

08.50-09.00

Welcome



Marion Hume, Fashion Journalist and Ethical Consultant

Marion Hume, Moderator, a fashion journalist for over 30 years, has written for many titles including (in the US); TIME, Vogue, Bazaar, The New York Times (and in the UK); The Sunday Times, The Independent and The Observer. Based in London, she has been International Fashion Editor of The Australian Financial Review (AFR) Magazine for 12 years and her cover stories include HRH The Prince Of Wales talking about sustainability, Karl Lagerfeld, Stella McCartney, Giorgio Armani, Tom Ford and many more.

She has witnessed first-hand the importance of a living wage as a basic human right. She served for five years as Senior Consultant on the United Nations' ITC Ethical Fashion Initiative. This connects marginalized artisans to the top of the fashion chain and holds the core belief, "Not Charity, just work".

09:00-09:15

Opening



David Savman, Head of Production at H&M Group

David Savman is currently the Head of Production for H&M Group, based at the office in Hong Kong. David has more than 10 years' experience within the textile industry, and in various roles within Production and Sourcing. He has worked in a number of countries and on numerous continents. His academic background is in Textile Sciences and Engineering.

09:15–09:45

For a fact-based world view



Anna Rosling Rönnlund, Vice President and Head of Design & User Experience at Gapminder

Together with Hans Rosling and Ola Rosling, Anna Rosling Rönnlund founded Gapminder in 2005. Gapminder's mission statement is to fight devastating ignorance with a fact-based world view everyone can understand.

She designed the user-interface of the famous animating bubble-chart tool called Trendalyzer, used by millions of students across the world, to understand global development trends. The tool was acquired by Google, and Anna worked at Google in Mountain View, CA as a Senior Usability Designer 2007 to 2010. At Google Anna improved search results for public data, developed data exploration tools for Public Data and made a bubble tool gadget (Motion chart) in Google Spreadsheets. In 2010 Anna came back to Gapminder to develop new free teaching material. Anna is now Vice President and Head of Design & User Experience at Gapminder. She also sits in the Gapminder Board. Anna holds a Master's Degree in Sociology and a Bachelor's Degree in Photography.

Anna founded Dollar Street, the biggest systematic image bank with representative home documentations based on data. At the moment there are almost 30 000 photos and 10 000 video clips, which are free to use under Creative Common license.

Together with Ola and Hans, Anna wrote the Factfulness book, launched in April 2018.

09:45 – 10:25

Building on the Roadmap – what has been happening in the last five years?



Jenny Fagerlin, Global Social Sustainability Manager at H&M Group

Jenny Fagerlin is H&M's Global Social Sustainability manager for Production based in Hong Kong, leading the full social agenda across all H&M's Group's Brands production markets.

Jenny has worked for H&M for 9 years and been based in several big production markets. Jenny was part of the first Steering Committee of the Bangladesh Accord and, today, together with her team, is leading H&M's living wage roadmap, the creation of ACT as well as H&M's strategic partnership with the Global Union, Better Work and ILO among others.

Jenny's academic background is in social anthropology, economics, sustainable development, political science and project management.



GROUP



PHNOM PENH

10:45 – 11:15

Evaluating the Roadmap



Peter McAllister, Director of Ethical Trading Initiative

Peter has spent more than 20 years engaged in international development and rights-based initiatives around the world. He joined ETI in October 2010 after spending seven years at the Geneva-based International Cocoa Initiative (ICI), which brings together global companies involved in cocoa and chocolate, trade unions and NGOs to eliminate the worst forms of child labour and forced labour from the sector.

Previously, he spent 13 years working in leadership roles for the international development NGO CARE, including strategic roles in India and West and Southern Africa.

11:15 – 11:45

Achieving fair living wages - impact, challenges and learnings



Linda Ingolfsdottir, Social Program Manager at H&M Group

Linda has worked with the implementation of the Fair Living Wage Strategy in Bangladesh for two years and before starting her current role at the headquarters in Stockholm she was responsible for H&M Group's Wage strategy in production, based in Shanghai.



