

WHITE PAPER

SA 8000:2014

Social Accountability

Advancing the Human rights of
Workers



Success through management excellence



Global Standards is happy to guide about Social Accountability- SA 8000:2014 in a way that can easily be understood. The change is obvious and the same has been applied his time for SA-8000:2014 standard with concrete impacts. This standard with new formation has value meanings for all the organizations at any kind of scope further to ensure the customer satisfaction.

In this white paper the core changes related to structure, auditable requirements, implications and risk based thinking has been incorporated for better guidance.

All SAI standards are subject to a regular review under the rules by which all are written. Following a substantial SAI user survey the committee decided that a review was appropriate and created the following objectives to maintain its relevance to current market for long term bases. However, this change is not going to change upto ten years so that organizations can penetrate in SAI with more durability.



The SA 8000 standard has become an international reference for Social Accountability requirements.

SA 8000 is a global social accountability standard for decent working conditions, developed and overseen by Social Accountability International (SAI).

SA 8000 is an auditable certification standard based on the UN Universal Declaration of Human Rights, Convention on the Rights of the Child and various International Labour Organization (ILO) conventions. SA8000:2014 covers the following areas of accountability:

- **Child labor:**
- **Forced labor:**
- **Health and Safety:**
- **Freedom of Association and Right to Collective Bargaining:**
- **Discrimination:**
- **Discipline:**
- **Working hours:**
- **Compensation:**
- **Management systems for Human Resources:**

BENEFITS OF SA 8000:2014 STANDARD

SAI surveys certified organizations about the costs and benefits of implementing the standard. A research initiative is underway to conduct a systematic collection and analysis of such data and to establish a baseline for future research. Implementation of the voluntary SA8000 certification system can contribute to some of the following benefits:

For business : improvements in the ability to recruit and retain customers, employees, investment, and shareholders.

For any employer : better trained and healthier workforces, fewer workplace accidents, higher product quality, increased productivity, more efficient and effective monitoring. For suppliers and supply chain

Managers : more clarity about requirements and monitoring procedures.

For concerned consumers : an opportunity to be able to use ethical criteria in purchasing.

For concerned investors : an opportunity to be able to use ethical criteria in shareholding. A number of SRI firms use SA8000 as a criterion of corporate sustainability and risk management.

For workers: better pay, more reasonable work hours, fairer advancement opportunities, more training ; more participation in workplace management and design, and fewer accidents on the job.

For all : less child labour and more children in school with the consequent positive impacts on economic and social development, healthier workers, an attenuation of the poverty trap, more paths for cooperation between business, trade unions and NGO's

SAI is one of many organizations around the world whose activities seek to support the goals of the Global Compact and the GRI. SA 8000 focuses on the implementation of corporate/organizational responsibility in the areas of human rights and labour standards.



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