

**ILO-OECD Roundtable on
Responsible Supply Chains in the
Textile and Garment Sector**

SPEAKER BIOGRAPHIES

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CC1, OECD Conference Centre

Paris, France



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The International Labour Organization (ILO) is a specialised agency of the United Nations, with 185 member States and a unique tripartite structure providing a platform to advance decent work for women and men through the promotion of rights at work, decent employment opportunities, enhanced social protection and strengthened dialogue on work-related issues. The Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy (MNE Declaration) was adopted by governments, workers' and employers' representatives and comprises recommendations addressed to enterprises, governments, and employers' and workers' organisations. Its principles are based on international labour standards and cover the areas of general policies, employment, training, conditions of work and life, and industrial relations. The ILO Helpdesk for Business on International Labour Standards provides assistance to business on how to align their policies and practices with principles of the MNE Declaration.

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The OECD Guidelines for Multinational Enterprises are recommendations on responsible business conduct addressed by governments to multinational enterprises operating in or from adhering countries. They are the most comprehensive set of recommendations on responsible business conduct promoted by governments in existence today, covering all major areas of business ethics, including information disclosure, human rights, employment and industrial relations, environment, bribery and corruption, consumer interests, science and technology, competition, and taxation. The Guidelines are also the only government-backed international instrument on responsible business conduct with a unique implementation mechanism.

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Speakers biographies

Welcoming remarks



Mari Kiviniemi took up her duties as OECD Deputy Secretary-General on 25th August 2014. Her role consists of sharing her extensive experience to help increase the impact and relevance of OECD work and to contribute to the public policy challenges of promoting inclusive growth, jobs, equality and trust.

She is responsible for the strategic oversight of the OECD's work on Efficient and Effective Governance; Territorial Development; Trade and Agriculture, as well as Statistics. She is also responsible for advancing the Better Life Initiative.

Ms. Kiviniemi was Finland's Prime Minister from 2010-2011, the second woman in the history of the country. She had previously been Minister of Public Administration and Local Government, Minister for Foreign Trade and Development, and Minister for European Affairs. Elected for the first time at the age of 26, she has been a Member of Parliament since 1995, chairing and participating in a vast number of committees. She also held a variety of leadership positions in her political party, the Finnish Center Party.

An economist by training, she studied political science at the University of Helsinki and holds a Master's degree in Social Sciences. Born in 1968, she is married and has two children.



Alette Van Leur is Director of Sectoral Activities Department (SECTOR) at the ILO, Geneva. She also co-leads the ILO's work on the promotion of "Decent Work in the Rural Economy", which is one of the eight Areas of Critical Importance for the Organization.

She coordinates the ILO preparations for the general discussion on the promotion of decent work in global supply chains during the International Labour Conference in 2016. Ms. Van Leur also represents the ILO in the Senior Steering Group of the United Nations Secretary General's High Level task Force on Global Food Security (HLTF).

Between 2007 and 2011, Ms Van Leur served as Director of the ILO Department of Partnerships and Development Cooperation (PARDEV), which is responsible for the overall management of development cooperation and partnership activities at the ILO, including the Organization's involvement with the UN System and other international organizations. Prior to this, she was Deputy Director of the International Affairs Department at the Netherlands' Ministry of Social Affairs and Employment and held various other positions in the same Ministry.

Opening addresses



The Honourable State Minister **Mujibul Haque** is a freedom fighter of Bangladesh having taken part in its great liberation war in 1971 from sector 11. Later he served as the unit commander of Dhaka University Central Freedom Fighters' Council for the 1978-1980 term. He then served as a member of the Central Command Council of the Freedom Fighters' Council from 1980- 1986. He was also the president of Kishoreganj District Red Crescent Society from 1988 to 1990.

Mr. Haque started his professional life as a Judge under the Bangladesh Civil Service, Judicial Cadre. After 3 years serving as a judge he left his job and joined politics in order to serve the mass people and the society and above all his country. He has been elected as member of Parliament for terms.

Mr. Mujibul Haque served as a member of the Parliamentary Standing Committee on the Ministry of Establishment and Auction committee from 1986 to 1990. He was also the first Chairman of Kishoreganj Zilla Parishad, holding the post from 1988-1990. He was also the Deputy Minister for Land from 1987 to 1988. Prior to the January 2014 elections, Mr. Haque served in the interim cabinet as the State Minister for Youth and Sports from 21 November 2013 to 12 January 2014. He was subsequently given the post of the State Minister for Labour and Employment after the elections and has been serving in that post till date.



Eric Biel joined the Bureau of International Labor Affairs at the U.S. Department of Labor in February 2012. He is part of ILAB's senior leadership team, working on a diverse set of projects and activities, including supply chain issues across different sectors and submissions under the labor chapters of free trade agreements.

Before joining the Department, Biel was Managing Director for Corporate Responsibility at Burson-Marsteller, a global consulting firm. From 2003-06 he was Deputy Washington Director and Senior Counsel of Human Rights First (formerly the Lawyers Committee for Human Rights). Prior to that he was Senior Vice President and General Counsel at Fontheim International, a Washington consulting and law practice.

Since 2008, Biel has taught a course at the Georgetown University Law Center on "Human Rights at the Intersection of Trade and Corporate Responsibility" that explores a range of business and human rights issues. He received a B.A. in history from Johns Hopkins and joint degrees in law from Yale Law School and public policy from the Woodrow Wilson School at Princeton.



