





BSCI Auditor Upgrade Course

BSCI转版升级培训课程

Classroom Training: Day 1

Tutors

- Mike Lee:
- SAI Lead Trainer / SAAS Accreditation Auditor

Course Structure 课程结构

- **Day 1: Overview of Changes and Practical Application**
- **主要变化及实际应用**
 - **Module 1:** Introduction to BSCI – Putting audits into context 介绍BSCI 及进入审核状态
 - **Module 2:** Overview of the BSCI System Changes and the Holistic Approach
 - BSCI 体系变化概览及全局观念
 - **Module 3:** Upgraded Performance Areas
 - 升级的各执行领域阐述
- **Day 2: Audit Simulation, Conducting an Audit 模拟审核**
 - **Module 4:** Conducting the Audit 执行审核
 - **Module 5:** Collecting the Evidence 收集证据
 - Site Observation 现场观察
 - **Module 6:** Collecting the Evidence 收集证据
 - Document Review and Interviews 文件 审查和访谈
 - **Module 7:** Evaluating the Evidence 评估证据
 - **Module 8:** Setting the Path for Continuous Improvement 设定持续改善的路径
 - End of Day: Final Exam 考试

Learning Methods 学习方法

- Formal Presentation – lectures 讲师讲解
- Group Exercises 分组练习
- Case Studies 案例研究
- Small Group discussion 小组讨论
- Role Plays 角色扮演
- Photo-Tour 图片演示

Grading: 学员评估

- Pre-course Survey – mandatory 课前调查-必须
- 25% Participation 课程参与
- 25% Exercises 练习
- 50% Exam 书面考试

Fun Filled Two Days!

Learning is Fun



- Even When It Is 314 Pages!
- Who has read the new BSCI System Manual?

Mandatory Reading 必读资料

- BSCI Code of Conduct 2014
- BSCI Terms of Implementation for Business Partners to be involved in the BSCI monitoring process
- BSCI Glossary
- BSCI System Manual
- BSCI Reference
- BSCI TOI for Business Partners

Classroom Rules

- No cell phones
- Comfort breaks as needed
- Safety considerations
- Complaints and Concerns
- Be respectful and be on time

Teamwork In Exercises





Module 1

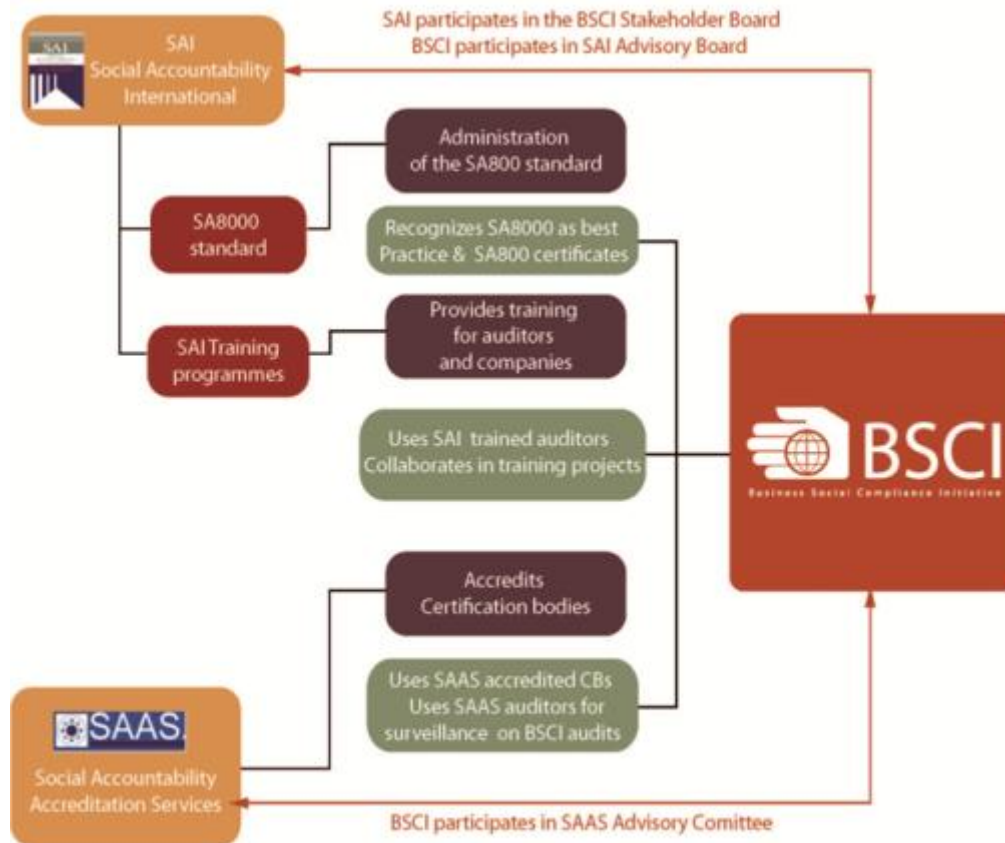
Introduction to BSCI and Putting audits
into Context

