



## RESEARCH ARTICLE

# Contribution of policy and regulations to enhance Transparency and Traceability in the Garment Industry

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## Abstract

The Indian garment industry comprises of complex global supply chain that frequently masks the origins and processes involved in production. Improving transparency and traceability is becoming crucial for promoting sustainable and ethical practices. The paper examines the importance of policy and regulations in accomplishing these objectives. The study highlights the necessity of increasing transparency and traceability in the apparel industry, along with the impact of policies on customer behavior, by reviewing existing literature, case studies, and policy analysis. However, significant gaps remain in achieving transparency and traceability within the industry. Many a time, a gap exists between awareness of the policies and their actual implementation by industry stakeholders. Therefore, the research aims to provide an understanding of the efficiency of current policies and their impact on consumers by examining current policies in India, international agreements, and the industry's best practices. Furthermore, the report analyzes the complications of adopting the regulations and offers insights into how one can overcome the barriers to achieve more transparency in the supply chain.

A descriptive research methodology was implemented. Secondary data and primary data were collected using a survey approach. An online survey was conducted using a stratified sampling technique, with a Google form questionnaire distributed through email. The research is also assessing the impact of current policies & regulations on consumer behavior. Through this examination, the research will highlight the importance of robust policy and regulatory frameworks in promoting a fashion industry that is both sustainable and ethical, as these measures not only safeguard the rights of workers and the environment but also build customer trust and preserve the industry's long-term viability by ensuring that all the stakeholders involved in the supply chain are accountable and transparent.

**Keywords:** Policy, Regulations, Transparency, Traceability, Garment industry, Awareness and supply chain.

## Introduction

India is among the world's largest producers of textiles and garments, contributing to the nation's GDP, export earnings, and employment for the country (Mittal, 2023; Invest India). However, it faces numerous challenges with transparency and traceability in the garment sector. The Indian garment industry is characterized by its intricate and complex supply chain, which conceals the origins and methods of production. These issues completely mask the source of raw materials, production conditions, and environmental and

social impact of the manufacturing process. Therefore, there is an urgent need to enhance transparency and traceability within the garment industry to address these concerns ("An Investigation into Indian Apparel and Textile Supply Chain Networks," n.d.).

Policy and regulatory frameworks play a critical role in addressing challenges because they establish standards and enforce compliance (Sharma, 2024). India has launched various initiatives to improve working conditions, reduce environmental footprint, and promote ethical practices in the garment sector (G, 2023). These initiatives comply with global standards and guidelines, including the OECD for Responsible Supply Chain, the European Union's Corporate Sustainability Reporting Directive, the Minimum Wages Act, the Environmental Protection Act, the Sustainable Textile Initiative, and the UN Guiding Principles on Business and Human Rights. Encouraging a sustainable garment sector requires transparency and traceability. As a result, there is a need for growing emphasis on policies and regulations to enhance transparency and traceability in the garment industry. The garment industry has to make transparency

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and traceability a priority to increase the ability to maintain its supply chain, identify and address issues like labor and human rights violations and environmental impacts, manage reputation risks, and adopt more sustainable patterns of production and consumption (*Traceability for Sustainable Garment and Footwear | UNECE, 2024*).

The term “transparency” is described as openness and accessibility to information regarding the production process and allowing stakeholders to understand the journey of garment making. Whereas, the term “traceability” is defined as tracking the history, application, and location of a product throughout the supply chain. When taken together, these concepts are essential for identifying and addressing problems, including environmental damage, labor exploitation, and unethical practices (Fashion for Good, 2023). In the apparel business, policy and regulations play a crucial role in improving transparency and traceability. Clear guidelines and standards should be established to enclose necessary information about the brand’s supply chain and adopt practices to promote accountability. Still, a significant gap remains in the adoption and actual application of the policies by fashion industry stakeholders. By analyzing the importance of policy and regulations and how they affect industry practices, the research aims to highlight the significance of a strong regulatory framework in supporting a transparent, traceable, and sustainable apparel industry.

### Research Objectives

The following are the research objectives of the study:

- Evaluating existing policies and regulations aimed to enhance supply chain transparency and traceability.
- Analyzing how policies and regulations influence consumer awareness and purchasing decisions.
- Examine the gap between policy awareness and implementation among industry stakeholders.

### Method

#### Sampling

To conduct a systematic review of literature related to the contribution of policy and regulations to enhance transparency and traceability in the garment industry, the authors first established the criterion for paper selection in the review. The papers chosen for examination were published pieces from journals, periodicals, books, blogs, and websites. The emerging literature led to the search for various case studies. They were not limited to specific journals or databases but also included internet searches on Google Scholar, EBSCO, Science Direct, Scopus, and other sources. The read papers were included in the review based on their contribution to the study objectives.

