
WHAT DOES DUE DILIGENCE FOR SUPPLY CHAINS USING HOMEWORKERS LOOK LIKE?

A step by step guide for brands.....

A Brands just setting out on this journey

Step 1: Adopt a clear policy on homeworking

Make it clear you welcome the use of homeworkers and will work with suppliers to address any issues. Without this assurance, suppliers are unlikely to disclose, because some brands prohibit the use of homeworkers. This may mean that some of the poorest women workers lose their livelihoods, and drives serious labour rights even further underground.

Hidden Homeworkers can provide brands with model policies & templates.

B Brands with a clear policy but are unclear if their suppliers use homeworkers

Step 2: Bring your policy to the attention of your suppliers

For example, during supplier visits, audits or in handbooks.

Good Practice Example: One brand asked suppliers to complete a short questionnaire about homeworking. When they insisted that these were all completed, they were surprised to find homeworking in places they had not previously expected.

C Brands that know their suppliers and subcontractors use homeworkers

Step 3: Map the supply chain

HWW can provide advice and support, and for those sourcing from India, Pakistan and Nepal, introduce you to civil society partners through our Hidden Homeworkers project, which can support you to engage with intermediaries and homeworkers to document their working conditions.

D Brands that are aware homeworkers' pay & conditions fall short of the minimum standards

Step 4: Draw up an action plan

HWW and our local partners can work with you to engage all Stakeholders, including homeworkers and intermediaries, to identify priority issues and start making changes.

E Brands that are aware of homeworking in a specific location, but the supplier does not disclose

Step 5: Work with your suppliers and other brands to collaborate on improving the conditions of homeworkers

HWW is seeking expressions of interest in joint supply chain mapping initiatives from brands sourcing apparel from Delhi, Sikandrabad, Bareilly and Tirupur or leather footwear from Tamil Nadu or Agra.

F Brands that have developed partnerships with other NGOs to improve homeworker situations

Step 6: Contribute an example of good practice

The Hidden Homeworkers project is documenting case studies and examples of good practice, to produce a Toolkit to learn lessons and disseminate best practice. Contact HWW if you can help.

G Brands that have implemented specific actions in their supply chains, to improve homeworkers' working conditions.

Step 7: Help us roll out best practice across more supply chains

This could include simple processes to improve record keeping and transparency, or ensure piece rates comply with minimum or living wage standards. Again we are keen to hear more about these examples, to ensure that our Toolkit captures as many examples of best practice as possible.



From 2020-2023, Homeworkers Worldwide is collaborating with Homenet South Asia & their local partners in the Hidden Homeworkers Project, led by Traidcraft Exchange and co-funded by the European Union. For more information, please contact:

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