

## ► **End of project workshop: Decent Work in Garment Supply Chains Asia**

Experience and Knowledge sharing from the ILO-  
Sida project (2019-22)

22-23 November 2022

**ILO Decent Work in Garment Supply Chains Asia (Regional Office for Asia and the Pacific)**

## ► 1. Background and objectives

---

### Background

The Sida-funded [Decent Work in Garment Supply Chains Asia](#) (DWGSC) project is a 4-year ILO regional initiative aimed at strengthening knowledge and insight into “what works” in driving Decent Work in the garment sector, and leveraging this for enhanced regional coordination, action and impact across the supply chain in Asia. It has three thematic priorities<sup>1</sup>: gender equality, productivity and competitiveness, and environmental sustainability, together with a fourth crosscutting component on regional knowledge sharing and exchange. Initially designed as a 3-year initiative, the project was later extended for an additional 12 months, until 31 December 2022.

The project works in 4 main countries: Cambodia, Bangladesh, Viet Nam and Indonesia, with limited additional activities also in Pakistan. Other Asian countries were covered by the project’s regional research and knowledge sharing activities.

As project comes to a close, and in light of drastically curtailed opportunities for physical events since 2020, the project organized its first and only face-to-face regional event: an end of project workshop “Decent Work in Garment Supply Chains Asia – Experience and Knowledge Sharing from the ILO-Sida project (2019-22)” in Bangkok. The aim was to bring stakeholders together, reflect on progress, and explore ways forward in supporting garment supply chains in the region.

### Objectives

The main objectives of the workshop were as follows:

1. To bring together key project stakeholders and beneficiaries for reflections on project results and impact, and perspectives on the way forward
2. To showcase project outputs, good practices and lessons learned ahead of project closure in December 2022
3. To reinvigorate and strengthen stakeholder relationships and networks developed/supported under the project
4. To pinpoint areas for further collaboration and provide inputs to inform future ILO work and a possible (DWGSC) Phase II design

The event also supported the successful conclusion of the DWGSC project by (further) institutionalising knowledge and networks built during its tenure, whilst providing an opportunity for stakeholders to inform future ILO strategies and action in garment supply chains.

---

<sup>1</sup> Originally designed with 4 thematic priorities, the project’s Industrial Relations and Social Dialogue pillar (Outcome 1) was discontinued in 2021 under a project extension and restructuring process. Social dialogue remains a mainstreamed concern across all remaining project pillars.

## ► 2. Attendees

---

The workshop was attended by representatives from Asian governments, employers' and workers' organizations, as well as a range of other industry partners (including Sida, international organizations, development partners, academia and civil society).

The workshop included governmental representatives from three countries where the project had activities, namely: Bangladesh, Cambodia, and Pakistan. Employers and workers representatives were nominated by the employers' and workers' groups of the Governing Body of the ILO.

A full list of attendees can be found in Annex A.

## ► 3. Proceedings

---

### Day 1: 22 Nov 2022

#### Opening session

The meeting was opened by the ILO Deputy Regional Director for Asia and the Pacific, **Panudda Boonpala**. The Deputy Regional Director highlighted the garment sector as a huge force of good in Asia. The industry has lifted millions out of poverty by creating pathways for formal employment, industrialization and socio-economic development. There have been many achievements, but it also faces manifold challenges, including decent work gaps, sustainable enterprises deficit, as well as challenges to adapt to the unprecedented global forces, technological changes to COVID-19 pandemic, and climate crisis. The DWGSC project was developed with an aim of helping the industry address these challenges – by pooling the collective experience of stakeholders across Asia, and by building the knowledge, tools and capacity to drive change – at policy, industry and enterprise level. Since 2019, the project has delivered a diver programme of support to the sector, which has included:

- Expert-led research and policy advocacy to understand decent work gaps and the drivers that can close them
- Learning innovations to address workplace gender inequalities and empower and elevate women leaders in the sector
- Scalable new tools to help enterprises drive their own improvements to productivity and working conditions
- Research and action to unpack the Just Transition and build stakeholder capacity to deliver it in the sector
- The industry's first digital platform and community dedicated to decent work and sustainability (the Asia Garment Hub)

Opening remarks were made by **Asa Heijne**, Counsellor, Embassy of Sweden to Thailand, **Raza Mia**, Deputy secretary of Ministry of Labour and Employment, Bangladesh, **Majyd Aziz**, former president of the Employers' Federation of Pakistan (EFP), and **Paraduan Pakpahan**, Federation of Garment and Textile Union (KSBSI), Sumatra Indonesia. They all elaborated the role and importance of the garment sector to their country and to the region, as well as decent work challenges the sector faced. They shared their organization's role in the garment sector and their experience with the ILO DWGSC project. They also expressed their expectation of the two-day workshop.

