

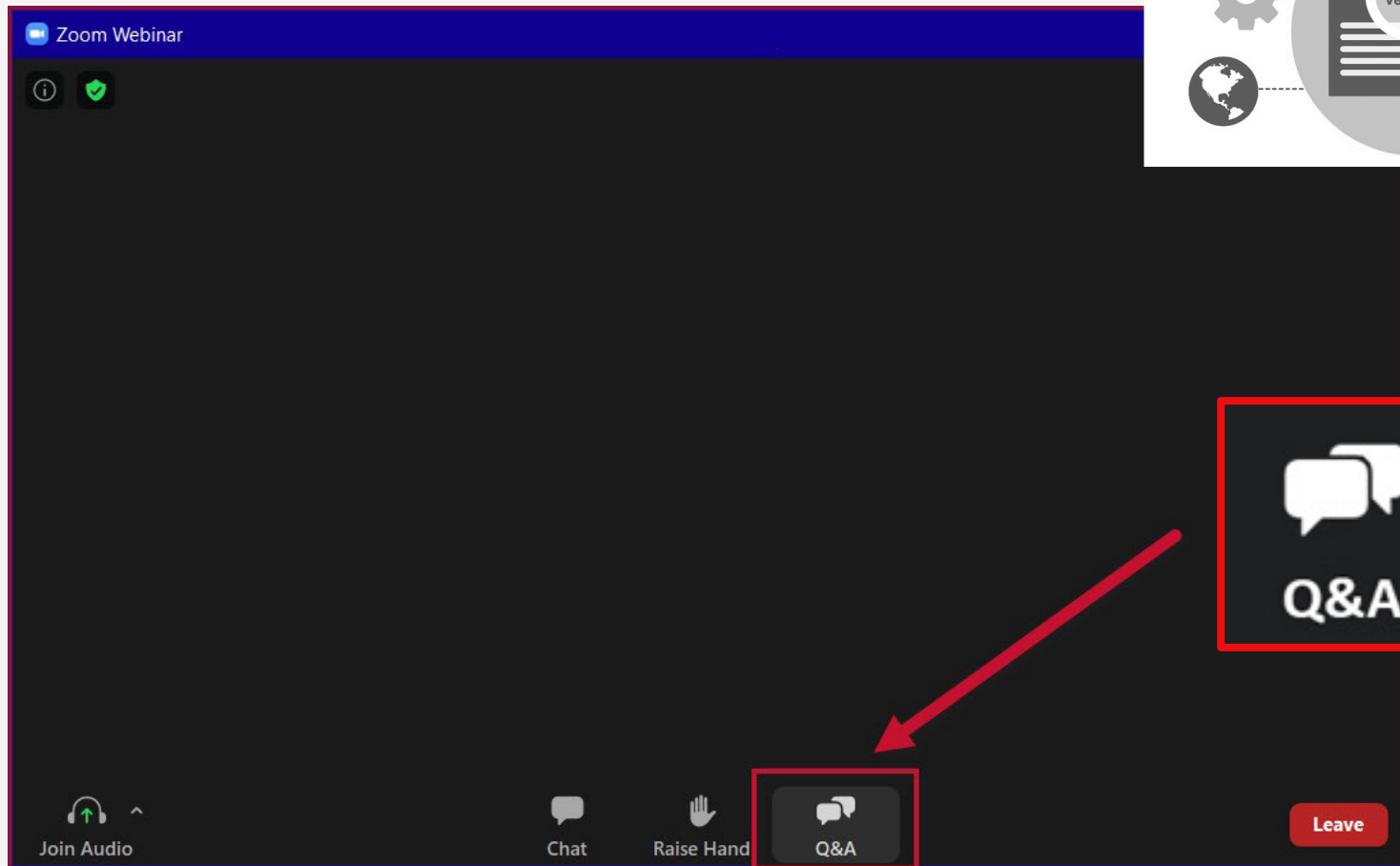
Social & Labor Convergence Program 社会劳工整合项目 (SLCP)

整合评估，协同合作，改善工作条件

SLCP 网络课程
[4月21日]



欢迎来到深入学习课堂





培训议程

议题	时长	目标
1. 互相认识	15 分钟	认识主讲人及嘉宾，互相认识
2. 验证流程	25分钟	了解验证流程及在此流程中验证员和工厂扮演的角色
3. 小测验	15分钟	对学习的内容进行测验
休息时间	5分钟	
4. 验证流程	35分钟	全方面了解验证流程，从选择一家验证公司到批准经验证后的评估
5. 质量保证	10分钟	了解如何保证数据的质量及真实性
6. 小测验	15分钟	对学习的内容进行测验
7. 答疑	30分钟	答疑时间



学习内容

目标

- SLCP验证包含的内容及时间表
- 工厂在SLCP验证中扮演的角色
- 如何完成一份可以被分享的经验证的评估

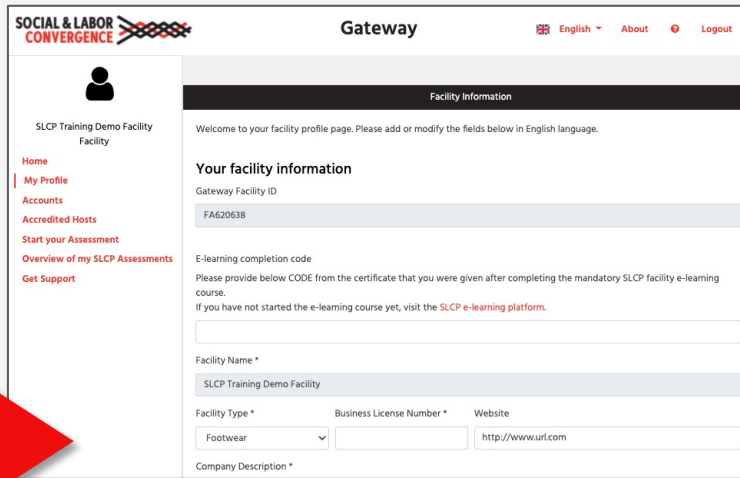


形式

- 不同嘉宾的讲解
- 小测验
- 答疑环节

SLCP入门指南

SLCP [Helpdesk服务站](#)上有许多资源:



SOCIAL & LABOR CONVERGENCE Gateway English About Logout

SLCP Training Demo Facility

Home
My Profile
Accounts
Accredited Hosts
Start your Assessment
Overview of my SLCP Assessments
Get Support

Welcome to your facility profile page. Please add or modify the fields below in English language.

