



Social & Labor Convergence Program (SLCP)

*Decent working conditions
in global supply chains*

Converged Assessment Framework v1.6
Launch Webinar
February 2024

Thank you for joining! The webinar will start in a couple of minutes.

CAF v1.6 Launch Webinar:

26 and 28 February 2024

- Please note that this webinar is being recorded and will be posted online.
- All attendees are requested to observe Chatham House Rules and follow Anti-trust Guidelines.
- Please use the Q&A function to ask questions to the speakers.





Agenda

- Context for update to CAF v1.6
- Collaboration with ILO Better Work
- Main changes CAF v1.6 Tool & Process
 - Wage data questions in Step 2
 - Improvement to question wording in Step 1 and 2
 - New answer option in Trade Unions questions
 - New answer options for Worker Engagement question
 - Improvements to Verification/ Assessment Details Section
 - Process update: 14-day review deadline removal
- How to find out more
- Looking ahead to CAF v1.7



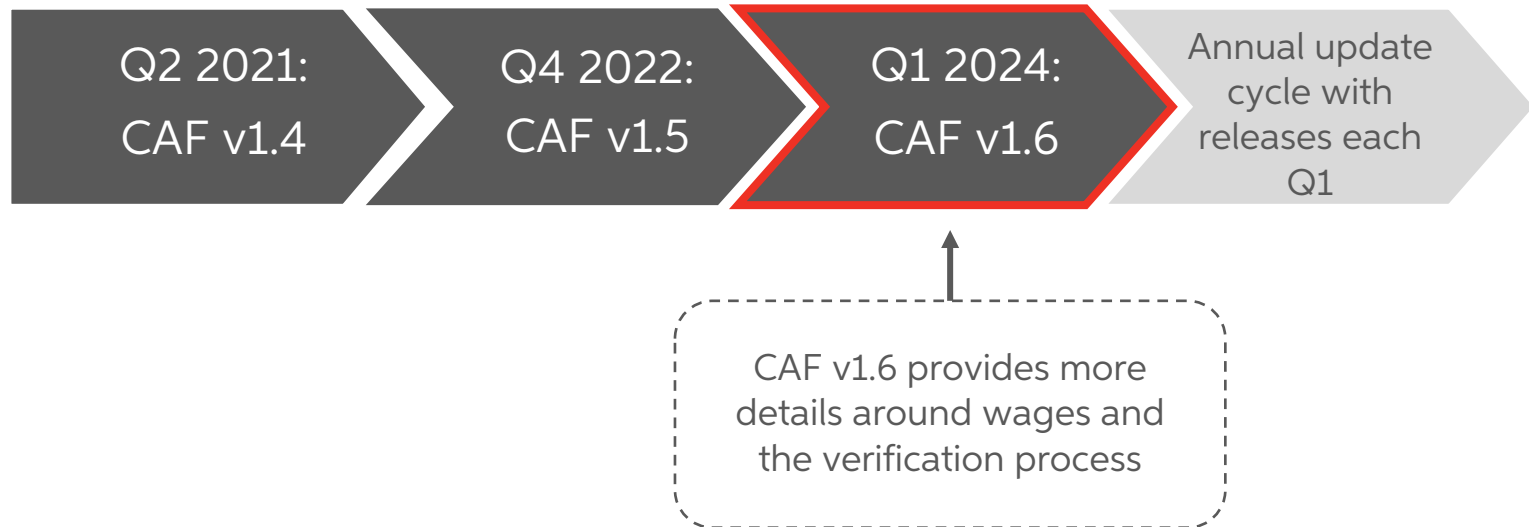
Why & when are we updating the CAF?

Updates to the CAF

The **Converged Assessment Framework (CAF)** is regularly updated to respond to signatory and stakeholder feedback, and to remain a relevant tool.

We foresee yearly updates in the next 3 years due to HRDD legislation and one of our [5-year Strategic Plan](#) success criteria:

Diverse stakeholders including governments accept SLCP Data.



Converged Assessment Framework v1.6

By end
March 2024

Why do we need
CAF v1.6?

1. Further alignment with BW: feedback from Better Work / ILO Normes
2. Addition of questions that provide more granular, actionable data

What are the main
changes in CAF v1.6?

- Rephrasing questions to better identify non-compliance
- Inclusion of wage data points in Step 2
- Expansion of Verification/ Assessment Details

When is CAF v1.6 launching?

