



Improving Working Conditions in Supply Chains

Practical Examples & Future Challenges

Agenda

4 MAY 2022 • 9:00 AM TO 1:30 PM (Eastern Time) – *Lunch provided*

8:30am-9:00am **OPENING COFFEE**

9:00am-9:10am **WELCOME REMARKS**

- **Mr. Kevin Cassidy** – Director and Representative to the Bretton Woods and Multilateral Organizations, ILO Office for the United States and Canada
- **Professor Raymond Robertson** – Director, Mosbacher Institute, The Bush School of Government & Public Service, Texas A&M University

9:10am-9:15am **OPENING VIDEO MESSAGE**

- **Mr. Guy Ryder** – Director-General, ILO

9:15am- 9:35am **KEYNOTE: The Ongoing Challenge of Labor Compliance in Global Value Chains**

- **Ms. Thea Lee** – Deputy Under Secretary for International Labor Affairs, U.S. Department of Labor

9:40am-10:40am **SESSION 1: Current Challenges and Responses**

Moderator: **Ms. Gabriela Inchauste** – Lead Economist, Poverty and Equity Global Practice, World Bank

- **Professor Raymond Robertson** – Director, Mosbacher Institute, The Bush School
- **Professor Kelly Pike** – School of Human Resource Management, York University
- **Professor Gale Raj-Reichert** – Associate Professor of Politics, Bard College Berlin (*virtual*)
- **Ms. Fabiola Mieres** – Technical Officer, Labour Migration, ILO (*virtual*)

10:40am-10:50am **COFFEE BREAK**

10:50am-11:30am **ADVANCING EQUITABLE ECONOMIC GROWTH & WORKER VOICE**

Moderator: **Professor Raymond Robertson** – Director, Mosbacher Institute, The Bush School

- **Ambassador Katherine Tai** – United States Trade Representative
- **Mr. Kevin Cassidy** – Director and Representative to the Bretton Woods and Multilateral Organizations, ILO Office for the United States and Canada

11:30am-12:00pm **LUNCH SERVED**

12:00pm-1:15pm **SESSION 2: Looking Forward: New Approaches & Opportunities**

Moderator: **Ms. Anna Pienaar** – Executive Director of the Responsible Labor Initiative, Responsible Business Alliance

- **Ms. Arianna Rossi** – Senior Research and Policy Specialist, Better Work, ILO (*virtual*)
- **Mr. Josh Kagan** – Assistant U.S. Trade Representative for Labor, Office of the United States Trade Representative

- **Mr. Peter Young** – *Deputy Head of the Trade and Agriculture Section, Delegation of the European Union to the United States*
- **Mr. Scott Nova** – *Executive Director, Worker Rights Consortium*
- **Professor Jodi Short** – *Associate Dean for Research & Professor of Law, UC Hastings Law (virtual)*

1:15pm-1:30pm

CONCLUDING COMMENTS

- **Professor Raymond Robertson**
- **Mr. Kevin Cassidy**

Speaker Biographies



Mr. Kevin Cassidy – *Director and Representative to the Bretton Woods and Multilateral Organizations, ILO Office for the United States and Canada*

Kevin Cassidy, with nearly 4 decades of international development experience, is currently the Director and Representative to the Bretton Woods and Multilateral Organizations for the International Labour Organization (ILO) Office for the United States and Canada.

Prior to this appointment, Cassidy served as the Senior Communications and Economic and Social Affairs Officer for 11 years in the ILO Office for the United Nations with additional responsible for partnerships in North America.

During this time, Cassidy worked with member States to organise Heads of State/Government and Ministerial level events highlighting decent work as well as introducing policy language on key development issues into the resolutions and outcomes documents of the UN General Assembly’s Third Committee and the Commissions of the Economic and Social Council (ECOSOC).

Before his assignment to New York, Cassidy was the Chief Technical Adviser for the ILO’s Global Campaign on Promoting Fundamental Rights at Work and Operations, Communications and Partnership Director for the Aga Khan Foundation (AKF-UK) in London, where he focused on rural and community-based development in Central and South Asia. He has worked in several UN offices during his career including the Department of Peacekeeping Operations (DPKO) on the issue of landmines, the Office of the Coordination of Humanitarian Assistance (OCHA), the Executive Office of the Secretary-General (Boutros Boutros-Ghali and Ban Ki-moon), the UN Department of Public Information and the UN Non-Governmental Liaison Service (NGLS), New York.