Kiran Gokathoti, Sustainability Manager (Bangladesh) at H&M Group

Kiran has been with H&M Group for more than 15 years and held various positions in countries such as India and Bangladesh. His academic background is within Textile Technology.

Session 1 = 11:45am – 12:35pm

Session 2 = 2:00pm – 2:50pm

Session 3 = 4:00pm – 4:50pm

Roadmap Deep Dive Sessions

Workplace Dialogue



Alexander Andersson, Regional Sustainability Manager (Far East Asia Region) at H&M Group

Alexander has worked for H&M Group for 8 years at the offices in Shanghai, Hong Kong and Bangladesh with management roles in sustainable production, sustainable retail, and customer service.

Alexander has a degree in Political Science.



Mats Svensson, International Secretary at IF Metall

Mats Svensson is the International Secretary in the Swedish national trade union Industrial and Metal Worker's Union (IF Metall).

On behalf of IF Metall, Mats is engaged in a number of international development projects with the focus on implementation of trade union rights, social dialogue and collective bargaining. IF Metall is very concerned about the working conditions in the manufacturing industry worldwide and not at least when it comes to wages which is the fundamental pre-condition for workers to support themselves and their family. There is a great need for another climate on the labor market based on trust and respect between workers, their unions and employers based on cooperation and dialogue that at the end of the day will be beneficial for workers, businesses and society at large.



Vicky Fei, Supply Chain Sustainability Manager Production, Far East Asia, H&M Group

Vicky has been 12 years with the H&M Group at the H&M office in Shanghai with multiple roles in sustainability production. She is focused on driving the sustainability agenda and activities towards the supply chain, in alignment with sustainable production.

Vicky has a degree in Geography.

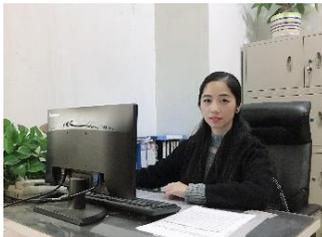


Mr. Kan Yeung, President of CLUF (Cambodian Labour Union Federation) at Gladpeer Garment Factory (Cambodia) Ltd

Kan Yeung is the Vice President of the Cambodian Labour Union Federation at Gladpeer Garment Factory (Cambodia) Ltd. He has been in his role as trade union leader since 2000.

Mr. Kan started his work in Gladpeer in 1999 and, currently, is a group leader in the finishing department.

He has great interest in fair living wages and wants to see workers having a safety net and living with dignity today and in the future.



Ms. Wing Luo, Sustainability Manager at Hangzhou Jiayi Garment Company Ltd.

Wing has worked at Hangzhou Jiayi Garment Co.,Ltd for 5 years. As the manager of enterprise and sustainability, Wing is responsible for factory employee relationship building, sustainability compliance and program activities, e.g. in relation to the Wage Management System.

Wing has a bachelor's degree in Textile Engineering.



Mr Sophorn Tun, National Coordinator for Cambodia, ILO

Mr. Tun has been designated National Coordinator for Cambodia since August 2008 with the International Labour Organisation (ILO). Prior to this assignment, he worked for 17 years with both the UN system in various postings, notably with the ILO, and the Government system in Cambodia.

In addition to his experience with the UN, he worked between 1999 and 2000 for the Government as an assistant chief of administration and finance for the Ministry of Health in Cambodia. His work in the public sector started in September 1990 as a high school teacher with the Department of Education for two years at a Cambodian refugee camp in Thailand.

Mr. Tun holds a Master of Public Management from a post-graduate programme jointly delivered by the Royal University of Law and Economics (RULE) in Phnom Penh, Cambodia and École Nationale d'Administration (ENA) in Paris, France. He also holds a degree in law from the Wanlan University in Phnom Penh.

Wage Management Systems



Linda Ingolfssdottir, Strategy Lead, Fair Jobs at H&M Group

Linda has worked with the implementation of the Fair Living Wage Strategy in Bangladesh for two years and before starting her current role at the headquarters in Stockholm she was responsible for H&M Group’s Wage strategy in production based in Shanghai.