Launch on Accredited Host:

The logo for 'worldly' is written in a bold, red, lowercase serif font. A small 'TM' trademark symbol is positioned to the upper right of the 'y'. The logo is centered within a white rounded rectangular box with a thin black border.

Launching by end March

The new CAF version will be launched exclusively on Worldly.

Assessments already underway when CAF v1.6 launches will finish on the applicable platform.

Sunsetting CAF v1.5



Following the launch of v1.6, facilities have **six months** to complete assessments already started with Version 1.5. Reminders will be sent to facilities to facilitate the transition.



Therefore, facilities have until **approx. mid September 2024** to complete any ongoing CAF v1.5 assessments.



SLCP and ILO Better Work collaboration

Reminder: SLCP & Better Work Collaboration

Better Work and SLCP have found common ground in promoting credible and actionable data to be shared between a broad range of industry actors to act upon, including governments and workers' and employers' organizations.



2021:

- Co-leading development of CAF v1.4: Step 1
- Joint launch in Indonesia, Bangladesh & Vietnam
- BW provision of Law Overlay for National Labour Law in Indonesia, Bangladesh, and Vietnam available on SLCP Accredited Host platforms

2022:

- Co-leading development of CAF v1.5: Step 1 including country-specific questions
- BW access to SLCP data for analysis

2023 and beyond:

- BW to continue to co-lead updates to Step 1 of the CAF
- ILO expertise to continue to inform CAF content and process to obtain actionable & credible data
- Continuous update of Law Overlays

“SLCP compatible” BW assessments



Since CAF v1.5, the **self-assessment** is optional for Better Work factories: they can have a BW assessment without completing a self-assessment first if they choose (but this will mean they cannot do the Step 2 or Step 3 self-assessment either)



In CAF v1.6, the final report will **more clearly explain what the scope of a Better Work assessment is and what data points were assessed/not assessed in Step 1** of the Tool. Better Work does not assess Step 2 or 3 scope.



When a facility enrolled in the Better Work program has an SLCP compatible assessment, they can choose to share it to the SLCP Gateway and to the SLCP Accredited Hosts. A factory can choose to do a Step 2 or 3 self-assessment if they want to be able to share this additional data to the SLCP Gateway

A grayscale photograph of a garment factory. In the foreground, a woman is seated at a sewing machine, focused on her work. Behind her, other workers are visible at their stations. The room is filled with stacks of fabric and sewing equipment. The overall atmosphere is one of busy industrial production.

The main changes in CAF v1.6 Tool & Process



The main changes in CAF v1.6 - Tool

Wage data questions in Step 2

Questions added to Wages & Benefits

WAGES & BENEFITS in Step 2

New questions covering gender disaggregated wage information at the **lowest wage grade/level** and **most represented wage grade/level**

NEW CATEGORY: Wage Data Lowest

- Average monthly basic wage - male
- Average monthly basic wage - female
- Average monthly overtime earnings – male
- Average monthly overtime earnings – female
- Average monthly allowance/ incentive/ bonus earnings – male
- Average monthly allowance/ incentive/ bonus earnings – female
- Average monthly take-home pay – male
- Average monthly take-home pay – female

NEW CATEGORY: Wage Data Most Representative

- Average monthly basic wage – male
- Average monthly basic wage – female
- Average monthly overtime earnings – male
- Average monthly overtime earnings – female
- Average monthly allowance/ incentive/ bonus earnings – male
- Average monthly allowance/ incentive/ bonus earnings - female



The main changes in CAF v1.6 - Tool

Improvement to question wording in Step 1 and 2

Improvement to question wording in Step 1 and 2



User feedback has shown that for multi-select answer blocks where the user has to “Select all that apply”, a “blank” / “not selected with X” answer driving a Non-Compliance decision has been misleading or difficult to understand. Questions have now been rephrased so that a Non-Compliance is now explicitly marked with an “X”.



SLCP updated remaining double negative questions that were in the Tool. Users will more clearly understand that the question is asking if they are “failing” to do something.

Example of improvement to question wording

RH-FOR-2: Does the facility follow any of the following practices concerning prison labor? (SELECT all that apply with a "X")

BEFORE

(RH-FOR-2-1): Prison laborers have freely consented to perform the work

(RH-FOR-2-2): The facility treats prison laborers and non-prison workers similarly (conditions of work such as wages, hours of work, health and safety, etc.)