Garance Pineau is Deputy director for International social affairs at MEDEF, the French business organization. She has a seat at the ILO Governing body, and covers IOE, BIAC and BUSINESSSEUROPE activities. Previously she worked at the French Ministry for labour and employment where she was in charge of ILO issues.

She also worked at the OSCE in the Balkans and at the United Nations in South East Asia on electoral and democratization issues.

She holds a Master's Degree in European and international law.



Jyrki Raina was elected as General Secretary of IndustriALL Global Union at its founding Congress on 19 June 2012. Previously he was the General Secretary of the International Metalworkers' Federation (IMF), elected at its 32nd World Congress in May 2009.

Born in Helsinki in 1960, Jyrki Raina's first work with unions was as a lawyer and collective bargaining officer for the Finnish Chemical Workers' Union in 1985. Six years later he moved to Brussels for research activities at the ICEF (International Chemical and Energy Workers' Federation) before taking over the responsibility for policy development and networking in the energy industries. He became Director of Organization at ICEM (International Chemical, Energy and Mine Workers' Federation) in 2000, assisting the General Secretary in planning strategies. From 2001 to 2003 Jyrki served Finnish industrial trade unions as a consultant in Helsinki. In 2003 he moved to Stockholm again, where he became General Secretary of Nordic Metal and substitute member of the IMF's Executive Committee and the European Metalworkers' Federation (EMF) Steering Committee.

Tripartite action at the country level: experience from Bangladesh



Janelle Diller is Senior Counsellor to the Deputy Director General for Policy at the International Labour Organization. She has extensive experience in public international law with focus on human and labor rights, international organizations, and corporate social responsibility in foreign investment and supply chains.

Before joining the ILO, Ms. Diller was Legal Director of the International Human Rights Law Group in Washington, D.C. and worked with various United Nations and Inter-American agencies. She has taught international law at Georgetown and the University of Virginia, and published articles and books on such topics as transnational labour regulation and human rights and business.



Faizur Rahman is Joint Secretary at the Ministry of Labour & Employment, Bangladesh Secretariat, Dhaka, Bangladesh. He served in the field administration in different capacities for 18 years, in the Bangladesh Public Administration Training Center as Director for 5 years, in the Cabinet Division as Senior Assistance Secretary for 3 years and in the Ministry of Labour & Employment since 21 June 2011.

He also trained at the Foundation Training at BPATC, Savar, Dhaka. He did a Survey and Settlement Training at Directorate of Land Record and Survey, Tejgaon, Dhaka, a Law and Administration Training at BCS (Admn.) Academy, Shabagh, Dhaka and a BMA Training at BMA, Bhatiari, Chittagong.



Md. Atiqul Islam is a dynamic entrepreneur who completed his higher studies with a degree from University of Dhaka. With dedication and determination, he started his journey in the Bangladesh Garment sector from 1985. After 28 years of hard-work, he has built an empire named Islam Garments Groups, with more than 20 business units under this group, employing more than 15 thousands workers, making them financially stable and economically active.

The brand “Made in Bangladesh’ is well-known world-wide due to contributions from entrepreneurs like Mr. Atiqul Islam. For the last 25 years he has been actively involved with various activities and initiatives of BGMEA. He has been serving BGMEA as a responsible elected director in the Board for the last two previous terms and presently fulfilling the role of the President. World’s renowned retailer ‘Walmart’ has honored Mr. Atiqul Islam with the prestigious award as most successful entrepreneur in consecutive years of 1997, 1998, 2001, 2003, 2004, 2005, 2008, 2010. He has been working with the vision to bridge the existing gap between workers and owners and is currently involved in initiatives to ensure workers’ rights and welfare. Since his assumption of the office of BGMEA President he has been successfully addressing the hurdles arising from Tazreen Fashion fire and Rana Plaza tragedy. Still under his supervision the sector has flourished with more compliant factories than before, with improved working condition, making the industry more competitive and developed.



Z. M. Kamrul Anam is the president of the Bangladesh Textile & Garment Workers League (BTGWL), one of the largest trade union federation in Bangladesh, also serving as Coordinator of Textile Group of “IndustriALL Bangladesh Council (IBC)”. He is also the member of Accord Advisory Board.

He is a trade union activists over the last 37 years, working for establishing the right of the workers as well as to ensure a decent working environment, welfare of the workers in the sector of industries. He started his trade union career from a basic trade union and afterwards became the basic union leader. Through his journey he was participated in training and research in government and non-government sectors with regard to education and training. Took part in internationally with respect of various subjects of trade union and other issues in many countries.

He is the elected Chairman of Sonagazi Upazila Parishad of Feni district for two times and also member of the Task-force on expansion and liberalization in RMG sector, Commerce Ministry, GOB.



Sandra Gallina joined the European Commission in 1988. She is today Acting Director for DG TRADE Directorate D “Sustainable Development; Economic Partnership Agreements - African, Caribbean and Pacific; Agri-food and Fisheries”, and Head of Unit in the Commission's Directorate General for TRADE and she is in charge of the Economic Partnership Agreements with the ACPs.

Between 2001 and 2009 she was EU Lead Negotiator for Non-Agricultural Market Access in the WTO Doha Round and in that capacity she defined and presented EU policy or the Doha Development Agenda on non-agricultural market access negotiations.

Before joining DG TRADE she worked in the then DG XXI (today’s Directorate General for Taxation and Customs Union - DG TAXUD) and at the end of the 1990s she represented the EU in the WTO negotiations for the Harmonization Work Programme under the Uruguay Round Agreement on Rules of Origin (ARO).