#### Survey & Data Collection

A survey was conducted to collect primary data from consumers inclined towards fashion to identify how these

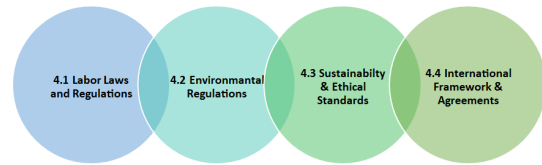


Figure 1: Categorization of literature review

policies affect consumer awareness in purchasing decisions and another questionnaire was prepared for the industry’s stakeholders to evaluate the perceived effectiveness of these policies in enhancing transparency and traceability.

### Literature Review

A comprehensive review of existing literature reveals that the Indian garment industry is subject to various policies and regulations aimed at ensuring fair labor practices, promoting sustainability, and enhancing traceability and transparency. These policies are formulated and enforced by different governmental bodies and international organizations. Overview of some key policies and regulations, along with case studies, are discussed in this section (Figure 1).

### Labor Laws and Regulations

#### Factories Act, 1948

The Factories Act is an important legislation in India that helps to protect workers’ rights and focuses on workers’ welfare, health, and safety in industrial establishments, including apparel industries. A few of the important regulations that need to be followed are cleanliness, waste management, ventilation, temperature regulation, control of dust and fumes, welfare provision, working hours, artificial humidity, overcrowding, annual leave with pay, inspectors, and penalties. To become more effective and efficient, factory owners must execute the act in all the departments. Challenges such as poor inspection, corruption, and lack of awareness often prevent the full benefits of the act from being realized. Factories Act promotes benefits to the workers and takes a step towards sustainability and ethical practices within the garment industry (*The Factories Act, 1948 | Labour Department, n.d.*). H&M is among the few brands who have implemented several measures of the Factories Act, of 1948 and also ensure that its suppliers follow the same regulations. H&M has taken a step to include regular audits of the Indian suppliers to ensure compliance with local labor laws. They focus on working hours, health, safety, and availability of necessary provisions to workers, which, as a result, has improved the working conditions, a reduction in excessive working hours, and enhanced safety measures (Supply Chain - H&M Group, 2024).

#### Minimum Wages Act, 1948

This is an important Indian legislation that aims to provide fair wages and ensure a minimum standard of living for workers working in various factories. It provides

directives to the government to fix and revise minimum wage rates of different employment to protect workers from exploitation and ensure a basic income level. A few important components that need to be followed are basic wage, cost of living allowance, and concessions for essential commodities. Regular audits are done to ensure compliance, and employers who fail to pay can face penalties (“Minimum Wages Act, 1948,” n.d.). Various International brands are involved in ensuring compliance with the Minimum Wage Act, of 1948, especially in countries from where they source products. For instance, Inditex, the parent company of Zara, has established various measures to ensure fair wages to workers in its supply chain. Inditex signed a Global Agreement with the Industrial Global Union, which includes fair wage commitments (Supply Chain Programmes: Workers at the Centre | Inditex, n.d.) (“Global Framework Agreement,” 2019).

#### *Child Labor Prohibition and Regulation Act, 1986*

This law aims to eliminate child labor and regulate working conditions in industries for children. It prohibits children under 14 from working in hazardous occupations, such as mining, explosives, and industries involving hazardous substances. This Act has been amended various times and now restricts child labor in all occupations except family business and societal awareness (“The Child Labor Act, 1986,” n.d.). In 2007, Gap faced various allegations of child labor practices in the factories supplying its products. Furthermore, the company has launched an investigation to resolve the issue. Thereafter, GAP launched stricter monitoring of its supply chain and also worked with NGOs to ensure the enforcement of the Child Labor Act of 1986 (BBC News, 2007).

### **Environmental Regulations**

#### *Environment Protection Act, 1986*

A crucial Indian law that allows the government to manage and control pollution, establish environmental stability, and manage hazardous substances. The Act encourages public participation in environmental protection activities and promotes environmentally friendly technologies. In the apparel industry it helps to regulate the discharge of harmful pollutants, ensure to follow environmental standards, and promote sustainable practices. Compliance with the Act helps garment manufacturers avoid legal penalties, enhance their environmental performance, and improve their market reputation (“The Environment [Protection] Act, 1986,” n.d.). Various International brands are complying with this act to focus more on sustainable practices and environmental impact. Levi’s is among the brands to implement initiatives to improve their environmental footprint. The company’s Water<Less™ campaign is a step taken to focus on reducing water usage in the production of jeans. Brands have also started sourcing sustainable cotton and using recycled

materials in the production of their products. In India, Levi’s works with suppliers to ensure compliance with this Act, focusing on water conservation and waste management (Staff, 2019).