Prodip Gabriel Sku, Sustainability Program Manager (Bangladesh) at H&M Group

Prodip has worked in sustainability in the ready-made garment sector for the past 17 years. He started his career as an Auditor with H&M and Gap and third-party auditing Company, LIFT Standards Ltd.

For the past 11 years, Prodip has been working at H&M’s Bangladesh office as Sustainability Program Manager.



Musa Saleh, Fair Wage Network

Mr. Abu Saleh Mohammad Musa is currently working as the Managing Director of CSR Hub Limited, a consultancy firm, which is providing consultancy services to an array of organizations like NGOs and multinational companies in research, advertising, organizational development, branding and public relations. Along with this he is also representing Fair Wage Network, based on Switzerland, in Bangladesh as the Country Consultant.

Mr. Musa combines strong analytical, financial and management skills with expertise in fund management; financial management; participatory appraisal & training; product development; technology innovation; product costing; social performance; microfinance; microenterprise and business development. He is good at providing training, program oversights including budget management, developing technical and financial proposals for projects targeting to improve the livelihoods of the poor.

Mr. Musa is a Certified Service Provider (CSP) for MicroSave in Market Research for Microfinance Toolkit and is trained to conduct Activity Based Costing (ABC). Mr. Musa has completed his MBA in Finance from the University of Dhaka, Bangladesh.



GROUP

FACTORY

PHNOM PENH



Herman Leung, Head of Operations, Dakota, Hong Kong (H&M Supplier)

Herman Leung is Head of Operations at Dakota Industrial Group, which is a one stop solution in garment design and manufacturing company with facilities in China, Cambodia and Myanmar. He has responsibility for all central functions on site that support the group's development.

With his 15 years' experience in manufacturing and garment production, Herman started his career as a Six Sigma Black Belt in the biggest US printed circuit board & EMS manufacturer for 5 years. After that, he joined DAKOTA and continued to increase responsibility.

Venturing from electronic to garment, Herman has been at DAKOTA more than 10 years and was responsible for leading the group through a transition to peak performing status, which paved the way for the decision to make DAKOTA to position as a high technology and high efficiency level of the fashion industry. During the years, he continues to explore disruptive changes to the Group, like recently a collaboration with university using Big Data to pursue smart AI decision in the supply chain.

Herman strongly believes in making Fashion sustainable. In Social aspect, he has dedicated a lot of effort in creating a better Industrial Relationship and seeking a well balance between a profitable business and a better condition to the employees. While environmentally, He has been exploring ways to recycle all wastes generated during the manufacturing. Green energies like applying solar is also what he exploring in South East Asia.

Herman has received a Bachelor's Degree in mechanical engineering and a Master's Degree in Engineering Enterprise Management from the Hong Kong University of Science and Technology and is also currently the MBA student at the same university. He is a Certified Six Sigma Black Belt by American Society and Quality (ASQ) and a Master Black Belt by China Association for Quality (CAQ).



Eifaz Ahmed, Director, Apex Holdings, Bangladesh (H&M Supplier)

The ability to provide an individual with employment has a profound impact on their life and that of their family. I believe it is our responsibility as a business to ensure that we are working every day to have a positive impact on the lives of the individuals in our factories and their communities. Ensuring a fair wage and a safe working environment is the cornerstone to operating a sustainable business.



Ms. Saut Phorn, President, Khmer Youth Trade Union, Vanco Industrial Company Ltd (Cambodia)

Saut Phorn lives in Kompong Speu and has been working with Vanco Industrial Company Ltd (Cambodia) since 02 March 2009 in Group B, Sewing Section.

Saut has been the President of the Khmer Youth Trade Union at Vanco Industrial Company Ltd (Cambodia) since 2010.