Textile and garment sector supply chains: challenges and opportunities for responsible business conduct



Cristina Tebar Less currently leads the Responsible Business Conduct Unit in the OECD Investment Division. She joined the OECD as a Legal Advisor, moved then to the Environment Directorate where she did policy analysis on trade-investment and environment linkages, and has been a Senior Policy Analyst in the Investment Division since 2008, where she has worked on a broad range of issues, including countries' adherence to OECD investment instruments; investment policy reviews; green investment; private sector participation in infrastructure; and the contribution of the private sector to the transition to a low carbon economy; and anti-bribery. She is the author and co-author of numerous OECD publications on the links between trade, investment, and environment. Before joining the OECD she worked as an Attorney at Law in Madrid (Spain), with a focus on corporate, environmental and intellectual property law. She graduated in Law from the Autonomous University of Madrid (Spain); holds Masters in German and European Law from the Universities of Tübingen and the Saarland (Germany) and a Master in Environmental Management from the University of New South Wales (Sydney, Australia).



Pascale Grotenhuis is manager at the Sustainable Economic Development Department of the Dutch Ministry of Foreign Affairs. She is responsible for the Ministry's Public-Private Partnerships, in which she connects the public sector with the business, NGO's and knowledge institutions to ensure a sustainable development impact. Moreover she leads the Taskforce Bangladesh, which aims making the textile sector in Bangladesh fairer, safer and more sustainable.

Pascale uses her knowledge and know-how, political eye and a broad network to make a difference in the aid and trade agenda. And with success. Recently, Pascale was invited to speak at Harvard University about the Dutch approach aid and trade. Pascale brings a great amount of experience to the table, ranging from her political work at the Royal Netherlands Embassy in London, advisory work to the DG for International Development and experience in Africa. She was elected as upcoming talent in the area of development by IS magazine (2012). Today, she will speak to you on the topic of the Dutch approach to responsible supply chains in the textile and garment sector.



Angela Marshall Hoffmann currently serves as the Vice President of International Corporate Affairs, Global Business Support, where she leads Walmart's international government relations and public affairs for non-retail markets, including the company's Global Sourcing, Responsible Sourcing and Global eCommerce organizations.

Angela joined Walmart in 2002 in the Federal Government Affairs office in Washington, D.C., as Director – International Trade. There she was responsible for the company's international trade and agricultural issues. She most recently served as Vice President, GNFR and Sourcing Services which oversaw the functions related to Goods Not for Resale (indirect procurement), Technology Enabled Sourcing as well as Global Trade, Commodity Insight and Supplier Development.

Prior to Wal-Mart, she served nearly a decade as a congressional assistant and then international trade counsel to United States Senator Max Baucus. She began her U.S. Senate legislative career in the Senator's state office in Montana which culminated with his Chairmanship of the U.S. Senate Finance Committee in Washington, D.C.

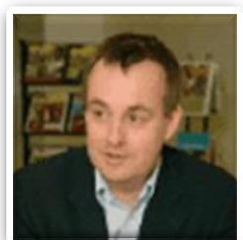


Van Sou leng was born in Cambodia and graduated in ISG Institut Supérieure de Gestion, Paris in 1976. He is an active contributor to the business community through various trade associations. He is the President of Cambodian Federation of Employers and Business Associations (CAMFEBA) which represents all sectors of businesses including garment, shoes, hotel, construction, property developers and other business associations. He is also Chairman of the Garment Manufacturers Association in Cambodia (GMAC) since its inception in 1995.

Mr. Van has also been elected as President of the Real Estate Developer's Association of Cambodia (REDAC), Member of ASEAN Business Advisory Council (ABAC), and Member of ASEAN Federation of Textile Industries (AFTEX). One of his areas of interest is in health care. He is the founding member and executive board member of the Health Insurance Program (HIP) which provides medical insurance coverage for garment workers and their families. Mr. Van has also been the Honorary President of the Cambodia Business Coalition on AIDS (CBCA): the employers' coalition that helps protect the employees and their families from HIV/AIDS.



Jenny Holdcroft is Policy Director at IndustriALL Global Union, in charge of IndustriALL's global campaigns on precarious work, living wages and sustainable industrial policy. She is a member of the steering committee of the Accord on Fire and Building Safety in Bangladesh, a legally binding agreement signed between IndustriALL and more than 150 global brands and retailers. Jenny was previously responsible for the electronics and aerospace industries at the International Metalworkers' Federation where she also worked on improving women's representation. Jenny's background is with the Australian trade union movement as a union official and organiser.



Dan Rees is the Director of Better Work, a partnership between the ILO and IFC that brings together government, employers, workers and international buyers to improve labour standards compliance and competitiveness in the global garment and footwear industry. Better Work is currently operational in 8 countries and engages over 1000 factories employing over 1million people.

From 1999-2010 Dan was the first Director of the UK based Ethical Trading Initiative and spearheaded its growth from start up to a field leader with a respected international reputation in ethical trade. He is a leading expert on this aspect of corporate and has advised numerous governments international organisations and leading companies on best practice in improving working conditions in supply chains.

The role of states to protect: enforcing the law and implementing international standards



Nancy Leppink was appointed on June 2, 2014, as the Chief of the ILO Labour Administration, Labour Inspection, and Occupational Safety and Health Branch (LABADMIN/OSH) within the Governance and Tripartism Department.