#### *Water Prevention and Control of Pollution Act, 1974*

The Act aims to control and prevent water pollution. It helps Central and State Pollution Control Boards along with State Pollution Control Boards to reduce pollution and ensure compliance with established standards. The Act prohibits the discharge of pollutants beyond permissible limits and penalties include imprisonment and fines. The Act also encourages public participation to prevent water pollution. The Water Act is crucial for the garment industry, as it regulates effluent discharge, ensures compliance with water quality standards, and encourages cleaner production technologies (“The Water [Prevention and Control of Pollution] Act, 1974,” n.d.). International garment brands have implemented various initiatives to comply with this act, particularly focusing on reducing water pollution in their supply chains. H&M has introduced the clean chain project to manage water pollution. In collaboration with Indian suppliers, the company ensures compliance with this act. This includes using environmentally friendly chemicals and improving wastewater treatment processes to prevent contamination of local water sources. These case studies illustrate how international garment brands are taking proactive measures to comply with the Acts. This initiative focuses on using eco-friendly chemicals and enhancing wastewater treatment processes to prevent contamination of water sources (Water-H&M Group, 2023).

#### *Air (Prevention and Control of Pollution) Act, 1981*

The ACT is a crucial environmental law in India aimed at controlling and preventing air pollution. The Act prohibits the release of air pollutants beyond permissible limits. Penalties for non-compliance include fines and imprisonment. The Act also establishes environmental laboratories to analyze air samples and ensure compliance with pollution control regulations. In the garment industry, particularly in activities such as dyeing, printing, and finishing, air pollution can be a significant concern (“The Air [Prevention and Control of Pollution] Act, 1981,” 1981). Patagonia is known for its strong commitment to environmental sustainability, including efforts to reduce air pollution. The company works with suppliers in India to adopt sustainable practices that minimize emissions and improve air quality. Patagonia’s initiatives align with the Act by promoting cleaner production methods and renewable energy (Environmental & Social Footprint - Patagonia, n.d.).

### **Sustainability and Ethical Standards**

#### *Sustainable textile initiative*

In the textile industry, this initiative aims to endorse environmental and social practices. The main aim is to

decrease the environmental footprint, promote fair labor practices, boost the circular economy process, enhance transparency in the supply chain, support innovation, and raise consumer awareness about environmental and social impact in the textile industry. Better Cotton Initiative is among the several initiatives that work towards sustainable textiles. It aims to promote sustainable farming practices in the garment industry. In India, BCI works with local partners to train farmers on sustainable practices. Despite these efforts, challenges such as resource constraints, limited access to training, and market pressure affect the implementation of BCI standards among smallholder farmers (Better Cotton, 2023).

#### *India's national action plan on business and human rights (Draft)*

This is a framework designed to align business practices with human rights principles. It highlights the role of government in safeguarding human rights, promoting business due diligence, and ensuring easy access to remedies for victims of human rights violations. This plan promotes ethical practices, boosts respect for labor rights, and encourages stakeholder engagement and participation through awareness programs. ("UNGP's and India's National Action Plan," 2024).

#### **International Frameworks and Agreements**

##### *OECD due diligence guidance for responsible supply chains in the garment and footwear sector*

It promotes responsible business conduct and sustainability in the industry's supply chain. Focuses on enhancing transparency and traceability in the industry. Adoption of the guidelines leads to enhancing accountability. A few major components include preventing and mitigating adverse impacts, promoting transparency and traceability, enhancing accountability, and supporting stakeholder engagement. These guidelines can lead to the improvement of the brand's reputation and brand value, which, as a result, will attract more socially conscious consumers (OECD, 2018). H&M is the brand that has been actively working to align with OECD Due Diligence Guidance. It hires auditors to conduct regular audits of its suppliers to ensure compliance with a sustainable supply chain. H&M has also developed a Fair Living Wage strategy and collaborates with various stakeholders to improve working conditions and wages in its supply chain (Due Diligence - H&M Group, 2023).

##### *European union's corporate sustainability reporting directive*

Its aim is to enhance transparency on ESG issues and improve the quality of sustainability reporting. This law applies to companies listed on EU-regulated markets, except for microenterprises. The CSRD has a significant implication for the garment industry, which is known for its complex supply chains and significant social and environmental impacts

(CSRD, 2024). For instance, Burberry is an international brand that has committed to high standards of sustainability, aligning with CSRD. The company's annual report and dedicated sustainability report provide detailed information on its environmental footprint, social initiatives, and governance structures. Burberry aims to be climate-positive by 2040 (Akeroyd, n.d.)

