

Activity (14-18): Textile factory - a role play about a sustainable work life

Objective: This activity aims to learn youth about what goes on in textile factories, what rights workers have and about power relations. It aims to give knowledge about conflict between workers, employers and authorities. This activity requires some preparation – it is important that all the facilitators have background knowledge of the situation the activity is emulating and the rules and objectives of the activity.

Time: 90 min

Size: 18-50

Materials: Annexes 1-7. Projector and PC to show the Kompaz film on worker's rights.

List of annexes:

- Annex 1: Description of the general context of the game
- Annex 2: Glossary
- Annex 3.1-3.5: Description of the group roles and objectives
- Annex 4: Outcomes and conclusions
- Annex 5: PowerPoint presentation on the Cambodian textile industry
- Annex 6.1-6.5: Joker descriptions

The game

The roles

In this roleplay the participants are working as part of the textile industry in Cambodia. Participants will be divided into five groups of equal size (except for the ILO, which will have four participants):

- Textile workers (NB! If you feel comfortable with it, make the majority of this group girls, so as to reflect the real-life gender distribution in the textile industry)
- Storage workers
- Factory owners
- Authorities
- Representatives of the «international labour organization» (ILO)

Each group should also have a facilitator.

In addition, facilitators can choose to introduce a *joker* in the game

Each group is given descriptions of the general context of the game (annex 1), glossary (annex 2) situation and specific instructions for their group (annex 3.1-3.5), and will be given time to discuss their situation and the problems they face based on the information they

receive. The specific group instructions also details their objective in the game, and the various actions available to them for reaching these objectives.

The area

The leaders/people in charge prep the room before the participants come in. The authorities, the employers, and the ILO will have a table each, with chairs. The two worker groups will be seated on the floor.

The ILO

The ILO present themselves after 15 min and declare the ILO-office for open. When it's open, one representative from each group can visit and get advice. ILO can visit the groups if the groups does not visit them. ILO can also take initiative to organize a common negotiation between the groups, where all groups gather around ILO and presents claims and questions to each other. ILO decides who gets to speak.

The Joker

If the discussion in the groups aren't productive, for example if everyone agrees, you can introduce a joker. You choose one of the most active participants in the group and invite him/her to give them a joker document corresponding to their group (annex 6). The "joker" must try to convince the others of the position in the joker document. NB! Make sure you manage to delegate the "joker" responsibility secretly – it won't work if everyone in the group realise the role of the joker. You can introduce more than one joker if necessary.

Explanation

1. Show the PowerPoint presentation (annex 5) to give some background information on the textile industry in Cambodia.
2. Divide into groups, and hand out the required annexes (situation description, objective, glossary, role description). Make it clear to them that this game has winners and losers, and their "winning" objectives are described in the handouts.
3. Make sure that all the groups read and understand the handouts (5-10 minutes).
4. The groups can then start discussing how to reach their respective goals.
 - a. If the discussions are unproductive, consider introducing a joker after a few minutes.
5. Follow-up on the ILO group: make sure that they know they they are representing both ILO for the other groups and that they will work as advisors for the groups after the presentations.
6. Approximately 15 minutes into the game, the ILO gives a presentation of themselves and their role - all the other groups have to stop discussing and listen.
7. When ILO is finished with the presentation make sure the groups continue with their discussions - but now they can use the ILO advisors.
8. The ILO can call for a common negotiation - urge the ILO to consider this, and let them discuss whether it is something they would like to do.

9. After 50-55 min tell the groups that they have to make a decision on what course of action to pursue (according to their objectives and possible actions described in their role description).
10. The groups submit their decision to the facilitators, and go for a 15 minute break.

In the break, the facilitators will review the decisions made by the various groups. Based on the choices the groups have made, the facilitators will then be able to see what the outcome of the game is based on *annex 4: Conclusions*.

When the facilitators have ascertained the game outcome, call everyone back in and announce the groups remain as “winners” and “losers”.

You read the conclusion that their choices lead to.

Debrief (30 minutes):

Reflect:

- How did the different groups feel in the discussion?
- Is there something you would like to say to the different groups?
- Did you have to argue for a view that you did not necessarily agree with?
- What did you learn?

Video: Now show the Kompaz video about workers’ rights.

Generalise:

- Do you think the textile workers’ situation is fair?
- Who is responsible for the working conditions of textile workers?
- How does our consumption affect workers around the world?

Apply:

- Is there anything you could do to improve the situation of the workers?