Your facility information
Gateway Facility ID
FA620638

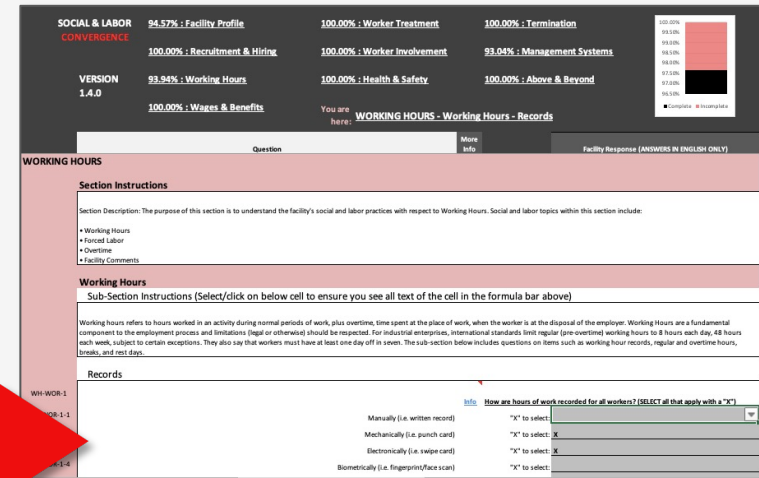
E-learning completion code
Please provide below CODE from the certificate that you were given after completing the mandatory SLCP facility e-learning course.
If you have not started the e-learning course yet, visit the [SLCP e-learning platform](#).

Facility Name *
SLCP Training Demo Facility

Facility Type * Business License Number * Website
Footwear [] http://www.url.com

Company Description *

课程: [在Gateway\(网关\)注册](#)



SOCIAL & LABOR CONVERGENCE 94.57% : Facility Profile 100.00% : Worker Treatment 100.00% : Termination
100.00% : Recruitment & Hiring 100.00% : Worker Involvement 93.04% : Management Systems
VERSION 1.4.0 93.94% : Working Hours 100.00% : Health & Safety 100.00% : Above & Beyond
100.00% : Wages & Benefits You are here: WORKING HOURS - Working Hours - Records

WORKING HOURS

Section Instructions
Section Description: The purpose of this section is to understand the facility's social and labor practices with respect to Working Hours. Social and labor topics within this section include:
• Working Hours
• Forced Labor
• Overtime
• Facility Comments

Working Hours
Sub-Section Instructions (Select/click on below cell to ensure you see all text of the cell in the formula bar above)

Working hours refers to hours worked in an activity during normal periods of work, plus overtime, time spent at the place of work, when the worker is at the disposal of the employer. Working hours are a fundamental component to the employment process and limitations (legal or otherwise) should be respected. For industrial enterprises, international standards limit regular (pre-overtime) working hours to 8 hours each day, 48 hours each week, subject to certain exceptions. They also say that workers must have at least one day off in seven. This sub-section below includes questions on items such as working hour records, regular and overtime hours, breaks, and rest days.

Records

How are hours of work recorded for all workers? (SELECT all that apply with a "X")	
Manually (i.e. written record)	"X" to select: [X]
Mechanically (i.e. punch card)	"X" to select: [X]
Electronically (i.e. swipe card)	"X" to select: [X]
Biometrically (i.e. fingerprint/face scan)	"X" to select: [X]

课程: [数据收集工具介绍](#)



访问[SLCP Helpdesk服务站](#)来学习提前录制好的培训资料:

- ✓ [数据收集工具](#)
- ✓ [网关及经认可的托管平台](#)



Photo credit: Esquel Group

简介



自我介绍

**SOCIAL & LABOR
CONVERGENCE**



Jessica Jia
SLCP Support
China

您最喜欢的闲
暇活动？
旅游

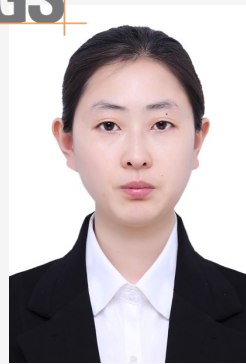
**SOCIAL & LABOR
CONVERGENCE**



Jack Zhong
Technology &
Data Insights
Coordinator

您最喜欢的
闲暇活动？
享受美食

SGS



Vita Zhou
项目主管

您最喜欢的
闲暇活动？
购物

**HOP
LUN**



Stella Wu
可持续发展
Hop Lun

您最喜欢的闲
暇活动？
跑步

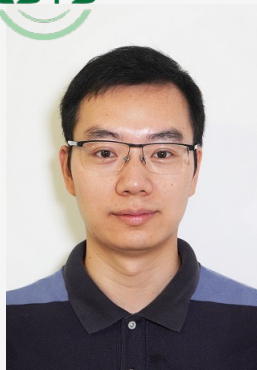


自我介绍



Amanda Xu
联合创始人&运营
总监

您最喜欢的
闲暇活动？
马拉松



Michael Hu
项目经理

您最喜欢的闲
暇活动？
看电影



Echo Hu
分析师

您最喜欢的
闲暇活动？
看电影、户
外活动



Agnes Chan
经理

您最喜欢的闲
暇活动？
购物、烹饪



- 1) 您在什么组织工作？
- 2) 您是否已经在**Gateway** (网关) 完成了注册？
- 3) 您是否已经完成了**SLCP**评估（包括验证）？
- 4) 您最喜欢的闲暇活动是什么？



Photo credit: Esquel Group

SLCP验证介绍

SLCP评估流程的三个阶段:

- ✓ 工厂通过自我评估或者联合评估填写数据收集工具

第一阶段:
数据收集

1

- ✓ 工厂选择验证公司，验证公司指派验证员验证（工厂）已收到的数据

第二阶段:
验证

2

- ✓ 工厂浏览数据/报告并通过网关以及托管平台决定与谁分享报告

第三阶段:
数据共享

3



验证是必要的

确保数据真实可信

- 品牌和其他最终用户可以放心地用SLCP经验证的数据取代他们自己的审核数据

确保数据质量统一

- 数据质量全面一致，并可以在工厂、国家和地区之间进行比较

在流程中，您会接触到：

验证公司
(VB)

VB由VOO批准。候选验证员由VB提交并管理。
请与他们联系以获取您的验证报价。

验证员
(Verifier)

由VOO批准SLCP验证资质。
由VB派出到您的工厂进行验证。

验证监督组织
(VOO)

负责确保SLCP验证的完整性和已验证评估的质量。管理VB+验证员的甄选流程并执行质量保证活动。



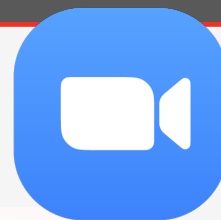
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SOCIAL & LABOR
CONVERGENCE