##### *ILO conventions*

International Labor Conventions is a binding treaty that outlines fundamental principles and rights at factories. India is a country that has signed several ILOs. However, the ILO conventions impact global labor standards, improve working conditions, promote decent working, and protect worker's rights (*ILO Declaration on Fundamental Principles and Rights at Work*, 2024).

#### **Research Methodology**

The study uses a mixed-methods research design to offer comprehensive insight into how policies and regulations contribute to enhancing transparency and traceability. This approach combines both qualitative and quantitative methods. Qualitative data was gathered by reviewing the literature, while quantitative data were collected through a survey of consumers inclined towards fashion and fashion industry stakeholders. The collected data was then analyzed and interpreted.

##### *Target population and sample size*

The target population includes consumers with a strong interest in fashion apparel and the other target population is fashion industry stakeholders. Stratified sampling was employed to gather primary data, and a semi-structured questionnaire was prepared and circulated online for the same. About 100 responses were received from consumers inclined towards fashion apparel and 50 responses were received from fashion industry stakeholders, which were then considered for analysis and interpretation.

#### **Gaps and Challenges**

The review of the literature and survey revealed that despite the existence of these policies and regulations, significant gaps remain in their implementation and adoption (Majumdar *et al.*, 2021). There often exists a disparity between the awareness of these policies and their actual application by industry stakeholders. Furthermore, the fragmented nature of supply chains and the associated costs and resource constraints present substantial barriers to achieving full transparency and traceability.

#### **Data Analysis and Implementation**

Following a systematic review of the literature, a structured questionnaire was designed and sent to the fashion-inclined customers online, which helped to gather data about the impact of current policies and regulations governing

the garment industry on consumer behavior. A customer survey analysis was done to acquire primary data, which was then analyzed by mapping respondent’s demographic profiles. The results of each study are presented along with corresponding interpretations in each section. A second questionnaire was designed and distributed to the people working in the fashion industry, which helped to gather data about the gap between policy awareness and difficulties in its implementation.

**Sample Analysis of Fashion Inclined Customers**

*Demographic information*

The analysis of the collected primary data, as detailed in Table 1, reveals the following demographic distribution among respondents. 10.4% of respondents are under the

**Table 1:** Demographic information of respondents

Variables	Categories	Percentage of respondents (%)
Age	Below 20 years	10.4
	20–30 years	55.7
	30–40 years	20.8
	40–50 years	6.6
	Above 50 years	6.6
Gender	Female	61.3
	Male	31.1
	Non-binary	0.9
	Prefer not to say	6.6
Occupation	Employed	43.2
	Self Employed/Business Owner	17
	Students	7.5
	Researcher	6.6
	Retired	2.8
	Unemployed	2.8
Region/ States of Respondents	Rajasthan	37.7
	Delhi	19.8
	Gujrat	15.1
	Maharashtra	9.8
	Uttar Pradesh	6.6
	Assam	2.8
	Tamil Nadu	2.8
	Punjab	1.9
	Kerala	1.9
	Jharkhand	0.9
Himachal Pradesh	0.9	

age group of 20 years, 55.7% fall within the 20 to 30 age range, 20.8% are aged 30 to 40, and 6.6% are from the 40 to 50 age group and above.

Among 106 respondents, 61.3% are female, 31.1% are male, 0.9% identified as non-binary and 6.6% choose not to disclose their gender as shown in Table 1. Respondents are from different occupations; 63.2% are employed, 17% are self-employed, 7.5% are students, 6.6% are researchers, 2.8% are retired, and 2.8% are unemployed.

From Table 1, it can also be observed that 37.7% of respondents are located in Rajasthan, 19.8% are from Delhi, 15.1% are from Gujrat, 9.8% are from Maharashtra, 6.6% are from Uttar Pradesh, 2.8% are from Assam and Tamil Nadu, 1.9% are from Punjab and Kerala and only 0.9% are from Jharkhand and Himachal Pradesh.