Cassidy holds a Masters’ of Economic and Political Development from Columbia University’s School of International and Public Affairs.



Ms. Gabriela Inchauste – *Lead Economist, Poverty and Equity Global Practice, World Bank*

Gabriela Inchauste is a Lead Economist in the Poverty and Equity Global Practice of the World Bank. She currently leads work on Fiscal and Social Policies for poverty reduction and shared prosperity. Her research interests revolve around the distributional impact of fiscal policy, ex-ante analysis of the distributional impacts of policy reforms, and understanding the channels through which economic growth improves labor market opportunities for poverty reduction.

Prior to joining the Bank, Inchauste worked at the International Monetary Fund and the Inter-American Development Bank where she contributed to operational and

analytical activities in a number of countries covering topics such as macroeconomic forecasting, public expenditure policy, poverty and social impact analysis, fiscal and debt sustainability analysis, post-disaster needs assessments, and subsidy reform. She has published articles in academic volumes and journals on fiscal policy in low-income countries, decentralization, the distributional impacts of taxes and social spending, macroeconomic shocks and the poor, the informal sector, and the role of remittances in developing countries.

A Bolivian national, Inchauste holds a Ph.D. in economics from the University of Texas at Austin.



Mr. Josh Kagan – *Assistant U.S. Trade Representative for Labor, Office of the United States Trade Representative*

Josh Kagan serves as Assistant U.S. Trade Representative for Labor. His office is responsible for developing and implementing U.S. trade policy related to labor issues and workers' rights.

Kagan oversees labor and trade issues for USTR, including serving as chief negotiator of labor provisions in multilateral, regional, and bilateral free trade agreements, formulating recommendations concerning countries' adherence to worker rights provisions of U.S. trade preference programs, and developing U.S. positions on the relationship between trade and labor in the International Labor Organization, World Trade Organization, Organization for Economic Cooperation and Development, and other relevant international bodies. Among his U.S. government interagency representational roles, he co-chairs the Interagency Labor Committee for Monitoring and Enforcement pursuant to the United States-Mexico-Canada Agreement Act and represents USTR as a principal on the Forced Labor Enforcement Task Force.

Kagan previously served as Deputy Assistant U.S. Trade Representative for Labor. Prior to employment with USTR, Kagan served as Deputy Director of the Office of Trade and Labor Affairs in the U.S. Department of Labor's Bureau of International Labor Affairs. He was a Presidential Management Fellow and held past positions as a public defender, Peace Corps Volunteer (Costa Rica), and Americorps NCCC member. Kagan began his work on international labor issues in 2004 by volunteering with an organization working to support labor rights and independent unions in Mexico.

Kagan holds a B.A. from the University of Richmond's Jepson School of Leadership Studies, a J.D. from the University of San Diego School of Law, and an LL.M. in International Economic Law from Georgetown University Law Center. He was the recipient of the University of San Diego School of Law's Outstanding Public Interest Advocate Award. He is married and has two children.



Ms. Thea Lee - *Deputy Under Secretary for International Labor Affairs, U.S. Department of Labor*

Thea Lee was named Deputy Undersecretary for International Affairs on May 10, 2021. She has been advocating for workers' rights, both domestically and internationally, for over thirty years. She was president of the Economic Policy Institute, a progressive pro-worker Washington think tank, from January 2018 to May 2021 and an international trade economist at EPI in the 1990s. From 1997 to 2017, Lee worked at the AFL-CIO, a voluntary federation of 56 national and international labor unions that represent 12.5 million working men and women. At the AFL-CIO, she served as deputy chief of staff, policy director, and chief international economist.

Lee has served on the State Department Advisory Committee on International Economic Policy, the Export-Import Bank Advisory Committee, and on the Boards of Directors of the National Bureau of Economic Research, the Congressional Progressive Caucus Center, the Center for International Policy, and the Coalition on Human Needs, among others. She served on the U.S.-China Economic and Security Review Commission from 2018 to 2020. She currently serves on the boards of the National Women's Law Center, as well as the national advisory board of the Institute for Women's Policy Research.

Lee holds a master's degree in economics from the University of Michigan at Ann Arbor and a bachelor's degree in economics cum laude from Smith College.



