



CSC9000T与中国纺织行业的可持续发展：实践与经验

CSC9000T and the Sustainable Development of Chinese Textile Industry: Practices and Experiences

中国纺织工业协会社会责任办公室

Office for Social Responsibility
China National Textile and Apparel Council (CNTAC)

- CSC9000T是中国纺织工业协会于2005年开发实施的中国的第一个标准化的社会责任管理体系，其基本思路是通过改进企业的管理制度落实法律和国际公约中的规范；

China's first corporate social responsibility management system and code of conduct at industrial level developed by CNTAC in 2005; its approach is to implement legal and international convention norms by improving management system.

- 目前为止，CSC9000T已推广适用于超过200家中国纺织服装企业；
As of now, over 200 Chinese textile and apparel companies have implemented CSC9000T.

- CSC9000T也是国家相关机构在行业内落实社会责任的重要要求，例如发改委《印染行业准入条件》“印染企业应按照中国纺织企业社会责任管理体系CSC9000T要求，履行社会责任”。

CSC9000T now is an important CSR reference taken by government industry regulation policy, for instance, the *Entry Condition for Dyeing and Printing Industries* by NDRC requires enterprises fulfill social responsibility according to CSC9000T.



1. 管理体系	Management System
2. 歧视	Discrimination
3. 工会组织与集体谈判权	Trade Unions and Collective Bargaining
4. 童工与未成年工	Child Labor and Juvenile Workers
5. 强迫或强制劳动	Forced or Compulsory Labor
6. 劳动合同	Employment Contract
7. 工作时间	Working Hours
8. 薪酬与福利	Wages and Welfare
9. 骚扰与虐待	Harassment and Abuse
10. 职业健康与安全	Occupational Health and Safety
11. 环境保护	Environmental Protection
12. 公平竞争	Fair Competition

中国法律法规
Chinese legislation &
regulation

国际相关公约、标准和
惯例
International
conventions, standards
and practices

中国纺织行业的行业
特点
Specific conditions of
Chinese textile & apparel
industry

中国纺织服装企业社会责任管理体系 CSC9000T Management System

CSC9000T 核心要素 · Elements of CSC9000T

管理体系 Management System · 歧视 Discrimination
工会组织与集体谈判权 Trade Unions and Collective Bargaining
童工与未成年工 Child Labor and Juvenile Workers
强迫或强制劳动 Forced or Compulsory Labor · 劳动合同 Employment Contract
工作时间 Working Hours · 薪酬与福利 Wages and Welfare
骚扰与虐待 Harassment and Abuse · 职业健康与安全 Occupational Health and Safety
环境保护 Environmental Protection · 公平竞争 Fair Competition

CSC9000T 实施指导文件
CSC9000T Implementation Guidance Documents



全面性
Comprehensive

规范性
Normative

可比性
Comparable

实用性
Practicable

2008年6月中国纺织工业协会发布《中国纺织服装企业社会责任报告纲要》，这是中国第一个社会责任报告方面的指导性文件和指标体系。

CNTAC released in June 2008 the *China Sustainability Reporting-Guidelines for Apparel & Textile Enterprises (CSR-GATEs)*, China's first sustainability reporting guidance system, to guide the social reporting practice of textile companies.

- **应用群体：**社会责任报告纲要CSR-GATEs适用于所有纺织服装企业，以下企业应首先编制社会责任报告：

Applicable to all textile and apparel enterprises in principle, the following enterprises are encouraged to take the lead:

- ✓ **CSC9000T各执行企业：** CSC9000T Implementing Enterprises
- ✓ **行业内的上市公司：** Public-listed companies of the industry
- ✓ **中国纺织服装行业竞争力500强企业：** Industry Top 500
- ✓ **各分行业的领军企业：** Leading companies of sub-industries

- **报告验证：**企业应对报告内容根据《中国纺织服装企业社会责任报告验证准则》（CSR-VRAI）进行独立验证，中国纺织工业协会将在验证结果基础上对报告进行认可背书。

Reports prepared according to CSR-GATEs are required to be verified by 3rd party, in line with *China Sustainability Reporting-Verification Rules and Instructions (CSR-VRAI)*, and verified reports will be endorsed by CNTAC.



