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CONFERENCE REPORT

GITI Regional Conference on Transparency in the Global Garment Sector

8-9 September 2015, Yangon / Myanmar

Prepared by

HUMBOLDT-VIADRINA Governance Platform

Date: 2 December 2015

In cooperation with:



CONFERENCE TITLE	GITI Regional Conference on Transparency in the Global Garment Sector
DATE	8 – 9 September 2015
VENUE	Chatrium Hotel, # 40, Natmauk Road, Tamwe Township, Yangon
CONDUCTED BY	HUMBOLDT-VIADRINA Governance Platform gGmbH
IN COOPERATION WITH	Federal Ministry of Economic Cooperation and Development (BMZ) Foundation for European Progressive Studies
CONFERENCE AGENDA	Please refer to Appendix I
LIST OF PARTICIPANTS	Please refer to Appendix II

About the HUMBOLDT-VIADRINA Governance Platform gGmbH

The HUMBOLDT-VIADRINA Governance Platform is a non-profit limited liability company; its profits are used for charitable purposes only. The organization is based in Berlin/Germany.

The HUMBOLDT-VIADRINA Governance Platform aims to advance democratic processes and smart governance strategies in Germany, Europe and the world, and advance cooperation between government, business and civil society while including academia and the media.

Through this deliberative exchange of ideas, it helps to create a mutual understanding for sustainable democratic politics and ultimately strengthens the level of transparency, democratic participation and accountability of citizens.

For more information, please consult <http://www.governance-platform.org>

About the Federal Ministry of Economic Cooperation and Development (BMZ)

The German Federal Ministry for Economic Cooperation and Development (BMZ), headed by Minister Dr. Gerd Müller, develops the guidelines and the fundamental concepts on which German development policy is based. It devises long-term strategies for cooperation with the various players concerned and defines the rules for implementing that cooperation. These are the foundations for developing shared projects with partner countries and international development organisations. All efforts are informed by the United Nations' Millennium Development Goals, which ambitiously aim to halve poverty in the world by 2015. The budget of BMZ amounts to 6.509 billion euros for the fiscal year 2015.

In 2014, Minister Dr. Müller initiated a multi-stakeholder process for the improvement of social and environmental conditions along the entire textile and garment supply chain which led to the foundation of the Partnership for Sustainable Textiles on 16 October 2014. The Textiles Partnership today counts more than 170 members and comprises more than 50 percent of the German market for textiles and garment.

For more information, please consult <http://www.bmz.de/en/>

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About the Foundation for European Progressive Studies

The Foundation for European Progressive Studies (FEPS) is the European progressive political foundation. The only progressive think tank at European level establishes an intellectual crossroad between social democracy and the European project, putting fresh thinking at the core of its action.

As a platform for ideas, FEPS works in close collaboration with social democratic organisations, and in particular national foundations and thinktanks across Europe, to tackle the challenges that Europe faces today. Close to the Party of European Socialists (PES) but nevertheless independent, FEPS embodies a new way of thinking on the social democratic, socialist and labour scene in Europe.

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Objective of the Conference¹

The Garment Industries Transparency Initiative (GITI) is a multi-stakeholder initiative that has the objective to advance the implementation of labour standards through increased transparency and to build a trust-based, consensus-oriented multi-stakeholder environment for collective action.

The first GITI Regional Conference on Transparency in the Global Garment Sector took place from 8 to 9 September in Yangon. More than 85 Stakeholders committed to the improvement of labour rights from Bangladesh, Cambodia, China, Myanmar, Philippines, Sri Lanka, and Vietnam as well as from Europe and the USA attended the conference. These included representatives from governments, garment producers, buying companies, civil society, trade unions as well as international experts.

The conference's main objectives were to:

INFORM: Provide current information on the GITI (e.g. background, initial design of process and content)

DISCUSS: Feedback on process and content (e.g. priorities, interest, synergies with other initiatives)

PLAN: Develop consensus on next steps (e.g. country pilot process, stakeholder involvement).

This included panel presentations and open discussions, inter alia, on following topics:

- The value of transparency in the global garment sector for the various stakeholder groups;
- GITI's key principles and transparency approach, and how this is complementary to existing public and private labour standards initiatives;
- The relevance of transparency with regard to the implementation of standards on Freedom of Association and the Collective Right to Bargaining and Wages in the garment sector.

¹ For an overview on the results and recommendations from the conference, please consult the short version of the report.

DAY 1

Opening Remarks – High Level Panel

Speakers

- Welcome Message by *Peter Eigen, Founder of the Garment Industries Transparency Initiative (GITI)*
- Keynote Message by *H.E. U Aye Myint, Union Minister for Labour, Employment and Social Security, Myanmar*
- Message by *Bernhard Felmberg, Deputy Director General and responsible for the Partnership on Sustainable Textiles, Ministry for Economic Cooperation and Development (BMZ), Germany*
- Message by *Vassilis Ntousas, Policy Advisor International Relations, Foundation for European Progressive Studies (FEPS)*

Peter Eigen welcomed the participants and especially H.E. U Aye Myint, Union Minister of Labour, Employment and Social Security of Myanmar. He emphasized his gratitude for the comprehensive support provided by the Union Ministry of Labour, Employment and Social Security of Myanmar in organising this conference.

Based on his experience as the Founding Chair of the Extractive Industries Transparency Initiative (EITI), Mr. Eigen outlined the importance of consensus-based discussions among different stakeholders involved in an industry. Through this mechanism, in more than 48 member countries EITI has not only lead to increased transparency, accountability and participation, but also to trust-building among the different constituents. He emphasized his vision for the Garment Industries Transparency Initiative (GITI) to take the same path in the garment sector. At the same time, he made clear that the GITI “is still a construction site that will be developed with the help and the feedback of the different stakeholders.”



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H.E. U Aye Myint thanked the GITI for this important conference and emphasized that the conference happened at a timely moment. He applauded the decision to choose Myanmar as the host country due to the enormous potential that the garment industry entails for the development of the country. He acknowledged that the workers and importance of appropriate labour conditions in this sector must not be neglected. Therefore, the development of regulatory frameworks as the basis for implementing labour and human rights standards has become the declared priority of the Ministry of Labour, Employment and Social Security.

H.E. U Aye Myint also emphasized the importance of the recently introduced minimum wage which has been set by the national tripartite committee. He considered this to be particularly important in light of the inauguration

of the ASEAN Free Trade Area at the end of 2015.

Bernhard Felmberg emphasized his conviction that the garment sector will play a key role in driving the economic development of Myanmar. While the adherence to environmental and social standards may be considered a challenge, Mr. Felmberg emphasized the opportunity for Myanmar's still nascent industry to directly respond to the increasing market demand for responsibly produced textiles and garment. He encouraged investments to be made in the early processes of developing the industry



in Myanmar for the significant returns that such investments entail in the long run, such as increased productivity as well as fewer work-related accidents and number of sick workers. Despite individual best practices, Mr. Felmberg considered a lack of transparency in the textile supply chain as a remaining challenge, calling for a sector-wide approach. Against this background, he presented the German Partnership for Sustainable Textiles that H.E. Gerd Müller, Federal Minister for Economic Cooperation and Development in Germany inaugurated in 2014. The Textiles Partnership is a multi-stakeholder initiative convening companies, business associations, trade unions, non-governmental organisations and the federal government with the objective to bring about continuous improvement of social, environmental and economic sustainability all along the textile supply chain.