Ms. Fabiola Mieres - *Technical Officer, Labour Migration, ILO*

Fabiola Mieres joined the ILO in September 2018 as a Technical Officer in Labour Migration. An interdisciplinary scholar by practice and training, she is part of the Research Cluster at the Labour Migration Branch where she conducts research on temporary labour migration schemes. She also looks at migrant workers in the rural economy and agriculture, the socio-economic integration of migrants and refugees in the context of the Venezuelan displacement, and acts as a focal point for the Latin American region backstopping projects in the field of mixed migration.

Mieres held postdoctoral research positions at the Industrial Labor Relations School at Cornell University (2018), the Department of Geography in Durham University in the UK (2014-2016) where she was part of the EU-funded consortium Demand-AT analysing initiatives to address human trafficking and forced labour in global supply chains. She was also a Global Project Coordinator for the Building and Woodworkers' International covering a wide range of labour topics with a focus on construction and forestry. Before her own migration, Mieres was an economist for Ernst & Young in the Buenos Aires office, held research positions at FLACSO Argentina and Di Tella University and contributed to the consolidation of the Mexican Foundation Vidanta on public policies to reduce poverty.

Main areas of expertise include the political economy of migration, labour recruitment, forced labour in global supply chains, multistakeholder initiatives and temporary labour migration. She has conducted field research in Mexico, the United States, Qatar, Malaysia and has wide international experience in fact-finding missions. She has worked in the agriculture, forestry, construction and electronics sectors.

Mieres holds a PhD in Politics from the University of Manchester in the UK, a Master's Degree in International Political Economy from the University of Manchester, a MA in International Studies from Di Tella University in Argentina and a BA in Economics from the University of Buenos Aires.



Mr. Scott Nova - *Executive Director, Worker Rights Consortium*

Scott Nova is Executive Director of the Worker Rights Consortium (WRC). The WRC is an independent labor rights monitoring organization that conducts investigations of working conditions in factories around the globe. The WRC's purpose is to combat sweatshops and protect the rights of workers who sew apparel and make other products sold in the United States and Canada—in particular, garments bearing the logos of the WRC's affiliate universities and colleges.

The WRC conducts independent, in-depth investigations; issues public reports on factories producing for major US brands; and aids workers at these factories in their efforts to end labor abuses and defend their workplace rights. The WRC is a collaboration of educational institutions, students and non-governmental

organizations, all of which share the common goal of promoting greater respect for the rights of workers in the global economy.

Prior to joining the WRC, Nova was Executive Director of the Citizens Trade Campaign, a national coalition of environmental, religious, human rights, labor and other public interest groups. Citizens Trade Campaign is one of the nation's foremost advocates of an approach to US trade policy that makes human rights, worker rights and environmental protection central priorities. Nova has also served as Director of the Preamble Center, a DC-based research and policy organization that focused on a broad range of economic issues, from Social Security to international commerce.

As a community leader in Rhode Island before moving to Washington, Nova helped found a number of statewide public interest organizations, including the Consumer Alliance, a coalition of auto insurance consumers, and People First, a network of groups promoting equitable tax, budget and social welfare policy and served as Executive Director of Ocean State Action, a long-standing Rhode Island community coalition.

Nova has written and spoken widely on international labor rights issues, in the United States and abroad. He is a graduate of Dartmouth College.



Ms. Anna Pienaar – *Executive Director of the Responsible Labor Initiative, Responsible Business Alliance*

Anna Pienaar brings a wealth of leadership experience in human rights and international development, having spent 15 years in the nonprofit sector building partnerships to prevent modern slavery, support education and promote women's economic empowerment. She most recently served as Executive Director of the Global Battery Alliance in 2021, supporting its transition from an initiative of the World Economic Forum to an independently run organization. Prior to that, she served as Global Vice President, Corporate and Government Affairs at the human rights NGO International Justice Mission (IJM) where she led the global strategy for engaging public and private sector actors to address human trafficking in global supply chains. In this role she facilitated the formation and launch of the Global Survivor Network, an international group of survivors of slavery and violence now leading advocacy movements across three continents.

Pienaar served on the Advisory Board for the RBA's Responsible Labor Initiative (RLI) during its launch in 2017-2018; and the multi-stakeholder RLI Steering Committee from 2019-2021. She was a founding member of the Global Battery Alliance in 2017, serving on the Executive Board (2017-2019); and was Chair of the Markets Policy Working Group for Delta 8.7 (2020-2021).



