

Training Report 培训报告



General Information 培训基本信息

Objective: the Fair Labour Association (FLA)-Greennovate Joint Labour & Environment Training

目标: 公平劳动协会(FLA)-Greennovate联合举办“劳工+环保综合培训”

To introduce the concept of corporate social responsibility (CSR) and its risks and benefits, and to discuss the environmental impact of the textile industry while offering sustainable means to reduce this effect.

介绍企业社会责任(CSR)的概念以及他的风险和收益,并讨论纺织行业对环保的影响,同时提供可持续的手段来减弱这种影响。

Abstract: 22 October 2010 – The FLA-Greennovate Joint Labour & Environment Training session took place at the CCCT Training Centre, in Kunshan Huaqiao, China. A total of 20 participants representing 16 factories attended the training workshop, including suppliers of Converse, Nike, Toy Factory LLC, Sykel Enterprises and other brands. Factory directors, CR, HR, production and administration managers attended this session.

摘要: 2010年10月22日,公平劳动协会(FLA)和Greennovate在昆山的CCCT培训中心联合举办劳工+环保综合培训。来自16家工厂的20名与会者参加了本次培训。其中包括Converse, Nike, Toy Factory LLC, Sykel Enterprises和一些其他品牌的代工厂。来自16家工厂的厂长,企业社会责任负责人,人力资源负责人,生产或管理的负责人参加了本次培训。

Key Outcomes: Through group exercises and discussions, factory managers learned the intrinsic value of CSR and labour compliance while in the afternoon session, all participants expressed keen interest in learning more about strategies to mitigate the environmental impact of their operations.

主要成果: 在上午的培训中通过小组讨论和练习,工厂管理者学习了企业社会责任的内在价值和劳工纪律;在下午的培训中与与会者对减轻工厂行为对环境影响的策略产生了浓厚兴趣。

Participants: in addition to the 20 participants: / **参与者:** 20名参加培训的与会者:

Trainers & observers / 培训师和观察员

- **Mr Jesse Shi** (FLA Trainer, Director of Openview Service Ltd) 师世杰 (培训师, 开景咨询公司总监)
- **Mr Chris Porthaar** (Greennovate trainer) Chris Porthaar (培训师)
- **Ms Flora Lan** (Greennovate trainer, translator) Flora Lan (培训师, 翻译)
- **Ms Mihela Hladin** (Greennovate Director) Mihela Hladin (Greennovate总监)
- **Mr Yongdong Li** (FLA Assessment & Capacity Building Program Assistant) 李永冬 (评估和能力建设助理)

Agenda 培训日程

PART I: LABOR UNIT / 一、劳工部份

- Training Introduction, Objectives & an Ice Breaker 培训介绍, 目标 和破冰游戏
- Corporate Social Responsibility (CSR) 企业社会责任
- What is Corporate Social Responsibility? 什么是企业社会责任?
- CSR Trends and Development 企业社会责任的发展和未来走向
- Why Adopt CSR? 为什么要履行企业社会责任?

- Risks and Benefits 履行企业社会责任的挑战和益处
 - Forced Labour 强迫劳动
 - Child Labour 童工
 - Harassment or Abuse 骚扰和虐待
 - Non-Discrimination 非歧视
 - Health & Safety 健康和安​​全
 - Freedom of Association & Collective Bargaining 结社自由和集体谈判
 - Hours of Work 工作时间
 - Wages, Benefits & Overtime Compensation 工资、福利和加班补贴

PART II: ENVIRONMENT UNIT / 二、环保部分

- Environmental Impact of the Textile Industry 纺织工业对环境的影响
- Foreign Brand's Position on Environment including Future 外国品牌对环保及其未来发展的定位
- Expectations 预期
- Self-Assessments 自我评估
- Reporting Progress 过程报告
- Monitoring of Emissions 排放检测
- Advantages of Going Beyond Compliance 超越现行规定的优势
- Reducing Environmental Impact and Cost in Factories 在生产中减少环保的制约和成本
 - Measure Amount & Cost of Waste at the Process 记录水的消耗和成本
 - Reduce Waste & Increase Raw Material Efficiency 减少废料的产出、提高原材料的利用率
- Measure Amount & Cost of Energy 记录能源的消耗和成本
- Reduce Energy & Greenhouse Gas Emissions 减少能源的消耗和温室气体的排放
- Increase Recycling & Stop On-Site Waste Burning 增加循环利用工艺、不要把废料草率的烧掉
- Reduce Water Use & Recycle Water 减少水的使用并争取水的循环使用

