



# SA 8000

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**SA8000 (Social Accountability 8000)** is the first international certification on social responsibility. Its main objective is to guarantee workers' rights, in such a way that everyone involved wins: companies, workers, trade unions, government.

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## The standard

**SA8000** was launched in 1997 by CEPAA - Council on Economics Priorities Accreditation Agency, an NGO, later renamed to SAI - Social Accountability International. Social Accountability 8000 (SA8000) is the first global standard for corporate social responsibility. **SA8000** is based on both international human rights' conventions (International Labour Organisation, the International Declaration of Human Rights and the UN Convention on the Rights of the Child) and satisfying relevant local legislation. It aims to guarantee basic rights of workers involved in the production processes.

## Requirements

Is composed of 9 requirements:

- Child labour is not permitted
  - Forced labour is not permitted
  - Health and safety have to be assured
  - Freedom to organise and collective bargaining have to be guaranteed
  - Discrimination is not permitted
  - Disciplinary practices are not permitted
  - Working hours shall not exceed 48 hrs a week, with a maximum of 12 hrs overtime
  - Remuneration shall be sufficient
  - Management systems shall guarantee that the requirements are effectively satisfied
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**SA8000** follows the structures of both the Quality Management Standards ISO9000 and the Environment Management Standard ISO14000, and emphasises the importance of an on-going improvement process.

Development and ongoing oversight of the standard is addressed by a multi-sector Advisory Board with experts from business, trade unions, government and NGOs from around the world and across industries.

Facilities seeking certification of compliance to the standard must have robust management systems in place and undergo an audit by an independent, accredited certification body.

**SAI** and its Advisory Board oversee the accreditation of certification bodies, which are required to demonstrate extensive background in systems auditing, intensive training in **SA8000**, and the institutional capacity to assure quality and responsiveness.

There are currently nine accredited certification bodies that have certified facilities in 30 countries. **SAI** regularly consults with international experts on ways to strengthen certification audits and the **SA8000** guidance documents.

## Who can apply for certification

- 1) Companies seeking to independently verify their social record.
  - 2) Companies seeking to independently verify their own social record and that of their contractors.
  - 3) Contractors that produce goods for U.S. and European companies and wish to demonstrate to companies and consumers that they are treating workers fairly.
  - 4) Development or multilateral organisations seeking to ensure that they procure from companies that are not exploitative.
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## How Companies Can Implement SA8000

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There are two options:

- certification to **SA8000** and
  - involvement in the Corporate Involvement Program (CIP).
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### Certification to SA8000

Companies that operate production facilities can seek to have individual facilities certified to **SA8000** through audits by one of the accredited certification bodies. Since the **SA8000** system became fully operational in 1998, there are certified facilities in 30 countries on five continents and across 22 industries.

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### SA8000 Corporate Involvement Program

Companies that focus on selling goods or that combine production and selling can join the SA8000 Corporate Involvement Program. The CIP is a two-level program that helps companies evaluate SA8000, implement the standard, and report publicly on implementation progress.

- **SA8000 Explorer** (CIP Level One): Evaluate SA8000 as an ethical sourcing tool via pilot audits.
- **SA8000 Signatory** (CIP Level Two):
  - Implement SA8000 over time in some or all of the supply chain through certification.
  - Communicate implementation progress to stakeholders via SAI-verified public reporting.

The CIP was launched in late 1999 and has attracted entities representing more than \$100 billion in annual revenue including Amana SA, Avon, Cutter & Buck, Dole, Eileen Fisher, Otto Versand, Tex Line, Toys “R” Us, UNOPS, and Vögele Mode. Program benefits include training courses for managers, suppliers and workers, technical assistance in implementing SA8000, access to a shared database of suppliers, and the right to use the SAI and SA8000 logos to communicate with stakeholders.

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## Benefits of SA8000

Along with humane workplaces, the implementation of SA8000 offers more benefits to workers, companies and others:

### Benefits for Workers, Trade Unions and NGOs

- Enhanced opportunities to organize trade unions and bargain collectively.
- A tool to educate workers about core labour rights.
- Another opportunity to work directly with business on labour rights issues.
- Public awareness of companies committed to assuring humane working conditions.

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### Benefits for business

- Putting company values into action.
- Enhancing company and brand reputation.
- Improving employee recruitment, retention and performance.
- Better supply chain management and performance.

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### Benefits for Consumers and Investors

- Clear and credible assurance for ethical purchasing decisions.
  - Identification of products made ethically and companies committed to ethical sourcing.
  - Broad coverage of product categories and production geography.
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<b>Consultants Activity</b>	<b>Results Activity</b>
<p><b>Initial Assessment</b> through interview with the people Responsible of the main roles in the company, and sightseeing all the organisation sites;</p>	<p>Report</p>
<p><b>Projecting the System</b> to comply with relevant national and local regulations, assessing the company against the SA8000 standard and giving the customer the time table to do it;</p>	<p>Consultants Quality Plan</p>
<p><b>Implementing the System</b> on the SA8000 standard and all the documents that vary depending of the company's activity;</p>	<p>SA8000 Documentation</p>
<p><b>Internal assessment</b> of compliance to SA8000 conducted by Gemini Europa's consultants to check if the changes to conditions, policies and management systems required by the standard are done in all the organisation sites; the audit relieves also that all what is declared in the relative documentation is true.</p>	<p>Identification of the non-compliances to the SA8000 and corrective actions when required</p>
<p><b>Assistance to choose the Certification Auditor</b> that suites better the customer activity and management of all the arrangement needed;</p>	<p>Activation of the Certification</p>
<p><b>Assistance</b> up to the final Auditing and the issue of the certificate</p>	<p>Certificate SA8000.</p>
<p><b>Time required</b></p>	<p><b>4 - 6 months</b></p>



## NETWORK Gemini Europa

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