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Vassilis Ntousas made reference both to the future prospects and existing challenges regarding Myanmar's garment sector. In his speech, he underlined that while the country's export-driven garment industry has become more competitive over the past few years, the local garment sector and its workforce have faced and are still facing a wide range of problems. These problems often include the systematic violation of workers' rights and their safety. Accordingly, to address these issues Mr. Ntousas called for greater transparency and the formulation and implementation of alternative progressive solutions.

As a major progressive think tank at European level, the Foundation for European Progressive Studies has decided to actively support the GITI in a joint effort to raise awareness over the systematic abuses that workers in the garment supply chain face, and advance labour standards of these workers through the development of internationally recognized transparency requirements to

promote good governance in the industry.



Panel 1: Transparency in the Global Garment Sector - The Institutional Perspective

Moderator

- *Vicky Bowman, Director, Myanmar Centre for Responsible Business*

Speakers

- *Mikael Shipar, Secretary, Ministry of Labour and Employment, Bangladesh*
- *Ruth Hoekstra, Trade and Private Sector Policy Officer, European Commission*
- *Steve Marshall, Liaison Officer, International Labour Organization (ILO) Yangon*

The panel had the objective to discuss need for transparency in the garment sector as well as the different perspectives with regard to transparency.



Mikael Shipar presented the steps taken by the government in Bangladesh in the aftermath of the Rana Plaza tragedy. These involve activities to further the implementation of internationally recognized labour standards as ratified by the Bangladesh government. In particular, the issue of factory safety is being addressed by, among others, expanding the manpower as well as the logistics for effective inspection of factories.

Mr. Shipar stressed that despite transparency created on factory level by the Accord or Alliance, purchasing practices of brands and buyers often yet do not reflect ethical business practices. According to Mr. Shipar, more transparency and ethical business practice with regard to price formation

could encourage suppliers to reduce environmental risks and hazards in their production chains. He urged international brands to consider the benefits of workers and their children when fixing prices. He encouraged that this should also be seen as a measure of their corporate social responsibility.

Ruth Hoekstra reported that within the framework of the “European Year for Development”, the European Commission directs particular attention to the need for increased transparency and responsible management in the global garment supply chain. Consequently, the European Commission is currently exploring ideas how to improve environmental, labour and human rights conditions within

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the garment supply chain. The aims of an EU multi-stakeholder initiative are to complement existing national initiatives, step up efforts by all stakeholders including the private sector and to use the various EU instruments and programmes to promote more responsible business practices. Following a consultative process, the Flagship Initiative is envisioned to become instrumental in 2016.

Steve Marshall pointed to the critical need for information sharing as a factor for the successful operation of any sector. However, he underlined that the purpose and objectives of any mechanism to encourage transparency must be clearly understood and appropriate. Moreover, he recommended that in the context of the proposed mechanism to enhance accountability and participation through increased transparency, differentiation between issues on a policy level and on an operational level, on an industry-specific as well as on a general level should be made. As equally important he highlighted the need to establish a relationship with existing national structures and mechanisms that include transparency elements in order to prevent duplication of reporting for the different stakeholders. He emphasized the importance to clearly define the role and responsibilities of the government in the GITI process. Lastly, he recommended a close coordination between the ILO/ IFC Better Work Program and the GITI.



Moment of silence for the victims of the Rana Plaza factory collapse

Panel 2: Transparency in the Global Garment Sector - Existing Initiatives

Moderator

- *Vicky Bowman, Director, Myanmar Centre for Responsible Business*

Speakers

- *Lejo Sibbel, ILO Senior Advisor, ILO/IFC Better Work Programme*
- *Rob Wayss, Executive Director, The Accord on Fire and Building Safety in Bangladesh*
- *Sue Tym, Garment Sector Specialist, Pyoe Pin*
- *Yun Gao, China Representative, Ethical Trading Initiative*

The panel had the objective to present existing initiatives and their stances on transparency. Moreover, it also aimed to explore possible challenges in enhancing transparency in the sector.

Based on earlier experiences with the Better Factories Programme in Cambodia (BFC), Better Work became instrumental in 2007 in Jordan and has since been established, among others, in Vietnam, Haiti, Indonesia and Bangladesh. The initiative promotes better worker-management relations with the goal to improve labour rights and eventually productivity and competitiveness at the factories. BFC worked with its tripartite partners to develop a targeted transparency program, disclosing compliance information about individual garment factories online that was launched in March 2014. According to **Lejo Sibbel** since the introduction of the transparency approach which covers 21 critical issues, the curve of improvement on factory level has been steadily going up, revealing the impact of enhanced transparency. However, Mr. Sibbel also stressed the need to cater transparency to objective and purpose. Moreover, he highlighted the need to thoroughly explain and make sure that the different stakeholders understand “what is coming to them”. He also urged to ensure that provided information are thoroughly verified in order to prevent possible adverse effects of disclosure. In this respect, he indicated having witnessed, in positions not related to the Better Work programme, factory closures due to incorrect information being made public, leaving workers unemployed.





The Accord on Fire and Building Safety in Bangladesh is a binding agreement among 217 global clothing companies and retailers, two global union federations and IndustriAll RMG federation affiliates from Bangladesh. Its core objectives is to create safe garment factories, to prevent industrial accidents and to support the national plan of action. **Rob Wayss** informed the audience about the role transparency takes in achieving these objectives. Most importantly, inspection reports, corrective action plans, and regular updates of the status of the remediation are provided to the owners, brands and workers representatives and are made public. Moreover, non-compliance of the Accord signatory companies' suppliers' factors is addressed with the three parties, and, if not remedied, the supplier becomes ineligible for business with Accord companies. In cases where this occurs, the information is openly published. In addition,

all supplier factories are listed and publicly disclosed (yet, regardless of the sourcing relationship). There is also public reporting about occupational safety and health (OSH) complaint cases and non-compliance with OSH complaint resolutions. Rob Wayss emphasized that also within the governance structures of the Accord transparency plays a significant role. This implies, for example, that Steering Committee and Advisory Board minutes are published on the Accord's website.

Yun Gao agreed with the objective of the GITI to use transparency to achieve accountability and participation, a path the Ethical Trading Initiative has also taken with its tripartite membership of trade unions, brands and suppliers during the last years. Monitoring of remediation as well as the discussions in Multi-Stakeholder Initiatives are considered key to improve labour conditions in the long run. Challenges that Yun Gao encounters concern questions on the kind of information as well as the problem that brands tend to declare most information to be confidential.

Sue Tym reported on the work of Pyoe Pin who work closely with the Myanmar Garment Manufacturers Association (MGMA) and other stakeholders to support the implementation of the Myanmar garment industry's 10-years strategy. This will be done in partnership with the garment sector's Project Management Unit (PMU) – a team of technical support staff guided and advised by a multi-stakeholder group platform. Transparency will be of relevance within all issue-areas of the PMU. Sue Tym stressed the importance to engage closely with local stakeholders and to understand their concerns with regard to social standards implementation in the still nascent garment industry in Myanmar.



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Comments and recommendations from the open discussion:

- The GITI could become an umbrella for existing initiatives that already include transparency elements. Existing information should feed into the GITI scheme.
- The GITI should be developed in close consultation with already existing initiatives to ensure a maximum of complementarity as well as mutual reinforcement.
- It was emphasized that relations between buyers and suppliers require more transparency. Therefore, the publication of supplier lists should be made mandatory for brands/buyers. Moreover, in order to enable 'crosschecking' of information factories/suppliers should also list their buyers. This has so far not been considered by existing initiatives. While certain brands have started to publish their supplier list, a level-playing field among brands has not yet been created.
- The point was raised that information on production facilities would also enable trade unions to widen the access to workers to inform about their rights and to teach them how to engage in sound industrial relations.
- Despite being a global initiative, the engagement with local initiatives and stakeholders should be considered to be equally important.

