

THE REPRODUCTIVE RIGHTS OF GLOBALIZED WORKERS: INTEGRATING LABOR STANDARDS AND REPRODUCTIVE HEALTH IN EXPORT-PROCESSING FACTORIES

*October 21st and 22nd, 2004, at the University of Michigan
With the International Institute, the School of Public Health,
and the Advisory Committee on Labor Standards and Human Rights*

The dependence of globalized economies and development models on the labor of women workers often evades notice. While women represent the vast majority of the workforce in global export-processing factories, their specific legal and health needs are not sufficiently addressed. International codes of conduct include anti-discrimination and women's health clauses; however, monitoring and training activities do not adequately consider the demographics of the workforce or the specific approaches required to effectively monitor, for example, reproductive-based discrimination or the intersection of wage discrimination and sexual harassment. Similarly, the reproductive health agenda does not give adequate attention to the role of women in the labor force and the health needs of factory workers, who are often adolescents.

The health of women and workers and the economic health of their countries cannot be separated. Improving reproductive and sexual health is crucial to continued progress towards attaining the World Bank's Millennium Development Goals (MGDs). Four of the eight MGDs—the promotion of gender equity and the empowerment of women, the improvement of maternal health, reduction of infant mortality and the building of a global partnership for development—are intrinsically linked to this intersection of labor, health, and law.

This seminal one-and-a-half-day workshop, through a combination of presentations, case studies, and group discussions, will identify the issues that practitioners and scholars of human rights, public health, and labor rights must consider when addressing the needs of women working in export-manufacturing factories.

During this program, we will:

- Identify the critical gaps in discourse, knowledge and action that limit effective engagement across the labor standards, reproductive rights, and reproductive health movements.
- Identify potential gaps in reproductive health services provided to women factory workers in various world regions.
- Identify the knowledge and training needs of workers and factory monitors regarding the intersection of reproductive and labor rights.
- Establish priorities for each sector as well as a joint agenda for future research and integrated action that will help ensure that the needs of women working in export manufacturing factories specifically, and working women generally, are more effectively addressed.
- Identify needs for network-building

**Reproductive Rights of Globalized Workers:
Integration of Labor Standards and Reproductive Health
in Export-Processing Factories**

Thursday, October 21

- 8:30 AM Coffee
- 9:00 AM Welcome and Introductions
Marvin Krislov, General Counsel, University of Michigan
Siobán Harlow, Chair, President's Advisory Committee on Labor Standards and Human Rights, University of Michigan
- 9:15 AM Goals and Objectives for the Workshop: Emphasizing Gender in the Export-Processing Industry
Siobán Harlow, University of Michigan
- 9:45 AM Overview of the International Codes of Conduct (20 minutes, with 15 minutes for questions)
Kevin Kolben, Rutgers Business School, Business Environment Program
- 10:20 AM Break
- 10:35 AM Understanding Reproductive Rights in the Context of Export-Led Production
- Overview of Reproductive Rights (10 minutes)
Sofia Gruskin, François-Xavier Bagnoud Center for Health and Human Rights, Harvard University
- Case Study I: Reproductive Discrimination in the Workplace from a Human Rights Perspective (20 minutes)
LaShawn Jefferson, Human Rights Watch
- Case Study II: Monitoring Reproductive Rights from a Code of Conduct Perspective (20 minutes)
Lorraine Clewer, Workers Rights Consortium
- Questions (40 minutes)
- 12:00 PM Morning summary: Articulating gaps in discourse, knowledge and action at the intersection of the reproductive rights, reproductive health and labor standards movements.
- 12:15-1:30 PM Lunch