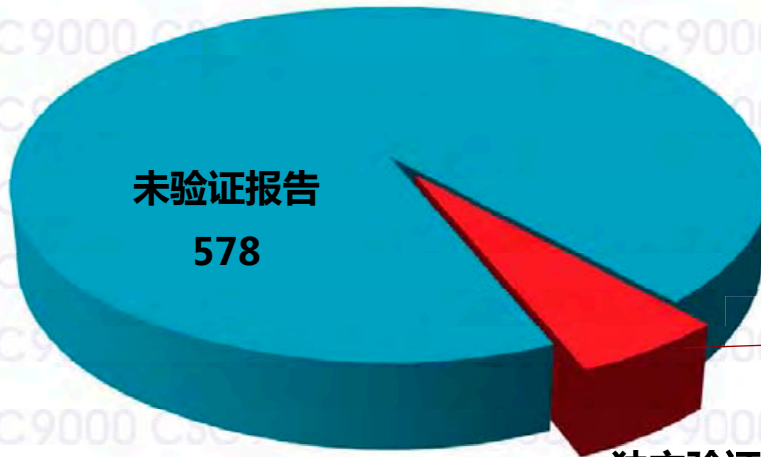
- 2009年6月29日，十家纺织服装企业在北京召开的联合发布会上发布其社会责任报告，成为首批发布社会责任报告的纺织服装企业。
June 29, 2009, the first group of ten companies released their sustainability reports made according to CSR-GATEs, all verified by BV or DNV.



报告验证情况

(Reporting Verification)

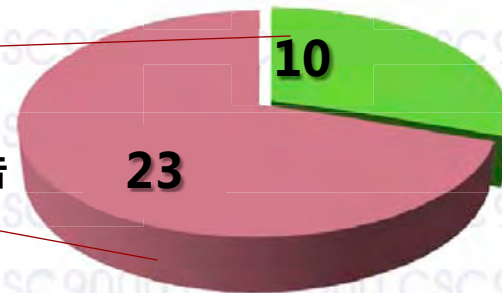
■ 未验证报告 Non-verified
■ 独立验证报告 Verified



经验证报告的行业类型
(Sectors of Verified Reports)

■ 纺织行业 Textile
■ 非纺织行业 Non-textile

独立验证报告
33



a.强 Strong b.中 Medium c.弱 Weak

对企业品牌的促进
Branding Promotion

	报喜鸟	大进	海天	红豆	华孚	经纬	乔顿	如意	天圣	铜牛
a)		✓	✓			✓	✓	✓	✓	✓
b)	✓			✓	✓					
c)										

对企业营销的推进
Marketing Promotion

	报喜鸟	大进	海天	红豆	华孚	经纬	乔顿	如意	天圣	铜牛
a)		✓					✓		✓	
b)	✓		✓	✓	✓	✓		✓		✓
c)										



- 至2011年底，全行业建立CSC9000T（中国纺织企业社会责任管理体系）的企业达500家；

The implementing enterprises of CSC9000T reach 500 by the end of 2011;

- 至2011年底，全行业按照CSR-GATEs 《中国纺织服装企业社会责任报告纲要》发布社会责任报告的企业达100家。

The reporting enterprises according to CSR-GATEs reach 100 by the end of 2011.

2008年 Year 2008	企业数 Number	企业数占比 Percent of the whole industry	员工数占比 Percent of employees	销售收入占比 Percent of turnover
销售额高于一亿元企业 Enterprises with annual turnover above RMB100 mil.	6140	13%	44%	63%
销售额高于五亿元企业 Enterprises with annual turnover above RMB500 mil.	708	1.5%	16%	33%



- 2008年11月18日，中国纺织工业协会与欧洲外贸协会在北京人民大会堂召开“中欧供应链社会责任峰会”，并签署《中国纺织工业协会与欧洲外贸协会供应链合作宣言》，“双方同意共同采用CSC9000T与BSCI两个体系，通过交叉评估使用工具与工作实践，以达到CSC9000T与BSCI体系间互认。”

Joint Declaration on Supply Chain Cooperation signed by CNTAC and FTA at Sino-EU Supply Chain Summit Talk convened in Beijing demonstrated agreement on furthering recognition between CSC9000T and BSCI.