NOW

(RH-FOR-2-1): Prison laborers **have not** freely and formally consented to perform the work

(RH-FOR-2-2): The facility **does not** treat prison laborers and non-prison workers similarly (conditions of work such as wages, hours of work, health and safety, etc.)



The main changes in CAF v1.6 - Tool

New answer option in Trade Unions questions

New answer option in Trade Unions questions

In Section WORKER INVOLVEMENT

On questions related to Freedom of Association and Collective Bargaining, specifically related to Trade Unions, there is a new answer option for when a facility did not have trade union presence during the assessment period.

Example:

(WI-FOA-2): Are workers free to join a trade union of their choosing?

Yes

No

NEW Answer option:

Not applicable. No union presence in the facility during assessment period.



The main changes in CAF v1.6 - Tool

New answer options for Worker Engagement question

New answer options for Worker Engagement question

In Section FACILITY PROFILE

Under Basic Information - Worker Engagement: *Were workers' representatives and/or workers involved in the self/joint-assessment process?*

NEW Answer options to better understand if SLCP Worker Engagement Technology was used:

- *Yes. Facility followed SLCP WE Tech Protocol with approved Service Provider.*
- *Yes. Facility Guidance on the SLCP Helpdesk was followed.*
- *Yes. Other worker engagement activity was implemented.*
- *No*



The main changes in CAF v1.6 - Tool

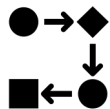
Improvements to Verification/ Assessment Details Section

Improvements to Verification/ Assessment Details Section

Questions only answered by the Verifier/ Verifier Body



New question on QA/Report Reviewer Name responsible for the verified assessment report review to facilitate SLCP Verification Oversight activities



34 new questions added to provide details about the process undertaken by the Verifier during verification. These questions cover:

- ✓ worker interviews (number of interviews with contract workers and non-production workers),
- ✓ management interviews (title of management that attended opening/closing meetings),
- ✓ the physical scope of the verification (visits to onsite and off-site dormitories and onsite and off-site canteens managed by the facility),
- ✓ integrity and honest data (specific data points identifying the type of issue rather than a general question on non-transparency),
- ✓ and documentation review (documents not provided by the facility, how many workers were sampled and percentage of workforce sampled for payroll records, how many weeks were sampled for working hours records, how many were over 60 hours per week and what percentage of the sampled workforce was impacted).

A grayscale photograph of a garment factory. In the foreground, a woman in a white shirt and dark sari is operating a white sewing machine. Behind her, other workers are visible at their stations, some handling fabric. The scene is filled with stacks of fabric and sewing equipment.

The main changes in CAF v1.6 - Process

14-day review deadline removal

14-day review deadline removal



With previous versions of the CAF, facilities had 14 calendar days to review the verified assessment report on the Accredited Host platform.

If the facility didn't approve or dispute the report within 14 days, the Accredited host automatically accepted the report and sent it to the Gateway.



To ensure facilities review the report in full and have enough time to request any edits, the 14-day review period has been removed.

The verified assessment report is now finalized when the facility clicks "Confirm" to acknowledge they have read the report, and do not want any edits/ any further edits to the report data.

AH changes with the launch of CAF v1.6

CAF v1.6
launch

worldly /  **FFC**
FAIR FACTORIES CLEARING AGES

Since Feb 8, facilities can only finish their already ongoing assessments on [fairfactories.org](https://www.fairfactories.org). Also, FFC is removed on the Gateway as organization for sharing SLCP reports.



The 14-day review period will remain active for these assessments.

Assessments already underway on the Worldly/FFC platform will finish on Worldly/FFC. Sunsetting of all assessments 6 months after launch.

The 14-day review period will remain active for these assessments.



worldly

Business as usual. Facilities can start v1.5 assessments on [worldly.io](https://www.worldly.io).



The 14-day review period is still active before launch of v1.6.

Once CAF v1.6 is launched, all new assessments will use CAF v1.6. Sunsetting of all v1.5 assessments 6 months after launch.

Removal of 14-day review period for all assessments no matter the Version.





How to find out more

CAF v1.6 resources

What resources are available to support SLCP users?



Helpdesk [FAQ](#)

Resources added as they become available & include:

- Changes to the Data Collection Tool
 - Diff file in excel
- Resource for data mapping/ understanding how to use SLCP data:
 - Flat file in excel
 - Technical webinar: Reading and Interpreting an SLCP Assessment Report is also a helpful resource.
- SLCP verified assessment report
 - Report template
 - Sample verified assessment



Coming later in 2024!