#### Decent Work in Garment Supply Chains Asia: Overview and highlights (2019-22)

**David Williams**, Project Manager, Decent Work in Garment Supply Chains Asia (DWGSC), presented the highlights of the project. The ILO-Sida programme was launched in 2019 with the overarching goal of bringing together knowledge, insight and good practices from across the sector in Asia, and leveraging this for enhanced regional coordination and on the ground action to drive Decent Work and sustainability. With a regional mandate covering South and South-East Asia, the DWGSC project focuses on **three main thematic areas** –gender equality, productivity, and environmental sustainability– plus a **crosscutting component** on regional knowledge and exchange. By harnessing the power of quality research and analysis, advocacy, learning, and practical tools and support for industry, the project aims to be a catalyst for progress toward a fairer, more inclusive and more competitive garment sector in Asia, and therefore, closing decent work gaps in the region.

In the last three years, the project has made the following achievements, organized by thematic areas:

- **Gender equality** in the garment sector in Asia increased through gender mainstreaming and evidence-based policy advocacy.

- EBMOS, workers' organizations and other industry actors have better knowledge and capacity to enhance factory **productivity, competitiveness** and working conditions, in a gender and environmentally responsive manner.
- Industry stakeholders can more effectively apply knowledge and tools to promote **environmental sustainability** across the sector.
- Project integration and effectiveness underpinned by (i) systematic regional knowledge sharing, and (ii) clear standards, guidelines and action to mainstream gender and environmental sustainability.
- Promoting social dialogue as a catalyst and vehicle for broader changes, including enterprise improvement, gender quality and the just transition.

Taken together, the DWGSC project has expanded the evidence, capacity and approaches needed to close decent work gaps and prepare for future of work challenges. As a result of the project, we now see: (i) greater sharing and application of knowledge on critical decent work themes; (ii) stronger coordination and exchange between industry partners in Asia; and (iii) improved capacity coherent and scalable actions on decent work and sustainability.

The project has embedded its tools and approaches within the industry, so they have a life beyond the project. Moving forward, future ILO support to the sector can be guided by the priorities outlined in the October 2021 tripartite regional meeting (also organized by the project), in which industry partners called for increased efforts to:

- Promote and regulate decent working conditions
- Strengthen industry partnerships
- Support SMEs (and the enabling environment)
- Address persistent gender inequalities
- Accelerate the just transition
- Expand industry-relevant social protection
- Strengthen industry social dialogue

To sustain industry impact from its interventions and expand into new areas of support, there is an opportunity for a Phase II of the DWGSC project, which could help strengthen the industry's role in poverty reduction and decent work through industry upgrading and green transformation(s). This could be achieved through two main areas of work: **(i) operational support** to expand industry uptake of project tools and **(ii) strategic advice and policy**: support future of work planning and implementation (including just transition). At the time of writing (December 2022), a Phase II concept note has been submitted to Sida and remains under consideration.

## Stakeholder panel discussion: Emerging issues and new challenges in Asia's garment sector

Panellists:

- **Christian Viegelahn**, Regional Economist, ILO Regional Office for Asia and the Pacific
- **Sara Park**, Programme Manager, ILO-IFC Better Factories Cambodia
- **Santosh Kumar Dutta**, Deputy Secretary General, Bangladesh Employers' Federation (BEF)
- **Duong Vutha**, Project Coordinator, Cambodian Labour Federation (CLC)

The panel discussion started with **Christian Viegelahn**, Regional Economist at the ILO Regional Office for Asia and the Pacific, who provided an overview of the current state of the industry in Asia and the Pacific and its recent trends. Overall, the garment sector counts for approximately four per cent of total employment in Asia, and jobs in the sector have increasingly shifted from East Asia into South Asia and South-East Asia over the last two decades. Regarding the impact of the COVID-19 pandemic, the garment sector in Asia suffered more job losses than other sectors. But not everyone in the sector was equally impacted by the pandemic. Particularly, women, youth, self-employed workers, and workers in the lower income buckets are affected more severely than others, raising concerns about inequality.