Ms. Leppink holds a JD from the University of Minnesota Law School and BSc in Psychology from the University of Washington. Prior to joining the ILO, Ms. Leppink was a presidential appointee as a senior executive and led the Wage and Hour Division of the United State Department of Labor. From 1999-2009, she was the Chief General Counsel for the State of Minnesota Department of Labor and Industry and from 1985-1999 she was a State Assistant Attorney General practicing the areas of human rights, occupational safety and health, and labour and employment law.

Ms. Leppink has over 25 years of experience as a strategist and leader in employment and labor policy, law, administration, enforcement and compliance. She has experience at national, international and state levels working with public, private and non-profit sectors. She has extensive knowledge of policy and law in the areas of employment and labor standards, occupational safety and health, and human rights. She brings to the ILO significant skills in the development and strategic implementation of legislation and regulations.



Eric Biel joined the Bureau of International Labor Affairs at the U.S. Department of Labor in February 2012. He is part of ILAB's senior leadership team, working on a diverse set of projects and activities, including supply chain issues across different sectors and submissions under the labor chapters of free trade agreements.

Before joining the Department, Biel was Managing Director for Corporate Responsibility at Burson-Marsteller, a global consulting firm. From 2003-06 he was Deputy Washington Director and Senior Counsel of Human Rights First (formerly the Lawyers Committee for Human Rights). Prior to that he was Senior Vice President and General Counsel at Fontheim International, a Washington consulting and law practice.

Since 2008, Biel has taught a course at the Georgetown University Law Center on "Human Rights at the Intersection of Trade and Corporate Responsibility" that explores a range of business and human rights issues. He received a B.A. in history from Johns Hopkins and joint degrees in law from Yale Law School and public policy from the Woodrow Wilson School at Princeton.



Benedetta Francesconi works at the Ministry of Economic Development - Directorate for Industrial Policy and Competitiveness. She is the Head of Unit for industrial policies in Made in Italy sectors and responsible of the Italian National Contact Point (NCP) Secretariat for the implementation of the OECD Guidelines for multinational enterprises.

Ms Francesconi is in charge of: the International Industrial Cooperation activities of the Directorate; the Policies and rules for Made in Italy economic sectors (such as textiles, leather, furniture etc.); management of the Secretariat of the NCP.

Ms Francesconi is delegate at the OECD Investment Committee, and to the Committee on Industry Innovation and Entrepreneurship (CIIE). She is vice-Chair of the Working Party on Responsible Business Conduct



Ariel Meyerstein is Vice President, Labor Affairs, Corporate Responsibility and Corporate Governance at the United States Council for International Business. He formerly practiced in the international arbitration and public international law practice groups of Chadbourne & Parke LLP and Debevoise & Plimpton LLP in New York. He received both his law degree and PhD in Jurisprudence & Social Policy from the University of California, Berkeley School of Law and his BA in English & Comparative Literature and Human Rights from Columbia University.

Before entering private practice he served as a Legal Adviser to the Hon. Charles N. Brower of the Iran-United States Claims Tribunal, where he also assisted Judge Brower in his capacity as an international arbitrator at 20 Essex St. Chambers in London. He also served as law clerk to the Hon. M. Margaret McKeown of the United States Court of Appeals for the Ninth Circuit and as a judicial intern for United Nations ad hoc International Criminal Tribunal for Rwanda in Arusha, Tanzania. Meyerstein has published several articles on a wide variety of public and private international law topics, including human rights, sustainable development and international investment treaty arbitration.



Tran Van Ly is Vice President of the Organisation Viet Nam General Confederation of Labour (VGCL). Prior to this, he was a Member of the Presidium, Director of the Personnel and Organizing Department, VGCL from March 2004 until June 2012 and Director for Project Management Centre, VGCL from June 2003 until March 2004. He did Director for Project Management Centre, VGCL

Due diligence in the textile and garment sector



Roel Nieuwenkamp studied Economics, Law and Philosophy at the Erasmus University of Rotterdam. He worked at the European Commission and was a consultant in New Zealand on the issue of results oriented government. He worked for several years as a management consultant at Arthur Andersen. In 1998 he became interim manager at the Ministry of Education. From 2001 until August 2006 Roel was the managing director of the Entrepreneurship Department of the Ministry of Economic Affairs. From September 2006 until May 2013, he was director of the International Trade Policy & Economic Governance with the Ministry of Foreign Affairs. Among others, his responsibilities concerned trade policy (WTO), investment treaties, corporate social responsibility, and the regulation of strategic goods.

During his career as a civil servant Roel wrote his PhD dissertation about the interaction between ministers and top civil servants. Since 2010 he has been a part-time Professor of Public Administration at the University of Amsterdam. Roel was Chair of the OECD Working Party on International Investment and in that capacity chaired the negotiations on the 2011 update of the OECD Guidelines for Multinational Enterprises. Since June of 2013, Roel has been the Chair of the OECD Working Party on Responsible Business Conduct, based in Paris.

A) Creating management systems and adopting policies



Jose Arguedas is an ethical trade and sustainability expert with over 13 years of experience in corporate social and environmental responsibility. As a Senior Manager with the Social and Environmental Responsibility Department, and Head of Global Partnerships for Gap Inc., his responsibilities include engaging with stakeholders to build relevant strategies that support improving working conditions at factories producing for Gap Inc. Jose is based in London, from where he represents the Gap Inc. brands in various collaborative projects and initiatives, helping to advance the enjoyment of labor rights for workers in our industry.