审核和验证的区别



zoom





审核和验证的区别

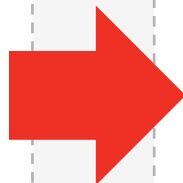
社会审核

审核员**检查**工厂的劳动条件

按社会和劳工合规要求判断**通过与否**

工厂是**被审核方**

审核报告由**品牌商所有**，而且附带
整改计划书



SLCP验证

验证工厂在工作条件方面的**自评数据**

不作“好”、“坏” 评判的**数据收集**

工厂**积极参与**验证流程

验证评估报告由**工厂所有**，例如，
数据经工厂允许才能分享



验证不会有打分/排名/评价

SLCP验证范畴

关于劳工，验证过的数据包含：

- ✓ 年龄
- ✓ 工时
- ✓ 工资
- ✓ 健康安全
- ✓ 工厂管理体系

及与终端用户分享此数据

不在SLCP验证范畴

数据判断及后续跟进措施如：

- 打分/评级
- 对比
- 对标行业标准
- 遵守公司行为准则
- 证书
- 补救措施



验证员将如何验证？

验证员的作用是通过查看工厂在数据收集工具中的回答，检查评估数据是否完整和正确，来判断其是否准确。

如果工厂：	那么，验证员必须：
提供不准确答案	提供正确的答案，解释查看了哪些证明文件
未提供答案	提供正确的答案，解释为何工厂未提供答案

工厂必须	验证员必须
需要填写数据收集工具中至少95%的问题。一些问题必须作答，AH平台将执行检查。	填写数据收集工具中100%的问题。
在批准之前，全面检查验证过的评估报告，确保此报告包含所有必要的信息。	应在完成现场验证后的10个工作日内提交经过验证的评估报告。

在《验证协议》中明确地说明了验证方法。

重点在于确保高质量的经验证数据，以准确地代表贵厂的工作条件，并为制定好的改善计划打下基础。

可用资源

验证协议 (PDF)

- 主要由验证员使用
- 验证规则和程序

验证员指南 (PDF)

- 由验证员使用
- 有关如何回答工具问题的具体指引

<https://slconvergence.org/helpdesk>



给到工厂的验证Tips

充分准备:

验证准备阶段

- 确认验证步骤, 按要求完成并提交自评
- 查看状态和时间点, ASC后2个月内必须进行验证
- 完成所有IT系统操作, 如AH链接到网关
- 提前准备自评中涉及的数据和资料
- 与VB/Verifier提前沟通验证安排



全力配合:

现场验证阶段

- 建议安排填写自评人员到场
- 涉及部门窗口人员到场, 如HR/HS等
- 数据资料准备齐全, 现场提供到位
- 多方协调沟通, 有序推进验证进程



仔细确认:

澄清/批准阶段

- 尽早澄清疑虑(建议在验证中或结束会议时澄清)
- 仔细研读经验证的报告, 是否与现场沟通不一致
- 若对报告有疑问, 及时联系验证员(时间点: VRC后14天内)





工厂在验证中的角色

工厂通过以下方式确保验证成功：



完成自我/联合评估（至少 95%）



选择验证公司（VB）进行验证



为VB提供必要的信息，以便报价



与VB/Verifier 合作安排验证



在现场验证时，向验证员提供支持，包括：相关文件和人员



尽早澄清疑虑（建议在结束会议时澄清）



在最终确定之前详细审查经过验证的评估报告

填写自我评估的注意事项

来自制造商的提示

确保自我评估的数据是正确的：



下载数据收集表并清晰阅读问题内容，查看工具对应的要求，从而针对性的回答。



注意每个问题的问法，防止产生歧义。（比如有些问题是双重否定）。



要认真仔细不要填错数据。



与各自板块的负责人沟通讲解提供专业培训后再收集数据



收集支持的文件记录，如有需要可上传支持文件。



按工厂实际运营情况填写。



小测验



对还是错？



1. 验证是SLCP评估流程的第二个阶段。
2. 验证在SLCP评估流程中是可以做也可以不做的。
3. SLCP评估流程最终会产生通过或失败的评分。
4. 经SLCP认证过的验证员会检查工厂的自我/联合评估的完整度和正确性。
5. 许多文件资源，包括验证协议和验证员指南都可以在Helpdesk服务站找到。





