



Training : Ethical Trade Awareness Programme

OVERVIEW OF PARTNER AFRICA

Partner Africa is a leading not-for-profit social enterprise and a pioneer in the field of ethical and socially responsible business practice. We work in partnership to improve the livelihood of workers and producers and enhance access to global markets. Partner Africa has a skilled and passionate team of over 100 individuals with experience

of working across 42 African and Near East countries, providing ethical audits, training, trade development projects and consultancy services for international brands and retailers, local suppliers, producers and small holder farmers, as well as governments, NGOs and Trade Organisations.

> Who we work for

- > Global Brands & Retailers
- > Non-Governmental Organisations
- > Donors & Development Agencies
- > Multi-Stakeholder Initiatives
- > Local Suppliers
- > Small-Holder Producers
- > Informal Sector

OVERVIEW OF THE TRAINING PROGRAMME

Partner Africa's training programmes are designed to increase capacity, and improve practical knowledge and management skills within companies aiming to enter or improve their presence in international markets.

Modern supply chains can be vast and complex. Issues we face in these supply chains reach all across the globe. In particular, labour issues are some of the most challenging. For example, what should a company do if it finds children working in a supplier's worksite? Evicting children from the workplace can make their lives worse.

The Ethical Trade Awareness training programme educates and informs the management teams of farms, packhouses, factories and other suppliers, of the key ethical trade requirements of retailers and global brands. This programme assists organisations along the supply chain to

understand how, by implementing ethical practices, they can meet local laws and international standards.

The Ethical Trade Awareness programme is an interactive two-day introductory course designed to engage participants and advise them on the basics of ethical trade. When necessary and/or requested, Partner Africa will also undertake a follow up visit with the organisation to determine the progress made by the organisation in relation to the integration of knowledge gained in their systems and operational practices.

The overall aim of the Ethical Trade Awareness training programme is to increase understanding of supply chain operators of ethical trade, thus enabling them to meet local and international standards.

> ETHICAL TRADE AWARENESS PROGRAMME CONTENT

During this two-day course, participants will focus on the following issues:

- > Why bother with Ethical Trade?
- > Introduction to the ETI Base Code, codes of conduct, and local law
- > Key points concerning the base code
- > The Ethical Trade Process
- > A case study of a model farm will be shared and discussed based on the ethical trade requirements
- > Common non compliances
- > An introduction to Sedex and its benefits

PARTICIPATORY APPROACH



Our training programmes have been designed to transform the traditional classroom setting into an interactive participatory approach.

Our participatory training methodology strengthens peer to peer learning, while considering literacy

levels, language, backgrounds, cross cultural settings, tribal differences, factory/farm locations and worker situations. For these reasons, we invest in and assign local trainers who have the relevant local knowledge and languages if needed. Partner Africa is also able to provide translators, so that migrant workers can also participate.

Some of the participatory approaches used in training include the use of energisers, ice breakers, role plays, case studies, leadership and team work (groups discussions), as well as situational activities where we use games and scenarios to help trainees to better understand a difficult situation.

CLIENT TESTIMONIALS

"We as exporters need to be visited and trained frequently to have this ETI initiated/implemented on our farms"

A vegetable grower, Ethical Trade Awareness training in Uganda

"It has also helped me to understand that it is the right of female workers to be pregnant and to work in less strenuous operations and therefore should be moved to do light duty immediately, as opposed to before the training when light duty was given to expectant female workers at the end of 8th month of pregnancy"

HR Manager at a flower farm in Ethiopia

"Before the ETA training we did not pay attention to complying with the local laws. The training has helped us to put systems in place that has enabled us to comply with the local laws as well as the ETI Base code. It has also contributed to improved relationships between the management and workers"

Production Manager at a flower farm in Ethiopia

> BUSINESS CASE

Being accredited and established as a company that trades ethically is much more complicated than it sounds. Companies with a commitment to ethical trade adopt a code of labour practice that they expect all their suppliers to follow. Such codes address issues such as wages, hours of work, health and safety, and the right to join free trade unions. These codes often come with a large amount of paper work that can seem confusing and overwhelming at first. This practical course provides a clear and practical orientation on this particular area, and participants will be better prepared to take ethical trade forward in an efficient and effective way.

The course aims to establish the following:

- > Managers will understand the importance and the role that ethical trade plays in their business.
- > Managers will understand the components of the Ethical Trade Initiative (ETI) Base Code and corresponding local laws.
- > Managers will understand how to instill ethical trade practices into their business operations.
- > Managers will be able to identify non-compliances in their business practices based on the ETI based code, specific retailer codes of conduct and local law.
- > The managers are able to understand Sedex (Supplier Ethical Data Exchange) platform and its potential benefits to the business.

The benefit of getting it right for the supplier includes the following:

- > Minimise risk (strikes, losing buyers)
- > Boosting productivity
- > Boosting quality
- > Meeting buyers expectations
- > New business opportunities
- > Become a supplier of choice and preference

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