About SAI

Social Accountability International (SAI) is a non-profit, multi-stakeholder, organization working to advance the human rights of workers and the social responsibility of companies by promoting decent work conditions and labor rights through voluntary standards.

SAI is among the world's leading supply chain management and CSR training organizations, and has provided training to over 20,000 people since its establishment in 1997. SAI developed one of the world's preeminent social standards: SA8000®.

Over 1.5 million workers are employed in over 2,600 SA8000® certified facilities in 61 countries, across 65 industrial sectors. India is the leading country with over 400,000 workers in the SA8000® facilities certified as meeting the SA8000® standard.

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www.sa-intl.org/news

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Invitation to Companies

SAI is now recruiting garment and apparel factories in India to participate in subsidized RAGS Project trainings in 2012:
- Gender discrimination
- Home worker engagement in the supply chain
- Onsite technical assistance for worker-manager communication & building an internal social performance team

For more information, and to sign up, contact Rishi Singh at RSingh@sa-intl.org.

Partners

Gap Inc.

Timberland

switcher

Tchibo

Ethical Trading Initiative

Implementing Social Standards in the Indian Ready-Made Garment Sector

“RAGS: Improving Social Standards in the Indian Ready-Made Garment Sector” is a program of SAI (Social Accountability International) to improve working conditions of (predominantly female) home workers, and to reduce gender and caste discrimination. The program is supported by UKAID from the Department for International Development (DFID).
Background

Garment export has fueled economic growth in many emerging economies, creating over 25 million jobs worldwide. However, industry working conditions remain a challenge, with chronic problems including gender discrimination, excessive working hours, and safety violations.

SAI is addressing these issues in RAGS—an innovative two-year Public-Private Partnership [PPP] for India garment suppliers to the UK market. This project aims to both improve conditions for homeworkers and to reduce workplace gender discrimination. Project locations include New Delhi and Tirupur.

The project works in cooperation with: the Ethical Trading Initiative-UK, along with its grassroots partner the New Delhi-based National Home Workers Group; and SAI’s collaboration in another PPP with BSCI and GIZ, “Scaling Up Indian Responsible Business Initiatives.” (www.sa-intl.org/indiappp)

RAGS Program Activities & Goals

1. **Develop Training Tools & Materials**
   Over 100 Indian factories will receive training and tools to help them responsibly manage home workers and discrimination issues, and have management systems designed to assure decent work.

2. **Build Local Capacity**
   Through a systematic ‘training-of-trainers’ strategy, SAI will train and qualify 30 local trainers to deliver both advanced and elementary courses.

3. **Increase Awareness**
   The 30 qualified local trainers will work with the 100+ participating factories to increase worker and manager communication skills and awareness of rights.

4. **Strengthen Local Audit Capacity**
   Guidance for responsible management and effective social auditing of home workers and discrimination issues will be developed and disseminated to participating factories and in sites where SA8000® is used.

**Expected Outcomes**

- 33,500 factory workers and home workers will have better access to claiming their rights
- 270 factory managers and supervisors, at 100 factories, trained about how to fight gender discrimination
- Worker representatives trained on antidiscrimination will be better able to support their peers in exercising their rights

Multi-Stakeholder Advisory Committees (MAC) for

Multifaceted issues are best addressed through multi-stakeholder processes. The MAC goal is to facilitate stakeholder engagement and engage stakeholder expertise, by connecting local and global stakeholders for effective implementation of labor standards.

A foundation of the RAGS project, MAC meetings convene key stakeholders—both those directly involved in the project and also from the broader garment and apparel industry. Feedback on their experiences and challenges on the ground will enhance the training curriculum, especially on gender discrimination. In November 2011, MAC meetings were convened in New Delhi and Tirupur.

For more information, and to participate in upcoming MAC meetings, contact SAI India Project Director Rishi Singh, pictured opposite with SAI HQ staff and national colleagues.