BSCI 介绍及进入状态

Course Learning Objectives 课程学习目标

- Learning the Upgraded BSCI System 学习升级的BSCI系统
 - Shift from shaming to learning 从“难堪”到“学习”
 - Holistic approach 全局视野
 - Revised online platform and rating system 在线平台和评分系统变化
- Refining audit techniques 改善审核技巧
 - Triangulation 多角度 相互引证策略
 - Synthesizing Information 信息综合
 - Worker Interviews 工人访谈

Who we are: BSCI, SAI and SAAS?



The Business Social Compliance Initiative



We unite more than 1,400 companies around a Code of Conduct applicable to all sectors and sourcing countries.
已经有超过1400家会员。

BSCI values BSCI 价值观

Cooperation
合作

Working together. **Greater impact**
Cooperation between business and affected stakeholders.

Continuous
Improvement
持续改进

**Step-by-step
development approach.**
Ensure the continuous
improvement of working
conditions.

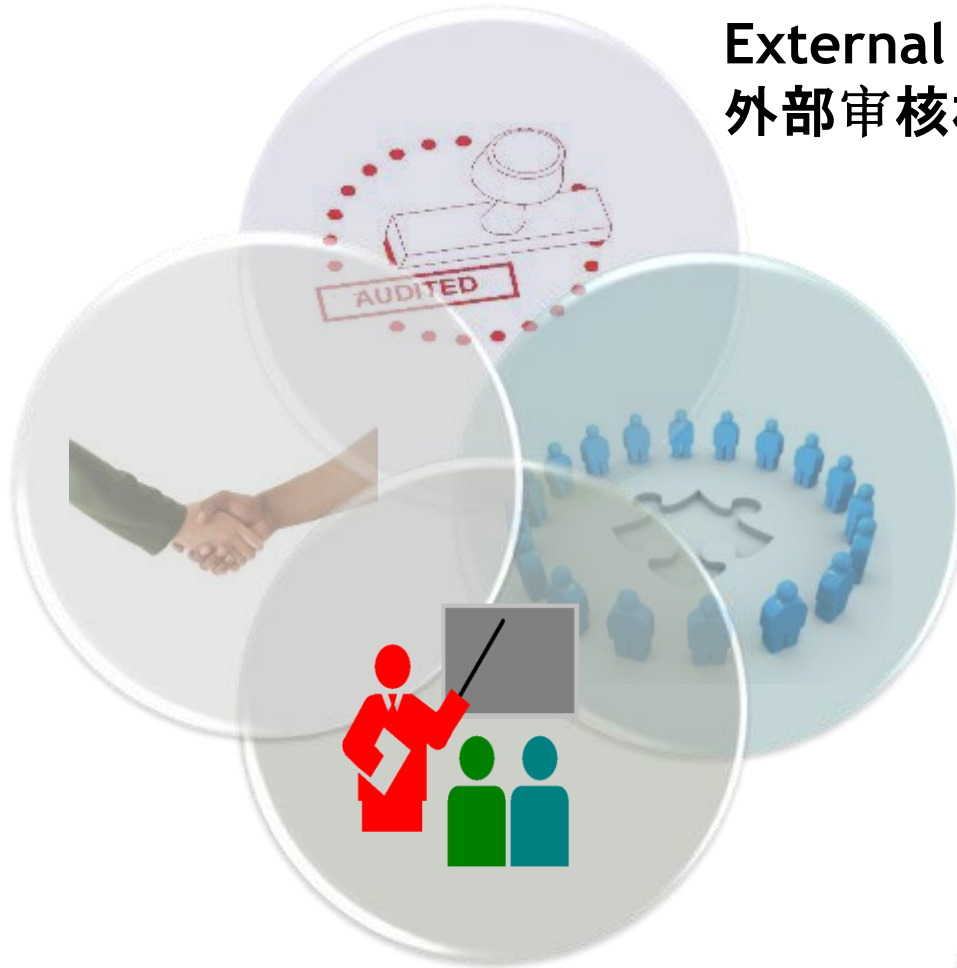
Empowerment
赋予能力

Build capacities to develop supply chains that respects human and labour rights.

Social management system to bring BSCI principles to the heart of the business enterprises' culture.

BSCI successes BSCI 成功的基石

Commitment
承诺



External auditors
外部审核机构

Stakeholders
engagement
利益相关方参与

Capacity Building
能力建设

Beyond compliance 超越合规性

Public commitment
公开承诺

Due diligence
尽责尽力

Strategy
战略

Audit?

Stop
business?

Use leverage?

Capacity
Building?

Need for
remediation?

Public commitment 公开承诺

- **Take reasonable measures** to abide by the principles of the code and promote their implementation in their supply chain
- 采取合理的措施遵守BSCI准则要求并促进供应链执行这些准则
- **Early detection, monitoring and remediation of non-observance** in their supply chains
- 对供应链的不遵守情况进行早期探测,监督和采取改善措施
- **Remain open to constructive engagement with stakeholders genuinely concerned with social compliance**
- 就社会责任合规性保持与利益相关方的建设性对话