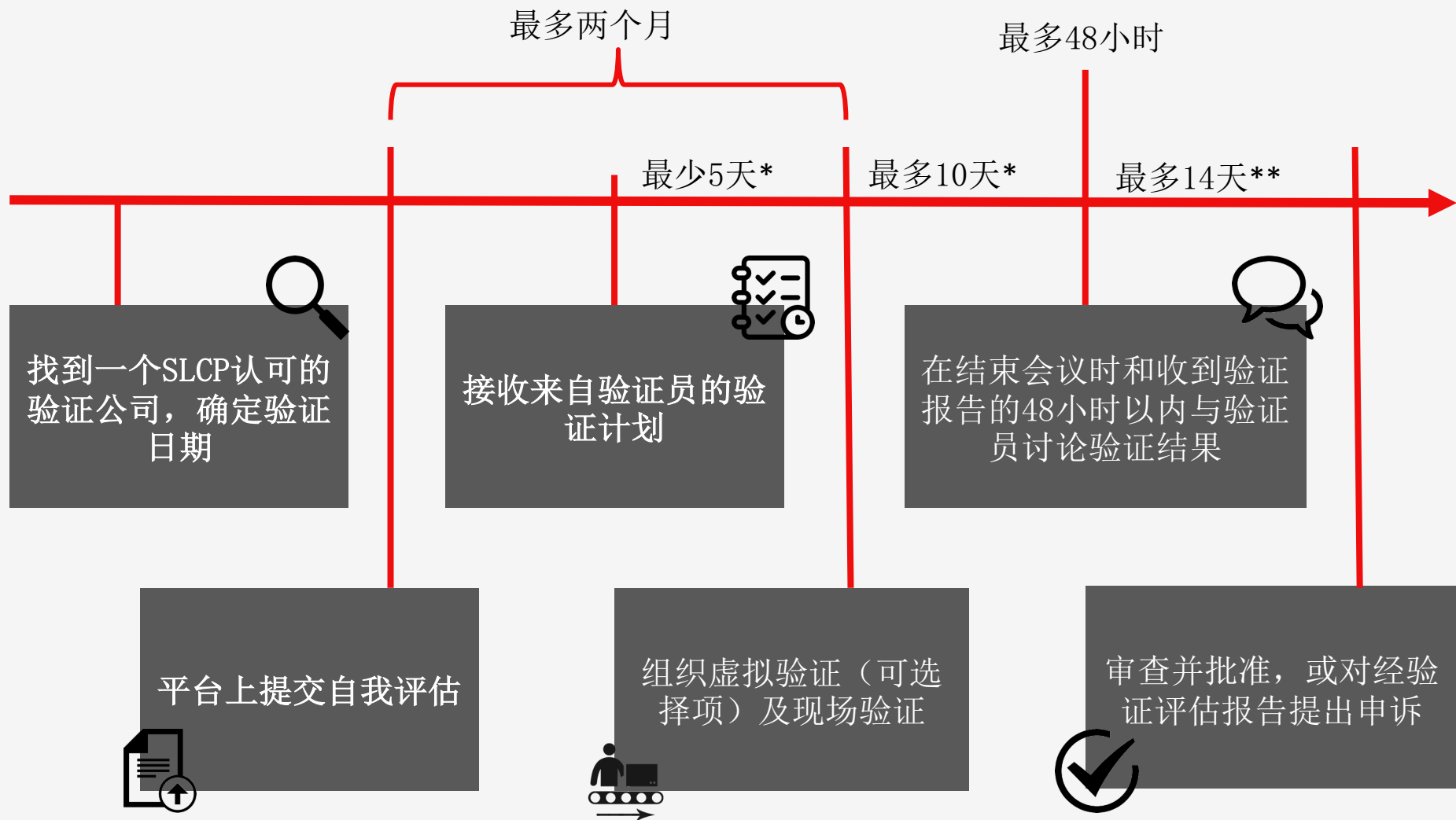
**BREAK
TIME!!!**



Photo credit: Esquel Group

验证流程

验证流程概览



* 工作日

** 日历日



如何查找验证公司



SLCP Active Verifier Body (VB) List

Welcome to the SLCP Verifier Bodies List

The table below can be used to quickly scan the active SLCP Verifier Body (VB) list. Use the search field to look for a specific country or name.

Countries/ regions included in overview: Note that the table shows availability of Verifiers in countries/regions both where SLCP is currently active and where SLCP will be active. Therefore, viewing a country/region on this list does not mean that verification can be completed for facilities located there. For the up-to-date list of SLCP country/region activity, please visit the [Gateway homepage](#).

Facilities can use this table to understand which VBs are active in their country/region. The list includes the contact details for each VB. Before selecting a VB for a verification, a facility should contact them to understand costs and availability. After choosing a VB, the facility can select them from a list on their Accredited Host platform. See the [SLCP FAQs for facilities](#) for more details.

Facilities note languages spoken in your facility: In your Gateway profile, you need to include all languages that are spoken in your facility, i.e. any languages spoken by facility management and employees. Languages are selected from a standardized list. This language information is used to match you with a Verifier that has the appropriate language skills to conduct the management and employee interviews. Make sure that one of the languages in the final column of the table below matches one language spoken in your facility before contacting a VB for a quote.

Facilities note selecting Verifier Body: Please be aware that the list below shows "APSCA Status" and "Approval Status". To better understand APSCA Status, please go to the APSCA website here: <https://www.theapsca.org/apsca-member-firms/> Approval statuses have the following meanings:

- **Full:** The VB is either 1) An APSCA full member or 2) non-APSCA member that has completed the VB Check from the VOO and has closed any significant gaps in Quality systems
- **Provisional:** Non-APSCA member that has been provisionally approved to provide verifications, but has not yet completed the full VB Check process.
- **Probation:** VB that is currently undergoing additional remediation due to identified quality issues.

To see additional info on Verifier numbers by location

[Chart of Verifiers by Country and VB](#)

If you don't see a VB with approved Verifiers in your country/region, click here to view a list of VB that are approved for additional countries/regions but don't yet have Verifiers. You can contact them to check when Verifiers might be available

[VBs Approved for Countries but No Verifiers](#)

You can view a list of countries/regions with local Verifier capacity risks by clicking this button

[View Local Verifier Capacity Risk](#)

If you know the family/last name of a Verifier and the Gateway ID you can check approval status here

[Check Verifier Status](#)

<https://slconvergence.org/verifierbodies>



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在启动评估时寻找验证公司



SLCP Training Demo Facility
Facility

Home

My Profile

Accounts

Accredited Hosts

Start your Assessment

Overview of my SLCP Assessments

Get Support

Assessments

Show

10

entries

Search:

Assessment ID	Accredited Host	Started On	Submitted On	Status	Actions
PRJ356483	Higg Test AH - Staging	February 4, 2022 7:43 AM		Assessment Initiated	
PRJ675897	Higg Co/Sustainable Apparel Coalition	March 31, 2021 1:13 PM		Verification Finalized	share with another accredited host share via email
PRJ1057133	FFC -- Eval	July 19, 2021 11:45 PM		Assessment Initiated	
PRJ233202	FFC -- Eval	April 24, 2020 10:00 PM		Assessment Deleted	



提示：尽量不要等到年底再安排验证，因为届时大多数的验证员日程紧张。



所有经SLCP批准的验证公司都可以选择



您可以选择任何在册的验证公司，商业合作伙伴必须接受这些验证公司。如果他们不接受，您可以提交此[表格](#)来反馈。

SOCIAL & LABOR
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Form to report non-acceptance of SLCP

Introduction

On the SLCP website, we have published a [list](#) of organizations that are ready to accept SLCP assessment reports in place of third-party or proprietary audits.

If you are a facility and one of your customers mentioned on the list does not accept your SLCP verified data, fill in this form to report the incident.

The form will ask you to fill in details about your facility (with the option to stay anonymous), the buyer, your SLCP verified assessment and the incident of non-acceptance.

Thank you for filling in the form!

Note: Please note that SLCP does not provide a pass/ fail and is not a certification of any kind. Buyers can apply their own Codes of Conduct or chosen standard to the SLCP verified data and may make sourcing decisions based on their analysis of the data. SLCP is not able to follow up with buyers in these instances or to get involved in discussions between a facility and a buyer on issues of compliance.

询价并确定验证公司



工厂为验证公司提供必要的数据以便验证公司报价。不同的验证公司的现场验证费用可能会有所不同。



国家/地区



工厂/场地大小



工人数量



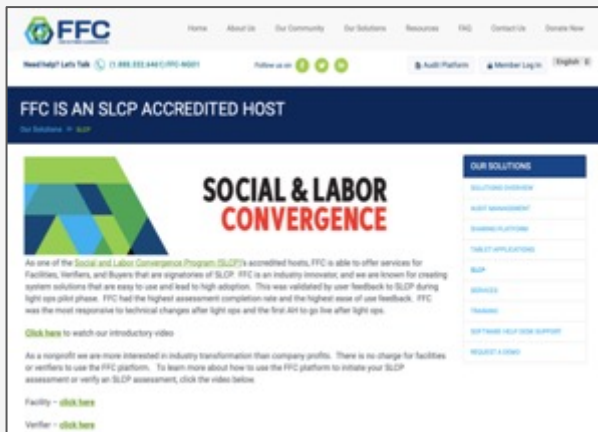
虚拟验证活动的数量/完全虚拟验证活动的数量



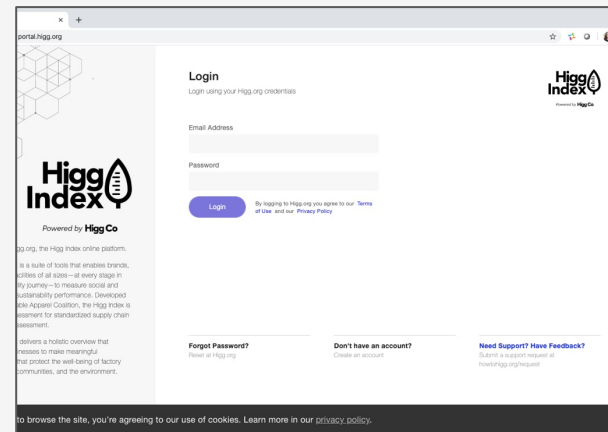
...