- 2010年开始交叉评估，检验双方体系的兼容性。

Cross-audits to be conducted in 2010 to test the compatibility between two systems.



Business Social Compliance Initiative



- **共同的价值追求：公平、可持续的国际纺织服装供应链**
Shared value: equitable and sustainable international textile supply chain
- **共同的规范渊源：相关国际公约和当地法律规定**
Shared normative origins: related international conventions and national legislations
- **共同的执行理念：不认证绩效，追求不断改进**
Shared implementation doctrine: no certification on performances, focusing on continuous improvement
- **共同的绩效要求：核心要素基本相同**
Uniform core requirements: labor practice plus environmental protection
- **共同的适用对象：中国纺织服装企业**
Common application subjects: Chinese textile and apparel enterprises

CSC9000T与BSCI的合作基础：互补的机制和互补的力量

CSC9000T and BSCI: Complementary Driving Forces and Mechanisms

	CSC9000T	BSCI
互补的参与者 complementary standard holders	供应商 suppliers	采购商及品牌商 brands and buyers
互补的驱动力 complementary driving forces	负责任的生产 responsible production	负责任的采购 responsible purchase
互补的实施机制 complementary implementing mechanism	基于评估的培训和能力建设 training and capacity building based on performance evaluation	基于审核的改进行动 correction action plan (CAP) based on auditing





- 发现问题
Identify problems
- 制定培训方案
Develop training scheme

- 针对性培训
Targeted training
- 体系建设
CSC9000T system establishment

- 检验改进成果
Review on improvement
- 评价体系运行
Evaluate the operation of the system

社会责任专业人才培养：培训师、评估师与内部审核员 CSR Professionals: Trainers, Evaluators and Internal Auditors

- 培训SGS、DNV、TUV、BV等机构的专业人员，成为CSC9000T培训师和评估师，承担CSC9000T相关业务的实施。

Professionals from SGS, DNV, TUV and BV are trained as trainers and evaluators, working to implement CSC9000T systems.

- 为执行企业培训了130余名CSC9000T内部审核员，负责对体系在企业内部进行审核和维护。

Over 130 managers from implementing enterprises are certified as CSC9000T Internal Auditors, to maintain and check the operation of the system in the field.



- **整合供应链力量，强化供应链各利益相关方的协作和参与**

Optimize resources of supply chain parties and enhance coordination and engagement on CSR between stakeholders

- **增强全供应链社会责任标准之间的一致性和协调性，以及供应链社会责任建设的透明度**

Strengthen the coherence and integrity of CSR standards and increase the transparency of standard operation along supply chain

- **既强化标准体系的当地所有权，也增加标准体系的国际化程度**

Consolidate local ownership of CSR standards while raising their international presence



■ **减少供应链交易成本，增强信任保障**

Reduce transaction costs on supply chain and build up institutional assurance on CSR

