

**SPECIAL  
REPORT**

# THE OLIVE TREE

Edition 8. July - August 2018

## **UNSDG #8: Creating Decent Jobs in Travel & Tourism**



**Jetwing**  
**HOTELS**  
SRI LANKA

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# พระเจ้าทรงเป็นนิรันดร์

FOREVER IN OUR HEARTS

## ศาสตร์ของพระราชากับการพัฒนาที่ยั่งยืน His Majesty's Sufficiency Economy Philosophy for SDGs

หลักปรัชญาของเศรษฐกิจพอเพียงเป็นหลักในการคิด ตัดสินใจ และการปฏิบัติ สำหรับการดำเนินชีวิตหรือประกอบกิจการงานใดๆ ด้วยการใช้ **ความรู้** และ **คุณธรรม** เป็นฐาน ผ่านการไตร่ตรองด้วยหลักสำคัญ ๓ ประการ ได้แก่ พอประมาณ ไม่มากเกินไป ไม่น้อยเกินไป มีเหตุผล ตามหลักวิชาการ มีภูมิคุ้มกัน หรือรองรับการเปลี่ยนแปลงหรือวิกฤตที่อาจเกิดขึ้น ซึ่งจะนำไปสู่การพัฒนาอย่างสมดุลในทุกมิติ ไม่ว่าจะเป็นด้านเศรษฐกิจ สังคม สิ่งแวดล้อม และวัฒนธรรม อันเป็นแนวทางที่จะนำไปสู่ **ความสุขที่ยั่งยืน** ได้อย่างแท้จริง

"Sufficiency Economy Philosophy" is a mindset for decision-making. We base our decisions on our **Knowledge** using our internal value - our **virtues** - through applying the three principles of **moderation, reasonableness** and **prudence**. We aim for the outcomes of our decision to be balanced among the four dimensions of human life: **economy, society, environment** and **culture**, in order to promote sustainable happiness for all.



The Sufficiency Economy Philosophy of Thailand's late monarch, His Majesty King Bhumibhol Adulyadej, designed in the aftermath of the 1997 Asian economic crisis, offers one of the best models of Alternative Development globally. It is now going mainstream, primarily because it has much in common with the UN SDGs. Thailand, where the 1997 Asian economic crisis started, is certainly according it more respect than ever before. The rest of the world needs to follow if true "Sustainability" is to be realised.



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**THE OLIVE TREE**

**Design & Layout: Nusreen Ekachon**



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## MESSAGE FROM EXECUTIVE EDITOR

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### IMTIAZ MUQBIL

The International Labour Conference (ILC), an annual event often called the World Parliament of Labour, convened in Geneva from 28 May to 8 June, 2018. More than 5,700 government, employer and worker delegates from the ILO's 187 member States discussed some of the most pressing issues facing the world of work, all of which are applicable to the travel & tourism industry.

Travel & tourism cites job-creation as one of its primary advantages. But industry forums of "thought-leaders" devote inadequate attention to the issues and challenges facing the World of Work. The long-standing parochial focus of "Human Resources Development" has been on meeting the demand for qualified personnel, without a serious examination of the World of Work environment that exists for those personnel.

This issue of Olive Tree is devoted entirely to the outcomes of the International Labour Conference, all of which contribute to advancing SDG 8, which seeks to promote sustained, inclusive and sustainable economic growth, alongside "*full and productive employment and decent work for all.*"

The 2018 ILC was particularly important. It covered solid ground that examined the obstacles to gender equality at work and in society; violence and harassment at work; social dialogue and "tripartism" as a means to promote better wages and working conditions, social justice, peace and the SDGs. One of the key reports focuses on ensuring decent working time for the future. Particularly noteworthy is the keynote speech by the President of Ireland Michael D. Higgins on how employment and decent work can promote peace and resilience.

These topics are all relevant in the light of the upcoming impact on jobs due to the pace and intensity of technological and demographic shifts. Like ecological challenges, social disruptions can quickly ignite political fires which in turn disrupt national peace and create more man-made crises.

I hope that this Edition of The Olive Tree will provide a starting point to upgrade the status of "Human Resources Development" and bring it on par with economic, ecological and technological issues on travel & tourism agendas. The ILO annual conference has laid all the necessary groundwork. The travel & tourism industry can, should and must play a major role in adopting and implementing its conclusions and suggestions if it wishes to be taken seriously as an "Industry of Peace."

As always, I thank my sponsors Jetwing Hotels, Sri Lanka, and Freme Travel, Brunei Darussalam, for their support in making my effort possible.



## MESSAGE FROM CHAIRMAN, JETWING HOTELS

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### HIRAN COORAY

This issue of Olive Tree features extensive coverage of the key outcomes of the International Labour Conference in June 2018. I am proud to claim that the conference themes focussing on the UN SDG 8 (full and productive employment and decent work for all), have been embedded in the DNA of Jetwing Hotels ever since it was founded by our patriarch Herbert Cooray, my late father.

The life and times of Herbert Cooray have been chronicled in a book entitled “A Man in His Time.” Readers may be surprised to know that my father was raised in a middle-class family environment but developed strong socialist ideals. The book describes him accurately as “a fighter for the rights of those ill-served by authority” with a “great affection for the simple working folk of the world.”

