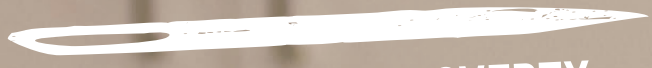


Photo: Stina Johansson/Oxfam/AUS

WHAT SHE MAKES



IS KEEPING HER IN POVERTY

**CIVICS AND CITIZENSHIP
CLASSROOM COUNCIL GAME**



OXFAM
Australia

WHAT SHE MAKES

IS KEEPING HER IN POVERTY

What She Makes: Education Resource has been created in collaboration with Social Education Victoria (SEV) and the Geography Teachers Association of Victoria (GTAV) and Oxfam Australia. It has been developed to support the delivery of a flexible and engaging curriculum to support the What She Makes labour rights campaign, to increase intercultural understanding and awareness of the lives of garment workers in Bangladesh and an intensive and thorough examination of the determinants of living wage equity. This resource aims to inspire young Australians to take action against popular brands to pay a living wage to the women who make our clothes.

What She Makes: Education Resource has been mapped to support the implementation of the Australian Curriculum. Available online for free download, the resource includes:

- Specific mapping to the Australian Curriculum: Civics and Citizenship Levels 7–10, Geography Year 10: Geographical Knowledge and Understanding required by Unit 2: Geographies of human wellbeing, and Year 7 Place and Liveability and Year 8 Changing Nations;
- Background notes for teachers to ensure teacher knowledge of context while supporting teachers' professional judgment within the local context;
- Tablet- and print-friendly Student Activity worksheets;
- Detailed Lesson Plans with support for assessment task decisions by the teacher. What She Makes helps students explore the barriers facing garment workers seeking a living wage, how wellbeing is affected by poverty, and how students can get involved to pressure brands to address these issues.

Credits: Oxfam Australia would like to acknowledge and thank Augusta Zeeng, Terry McMeekin and Lauren Giffen as authors of the resource. Your knowledge, understanding, educational awareness and passion for the issues and curriculum implementation are greatly appreciated.

Special thanks also to Nayeem Emran, Sarah Rogan, and Stina Johansson from Oxfam Australia for your support, expertise, guidance and assistance. This resource was project managed by Augusta Zeeng, Professional Learning Programs Project Manager from Social Education Victoria and Lauren Giffen, Schools Program Coordinator from Oxfam Australia.

Disclaimer: Reference has been made to the Australian Curriculum: Civics and Citizenship and Geography. Teachers should also refer to state jurisdiction for local curriculum context. This resource was originally published in October 2018. All information and links correct at the time of publishing.

Council member guidelines: make sure you read the guidelines first.

Classroom council — How can we get living wages for garment workers in Bangladesh?

Background information (read out loud together):

The year 2018 marks the fifth anniversary of the Rana Plaza garment factory collapse. Tragically, 1,138 people were killed, the vast majority women, when the eight-storey building crumbled to the ground. Large cracks were seen in the factory walls the day before but bosses forced the garment workers into the building to work, even after they expressed fears for their safety. Workers had been producing clothes for international brands.

The international community, devastated by the enormous loss of life for fast fashion, demanded brands act to improve factory safety. Australians took to the streets and social media to hold brands to task. Over coming years, factory safety slowly improved.

Safe workplaces are still essential for brands to run an ethical business but, right now, the women who make our clothes still live in poverty as their wages are just too low. Big brands must pay their workers a living wage. Australian consumers are demanding that big clothing brands commit to doing what's in their power — to pay a living wage.

After sending this message loud and clear to brands, what is the hold up? Brands can afford to make the change, so why isn't change happening?

Today, a Council of fashion brands, garment factory owners and government officials will meet in Dhaka to address a hot topic: should brands pay a living wage?

In reality, most garment workers don't have the chance to attend such meetings, even though the decisions made at this type of gathering greatly affect their lives. But seeing as there are more than five million garment workers in Bangladesh alone, we thought they deserve a seat at the table.

Preparation:

a. Read the character card you or your team have been given. Take some time to draft a few points and make yourself familiar with who you are and prepare to get into character.

You are meant to embody this individual and your position on the issue, taking into consideration what you believe their personal interests and motivation are. Have fun, be dramatic and explore the shoes of another person. You have 10 minutes to get into character; you can change the way you look, the way you talk and use body language.

b. Today your class will be meeting as a council board.