选择验证公司



[Fair Factories Clearinghouse \(FFC\)](#)



[Higg](#)

注意: 您无法选择验证员。
验证公司将为您安排一个匹配的验证员。



在经认可的托管平台提交评估



工厂在经认可的托管平台提交评估后，验证员必须在2个月内开始验证流程。

SOCIAL & LABOR CONVERGENCE

Gateway

English About Logout

SLCP Training Demo Facility
Facility

[Home](#)
[My Profile](#)
[Accounts](#)
[Accredited Hosts](#)
[Start your Assessment](#)
[Overview of my SLCP Assessments](#)
[Get Support](#)

Assessments

Show: 10 entries

Search:

Assessment ID	Accredited Host	Started On	Submitted On	Status	Actions
PRJ356483	Higg Test AH - Staging	February 4, 2022 7:43 AM		Assessment Completed	
RJ675897	Higg Co/Sustainable Apparel Coalition	March 31, 2021 1:13 PM		Verification Finalized	share with another accredited host share via email
PRJ1057133	FFC -- Eval	July 19, 2021 11:45 PM		Assessment Initiated	
PRJ233202	FFC -- Eval	April 24, 2020 10:00 PM		Assessment Deleted	



分配验证员



工厂不可以选择SLCP验证员。验证公司将分配SLCP认证的验证员。

强制项

推荐项

验证员未参与工厂上一次的验证/联合评估

验证员与上次的验证员性别不同

验证员未参与工厂此次的自我/联合评估

根据工厂情况分配性别合适的验证员

如果验证安排超过一名验证员，至少其中的一名验证员得到在此国验证的许可

所有验证员得到在此国家验证的许可

如果验证安排超过一名验证员，至少其中的一名验证员可以说一种与工人相同的语言

每个验证员至少可以说一种与工人相同的语言



确保安排合适的验证员



All languages spoken at the facility (required to communicate with management and workers) *

❗ If your workers speak different languages please select all languages that you need to communicate with them. You can select multiple languages in the field below by clicking on the ones that are applicable. The information will be used to match you with a Verifier that speaks at least one of the selected languages.

Chinese - Gan Chinese, Chinese - Huizhou Chinese, Chinese - Mandarin Chinese, ... ▼

Chi

Chichewa/ Chewa/ Nyanja

Longitude

✓ Chinese - Gan Chinese

✓ Chinese - Huizhou Chinese

✓ Chinese - Mandarin Chinese

✓ Chinese - Sichuan Yi, Nuosu

✓ Chinese - Wu Chinese

Chinese - Xiang Chinese

250-1000

☐ 1001-2500

✓ Chinese - Yue Chinese

✓ Chinese - Hakka Chinese

Chinese - Jinyu Chinese

Chinese - Min Bei Chinese

✓ Chinese - Min Dong Chinese (Fuzhou dialect)

✓ Chinese - Min Nan Chinese

✓ Chinese - Min Zhong Chinese

✓ Chinese - Pu-Xian Chinese

Save Changes

注意:请确保在网关的工厂档案中选择工厂使用的所有语言。



验证员启动验证流程



SLCP Training Demo Facility
Facility

[Home](#)

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[Accounts](#)

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[Start your Assessment](#)

[Overview of my SLCP Assessments](#)

[Get Support](#)

Assessments

Show

10



entries

Search:

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PRJ356483	Higg Test AH - Staging	February 4, 2022 7:43 AM		Verification in Progress	
PRJ675897	Higg Co/Sustainable Apparel Coalition	March 31, 2021 1:13 PM		Verification Finalized	share with another accredited host share via email
PRJ1057133	FFC -- Eval	July 19, 2021 11:45 PM		Assessment Initiated	
PRJ233202	FFC -- Eval	April 24, 2020 10:00 PM		Assessment Deleted	



International
Trade
Centre

**SOCIAL & LABOR
CONVERGENCE**

审阅验证计划



验证员至少会在虚拟/现场验证前5个工作日发送验证计划。验证计划包含以下细节：



具体的现场验证日期（如果是半通知性验证，则会给出验证持续的时间）



每日验证时间(每天起始及结束时间)



对于见面会的期望，包括谁应该参加见面会



必须进行访谈的最少数量



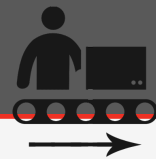
必须进行审阅的工资/工时/人事记录的最少数量



待审阅文件清单



支持现场验证



与自我/联合评估一样，您需要有内部团队为现场验证提供支持。将人员和文书工作准备妥当，辅助验证员的工作，节省双方的时间。现场验证最多不超过4个连续的工作日。

在现场验证期间，验证员将进行：



管理人员访谈



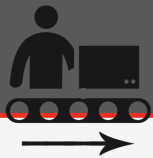
现场观察



文件审查



员工访谈



虚拟验证活动

在进行现场验证之前，工厂可以使用虚拟验证以减少验证员在现场花费的时间。是否进行虚拟验证活动，**始终**由工厂决定。

虚拟验证可能会包含以下活动：

- ✓ 虚拟验证前会议
- ✓ 见面会
- ✓ 文件审查
- ✓ 虚拟访谈以进一步了解共享的文档
- ✓ 虚拟现场审查
- ✓ 工资工时记录审查

备注：虚拟验证活动可以减少现场验证时间，但是，此类活动可能导致总验证时间反而增加。因此，在大多数情况下，对于工厂和验证员而言，完整的现场验证仍然是最佳选择。



查看工厂**虚拟及现场验证指南**来获取更多信息。完全虚拟验证即将到来，届时将会更新指南。



验证员的发现点



与验证员讨论验证并进行修改的机会：

现场验证的结束会议

- 验证员解释工厂评估和验证数据之间的差异之处
- 如有需要，工厂可以要求澄清和修改

评估报告经验证后的48小时内

- 与验证员讨论还未解决的分歧
- 如有需要，工厂可以提供支持自己观点的文件

在Gateway（网关）上可以跟踪经验证的评估状态



SLCP Training Demo Facility
Facility

[Home](#)[My Profile](#)[Accounts](#)[Accredited Hosts](#)[Start your Assessment](#)[Overview of my SLCP Assessments](#)[Get Support](#)

