

Date/Time of Workshop:	**25 October 2023; 08h30 – 17h30**
Venue:	**Workinton, Levent 199 (Ground Floor), Istanbul, Turkey**
Facilitator:	**Eduardo Bluhm (ASI)**
Co-Facilitator(s):	**Lorena Martinez (FSC); Paul Opanga (FSC);** **Abdulkadir Tasdelen (ASI – Local Expert)**
Language Assistant:	**Abdulkadir Tasdelen (ASI)**

Objectives of the Workshop

1. To increase awareness among CABs/Auditors operating in these countries on the existing legal gaps and potential violations of CLRs.
2. To create basic knowledge of checkpoints during the audits and identify risk areas at certificate holder level.
3. To ensure a common and unified understanding among CABs/Auditors on the interpretation of the FSC Standard and their verification methodology.
4. To create an open and transparent space to discuss verification challenges and solutions.

AGENDA

Time	Activity	Facilitator / Presenter
8:30-9:00	**Registration**	*Lorena Martínez*
9:00-9:30	**Welcome address from FSC National Office** **Introduction of participants** Participants' expectations and Presentation of workshop objectives (*mentimeter.com*)	*Lorena Martínez (FSC)* *Eduardo Bluhm (ASI)*
9:30-10:30	**FSC Core Labour Requirements: Labour Rights & the Chain of Custody Standard** - Background & ILO - Implementing the requirements - Raising a CLR non-conformity - Recent updates - Existing tools - Future plans	*Paul Opanga (FSC-PSU)*

10:30-11:00	**Case Studies and Scenarios *(Help visualize what CLRs really are on the ground)*** • Child Labour (CL) and Forced/Compulsory Labour (FCL) • Discrimination and Freedom of Association (FoA) / Collective Bargaining (CB) – (5-10 min per CLR) - Stakeholder and Experts View – Real-life examples	*Kadir Tasdelen (ASI)*
10:00-11:15	**Coffee / tea break**	
11:15-12:30	**Best Practices and Evaluation of CLRs (Social Auditing Techniques) - ASI Views and Expectations** - ASI evaluation of CLR Implementation so far (Real NCs from ASI Assessments) - Practical Auditor Guidance on CLR auditing – ASI Expectations - Best Practice Guidance on Social Auditing (Interviews, Evidence gathering and triangulation)	*Eduardo Bluhm (ASI)*
12:30-13:00	**Q&A from morning sessions**	*Facilitators*
13:00-14:00	**Lunch Break**	
14:00-15:00	**Calibration Workshops (Group Work) – 4 Groups and each group works on 1 CLR** For each CLR, and using the Case Study examples / Scenarios, the following shall be discussed: 1. What are the specific requirements for [CLR] in Turkey? 2. What Specific aspects or elements do auditors have to watch out for during COC audits in Turkey? 3. Are there any specific approaches that should be used by auditors during audits in Turkey (e.g., sufficient number of samples; indicators and techniques for evidence gathering and interviews)? 4. What safeguards would you apply while auditing CLR (e.g., to safeguard employees from retaliation)? 5. What are the specific outcomes when issues are identified (e.g., always raise Major, report to authorities, etc.)?	*Eduardo Bluhm with support of co-facilitators.*

15:00-15:45	**Harvesting – Feedback from Group Exercises** Each Group Presents feedback for 10 mins • Child Labor • Forced / Compulsory Labor • Discrimination • Freedom of Association / Collective Bargaining	*Eduardo Bluhm with support of co-facilitators.*
15:45 -16:00	**Coffee / tea break**	
16:00-17:00	**Discussions and conclusions/recommendations from the Calibration sessions.**	*Eduardo Bluhm*
17:00-17:30	**Closing Wrap Up** Feedback/Evaluation of Workshop (*Survey Monkey*)	*Facilitator*

Important preparation Resources and Material (*Please familiarize yourselves with these before the workshop*)

FSC Resources

1. FSC Chain of Custody Evaluation Standard – FSC-STD-20-011 v4.2 *(Ref section 11)*
2. FSC Chain of Custody Certification Standard – FSC-STD-40-004 v3-1
3. FSC Directive on Chain of Custody Certification - FSC-DIR-40-004 (*ADVICE-40-004-23 and ADVICE-40-004-24*)
4. FSC Core Labour Requirements Implementation Guidance
5. FSC Core Labour Requirements Technical Webinar
6. FAQs on FSC Core Labour Requirements for Contractors Subcontractors Outsourcers
7. FSC Core Labour Requirements Self-Assessment Webinar (2021)

ILO Resources

Forced / Compulsory Labour (FCL)	1. ILO Convention C029 – Forced Labour Convention, 1930 2. ILO Convention C105 - Abolition of Forced Labour Convention, 1957
Child Labour (CL)	1. ILO Convention C138 - Minimum Age Convention, 1973 2. ILO Convention C182 - Worst Forms of Child Labour Convention, 1999
Discrimination	1. ILO Convention C111 - Discrimination (Employment and Occupation) Convention, 1958 2. ILO Convention C100 - Equal Remuneration Convention, 1951
Freedom of Association (FoA) / Collective Bargaining (CB)	ILO Convention C098 - Right to Organize and Collective Bargaining Convention, 1949
ILO Declaration on Fundamental Principles and Rights at Work	ILO Declaration on Fundamental Principles and Rights at Work, adopted in 1998 and amended in 2022

Important / Relevant Documents and Guidance for Turkey

Committee of Experts on the Application of Conventions and Recommendations (CEACR)	2023 Report of the Committee of Experts on the Application of Conventions and Recommendations
CEACR Observations	Observation (CEACR) - adopted 2020, Minimum Age Convention, 1973 (No. 138) - Türkiye
CEACR Direct Requests	Direct Request (CEACR) - adopted 2020, Minimum Age Convention, 1973 (No. 138) - Türkiye