**Awareness of Policies and Regulations**

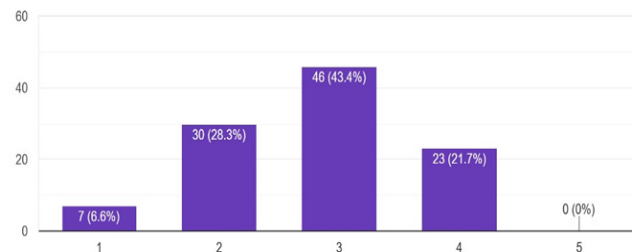
From Figure 2, it can be observed that 34.3% of respondents are very well aware of policies and regulations aimed at improving transparency and traceability in the garment industry, 43.4% considered themselves partially aware and 21.7% considered themselves unaware.

**Familiar Policies and Regulations**

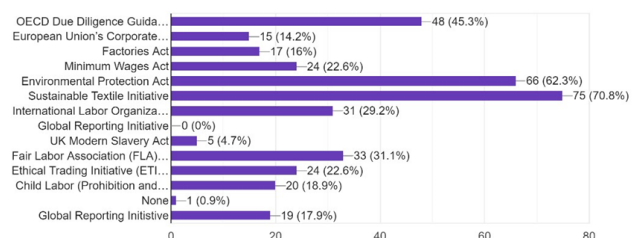
When asked about how many policies & regulations they are aware of, 70.8% of respondents were aware of the Sustainable Textile Initiative, 62.3% respondents were aware of the Environmental Protection Act and only 4.7% were aware of the UK Modern Slavery Act shown in Figure 3.

**Mode of Awareness of Policies & Regulations**

Figure 5 shows that 75.5% of the sampled population prefer news articles as their primary source of awareness on policies and regulations (Figure 4).



**Figure 2:** Awareness of policies & regulations



**Figure 3:** Familiar policies & regulations

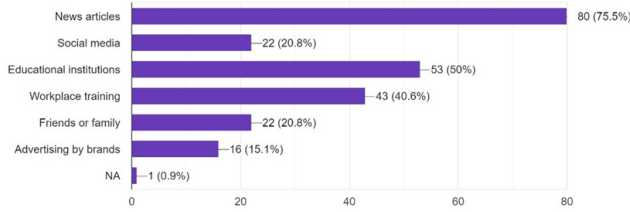


Figure 4: Mode of awareness

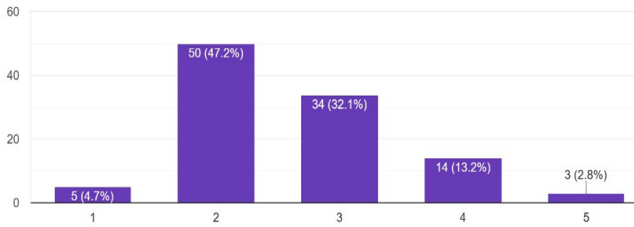


Figure 5: Importance of transparency & traceability while purchasing

**Importance of transparency and traceability while making purchase decisions**

From Figure 5, it can be observed that 51.9% of respondents consider transparency and traceability important while making purchase decisions, 32.1% consider it as partially important while making purchase decisions and 16% did not consider transparency and traceability vital while making purchase decisions.

**Change in purchasing behavior based on the information about transparency and traceability practices**

Figure 6 demonstrates that 61.3% of the sampled population can change their purchasing behavior depending on the company's transparency and traceability practices.

**Type of information to be considered important while evaluating a company's transparency and traceability**

Figure 7 demonstrates that 66% of the sampled population prefers information about the origin of raw materials, most importantly while evaluating transparency and traceability practices.

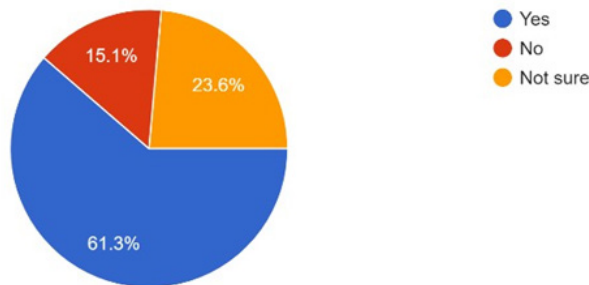


Figure 6: Change in purchasing behavior based on information about transparency & traceability

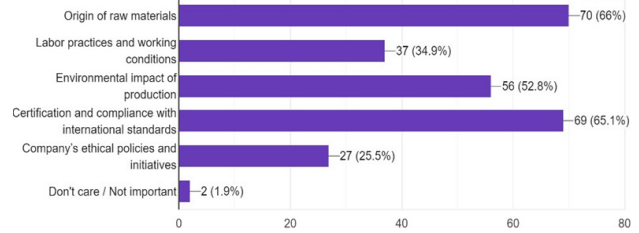


Figure 7: Important information while evaluating the company's transparency & traceability

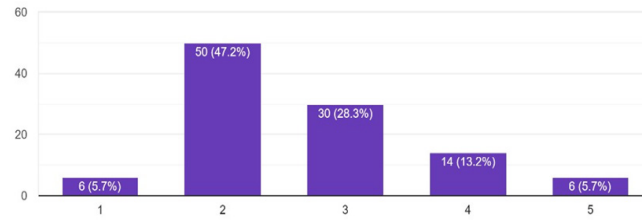


Figure 8: Likely to pay more if garment company follows ethical practices

**How much likely to pay more for a garment if company follows ethical practices**

Figure 8 shows that 52.9% of the sampled population will likely pay more for brands that follow transparency and traceability as their ethical practices.