Professor Kelly Pike – *School of Human Resource Management, York University*

Kelly Pike earned her PhD from the School of Industrial and Labor Relations at Cornell University. She specializes in the role of worker voice and participation in the regulation of international labour standards, with a particular focus on the global garment industry in Sub-Saharan Africa. Her research contributes to the literature on regulating labour in global value chains. Her most recent publications appear in *ILR Review*; *Gender, Work and Organization*; *Journal of Developing Societies*; and the ILO Better Work Discussion Paper series.

Pike is currently a partner in the COVID homeworking by university staff survey (CHUSS) project, an international research collaboration between 14 universities in Canada and Australia examining the impacts of COVID-19 on work and life outcomes for faculty and staff.

In 2018-19, Pike was a major research partner on the project Decent Work Regulation in Africa, funded by the Global Challenges Research Fund, in partnership with colleagues in the UK and South Africa. A central aim of the project was to establish a regional network of researchers and policy-makers who have an interest in effect labour regulation.

Pike also works part-time as a consultant for the International Labour Office, having recently evaluated the impacts of the Workplace Cooperation Program (i.e., Better Work Academy) which was piloted in collaboration with a major brand-name retailer in the global garment industry. The goal of the program is to improve workplace cooperation and train workers and managers to more effectively resolve non-compliance issues.

Prior to her current appointment in the School of HRM, Pike was a CLA in Work and Labour Studies at York. During that time she appeared several times on CBC Windsor News at 6 for comment on local labour disputes.



Professor Gale Raj-Reichert - Associate Professor of Politics, Bard College Berlin

Gale Raj-Reichert holds a PhD in development studies from the University of Manchester Global Development Institute (2012). Her research is on labor governance in global production networks with a focus on the global electronics industry and outsourced manufacturing in the Asia Pacific region. Raj-Reichert's research aims to understand how networked relationships and power asymmetries across different actors, such as governments, firms, and civil society organizations, shape and influence processes and outcomes for workers in outsourced factories of globalized industries.

Raj-Reichert held previous faculty positions at the University of Manchester and Queen Mary University of London. She has been the recipient of research grants from the British Academy and is currently a Principal Investigator of a research project (on socially responsible public procurement in the European Union and its impacts on labor governance in the electronics industry global production network), which is funded by the German Research Fund. Gale is an Editor in Chief at the journal *Competition and Change*. In 2019, she co-edited the *Handbook on Global Value Chains* (Edward Elgar).



Raymond Robertson – Director, Mosbacher Institute for Trade, Economics, and Public Policy, The Bush School of Government & Public Service, Texas A&M University

Dr. Raymond Robertson is Professor and holder of the Helen and Roy Ryu Chair in Economics and Government in the Departments of International Affairs at the Bush School of Government and Public Service and the Director of the Mosbacher Institute for Trade, Economics, and Public Policy. He is a research fellow at the Institute for the Study of Labor in Bonn, Germany, and a senior research fellow at the Mission Foods Texas-Mexico Center. He was named a 2018 Presidential Impact Fellow by Texas A&M University.

Robertson earned a BA in political science and economics from Trinity University in San Antonio, Texas, and an MS and PhD in economics from the University of Texas at Austin. He has taught at the Maxwell School of Citizenship and Public Affairs at Syracuse University and was a Visiting Professor in the Department of Economics at the Graduate School of Administration, Monterrey Institute of Technology's Mexico City campus.

Widely published in the field of labor economics and international economics, Robertson previously chaired the US Department of Labor's National Advisory Committee for Labor Provisions of the US Free Trade Agreements and served on

both the State Department's Advisory Committee on International Economic Policy and the Center for Global Development's advisory board.



Ms. Arianna Rossi – *Senior Research and Policy Specialist, Better Work, ILO*

Arianna Rossi is the Senior Research and Policy Specialist with Better Work Global where she leads the Research and Impact team. With a view to support Better Work's policy influencing agenda, her work covers research, impact assessment, data analysis, and monitoring and evaluation. Arianna is also Better Work's gender focal point and coordinates its sexual harassment prevention activities.

Prior to joining Better Work in 2009, Rossi was Research Officer at the University of Manchester. She holds a PhD from the Institute of Development Studies at Sussex University focused on social and economic upgrading in garment global value chains, a MSc in Development Studies from the London School of Economics, and a degree in Economics from the University of Ferrara, Italy. She has published several academic articles on labour in global value chains as well as economic and social upgrading.