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The Garment Industries Transparency Initiative (GITI)

This session presented the GITI characteristics, governance structures, processes and content.

Peter Conze, Program Director at the HUMBOLDT-VIADRINA Governance Platform, opened the session by stressing that the GITI seeks to build on and support existing transparency efforts and multi-stakeholder initiatives. He emphasized that the GITI does not seek to invent new standards, but it will built upon existing, internationally recognized labour standards.

He described the **objective of the GITI to be twofold:**

- To advance the implementation of labour standards through increased transparency; and
- To build a trust-based, consensus-oriented multi-stakeholder environment for collective action.

Mr. Conze stated that the successful procedural model of the Extractive Industries Transparency Initiative inspired the procedures of the GITI, but that the areas targeted by the initiative (i.e. transparency elements) will be tailored to the specificities of the garment sector. He also emphasized that the GITI is still in its early conceptual phase.

Mr. Conze started with highlighting **GITI's unique characteristics:**

- **The GITI is a global initiative:** The GITI does not focus on a single country or a region/continent. It seeks to establish a level playing field among garment industry countries. The objective is to apply the GITI globally.
- **The GITI is a country-centred initiative.** The intention to join the GITI and the initiation of the official process must come from a country's government.
- **The implementation of the GITI is voluntary.** However, once a country has decided to participate, mandatory requirements must be followed.
- **There must be an enabling environment for participation.** Government seeking to implement the GITI must commit to work with civil society, trade unions and companies and to establish a Multi-Stakeholder Group (MSG) that oversees the implementation of the GITI. Among other requirements, this provides a so-called 'enabling environment'. Only in such an environment, where all stakeholders are able to freely engage and operate in the GITI process, an increase in transparency can actually lead to an increase in accountability – and ultimately advance the implementation of labour standards.

- **The GITI is based on international and national Multi-Stakeholder Governance.** A defining characteristic of the GITI is its governance by three equal parties (government, companies (buyers and suppliers), civil society and trade unions). And this does not only apply to the international board which monitors the GITI, but also to every country where the GITI is implemented through National MSGs.
- **The GITI is based on the publication of timely and credible information.** The GITI seeks to collect, verify and publish information, which can then be used by other stakeholders to engage in a constructive dialog and increase accountability in the garment sector. The end product of the GITI process is thus a GITI Country Report.
- **The GITI is consensus-oriented.** The GITI is about representatives from all three stakeholder groups coming together to discuss and agree upon certain information regarding the garment industry in their country. Thus, all three groups must contribute to this characteristic.
- **The GITI is coherent, but flexible.** The process and the content of the GITI is defined in a so-called GITI Standard. This document will specify what has to be done by whom. Coherence means that the GITI must follow a similar spirit in all the countries where it is implemented. Stakeholders around the globe must have a common expectation regarding the content and process behind each GITI Country Report. However, there is some flexibility build into the GITI process. Thus, a country's National MSG can decide on certain reporting requirements, e.g. on an initial, limited scope of the garment sector in order to get started. But this all has to be based on a consensus within the country's MSG. Consequently, government and companies cannot jointly decide certain reporting elements if civil society and trade unions do not agree.

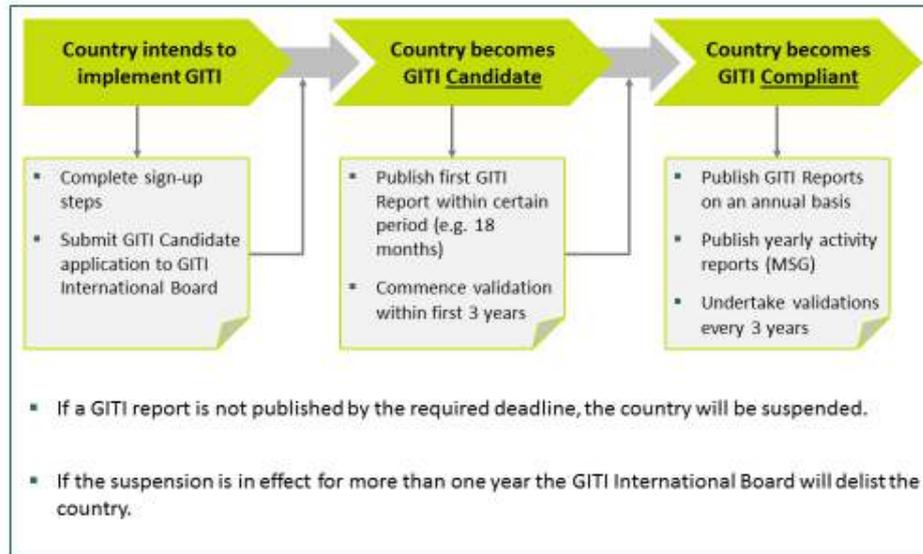
Building on the fact that the GITI is a country-centred initiative, Mr. Conze highlighted the three steps that a country has to follow in order to implement the GITI:

- When a country decides to join the GITI it must complete a series of sign-up steps before it can officially submit an application to the GITI International Board, including the establishment of a National MSG.
- After the GITI International Board decides positively on the application of a country, the country obtains the status of a **GITI Candidate**.
- In order to move to the next – and final – status, which is **GITI Compliant**, the country must publish its first GITI Country Report and undergo a validation exercise from the International Board. Once this has been done and accepted, a country becomes GITI Compliant.

However, a country can also lose this status again. Thus, it must continue to provide timely information on its garment industry and undergo regular validations. Failure in doing so will result in a negative status, which can eventually even lead to a public delisting from the initiative.

Governance

From a countries intention ... to GITI Compliant



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Afterwards, Mr. Conze explained the detailed **GITI Process**:

He stressed that the **consensus-oriented discussion** of the three stakeholder groups is as important to the GITI as the actual information published afterwards. The rationale is clear: **this process builds trust between often opposed parties**. Without trust building among the different stakeholders, major solution approaches cannot be pursued.

The GITI process is based on the principle that the benefits of transparency are increased when the published information is perceived as credible. A key feature of the GITI process is therefore its provision and verification based on multi-stakeholder participation, involving government, companies (buyers and suppliers), and civil society organizations and trade unions as equal partners, thereby allowing all stakeholders to ensure that data is reliable.

To ensure a high-level of credibility of the information provided within the GITI Country Report, the following subsequent steps are proposed:

- 1) At the beginning of each reporting cycle, the National MSG must define the **reporting scope**. This process emphasizes the previously mentioned characteristic of the GITI as being coherent, but flexible. It shows that the National MSG can agree jointly on certain parameters. For example, the Group may decide that due to the complexity of the sector, the first GITI

Report should only focus on a certain number of (larger) suppliers/factories. This should not be misunderstood as a “loophole” in order to divert from the GITI Standard, as all three parties must agree. Also, a GITI Country must demonstrate progress over time (especially when it decided to start with a limited reporting scope).

- 2) **An Independent Administrator supports a credible reconciliation process.** The country’s MSG should appoint an Independent Administrator to reconcile the original submitted information. Information can be provided from all participating stakeholders in two ways:
 - They can provide information on their own current status (e.g. a factory provides its number of employees and trade unions, beneficial ownership, issues identified in social audit reports), and
 - They can provide information which may help to validate information provided by other stakeholders (e.g. trade union provides research information on a particular factory).

This Administrator must be perceived by the MSG to be credible, trustworthy and technically competent. Detailed Terms of Reference for this Administrator should be defined and published. In addition to consolidating the original submitted data, the Administrator is tasked with clarifying initial discrepancies, for example between production volume information from buyers and suppliers.