At this council board, there will be representatives from government, fashion companies, workers and factory owners. The aim of the meeting is to discuss and come up with a plan or agreement for the future of garment workers' wages.

c. Your role on the council for Bangladeshi garment workers will be to hear all of the arguments, take votes, and write out the agreements made in today's roundtable discussion. The council should take a few minutes before the game to understand the voting points system, something they will keep private until it's voting time.

Council member how-to-play:

1) **Start the game and introductions.** The council will officially start the game. You can use the following script or freestyle to introduce the council and ask each member to introduce themselves in turn. Allow two or three minutes each, per role.

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Script:

(make a call-to-arms sound to bring attention)

Attention, everyone. Thank you for coming here today to discuss this pressing issue. I/we are (names) represent/ing the Council of Bangladeshi Garment Workers Safety. Our role here today is to act like a neutral outsider.

As we are gathered here today in Dhaka (dah-kah), it would be great to go around the room and have everyone please introduce themselves. You will have approximately two minutes each. The council members, myself and colleague will introduce ourselves first.

Introduce yourself. Use the information from “Background story” on your character card to add to your introduction. Use the “Attitude/beliefs” to present yourself, how you speak, act and use mannerisms. Then ask the next member to introduce themselves.

Feel free to use a timer to keep things moving if you want to. Get a marker ready and stand by the white board for this next section.

2) **The council will invite members to put forward a single item** (2–3 minutes maximum each) from each role, which will be collected on the board (or paper). Try to write out a clear and to-the-point action item suggested by each role to be voted on later.

Script:

Thank you, everyone. We will now allow each member to please announce what you would like to propose as an aim for the council to consider and vote on.

Hint:

After members have presented, if their aim is not clear to you or the group, ask questions to clarify until you have a simple, one-sentence aim. Write it on the board to be voted on in step 4.

Script:

The council will now distribute votes to members, to vote on which aims we will make a priority. You have 10 minutes to meet with your allies, try to convince your opposition and place your votes. Each sticky is worth one point, you can put all your votes on one item and break them up between aims listed.

3) **Encourage members to speak** and group with each other and debate. You can extend the time if people are deep into their characters and debates (and your teacher is cool with the extra time).

4) If anyone complains about who gets votes and who doesn't, use the explanations provided to explain.

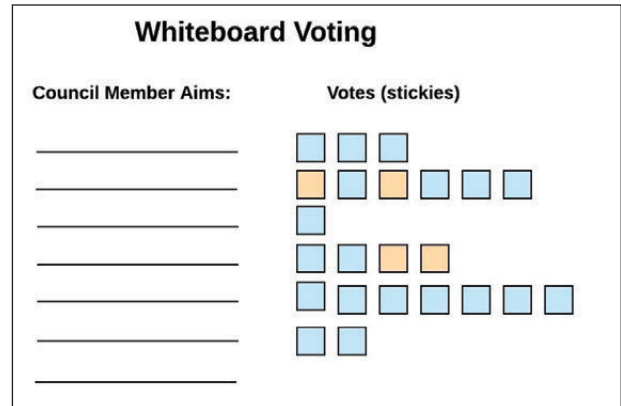
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5. (Last step) **Remove the different coloured sticky notes from the voting board.** The different coloured notes represent the votes of the women who make our clothes. See script for more information.

Script:

Now a special consideration will be brought forward. In reality, the women who make our clothes – garment workers – would not typically be at a meeting like this. So we'll now remove their votes and see if it changes what this council decision would look like



when we remove the voices of the people most affected by this council meeting.

Point Distribution	Role	Explanation
5	The Minister of Labour and Employment, Bangladesh	
5 – Use a different colour (this is important for the last step).	Garment workers – the women who make our clothes	
5	Bangladesh trade union member	
0	Member from Oxfam Australia representing gender rights	<i>Oxfam is a non-government organisation. They can influence protocol, facilitate meetings and make noise around issues – but cannot vote on them.</i>
5	Representative of popular clothing brand, B&D Youth Fashion Australia	
0	Representative of the International Labour Organization (ILO)	<i>As the ILO is for facilitation only, they cannot by their own mandate vote. They work to inform and support growing civil society but their membership is made up of government, business and workers so they have to respect and listen to everyone’s needs and opinions.</i>
5	Garment factory owner	
0	Council for Bangladeshi Garment Workers	<i>As hosts, you must only help run and keep the meeting. You are not meant to vote.</i>

All member guidelines:

Classroom Council — How can we get living wages for garment workers in Bangladesh?

