



BEST PRACTICE 2016

HESSNATUR

HESSNATUR AWARENESS TRAINING

COUNTRIES Nepal, Thailand, Belarus

LABOUR STANDARDS the evaluation of suppliers is related to all labour standards.

QUESTION how can a company ensure that all workers know and understand their rights?

MAIN STEPS

1. Select factories where FWF's WEP training is not available to implement the training
2. Consult FWF and local NGOs and stakeholders, as well as education specialists about the content and presentation of the trainings
3. Ensure that the material is specific for each country and factory and includes labour legislation, social standards, etc
4. Ensure that the training quality is in line with FWF's training approach
5. Find trainers that are experienced and aware of local culture with a relevant background
6. Roll out a pilot on site
7. Evaluate the result of the pilot
8. Tweak, tweak & tweak

A ROCKY ROAD

Language barriers:

'The basic training material in English had to be sent to trainers who completed it and adapted it, translating it to the local context and situation in the factory. But how could the quality be ensured? "The training'

SIDE EFFECTS

- Workers have said they liked the training, and that they now know more about social standards, and would like to continue learning
- Supervisors are better informed about the conditions at their own factories: "It turned out that supervisors did not know much about expenses of workers in a group exercise. They were motivated to find out actual cost of living of workers to know if the wage paid was enough for workers to make a living.'
- We had worked with a brand that was not member of FWF, but also did its own trainings on social standards. We mixed our different training concepts to decrease double efforts at a common supplier, while keeping the quality of the trainings high.

FUTURE THOUGHTS

Time and economic investment are needed to roll out the trainings in other countries, but a roll-out of the training is planned for other countries.