- 3) **The country’s Multi-Stakeholder Group endorses the information collectively.** Based on the information provided by the Administrator, the MSG is required to check the provided information against their own knowledge, experiences and observations. Only when a consensus is reached *on the substance* of this information within the MSG, this information can be published as part of the GITI Country Report.

In addition to enhancing credibility of such information this consensus-oriented approach will – over time – help establish a trust- based environment for further collective action.

- 4) **An external validation ensures compliance with the global GITI Standard.** Validation is an essential feature of the GITI process, holding all GITI countries to the same global standard. It serves to, inter alia, assess the information provided within the GITI Country Report as well as the applied procedures on information collection, verification, the country’s enabling environment, etc. Validation is an external, independent evaluation mechanism, undertaken by a Validator approved by the International GITI Secretariat. The Validator will address, amongst others, any concerns stakeholders have expressed, and recommendations for future implementation of the GITI. In addition to consulting with stakeholders, the Validator must carefully analyse the GITI Reports and meet with the Independent Administrator to discuss the strengths and weaknesses of the reporting process.

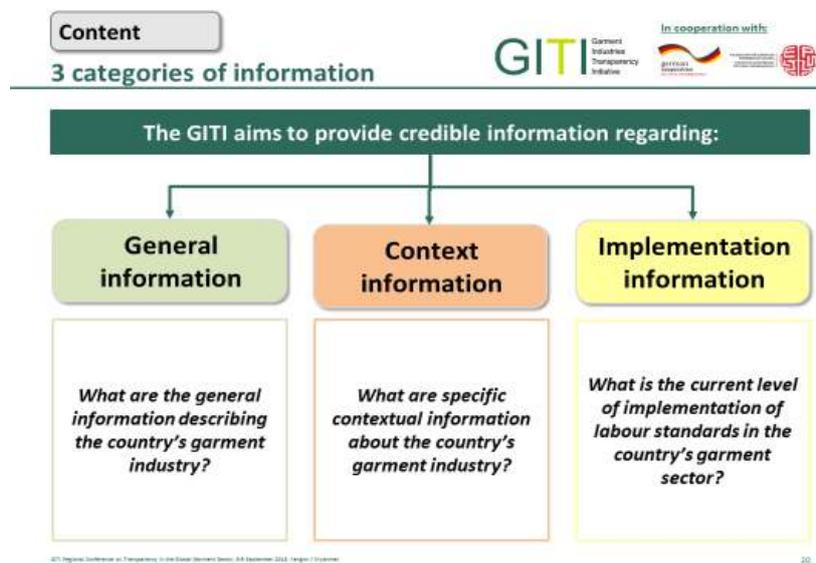
This process highlights again the focus of the GITI on the consensus-oriented discussion among the three stakeholder groups.

Coming to the final part of his input, Mr. Conze embarked on **the content of the GITI** which addresses the question of which kind of information should be provided in the framework of the GITI.

The GITI proposes to focus on following labour standards, derived from internationally recognized frameworks.

- (1) Freedom of association and the effective recognition of the right to collective bargaining.
- (2) The elimination of all forms of forced and compulsory labour.
- (3) The effective abolition of child labour.
- (4) The elimination of discrimination in respect of employment and occupation.
- (5) The right to a living wage.
- (6) Humane working hours with no forced overtime.
- (7) Safe and healthy workplace free from harassment.
- (8) Recognized employment relationship with labour and social protection.

In order to advance the implementation of the labour standards, the GITI proposes three categories of information: **General information**; **Context information**; and **Implementation information**.



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The first category is typically provided in a narrative format. The other two categories are – in general – more quantitative in nature. The benefit of quantitative data is the ability to crosscheck the information provided by the different stakeholder groups.

General information

As a precondition to advance the implementation of labour standards, it is necessary to have a comprehensive understanding of the general characteristics of the country's garment sector. This implies information, for instance, on the fiscal regime, trade agreements as well as distribution of revenues from the garment industry. Some of the underlying root causes of why labour standards are not properly implemented may stem from these characteristics. This could, i.e. be a dissatisfactory legal framework or the absence of effective labour law reform. This general information is typically provided in a narrative format and must be approved by the National Multi-Stakeholder Group.

Context information

In order to advance the implementation of labour standards, one must understand the specific context of a country's garment sector. As examples, Mr. Conze highlighted two possible reporting elements: **stakeholders and production capacity.**

Information on the relevant **stakeholders** is important. The routine practice of subcontracting is an essential feature of the garment sector in most countries. An unwanted side effect of this practice is the unauthorized outsourcing to semi-official and hidden units. Some of the labour standard violations may not happen at suppliers/factories that are already subject to social audits or are long-term partners of international brands. Such violations may happen in factories that serve as sub-(sub)-contractors to the larger factories. These are, however, often operating in the shadow, resulting in estimations about unregistered factories (dark figures). The first step to achieve results is to understand the situation of the problem and to get an overview about all relevant stakeholders in the industry. The GITI seeks to reduce the discrepancies between reported and unreported factories over time.

One potential way of doing this is to also look at the **production volume** as well as the **production capacity**. Having all stakeholders provide information on volume (e.g. brands/buyers on the purchased volumes; suppliers/factories on what they produced; governments/customs on the volumes exported) may help to uncover that some suppliers/factories produce over their actual capacity. This may indicate that orders were forwarded to additional suppliers. This information could help to shed some light into the dark figures of unknown suppliers/factories. These information may be further used, for example, by buying companies to extend their due diligence systems and by trade unions/NGOs to promote information about labour rights in the factories and to argue more strongly that “knowing” also means responsibility to contribute to a concrete solution on factory level for local authorities, buyers and factory owners.

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Implementation information

The GITI seeks to provide consensus-oriented information on the current level of implementation of labour standards in the country's garment sector, including e.g. major challenges and support endeavours. This was further discussed in more detail on the second conference day with regard to two examples: Freedom of Association and the Right to Collective Bargaining as well as Wages.

Benefit of the proposed approach

Often heterogeneous information on the respective categories will be provided by all three stakeholder groups. The consensus-oriented discussion in a National Multi-Stakeholder Group, seeking to reach a common understanding in order to publish a joint GITI Country Report, is a defining characteristic of the GITI. **This supports trust-building and enhances the credibility of the information.**

Through a 'cross-checking' ability of some data, information will be more comprehensive. For example, if only the government would report on the number of factories in a country, discrepancies to information that buyers/brands or trade union would not be discovered. **The provision of data by all stakeholder groups enhances the quality of the information.**

Mr. Conze concluded his input by stating the **three major benefits of the procedural model of the GITI:**

- **Increasing transparency** through the timely publication of relevant and verified information.
- **Enhancing credibility** through active participation of all major stakeholder groups and assurance activities.
- **Providing an enabling environment** for engaging in public debate related to the garment sector.

Garment Sector Transparency in Bangladesh: Progress and Challenges

Speaker

- *Iftekhar Zaman, Executive Director, Transparency International Bangladesh*



Iftekahr Zaman elaborated on the first GITI-stakeholder meeting from Bangladesh which had the objective to discuss the GITI and create common grounds among the participants. Stakeholders from government, a supplying company, trade unions and civil society have attended the meeting.

Mr. Zaman reported on the commonly agreed fact that – despite activities of various initiatives and major involvement of the government – labour standard implementation still has not proceeded sufficiently. Accordingly, Mr. Zaman mentioned key continued challenges that may also be relevant to the GITI, such as a shortage of openness, transparency and sharing of information; an enforcement and compliance deficit as well as a deficit of coordination and collaboration between stakeholders.

