SA 8000
Social Accountability

What is SA 8000?

Social Accountability SA8000 is the 1st International Certification standard for social compliance, which is grounded on social responsibility. The main aim of this standard is to give assurance to workers' rights in such a way that everyone associated with this organization i.e. workers, trade unions, government including the company itself immerge out triumphant.

SA 8000, social audit is based on an internationally acclaimed standard for decent work (International Labor Organization, the International Declaration of Human Rights and the UN Convention on the Rights of the Child) and relevant Local Legislation. It focus is to guarantee social accountability and corporate responsibility for basic rights of workers involved in the production processes of the product being supplied.

SA 8000 certification is an internationally recognized standard for social accountability international, which can be applied / implemented to any production or services industries. This standard can be uniformly applied to organizations of any size or description. Implementation of SA8000 will ensure social compliance and improve corporate responsibility ethics & accountability.

What are the Focus Points of SA 8000 Certification?

The Emphasis of Social compliance audit (SA 8000) is on the following

- No Child Labor
- No Forced or Compulsory Labor
- Provide Healthy and Safe Work Environment
- Right to Freedom of Association & Collective Bargaining
- No Discrimination
- No Disciplinary Practices i.e. No corporal punishments, mental or physical coercion
- Compliance to Working Hours & Public Holidays as per the defined Laws
- Payment of Sufficient Remuneration
- An Executive system

What are the Document Requirements for SA 8000 Standard Certification Process?

The organization shall demonstrate compliance related to below mentioned requirements: -

- The Legal (Factory Act.)
- Social (Policies, Procedures and related documents)
- Health and Safety
- Environmental
- Social (Policies, Procedures and related documents)

Which organizations are eligible for SA8000 certification?

- Manufacturing units
- Service sector including Educational institutes, Hospitals and other service providing units
- Any other business units irrespective of nature of business, size and location.

How will Social Accountability SA8000 Certification benefit your organization?

- Recognition as a socially compliant organization
- Opportunity for exports
- Supplier Approval by overseas customers
- Mandatory requirement for being an out-sourcing sub-contractor to parent company
- Compliance with business, legal, contractual, and regulatory requirements
- Improved structure and focus with respect to Business Ethics and Anti-bribery Management System.

How did SA8000 certification evolve throughout the years?

- Year 1997 – Launched by Social Accountability International
- Year 2008 – 1st Edition of SA 8000 Social Accountability published.

Why would an Organization get it certified on SA8000?

- The SA8000 Standard and Certification System provides a framework for enterprises of all types, in any industry, and in any country to conduct business in a fair and decent manner for workers while also demonstrating their commitment to the highest social norms.

Does the SA8000 Standard also integrate with existing quality and occupational management systems?

- Yes, the SA8000 social standard can be fully integrated. For example, if you want to document your company's social and environmental responsibilities, you may combine SA8000 with ISO 14001 or EMAS-certified environmental management.

Does the SA8000 Standard also cover sub-contractors?

- Yes, SA8000 covers subcontractors, suppliers, and any third parties involved with the certified company, as long as they fall within the scope and influence of the certified company.

Are Sub-Contractors also audited?

- Companies are in charge of auditing their subcontractors and suppliers. As a result, auditors do not conduct direct inspections of these subcontractors, instead confirming that the certified company has implemented effective monitoring practices.

Are Internal Audits required?

- Internal audits should be carried out. Companies must guarantee that SA8000 criteria are followed to the letter. Internal audits are required to be conducted at least once a year.

How can PQSmitra help you with a hassle-free Implementation Process for SA 8000?

The initial review of the existing practices being trailed at the organization is the starting point for the SA 8000 social audit process. PQSmitra Team helps in effortless understanding of the SA 8000 requirements and simple methods for effective compliance to the corporate responsibility. 100% documentation support is offered to achieve successful certification in addition to enhanced operational controls.

The implementation process is described below:

• Initial visits and review of the existing system with respect to social accountability 8000

• Gap analysis and preparation of the action plan

• Documentation including procedures, work instructions etc.

• Routine system verification & Internal audits

• Management review

• Social audit certification – Stage 1 & Stage 2

• Closure of non-conformities

• Rewarding the certificate to the organization.

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