**Factors that would influence your decision to purchase from a company committed to transparency and traceability**

From Figure 9, it can be observed that 69.8% of respondents rely on certification by reputable organizations to influence their purchase decisions.

**Actions you expect companies to take to ensure transparency and traceability**

It is observed from Figure 10 that 58.5% of the sampled population prefer transparent communication with consumers, while 56.6% considered engagement with third-party certification bodies.

**Verification of a company's claims about its transparency and traceability practices**

As demonstrated in Figure 11, 77.4% of the sampled population prefer third-party certification labels vital for verifying the company's claim about their practices.

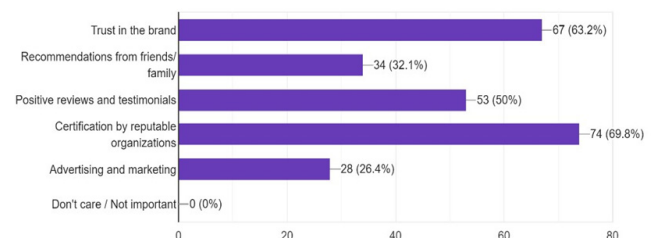


Figure 9: Factors influencing purchase decision

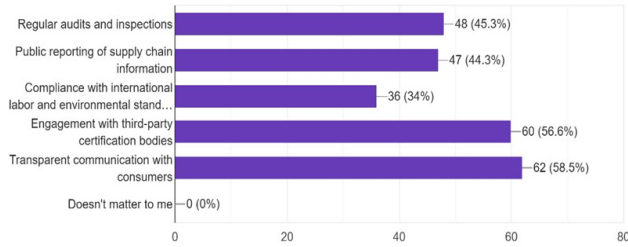


Figure 10: Company’s action to ensure transparency & traceability in the supply chain

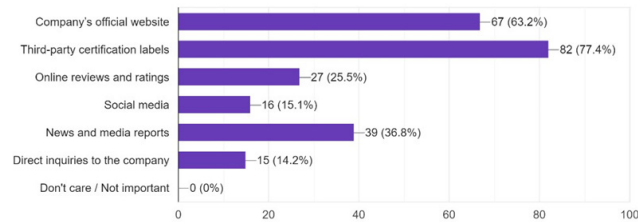


Figure 11: Verification of company's claim about their practices

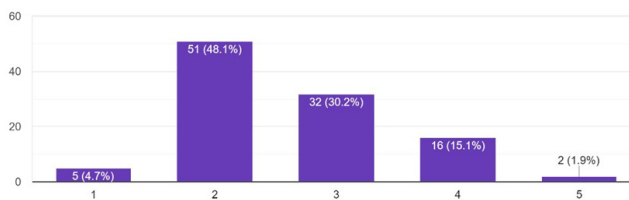


Figure 12: Influence of sustainable policies on purchasing decisions

**How strongly do you agree with the following statement: “Policies and regulations aimed at enhancing transparency and traceability in the garment industry positively influence purchasing decisions.”**

Figure 12 demonstrates that 52.8% of the sampling population agrees with the above statement, 30.2% are partially inclined toward it, and 17% population disagrees with the statement.

Thereafter, a structured questionnaire was sent to the people working in the fashion industry, which helped to gather data about the gap between policy awareness and difficulties in its implementation.

**Sample analysis of people working in the fashion industry**

**Demographic information**

As shown in Table 2, 50% of the sampled population are manufacturers, 32% are retailers, and 18% are suppliers.

Among 50 respondents, 16% of the sampled population have 1-50 employees, 60% have 51 to 200 employees working in their organization, 20% of respondents have 201 to 500 employees and 4% have 501 to 1000 employees.

