

Lobbying for good

Principles

- It is Government's role to draft and implement law
- It is Government's role to make sure that labour laws are drafted in consultation with groups representing workers and employers
- It is Government's role to make sure that labour law is generally applicable and not exclusive
- It is Government's role to make sure that laws are realistic and implementable

LAWS AND LAWS

- No law
- Badly drafted law
- Unrealistic law
- Unimplemented law

Pentland's BS Methodology

- We consult with local and national institutions before reviewing any factories (where possible)
- We employ experts on health and safety and sometimes labour officials on our reviews

INDIA

India – Child labour

- Christian Aid campaign 1997
- Research by the V V Giri National labour Institute 1998 identified more precise figures for drop-outs, kind of work and hours – not specific to sporting goods
- Sporting Goods Foundation of India monitoring and social programme started, funded by 0.25% of exports and FIFA contribution
- SGS monitoring programme, now SGFI doing monitoring from 2004 under ISO9001

SGFI Social Programme

- **Government of India – National Child Labour Project** funding 27 transitional schools managed by SGFI, INTUC, NYK (Nehru Yuva Kender – a TU of young people) and Rotary Clubs of Jalandhar in cooperation with the local Health, Education and Social Welfare Department
- **UNIDO/Central Leather Research Institute** training for 20 young workers
- **National Institute of Information Technology** - Computer education for 100 children
- Links with **Panchayats** to make the programme more effective in villages
- Adult education for mothers/free tuition centres
- Free medical camps, magic shows, street plays

VIETNAM

Vietnam Business Links Initiative

- 1998/99 worked with IMPACTT and DFID to research problem of hazardous chemicals in the footwear industry
- International Business Leaders Forum identified the Vietnam Chamber of Commerce and Industry as a suitable partner
- DFID and major brands (Nike, adidas and Pentland) funded programme for 3 years

Problem

- Unrestricted imports of hazardous chemicals for the footwear industry
- No Material Safety Data Sheets
- No expertise in the factories
- Inadequate fire regulations
- No air quality standards
- No training facilities
- Poor storage and use of chemicals
- Poor knowledge on health implications and response to accidents and occupational health

Partners

- Ministry of Labour, Invalids and Social Affairs, Ministry of Science Technology, National Institute of Labour Protection, National Institute of Occupational and Environmental Health, Ministry of Industry, Ministry of Health
- Vietnam General Confederation of Labour
- Vietnam Leather and Footwear Association, Vietnam Textile and Apparel Association
- IFC
- Leather and Footwear Research Institute,
- Action Aid, GTZ, Friedrich Ebert Stiftung, Red Cross
- SGS

Achievements

- Code of Conduct for the industry
- Management Support System, written, tested and disseminated to 60% of factories
- Training courses designed and delivered
- Worker surveys
- Key health issues identified by NILP
- MOLISA designing a standard certification for H&S managers and developed a capacity for monitoring and inspecting factories
- Extension of programme to garment sector

2005 and beyond

- Transfer of expertise and responsibilities to national organisations
- ILO involvement especially on clearer role for unions in H&S
- Extension of methodology to other sectors
- Development and certification of locally manufactured personal protective equipment
- Consultations with relevant research institutions and universities
- National H&S campaigns AND MORE

PORTUGAL

Portugal

Problem

Non-implementation of the 1990 law on homeworking in the footwear industry.

Project

Research with local ngo established many issues (payments, registration, working hours, H&S)

So what?

- 2001 With the Footwear Association convened a meeting of about 20 factories, Government representatives and unions.

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- Change of government – present law unimplementable
- Unions not interested in homeworkers
- Industry contracting
- Less need for homeworkers
- Homeworkers often working illegally – other jobs
- No other customers interested

CHINA

China – to conduct research into the establishment of factory rules and their management

Problem

Factory rules are generally not formulated in consultation with workers and implemented often using fines. Grievance procedures generally are not satisfactory.

Project

- Guangdong Human Resources Management Association DHRMA – formed in 2004 under the Dept of Labour and Social Security to improve HR management, research and train
- Interviews conducted so far: 18 labour officials, 16 factories (workers and management)
- Reference documents – arbitration case studies collected from many labour departments
- Report to be published in Chinese and English