



Declaration of Intent to the Bi-Partite Committee from the MFA Forum Morocco Working Group

Following the visits by the MFA Forum delegates in May and December 2006 as well as April 2007, and the International Convening of the MFA Forum in London on 18th September 2007, the MFA Forum Morocco Working Group has agreed to engage in work in Morocco, within the framework of the ILO Decent Work Programme.

The multistakeholder initiative MFA Forum and the ILO perceive clear potential synergies in linking the MFA Forum programme involving brands and retailers who source from Morocco, to the social partners engaged in the project decent work through competitiveness.

The MFA Forum sees its role as a catalyst for change based on the principle of home-owned programmes of work in building responsible competitiveness.

During the above stated visits and London meetings, the MFA Forum participants have agreed to specific tasks with their Morocco-based colleagues that can be summarised as follows:

- A Morocco buyers group has been formed with the support of the MFA Forum and a Terms of Reference drafted and revised post the April meeting with the Bi-Partite Committee. The revised ToR have been signed off in September by a new participant, Mango, a Spanish retailer.
- A gap analysis should be delivered comparing the corporate codes of conduct with the AMITH code to inform our dialogue and feed into the impact assessment of Fibre Citoyenne. The Bi-partite Committee has received a first draft. A second draft is now being completed that adds more detail, a new company (Mango) code principles and a brief summary of how each company monitors it's code.
- A Terms of Reference for an Impact Assessment of Fibre Citoyenne and codes of retailers who are members of the buyers group will be delivered to the Bi-partite Committee for your comment. The anticipated agreement of the terms of the impact assessment will be one element to enable the MFA Forum to engage the social partners in Morocco to develop jointly between the Bi-Partite Committee and the Forum participants a roadmap for building responsible competitiveness in the Morocco textile and garment sector.

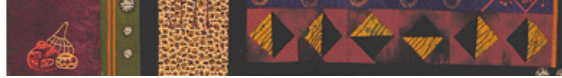
We would like to confirm these agreements reached to date have been endorsed by **all the signatories** of this letter.

The terms of reference of the buyers group, the gap analysis of codes and the draft terms of reference for the impact assessment will be delivered to the Bi-partite Committee by the end of October, after which, the MFA Forum requests that the Bi-partite Committee discuss these documents and send comments to the MFA Forum, suggestions and other responses on the documentation.

The MFA Forum then proposes a meeting between the MFA Forum, the ILO and the Bi-partite Committee in the early part of next year to discuss a way forward and strategies to implement an agreed programme of work.

Dialogue at this time will be based on:

The MFA Forum



- (a) Key issues identified by the Buyers Group that they face in continuing their sourcing relationship with Morocco with the aim of finding mutual and collaborative ways of addressing them.
- (b) Key issues identified by the social partners in the Bi-Partite Committee of the challenges faced by the industry and the ways of addressing these challenges in the short, medium and long term.
- (c) The findings of the impact assessment that will be presented, discussed and validated by the participants.

As the MFA Forum works on (a) and (c) above we ask that the Bi-Partite Committee prepares and sends to the MFA Forum your input on (b) above. These three areas prepares the ground for a constructive dialogue to bring a programme of work together and to support and address building a responsible competitiveness programme with Morocco. This is with the understanding that there will be progressive realisation of improved labour conditions within Morocco's industry.

We sincerely hope that this letter clarifies both the progress to date and more importantly the proposed next steps. We firmly believe that with your support and commitment, we can all jointly succeed in developing programs to address key competitiveness concerns in the garment and textile sector in Morocco and we look forward to working with you over the coming years to this end.

If you need further clarification, or if you would like to add comment, please do not hesitate to contact either the MFA Forum or your partner brand or retailer.

Yours sincerely,

MFA Forum Morocco Working Group.

Participants:

Jean Paul Sajhau, International Labour Organisation

Isabel Tamarit, Oxfam International

Neil Kearney, International Textile Garment and Leather Workers Federation

Beatrice Bayo, Mango

Egemen Topaloglu, Levi Strauss & Co

Aleix Gonzalez Busquets, Inditex

Gabriel Llaguno, Nike

Meriel Hoban, Next

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