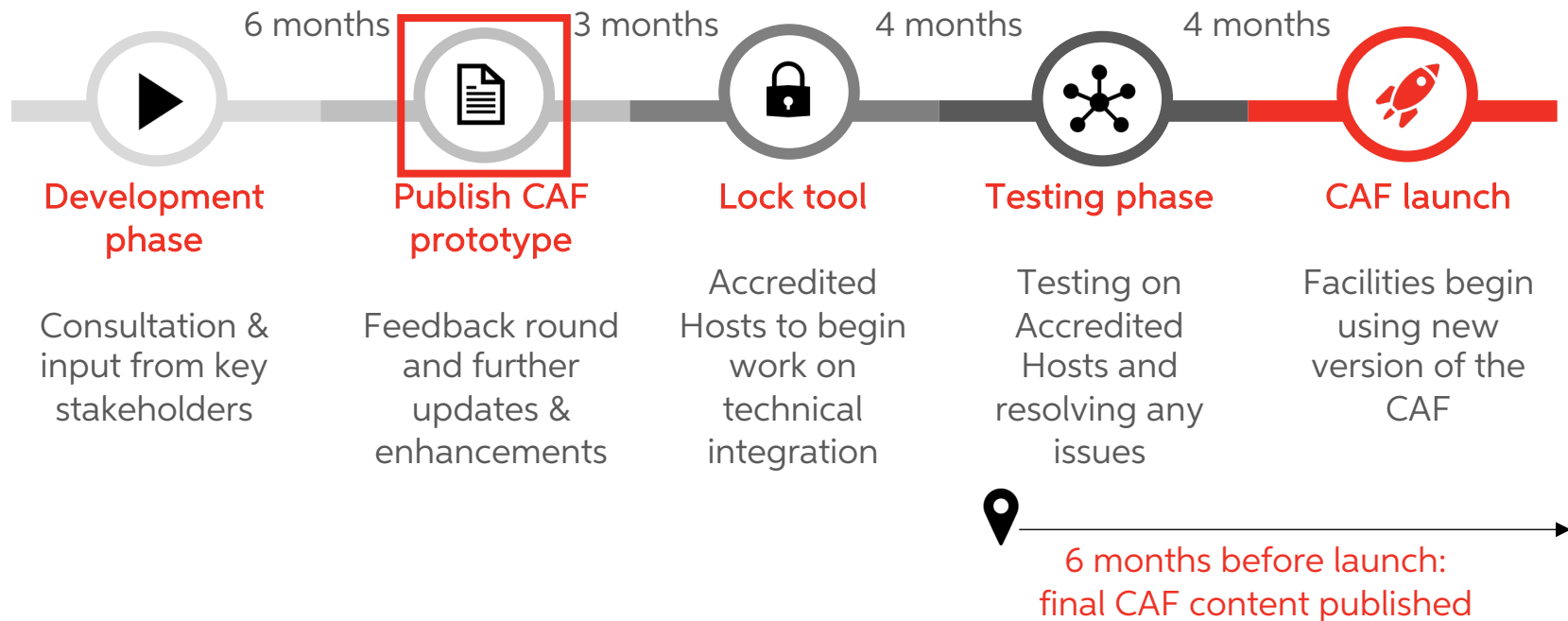
Continuation of the [Technical webinar](#) to support brands in reading an SLCP report and using its data.

A grayscale photograph of a garment factory. In the foreground, a woman wearing a white lab coat and a patterned sari is seated at a sewing machine, focused on her work. The machine is a white industrial model with 'JUKI' branding. Behind her, other workers are visible at their stations, some also wearing lab coats. The factory floor is cluttered with stacks of fabric and various tools. The overall atmosphere is one of busy industrial production.

Looking ahead to CAF v1.7

Planning CAF updates

Provisional high-level timeline – based on learnings from previous versions



CAF v1.7: Stakeholder engagement

How is SLCP engaging signatories and users in the development of CAF v1.7?



A grayscale photograph of a garment factory. In the foreground, a woman in a white shirt and a patterned sari is seated at a sewing machine, focused on her work. The machine is a white industrial model with 'JUKI' branding. Behind her, other workers are visible at their stations, some also using sewing machines. The factory floor is cluttered with stacks of fabric and various tools. The overall atmosphere is one of busy, manual labor.

Final questions?