Due diligence 尽责尽力

- Processes 流程
- Relationships 关系
- Business culture 商业文化



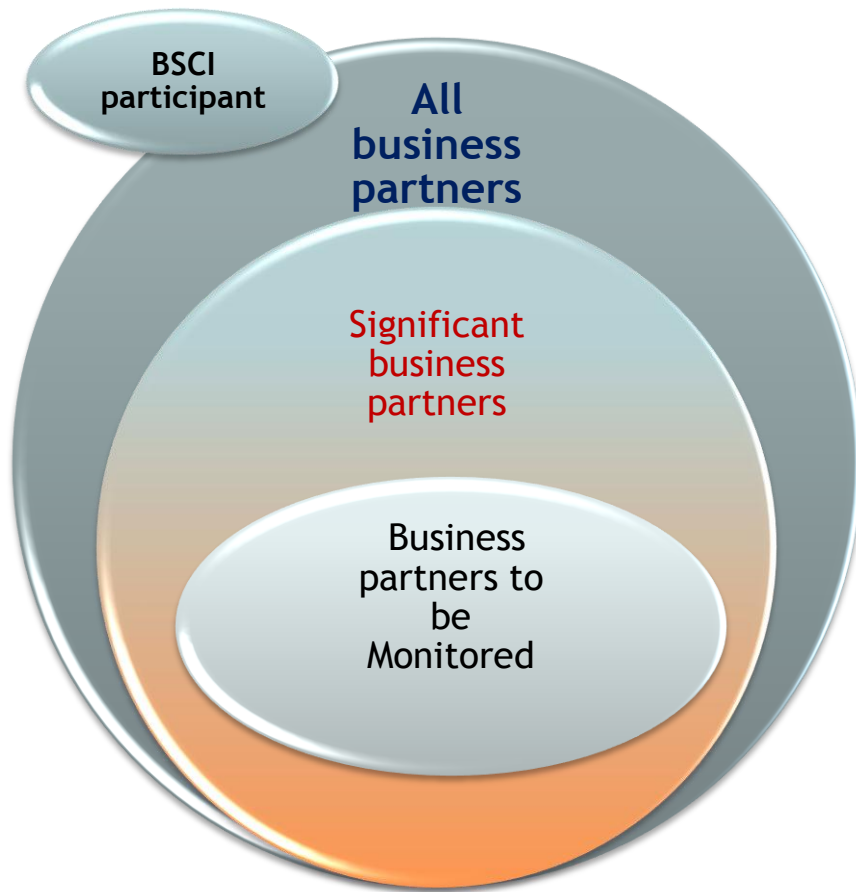
The BSCI Code of Conduct 准则



- Code of Conduct 准则
- Terms of implementation for: 执行条款
 - Participants
 - Business Partners (suppliers)
 - **Business Partners to be monitored (producers)**
- BSCI Reference 参照
- BSCI Glossary 术语