	<p>Sara Park, Better Factories Cambodia</p> <p>Since January 2017, Sara Park has been Assistant Programme Manager for Better Factories Cambodia that aims to improve working conditions and productivity in garment factories.</p> <p>Prior to joining the team in Phnom Penh, Sara was part of the Better Work Global team in Geneva. She joined the ILO in 2011, and has since managed global thematic projects promoting diversity in workplaces, supported projects on occupational safety and health, and elimination of child labour both from Indonesia as well as at ILO headquarters in Geneva. Sara also has more than eight years of experience in resource mobilization, child rights advocacy, and innovation for development at the Finnish Committee for UNICEF in Helsinki. She holds an MSc in Economics and Business Administration from Hanken School of Economics, and an MSc in Human Rights from the London School of Economics (LSE).</p>

ACT – Action, Collaboration, Transformation



Julia Bakutis, Regional Sustainability Manager (Europe Region) at H&M Group

Based in Istanbul, Julia’s focus is to implement H&M’s global sustainability strategy, drive sustainability performance in H&M supplier factories, and enable responsible supply chains and industries in Europe, North Africa and Turkey. Julia started her career at H&M Group in China where she worked in sustainability to raise awareness and promote collaboration, mostly on environmental issues. She then moved to Myanmar where she drove H&M’s sustainability engagement in this new production market. Prior to H&M, Julia worked for several non-governmental organizations in China, Vietnam and the United States.



Frank Hoffer, Executive Director of ACT

Dr. Frank Hoffer is the Executive Director of ACT since 2017. Prior to this he worked in the German foreign service and for 20 years as a specialist for wages, industrial relations and social dialogue at the International Labour Organisation (ILO).

He holds a PhD in Economics.



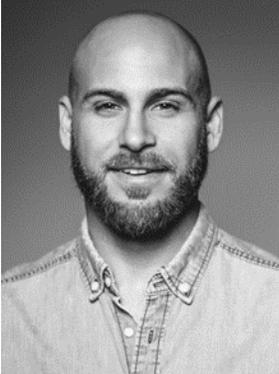
Christina Hajagos-Clausen, Director, Textile and Garment Industry, IndustriALL Global Union

Christina Hajagos-Clausen is IndustriALL Global Union’s Director for the Textile, Garment, Shoe and Leather Sector. IndustriALL Global Union represents 50 million workers in 140 countries in the mining, energy, and manufacturing sectors, including the garment & textile, leather and shoe sectors. IndustriALL Global Union is a force in global solidarity taking up the fight for better working conditions and trade union rights around the world.

She is a board member of ACT (Action, Collaboration and Transformation) and a member of the Global Steering Committee for the ACCORD on Fire and Building Safety in Bangladesh.

Christina holds a B.A. in Language and Literature from Bard College, an M.A. in Women Studies from the New School for Social Research and a M.S. in Union Leadership and Administration from the University of Massachusetts. She is also a graduate of the Harvard Trade Union Program.

	<p>Ken Loo, Secretary General, Garment Manufacturers Association of Cambodia</p> <p>Ken Loo holds a Ph.D in Economics and Finance and he joined the Garment Manufacturers Association in Cambodia (GMAC) in February 2002. GMAC is the umbrella association representing all exporting garment and footwear manufacturers in Cambodia and currently have more than 530 garment factory members and 60 footwear members.</p> <p>As its Secretary-General , Ken oversees the day to day running of the secretariat of the association and represents the sector when dealing with various departments and Ministries within the Royal Government of Cambodia. This advocacy role also extends to representing the industry when interacting with other stakeholders such as developmental agencies like the World Bank, International Labor Organisation etc. Another major role is to represent employers in our sector when dealing with trade unions and other industrial relations issues such as minimum wage negotiations.</p>
	<p>Ath Thorn, Cambodian Labor Confederation, Cambodia</p> <p>Ath Thorn has been President of the Cambodian Labour Confederation (CLC) since 2006. He is also the President of the Coalition of Cambodia Apparel Workers Democracy Union (C.CAWDU).</p> <p>Mr Thorn holds a Bachelor's degree in Law from Build Bright University in Phnom Penh, and a Master's degree in Private Law from the Royal University of Law and Economics (RULS) in Phnom Penh.</p> <p>Mr Thorn is a member of the tripartite Labour Advisory Committee which has responsibility for setting the minimum wage for the Cambodian garment industry. He is also one of the trade union representatives in the Cambodian ACT process.</p>
<p>[Picture and bio to be received]</p>	<p>Mr. Nejat Erdoğan, General Manager, Uniteks, Turkey</p>
<p>TBC</p>	<p>[Name TBC], ACT brand global representative</p>