Prior to his current role, Jose was based in Guatemala, where he led a team of Social Responsibility Specialists driving Gap Inc.'s CSR efforts in most of Latin America. His team worked directly with suppliers helping to build their own capacity for improving general conditions at their factories. Jose is a Graduate from the University Francisco Marroquin in Guatemala City, Guatemala where he undertook Post-Graduate studies on Business Administration after achieving his Bachelor's Degree in International Relations and Political Science.



Monika Kemperle was elected as Assistant General Secretary of IndustriALL Global Union at its founding Congress on 19 June 2012. Within IndustriALL Monika has political responsibility for the work in the textile and garment, shoes and leather industries, as well as leading the work on gender issues and non-manual workers. Monika was the Executive Secretary of the Austrian Trade Union Federation (ÖGB) and a member of the Federal Council of the Austrian parliament from 2007 to 2013.

Monika started her career as an office clerk, then worked in the hospitality industry and as a seamstress. Before long her career focused on the trade union movement and she began working for the Union of Metal, Mining and Energy Workers (GMBE) in 1987. Following further advanced studies, Monika became Executive Secretary for legal protection at GMBE and then for policy on women's issues. From 2003 to 2007 Monika served as Executive Secretary of the Union of Textile, Garment and Leather Workers.

Monika's political work in Austria focused on social issues, gender equality, education and training, and, at the international level, on decent work and living conditions of employees.



Maylis Souque est Secrétaire générale du Point de Contact National français de l'OCDE et chargée de mission auprès du Conseiller Spécial pour les affaires internationales du Directeur général du Trésor après avoir été adjointe au chef du bureau MULTIFIN4 Suivi des sommets internationaux-G20 de la DG Trésor en 2012/2013. Elle siégeait aux groupes de travail anti- corruption du G20 et de l'OCDE et était Secrétaire du PCN. Elle a piloté le RAPPORT DU PCN SUR LA FILIERE TEXTILE du 2/12/2013. En 2010/2012, elle était chargée de mission de la Mission pour la Stabilisation au Ministère des Affaires Etrangères. Elle suivait les aspects économiques et les financements de la gestion civilo-militaire des crises. Experte Nationale Détachée en 2006/2010 comme macro-économiste auprès de la Direction générale du Développement de la Commission européenne, elle suivait la gouvernance économique et l'aide budgétaire. Elle a contribué au VULNERABILITY-FLEX et au COMMON APPROACH PAPER : PROVIDING BUDGET SUPPORT IN FRAGILE SITUATIONS réunissant UE, Banque Mondiale, Banque Africaine de Développement et le FMI. En 2001/2006, elle était adjointe au chef du bureau MULTIFIN 2 de la DG Trésor et suivait l'aide développement et les relations économiques et financières de pays d'Afrique et des Caraïbes.



Jef Wintermans, worked in the Second Chamber of the Dutch Parliament as policy advisor in European Affairs, World Trade and Development Cooperation, following graduation at the University of Amsterdam. He also worked in Brussels for the Dutch central employers organizations. From 1995 to 2002 he was international secretary for the Dutch textile manufacturing industry association. Since 2002, Wintermans works for MODINT.

His primary task is lobbying national and international governments, especially in the fields of CSR, trade policy and R&D and innovation. In 2012, he initiated the National Action Plan for improving CSR and sustainability in the textile and apparel sector. Likewise he initiated the Roadmap 2030 of the Dutch textile and carpet manufacturing industry in 2011.

B) Risk assessments and management



John Cheh received a Bachelor's Degree in Economics and Political Science from McGill University and a Ph.D. in Economics from M.I.T. He joined the Canadian Government in 1974 and worked for the Treasury Board and Privy Council Office. From 1981 to 1993, he was with Canada's Department of External Affairs and International Trade, and served in Beijing, Seoul and Tokyo in senior diplomatic positions. In 1994, John moved to Hong Kong as the President, Asia, of Bell Canada International, in charge of strategic telecommunications investments. In 2001, he became the President of Bombardier China, until he joined Esquel in 2003.

John currently serves as Vice Chairman of China Cotton Textile Association, China Chamber of Commerce for Textile Import and Export, and as a Board Member of the International Textile Manufacturers Federation.

In 2012, the University of Western Ontario conferred an Honorary LL.D degree on John in recognition of his expertise in trade and labor issues.



With an environmental background **Justin Bettey** entered into the manufacturing sector developing environmental systems for UK industries. From there he moved to the certification and standards world working with the emerging sustainability and Code of Conduct initiatives including SA8000, GRI, AA1000 and ETI.

A move to the consumer products sector allowed engagement with global brands and relaters on their ethical trade programmes and development of improvement opportunities.

Via these roles Justin has travelled to many parts of the world and experienced at first hand the poor and often dangerous working conditions within global supply chains and the impact on people, communities and local economies.

"As European Director of ELEVATE my aim is to support companies and industries to ensure workers in supply chains are adequately protected and provided with their legal and ethical rights; yet realising the business and trade needs of a global economy. My philosophy being that responsible trade should be a core and positive function of a modern business strategy and not perceived as barrier to growth."



