

This is the last issue of SCORE newsletter in 2014. Since April, five issues have been circulated and we very much appreciate the encouragement and great support from partners and stakeholders for its development. Next year we plan to adopt email-format newsletter to incorporate more information on the project implementation. Stay tuned!

The Latest SCORE News

Ho Chi Minh City, Vietnam: SCORE Regional Training Workshop and Capacity Building for Employers'

Organizations involved in SCORE

1-5 December, SCORE regional training workshop was organized in HCMC, Vietnam. SCORE staff from Geneva, China, Indonesia, India and Vietnam shared the progress toward sustainability and discussed technical issues in the implementation. 3-4 December, four representatives from national CEC and Chongqing CEC participated in the regional capacity building workshop for employers' organizations and exchanged experience in marketing and ideas of business plans for SCORE sustainability.



Chongqing: Exploring paths for SCORE sustainability

In November, Mr. Zhang Xubiao, SCORE manager, accompanied by Chongqing CEC, met with Chongqing SME Bureau and Changan Automobile. Local CEC has submitted a proposal to the local bureau for acquiring financial support to SCORE training and Changan will involve their own trainers in SCORE training next year.

Yunnan: Developing HR handbook

In November, the ILO, International Cooperation Department of Ministry of Human Resources and Social Security (MoHRSS) and public employment services department of Yunnan HRSS held a discussion to explore areas of cooperation. As suggested by MoHRSS, the local department will take the lead in developing a HR handbook for enterprises (focusing on recruitment process) based on SCORE HR module. The handbook will be tested by organizing two rounds of ToT before its replication.

Taixing, Jiangsu: ToE on Module 2 "Quality Management"

9-11 December, training of enterprises (ToE) on Module 2 was organized in Taixing for the five companies that completed the Module 1 training. Mr. Jia Hongwei, the expert trainer, delivered training workshop and took the lead in the first factory visit.

Deyang, Sichuan: Module 1 ToT/E for the second round

19-23 December, the second round of training of trainers (ToT) and ToE on Module 1 "Workplace cooperation" was organized in Deyang. Six local trainers (two female) and six local SMEs (mostly in the machinery sector) participated in the training.

Guangdong/Zhejiang/Anhui/Jiangsu: Completion of Module 1 training for ETI suppliers

Module 1 training was completed for four factories under the ILO-ETI pilot project. Further modules will be conducted based on review of Module 1 to ensure that good foundation has been built by the first Module.

Comments from SCORE Trainer

Upon completion of the ILO-BSCI pilot supplier training project, and based on the good results of the pilot, BSCI decided to continue promoting SCORE training and established cooperation with NEWAsia Solutions in October. In the new round of training, NEWAsia will provide technical advice to the factories throughout the training and in-factory counseling.

Mr. Asia Wang, SCORE Trainer and Managing Director of NEWAsia Solutions Limited shared his view on promoting SCORE training in the supply chains: "During SCORE implementation, we learnt that the factory managers have huge concerns on the bottom line of brands' expectations and they are keen to understand more about the major violations and solutions in compliance audits, (to be continued)



Asia Wang, SCORE Trainer
Managing Director,
NEWAsia Solutions Limited



(Continued) which laid a good foundation for their involvement in SCORE training. Our experiences and insights suggest that any capacity building project without full engagement and support from workers could have very little impact. We believe that SCORE will help improve the supply chain eco-system based on transparency and continuous improvement, and finally achieve win-win-win among brands, producers, and workers through workers' engagement and workplace cooperation. SCORE is a project of sustainable vitality as it meets the basic needs of Chinese SMEs by improving their compliance bottom line, decent work performance and profitability.'

The Upcoming Key Activities

Beijing: Expert Seminar on Training Material Adaptation

An expert seminar is expected to be organized in Feb/Mar 2015 to discuss adaptation of training materials. The adaptation will incorporate more local context, cases and experience and enhance the relevance of the modules for the Chinese SMEs.

Shanghai: ToT for SGS trainers

In early March of 2015, a ToT will be organized for SGS in Shanghai. SCORE ToT will be organized based on application of training and consulting companies and qualification review. Any organization interested to be a SCORE service provider need to sign a license agreement with the ILO.

Enterprise Improvement Results

By December 2014, five enterprises in Taixing have completed Module 1 training and shown substantial improvements.

1. Yucheng Futong Electric: Weekly meeting of Enterprise Improvement Team (ETI) was organized on every Thursday, 307 employee suggestions were collected, defect rate of key processes was dropped from 4.13% to 0.61%, production capacity per capita was increased by 35.88%, and on-time delivery rate was increased from 88.6% to 92.58%.
2. Shengbao Vehicle: Employee suggestion review and release conference was organized every month. More than 100 pieces of suggestions were collected every month and generated benefits of more than RMB 255,700 Yuan in three months.
3. Runyuan Warp Knitting Machinery: 42 fixation standards manuals were developed as a result of worker-manger cooperation in the promotion of fixation management.

Before



Moving oil barrels needed two workers, which was time-consuming and labour-intensive

After



Using handling cart lowered labour intensity and improved efficiency

4. Teho Metal: Workers started to be more actively involved in giving suggestions. Improvement suggestions from the workers were all implemented. Copper powder recovery rate was increased from 97.5% to 98.5%.
5. Tailai Decelerator: 110 problems were solved. KPIs such as on-time delivery rate and production cycle were greatly improved. Work environment and working relations were also improved substantially.

CSR Practice Sharing Hub

An innovative practice by SWITCHER to promote win-win sustainability solutions along supply chains

Invited by SECO, Mr. Zhang Xubiao, SCORE manager joined the visit to a SWITCHER supplier located in Xiamen in November and observed an interesting practice. SWITCHER refunded in cash 1% of their purchases directly to the factory workers, and each worker very happily received RMB 1130 Yuan on the spot. This innovative practice showing interactions and mutual benefits among brands, suppliers and workers in improving CSR performance inspires practitioners to explore more impactful solutions.