Table 2: Demographic information

Variables	Categories	Percentage of respondents (%)
Role in fashion industry	Manufacturer	50
	Retailer	32
	Supplier	18
Number of employees in the organization	1–50	16
	51–200	60
	201–500	20
	501–1000	4
	More than 1000	0
Region/States of Respondents	Rajasthan	32
	Gujrat	18
	Delhi	16
	Uttar Pradesh	10
	Maharashtra	8
	Punjab	6
	Jharkhand	4
	Tamil Nadu	4

As shown in Table 2, 32% of the sampled population belong to Rajasthan, 18% are from Gujrat, 16% are from Delhi, 10% are from Uttar Pradesh, 8% are from Maharashtra, 6% mentioned that they are from Punjab, and only 4% are from Jharkhand and Tamil Nadu.

**Awareness of Policies & Regulations**

From Figure 13, it can be observed that 70% of respondents are very well aware of policies and regulations aimed at improving transparency and traceability in the garment industry, 26% considered themselves partially aware, and 4% considered themselves unaware.

**Familiar Policies & Regulations**

When asked about how many policies & regulations they are aware of, 76% of respondents were aware of the sustainable textile initiative, 72% of respondents were aware of the Environmental Protection Act, and only 42% were aware of the Minimum Wages Act and Child Act as shown in Figure 14.

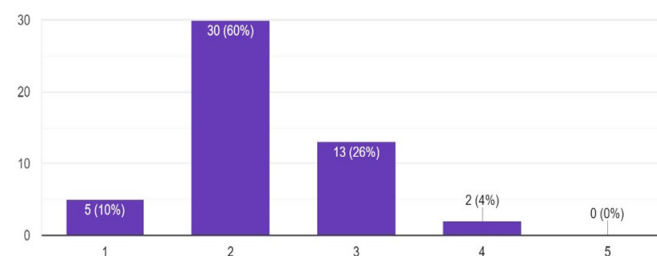


Figure 13: Awareness of policies & regulations

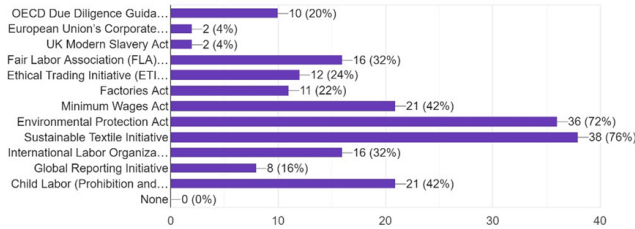


Figure 14: Familiar policies & regulations

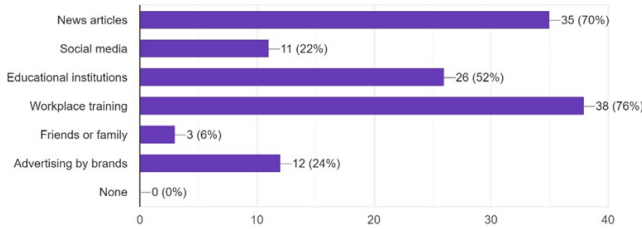


Figure 15: Mode of awareness

**Mode of Awareness of Policies & Regulations**

Figure 15 demonstrates that 76% of the sampled consumers mentioned workplace training as their mode of awareness about policies and regulations.

**The extent to which the organization has implemented these policies and regulations**

From Figure 16, it can be observed that 10% of respondents have completely implemented various policies, 58% have partially implemented and 32% have not implemented these policies.

**Challenges Organizations are facing in implementing policies**

It is observed from Figure 17 that financial constraints and the complexity of the supply chain are two major challenges that organizations are facing.

**How does your organization monitor compliance with policies?**

It is observed from Figure 18 that respondents use certification programs majorly to monitor compliance with organizations.

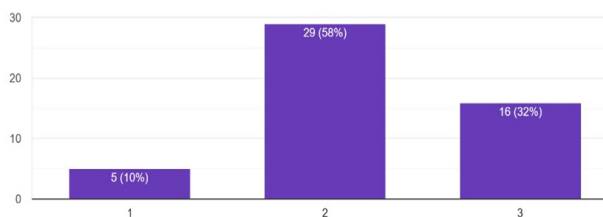


Figure 16: The extent to which the organization has implemented policies & regulations