(Read out loud together).

The year 2018 marks the fifth anniversary of the Rana Plaza garment factory collapse. Tragically, 1,138 people were killed, the vast majority women, when the eight-storey building crumbled to the ground. Large cracks were seen in the factory walls the day before but bosses forced the garment workers into the building to work, even after they expressed fears for their safety. Workers had been producing clothes for international brands.

The international community, devastated by the enormous loss of life for fast fashion, demanded brands act to improve factory safety. Australians took to the streets and social media to hold brands to task. Over coming years, factory safety slowly improved.

Safe workplaces are still essential for brands to run an ethical business but, right now, the women who make our clothes still live in poverty as their wages are just too low. Big brands must pay their workers a living wage. Australian consumers are demanding that big clothing brands commit to doing what's in their power — to pay a living wage.

After sending this message loud and clear to brands, what is the hold up? Brands can afford to make the change, so why isn't change happening?

Today, a Council of fashion brands, garment factory owners and government officials will meet in Dhaka to address a hot topic: should brands pay a living wage?

In reality, most garment workers don't have the chance to attend such meetings, even though the decisions made at this type of gathering greatly affect their lives. But seeing as there are more than five million garment workers in Bangladesh alone, we thought they deserve a seat at the table.

Preparation:

a. Read the character card you or your team have been given. Take some time to draft a few points and make yourself familiar with who you are and prepare to get into character.

You are meant to embody this individual and your position on the issue, taking into consideration what you believe their personal interests and motivation are. Have fun, be dramatic and explore the shoes of another person. You have 10 minutes to get into character; you can use props from around the classroom, such as sunglasses, bow tie or measuring tape.

b. Today your class will be meeting as a council board.

At this council board, there will be representatives from government, fashion companies, workers and factory owners. Discuss and come up with a plan or agreement on the future of garment workers' wages.

All members:

1) Prepare to introduce yourself in character (2–3 minutes each). Don't give away too much about your aim and motivation — save that for the next step. Try to freestyle your introduction to make the character seem real. 2) Put forward a single aim for your character. Try to make your aim and reason behind your aim clear and to-the-point. You want your item to be voted on. While items are announced, other members may cheer or moan and act dramatic. The best way to announce your aim is to state your aim in a single sentence, then explain why it makes sense and has value.

3) If you can vote: using your five sticky notes, get up and try to team up with your allies, and convince others why your opposition is in the wrong. Use your "motivation" to drive how you behave during this session. Be charming.

If you don't vote: team up with your allies and convince others why your opposition is in the wrong. Influence the vote. Use your "motivation" to drive how you behave during this session. Be charming.

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You are: Malik Syed

The Minister of Labour and Employment, Bangladesh

"I believe a review will address that issue."

Background story: You are the Minister for Labour and Employment. You believe that the factories are beneficial and need to stay. You lack a large budget to make significant changes so you need to make strategic decisions. You think the garment factories make enough money to keep buildings up to code. You would like the factories to pay for their own building but you also need to maintain the support of the garment industry to stay in office. You want the "best" for your people. You're a politician and need to keep your allies happy. You are afraid that if wages increase, employment will go down as brands can take their production elsewhere.

Attitude/beliefs: Your position is important. You are confident and you want the union representatives to know that you don't have to listen to them.

Character tips: Garment workers joining the unions would be a disaster for your relationship with the factory owners who are your friends and business partners. You must discourage

this from happening. You will support the factory owners.

Ally(s): Your allies are representatives of popular clothing brands and garment factory owners.

Opposition: Bangladesh trade union

Aim: You would like everything to stay generally the way it is and you will remind everyone that Australia already has a tax-free entry point for all Bangladesh exports. So you feel the brands should be satisfied. It's an election year and you really need to count on the votes of all 4.2 million garment workers in the country so you will suggest something that sounds promising but doesn't really mean anything: a review! **You will suggest a review into working conditions.** Try to sound really passionate when you suggest it.

Team: Can be played by three or four people, the Minister and his or her advisors.

Notes:

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You are: Saba Mondal

A woman who makes our clothes

“If women get pregnant, they often get fired; they wear their skirts or clothes really tight and try to squeeze their belly in so they can hide their pregnancy. I just want to have the same rights as the people who wear the clothes we make.”