Assessments

Show

10

entries

Search:

Assessment

ID

Accredited Host

Started On

Submitted On

Status

Actions

PRJ356483

Higg Test AH - Staging

February 4, 2022 7:43
AM

February 4, 2022
8:14 AM

Verification
Completed

PRJ675897

Higg Co/Sustainable Apparel
Coalition

March 31, 2021 1:13 PM

Verification
Finalized

share with another accredited host
 share via email

PRJ1057133

FFC -- Eval

July 19, 2021 11:45 PM

Assessment
Initiated

PRJ233202

FFC -- Eval

April 24, 2020 10:00
PM

Assessment
Deleted

审查验证评估



现场验证后的10个工作日内，您可以登录托管平台来审阅验证评估，您可以从“验证摘要”开始。

验证摘要从系统自动输出，其中包含工具每个部分中的所有“不准确”和“不合规”项目。

待审查的验证摘要包含：

- **准确性指数**：将工厂正确答案的数量与所回答的总数进行比较。注意：这不是评分
- **法律合规性**：在问题层面上，显示国际劳工标准（ILS）和国家劳工法（NLL）的要求

SOCIAL & LABOR CONVERGENCE

Click here (no double-click) and wait to create/update Verification Summary

Verification Summary

Facility Name:

Rabat Design & Apparel

Verification Start Date:

2020-12-14

Completion: 97.55%

Accuracy Index: 92.57%

Section	Sub-section	Category	Number	Question	Facility Response	Verification Selected	Final Verified Response	Verification Data	Non-Compliance	Legal Reference
RECRUITMENT & HIRING	Child Labor	Age Documentation	RH-CHI-1.1	If yes, please describe what legal	Birth certificates	Inaccurate	Not copies of ALL	Not copies of ALL		
	Child Labor	Minimum Age	RH-CHI-4	Number Here:	Are any workers under	Yes	Inaccurate	No	Misunderstanding, Legal	
	Child Labor	Historical Child Labor	RH-CHI-8		Do records indicate that	Yes	Inaccurate	No	There was one incident in 2019	
	Child Labor	Workers under 18	RH-CHI-9		Does the facility	Yes	Inaccurate	No	Misunderstanding, Facility need it	
	Child Labor	Workers under 18	RH-CHI-10		Is the facility's practice	Yes	Inaccurate	No	Some parental permission	X
	Child Labor	Workers under 18	RH-CHI-13		Does the facility arrange	Yes	Inaccurate	No	Facility inquires as to whether	Dahir n° 1-03-194 du 11
	Child Labor	Workers under 18	RH-CHI-16		Does the facility provide	Yes	Inaccurate	No	Misunderstanding, Young	
	Discrimination	Recruitment	RH-DIS-14-1	Which of the following elements are	Nationality / Foreign	Inaccurate	X	In line with the Labour Code Act		
	Employment Practices	Workplace Rules	RH-EMP-1		Do workplace rules	Yes	Inaccurate	No applicable legal	Dahir n° 1-03-194 of	
	Employment Practices	Workplace Rules	RH-EMP-2		Are all new workers	Yes	Inaccurate	No	Workers are provided with a	
RECRUITMENT & HIRING	Employment Practices	Workplace Rules	RH-EMP-3		Are workplace rules	Yes	Inaccurate	No	Work place rules available in	
	Employment Practices	Contracts / T&Cs	RH-EMP-10-3	Does the facility follow any of the following	Copies of contracts are	No applicable legal	Inaccurate	Specified in Labor Law 2003.		
	Working Hours	Records	WH-WOR-2-2	Who performs the clock-in/clock-out function	Management	Inaccurate	X	Occasionally during peak		
	Working Hours	Records	WH-WOR-3	Response Here:	Does the facility	Yes	Inaccurate	No	During conversion of the three	X
	Working Hours	Records	WH-WOR-4-4	Does the facility follow any of the following	Start and finish times in	X	Inaccurate	During the switch over to	Dahir n° 1-03-194 of	
	Working Hours	Records	WH-WOR-4-5	Does the facility follow any of the following	Working hour records	X	Inaccurate	During the switch over to		
	Working Hours	Regular Hours	WH-WOR-8	Number Here:	Does the facility	Yes	Inaccurate	No	Facility has a set number of	
	Working Hours	Total Working Hours	WH-WOR-17		Did any workers work	Yes	Inaccurate	No	Workers did not work more than	
	Working Hours	Breaks	WH-WOR-20		Does the facility provide	No applicable legal	Inaccurate	No	Facility does provide	
	Working Hours	Overtime	WH-OVE-4		Does the facility consult	Yes	Inaccurate	No	Worker interviews revealed that	
WAGES & BENEFITS	Working Hours	Overtime	WH-OVE-4		Is the facility's practice	Yes	Inaccurate	No applicable legal	Moroccan employers are not	
	Wages & Benefits	Wages and Benefits	WB-WAG-2-5	What are the units for rate of pay for	Monthly	X	Inaccurate	Misunderstanding, Workers		
	Wages & Benefits	Wages and Benefits	WB-WAG-4-2	Does the facility follow any of the following	Payroll records are	X	Inaccurate	Discrepancy between	Discrepancy between payroll	
	Wages & Benefits	Wages and Benefits	WB-WAG-13	Which of the following types of regular hours	Is the facility not paying	No	Inaccurate	No applicable legal	All workers are paid in line with	
	Wages & Benefits	Overtime Allowances	WB-WAG-16	Are overtime	Yes	Inaccurate	No	No applicable legal	No reference to overtime	
	Wages & Benefits	Wages and Benefits	WB-WAG-42	Number of male workers that where	1568	Inaccurate	156	Facility incorrectly entered		
	Wages & Benefits	Wages and Benefits	WB-WAG-43		Do workers receive any	Yes	Inaccurate	No	Records show that during the	
	Wages & Benefits	Wages and Benefits	WB-WAG-62.1	If yes, please describe the terms of the loans	Interest free loan for	Inaccurate	Advanced wage payments	Advanced wage payments must		
	Wages & Benefits	Wages and Benefits	WB-WAG-67.1	If yes, please describe the type of deductions	Advances in wages	Inaccurate	Advanced wage payments	Advanced wage payments must		
	Wages & Benefits	Wages and Benefits	WB-WAG-86		Does the facility provide	Yes	Inaccurate	No	No evidence found of	X
WORKER TREATMENT	Harassment and Abuse	Harassment	WT-HAR-1	Have there been any	No	Inaccurate	Yes	Facility responded inaccurately.	Dahir n° 1-03-194 of	
	Harassment and Abuse	Discrimination	WT-HAR-11		No	Inaccurate	Yes	No evidence found of		



如果需要，工厂可对**SLCP**验证的结果提出申诉。**VOO** (验证监督组织) 将会裁决此申诉。**VOO**的裁决为最终决定。

限制条件:



工厂可在14个自然日内对验证评估报告提出质疑。申诉在AH平台上操作。



不可以在问题层面作出申诉。只可对验证员未遵守验证协议而产生的验证质量或诚信问题进行申诉。



Verification Oversight Organization (验证监督组织) 在审查后，可以对申诉做出证实或否定。申诉流程结束后，将不能对该验证评估发起新的申诉。



批准经验证的评估



在14个自然日内，工厂需要在AH平台上批准或申诉经验证的评估。

由于该验证报告非常全面，请查阅**Reader Guide**（阅读指南）获得帮助。

确保检查报告的**全部内容**。工厂应确保验证数据包含所有终端客户即他们的商业伙伴需要的所有信息。

14个自然日后，报告将自动被接受并发送到**Gateway**。此时您就可以共享此报告了。



How to read the SLCP verified assessment (VRF assessment status)

First three work sheets contain summarized information. Subsequent sheets contain verified data per Tool section. Last sheet is important to see all verified data in a standardized template.

Assessment Information:	Key information on facility, verification date, Verifier Body (VB) and Verifier
Verification Summary:	<p>Accuracy index showing level of correctness of self/joint-assessed data versus the verified data</p> <p>Completion percentage showing level of completeness of the self/joint-assessed data</p> <p>List of all data points where there was deviation between self/joint-assessed data and verified data marked as 'Inaccurate'. In the list you will find the Final Verified Response.</p> <p>List of all data points where there is non-alignment with local law and/or international labor standards in the verified data. In the list you will find these showing as Non-Compliance.</p>
Verification Details:	More details about the Verifier (team), verification process and general observations from the Verifier about the facility
10 Tool Section Sheets (Facility Profile, Recruitment and Hiring, etc.)	<p>These work sheets show all data points per section (e.g. Facility Profile, Recruitment and Hiring, Wages and Benefits) of the Data Collection Tool.</p> <p>"All data points" means that some questions may not be applicable to this specific facility, yet they appear in the work sheet. The Final Verified Response column is blank for Facility Response and blank for Verification Selection if the question was not applicable.</p>
Questions and Answers (last sheet in Tool)	<p>This work sheet shows all questions of the Data Collection Tool with the applicable self/joint-assessed response (column G) and Verifier data (columns H-M).</p> <p>The structure of the sheet (column descriptions) and the content in columns A-F will always remain the same, meaning this is a standardized template.</p> <p>If columns G-M are blank, that means the question does not apply to this facility.</p> <p>Column D (Key) is the unique identifier of the question. This key does not change when the Tool version changes.</p> <p>Column E (Number) is the number of the question visible to the facility and Verifier when they complete the Tool offline or on the Accredited Host platform. Numbering is kept clean and sequential and can therefore change when the Tool version changes.</p>





准备好后，便可分享报告



Test Facility
工厂

主页

我的档案

帐户

Accredited Host (经认可的托管平台)

开始您的评估

我的SLCP评估报告概览

取得支持




评估报告

Show

10

entries

Search:

Assessment ID	Accredited Host	Started On	Submitted On	Status	Action
PRJ658511	Fair Factories Clearinghouse (FFC)	August 19, 2021 12:49 AM	August 20, 2021 3:56 AM	Verification Finalized	 👁 查阅评估 🔗 分享至其它Accredited Host (经认可的托管平台) 📧 通过电邮分享
PRJ959508	Higg Co / Sustainable Apparel Coalition	August 12, 2021 10:15 AM	August 12, 2021 11:09 AM	Verification Finalized	👁 查阅评估 📎 下载附件 🔗 分享至其它Accredited Host (经认可的托管平台) 📧 通过电邮分享
PRJ642092	Fair Factories Clearinghouse (FFC)	August 12, 2021 8:10 AM	August 12, 2021 10:08 AM	Verification Finalized	👁 查阅评估 📎 下载附件 🔗 分享至其它Accredited Host (经认可的托管平台) 📧 通过电邮分享




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CONVERGENCE





SLCP期望不断改善您使用SLCP的体验。验证结束后，请填写如下反馈表来帮助改善。您的反馈将匿名发回给验证员（验证公司）。

**SOCIAL & LABOR
CONVERGENCE** 

SLCP Verification Feedback Survey

Instructions: Please provide us with information regarding your verification for feedback purposes. Your specific feedback will be used to evaluate and improve the SLCP process and system and will not be shared with the Verifier Body or Verifier directly.

NOTICE: This feedback form is meant to evaluate the Verifier conduct and your satisfaction with the overall SLCP process. It is not for the purposes of disputing verification results, please use the dispute mechanism on the Accredited Host system if you wish to file a dispute.

This form should take approximately 20 - 30 minutes to complete.

Save & Return
You can save your progress and complete this form later by creating an account. Just click the button on the right (optional).

Create an account or login

The data field below should pre-populated with the Assessment ID. If this field is empty, please add the Assessment ID exactly as it is found in the Gateway. Please check it twice to ensure it is accurate.

Assessment ID *

Factory / Verification Details

Facility Name *

Name (Person Completing the Survey) *



Photo credit: Esquel Group

质量保证

SLCP和数据质量

经验证的数据质量高，一致性强



由SLCP认可的验证
员验证

- 至少3年的社会审核经验并具有相关培训/认证
- 必须成功完成SLCP审批流程（完成电子学习并通过考试）



系统性的检查结果，
包括多项质量检查

系统包括：

- 桌面文件审查
- 陪同验证/重复验证/审查验证
- 验证公司管理系统审查



在公开前自动进行质
量检查

当数据输入网关时，会根据验证规则自动检查每项经验证的评估。在系统内接受数据前，与验证员解决任何已发现的问题

为什么诚信的数据对于Target是重要的？



Target 采用Equivalency项目所以信任SLCP及验证公司展开的验证



能够与其他品牌及用户分享透明准确的数据



获得数据资料从而为合适的补救行动及能力建设战略提供支持



SOCIAL & LABOR
CONVERGENCE





为什么Target信任SLCP?

以下因素加强了数据质量:



覆盖全面的问题设定



为工厂提供申诉机会



与品牌共同参与质量项目



公开透明性



质量保障行动



验证监督组织



对验证员的评估



SOCIAL & LABOR
CONVERGENCE





小测验



对还是错?