Professor Jodi Short – *Associate Dean for Research & Professor of Law, UC Hastings Law*

Jodi Short is the Associate Dean for Research and the Honorable Roger J. Traynor Professor of Law at UC Hastings College of the Law. She graduated from Duke University, BA cum laude (1992); Georgetown Law, JD magna cum laude (1995); and UC Berkeley, PhD in Sociology (2008). She has taught at Georgetown Law and was a Senior Policy Scholar at the Georgetown Center for Business and Public Policy, at the McDonough School of Business.

Short's research is on the regulation of business, in particular, the intersection of public and private regulatory regimes and the theory and practice of regulatory reform. Her prior work has examined the effects of corporate internal compliance auditing on regulatory performance, theoretical justifications for and critiques of public regulation, and tensions in the U.S. administrative state between cooperation and coercion, expertise and politics, and public and private interests. Current research projects investigate private efforts to enforce labor standards in global supply chains through codes of conduct and social auditing, critique red-tape reduction reforms that rely on the fallacy of regulation counting, and call for a more robust theory of the state in legal scholarship on regulation.



Ambassador Katherine Tai – *United States Trade Representative*

Ambassador Katherine Tai was sworn in as the 19th United States Trade Representative on March 18, 2021. As a member of the President's Cabinet, Ambassador Tai is the principal trade advisor, negotiator, and spokesperson on U.S. trade policy.

Prior to her unanimous Senate confirmation, Ambassador Tai spent most of her career in public service focusing on international economic diplomacy, monitoring, and enforcement. She previously served as Chief Trade Counsel and Trade Subcommittee Staff Director for the House Ways and Means Committee in the United States Congress. In this capacity, Ambassador Tai played a pivotal role in shaping U.S. trade law, negotiations strategies, and bilateral and multilateral agreements, including the recently re-negotiated United-States-Mexico-Canada Agreement.

Ambassador Tai is an experienced World Trade Organization (WTO) litigator. She previously developed and tried cases for the Office of the United States Trade Representative, eventually becoming the Chief Counsel for China Trade

Enforcement. Before transitioning to federal service, she practiced law in the private sector, clerked for district judges, and taught English in Guangzhou, China.

Ambassador Tai earned a Bachelor of Arts degree in history from Yale University and a Juris Doctor from Harvard Law School. She is fluent in Mandarin.



Mr. Peter Young – *Deputy Head of the Trade and Agriculture Section, Delegation of the European Union to the United States*

Peter Young has a long and varied experience in EU trade policy. He is presently the Deputy Head of the Trade and Agriculture Section at the European Union Delegation to the United States in Washington DC. He took up this post in August 2020 and has the Diplomatic title of Minister Counsellor.

Prior to this assignment, Young was a Senior Expert in the Directorate-General for Trade at the European Commission in Brussels and was responsible for coordination and management of the EU's trade relations with the United States. Between 2013 and 2017, he was Deputy Head of Unit in DG Trade, managing the EU's trade relations with the Southern Mediterranean, Middle East and Gulf regions, a total of 19 countries and territories. He was in particular responsible for advancing bilateral relations, conducting trade negotiations and ensuring satisfactory implementation of existing EU Trade Agreements with Algeria, Iran, Iraq, Jordan, Morocco and the six member countries of the Gulf Cooperation Council.

Between 2010 and 2013, Young was the Trade Counsellor at the European Union Delegation to India in New Delhi. Between 2007 and 2010, he was Deputy Head of Unit in DG Trade responsible for EU policy on Trade and Development, including the EU's autonomous Generalised System of Preferences (GSP) scheme.

Between 2003 and 2007, he served as First Secretary at the EU Delegation to the WTO in Geneva, representing the European Union in a number of WTO regular bodies and Doha Development Agenda (DDA) negotiating groups.

Young joined the European Commission, DG Trade, in April 1998, serving initially in the Unit dealing with WTO affairs, where he was responsible notably for WTO accessions and EU policy on regional trade agreements.

Before joining the European Commission, Young was Assistant Director (Head of Unit) in the United Kingdom Department of Trade and Industry. His career in UK Government service included a posting in Geneva as Second Secretary to the UK Mission to the GATT/WTO between 1992 and 1996. He has worked on trade policy issues for the UK and then the EU almost continuously since September 1989.