



ASIAN PRODUCTIVITY ORGANIZATION

## PROJECT IMPLEMENTATION PLAN

7 April 2015

1. **Project Code** 15-IN-06-GE-TRC-A-02
2. **Title** Self-learning e-Course on SA8000:2014 Social Accountability International
3. **Reference** Project Notification 15-IN-06-GE-TRC-A dated 23 January 2015
4. **Timing and Duration** 10 July – 9 October 2015 (three months)
5. **Implementing Organizations** APO Secretariat and National Productivity Organizations (NPOs)
6. **Number of Participants** Minimum 20 from each participating country (Minimum 380 participants per course)
7. **Self-registration** Self-registration opens from 10:00 AM Japan Standard Time on 10 July 2015 on the APO's e-learning web portal: <http://www.apo-elearning.org/moodle19/>

Note: Participants can register directly from this portal on the APO website. Those who are already registered can access the course by using the assigned username and password. If you have forgotten your username and password, please refer to the FAQs on the home page of the portal.

### 8. Objective

To provide basic knowledge and inputs on how to develop, implement, audit, and improve social accountability management systems under the requirements of SA8000

### 9. Background

Complying with the codes and conduct related to social responsibility is becoming more important to business corporations nowadays. Workers are more concerned about their rights, ethical issues, and a decent workplace. In addition, customers tend to boycott the products of unethical or irresponsible companies. Thanks to modern communication technology, people can easily access up-to-date information relating to social issues. The lack of social responsibility can affect a company's reputation. Among the issues under international scrutiny are child labor, discrimination, and workplace conditions. Although several codes of conduct on these issues have been developed, the Social Accountability: SA8000 standard

appears to be the most comprehensive, with a well-developed system for independently verifying the compliance of businesses.

SA8000, published in October 1997 and revised in June 2014 by Social Accountability International, is an international standard for social accountability. Its objective is to ensure the ethical sourcing of goods and services. It is a voluntary standard and can be applied to any size of organization or business. SA8000 covers all key labor rights, including child labor, forced labor, health and safety, freedom of association, right to collective bargaining, discrimination, discipline, working hours, compensation, and management systems. Attaining SA8000 certification can give a company a competitive edge by ensuring that it is practicing ethical trading initiatives, thus enabling it to attract new customers and enter new markets, especially in a business environment where social issues are increasingly important. Clear commitment to social and ethical standards can also help companies attract well-trained, reputable staff, thereby increasing their loyalty and the quality and productivity of the organization.

Through this course, it is intended to provide firsthand information on explanations of social accountability, to develop more social accountability professionals in member countries, and to give them a better understanding of the SA8000 standard

## **10. Scope and Methodology**

### **Scope**

The course will cover the following modules:

- Module 1: About social accountability, child, forced and compulsory labor
- Module 2: Health and Safety and quiz
- Module 3: Freedom of association and right to collective bargaining
- Module 4: Discrimination and disciplinary practices
- Module 5: Working hours and remuneration and quiz
- Module 6: Management system
- Module 7: Final exam

### **Methodology**

Self-learning e-modules, additional study material for participants, intermittent quizzes for self-assessment, and a final examination to qualify for the APO e-certificate.

## **11. Qualifications of Candidates**

Personnel who are involved in organizing, planning, and conducting social accountability audits. Potential auditors/managers of SA8000, including those who assess suppliers and subcontractors.

## 12. Eligibility for e-Certificate

A minimum score of 70% on the final examination is required to qualify for the APO e-certificate.

Note: Participants from nonmember countries are welcome to take the course for self-development, although APO e-certificates will not be provided.



Mari Amano  
Secretary-General