

# MFA<sup>+3</sup>

## LABOUR RIGHTS IN A CHANGING GARMENT INDUSTRY

REGIONAL SEMINAR  
September 30 – October 2, 2008  
Gran Hotel Sula,  
San Pedro Sula, Honduras

### Agenda

#### TUESDAY, September 30

**9:00 – 10:00**

**PANEL Welcome, Introductions and orientation**

Moderators: Maritza Paredes, EMIH and Lynda Yanz, MSN

- Welcome to Honduras
- ¿Why have this seminar?
- Presentations
- Review of Agenda and Materials

**10:00 – 12:00**

**PANEL Analyzing the context MFA+3 -**

**Looking back and towards the future**

Moderator: Carolina Quinteros, GMIES

- **A changing global industry: Impacts and Implications for Latin America -**  
Jennifer Bair, Global Value Chain specialist, EEUU
- **The brand vision: How do brands analyze the competitiveness of the sector  
in a region? What priority do labour rights have on their decisions? –** Bob  
Jeffcott, MSN

*Question and answer period*

**11:30 – 12:00**

**Preparation for Working groups by sub-region**

**The garment sector in the region: from 2005 to the present**

Facilitator: Carla Castro, EMIH

12:00 – 13:30

*Lunch*

### **BUILDING A REGIONAL PERSPECTIVE**

**What tendencies and changes do we see in our contexts? What key impacts do we see in the workplace and in the lives of workers?**

**13:30 – 14:15 (45 mins)**

**WORKING GROUPS** By sub-region

**14:15 – 15:00**

**PANEL GROUP PRESENTATIONS**

Moderator: Carla Castro, EMIH

16:00 – 16:30

*Break*

**16:30 – 18:30**

**PANEL The role of the state - Labour legislation and regional regulation strategies**

Moderator: Magaly Pineda, CIPAF

- **The effectiveness of labour legislation in Latin America**–  
Patricia Juan Pineda, Frente Autentico del Trabajo (FAT)
- **The state and access to justice in the labour sector in Honduras** Maritza Paredes, EMIH
- **The White Book recommendations: The experience of Guatemala** Homero Fuentes, COVERCO

*Question and answer period*

**17:00**

**End of First Day**

**17:30 – 19:00**

**WELCOME RECEPTION**

*An excerpt from the theatre production “Los Monologos de la Maquila” by the Mexican theatre group **Costureras de Sueños**  
And the celebration of a new publication by the IRSTD*

## WEDNESDAY, October 1

**9:30 – 10:30**

**PLENARY BUILDING A REGIONAL PERSPECTIVE** what's happening in the region? Where are we going with this sector?

### **Group Presentations**

Moderators: Lynda Yanz, MSN and Carla Castro, EMIH

*10:30 – 10:45 Break*

**10:45– 13:00**

### **PANEL Decent Work and the Garment Sector**

**¿What do we do? ¿What are the priorities and the strategies?**

- **The trade union perspective**  
José Ramírez, Secretario General Regional, FITTVC-ORI
- **The women's workers movement perspective**  
Sandra Ramos, Directora Movimiento de Mujeres Trabajadoras y Desempleadas, María Elena Cuadra

*Question and answer period*

*13:00 – 14:30 Lunch*

**14:30 – 17:30**

### **PANEL Brand Leverage and Campaigns to support Worker Organizing in the Post-MFA World -- What's working? What's not? Why?**

Moderator: Thomas Krämer, Iniciativa Cristiana Romero (CIR)

- **Ten years of codes of conduct and monitoring in Central America. What have we accomplished? What have we learned?**– Carolina Quinteros, GMIES
- **Tippy Top, Gap and Inditex (Zara) in Peru** – Juan Carlos Vargas, PLADES, Programa Trabajo Decente y Comercio Red Global/ Red Puentes
- **What is happening with the national brands? The experience in Argentina** – María D'Ovidio, Red Puentes
- **Ten years of international campaigns. What have we learned? Are there lessons for the future?** – Bob Jeffcott, MSN

*Question and answer period*

17:30 – 17:45

*Break*

**17:45 – 19:00**

**PRESENTATION CHINA: The Reality behind the myth  
– May Wong, Globalization Monitor, Hong Kong**

Moderadora: Ana Enriquez, MSN

- Setting the scene with a clip from “**China Blue**”
- Changes in labour relations and regulations and implications for the sector

*Question and answer period*

## **THURSDAY, October 2**

**8:45 – 9:15**

**VIDEO from Tehuacan – Una lucha para un sindicato independiente en Grupo Navarra, Tehuacan, Puebla, México**

**9:15 – 9:30**

**PLENARY AGENDA REVISION AND SOME LOGISTICAL ISSUES**

Moderators: Lynda Yanz, RSM and Maritza Paredes, EMIH

**9:30 – 11:30**

**PANEL An international and proactive agenda for change in the industry**

*Two Initiatives:*

- **Clearing the Hurdles – a program for the global sportswear industry focused on freedom of association, decent wages, precarious employment and closures – Kevin Thomas, MSN**
- **A campaign in Asia focused on decent wages, to stop the race to the bottom – May Wong, Globalization Monitor**

*Question and answer period*

**Do these priorities and proposals make sense in the region?**

- *Ariane Grau Crespo, Campaña contra la Flexibilización*
- *Patricia Juan Pineda, Campaña contra los Contratos Patronales de Protección*
- *Juan Carlos Vargas, Plades*
- *Jeannette Urquilla, ORMUSA*

*Question and answer period*

## WORKING GROUPS by Topics

**11:30 – 12:30**                      **Working Groups**

*12:30 – 13:30*                      *Lunch*

**13:30 – 14:30**                      **Working Groups**

### The Topics

- i) Precarious Employment -- *Ariane Grau Crespo*
- ii) Lack of freedom of association-- *Ygnacio Hernandez;*
- iii) Factory closures and the labour insecurity caused by them – *Fabia Gutiérrez*
- iv) Wages and the race to the bottom (decent wages?) – *Sergio Chávez*
- v) Health and Safety – *Betty Robles*
- vi) Others?

**14:30 – 16:30**

**PLENARIO LOOKING TOWARDS THE FUTURE: Where are our priorities and strategies headed in the region? Where are the possibilities for collaboration? Group presentations and question and answer period**

*16:30 – 17:00*

*Break*

Guiding themes for groups:

- What are the primary characteristics of the problem? Are they the same throughout the region?
- Are there proposals and/or initiatives at the national and/or regional level already in place with which we can collaborate?
- What are the main demands that we should be making to the brands, the factory owners and/or the governments?

**17:00 - 18:00**

### **PANEL de Clausura**

- Priorities and Next Steps
- Evaluation
- Closure

**19:00**

**Farewell Dinner – BBQ by the pool (with music)**

*Thank you all for your participation!*



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