■ **增加国际采购商选择负责任供应商的可能性和参与当地社会责任建设的机会**

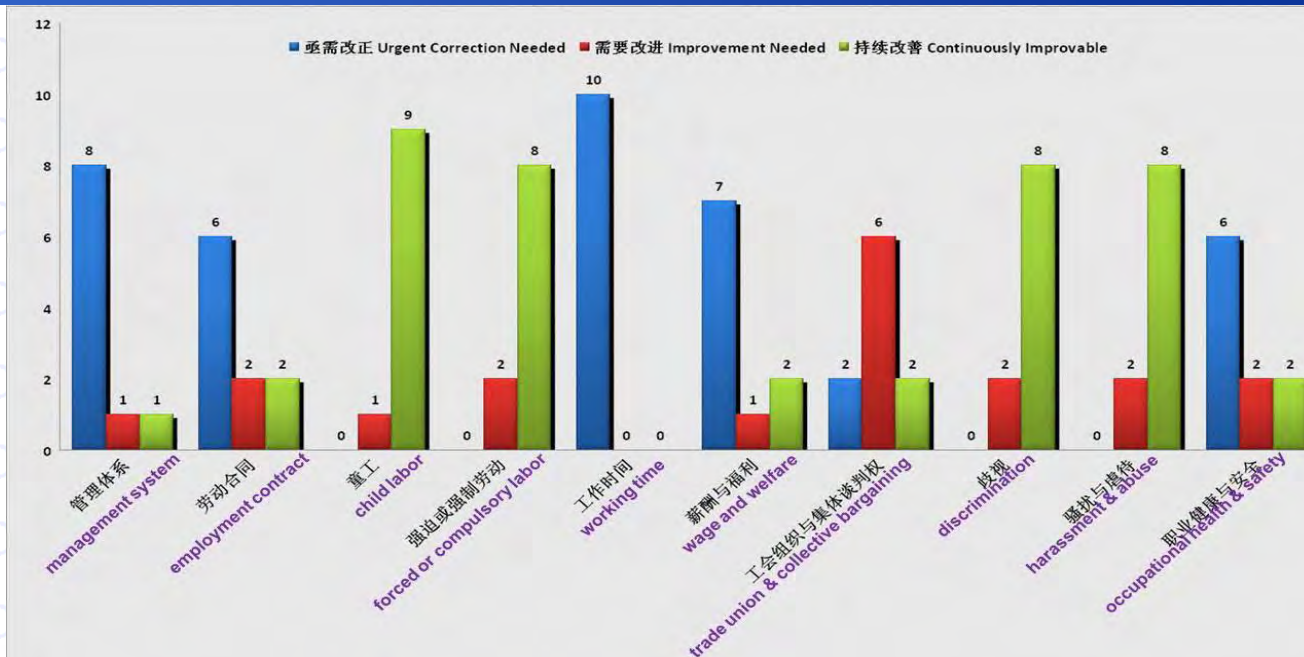
Increase responsible supplier options for international buyers as well as their opportunity of participating in local CSR construction

■ **增加供应商的商业机会，减少供应商的审核压力，强化其社会责任热情**

Increase suppliers' business opportunity and reduce their auditing costs and pressure, encourage the commitment of suppliers in CSR

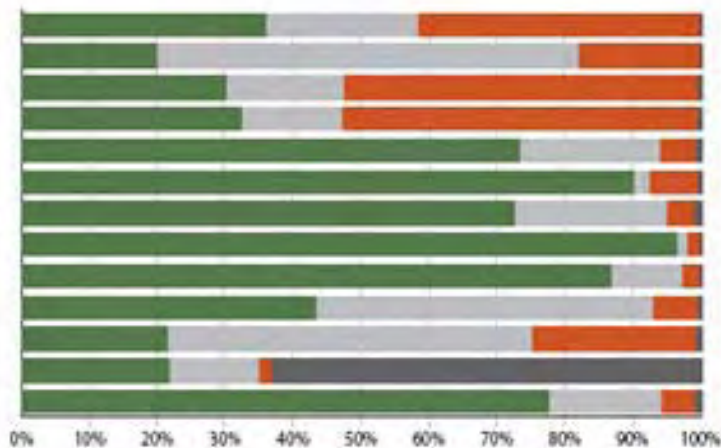
CSC9000T与BSCI的一致绩效：初审结果比较

CSC9000T and BSCI: a Comparison of Initial Auditing Results



TOTAL INITIAL AUDIT RESULTS

- B.1 Management Practice
- B.2 Documentation
- B.3 Working Time
- B.4 Compensation
- B.5 Child Labour
- B.6 Forced, Prison Labour/ Disciplinary Measures
- B.7 Freedom of Association/ Collective Bargaining
- B.8 Discrimination
- B.9 Working Conditions
- B.10 Health and Social Facilities
- B.11 Occupational Health and Safety
- B.12 Dormitories
- B.13 Environment



- **信任**：如何获得其他利益相关方的理解和信任

Credibility: how to ensure the understanding and trust of other stakeholders (possible solution: more transparency and accountability mechanism).

- **参与**：如何获得更多企业（包括采购商和供应商）的支持和参与

Engagement: how to ensure more business engagement and participation (both buyers and suppliers) (possible solution: demonstration of best practice and benefits).

- **能力**：标准操作机构和审核机构等如何获得必要的，持续的能力

Capacity: how to ensure proper and sustainable capacity for standard operating organizations and service agencies (possible solution: more exchange and training).





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