Thursday, October 21, continued

- 1:30 PM Understanding Reproductive Health in the Context of Export Led Production
- Case Study III: Reproductive Health Concerns and Service Needs of Factory Workers (20 minutes)
Zheng Zhenzhen, Chinese Academy of Social Sciences, Institute of Population and Labor Economics
- Case Study VI: Nike's engagement with addressing the reproductive health needs of workers in contract factories (20 minutes)
Fukumi Hauser, Nike
- Questions (30 minutes)
- 2:40 PM Discussion:
What are the critical gaps in discourse, knowledge and action between the labor rights, reproductive rights, reproductive health and business communities?
What are potential priorities for a joint agenda of research and integrated action?
- 3:15 PM Afternoon summary: Articulating gaps in discourse, knowledge and action at the intersection of the reproductive rights, reproductive health and labor standards movements.
- 3:30 PM Coffee
- Participants are invited to attend*
- 4:00 PM Mary Robinson, former President of Ireland and former UN High Commissioner for Human Rights
"Advancing Economic, Social and Cultural Rights: A Timely Debate":
The William W. Bishop Jr. Lecture in International Law at the University of Michigan School of Law, Honigman Auditorium, 100 Hutchins Hall

Friday, October 22

Workshop for invited participants.

- 8:30 AM Coffee
- 8:45 AM Review of Day 1 and Goals for Day 2: Review of Recommendations and Articulation of Key Issues
- 9:00 AM Small Group Meetings (4 interdisciplinary groups, with facilitators appointed; the groups will choose their own *rapporteurs*)
We will use this time to review individual sections of the draft recommendations, formulate additional recommendations and generate action items for increasing intersections between areas.
- 10:30 AM Break
- 10:45 AM Group Reports (10 minutes each)
- 11:25 AM Discussion and Agreement on Agenda for Action and Research
- 12:30 AM Next Steps: Dissemination, Publication, and Funding
- 1:00 PM Lunch
Participants' flights are staggered from early afternoon to early evening.
- 2:00-4:00 PM Draft and Revise White Paper.

Location: Educational Conference Center
School of Social Work Building
1080 S. University
Ann Arbor, MI 48109
Telephone:(734) 764-3309

Organizing Committee

Jeanne Boyea, Program Coordinator, International Institute, University of Michigan.

Juliet Feibel, Program Associate, International Institute, University of Michigan

Laura Ghiron, Research Associate, Health Behavior and Health Education, University of Michigan.

Siobán Harlow, Professor of Epidemiology, University of Michigan, Associate Director, International Institute, Chair, President's Committee on Labor Standards and Human Rights

Kristin McCray, Undergraduate Representative to the President's Committee on Labor Standards and Human Rights, University of Michigan

Richa Mittal, Regional Coordinator, Fair Labor Association

Rosa Peralta, Doctoral Candidate in Sociology, and Graduate Student representative, Committee on Labor Standards and Human Rights

Ruth Simmons, Professor of Health Behavior and Health Education, University of Michigan

Patty Skuster, J.D., M.P.P., University of Michigan.

Rachel Snow, Associate Professor of Health Behavior and Health Education, University of Michigan

Veronica Wilkerson-Johnson, Director, University of Michigan-Lansing Service Center

Participants

Ellen Chesler, Senior Fellow/Program Director, Program on Reproductive Health and Rights, Open Society Institute.

Lorraine Clewer, Field Director (Latin America), Workers Rights Consortium. The Workers Rights Consortium assists in the enforcement of Codes of Conduct adopted by colleges and universities in the manufacturing of their licensed goods.

Jane Cottingham, Responsible Office, Gender and Reproductive Rights, Department of Reproductive Health and Research at the World Health Organization in Geneva.

Caren Grown, Director, Poverty Reduction and Economic Governance, International Center for Research on Women. Dr. Caren Grown leads ICRW's work in conducting research, formulating policy advice, and providing technical assistance to reduce poverty and gender inequality and expand women's economic rights and opportunities. She is currently is conducting a Ford Foundation-funded project examining the links between globalization and women's reproductive health and rights.

Sofia Gruskin, JD, MIA, is the Director of the Program on International Health and Human Rights at the François-Xavier Bagnoud Center for Health and Human Rights, and Associate Professor on Health and Human Rights in the Department of Population and International Health at the Harvard School of Public Health.

