

Social and Labour Convergence Program



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What is Social and Labour Convergence Program (SLCP)?

The Social and Labour Convergence Program (SLCP) is an initiative to develop a Neutral-Standard, Converged Assessment Framework (CAF) for the Organizations of Textile/Clothing & Footwear industries. This initiative is led by world's leading manufacturers, brands, retailers, Industry groups, Governmental Organizations, etc. The purpose of the SLCP is to create a simple auditing process of labour related standards in apparel and footwear industries. Before the introduction of the SLCP, the organizations in the Textile/Clothing and footwear industries has to carry out different types of Audits by different organizations & standards. The main aim of the SLCP is to simplify and Streamline the processes.

One of the major advantage of SLCP is that the organizations which have been once verified doesn't need to be assessed multiple times by various verification bodies. The SLCP is not a mere Code of Conduct or Compliance Program.

SLCP eliminates the Audit Fatigue, provides a platform for Data comparison, and Free up resources which can be directed towards improvement of Social and Labour Condition at your organization.

SLCP consists of Converged Assessment Framework (CAF) and SLCP Gateway, it is an online depository which facilitates for hosting and sharing of the verified assessments reports. It also enables to redistribute the verified assessment reports to various Accredited Host (AH), due to this the organizations can share their verified assessment reports with the external interested parties such as business relations, brands and standards, etc

What are the focus points of Social and Labour Convergence Program – SLCP Certification?

- Converged Assessment Framework (CAF).
- Labor working conditions.
- No value-judgement or scoring.
- Social welfare of the workers.
- Self/Joint Assessment.
- CAF Data collection tool.

What are the document requirements for Social & Labor Convergence Program – SLCP Certification?

The organization opting for Social & Labor Convergence Program (SLCP) requires to fill the self-assessment to demonstrate its compliance, along with this the organization should be able to produce documents required during verification.

The documented information required for Social and Labor Convergence Program (SLCP):

- Working hour's records.
- Site ownership.
- List of workers.
- Operating License.
- List of sub-contractors.
- Work Place rules compliances.
- Workers Contracts.
- Records for wages.
- Health & Safety records.

How will for Social & Labor Convergence Program - SLCP Certification Benefits your Organization?

- Reduce Multiple Audit Fatigue.
- Compatible with other assessments and audit schemes.
- Provision for Data comparison.
- Credibility regarding social and labour data.
- Widely accepted as multi-stakeholder's involvement.
- Complete ownership of Data.

How did Social and Labour Convergence Program – SLCP evolve throughout the year?

- 2015 to 2018 – SLCP signatories developed the Converged Assessment Framework (CAF).
- 2018 – SLCP ran light operation in China & Sri Lanka to test the SLCP system.
- 2019 – Official relaunch after the update as per the learning's & feedback received during light operations.
- 2019 – Official relaunched in China & Taiwan, Sri Lanka & India.
- 2019 – SLCP rolled out to additional 12 countries.
- 2020 – SLCP rolled out to 30 countries worldwide.
- 2021 – SLCP roll-out is continued.

Does Social and Labour Convergence Program – SLCP provide certification?

SLCP is not a standard or a certification programme. Facilities' social and labor data are collected and verified using the Converged Assessment Framework. The end result is a certified data collection that is compliant with existing standards and does not include any rating or ranking. Brands and other stakeholders can use the SLCP validated data to apply their own scores or codes of conduct. The Accredited Hosts offer services to assist businesses in utilizing the SLCP validated data, such as scoring, mapping to a Code of Conduct, and detecting concerns in order to develop a corrective action plan.

How will PQSmitra help you with Hassle - free Implementation process for SLCP Certification?

PQSmitra Team helps organizations to implement the requirements of SLCP in the simplest and systematic manner. The methodology of system implementation covers Initial review, planning followed by implementation, and documentation. PQSmitra Team offers active support and hand-holding to organizations to achieve successful system implementation and positive audit results. 100% documentation support is offered to expedite the implementation process. The implementation process is described below:

- Initial visit and Helping in Company Registration.
- Review of the existing system with respect to SLCP self-assessment checklist.
- Gap analysis and planning for compliance.
- Documentation including procedures, work instructions, etc.
- Updating of the SLCP self-assessment checklist with its evidence.
- Inviting the SLCP approved assessor (verifying body).
- Support during the on-site verification.
- Uploading self-assessment report on SLCP portal.
- Support to act on areas for improvement identified during verification process.



PQSmitraService Features appreciated by clients



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