## World Café: Identify questions the industry needs to address emerging/future challenges.

The moderator asked audience to rate “how well you (your organization) are prepared for future challenges in the areas of social and environmental issues in Asia’s garment sector”. Of all 32 responses, 44 per cent were partly prepared, 38 per cent consider there still are a lot of work to do, 13 per cent were mostly prepared, while 6 per cent were totally prepared.

In this session, audience were broken into five groups. Each group was asked to identify one questions or issue the industry needs in order to address to build a better future of work. Some key questions were discussed:

- How to facilitate **REAL social dialogue** that enable the tripartite structures and processes, allows the safe space to speak, and with stakeholder capacities to address important questions, such as social protection, gender equality, and how government can incentivise further investment.
- How to address the needs of **informal workers**, such as self-employed workers.
- How to facilitate a **Just Transition** in the sector, how to balance the needs of environmental sustainability, productivity, competitiveness while addressing gender inequality issues.
- How to address the balance the positive and negative impacts of **technology advancement, digitalization, and automation** in the sector.

The workshop continued with four thematic knowledge and results sharing sessions from the DWGSC project team.

## Knowledge and results sharing session 1: Rethinking enterprise productivity: Results from the Factory Improvement Toolset

This session focused on the Outcome 3 of the project – productivity and competitiveness. **Charles Bodwell**, (fmr) Enterprise Development Specialist, ILO Decent Work Team, Bangkok, and **Simona Lepri**, ILO Technical Consultant, kicked off the session by introducing one key feature of Outcome 3, the Factory Improvement Toolset (FIT).

The FIT is an innovative self-facilitated, activity-based learning approached designed by the ILO to create more decent and sustainable employment in the garment sector. It does so by supporting manufacturers in global supply chains to improve productivity, competitiveness and working conditions by upgrading production systems and factory practices. Implemented under the DWGSC project, FIT works with 35 industry partners, reaching more than 70 factories across seven countries.

The FIT package offers more than 70 tools and are well-received by participants. The pilot intervention data based on 800 survey responses in 27 factories in garment, home textile (towels), shoes and leather indicate that 100 per cent of enterprises experienced verified improvement, while 99 per cent of participants acknowledged their skill and knowledge gain through FIT programme.

Going forward, FIT looks for: (i) expanding modules series, including enhance material s covering environment (cleaner production, resource utilization, waste management) & gender (women’s empowerment, health); (ii) Diversify industries: target lower-tier suppliers (fabric-mills, leather, dying) and into new sectors (shoes, accessories, auto- parts, petrochemical, agroindustry, electronics); and (iii) seeking new partners including Better Work Pakistan and Bangladesh, ILO-ILES, Brand Initiatives, DWGSC Phase II (if available).

**Pong-Sul Ahn**, Regional Specialist for Workers Activities at the ILO Regional Office for Asia and the Pacific, introduced a new workers’ manual for productivity and decent work (published by the DWGSC project). This manual provides training on: (i) understanding productivity for workers; (ii) the role of social dialogue and labour standards; (iii) contributing to productivity improvement; and (iv) leveraging productivity to improve working conditions. It aims to guide worker-oriented training in the Asian garment sector on how productivity improvement can support decent work through enhanced social dialogue, compliance with labour standard and improved working conditions.

Following the introduction of FIT and the workers' manual for productivity and decent work, the session continued with a roundtable discussion on how to continuously improve the productivity of the garment sector in the region. **Ahmad Ullah Qazi**, Project Officer at ILO Pakistan, **Dr Rajesh Bheda**, CEO of Rajesh Bheda Consulting, and **Andrew Tey**, Director of the Cambodian Garment Training Institute (CGTI), joined the discussion.

## Knowledge and results sharing session 2: Planning for a Just Transition: Lessons for climate action in the industry

This session focused on the Outcome 4 of the project – environmental sustainability. The session started with introduction and key lessons learned on Just Transition for the industry in Asia, presented by **Dr Cristina Martinez**, Sr Environment Specialist, ILO Decent Work, Bangkok, and Dr Samantha Sharp, Research Director, Institute for Sustainable Futures, University of Technology Sydney.

Outcome 4 of the DWGSC project aims to enhance environmental sustainability by strengthening (a) policy and regulatory guidance, and (b) tools and knowledges to support eco-innovation and the Just Transition. It includes threefold themes:

**Policy settings critical for enabling environmental sustainability.** Policy settings are critical in creating the ecosystem for environmental sustainability in the sector, including environmental regulations about how production happens – pollution and emissions controls and standards. These are important in setting minimum performance standards for the sector, as well as creating demand for environmental products and services.