Background story: You are a Bangladeshi factory worker. You are concerned with the long hours that you are expected to work, earning minimal money for 14 hours of long, draining work. You have witnessed the impact on your own mental and physical health, and the workers around you. None of you were able to finish primary school because of the financial constraints at home, so you went to work. You all dream of helping your children finish primary school and maybe even more. You know you will be working every available shift, and every available day. You are willing to put in the work and hope with just a small raise per day that you could change your children’s lives.

Attitude/beliefs: You believe that good will prevail, that hard work pays off and that all people deserve to be treated equally.

Character tips: You depend on your job to survive so you will be doing your best to make others aware of how you struggle because of low wages and unsafe factory conditions. But at the same time, you don’t want to offend anyone that could get you fired or blacklisted at any of the factories.

Ally(s): Your allies are union representatives, Oxfam Gender Specialist, fellow garment workers and clothing brands (they pay your wage).

Opposition: Factory owners (you know they lie about conditions faced by workers) and clothing brands (they pay your wage but it’s not enough to live on).

Aim: You want to go to work without worrying about if you can afford to eat today or whether your landlord will evict you because you paid school fees for your children so you’re now behind in rent for the room that you share with your husband and children. You would like to be able to afford to take public transport home after a 14-hour shift, but sometimes it’s eat or take the bus. You would like to make sure there is electricity on at home because your oldest child is very keen to read but, without power, you’re worried how she will do her homework by candle light. You are stressed when you think about what might happen if anyone in your family gets sick. You don’t make enough to save and hospital fees could be disastrous. But you know you can’t live in a state of worry all the time. You must try to convince everyone at this meeting, knowing there is an action plan that will bring real change.

You are afraid to get fired for asking for fair wages, so you won’t ask for this but maybe if you worked a normal amount of hours you could make things and sell them in the market. Maybe you could get a second job and you could spend more time at home with the kids. You believe that set working hours would allow more opportunities for you, maybe you could even have time to join the union (but shhhh don’t tell anyone, you might get fired). You think **workers should only be allowed to work a maximum of 9 hours per day.**

Team: Can be played by 3–6 people with two students representing one garment worker.

Notes:

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You are: Labiba Hossain

Worker/ woman who make our clothes

“Fast fashion giants make clothing to fall apart: they are obsessed with the bottom line, so will do anything to make you buy more clothes. I just want enough money to feed and school my kids.”

Background story: You are a Bangladeshi factory worker. You are concerned with the long hours that you are expected to work, earning minimal money for 14 hours of long, draining work. You have witnessed the impact on your own mental and physical health, and the workers around you. None of you were able to finish primary school because of the financial constraints at home, so you went to work. You all dream of helping your children finish primary school and maybe even more. You know you will be working every available shift, and every available day. You are willing to put in the work and hope with just a small raise per day that you could change your children’s lives.

Attitude/beliefs: You believe that good will prevail, that hard work pays off and that all people deserve to be treated equally.

Character tips: You depend on your job to survive so you will be doing your best to make others aware of how you struggle because of low wages and unsafe factory conditions. But at the same time, you don’t want to offend anyone that could get you fired or blacklisted at any of the factories.

Ally(s): Your allies are union representatives, Oxfam Gender Specialist, fellow garment workers and clothing brands (they pay your wage).

Opposition: Factory owners (you know they lie about conditions faced by workers) and clothing brands (they pay your wage but it’s not enough to live on).

Aim: You want to go to work without worrying about if you can afford to eat today or whether your landlord will evict you because you paid school fees for your children so you’re now behind in rent for the room that you share with your husband and children. You would like to be able to afford to take public transport home after a 14-hour shift, but sometimes it’s eat or take the bus. You would like to make sure there is electricity on at home because your oldest child is very keen to read but, without power, you’re worried how she will do her homework by candle light. You are stressed when you think about what might happen if anyone in your family gets sick. You don’t make enough to save and hospital fees could be disastrous. But you know you can’t live in a state of worry all the time. You must try to convince everyone at this meeting, knowing there is an action plan that will bring real change.

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Team: Can be played by 3–6 people with two students representing one garment worker.

Notes:

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You are: Saliha Mondal

A woman who makes our clothes

“How much are the t-shirts that we make sold for in Australia?” (confront Braxton)

Background story: You are a Bangladeshi factory worker. You are concerned with the long hours that you are expected to work, earning minimal money for 14 hours of long, draining work. You have witnessed the impact on your own mental and physical health, and the workers around you. None of you were able to finish primary school because of the financial constraints at home, so you went to work. You all dream of helping your children finish primary school and maybe even more. You know you will be working every available shift, and every available day. You are willing to put in the work and hope with just a small raise per day that you could change your children’s lives.

