Good morning!

Welcome!!

AGENDA OF THE DAY:

- Update on the RAGS project
- Proposed auditor guidance on GD
- Group discussion and inputs on guidance
- Next Steps of RAGS
Introductions
Guest Speaker in Delhi - Mr. Viraf Mehta

Country Coordinator of the Responsible and Accountable Garment Sector (RAGS) Project

Social Anthropologist, educated at Dept. of Anthropology, Delhi University, India and University College London, UK

Tata Group from 1986-2000 Founding members of the Tata Council for Community Initiatives.

Served as the Chief Executive of Partners in Change -May 2002 to March 2010.

Served on several National Committees with regards to the development of domestic corporate responsibility norms and standards, as well as their equivalents in the NGO sector. These include the Bureau of Indian Standards, The Indian Institute of Corporate Affairs and the Planning Commission.

Member of the Ministry of Corporate Affairs appointed drafting committee for the recently released “National Guidelines for the Social, Environmental and Economic Responsibilities of Business”

Member of the Disclosure Framework Committee constituted by the Ministry

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Responsible & Accountable Garments Sector

RAGS is a project funded by UK-Aid

The aim of RAGS is to make responsible and ethical production norms in the garment factories supplying to the UK

SAI project started in Nov 2010, end of project in July 2013

SAI’s partners- GAP Inc., Timberland, PGC-Switcher and ETI London

SAI project topics

- Gender discrimination
- Homeworkers in Supply chain
Well known Indian women

Try to identify these women

Disclaimer- we are not trying to promote anyone. The personalities are represented to provide examples of some powerful and well known women in India.
The common Indian woman
Project results & outcomes

- **Trainings and capacity building**
  - Building local training capacity - workshop in May 2012
  - Classroom for factory management
  - Worker committee onsite sensitization
  - Kicking off improvement projects
  - Workshops on ILO Gender process - April 2013

- **Multistakeholder meetings**
  - Delhi - 23 Nov 2011
  - Tirupur - 16 Nov 2011
  - TBD - 2013

- **Auditor Guidance**
  - Sumangali schemes - released in 2011
  - Gender discrimination - draft
  - Workshops - 18 & 20 June 2013

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Management Systems to address Gender Discrimination

- One day classroom training
- Gender Sensitization
- Management Systems
- Sexual Harassment
- Factory culture
Trainings update
-Management systems to address Gender Discrimination

- 21 workshops till date
- More than 500 managers from 200 factories covered
- Bangalore, Delhi and Tirupur
In a garments export oriented factory, all women are NOT allowed to work in the “Ironing section” because the heat might effect their health.
Draft Auditor guidance

Caroline Lewis- SAI

Melanie Bower- SAAS
SORRY, YOU ARE SIMPLY NOT THE RIGHT MAN FOR THE JOB.
Sex discrimination? What are you talking about?

We need to get an equal pay expert in...
Let's get a girl—it'll be cheaper.
In this guidance we consider six gender discrimination criteria:

- Recruitment and Hiring
- Equal Pay
- Training and Promotion
- Disciplinary Measures and Dismissal
- Sexual Harassment
- Maternity Provisions
What are Labour Management Systems?

- A management system describes the set of procedures an organization needs to follow in order to meet its objectives.
- Processes that provide a sustainable path for measuring and improving labour standards performance in the supply chain.
Why are they important?

- Provide foundation for integrating CSR into company’s core business activities
- Improve supply chain transparency. Inefficiencies detected
- Monitoring reduces incidence of labour violations
- Improves customer and investor relations through meeting ethical standards
- Improves motivation, productivity and retention of workforce
In this guidance we consider nine management systems categories

- **Policies and Procedures**: Evidence of motivation and implementation

- **Internal Social Performance Team**: Worker/manager team critical to spearheading policies and procedures

- **Worker Involvement and Communication**: Ways to improve worker/manager relationships

- **Level and Type of Non-Conformances**: Does the factory identify its major weaknesses?
In this guidance we consider nine management systems categories

- **Progress on Corrective Actions:** Is a tracking system and root cause analysis in place to address and improve on the non-conformances?

- **Complaint Management & Resolution:** A key method for workers to communicate

- **External Verification & Stakeholder Engagement:** Relationships with auditors and external stakeholders

- **Training & Capacity Building:** Training workers, suppliers and contractors

- **Management of Suppliers and Contractors:** How does the factory ensure that its message is communicated down the line?
Guidance usage concerns

- Using the guidance on-site is time-consuming
- There is no time to focus on one issue
- It’s going to make the audit cost more
- This guidance is not laid out as a check-list which is what we are used to
Brainstorming

- **Table 1**
  - Policies and Procedures
  - Internal Social Performance Team
  - Worker Involvement & communications

- **Table 2**
  - Complaint management & resolution
  - Level and types of Non conformances

- **Table 3**
  - Progress on corrective actions
  - External verification & stakeholder engagements

- **Table 4**
  - Training and capacity building
  - Management of suppliers and contractors

- Read section and check for adequateness
- Changes recommended? How to make guidelines more useful?
- Highlight some best practices in specific section?
- Opportunities and challenges?
- Each group will have a table lead
- Group to report on above points

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Group Feedback

- Check for adequateness of the section
- Changes recommended? Usefulness?
- Highlight some best practices?
- Opportunities and challenges?
- Each group to report above points
Women in garment industry

- Join factories with low skills
- Most lines have male supervisors
- Cheaper- same work but lesser pay
- Using vulgar language is “OK” infront of women
- Women may not raise concerns in fear of retribution
- Lack of awareness of rights
Women in garment industry

- Exploitation of young girls- false apprentice schemes
- Women can work on contract & maybe not covered in ESI or PF
- 90% managers feel confidentiality is not important while dealing with a sexual harassment issues in the factory
- Some are not clear on what is sexual harassment
- Women may have no right to organize- FoA
- Ineffective worker committees
Steps forward

- Inputs will be incorporated in the draft guidance
- Minutes and latest draft will be shared with participants
- Final draft will be presented to multi-stakeholders for refinements
- Final version will be made public by end of August 2013
- Check project webpage for updates www.sa-intl.org/indiarags
- Link us on LinkedIn to see the workshop pictures!
Thank you!

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www.sa-intl.org/indiarags