**Eco-innovation: moving from incremental to transformational.** There are different forms of innovation, which are new to the firm just as important as new to the world. It is important to match environmental innovation to social innovation. These innovation faces enormous challenges, with unsure employment implication, especially to the garment industry.

**Multi-stakeholder initiatives:** currently there are many initiatives in the sector, but all with different aims and objectives. Trade agreement plays a big role in increasing performance, but unevenly. How to balance the power between suppliers and buyers is key to address. It is important to build absorptive capacity for learning while bearing in mind that not everyone starts at the same place, therefore it requires different forms of learning. Developing ecosystem also critical for supporting transformative learning approaches.

The Textile Eco-Innovation Research Network (TERN) has developed a series of Just Transition toolkit<sup>2</sup> for the textile and garment sector aiming to help a transformative change in the sector. The toolkit aims to build awareness of the need for a Just Transition strategy for the sector, characterize the significant employment impacts (positive and negative), and build capacity of actors and frameworks for dialogue and collaboration.

The session continued with a panel discussion on the Just Transition challenges and the way forward. **Dr Khondaker Golam Moazzem**, Research Director, Centre for Policy Dialogue (Bangladesh), **Andrew Tey**, Director, Cambodian Garment Training Institute (CGTI), **Dr Shinenemekh Volooj**, Partner, Gerege Partners LLC (Mongolia), **Karina Kallio**, PhD Researcher, Institute for Sustainable Futures, University of Technology Sydney, **Mansi Shah**, Senior Coordinator, Self Employed Women's Association (India), and **Eric Roeder**, ILO Technical Specialist on Green Jobs (Decent Work Technical Support Team, Bangkok), joined the discussion. Mansi Shah brought the voice from poor self-employed women workers in the informal economy in the garment sector. These workers are the poorest of the poor, most of whom are unregistered, and therefore it leaves them outside of the government schemes and subsidies, as well as social security benefits. The Just Transition strategy should take into account the needs of these workers to ensure its inclusivity and sustainability.

<sup>2</sup> See Effective regulations? Environmental impact assessment in the textile and garment sector in Bangladesh, Cambodia, Indonesia and Viet Nam, Greener clothes? Environmental initiatives and tools in the garment sector in Asia, and Reducing the footprint? How to assess carbon emissions in the garment sector in Asia.

## Day 2: 23 Nov 2022

### Knowledge and results sharing session 3: Moving the needle on gender equality in the Asian garment sector

This session focused on the Outcome 2 of the project – gender equality. **Joni Simpson**, Sr Spec, Gender, Equality and Non-discrimination, ILO, Decent Work Team, Bangkok, and **Don Clarke**, Technical Consultant (Gender) of ILO, provided an introduction to Moving the Needle and the regional roadmap on gender quality.

Well-documented decent work deficit for women workers in the garment sector include: (i) low pay and gender pay gaps; (ii) long hours; (iii) systemic discrimination (including on the ground of pregnancy); (iv) a lack of policies and programmes to address the double burden of paid and unpaid work carried out mainly by women; (v) gender-based violence and harassment; (vi) limited opportunities for skills development and career advancement; and (vii) barriers to participation in leadership and decision making in all levels. The pandemic has further intensified gender disparities and dynamics in the sector in Asia (ILO, Better Work and Cornell University 2020). Given their concentration in low-skilled and low-paid jobs, women in the garment sector are disproportionately affected by job losses due to COVID-19.

The preceding critical gender challenges in the Asia garment industry will likely be further exacerbated by the anticipated impacts of the accelerating climate crisis. These interconnected dimensions are highlighted in three aspects: (i) climate change will likely have increasing actual and potential impacts on the industry and its predominantly female workforce; (ii) the industry itself – one of the most polluting on the planet – will have an impact on climate change and the environment as both a major source of global emissions and an important consumer and contaminator of often-fragile water resources; and (iii) the fashion industry's global “fast fashion/throw away culture” exerts unsustainable pressures on the environment, including that of unnecessary waste.