IMPORTANT: producers can receive many different Code and Terms to be signed

From BSCI Participant' perspective 会员视角



Social Audits 社会责任审核

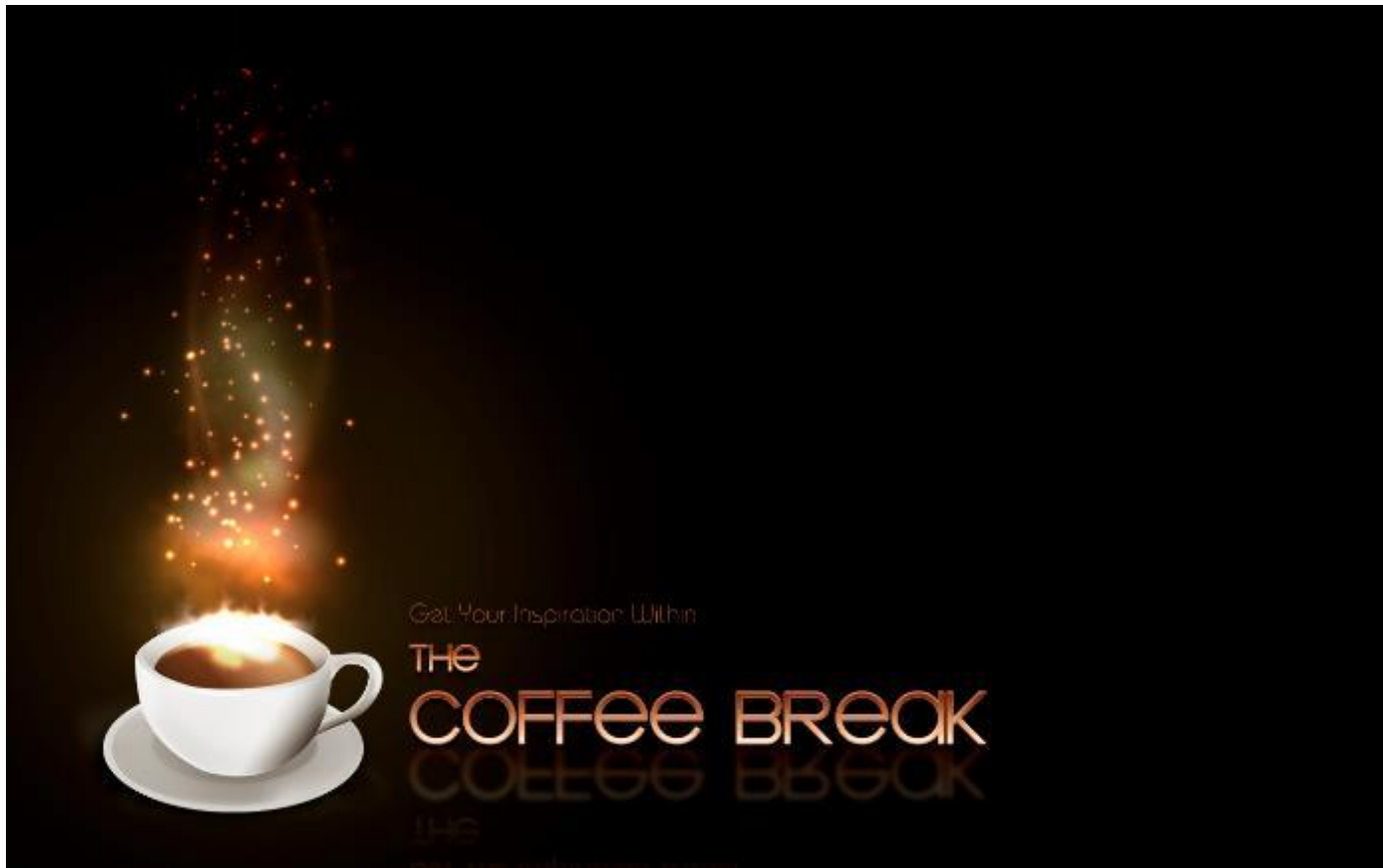


- Data evidence 数据证据
- Documentary evidence 文件证据
- Interview evidence 访谈证据
- Site Observation 现场观察
- Professional judgement 职业判断

ASK Approach ASK方法

- Attitude 态度
 - “From shaming to learning” – attitude of the auditor 态度转变：从“难堪”到“学习”
 - Recognition of the issues from the Auditee perspective 从被审核方视角看问题
 - The holistic approach 全局视野
- Skills 技能
 - Time management 时间管理
 - Synthesizing information 综合信息
 - Worker Interview techniques 工人访谈技巧
- Knowledge 知识
 - Of local context and labor laws 当地状况和法规
 - Sector and industry experience 行业背景经验
 - BSCI Manual - Forms and Templates BSCI表格和模板

Morning Break





Module 2

Overview of BSCI System Changes and the Holistic Approach

BSCI系统变化概览及全局观念

Overarching Changes 总体变化

- Shift “from shaming to learning” 从“难堪”到“学习”
- Holistic approach 全局观念
- Auditee empowerment 被审核方赋予能力
- Focus on: 侧重于
 - due diligence 尽责尽力
 - capacity building 能力建设
 - worker engagement 工人参与
 - grievance mechanisms 申诉机制
 - stakeholder engagement 利益相关方参与

The Holistic Approach: Example

全局观念 – 举例说明

A “perfect” factory works 70 hours per week...
某个完美的工厂 每周工作达到70小时.....



