BEST PRACTICE 2016
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JOINT TRAINING ON SOCIAL STANDARDS AND COMMUNICATION SKILLS

FULL NAME OF BEST PRACTICE Joint training on social standards and communication skills (using the example of FWF WEP) at Burmese suppliers and establishment of a complaints hotline in Myanmar

COUNTRY Myanmar

LABOUR STANDARD Payment of a living wage

QUESTION How can factories and companies get a better understanding of the realities of social compliance in Myanmar?

MAIN STEPS
1. Build a solid group of brands that are fully committed to working on the topic
2. Find the appropriate local partner, including translators and interpreters. Most factories in Myanmar had no business relations with western companies in the past. So in most cases factories had no experience in realising workers' labour standards. Therefore, the the level of compliance with the CoLP was lower.
3. Ensure that the training appropriately covers the legal framework in the country
4. Set up and discuss training material on social standards and channels for ensuring compliance. So. Not only talk about the Code of Labour Practices, but also make workers and management aware of the existence of the complaints hotline, and other tools
5. Give training to workers and management at three factories

A ROCKY ROAD
Finding the right partners:
'Several companies became interested in the project but in the end three brands actually carried the project through, including dividing up the costs. "We managed to work together. It is not always a given that Outdoor brands, that compete in products and in suppliers, reserving production capacity during the same time slots, would cooperate.'
Finding the right support network:
'Organising a traning in places where there is no FWF activity.'

SIDE EFFECTS
• Brands got to know their suppliers better
• They strengthened ties with relevant stakeholders
• Increased open dialogue about social standards in the factories

FUTURE THOUGHTS
Among the challenges for the future there is an idea to make further union training possible, where unions can learn about effective dialogue, fairness, and goal-oriented.