Isidor Boix, naît le 25.12.1939. Ingénieur industriel et avocat. Activité politique clandestine en Espagne de 1958 jusqu'à 1975. En situation de "busca y captura" de la police de Franco de 1969 à 1975. Membre du Comité Exécutif du PSUC de Catalogne et du CC du PC d'Espagne. Entre autres, responsable de la cellule communiste de l'usine SEAT de 1969 jusqu'à 1975. Dirigeant syndical dès CCOO d'Espagne dès 1982. Activité dans la négociation collective (Conventions collectives de SEAT, NISSAN, MICHELIN, ROCA, Conventions collectives nationales de la Chimie et le Textile-Habillement...). Dès 2000 Secrétaire de Responsabilité Sociales des Entreprises dans la Fédération d'Industrie des CCOO. Négociation et application de l'Accord Cadre avec Inditex et Coordinateur d'IndustriALL Global Union pour son application. Coordinateur d'un Groupe de Travail du Conseil National de Responsabilité Sociale des Entreprises.



Ineke Zeldenrust, one of the original founders of the Clean Clothes Campaign, has worked for the CCC in different capacities since it began in the Netherlands in 1989. Ineke has helped spearhead the campaign from its original beginnings into the global network it is now, covering over 250 partners worldwide with 16 European offices.

Currently Ineke acts as International Coordinator at the CCC International Secretariat. Her extensive expertise lies in the oversight of the CCC's corporate accountability program including the development of company-related strategy and lobby work. Ineke also coordinates CCC's urgent appeal cases which work with partners throughout the world to bring about real change for workers on the ground. She represents CCC as witness signatory in the Steering Committee of the Accord on Fire and Building Safety, is member of the Rana Plaza Arrangement Coordination Committee, and of the Steering Committee of the Fair, Green and Global Alliance. She is also a member of the international advisory network of the Business and Human Rights Resource Centre. Ineke graduated from the University of Amsterdam with an MA in Human Geography. Co-author of several books on labour rights issues and transnational corporations; she has also authored numerous reports and campaign materials over the years.

Industrial relations: freedom of association and collective bargaining



Karen Curtis holds a Bachelor in Arts Degree, a Major in philosophy from the Barnard College of Columbia University and a Juris Doctorate from the University of Minnesota Law School. She entered the ILO in 1988 and works in the Freedom of Association Branch since 1994. She was appointed coordinator of Freedom of Association Unit in February 2001 and Chief of Secretariat of the Commission of Inquiry of Belarus in 2004.

Prior to 1994, she was working at the Application of Standards Branch with the responsibility on Conventions concerning safety and health at work. From 1989 until 1992 she was the Regional Adviser on Standards for the Caribbean.

She gives many speeches, interventions and lectures on international labour standards and freedom of association, including before the OECD, the US Department of State (panel on Trade Unions and Democracy-Building), the ITUC and GUFs, parliamentary delegations, High Court judges, the IRRRA, and various universities (eg., the Cornell programme on Workers' Rights as Human Rights).



Roberto Suarez Santos was appointed Deputy Secretary-General at the IOE Secretariat in December 2012. He is a trained lawyer with experience in European and international labour law, as well as in international relations.

Prior to his appointment as Deputy Secretary-General, Roberto was based in Tunisia, working as the International Labour Organization's (ILO) Programme Director for the promotion of youth employment in the Maghreb region. Before that, he worked at the Spanish Confederation of Employer's Organisations (CEOE) in various capacities which covered the spectrum from comparative labour policies and labour relations to youth unemployment and social and employment policy. His most recent position at the CEOE was as Head of the European and International Social Area, where he managed, implemented and evaluated social and youth employment projects.

Roberto was a member of the European Social Dialogue Committee and has also worked as President of the CSR group for the European employer's organisation, BusinessEurope. He was BusinessEurope's Vice-President for Labour Affairs for several years and has been the spokesperson for European employers at Euromed meetings such as Marrakech (2009) Barcelona (2010) and Brussels (2011). Roberto was Vice-President of BIAC's Employment and Labour Affairs Committee, and has also been a member of various follow up committees for the European Social Fund and the EU Economic and Social committee.



Conor Cradden is a research fellow and 'chargé de cours' in the Institut d'études politiques et internationales at the University of Lausanne in Switzerland. He has an MSc from the London School of Economics and Political Science and a PhD from the European University Institute in Florence. Formerly head of research for a UK public sector trade union, he has expertise in labour and organization studies, transnational labour regulation, participatory democracy and sociological theory.



Dwight W. Justice has served on the staff of the International Trade Union Confederation (ITUC) and one of its predecessor organisations, the International Confederation of Free trade Unions, (ICFTU) since 1990. His main responsibilities are in the areas of multinational enterprises, industrial relations and responsible business behaviour. He has served as the advisor to the Workers' Group on various committees of the International Labour Conference. (ILO) He has acted on behalf of the ITUC with respect to the UN Guiding Principles for Business and Human Rights, the ILO Tripartite Declaration of Principles on Multinational Enterprises and Social Policy and, in cooperation with the Trade Union Advisory Committee to the OECD (TUAC), on the OECD Guidelines for Multinational Enterprises.

Dwight Justice was instrumental in formulating the ICFTU/GUF Basic code of Labour Practice - the precursor to the best known supply chain labour practice codes. He has been involved in a variety of CSR related activities including the Global Compact, the Global Reporting Initiative, and the ISO Working Group that developed ISO 26000.

Since 1977 he has held a number of positions with various trade union organisations in the areas of organising, political and legislative affairs, and international affairs. He has organised workers in the education, health care, public service, manufacturing and retail sectors. He is a graduate of Elmira College and was born in Williamson, West Virginia in 1951.



