

# **SA8000<sup>®</sup>: 2014**

## **Social Accountability 8000 International Standard by Social Accountability International June 2014 SA8000<sup>®</sup>: 2014**

Supersedes previous versions: 2001, 2004 and 2008

The official language of this Standard and supporting documents is English. In the case of inconsistency between versions, reference shall default to the English version.

## **SOCIAL FINGERPRINT (SF)**

- The certification process for SA 8000 in the 2014 version is always together with the self assessment of the management system by the social fingerprint SF questionnaire

# Significant changes

- Chapter 2: Forced of compulsory labour
- Chapter 3: Health and safety
- Chapter 9: management System



# Minor changes

Chapter 1: Child Labour

Chapter 4: Freedom of association and right to collective bargaining

Chapter 5: Discrimination

Chapter 6: Disciplinary Practices

Chapter 7: Working hours

Chapter 8: Renumeration

# The aims of the changes

- Retain the previous version intents
- Refer to damaging current social issues
- Bring the workers on board emphasizing this is their standard for their benefit.
- Expand the occupational health and safety requirements
- Improve the standard to be more comprehensive.

# What were the significant changes?

## Chapter 2: Forced of compulsory labour

No employment fees are borne in whole or in part by the workers

Chapter 3: Health and safety : Expanded the requirements , Requirements for a safety committee

## Chapter 9: management System

Added the requirement for a self assessment of the social fingerprint (SF).

Requirement for a social performance team (SPT)

Internal and external communication regarding the implementation of the standard.

# Other changes : Added reference to:



International  
Labour  
Organization

UN Guidelines  
Principles on Business  
and human rights  
ILO Convention 181  
(private employment  
agencies)

# Additional definitions

SHALL

MAY

INTERESTED PARTIES

LIVING WAGE

NON CONFORMANCE

PRIVATE EMPLOYMENT AGENCY

RISK ASSESSMENT

SOCIAL PERFORMANCE TEAM

STAKEHOLDER ENGAGEMENT



# שנויים ותוספות משמעותיות ל: עבודה בכפייה



Shall not engage in or support the use of forced or compulsory labour including prison labour

- Shall not withhold any part of the workers salary, property or documents
- No employment fees are borne in whole or in part by the workers

# Occupational health and safety



- Emphasis on prevention to minimize risk
- Safety committee with management and workers representatives.
- Regular training to ensure competence and knowledge of the workers

# Minor changes Discrimination, working hours and remuneration

\*No discrimination in  
housing and dormitories

Added reference to  
collective bargaining  
agreements

Transfer of salary only in the  
manner convenient for the  
worker, not with vouchers,  
coupons or promissory  
notes without delay.



# Significant changes in the management system

!!NEW!!

Social performance Team **SPT** management and workers representatives to evaluate the risks in the implementation of the SA8000

To review the outcome of the internal audit for SA8000. Review the records and documentation of the non conformities, root cause analysis and corrective and preventive actions

# Significant changes in the management system

- \* Possibility to complaint without being punished- grievance procedure
- \* Implementation of a training plan for all personnel periodically measuring the effectiveness
- \* Policy: in appropriate languages, commitment to conform to the SA8000, prominently and conspicuously displayed

## **SOCIAL FINGERPRINT (SF)**



Social fingerprint based on the 10 sub sections of chapter 9 the management system. Evaluates the maturity of the system, giving scores from 1-5 where 5 is the most mature.

# How does it work

Each organization shall conduct their self assessment to the social fingerprint as part of the certification, re-certification and transfer to the new version of the SA8000 standard

Each organization needs to login to the SAI training center and buy on line (\$300) the self assessment evaluation. The questionnaire is filled in on line and IQC should be notified when this has been done .