



**Fifth Bangladesh Round Table on Social Compliance
27th April 2011
Dhaka Sheraton Hotel**

1) Executive Summary

The Round Table was divided into two sessions: Opening session and Working session. It was attended by nearly 40 participants representing buyers, suppliers, labour unions and activists, NGOs, specialists and diplomatic missions. Members of Parliament were also present, including the chairmen of the Parliamentary Standing Committees on Commerce and Labor and Employment.

The opening session was chaired by organizer Christian von Mitzlaff. Journalist Farid Hossain moderated the RT. At the beginning von Mitzlaff proposed a minute of silence to pay respect to Lutful Hye, a member of parliament who died recently. Late Hye was a sincere supporter of the RT. Then the opening session was marked by brief remarks from some key participants. They were Zia Ahad (Phillip-Van Heussen), Debashish Kumar Saha (Fakir Apparels), Zafrul Hasan (Bangladesh Jatiyatabadi Sramik Dal), Khairul Bashar (Hamim Group), Maren Boehm (Otto Group) and Asif Ayub (the US Embassy).

Sarah Begum Kobori MP, Abul Qasem MP, chairman parliamentary standing committee on commerce ministry and Israfil Alam MP, chairman of the parliamentary standing committee on labour and employment were among those who took part in discussions.

The speakers highlighted the need for keeping peace and harmony in the garment factories to help productivity. They also agreed that there should be structured channels of communication between the workers and employers, between workers and management of garment factories. The workers and employers talk to each other the more the confidence and trust. Such a atmosphere help increase productivity. Said Maren Boehm from the Otto Group: "We all have the same goal: normalcy in the industry and increase productivity. Harmonizing and enhancing dialogue can be key to achieve this goal." Dialoguing between the workers and employers has been highlighted in the Round Table.

Stressing the need for dialoguing Zia Ahad from Phillip-Van Heussen said there is now a trust deficit between workers and employers. There should be a greater trust between workers and management. We should be able to create an in-house worker management platform to take control of the issues that come up.

In the RT two issues came up prominently: Trade Union and Participation Committee.

The labor unions and activists strongly favoured allowing workers to do trade unions in according with the law and the rights provided by the country's constitution. However, representatives from suppliers and buyers felt that time may still may not be ripe for full-fledged trade union activities in factories. Many employers are still afraid of outside intervention that trade unions bring in.

However, there was consensus on one thing: the garment factories can form in-house participation committees, which will have representatives elected by the workers to highlight the need and grievances of the workers to the management. The participation committees can also platform to the workers to build their negotiation capacity. It can also serve as a platform of training to workers in

enhancing their negotiation capacity. It was agreed that the Participation Committee (which is provided by the Labour Law) should not be seen as a substitute to trade union, rather PC should be complementary to Trade Union activities.

The RT concluded with a concrete proposal to make the next practical step: There was a consensus that forming Participation Committee is a step forward in creating structured communication channel in factories. All participants raised hands in approval when the idea of launching a pilot project on Participation Committee in four or five factories was placed in the RT. More than half a dozen raised their hands to volunteer their participation in the pilot project. That was a concrete practical step approved unanimously in the RT.

The Business of Social Compliance Initiative (BSCI) sponsors the stakeholder dialogue on Social Compliance and LIFT Standards e.K. is the organiser and facilitator.



2) Participants List

Name	Organisation	Position
A.B.M. Abul Qasem	Parliament of Bangladesh	Chairman, Standing Committee on the Ministry of Commerce
Israfil Alam	Parliament of Bangladesh	Chairman, Standing Committee on the Ministry of Labour & Employment
Sarah Begum Kabori	Parliament of Bangladesh	Member of Parliament
Md. Moinur Rahman Chowdhury	Police, Dhaka Range	Deputy Inspector General of Police
Mokhelesur Rahman	Police, Dhaka Range	Deputy Inspector General of Police
Zia Ahad	PVH	Sr. Regional Leader
Maren Boehm	OTTO Group	Manager CR-Buying Markets
Usagaya Mong	groupe Carrefour Global Sourcing	Production Engineer
Md. Nazrul Islam	MQ Retail AB Dhaka	Country Manager
Jillur Rahman	Hennes & Mauritz AB	Sr. Code of Conduct Auditor (Kint Responsible)
Abu Arshad Khondoker	Wal-Mart Global Procurement	Supplier Development Manager
Zahangir Alam	Sainsbury's Asia	Compliance Manager
Vincent Ho	OTTO International Bangladesh	General Manager
Kesava Murali	The Jones Group	Sr. Compliance Specialist
Destra Raines	The Jones Group	
Md. Sultanul Alam	Lindex Bangladesh liaison Office	Compliance Officer
Abul Kashem M. Rajan	VF Asia Ltd	TOE-Operation
Debasish Kumar Saha	Fakir Apparels Ltd.	General Manager

Redwan R Chowdhury	Echotex Ltd.	Head of Operation & Ethical Affairs
Khairul Basher	Ha-meem Group	Director Compliance
M.A. Mondal	Ha-meem Group	Executive Director
Major (Retd) Md. Sofiul Azam Chowdhury	Palmal Group Director	Administration & Compliance
Major (Retd) Sabir Ahmed	Palmal Group	General Manager, Admin & Compliance
Md. Ismail	Northern Group	Adviser, HR & Admin
Kazi Moazzem Huq	Northern Group	DGM
Eakub Ali	SQ Celcius Ltd.	General Manager, Compliance & Legal Affairs
Monirul Islam	Islam Garments Ltd.	Sr. Manager (HRD, Compliance & SCS)
Serajul Islam	Monno Ceramic Industries Ltd.	Manager, Welfare & Compliance
Lutfar Rahman	BTUC	Vice-President
Selina Pervin	National Garment Workers Federation (NGWF)	General Secretary
Zafrul Hasan	Bangladesh Jatiyatabadi Sramik Dal-BJSD	General Secretary
Shamima Nasreen	International Textile, Garments and leather Workers Federation	Vice President (Bangladesh Region)
Tahmina Rahman	Bangladesh Apparel Workers Federation	General Secretary
Syed Sultan Uddin Ahmed	BILS	Assistant Executive Director
A.K.M. Nasim	American Center for International Labour Solidarity	Advocate & Legal Advisor
Mushfiqna Abdullah	American Center for International Labour Solidarity	Program Officer
Adv. Mahbubur Rahman Ismail	Bangladesh Textile, Garments Workers Federation	President (Central Committee)
Daniel Seidl	BGCCl	Executive Director
Zillul Hye Razi	European Union Delegation to Bangladesh	Trade Advisor
Asif Ayub	Embassy of the United States of America	Economic and Commercial specialist
Md. Manjur Morshed	GTZ	Senior Social Compliance Advisor
Farid Hossain	AFP Bureau Chief	Moderator
Christian von Mitzlaff	LIFT Standards e.K	Organizer and Facilitator

3) Agenda

“Strategies for a healthy industrial environment and their contribution to structured communication channels”

held on Monday 27th April 2011, 9:00 –14:00 p.m.
at Palash Room, Dhaka Sheraton Hotel, followed by a lunch.

Programme

09:00 Registration

09:15 Opening part with addresses by key participants,

10:20 Address by Special Guest Mr. A.B.M. Abul Qasem, Hon'ble Chairman,
Parliamentary Standing Committee on Ministry of Commerce

10:45 Tea break

11:00 Working part: the path towards social compliance:

- Establishing a dialogue with the management
- Contribution by Workers' Committee
- Other issues raised by the participants

14:00 Closing and lunch invitation