



## Training : Management Systems for Compliance

### 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.

### 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.

This programme addresses key areas of compliance to common social standards used in international trade, such as the ETI base code. The programme is broken down into various practical half day to 1 day modules.

The overall purpose of this programme is to provide practical tools that will enable the management in an organisation to understand the requirements of each element of the ETI base code, and then implement relevant policies and strategies to ensure

successful compliance.

These training modules have been benchmarked against the ETI base code and compliance needs of various supplier guidelines. The programme covers:

- > Employment contracts
- > Wages and wage issues
- > Working hours for employees
- > Freedom of Association
- > Occupational health and safety awareness

This is a practical training programme. The training reviews handouts/templates in all sessions and is designed so that trainees have easy access to the tools they need and can easily reference them when implementing their own training in their workplace.

### 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.

### > BUSINESS CASE

Practicing ethical trade is much harder than it sounds. Companies with a commitment to ethical trade adopt a code of labour practice that they expect all their suppliers to work towards.

Such codes address issues like 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 or unclear at first.

As this practical course provides a sound orientation to this area, the participants will be better prepared to take ethical trade forward in an efficient and effective way.

In addition, we find many companies lack some of the basic systems they need to trade ethically.

Not having the right policies, procedures and practices in place can put both existing trading relationships at risk, and limit potential future opportunities to trade in European and US markets.

### GENERAL ENQUIRIES

**Audits** > Email: [audits@partnerafrica.org](mailto:audits@partnerafrica.org)

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Ethical solutions in global trade