



Kerenzerbergforum 2022

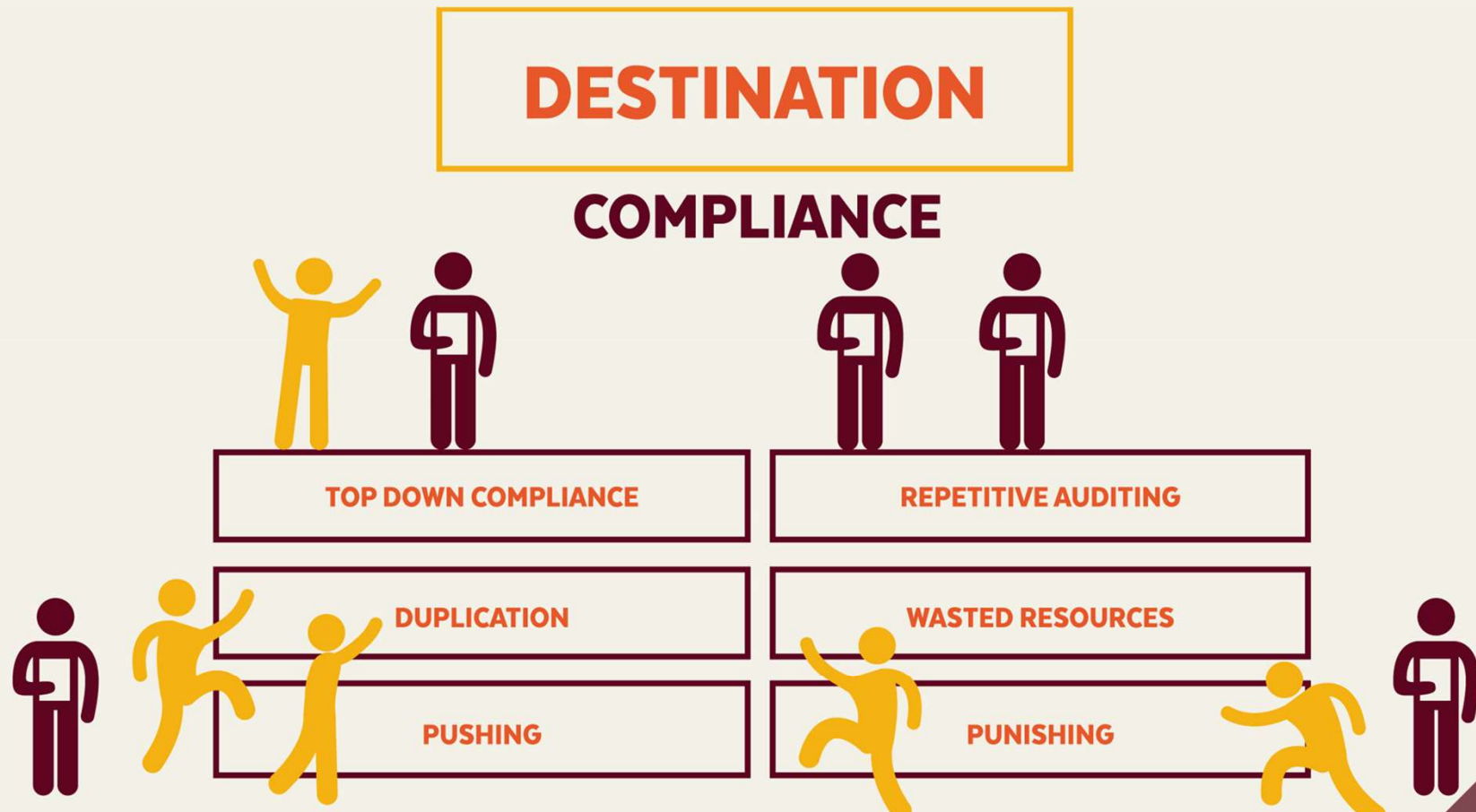
Deep Dive Session
Sozialstandards



Einführung



Traditionelles Modell





Partizipatives & kollaboratives Modell





Approaches to Long-Term Improvement



Self-Assessment

- ◆ Start with positivity
- ◆ Encourage ownership
- ◆ Improve transparency



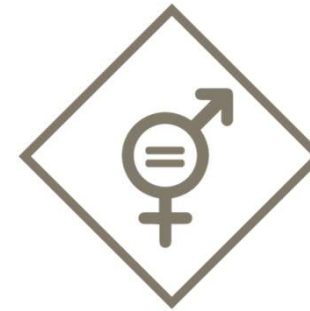
Workplace Cooperation

- ◆ Worker-Management Committees
- ◆ Workplace communication
- ◆ Workplace dialogue
- ◆ Advisory and training services