Sylvia Guendelman, Professor of Health Policy & Management, University of California-Berkeley. Dr. Guendelman studies the reproductive health of immigrant women, health along the U.S./Mexico border, and access to health care for disadvantaged populations.

Sonali Gunasekera, freelance consultant to the garment industry, based in Sri Lanka. Ms. Gunasekera has extensive experience auditing factories and building the capacity of local NGOs.

Surayia Haque, Executive Director and Founder, Phulki. Phulki is an innovative NGO that pioneered high quality day-care for the children of women employed in Bangladesh businesses, with a primary focus on the garment industry.

Siobán Harlow, Professor of Epidemiology, University of Michigan, Associate Director, International Institute, Chair, Committee on Labor Standards and Human Rights. A reproductive epidemiologist, Dr. Harlow's research focuses on the adverse effects of environmental and occupational exposures on pregnancy outcome and women's health with a focus on health of women who work in export processing zones.

Fukumi Hauser, Director of Compliance Operations, Nike. Ms. Hauser has sixteen years experience in human resources, and oversees training for all field personnel on Nike's Code of Conduct.

Wu Hong (Fiona), Program Coordinator (China), Global Alliance. Ms. Hong's responsibilities include identifying the needs of supply-chain factory workers and designing programs to help factories become more socially responsible corporate citizens.

LaShawn Jefferson, Executive Director, Women's Rights Division, Human Rights Watch. Ms. Jefferson is the author of two major reports on pregnancy discrimination in Mexican export-processing factories and has researched labor rights violations against female factory workers in Guatemala.

Kevin Kolben, Rutgers Business School, Business Environment Program. Mr. Kolben is a labor lawyer with expertise in international labor law and trade agreements, and has worked on labor rights issues in Cambodia.

Jayati Lal, Assistant Professor of Sociology and Women's Studies, University of Michigan. Professor Lal's research interests include postcolonial and peripheral late capitalism, class and gender inequalities in global capitalism, class identity and consumerism.

Marie Lorenzo, Executive Coordinator, Maquila Solidarity Network. The MSN is a Canadian network that promotes solidarity with women's and labour rights groups in Mexico, Central America and Asia working with export processing zone workers to improve working conditions and wages. She has also worked as a government on women's health issues.

Richa Mittal, Regional Coordinator (South Asia), Fair Labor Association. Ms. Mittal oversees labor standards and Code of Conduct compliance in sourcing factories of FLA-participating companies in Bangladesh, India, Indonesia, Pakistan, Nepal, and Sri Lanka.

Maria-Isabel Plata, Executive Director, Profamilia-Columbia. Profamilia-Columbia provides reproductive and family health care throughout Columbia, providing approximately 70% of family planning services in the country.

Larry Root, Director, Institute of Labor and Industrial Relations, Professor of Social Work, University of Michigan. Professor Lawrence Root's areas of interest are employment and social welfare.

Ruth Simmons, Professor of Health Behavior and Health Education, University of Michigan. Dr. Simmons' research interests include the organization of public sector family planning and related reproductive health services with special emphasis on the interface between users and programs and quality of care.

Rachel Snow, Associate Professor of Health Behavior and Health Education, University of Michigan. Dr. Snow's expertise lies in gender, human rights, sexually transmitted infections, and contraceptive technology development.

Mieko Yoshihama, Associate Professor of Social Work, University of Michigan. Professor Yoshihama's research focuses on multidimensional impact of culture and oppressed status on women's experiences of domestic violence in communities of color, especially among immigrants. In collaboration with the World Health Organization, she is also coordinating a large-scale epidemiological study of domestic violence and women's health in Japan.

Zheng Zhenzhen, Professor, Chinese Academy of Social Sciences, Institute of Population and Labor Economics. Dr. Zheng is a demographer with particular expertise in the reproductive health of Chinese migrant workers.