Based on analysis of development in the region, as well as interviews conducted with key stakeholders, the Gender Taskforce identifies several key messages in support of intensifies action and synergies to promote gender equality and women's empowerment within garment supply chains in Asia:

**Possibility** (for change): COVID-19 pandemic presents a rare opportunity to promote a transformative agenda that can realize a future of work in the global garment sector that supports sustainable economic, social and environmental development. Gender equality and environmental sustainability must be central in this context, both as key drivers for change and as outcomes in their own right.

**Power**: the pandemic has highlighted the power differentials within the garment sector between brands and suppliers, workers and employers, and women and men. Overall balance of power under the current sector model ultimately favours international brands and buyers. Meanwhile the suppliers and predominantly female workforce in the sector, their families and their communities carry the major burden of job and income losses. The need to rebalance power dynamics has been highlighted by many stakeholders as essential to ensuring a more sustainable sector that is resilient, equitable and productive.

**Policy**: an essential cornerstone for transformative change in the garment sector is ensuring that effective, relevant and evidence-based public policy frameworks are in place at the global, regional and national levels.

**Participation**: ensuring that women's voice, representation and leadership lie at the heart of dialogue, policy development and decision-making in future strategies and plans. Priority must be extended to policies and measures that accelerate the movement of qualified women into leadership roles at all levels of the industry.

**Partnership**: effective partnerships between sector actors for gender equality and women's empowerment are key. These include shared interests and purpose; inclusion (governments, buyers, suppliers and workers, among others); power sharing; and an orientation towards “win-win” outcomes.



**Planet:** many women workers already bear the brunt of climate change impacts. The COVID-19 pandemic presents an opportunity to leverage such links and synergies to accelerate efforts towards greater environmental sustainability within textile and garment production.

**Progress:** action is what counts in “moving the needle” towards more resilient, equitable and productive garment supply chains across the region. Positive change will only come with bold and decisive actions underpinned by clarity of shared vision and policy, inclusive participation and partnership.

Following the introduction, **Thi Vui (Happy) Nguyen**, CSR Supervisor, Viet Thuan Apparel Co., Ltd, **Sao Kanharoat**, Senior Assistant Program Executive at CGTI, and **Carina Uchida**, technical consultant of ILO, joined a panel discussion on women’s leadership in the garment sector. They discussed the challenges which female workers faced in their respective factories including the impacts of COVID-19. Key challenges include an average lower pay compared to their male counterparts, unequal women’s representative in unions, less opportunities for training and promotion, and less women in managerial positions, all of which are issues need to be urgently addressed to advance women’s empowerment in the sector.

**Kelly Pike**, Associate Professor, York University, presented preliminary findings on the effectiveness of virtual reality (VR) behavioral learning pilot to tackle sexual harassment and violence in Asia’s garment sector. ILO Bangkok, Better Work Indonesia, the ITCILO and BodySwaps collaborated to design an immersive and interactive VR simulation to teach factory workers about the risks of sexual harassment at work. The VR was pilot in Indonesia in September 2022.

The evaluation of the learning pilot shows that participants are excited about the new training form, and many acknowledge it has brought awareness and knowledge about sexual harassment at workplace, and these impacts are potentially beyond the workplace. The 5D technology allows for experience, therefore participants felt they were able to connect with the characters and it enables a safe place space for such training. The training also brings some behavioral changes that many participants were able to apply what they learned in real life.

One main challenge of the training is the language barriers. Current training is only available in English, which limits the potential scope and impact of the course. Many also pointed out that more clear context of relationship and opportunities for dialogue are necessary, and the training should adapt to social norms/specific country context. Some participants also indicated that they need more privacy for the training.

Going forward, it is necessary to provide the VR trainings in local language. Furthermore, it is suggested to add more types of scenarios ('grey area'), provide context of relationships, and provide opportunities for dialogue in the training. Participants need a private space (and more time) to practice. And materials for before and after training are necessary (for preparation and later for sharing). It is suggested to provide training at factory so more people can attend.

## Knowledge and results sharing session 4: The power of knowledge: Driving decent work through regional exchange and learning

This session focused on the Outcome 5 of the project – knowledge sharing. **David Williams**, Project Manager, Decent Work in Garment Supply Chains Asia (DWGSC), and **Constantia Chirnside**, Advisor, GIZ FABRIC, Cambodia, introduced the Asia Garment Hub. The Asia Garment Hub is a joint initiative of the ILO and GIZ. The aim of creating the hub was to build a unique online space to connect the industry and help provide the tools and knowledge for stakeholders to take action on sustainability challenges.