The meeting resulted in following recommendations and comments for the GITI:

- Issues of gender equality and rights of women and children should be mainstreamed in reporting on each of the identified areas.
- Reporting on each issue should include information on both de jure and de facto status.
- In addition to information on mutually agreed common and/or standardized sets of information for international reporting, each participating country should be provided with the opportunity to report on progress made and challenges facing on other relevant inter-connected issues beyond the formal list.
- Provision should be made for analysis of policy implications to address root causes of challenges at both supply (producers/factories) and demand (buyers/brands) sides in order to incrementally achieve the ultimate objective of the GITI.
- Progress and prospect of the GITI in Bangladesh is contingent upon the ownership of the concept by all stakeholders. The government appears interested; civil society is keen. Further discussions with factory owners and exporters represented by BGMEA and BKMEA as well as importers/buyers need to be conducted.
- Further consultation involving all stakeholders is indispensable.
- It should be agreed upon minimum grounds and implementation be started with small steps. Subsequently, progress can be made gradually.

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Discussing the Garment Industries Transparency Initiative (GITI)

The last session of the first day clarified open questions with regard to the proposed procedural model of the GITI. The GITI's value to support participating countries and buying companies in enhancing transparency in the sector was also discussed. Members of the GITI Advisory Board were actively involved in the discussion.



The discussion addressed questions about the incentives for a country to become part of the GITI, the set-up of the National Multi-Stakeholder Group, how to prevent overlap with existing initiatives and how to ensure the equal inclusion of civil society and trade unions in the process.

Additional recommendations and comments for the GITI from the meeting:

- Brands must be part of the National Multi-Stakeholder-Group and fully commit.
- Buyer-supplier relations should be made more transparent.
- Transparency with regard to the profit margins of buyers – possibly in form of an open costing model – was proposed to provide an incentive for suppliers to support the initiative.
- The process must be well coordinated, also with regard to other initiatives and external stakeholders, in order for local stakeholders to know where to position themselves within the different existing initiatives.

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DAY 2

The second day focused on the content of the proposed GITI approach. This implied discussions on the data that will be relevant and required in order to assess the implementation of certain labour standards and how this will help to advance its implementation. The discussion focused on two labour standards: Freedom of Association and the Right to Collective Bargaining as well as Wages.

Opening Remarks on Freedom of Association and the Right to Collective Bargaining

- By *Christopher Land-Kazlauskas, Chief Technical Advisor Freedom of Association and Social Dialogue Project, International Labour Organization (ILO)*
- By *Ramon Certeza, National Coordinator in the Philippines for the Union Building Project IndustriAll Global Union*

Christopher Land-Kazlauskas elaborated on the key principles as well as the benefits, needs and challenges with regard to the implementation of Freedom of Association (FOA) and the Right to Collective Bargaining (CB). Most importantly, FOA also guarantees civil liberty rights such as Freedom of Expression and Freedom of Assembly, organizational rights as well rights related to disputes and interference. FOA and CB constitute individual as well as collective rights.

According to Mr. Land-Kazlauskas, only few initiatives are focussing on resolving issues related to FOA. He stressed that the envisioned dialogue process of the GITI including government, employers and workers to jointly find sustainable solutions that fit their own national context could contribute essentially to resolving deficiencies with regard to FOA and CB.

Mr. Land-Kazlauskas emphasized that if the implementation status of core labour standards was assessed objectively, factually, and through a tripartite dialogue process with an eventual agreement on areas that still required improvement, there was an obvious added value: an empowerment of the local constituents with regard to coordination of actors in the garment sector. Donors, initiatives, yet also brands, that entered a producing country with their own agendas to engage in capacity building, would consequently have to respond to the voice of the three



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constituents and their identified needs. Their behavior and approaches for the industry could thus be shaped accordingly. Mr. Land-Kazlauskas stressed the need to clearly delineate the role of the GITI in relation to international labour standards and the ILO supervisory system.

As regards possible inputs or data which could inform a dialogue process and assess the implementation of FOA and CB, Mr. Land-Kazlauskas offered a number of suggestions:

- Information on stakeholders:
 - Trade Unions – Numbers, membership, coverage and (challenges);
 - Employers' Associations – Numbers, membership, coverage and (challenges).
- Data on collective bargaining agreements – Level (factory, sectoral, national), coverage, content and outcomes;
- Relevant observations, direct requests, or other comments from the ILO supervisory bodies, such as the Committee of Experts on the Application of Conventions and Recommendations (CEACR), the Committee on Freedom of Association (CFA) or the Conference Committee on the Application of Standards;
- Data on workers dismissals and disputes – Numbers, How many were settled? How many went to lockout / strike? Why?;
- Data on Arbitration Council judgments;
- Data on the labour inspectorates – Number of inspectors, coverage of inspections and frequency;
- Cases of retaliation / interference – how is it addressed?

General considerations and recommendations:

- Recognize that there is a tension between the envisioned disclosure and level of data and the buy-in of all participants, i.e. employers.
- Transparency must be for a purpose.
- Build trust, demonstrate positive results.
- The role and responsibilities of the government in the GITI-process must be clearly defined also in order to not be held accountable for irresponsible behaviour by other actors.
- Stakeholders that are not part of the Multi-Stakeholder Group should also be able to contribute inputs to the GITI-Country Report.

Ramon Certeza addressed the question of the implementation of FOA and CB from the perspective of a global trade union. He emphasized that in addition to being fundamental rights, FOA and CB also constitute “enabling rights” that are linked to the realization of other human rights, the improvement of living and working conditions and economic and social development, in general. According to him, weak institutional mechanisms, inefficient labor administrations, a proliferation of unilateral and voluntary Codes of Conducts as well as transparency issues such as the non-disclosure of credible information by suppliers to the workers constitute major challenges that hamper the implementation of FOA and CB.



Mr. Certeza identified following necessary transparency elements and processes to support the implementation of FOA and CB:

- Data on the sourcing decision criteria of brands/buyers – Are decisions based on information about implementation of FOA and CB? Are FOA and CB part of the due diligence processes?
- Production facilities – Owners and locations;
- Access to trade unions to inform about their rights;
- Reciprocity on information-sharing.

Panel 3: The Relevance of Transparency for Freedom of Association and the Right to Collective Bargaining – Focus on the Host Country

Moderator

Konstantin Bärwaldt, Country Director, Friedrich-Ebert-Foundation

Speakers

- *U Myo Aung, Permanent Secretary, Department of Labour Relations, Ministry of Labour, Employment and Social Security, Myanmar*
- *U Maung Maung, President, Confederation of Trade Unions of Myanmar*
- *Christopher Land-Kazlauskas, Chief Technical Advisor Freedom of Association and Social Dialogue Project, International Labour Organization (ILO)*

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- *Daw Win Ei Khine, Executive Director, Maple Trading Co. Ltd*
- *Daw Khine Khine Nwe, General Secretary, Myanmar Garment Manufacturers Association*
- *Julia Bakutis, Country Manager, Sustainability, H&M in Myanmar*



U Myo Aung introduced the audience to the recently reformed labour legislation in Myanmar and how it supports the implementation of FOA. This implies in particular the Labour Organization Law which has entered into force on 9 March 2012 in accordance with the constitution of Myanmar and ILO convention No. 87 on FOA. Moreover, the Settlement of Labour Dispute Law was enacted on 28 March 2012, establishing the Coordinating Committee, Conciliation Body and the Arbitration Body and stipulating the procedures for the settlement of dispute. Lastly, U Myo Aung informed about the establishment of the National Tripartite Body on Social Dialogue in December 2014. Within this

framework, among others, information about the labour market will be shared, the regulatory industrial relations framework be developed, and labour dispute settlement legislated procedures and practices be reviewed and strengthened. Three Tripartite Technical Working Groups support the National Tripartite Body.