Attitude/beliefs: You believe that good will prevail, that hard work pays off and that all people deserve to be treated equally.

Character tips: You depend on your job to survive so you will be doing your best to make others aware of how you struggle because of low wages and unsafe factory conditions. But at the same time, you don’t want to offend anyone that could get you fired or blacklisted at any of the factories.

Ally(s): Your allies are union representatives, Oxfam Gender Specialist, fellow garment workers and clothing brands (they pay your wage).

Opposition: Factory owners (you know they lie about conditions faced by workers) and clothing brands (they pay your wage but it’s not enough to live on).

Aim: You want to go to work without worrying about if you can afford to eat today or whether your landlord will evict you because you paid school fees for your children so you’re now behind in rent for the room that you share with your husband and children. You would like to be able to afford to take public transport home after a 14-hour shift, but sometimes it’s eat or take the bus. You would like to make sure there is electricity on at home because your oldest child is very keen to read but, without power, you’re worried how she will do her homework by candle light. You are stressed when you think about what might happen if anyone in your family gets sick. You don’t make enough to save and hospital fees could be disastrous. But you know you can’t live in a state of worry all the time. You must try to convince everyone at this meeting, knowing there is an action plan that will bring real change.

You are afraid to get fired for asking for fair wages, so you won’t ask for this but maybe if you worked a normal amount of hours you could make things and sell them in the market. Maybe you could get a second job and you could spend more time at home with the kids. You believe that set working hours would allow more opportunities for you, maybe you could even have time to join the union (but shhhh don’t tell anyone, you might get fired). You think **workers should only be allowed to work a maximum of 9 hours per day.**

Team: Can be played by 3–6 people with two students representing one garment worker.

Notes:

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You are: Sakina Akter

Bangladesh trade union member

“250,000 Indian cotton farmers have killed themselves in the last 15 years due to the stress of debt they accumulated through buying genetically modified cotton seeds to keep up with demand. This is why we must protect all workers in the garment industry.”

Background story: You began working in a clothing factory at the age of 11, alongside your mother, often doing as many as 70 hours a week. You joined a trade union because the women working in the factory were abused and poorly treated. You believe garment factories have the potential to empower women by giving them greater choice and opportunity, but you are strongly against exploitative and dangerous working practices and not treating women fairly. You know that unions need 30% membership from a single factory for the trade union to be registered and be able to represent garment workers at that factory. Those are difficult numbers to get when individuals are threatened for mentioning or suggesting union representation.

Attitude/beliefs: You have seen the power of unions to protect vulnerable people, you believe everyone has the right to be part of a union and have access to support to fair wages and safe places to work.

Character tips: You used to be very shy, but you found your voice in the union. You want everyone to know what a union is: an organisation of workers formed to protect the rights and interests of its members

Ally(s): Your allies are ILO, Oxfam and clothing brands (you want them to support your aim).

Opposition: Garment factory owners, clothing brands (you want them to support your aim but at this time they do not)

Aim: You want unions to be protected by the government. You want the support of the Minister on a law which allows garment workers to organise freely in their places of work.

Team: Can be played by 3 or 4 people

Notes:

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You are: Kate McMuffin

Member from Oxfam Australia representing gender rights

“The wages of workers in garment factories can be as low as US \$1–\$3 a day.”

Background Story: You are one of the representatives of Oxfam Australia. One of you has flown in for this meeting from the Melbourne headquarters (McMuffin) and the other is the in-country gender lead (Salma Ali). You are both unafraid of big business and want to point out the conditions faced by women in these factories. You both have an undergraduate degree in globalisation and development studies and a master’s degree in gender studies.

Attitude/beliefs: You lead with your heart, you have chosen a life of fighting the good fight. You are also well educated, confident and hardworking. You have been well supported by the international organisation you work for and want to see all women getting a living wage to be able to support and take care of themselves.

Character Tips: You both need to maintain good relationships with everyone involved but you are also tired of seeing women’s lives put at risk for companies to profit from. You are composed but angry.

Ally(s): Your allies are garment workers (you have worked hard to build this trust), ILO, union representatives, Minister of Labour and Employment (Oxfam depends on institutional funding to do their work and must maintain positive and productive allied relationships with government) and clothing brands (you need big business to get on board and pay a living wage to the women who make our clothes and you can’t do this by making them your enemy).