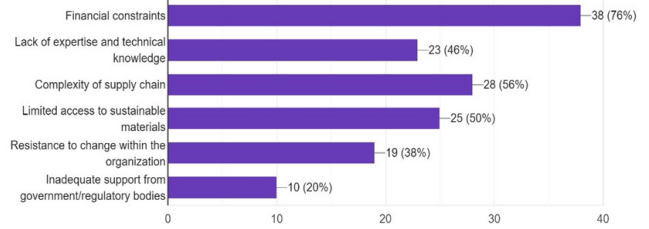


Figure 17: Challenges faced while implementing policies

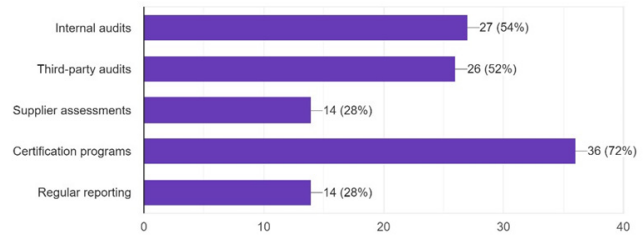


Figure 18: Organization monitoring compliance with policies

**Impact of transparency & traceability policies on business operation**

From Figure 19, it can be observed that 70% of respondents have agreed that the implementation of policies will have a positive impact on the business, 26% agreed partially on this and 4% do not agree to have a positive response to the above statement

**Benefits that the organization is experiencing from implementing policies & regulations**

From Figure 20, it can be observed that improved brand reputation, reduced environmental impacts, and increased consumer trust are the main benefits that organizations will experience by implementing policies & regulations.

**Challenges that have been encountered as a result of implementing policies & regulations**

It can be observed in Figure 21 that increased operational cost is the main challenge that has been encountered as a result of implementing policies & regulations.

**Support/Resources that helped the organization to better implement the policies**

It can be observed in Figure 22, that training and capacity-building programs, collaboration and partnership with

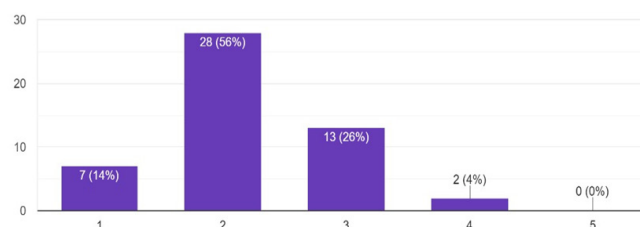


Figure 19: Perceived impact of policies



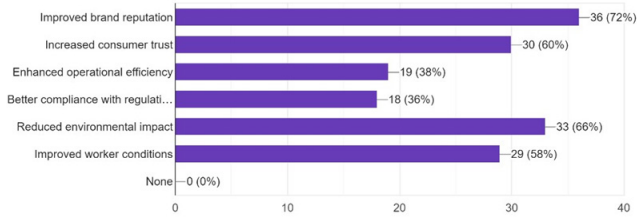


Figure 20: benefits organization experience while implementing policies

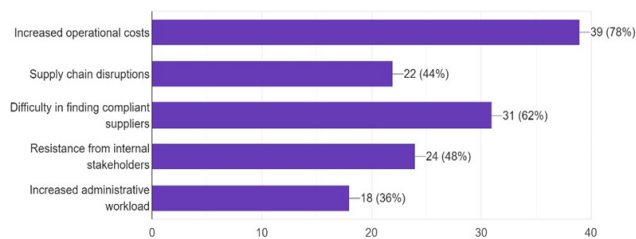


Figure 21: Challenges encountered by organizations in implementing policies

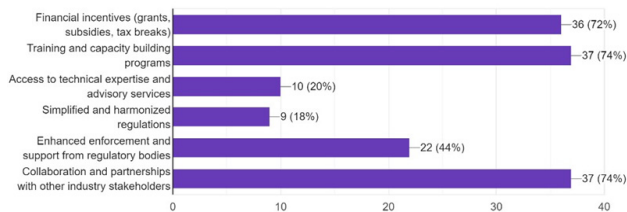


Figure 22: Resources that helped the organization to better implement the policies

industry stakeholders, and financial incentives could help the organization to better implement the policies.

## Conclusion

The contribution of policy and regulations to enhance transparency and traceability in the garment industry is undeniable, given the complex nature of global supply chains that frequently mask the origins and processes involved in production. The last few decades, therefore, have seen the formation of policies and regulations to improve transparency and traceability, which is becoming crucial for promoting sustainable and ethical practices. While policies and regulations contribute to enhancing transparency and traceability in the garment sector, accomplishing and realizing its full potential however, requires addressing the challenges in enforcement and support for smaller players in the industry. Granting financial incentives, strengthening regulatory frameworks, and fostering collaboration among stakeholders are some measures that can be adopted by regulating organizations to enable the garment industry to achieve greater transparency and traceability, ensuring sustainable growth and ethical practices. These measures not only safeguard the rights of workers and the environment but also build consumer trust and preserve the industry's long-term viability.

## Conflict of Interest

The authors confirm that there are no conflicts of interest related to the publication of the paper.

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