Subsequently, the different speakers discussed the GITI approach regarding FOA and CB in the context of Myanmar. Due to its history, social dialogue is still at an early stage in Myanmar. Nevertheless, the trade union as well the employers representative confirmed first successes. The point was raised that **information on stakeholders and factories** would enable trade unions to widen the access to workers to inform about their rights and to teach them how to engage in sound industrial relations. Providing for stronger arguments in the debate with the other stakeholders, this could significantly contribute to the implementation of FOA, in turn resulting in a better investment climate for international brands.

While a need for support and capacity building in the local garment industry was identified in order to learn about social standards and international compliance systems, it was also stated that capacity building and transparency go hand in hand: Within the national framework of the tripartite constituents to shape the legislative framework and work on identified gaps, a common understanding based on credible information was considered a key precondition. Ultimately, **access to information holds the potential to inform the policy discourse** and enable the sector **to design the industrial relations system according to commonly verified gaps and needs**.

In order to clearly monitor FOA and further its implementation, detailed information should also include **data on workers dismissals and dispute settlement**.

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Concerning the question, whether information provided in the framework of the GITI will also be valuable without immediate remedy through the GITI, it was emphasized that the information can indeed be helpful to approach the ILO complaint mechanisms.



The importance of **transparent buyer-suppliers relations**, based on information from both sides, was emphasized as well as **transparency with regard to the sourcing decisions** by brands.

The importance of trust building among the different stakeholders in the garment industry in Myanmar was stressed several times as well as the opportunity to demonstrate better performance over time.

Opening Remarks on Wages

- By *Helmut Fischer, Head of Division for Sustainability Standards, Ministry of Economic Cooperation and Development, Germany*
- By *Ben Hensler, General Counsel and Deputy Director, Workers Rights Consortium*

Helmut Fischer stressed the problematic that the average wages in the garment industry are lower than the manufacturing industry average wages and rarely sufficient. Subsequently, he presented various approaches to raise wages, ranking from government-level negotiations with partner countries, capacity building measures in production countries, collective bargaining and tripartite dialogue, Multi-

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Stakeholder Initiatives, control mechanisms to improve transparency, increase of productivity of supplier firms and increase of consumer awareness.

Mr. Fischer emphasized that low wages are yet not a singular issue, but that there is an overall need to improve social and environmental conditions in the textile and garment supply chain. The Partnership for Sustainable Textiles brings together resources and expertise of all partners in order to achieve social, environmental and economic improvements along the textile supply chain.



Stressing the relevance of living wages to international labor standards, **Ben Hensler** emphasized that even though the Right to Living Wages is not included in the respective ILO core conventions, these conventions include rights that can enable or protect higher wages.

What do “wages” mean for the respective stakeholders? While wages for garment workers mean meeting their and their families basic needs, Mr. Hensler demonstrated that the “real wage gap” in the garment sector of producing countries is large and persistent. A primary reason for this is that downward pressure on factory prices from buyers also results in downward pressure on factory wages for workers. For both factories and buyers, wages form part of the cost of production. Consequently, wage increases mean either an increase per unit labour costs or that productivity must increase. If labour costs increase, either buyers and/or consumers must pay more or per-unit profit margins will decline. Mr. Hensler emphasized, however, that higher wages, profit and growth can go together: higher wages can boost productivity through lower turnover and increased workers participation. Buyers can protect brands and factories can avoid reputational risk by providing higher wages. Higher wages for garment workers have, in turn, positive spillover effects for the informal sector and for economic development. A pilot project in one factory in the Dominican Republic demonstrated these positive dynamics.

While significant steps towards supply chain transparency are increasingly being taken and there has also been a growing consensus on the living wage standard, Mr. Hensler emphasized the **need for a credible monitoring system to independently verify and report about the payment of living wages**. This, however, also demands accountability from brands: He urged brands to **pay higher prices**, to engage in **long-term relationships with suppliers** and adopt **responsible purchasing practices**. Brands should also support factories to raise productivity and collaborate with trade union.

Panel 4: The Relevance of Transparency for Wages

Moderator

- *Zaw Oo, Presidential Economic Advisor and Executive Director of the Myanmar Development Resource Institute – Centre for Economic and Social Development*

Speakers

- *Achim Lohrie, Director Corporate Responsibility, Tchibo GmbH*
- *Anton Marcus, Joint Secretary, Free Trade Zones and General Services Employees Union, Sri Lanka*
- *Nguyen Tuan Ahn, Deputy-Director of International Department, Vietnam General Confederation of Labour, Vietnam*
- *Tola Moeun, Head of Labour Programme, Community Legal Education Centre, Cambodia*
- *U Aung Lin, Trade Union Federation, Myanmar*
- *Ullah MD Zahid, Head of DBL Sustainability, DBL Group, Bangladesh*

The objective of the panel was to discuss transparency needs and challenges with regard to wages and to learn from different national experiences in Sri Lanka, Myanmar, Bangladesh, Vietnam and Cambodia.

The discussants identified a clear lack of transparency with regard to wages – on the one hand, there is a **lack of information on profit margins as well as price building** of the industry. This is in particular of benefit of those brands and retailers who argue that they cannot pay higher prices.



On the other hand, buyers and brands that wish to act more responsibly lack **reliable information on real wages and related benefits** as well as **research-based information on the basic needs of workers**.

Disclosure on how wages are set and the respective composition of wages was thus identified paramount for buyers in order to make more responsible decisions on sourcing and price setting. It was also suggested that wages should be paid by bank transfer in order to create transparency with regard to real payments. Moreover, **information on social security systems of the respective countries, such as insurances and health- and childcare** were considered as related important information that provide buyers and private and public sector initiatives with a better understanding about the context of the wages paid. The experience of some countries demonstrated that a low minimum wage in the long run hurts the industry due to high workers turnover and migration of skilled workers to neighbouring countries with higher wages.

It was reconfirmed that GITI should not be an implementation tool but an information pool. Through the process of verification, credible data can also serve as an **input on remaining gaps and challenges** that can set the ground for action by other stakeholders and initiatives.

The importance of establishing a level-playing field through the GITI was again emphasized in order to prevent that the introduction of a living wage works as a competitive disadvantage.

Wrap-up Thematic Panels and Next Steps for GITI

Speakers

- By *Heidemarie Wieczorek-Zeul, Former German Minister of Economic Cooperation and Development, GITI Program Director*
- By *Peter Eigen, Founder of the GITI*

In her wrap-up of the thematic panels, **Heidemarie Wieczorek-Zeul** recognized the specific situation of discrimination of women in the garment sector that should be reflected as a crosscutting issue in a GITI Reporting Framework. She emphasized again that FOA and CB are 'enabling rights' that should therefore be especially promoted. Concluding that a GITI process could be of added value in the field of FOA and Wages, Ms. Wieczorek-Zeul noted that transparency on these topics could also be an important precondition for development partners and for brands to act more strategically. Lastly, Ms. Wieczorek-Zeul



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stressed again that the GITI does not seek to replace the ILO Supervisory Mechanisms. However, by creating a triangle between the different stakeholders, problems could be approached in the framework of a supporting and complementary GITI process, instead of waiting for a tedious process.