OHS
职业健康
与安全

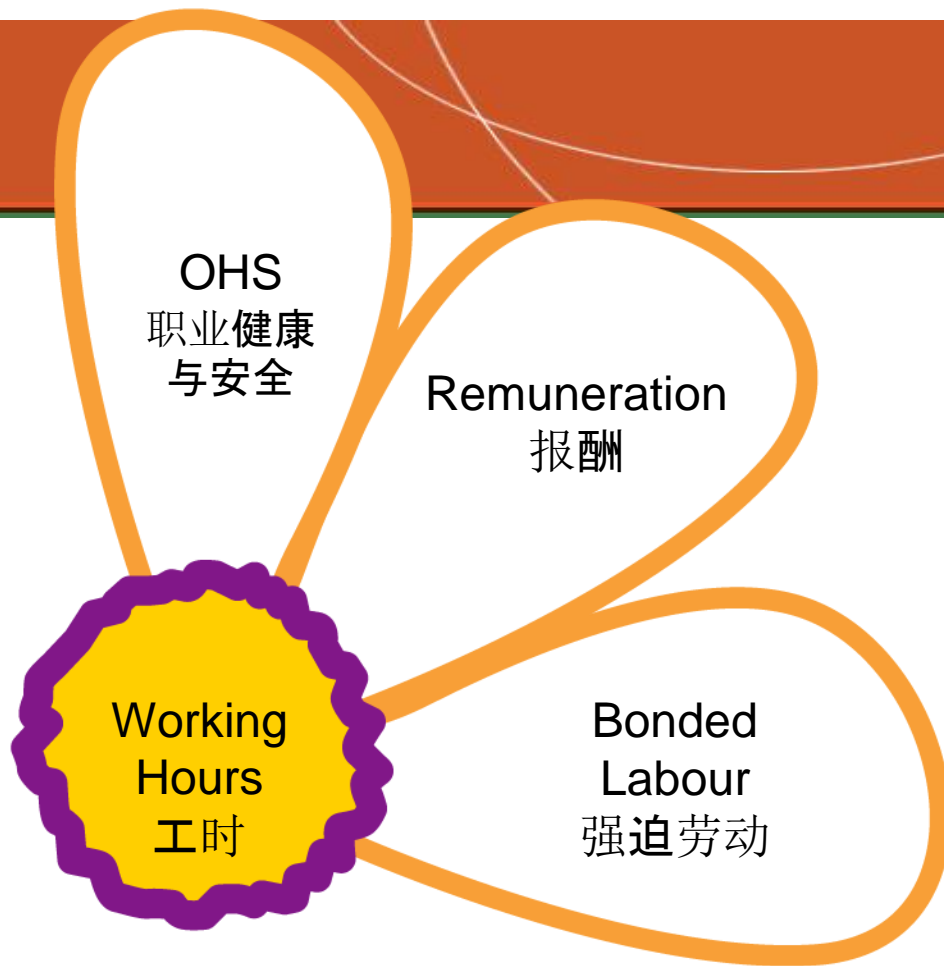
Working
Hours
工时

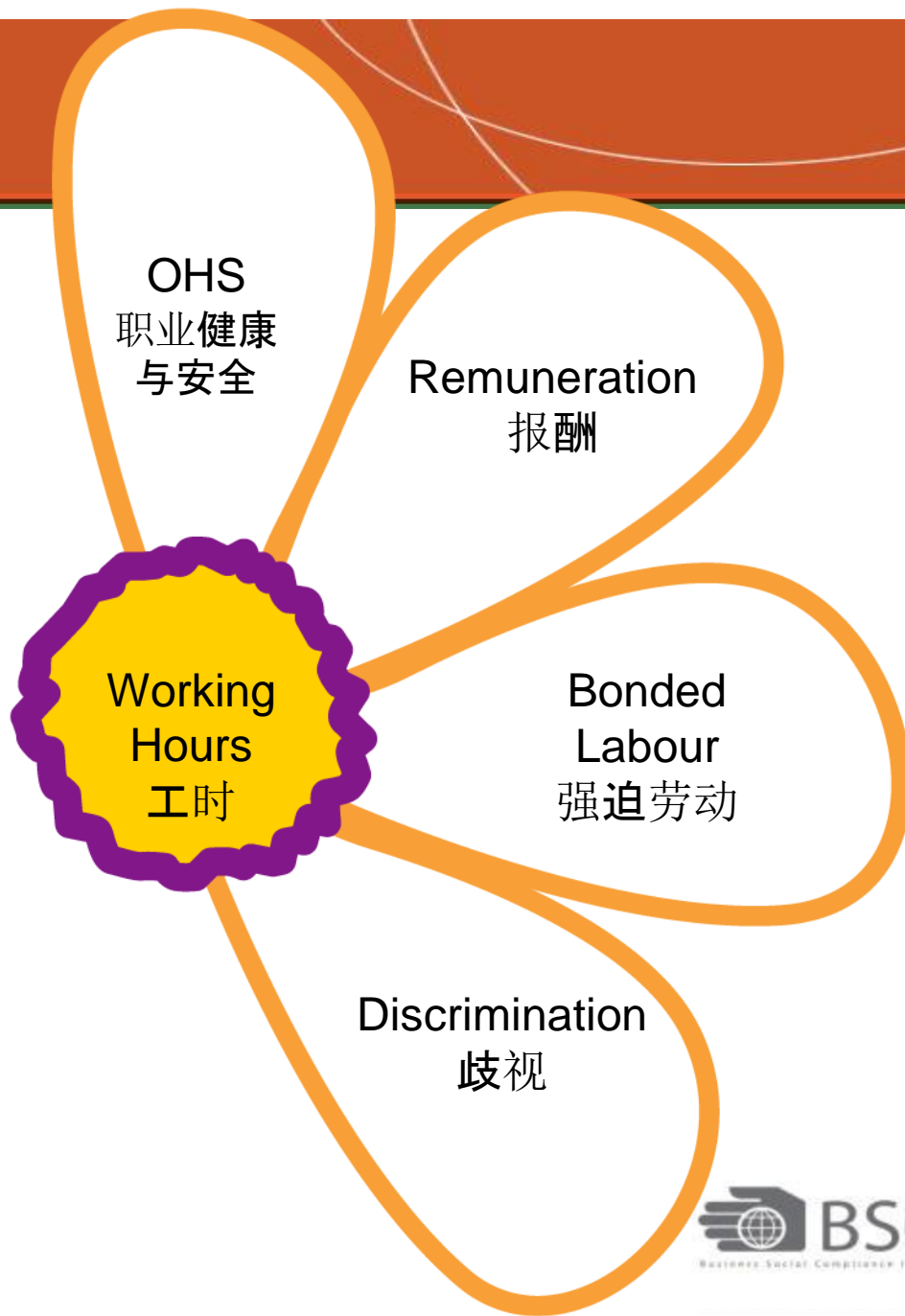


OHS
职业健康
与安全

Remuneration
报酬

Working
Hours
工时





OHS
职业健康
与安全

Remuneration
报酬

Working
Hours
工时

Bonded
Labour
强迫劳动

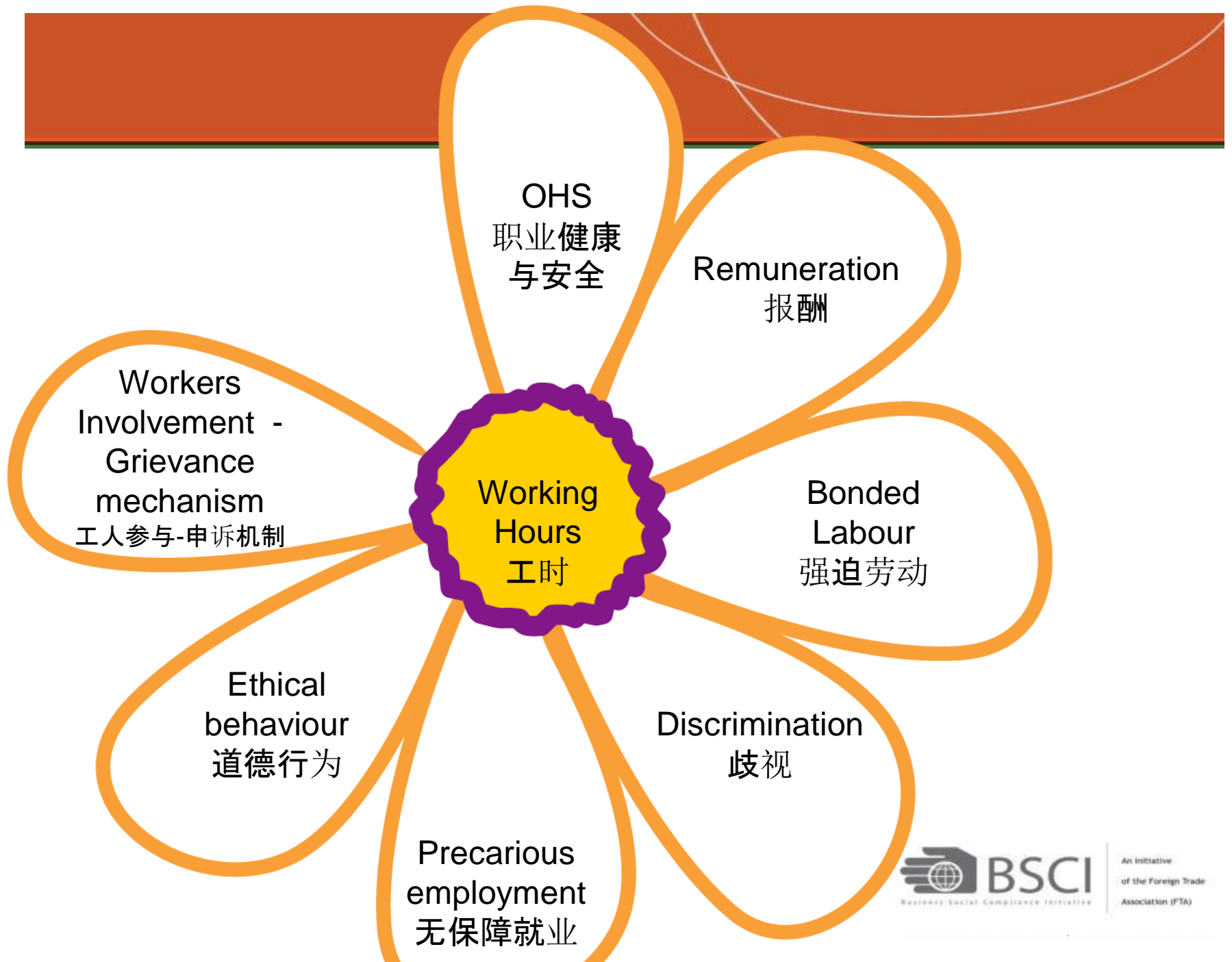
Discrimination
歧视

Precarious
employment
无保障就业



An initiative
of the Foreign Trade
Association (FTA)





Management
System
管理体系

OHS
职业健康
与安全

Remuneration
报酬

Workers
Involvement -
Grievance
mechanism
工人参与-申诉机制

Working
Hours
工时

Bonded
Labour
强迫劳动

Ethical
behaviour
道德行为

Discrimination
歧视

Precarious
employment
无保障就业

Holistic Approach

System Changes 体系变化

- Full Code of Conduct now includes: 完整的行为准则包括: Terms of Implementation for Business Partners, BSCI References and Glossary. 商业伙伴执行条款, 参照和术语
