

## C1: Call My Bluff

### Case 1 FOA

UK Factory with no formal system of dialogue between management and workers with reference to working conditions. However it is claimed that there is no restriction to any type of union membership and some information is communicated via team meetings.

How would you approach this situation in relation to FOA?



**ETI Biennial  
Conference 2005**

## C1: Call My Bluff

### Case 2 WORKING HOURS

Factory in China with average 100 hours overtime, each month. Legal limit is 168 hours normal time and 36 hours per month overtime.

What do you do?



ethical  
trading  
initiative

**ETI Biennial  
Conference 2005**

## C1: Call My Bluff

### Case 3 DISCRIMINATION

Your supplier of cut flowers from Kenya has an entirely female workforce, and only male supervisors. You are told that this is a cultural norm in Kenya. However a trade union has contacted you with workers' complaints about sexual abuse on the flower farm. What do you do?

What do you do?



ethical  
trading  
initiative

**ETI Biennial  
Conference 2005**

## C1: Call My Bluff

### Case 4 CHILD LABOUR

You visit a factory which produces garments. The sign on the gate says no child labour employed. many of the workers are teenage women, some of whom are working in dyeing and cutting, and you are told that the minimum age of employees is 16. Then you notice that the company's policy is to employ only workers who already have 2 years experience - what are the implications?

(encouraging child labour elsewhere, age verification, hazardous work of under 18s)



**ETI Biennial  
Conference 2005**