Opposition: Clothing brands (you know they can afford to pay a living wage), garment factory owners (you know that factory owners frequently mistreat the women who make our clothes)

Aim: You want to leave this meeting with an agreement moving forward which will protect women who make our clothes. **Ultimately, you want brands to pay women a living wage.**

Team: Can be played by 2–4 people with two students representing one Oxfam worker.

Notes:

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You are: Salma Ali

Member from Oxfam Australia representing gender rights

“In some factories, women aren’t allowed to use the toilet during 10-hour shifts.”

Background story: You are one of the representatives of Oxfam Australia. One of you has flown in for this meeting from the Melbourne headquarters (McMuffin) and the other is the in-country gender lead (Salma Ali). You are both unafraid of big business and wanted to point out the conditions faced by women in these factories. You both have an undergraduate degree in globalisation and development studies and a master’s degree in gender studies.

Attitude/belief: You lead with your heart, you have chosen a life of fighting the good fight. You are also well educated, confident and hardworking. You have been well supported by the international organisation you work for and want to see all women getting a living wage to be able to support and take care of themselves.

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Aim: You want to leave this meeting with an agreement moving forward which will protect women who make our clothes. **Ultimately, you want brands to pay women a living wage.**

Team: Can be played by 2–4 people with two students representing one Oxfam worker.

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You are: Brickle Braxton

Representative of a popular clothing brand (B&S Youth Fashion Australia)

“Australians are the world’s second largest consumers of fashion. On average, they consume 27 kilos of new clothing and textiles every year.”

Background story: You believe that your company has met all necessary compliance issues to continue operations in Bangladesh. Because there is no universally agreed method for calculating fair wages, you believe it is the business of the countries where garment workers are employed to make these tough decisions. You want to protect the end user in your supply chain (the people who buy t-shirts) and are motivated to keep the prices generally the same. If wages increase for workers, the price of clothing will increase for our average Australian shopper. The board of directors informed you that many of the companies involved in Rana Plaza have been asked to pay out in damages, and most companies do not want to get involved. Rather it would be best if you stuck to talking about future investment and business and avoid anything that happened in the past.

Attitude/beliefs: In your opinion, your company is bringing economic opportunities overseas, opportunities that could go elsewhere. You want to keep what happens in this meeting in the meeting. If the public know all the details, that may start to put pressure on brands. The most

important thing for you is to make a profit. You want to see continued reductions in taxes to Australian businesses operating in Bangladesh.

Character tips: When you visit Bangladesh, you stay in a 5-star hotel, you only drink bottled water overseas and you don’t speak any Bengali — but you know fashion! Fashion and cheap access to fashion is your motivation. Fashion gives you life!

Ally(s): Your allies are garment factory owners and the Minister of Labour and Employment.

Opposition: Unions, Oxfam

Aim: You think that countries like Colombia and China produce better quality goods at a faster rate. For this reason, you believe that the **government should train its workers to be more skilled** so they can work faster and produce more for the same price. This would be ideal for you.

Team: Can be played by 1–3 people all representing the brand.

Notes:

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You are: Albert Thomas

(actual historical figure), Representative of the International Labour Organization (ILO)

“One in six people work in the global fashion industry.”

Background story: You represent an international organisation that brings governments, employers and workers of 187 member (Bangladesh included) states together. You want to see an agreement made to set labour standards, develop policies and devise programs promoting decent work for all women and men. You know that the ILO can register a complaint against entities that are violating international rules, but the ILO does not have the power to impose any sanctions. From what the garments workers have described, you are starting to really wonder about these fashion brands and how ethically they operate.

Attitude/beliefs: You believe that everyone should join their local union. Unions save, honour and respect the lives of workers.

Character Tips: Both of your parents were union members and you have seen the benefit to human lives when

employees enter a union: they have a community, they have a support network and they become aware of their rights. You believe that being able to form and join a union is the most important step to breaking the cycle of poverty. You are passionate about unions but also understand that new things take time.

Ally(s): Your allies are the Bangladeshi trade union, garment workers and Oxfam.