Lars-Ake Bergqvist took up his employment at H&M 1985 as a buyer and from the end of the 80's posted in H&M production offices in Hong Kong and Portugal responsible for sourcing and production planning in China, South Korea, Thailand and Portugal. Lars moved back to Sweden 1997 and joined at that time the team who initiated H&M's sustainability program. Lars has mainly been focusing on coordination of H&M's implementation of the Code of Conduct in the global supply chain. Recently his focus has changed to Industrial Relations and Human Rights in H&M's global supply chain.



Herman Mulder is an Executive Fellow at the Duisenberg School of Finance, Chairman of the True Price Foundation (focusing on EP&L, SP&L), independent member of the NCP-NL (OECD Guidelines for MNE's), Board member Global Reporting Initiative (GRI: its Chairman in 2011-2013), Worldconnectors, the International Institute of Governance & Leadership (IIGL); he is a member of the TEEB Advisory Board, jury member Dutch Sustainable Supply Chain Award, Ambassador of the IIRC (integrated reporting), an advisor to the Natural Capital Coalition (NCC).

Mr. Mudler is the Former Director-General, Head of Group Risk Management at ABN AMRO Bank (1998-2006) and Head of Global Structured Finance (1995-1998). He was the co-initiator of the Equator Principles (2002/2003). After his retirement from ABN AMRO Bank: Board member of Utz Certified (certification coffee, cocoa), BiD Network (entrepreneurial development in emerging markets), Consensus Building Institute (CBI, Cambridge, Mass, USA), Tomorrow's Company (London); Senior Advisor on climate issues to WBCSD, UN Global Compact; advisor to OXFAM NL, Club de Madrid, Taellberg Foundation, Earth Charter International, member of the jury of the FT/IFC Sustainable Finance Award (2008-2012). He was mentioned among "the global 100 most influential people in finance" by the US Treasury and Risk Magazine (July 2007).

Fair pricing and placement of orders



Tyler Gillard is the Manager of Sector Projects and a Legal Adviser for the Responsible Business Conduct Unit in the OECD Investment Division. He currently manages OECD projects on due diligence in the financial, textiles, extractives and agriculture sectors. Tyler joined the OECD in 2009 and helped lead the development and implementation of the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*.

Before joining the OECD, Tyler was a fellow in international law at the Human Rights Institute at Columbia Law School, where he worked on responsible business conduct, international investment law and transparency in the extractive industry. Tyler has also worked with Human Rights Watch and for a number of years on local development, corporate accountability and public-private dialogue in India. He holds an LL.B. from the London School of Economics and the School of Oriental and African Studies, and an LL.M. from Columbia Law School.



Doug Miller is Emeritus Professor in Worker Rights in Fashion (formerly the University of Northumbria). Between 2000 and 2008 he was research director at the International Textile Garment and Leather Workers Federation and held a post on ethical fashion/worker rights within the Fashion department of the Design School of the above university. The post was jointly sponsored by the global union and Inditex S.A. on the basis of the international framework agreement signed between these 2 parties in 2007.

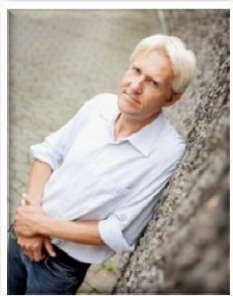
His main research interests have focused on labour costing, social labelling, and freedom of association and collective bargaining in the industry. His book 'Last Nightshift in Savar' details the collective efforts in Bangladesh and beyond to compensate the victims of the Spectrum Sweaters factory collapse in 2005.



Frank Henke is the Global Director of Social & Environmental Affairs, adidas Group. In his function he leads a team of 65 experts operating in 14 countries who are responsible for the development and the management of the Sustainability Strategy and related programs, covering the Group's supply chain compliance program, environmental strategy work, stakeholder engagement, community affairs and product safety services.

Frank Henke studied economic and political sciences at the University Erlangen-Nürnberg/Germany and joined adidas in 1991. After having managed the Sustainability program for the Region Europe, in 2003 he assumed responsibility for the management of the global program.

Frank Henke is the chairman of the CR Committee at the World Federation of Sporting Goods Industry (WFSGI). Vice President



Per N. Bondevik trained as an economist, spent 13 years in development work with experience from a number of countries in Latin America and Africa before joining IEH as Managing Director in December 2010. His experience covers field-based project management, microfinance, and development policy with a special emphasis on corporate social responsibility.

IEH - Ethical Trading Initiative Norway is a member based resource centre and an advocate for ethical trade practices and a member based multi-stakeholder initiative that has been supporting its members in improving working and environmental conditions in their supply chains since 2000. Workers getting paid sufficiently to sustain a family is one of the code elements that provides the foundation for IEH's work.



Summerly Horning manages the firm's strategic partnerships with brands, retailers, and policy makers. Prior to joining TAU, Summerly spent 15 years with her private family company, and the last four years serving as the Executive Vice-President of Newport Federal, its parent company. During that time, Summerly's primary area of focus was opportunistic real estate acquisitions and operations. She co-directed corporate strategy and was responsible for directing acquisitions and transitions, strategic partnerships and asset turnaround. In addition, Summerly has spent significant time co-developing management, marketing and operations for Telluride Ski Resort, a renowned travel destination majority-owned and operated by Newport Federal. In the process, she has collaborated and implemented strategies for economic sustainability throughout the region.

Summerly is an active human rights advocate, and a graduate of Chapman University in Southern California.

Child labour in textile and garment supply chains



Kari Tapiola has been with the ILO since 1996. He served as Deputy Director-General and Executive Director from 1996 to 2010. Since October 2010 he has been Special Adviser to the Director-General of the ILO.