The Hub is grounded in the recognition that the garment industry has lots of experiences and good practices -none more so than here in Asia (home to 70 per cent of global apparel production). There are many stakeholders with knowledge and much work is already being done to tackle sustainability challenges in the sector. But the information landscape is crowded and it’s not always easy to find the right tools for you. The Asia Garment Hub offers a solution to that – it not only provides a one-stop-shop for news, data, and resources on sustainability, but it also serves as a place to connect -a professional community where people can find out who’s doing what, find solutions to sustainability problems, and explore collaborative opportunities. By bringing people and knowledge together in this way, we hope to be a catalyst

towards improved industry cooperation and practical action on critical industry challenges.

Since its launch in August 2021, the hub has achieved:

- 43 per cent growth in membership (2022)
- 500-600 new visitors per month
- Growing social media presence
- A reach that extends beyond Asia
- A large and growing resource library

## The future for garment supply chains in Asia

This is an interactive session. Participants are broken into five groups. Each group was asked to act as a consulting firm, advising the ILO on its next phase of support to the garment sector in Asia.

Q: The ILO is looking to build on the success of the DWGSC project (Phase I) to further support the industry to address future of work challenges. What priorities, actions and support would be most useful to the garment sector under a Phase II of this project? (Each group to share 2 recommendations)

After 30 minutes of discussion, participants proposed the following areas for ILO to consider as priorities for a (potential) next phase of the project:

- Occupational health and safety (integrated with gender and sustainability practices)
- Digitalization (with a focus on its impact on women)
- Women's empowerment
- Social protection (with a focus on informal workers)
- Environmental impact and sustainability
- Support to SMEs
- Enterprise/sector productivity

## Closing session

Before officially closing the workshop, audience were given a survey to rate the two-day workshop (in the scale of 1-5, with 1 being poor and 5 being excellent). Overall, total 33 respondents rated an average 4.6/5, with 64 per cent rated at 5 and 36 per cent rated at 4.

Closing remarks were provided by **Ken Loo**, Secretary General, Garment Manufacturers' Association of Cambodia (now the Textiles, Apparel, Footwear and Travel Goods Association in Cambodia, or TAFTAC), **Azhar** Iqbal Malik, Deputy Secretary, Ministry of Overseas Pakistanis and Human Resources Development, Pakistan, and MD **Sumon Miah**, Secretary, Jatiya Sramik League (JSL), Bangladesh. They all expressed their appreciation for the workshop and touched on their national efforts to address decent work issues in the garment sector (including with ILO support). Mr Loo also addressed the issue of upskilling factory workers in the coming years, which he argued was important in the context of adapting to new technologies that will in turn improve long term industry productivity and competitiveness.

Finally, **Panudda Boonpala**, the ILO Deputy Regional Director for Asia and the Pacific, closed the two-day event. In the closing remarks, the Deputy Regional Director highlighted that the two-day workshop covered the garment sector's most pressing long-term challenge, climate changes, gender equality, and productivity, which the DWGSC project focused to tackle in the last three years. It is clear that the progress and results delivered under this project would not be possible without tripartite constituents and key industry partners coming together. Therefore it is crucial to harness this potential and collaboration to continue working towards a more sustainable and resilient future for the industry in Asia.