Opposition: none

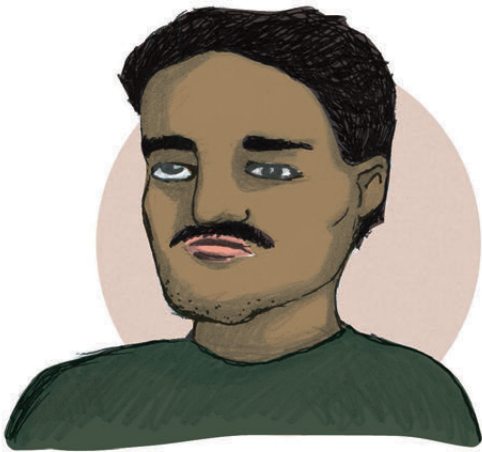
Aim: You want the workers to have access to a local garment manufacturers union so they can begin negotiating for a living wage and other protections. You want workers to be able to join their union without threat of violence. **You want safe access to unions.**

Team: Can be played by 1–3 people all representing the ILO.

Notes:

WHAT SHE MAKES

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You are: Ratan Blenali

Council member, The Council for Bangladeshi Garment Workers Accord

Background story: The role of the council is to provide a voice for the women who make our clothes and to examine issues that surround them. The council facilitates and promotes policy, legislative and programmatic responses relevant to the women who make our clothes and their families. The council operates from a pro-women perspective and proactively advocates for social justice in order to further empowerment, access, equity and safety for all women garment workers.

Attitude/beliefs: Although you may feel a certain way about some issues, you were asked here today to be a neutral outsider to help keep the meeting productive and civil. You also want to help everyone articulate or explain their aim so everyone's voice is included.

Character tips: Your role is meant to keep orderly discussion,

stick to time constraints and maintain a productive space.

Ally(s): None

Opposition: None

Aim: Following the rules of the activity strictly, keep time and have a list of action items for all members to follow by the end of today's meeting. You have nothing to add.

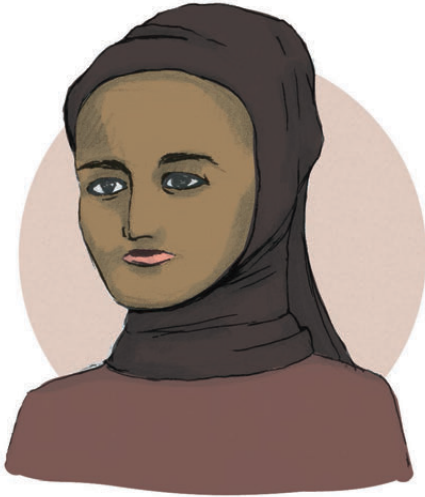
Team: Can be played by 2-3 people all representing members of the council.

Voting power: You are the only one who can see how many voting points each role has. When it's time to vote, give the allotted points over to each role. If others complain, you must explain that the government decided who would have their number of voting points. It's just the way it is.

Notes:

WHAT SHE MAKES

IS KEEPING HER IN POVERTY



You are: Munni Dey

Council member, The Council for Bangladeshi Garment Workers Accord

Background story: The role of the council is to provide a voice for the women who make our clothes and to examine issues that surround them. The council facilitates and promotes policy, legislative and programmatic responses relevant to the women who make our clothes and their families. The council operates from a pro-women perspective and proactively advocates for social justice in order to further empowerment, access, equity and safety for all women garment workers.

Attitude/beliefs: Although you may feel a certain way about some issues, you were asked here today to be a neutral outsider to help keep the meeting productive and civil. You also want to help everyone articulate or explain their aim so everyone's voice is included.

Character tips: Your role is meant to keep orderly discussion,

stick to time constraints and maintain a productive space.

Ally(s): None

Opposition: None

Aim: Following the rules of the activity strictly, keep time and have a list of action items for all members to follow by the end of today's meeting. You have nothing to add.

Team: Can be played by 2-3 people all representing members of the council.

Voting power: You are the only one who can see how many voting points each role has. When it's time to vote, give the allotted points over to each role. If others complain, you must explain that the government decided who would have their number of voting points. It's just the way it is.

Notes:

WHAT SHE MAKES

IS KEEPING HER IN POVERTY



You are: Chandra Hasan

Council member, The Council for Bangladeshi Garment Workers Accord

Background story: The role of the council is to provide a voice for the women who make our clothes, to examine issues that surround them. The council facilitates and promotes policy, legislative and programmatic responses relevant to the women who make our clothes and their families. The council operates from a pro-women perspective and proactively advocates for social justice in order to further empowerment, access, equity and safety for all women garment workers.

Attitude/beliefs: Although you may feel a certain way about some issues, you were asked here today to be a neutral outsider to help keep the meeting productive and civil. You also want to help everyone articulate or explain their aim so everyone's voice is included.