- Enhanced online platform 优化在线平台
- Upgraded rating system 升级评分系统

Code of Conduct Changes

行为准则 变化

- **Two New Performance Areas:** 新增两个绩效评估区域
 - No Precarious Employment 禁止无保障就业
 - Ethical Business Behavior 商业道德行为
- **Child Labor Performance Area Separated into Two Performance Areas:** 童工拆分成两个区域
 - No child labor 不允许童工
 - Protection of young workers 未成年工特殊保护
- **Management System Performance Area Expanded:** 管理体系要求扩展
 - Social Management System and Cascade Effect 社会责任管理体系及其瀑布效应或级联效应
- **Significant Changes made to:** 重大变化
 - Decent Working Hours 体面工作时间
 - Fair Remuneration 公平报酬

BSCI Performance Areas 绩效评估区域

- Social Management System and Cascade Effect 社会责任管理体系及其级联效应
- Workers Involvement and Protection 工人参与和保护
- The Rights of Freedom of Association and Collective Bargaining 自由结社与集体谈判权利
- No Discrimination 禁止歧视
- Fair Remuneration 公平报酬
- Decent Working Hours 体面工时
- Occupational Health and Safety 职业健康与安全
- No Child Labour 禁止童工
- Special Protection for Young Workers 未成年工特殊保护
- **No Precarious Employment 禁止无保障雇佣**
- No Bonded Labour 禁止强迫劳动
- Protection of the Environment 环境保护
- **Ethical Business Behaviour 商业道德行为**

Further Clarifications 特别澄清

- Social Management System and Cascade Effect
- 社会责任管理体系及其级联效应

- **No Precarious Employment**
- **禁止无保障雇佣**

- **Ethical Business Behavior**
- **商业道德行为**

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