## ► Annex A. List of participants

---

Ahmad Ullah Qazi	Project officer	ILO, Pakistan
Asa Heijne	Counsellor	SIDA Regional Asia and the Pacific
Azhar Iqbal Malik	Deputy Secretary	Ministry of Overseas Pakistanis and Human Resources Development, Pakistan
Carina Uchida	Technical Consultant of ILO	
Charles Bodwell	(Fmr) Enterprise Specialist, ILO Decent Work Technical Support Team	ILO, Decent Work Technical Support Team, Bangkok
Chee Keong (Andrew) Tey	Center Director	Cambodian Garment Training Institute (CGTI)
Christian Viegelahn	Regional Economist	ILO, Regional Office for Asia and the Pacific
Constantia Chirnside	Advisor	GIZ FABRIC, Cambodia
Dr Cristina Martinez	Sr Spec, Environment and Decent Work	ILO, Decent Work Technical Support Team, Bangkok
Danang Girindrawardana	Executive Director	Employers' Association of Indonesia (APINDO)
David Williams	Project Manager	ILO, Regional Office for Asia and the Pacific
Don Clarke	Technical Consultant (Gender) of ILO	
Dong Eung Lee	Senior Specialist Employers' Activities	ILO, Decent Work Technical Support Team, Bangkok
Eric Roeder	Technical Specialist, Green Jobs	ILO, Decent Work Technical Support Team, Bangkok
Farzana Sharmin	Joint Secretary	Bangladesh Knitwear Manufacturers and Exporters (BKMEA)
Hong Ngoc Mai	Manager, Bureau for Employers' Activities	Vietnam Chamber of Commerce and Industry
Joni Simpson	Sr Spec, Gender, Equality and Non-discrimination	ILO, Decent Work Technical Support Team, Bangkok
Karina Kallio	Researcher	Institute for Sustainable Futures, University of Technology Sydney, Australia
Kelly Pike	Associate Professor	York University, Canada
Ken Loo	Secretary General	Garment Manufacturers Association in Cambodia (GMAC) (Now the Textiles, Apparel, Footwear and Travel Goods Association in Cambodia, TAFTAC)
Dr Khondaker Golam Moazzem	Research Director	Center for Policy Dialogue (CPD), Bangladesh
Majyd Aziz	Board Director	Employers' Federation of Pakistan (EFP)
Mansi Devesh Shah	Senior Coordinator	Self Employed Women's Association (SEWA), India
Marie-Lyne Thomas	Operations Officer, Better Work	ILO, Regional Office for Asia and the Pacific
Mattie Millikens	Technical Consultant of ILO	
MD Sumon Miah	Secretary	Jatiya Sramik League (JSL), Bangladesh
Min Zar Ni Lin	Deputy Director of Research	Centre for Economic and Social Development (CESD), Myanmar
Minh Quang Nguyen	Technical Consultant of ILO	
Mohamad Anis Agung Nugroho	Project Manager	ILO, Bangladesh
Panudda Boonpala	Deputy Regional Director	ILO, Regional Office for Asia and the Pacific
Paraduan Pakpahan	Chair of garment federation in Sumatera region	Konfederasi Serikat Buruh Seluruh Indonesia (KSBSI)

Pong-Sul Ahn	Regional Specialist Workers Activities	ILO, Regional Office for Asia and the Pacific
Dr Prerna Kumar	Senior Technical Specialist	International Center For Research On Women (ICRW)
Rafiqul Islam	Addl. Secretary (Labour), BGMEA & Member, First Labour Court, Dhaka	Bangladesh Knitwear Manufacturers and Exporters (BKMEA)
Dr Rajesh Bheda	CEO and Principal	Rajesh Bheda Consulting, India
Raza Mia	Deputy Secretary	Ministry of Labour and Employment, Bangladesh
Razam Khan	Deputy General Secretary	Pakistan Workers' Federation (PWF)
Dr Rene van Berkel	Country Representative	UNIDO, India
Dr Samantha Sharpe	Research Director	Institute for Sustainable Futures, University of Technology Sydney, Australia
Santosh Kumar Dutta	Deputy Secretary-General	Bangladesh Employers' Federation (BEF)
Sao Kanharoat	Senior Assistant Program Executive	Cambodian Garment Training Institute
Sara Park	Programme Manager, Better Factories Cambodia	ILO, Cambodia
Dr Shinenemekh Volooj	Partner	Gerege Partners LLC, Mongolia
Simona Lepri	Technical Consultant of ILO	
Somean Kuoch	Secretary General	Ministry of Labour and Vocational Training, Cambodia
Sunita Dasman	RECP Textile Coordinator	Centre for Resource Efficient Cleaner Production (RECP) Indonesia
Tamim Ahmed	Research Associate	Center for Policy Dialogue (CPD), Bangladesh
Theodorus van der Loop	M&E Consultant	
Thi Vui (Happy) Nguyen	CSR Supervisor	Viet Thuan Apparel Co., Ltd
Vutha Doung	Project Coordinator	Cambodian Labour Confederation (CLC)
Yamei Du	Technical Consultant of ILO	
Yuki Otsuji	Specialist Workers Activities	ILO, Regional Office for Asia and the Pacific

**Contact details****ILO Regional Office for Asia and The Pacific**

United Nations Building, 10th Floor  
Rajdamnern Nok Avenue  
Bangkok 10200, Thailand

T: +66 2288 1234  
E: [bangkok@ilo.org](mailto:bangkok@ilo.org)  
W: [www.ilo.org/asia](http://www.ilo.org/asia)