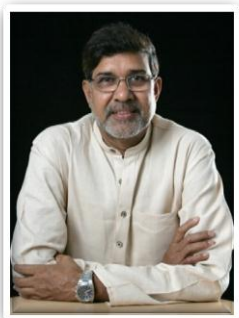
Before joining the Office Mr. Tapiola was a member of the ILO's Governing Body, representing the Nordic Workers, for five years. He attended his first International Labor Conference as a Workers' delegate of Finland in 1974. In the Conferences 1991-1996 he was Workers' Vice-President of the Resolutions Committee. Mr. Tapiola worked as Special Assistant to the Executive Director of the United Nations Centre on Transnational Corporations in 1976-1978; and General Secretary of the Trade Union Advisory Committee (TUAC) to the OECD (Paris) in 1978-1985. In 1985 he became Information Director of SAK in Finland, moving on to International Affairs Director in 1988 up to the beginning of his assignment with the ILO.

In his professional life Mr. Tapiola has especially dealt with questions of international labor standards and fundamental principles and rights at work, multinational enterprises, the social and labor effects of globalization, technological change and industrial relations, and the social and labor issues in countries in transition.



Sue Longley is the international officer for agriculture and plantations of the IUF, the global trade union federation representing workers throughout the food chain. She is based in their head office in Geneva. She joined the IUF in 1994. Prior to that she worked for the British agricultural workers trade union.

She has represented the IUF on the Boards of the Elimination of Child Labour in Tobacco Growing Foundation and the International Cocoa Initiative and currently participates in the International Partnership for Co-operation on Child Labour in agriculture on behalf of the IUF.



Kailash Satyarthi is Emeritus Professor in Worker Rights in Fashion (formerly the University of Northumbria). Between 2000 and 2008 he was research director at the International Textile Garment and Leather Workers Federation and held a post on ethical fashion/worker rights within the Fashion department of the Design School of the above university.

Kailash Satyarthi is the architect and leader of two of the largest civil society movements i.e. the Global March Against Child Labor (which is a worldwide coalition of NGOs, Teachers' Union and Trade Unions) and Global Campaign for Education. In his country India, Kailash Satyarthi founded the grassroots movement Bachpan Bachao Andolan (Save the Childhood Movement) that has rescued over 80,000 children from the scourge of bondage, trafficking and exploitative labour in the last three decades. He successfully spearheaded a countrywide movement to make education a Constitutional Provision which subsequently paved way for the Right of children for free and compulsory education in 2009 in India.

Kailash Satyarthi has been nominated for the Nobel Peace Prize many times for his exemplary work in defending child rights. Several prestigious awards have been conferred on him, including Defenders of Democracy Award (2009-US); Alfonso Comin International Award (2008-Spain) and Medal of the Italian Senate (2007-Italy) etc.



Danish Chopra is a senior policy adviser in the Department for Business, Innovation & Skills (BIS), working in the International Affairs, Trade Policy & Export Control Directorate in London. He is part of a team of officials who cover all matters relating to the United Kingdom's OECD National Contact Point (UK NCP).

Danish has investigated specific complaints made against Multinational Corporations to the UK NCP, however his main role has been in outreach & capacity building work to promote and implement the OECD Guidelines in the UK as well as internationally.

Danish has taken part in the peer reviews of other NCPs and he has been invited to speak at many international events on the OECD Guidelines and the role of the UK NCP, the complaint & mediation process and the effectiveness of voluntary CSR mechanisms generally.

Closing remarks



Githa Roelans is Head of the Multinational Enterprises and Enterprise Engagement Unit of the ILO's Enterprises Department. The unit provides policy advice and technical support on the application of the principles of the *ILO Tripartite Declaration concerning Multinational Enterprises and Social Policy* (MNE Declaration) at the global and country-level and plays a central role in the ILO's engagement with MNEs. It coordinates the ILO approach to corporate social responsibility (CSR) and contributes to international policy coherence on the labour dimension of CSR, especially with the OECD MNE Guidelines, UN Global Compact, UN Business Human Rights Guiding Principles, ISO 26000. Through the ILO Helpdesk for Business, it works directly with companies seeking to integrate principles contained in international labour standards in company policies and operations. Githa Roelans held previous positions in the ILO in the Bureau for Gender Equality and the International Programme on the elimination of child labour. Before joining the ILO, she was Advisor and Research Fellow on CSR in the UNIDO Beijing Office (China) and held advisory positions in communication consultancies in Brussels (Belgium). She is a graduate of the University of Leuven, where she subsequently held research and management posts.



Cristina Tebar Less currently leads the Responsible Business Conduct Unit in the OECD Investment Division. She joined the OECD as a Legal Advisor, moved then to the Environment Directorate where she did policy analysis on trade-investment and environment linkages, and has been a Senior Policy Analyst in the Investment Division since 2008, where she has worked on a broad range of issues, including countries' adherence to OECD investment instruments; investment policy reviews; green investment; private sector participation in infrastructure; and the contribution of the private sector to the transition to a low carbon economy; and anti-bribery. She is the author and co-author of numerous OECD publications on the links between trade, investment, and environment. Before joining the OECD she worked as an Attorney at Law in Madrid (Spain), with a focus on corporate, environmental and intellectual property law. She graduated in Law from the Autonomous University of Madrid (Spain); holds Masters in German and European Law from the Universities of Tübingen and the Saarland (Germany) and a Master in Environmental Management from the University of New South Wales (Sydney, Australia).



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