Key Activities & Highlights 主要活动和亮点



Training Introduction / 培训说明

The training introduced participant company's factory management to the essentials of corporate social responsibility concepts, labour code of conduct, and sustainable environmental management. It illustrated the components of CSR, why CSR is important to the industry, the risks and benefits of CSR, how to integrate CSR practices into operations, and why going beyond compliance is beneficial. It also discussed how factories can meet the labour and environmental policies of the most responsible foreign brands without raising costs. 培训介绍了如何将工厂的管理与企业社会责任的概念，劳动的行为准则和可持

续的环境管理的基本要素相结合。这对企业社会责任做出说明，并解释为什么企业社会责任对企业的发展很重要，也说明了履行企业社会责任的挑战和好处，如何将企业社会责任付诸实践，还说明了为什么企业社会责任超出规定是有益的。同时也讨论了如何在不提高成本的情况下达到外国品牌对劳工和环保的要求。

Group Work and Presentations / 团队合作和相互介绍

After a group discussion and brainstorming, each group summarized and presented the benefits of adopting CSR to factories and workers. The feedback from participants included 经过小组讨论和头脑风暴，各组总结并提出采用企业社会责任公司的工厂和员工的福利。与会者的反馈包括：

Benefits to the factory / 工厂的好处:

- o Good corporate image 良好的企业形象
- o Harmonious working environment 和谐的工作环境
- o Stakeholders' expectations are satisfied 满足股东的要求
- o Increased sales and customer loyalty 提高销量和客户的忠诚度
- o Increased ability to attract and retain employees 吸引并留住员工
- o Improved financial performance 提高财务业绩
- o Reduced operating costs and conserved energy 减少操作成本和留存
- o Improved human resource management system 增加人力资源管理系统
- o Improved workforce productivity 提高劳动生产率

Benefits to the workers/工人的福利:

- o Increased sense of belonging 增强归属感
- o Good health 健康的身体
- o Positive mood 积极的心态
- o Increased passion to work 提高工作热情
- o Increased productivity 提高生产率
- o Good family relationship 良好的家庭