Character tips: Your role is meant to keep orderly discussion,

stick to time constraints and maintain a productive space.

Ally(s): None

Opposition: None

Aim: Following the rules of the activity strictly, keep time and have a list of action items for all members to follow by the end of today's meeting. You have nothing to add.

Team: Can be played by 2-3 people all representing members of the council.

Voting power: (you are the only one who can see the how many voting points each role has, when it's time to vote, give the allotted points over to each role. If others complain you must explain that the government decided who would have their number of voting points. It's just the way it is.

Notes:

WHAT SHE MAKES

IS KEEPING HER IN POVERTY



You are: Ali Khan

Garment factory owner

“80 billion pieces of clothing are consumed globally every year. Our workers need to stay competitive in the market or we could lose the brands.”

Background story: You conduct regular safety audits within your factory. You have installed fire exits and maintain upkeep of the building. You fiercely believe all factory owners have this responsibility and want to make it law that audits must occur, with penalties applying if factories aren't deemed safe for employees. You have witnessed many buildings in Dhaka, Bangladesh that appear to be worn down and in urgent need of repair. You think that the government needs to be more invested in the garment industry so that it can be more successful and lucrative for factory owners like you. Your bottom line is having the most productive factory you can with as little cost. You also want the government to invest in infrastructure so that factories are easier to access with good roads and stable electricity so workers can keep normal hours. The government could also invest in the women making the clothes, teach them to sew in school so they don't have to learn in the factory, they will make less mistakes and be more productive. This will also ensure you keep making money.

Attitude/beliefs: The women at your factory are exhausted and that makes them work slowly. There are large cracks in your factory. You are angry that the government doesn't help out with grants so you can afford to fix the building and invest in training. You are already in debt from buying the factory and the building was made poorly. You would be happy to help but cannot afford to fix the building yourself. You need to make payments on the new Toyota and your kids are going to an international school in Dhaka and the fees are very high. You want the government to play a more

supportive role in encouraging business growth in the garment sector before the brands move to their next country.

Character tips: You are concerned with the rights of the women in the factories, you have witnessed harassment from owners of factories, but that's not how you behave so your employees shouldn't complain. In fact, they should celebrate you because they have a job. You believe workers should be paid more, because then they will work harder and then you will make more money. Unions want garment workers to have way too much — this isn't Australia, we don't need those western things. They will be fine how they are, but making more clothing.

Ally(s): Your allies are the Minister of Labour and Employment and clothing brands.

Opposition: Unions

Aim: You want brands to pay a higher wage to workers and the government to give them training so they increase their outputs (t-shirt production). This will increase your profits, but a higher wage doesn't mean anything if there is no work, you will suggest that the **brands make a two to five year (players decide) commitment to production in Bangladesh.** Ensuring a steady influx of work and income to the country and your pockets.

Team: Can be played by 2–4 people all representing the garment factory owners.

Notes:

Teachers notes

Class roundtable debate game — How can we get living wages for garment workers in Bangladesh?

1) The game is designed for students to pick up and play, so you can choose your level of involvement as a player, part of the council, or an observer. It is important that students read the instructions in full to begin.

2) The aim of the game is to help students understand the complexity of how decisions are made and affect people's lives, especially the autonomy of women.

Should they make a living wage? What would change?



3) The instructions for the council members and the rest of the roles are very different, so you should choose students with strong leadership skills to take the role of council member(s).



4) To assign roles to students, print and group the following together:

(you can put the documents face down on tables and just have students sit randomly in front of roles)



The Minister of Labour and Employment, Bangladesh	
	Malik Syed
	A copy of: All member guidelines

Oxfam Australia representatives for gender rights	
	Kate McMuffin Salma Ali
	A copy of: All member guidelines

Garment factory owner	
	Ali Khan
	A copy of: All member guidelines

Worker/ women who make our clothes	
	Saba Mondal Labiba Hossain Saliha Kostor
	A copy of: All member guidelines

Representative of a popular clothing brand	
	Brickle Braxton
	A copy of: All member guidelines

Council members	
	Ratan Blenali Munni Dey Chandra Hasan
	A copy of: Council member guidelines (this group has different guidelines and must keep them secret)

Bangladeshi trade union member	
	Sakina Akter
	A copy of: All member guidelines

Representative of the International Labour Organization (ILO)	
	Albert Thomas
	A copy of: All member guidelines