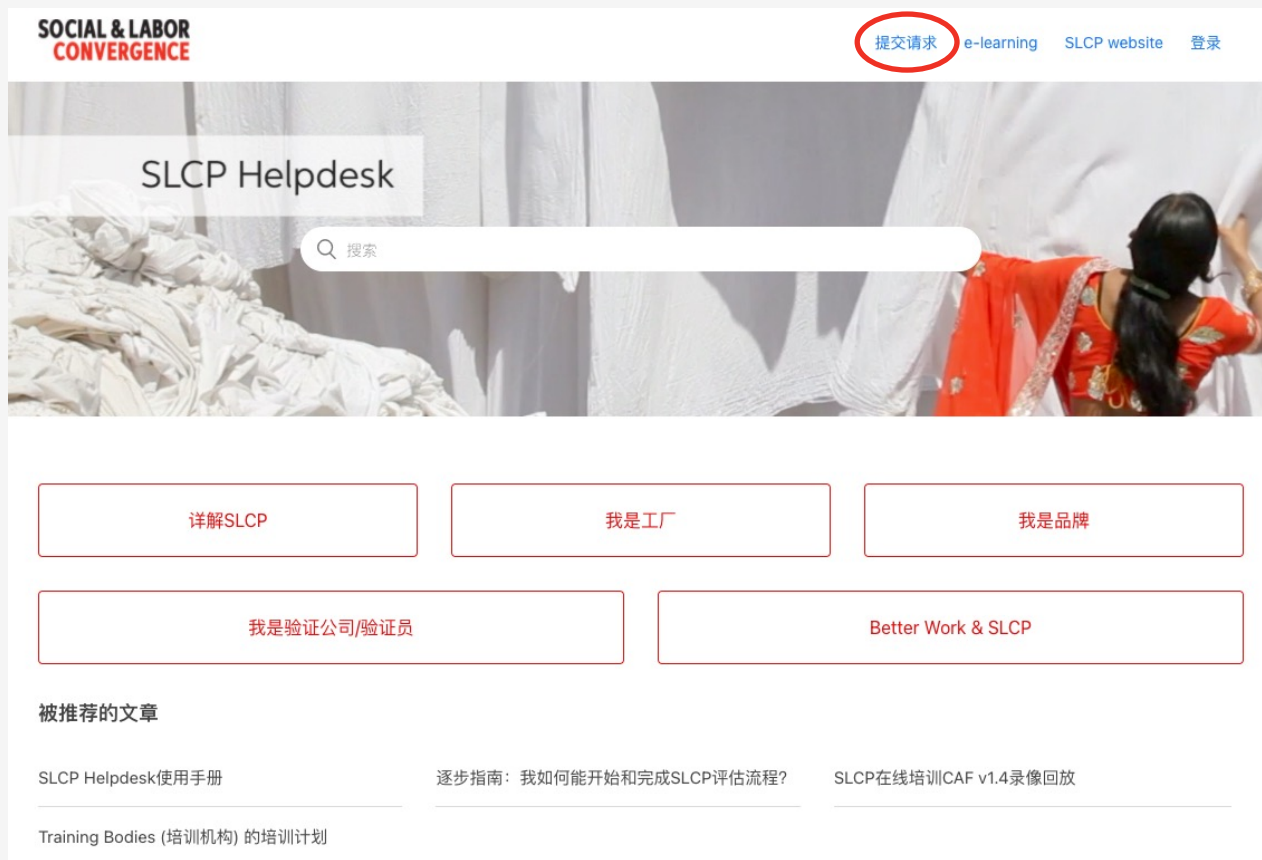
1. 工厂在经认可的托管平台上提交自我/联合评估后的两个月内，验证应该开始进行。
2. 到年底再安排评估也不会有任何问题。
3. 验证总结会简要陈述法律不合规项。
4. 工厂如果不同意一个数据收集工具上的问题的答案，可以进行申诉。
5. 工厂应仔细审阅经验证的评估报告，确保评估报告包含工厂所需要的全部信息，包括终端客户需要的信息。





问题?

如果仍有疑问...



The screenshot shows the SLCP Helpdesk website. At the top left is the logo "SOCIAL & LABOR CONVERGENCE". At the top right are links: "提交请求" (highlighted with a red circle), "e-learning", "SLCP website", and "登录". Below the header is a large banner image with the text "SLCP Helpdesk" and a search bar containing the text "搜索". Under the banner are five buttons: "详解SLCP", "我是工厂", "我是品牌", "我是验证公司/验证员", and "Better Work & SLCP". At the bottom, under the heading "被推荐的文章", are three links: "SLCP Helpdesk使用手册", "逐步指南: 我如何能开始和完成SLCP评估流程?", and "SLCP在线培训CAF v1.4录像回放". Below these links is the text "Training Bodies (培训机构) 的培训计划".

www.slconvergence.org/helpdesk



Huyen Le
Thi Thu



Sahana
Kubsad



Jessica
Jia



Sevinc
Aktas Ilgun



Urtty
Majumder

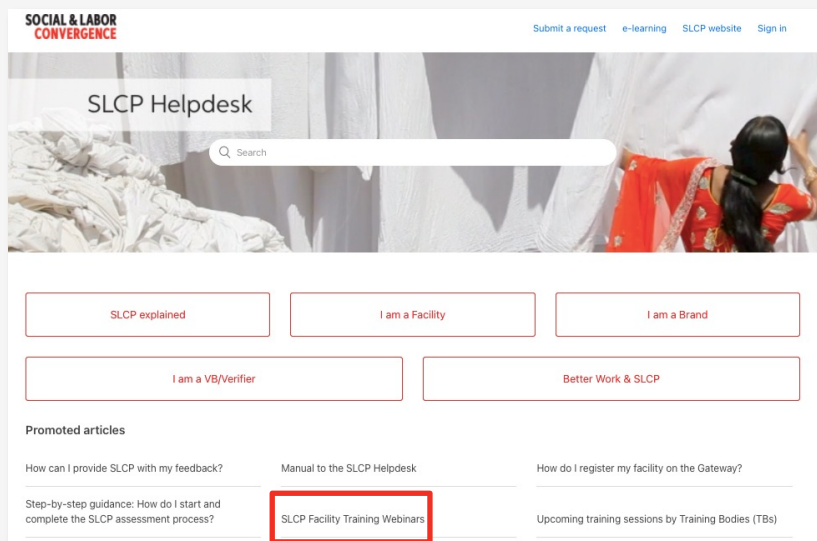
参加后续网络课程



深入学习：如何分享SLCP验证过的数据（中文）

4月28日 | 2pm-4:30pm 北京时间 | [点此注册](#)

在本次课程中，我们会帮助您了解自己如何使用和分享这些经过验证后的（VRF）评估，了解其他相关方将如何使用这些经过验证后的数据。以及如何做才能保证这些数据是高质量的数据。我们希望经过此次课程，您能够最大化地利用好SLCP验证后的评估。



访问[SLCP Helpdesk服务站](#)您可以找到:

- ✓ 所有即将进行的网络课程的注册信息
- ✓ 网络课程的培训录像及培训材料

请填写您对本次培训的反馈意见，
以帮助我们改进，这是匿名调查，
谢谢！



<https://www.surveymonkey.com/r/CYMHSVW>





谢谢您！