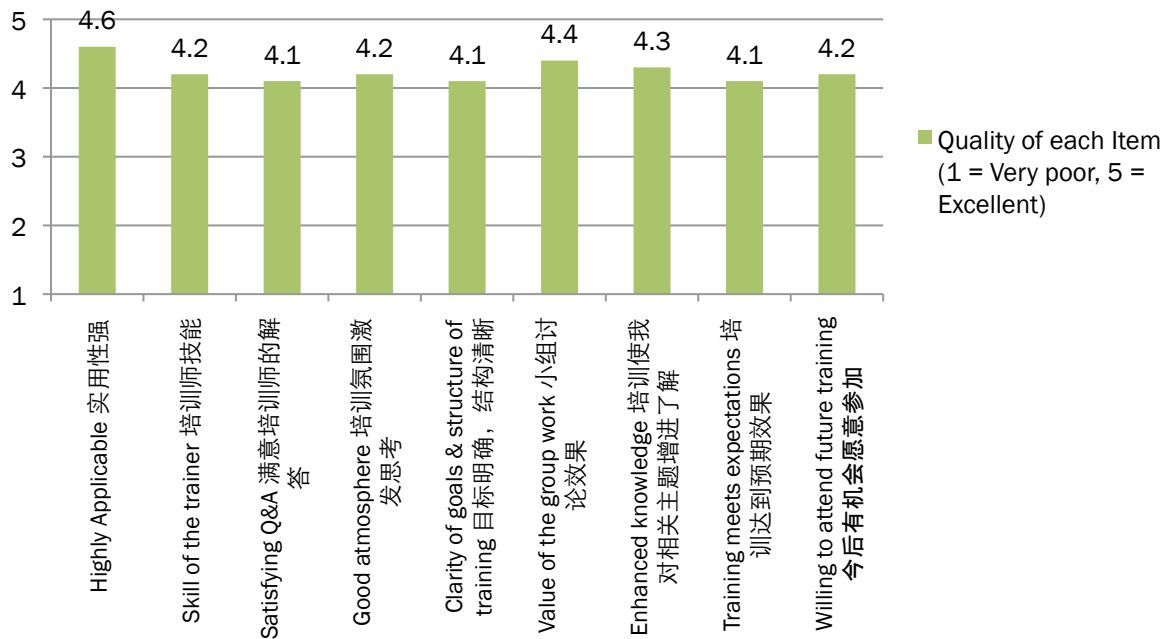
Group Competition/ Q & A /小组竞赛/问与答

Both the morning labour session and the afternoon environment session incorporated different activities including Group competition, Question and Answer with gifts, which encouraged interaction within participants, and make the training more active and effective. 无论上午和下午的活动都采用小组竞赛的方式，有问有答，并在最后给优胜者送出礼物，这样做鼓励互动使培训更加的活跃高效。

Participant Feedback 与会者的反馈

A total of 13 participants provided feedback on the training, the average scores summarised in Chart 1 below. The questionnaires asked participants to assign each aspect of the training a numbered score between 1 and 5, one (1) signifying that the quality of that aspect is 'very poor' to five (5), signifying that the quality of that aspect is 'excellent'. 一共13个参与者提供了培训的反馈意见，平均分数见表一。反馈问卷要求与会者对培训的各个方面打分，从1分到5分，1最差，5最好。

Chart 1: Feedback on Training /表 1: 培训反馈



Conclusion 结论

In the morning session, participants were not only exposed to the conceptual framework, evolution background, driving forces and future trends of CSR, but also had active reflections on its implications from the factories' perspective. Through group exercises and discussion, factory managers learned that CSR and labour compliance is not an extraneous imposition from the brands, but rather, it has intrinsic value for the factories if proactively managed, bringing meaningful benefits and risk reduction. 在上半的培训中FLA的Jesse不仅介绍了企业社会责任的概念框架、演化背景、驱动力和发展趋势, 还从工厂的角度出发分析对工厂的影响以及如何应对。通过小组练习和讨论工厂的管理者应该了解到企业社会责任不应该是品牌强加给工厂的, 而应是企业主动应用企业社会责任的价值理念, 使企业获得利益、降低风险。

In the afternoon session, Chris and Flora from Greenovate gave presentations on how going beyond environmental compliance can benefit the factory, and presented examples to illustrate how waste reuse, energy conservation and cost reduction could be achieved on site. Participants were very interested to learn how to manage their environmental impact and save costs with greener production. 在下午的培训中Greenovate的Chris和Flora就超越环境法将如何有利于工厂做出介绍, 并举例说明通过废物再利用、节能减排的方式降低成本是如何在现实当中应用的。与会者对于学习管理环境影响和采用绿色生产来节约成本非常感兴趣。

According to the feedback, participants felt that the session on cost saving through sustainable practices gave them the most actionable information to bring back to their organizations, while learning about reporting systems was also a helpful session. "I especially enjoyed the interactive sessions in the morning," said one participant "and the case studies helped bring the discussion out of the classroom and into real-world contexts. The more case studies, the better." Overall, the workshop was well received by the audience, evidenced by 'good' or 'excellent' making up 94 percent of responses in the feedback on the labour session, and all responses indicating a good or excellent environment session. The group work during the training received unanimously positive reviews, as did the skills of the trainer. Participants' expectations were largely met; 85 percent of attendees plan to attend a future training, which the FLA and Greenovate plan to organise in the

future. 根据与会者的反馈，通过可持续的方式来节约成本对企业发展是非常有帮助的，并会在今后的工作中积极实践，同时对报告系统也非常感兴趣。一位与会者说：“我特别喜欢早上的互动环节，在世界大背景下讨论案例对于学习理解非常有帮助，案例多对学习理解非常有帮助。”总体而言，劳工部分百分之九十四的与会者给予了“好”或者“优秀”的反馈，其广泛影响由此可见。现场组织者也得到了和培训师一样积极的评价。与会者的期望基本上得到了满足，百分之八十五的与会者计划继续参加FLA和Greenovate在未来举办的活动。