According to **Peter Eigen** the conference confirmed indeed the need for additional, credible and better transparency in the garment sector. He perceived this as an encouragement to start concrete preparations for a GITI pilot process. According to him, in particular, the panel on Freedom of Association and the Right to Collective Bargaining had served as an illustration of the different perspectives of the three constituents within one country. Thus, the deliberations about these different perspectives on the basis of credible information could provide a stage for the GITI to become instrumental in Myanmar. He also extended this vision to Bangladesh and invited as well Sri Lanka, Vietnam, Philippines and Cambodia to join the process to maintain the level-playing field.

Mr. Eigen also emphasized the complementarity with the Alliance for Sustainable Textiles and expressed his gratitude for the successful collaboration with the Federal Ministry for Economic Cooperation and Development.

He reminded again about the potential of the GITI to support trust building among the different stakeholders in the garment sector which had repeatedly been urged for during the discussion of the conference.

Lastly, Mr. Eigen stressed that each stakeholder has its responsibilities and must contribute to make the industry more sustainable and fair – but also declared his optimism that this joint effort constitutes a step in the right direction.



Appendix I: Conference agenda

Tuesday, 8 September 2015		
Time	Topic	Objectives
08:30 – 09:00	Registration of Participants	
09:00 – 10:00	Opening Remarks – High Level Panel Master of Ceremony: <i>Peter Conze, Program Director, HUMBOLDT-VIADRINA Governance Platform</i>	
	<ul style="list-style-type: none"> • Welcome Message by <i>Peter Eigen, Founder of the Garment Industries Transparency Initiative (GITI)</i> • Keynote Message by <i>H.E. U Aye Myint, Union Minister for Labour, Employment and Social Security</i> • Message by <i>Bernhard Felmberg, Deputy Director General and responsible for the Partnership on Sustainable Textiles, Ministry for Economic Cooperation and Development, Germany</i> • Message by <i>Vassilis Ntousas, Policy Advisor International Relations, Foundation for European Progressive Studies (FEPS)</i> 	
10:00 – 11:00	Panel 1: Transparency in the Global Garment Sector - The Institutional Perspective Moderator: <i>Vicky Bowman, Director, Myanmar Centre for Responsible Business</i>	
	<p>With inputs from</p> <ul style="list-style-type: none"> • <i>Mikael Shipar, Secretary, Ministry of Labour and Employment, Bangladesh</i> • <i>Ruth Hoekstra, Trade and Private Sector Policy Officer, European Commission</i> • <i>Steve Marshall, Liaison Officer, International Labour Organization (ILO) Yangon</i> <p>Open discussion</p>	<ul style="list-style-type: none"> ○ Discussing the need for transparency in the sector ○ Discussing the different perspectives on transparency
11:00 – 11:15	Coffee Break	

11:15 – 12:30	<p>Panel 2: Transparency in the Global Garment Sector - Existing Initiatives</p> <p>Moderator: <i>Vicky Bowman, Director, Myanmar Centre for Responsible Business</i></p>	
	<p>With inputs from</p> <ul style="list-style-type: none"> • <i>Lejo Sibbel, ILO Senior Advisor, ILO/IFC Better Work Programme</i> • <i>Rob Wayss, Executive Director of Bangladesh Operations, The Accord on Fire and Building Safety in Bangladesh</i> • <i>Sue Tym, Garment Sector Specialist, Pyoe Pin</i> • <i>Yun Gao, China Representative, Ethical Trading Initiative</i> <p>Open discussion</p>	<ul style="list-style-type: none"> ○ Presenting existing initiatives and their stances on transparency ○ Noting the challenges in enhancing transparency
12:30 – 13:30	<p>Lunch Break</p>	
13:30 – 15:15	<p>The Garment Industries Transparency Initiative (GITI)</p>	
	<ul style="list-style-type: none"> • Presentation by <i>Peter Conze, Program Director, HUMBOLDT-VIADRINA Governance Platform</i> 	<ul style="list-style-type: none"> ○ Presenting the GITI characteristics, governance structures, processes and content
	<ul style="list-style-type: none"> • Garment Sector Transparency in Bangladesh: Progress and Challenges <p>Input from <i>Ifthekar Zaman, Executive Director, Transparency International Bangladesh</i></p>	<ul style="list-style-type: none"> ○ Learning from a first multi-stakeholder group meeting in Bangladesh
15:15 – 15:30	<p>Coffee Break</p>	
15:30 – 16:50	<p>Discussing the Garment Industries Transparency Initiative (GITI)</p>	
	<p>Open discussion</p>	<ul style="list-style-type: none"> ○ Discussing the GITI's value to support participating countries and buying

		companies in enhancing transparency in the sector
16:50 – 17:00	Closing Remarks	
	<ul style="list-style-type: none"> By <i>Peter Eigen, Founder of the Garment Industries Transparency Initiative (GITI)</i> 	
18:00 – 20:00	Official Dinner	

Wednesday, 9 September 2015

Time	Topic	Objectives
08:30 – 09:00	Arrival of Participants	
09:00 – 09:15	Welcome and Introduction to Day 2	
09:15 – 10:00	Opening Remarks on Freedom of Association and the Right to Collective Bargaining	
	<ul style="list-style-type: none"> By <i>Christopher Land-Kazlauskas, Chief Technical Advisor Freedom of Association and Social Dialogue Project, International Labour Organization (ILO)</i> By <i>Ramon Certeza, National Coordinator in the Philippines for the Union Building project IndustrAll Global Union</i> <p>Open discussion</p>	<ul style="list-style-type: none"> Identifying benefits, needs and challenges with regards to the freedom of association and the right to collective bargaining
10:00 – 10:15	Coffee Break	
10:15 – 12:00	Panel 3: The Relevance of Transparency for Freedom of Association and the Right to Collective Bargaining – Focus on the Host Country	
	Moderator: <i>Konstantin Bärwaldt, Country Director, Friedrich-Ebert-Foundation</i>	
	<p>With inputs from</p> <ul style="list-style-type: none"> <i>U Myo Aung, Permanent Secretary, Department of Labour Relations, Ministry of Labour, Employment and Social Security</i> 	<ul style="list-style-type: none"> Discussing the GITI approach regarding freedom of association and

	<ul style="list-style-type: none"> • <i>U Maung Maung, President, Confederation of Trade Unions of Myanmar</i> • <i>Christopher Land-Kazlauskas, Chief Technical Advisor Freedom of Association and Social Dialogue Project, International Labour Organization (ILO)</i> • <i>Daw Win Ei Khine, Executive Director, Maple Trading Co. Ltd</i> • <i>Daw Khine Khine Nwe, General Secretary, Myanmar Garment Manufacturers Association</i> • <i>Julia Bakutis, Country Manager, Sustainability, H&M in Myanmar</i> <p>Open discussion</p>	<p>the right to collective bargaining</p> <ul style="list-style-type: none"> ○ Identifying transparency needs and challenges ○ Learning from the national experiences
<p>12:00 – 13:00</p>	<p>Lunch Break</p>	
<p>13:00 – 13:45</p>	<p>Opening Remarks on Wages</p>	
	<ul style="list-style-type: none"> • By <i>Helmut Fischer, Head of Division for Sustainability Standards, Ministry of Economic Cooperation and Development, Germany</i> • By <i>Ben Hensler, General Counsel and Deputy Director, Workers Rights Consortium</i> <p>Open discussion</p>	<ul style="list-style-type: none"> ○ Identifying benefits, needs and challenges with regards to wages
<p>13:45 – 15:30</p>	<p>Panel 4: The Relevance of Transparency for Wages</p> <p>Moderator: <i>Zaw Oo, Presidential Economic Advisor and Executive Director of the Myanmar Development Resource Institute – Centre for Economic and Social Development</i></p>	
	<p>With inputs from</p> <ul style="list-style-type: none"> • <i>Achim Lohrie, Director Corporate Responsibility, Tchibo GmbH</i> 	<ul style="list-style-type: none"> ○ Discussing the GITI approach regarding wages