Risk management and Management Systems

- ◆ Identify and tackle the root-causes of non-compliance
- ◆ Grievance mechanisms



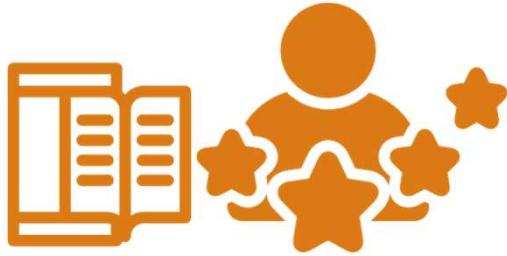
Empowering Women

- ◆ Factory career opportunities





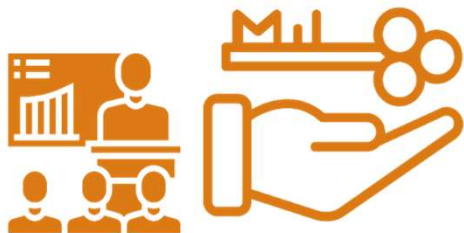
Better Work Academy



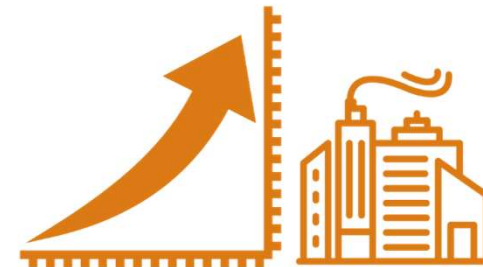
eLearning on international labour standards will build participants' expertise and help tackle challenging compliance areas



Regular coaching and feedback will help participants grow, gain confidence and hone their skills



Train staff at supplier factories to increase their effectiveness and ownership over improvement activities



Work directly with suppliers, empowering factories to drive their own improvement plans



The core curriculum



SKILLS TRAINING

- The business case for investing in worker participation
- Facilitation skills and participatory training techniques
- Sensitization and awareness on Gender Equality



TRAINING OF TRAINERS

- Workplace communication
- Workplace cooperation committees
- Complaint Mechanisms
- Management Systems and a Systems approach to Problem Solving
- Respectful workplace program



E-LEARNING

- Social Dialogue and Freedom of Association
- Forced Labour
- Child Labour
- Discrimination
- Responsible business conduct



Main Content



Auditing to
Advisory
(Business case)



Workplace
Communication



Practice
Facilitation Skills



Workplace
Cooperation
Committees



Industrial
Relations (IR) –
Distance learning
Course



E-Learnings



Problem Solving



Risk Management

ToT on Supervisory Skills
Training



E-learnings

Forced Labour

Child Labour

Discrimination

**Responsible
Business
Conduct**

**Purchasing
Practices**



Short term and long term objectives

Short-term



Acquire and develop new skills



Become an effective advisor and facilitator



Be a change maker in your supply chain

Long-term



Increased worker participation



Enhanced social dialogue



Ownership taken by the factories



More respectful and inclusive workplace in the supply chain





“

We all understand that there are a lot of power dynamics at play. In the Academy program, we bring workers and managers together in a room as equal partners to become comfortable around each other, and break those barriers.”

Reema Agrawal, Senior Programme Manager, Supply and Sustainability, Gap Inc.



Impact on the Shop Floor The Business Case for the Better Work Academy



“

In the past we worked without any enthusiasm and out of fear. Now we are happy, productive and work more efficiently”
– **Factory worker**

“

Production efficiency increases because the workers feel comfortable, happy at the workplace... the managers are more open, understanding of workers”– **WPC worker representative**

“

They are motivated and happy... Production has a good quality...(profits) also improved...We had so many absent before, but now it's reduced” – **WPC management representative**

Pike, Kelly (April 2019). *Impacts on the Shop Floor:*