<p>1:30pm - 2:00pm</p>	<p>H&M Purchasing Practices</p>
	<p>David Savman, Head of Production at H&M Group</p> <p>David Savman is currently the Head of Production for H&M Group, based at the office in Hong Kong. David has more than 10 years' experience within the textile industry, and in various roles within Production and Sourcing. He has worked in a number of countries and on numerous continents. His academic background is in Textile Sciences and Engineering.</p>
	<p>Yosef El-Natour, Country Manager (Far East Asia Region) at H&M Group</p> <p>Yosef El-Natour has more than 20 years of experience within fashion retail, design, buying and production.</p> <p>Yosef has held numerous roles within the H&M Group and in several locations such as Sweden, Bangladesh, Hong Kong and Shanghai. His academic background is in Business Administration and Management.</p>

<p>2:50 - 3:40pm</p>	<p>Living Wages – how to speed up progress?</p>
	<p>Dr. Chikako Oka, Lecturer in Asian Business and HRM, Royal Holloway University, London</p> <p>Dr. Chikako Oka is Lecturer (Assistant Professor) in Asian Business and HRM at the School of Management, Royal Holloway University of London. Her research interest lies at the intersection of management and labour regulation, with a particular interest in how different actors (buyers, suppliers, unions, government etc.) interact and influence labour conditions including wages in global supply chains.</p> <p>Her work has appeared in leading journals such as British Journal of Industrial Relations. She received her PhD from the London School of Economics and MA from Yale University.</p>
	<p>Mats Svensson, International Secretary at IF Metall</p> <p>Mats Svensson is the International Secretary in the Swedish national trade union Industrial and Metal Worker's Union (IF Metall).</p> <p>On behalf of IF Metall, Mats is engaged in a number of international development projects with the focus on implementation of trade union rights, social dialogue and collective bargaining. IF Metall is very concerned about the working conditions in the manufacturing industry worldwide and not at least when it comes to wages which is the fundamental pre-condition for workers to support themselves and their family. There is a great need for another climate on the labor market based on trust and respect between workers, their unions and employers based on cooperation and dialogue that at the end of the day will be beneficial for workers, businesses and society at large.</p>
	<p>Nabylah Abo Dehman, Manager – Social Issues, UN PRI</p> <p>Nabylah joined the PRI in June 2017, where she manages collaborative engagements on social issues. At the PRI, Nabylah supports investors' efforts to address social issues such as human rights, working conditions and responsible sourcing with companies in their portfolio both through collaborative engagements and publication of practical guidance. In recent engagements, Nabylah has been collaborating with investors on pushing the living wage agenda forward.</p> <p>Prior to joining to the PRI, Nabylah completed a PhD in Political Science at Sapienza University in Rome. She also holds an MA in International Affairs from LUISS Guido Carli University and a BA in International and Comparative Politics from the American University of Paris.</p>



Nayeem Emran, Labor Rights Advocacy Lead, Oxfam

Syed Nayeem Emran has more than 10 years of experience in driving sustainable changes in the garment supply chain in collaboration with international buyers and retailers, workers, owners, development partners and government in volatile economic and political environment.

He has designed and implemented projects covering a wide spectrum including social and environmental compliance, awareness building and advocacy on workers' rights and responsibilities, and policy reforms to mention some.

Before joining Oxfam he worked at the International Labour Organization (ILO) as the Assistant Programme Manager of the Better Work Bangladesh Programme. Prior to ILO, he served at the International Finance Corporation (member of the World Bank Group) as a project manager.

Currently, Nayeem is responsible to lead research and advocacy including stakeholder engagement to promote living wages in the garment supply chain.