	<ul style="list-style-type: none"> • Anton Marcus, Joint Secretary, Free Trade Zones and General Services Employees Union, Sri Lanka • Nguyen Tuan Ahn, Deputy-Director of International Department, Vietnam General Confederation of Labour, Vietnam • Tola Moeun, Head of Labour Programme, Community Legal Education Centre, Cambodia • U Aung Lin, Trade Union Federation, Myanmar • Ullah MD Zahid, Head of DBL Sustainability, DBL Group, Bangladesh <p>Open discussion</p>	<ul style="list-style-type: none"> ○ Identifying transparency needs and challenges ○ Learning from different national experiences
15:30 – 16:00	Coffee Break	
16:00 – 16:45	Wrap-up Thematic Panels and Next Steps for GITI	
	<ul style="list-style-type: none"> • By Heidemarie Wieczorek-Zeul, Former German Minister of Economic Cooperation and Development, GITI Program Director • By Peter Eigen, Founder of the GITI 	<ul style="list-style-type: none"> ○ Summarizing the GITI synthesis from the thematic panels ○ Developing consensus on the next steps
16:45 – 17:00	Closing Remarks	
	<ul style="list-style-type: none"> • By U Myo Aung, Permanent Secretary, Department of Labour Relations, Ministry of Labour, Employment and Social Security, Myanmar • By Heidemarie Wieczorek-Zeul, Former German Minister of Economic Cooperation and Development, GITI Program Director 	

Appendix II: List of Participants²

Name	Organization
Achim Lohrie	Tchibo GmbH
Andrew Feng	ITX Trading SA Shanghai Representative Office
Anton Marcus	Free Trade Zones and General Services Employees Union (FTZ&GSEU)
Anushika Amarsinghe	Transparency International Sri Lanka
Aye Zar Chi Aung	Ministry of Labour, Employment and Social Security
Ben Hensler	Workers' Rights Consortium
Bent Gerth	Workers' Rights Consortium
Bernd Kuzmitz	Federal Ministry for Economic Cooperation and Development (BMZ)
Bernhard Felmberg	Federal Ministry for Economic Cooperation and Development (BMZ)
Carsten Fischer	German Embassy Yangon
Christopher Land-Kazlauskas	ILO Liaison Office - Yangon
Debbie Coulter	Ethical Trading Initiative
Edgard Rodriguez	IDRC Canada
Ei Hnin Hlaing	Action Labour Rights
Eike Hellen Feddersen	HUMBOLDT-VIADRINA Governance Platform
Gerry Fox	Pyoe Pin
Gisela Burckhardt	Femnet e.V.
Heidemarie Wieczorek-Zeul	HUMBOLDT-VIADRINA Governance Platform
Helen Wilson	Union Aid New Zealand

² In alphabetical order (organised along the first name)

In cooperation with:



Helmut Fischer	Federal Ministry for Economic Cooperation and Development (BMZ)
Hnin Pwint	Solidarity Center - Burma Office
Iftekhar Zaman	Transparency International Bangladesh
Ingrid Sehrbrock	CARE Deutschland-Luxemburg e.V.
Jacob de Clere	SMART Myanmar, Myanmar Garment Manufacturing Association (MGMA)
James J. Shey	Embassy of the US
Jamie Davis	Solidarity Center - Burma Office
Jasmine Burnley	Oxfam in Myanmar
Jinsun Bae	Copenhagen Business School
Julia Bakutis	H&M Myanmar
Jürgen Zoll	German Embassy Yangon
Jutta Steinmann	GIZ - Program for Social and Environmental Standards
K.G. Moazzem	Centre for Policy Dialogue (CPD)
Kathrin Raabe	Delegation of German Industry and Commerce in Myanmar
Kaung Myat Soe	Friedrich Ebert Stiftung
Khaing Mie Mie Win	Myanmar Glogon Co., Ltd
Khaing Zar	Industrial Workers Federation of Myanmar (IWFM)
Khin Khin Thit	Action Labour Rights
Khin Maung Aye	Lat War Group Ltd.
Kol Preap	Transparency International Cambodia
Konstantin Bärwaldt	Friedrich Ebert Stiftung
Kristin Bauer	Embassy of the US
Kyi Khant Tun	IndustriALL Global Union South East Asia Office

In cooperation with:



Lejo Sibbel	ILO/IFC Better Work Programme
Mar Mar Oo	88 Generation
Maung Maung	Confederation of Trade Unions of Myanmar (CTUM)
MD Zahid Ullah	DBL Group
Michal Strahilevitz Benelizer	ILO Liaison Office - Yangon
Mikail Shipar	Ministry of Labour and Employment of the Government of Bangladesh
Min Lwin	ITUC Myanmar
Moh Moh Twin	
Myo Myo Myint	Centre for Economy, Environment and Society (CEES)
Nazma Akter	AWAJ Foundation
Nguyen Tuan Anh	Vietnam General Confederation of Labour (VGCL)
Nu Nu Hlaing	Oxfam in Myanmar
Nurul Islam	United Federation of Garment Workers
Peter Conze	HUMBOLDT-VIADRINA Governance Platform
Peter Eigen	HUMBOLDT-VIADRINA Governance Platform
Petra Kotte	DEG - Deutsche Investitions- und Entwicklungsgesellschaft
Petra Schill	GIZ Myanmar
Pham Anh Duong	Towards Transparency Vietnam
Phyo Sandar	Confederation of Trade Unions of Myanmar (CTUM)
Ramon Certeza	IndustriALL Global Union
Rob Wayss	Stichting Bangladesh Accord Foundation
Rokeya Rafique	Karmojibi Nari
Rosaline Khine Khine Nwe	Myanmar Garment Manufacturers' Association (MGMA)

In cooperation with:



Ross Wilson	Union Aid New Zealand
Ruth Hoekstra	European Commission, DG DEVCO
S Nakajima	ITUC Myanmar
Shahidu Islam Sabuj	Garment Workers Unity Forum
Shane	Friedrich Ebert Stiftung
Stav Zotalis	CARE International
Steve Clelland	Pyoe Pin
Steven Marshall	ILO Liaison Office - Yangon
Su Tayar Lin	SMART Myanmar
Sue Tym	Pyoe Pin (DFID)
Thet Su Mon	Ministry of Labour, Employment and Social Security (Myanmar)
Tola Moeun	Community Legal Education Centre (CLEC)
U Aung Lin	Myanmar Trade Unions Federation (MTUF)
U Aye Myint	Ministry of Labour, Employment and Social Security (Myanmar)
U Moe Kyaw	MK Garment
U Myo Aung	Ministry of Labour, Employment and Social Security (Myanmar)
U Win Shein	Ministry of Labour, Employment and Social Security (Myanmar)
Vassilis Ntousas	Foundation for European Progressive Studies (FEPS)
Vicky Bowman	Responsible Business Myanmar
War War Thun	
Wilma Driessler	UMFCCI
Win Ei Khine	Maple Trading Co., Ltd

In cooperation with:



Win Zaw	Confederation of Trade Unions of Myanmar (CTUM)
Yun Gao	Ethical Trading Initiative
Zaw Oo	Centre for Economic and Social Development
Zin Kay Thwe	Ministry of Labour, Employment, Social Security (Myanmar)