The book is full of great stories of this amazing personality, a man who organised the first student strike at his university but later become a successful businessman in developing the largest independent family-owned travel group in Sri Lanka. That was not a contradiction. A successful business, Herbert Cooray firmly maintained, would be only as good as the treatment meted out to the staff. That respect, he knew well, would be reciprocated and repaid many times over in staff-customer relations.

We at Jetwing Hotels are proud to continue Herbert Cooray’s great legacy. All his commercial, personal and professional principles conformed with the UN Sustainable Development Goals in more ways than one. Readers of The Olive Tree who are keen to get a copy of the book can contact my PA at [zulaiha@jetwinghotels.com](mailto:zulaiha@jetwinghotels.com).





## MESSAGE FROM FOUNDER AND MANAGING DIRECTOR, FREME TRAVEL SERVICES, BRUNEI DARUSSALAM

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### MICHAEL LEE

Incorporated in 1982, [Freme Travel Services](#) has always been in the tourism landscape of Brunei Darussalam. With over 40 years of experience, Freme caters to the travel needs of the Bruneian People, its residents and visitors from the corporate, leisure and incentive travel sectors.

Our contribution to the UN Sustainable Development Goals is our [Freme Temburong Adventure Park and Rainforest Lodge](#) which we have been operating since 2000. What was once a small lodge has been progressively upgraded and refurbished into a fully equipped Adventure Park that can accommodate up to 40 guests per night. We recorded 4,000 visitors in 2017.

The lodge is located in the Ulu Ulu Temburong National Park which is the highlight of our tours in Brunei. With safety as our Number One priority, all adventure facilities undergo an annual safety audit and routine visual inspections. Our Lodge is operated by 100% local Temburong staff and members of the Temburong Community. We are committed to maintain and operate with a local workforce, and undergo local recruitment and training plans to prospective applicants and employees.

We also promote Corporate Social Responsibility through Eco-Awareness programs and community service in collaboration with relevant government and non-government bodies.

It is time to change people's perception of Brunei Darussalam, strengthen its reputation as the Green Heart of Borneo and recognise its contribution to the UN SDGs. We are aiming to make Temburong a must visit experience and give visitors reasons to stay a little longer in the country.

Brunei Darussalam will and can become a competitive tourist destination. We also acknowledge the strong support and encouragement from the Ministry of Tourism.

# Section 1:

## Special Report on SDG 8. The International Labour Conference





## PART 1

# Global Peace can only be based on a just and equal economic order

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Opening Speech by the President of Ireland Michael D. Higgins at the 107th Session of the International Labour Conference, Geneva, 7 June 2018

President of the Conference, Vice-Presidents, Director-General, Your Excellency, Distinguished delegates, I am deeply honoured to be here to join and to speak to so many distinguished delegates from so many nations. May I begin then by thanking the Director-General of the International Labour Organisation, Guy Ryder, for his gracious comments and for his most generous invitation to address this plenary sitting of the 107th Session of the International Labour Conference.

I am very conscious that I am addressing the longest-established, and one of the most important, institutions in the conduct of international relations, one that gives voice not only to governments, but to the representatives of workers and employers, one that attempts a partnership, one that was born of the collision of empires, the collapse in human solidarity, that we now know as the First World War.

***This year, of course, on November the 11th, many of the nations of the world shall commemorate the conclusion of that war, and it is my hope that they will do so, not as a celebration of militarism, or as a valorisation of martial spirit, but as a recognition of the wasted promise and potential of the millions who lost their lives during that conflict, of the lasting damage to the further millions who were wounded and maimed, and of the countless others who suffered mental anguish as a consequence of bearing witness to the horrors of war.***

Is it not one of the great tragedies in human history that such a global consciousness as privileged co-operation rather than aggression, conflict, domination, exploitation, and insatiable accumulation has not emerged, established itself, was sustained, but rather was dismissed and abandoned?

Of all the institutions established by the international community in the wake of that cataclysm that was the First World War only one has endured to this day, the International Labour Organisation.

That it has done so is testament to the moral vision and indomitable hope that is contained within the preamble to the constitution of the Organisation, that ‘universal and lasting peace can be established only if it is based upon social justice’. In our present circumstances, ninety-nine years after that constitution was first proclaimed, that spirit of idealism and of vital moral purpose is more urgently required than ever.

Today, as we reflect on the adoption of the ‘Employment and Decent Work for Peace and Resilience Recommendation’ by this Conference last year, let us seek to draw more from those foundational moments in this Organisation’s history, such as in 1919 and 1944, when the community of nations was, for a moment, resolved to build, from the ashes of war – a war that had brought human behaviour to the nadir of cruelty and abuse of the most basic human instincts – a more just and equal economic order, one built on the dignity of labour, one in which all those involved in economic and social organisation recognised their duties to the common good. There was then a certain urgency, even desperation, to move to a new place in human experience.

The precursor to the Recommendation of 2017, the Employment (Transition from War to Peace) Recommendation, was, let us recall, adopted on 12 May 1944, only two days after the Declaration of Philadelphia. To read it today is a reminder of the enormous challenges then confronting a world which sought to meet the needs of a great variety of diverse populations: refugees fleeing persecution and invading armies, demobilising soldiers, workers with disabilities and of course, women, who had entered the industrial labour force in huge numbers.

The Declaration of 1944 has an engaged intellectual and moral background that ensured it would not descend to the level of a set of rhetorical flourishes. It was followed, implemented by a defined role for the state and, as to the accepted role of the market, recalling the devastating impact of wild speculative tendencies in 1929, there was an acceptance of the need for regulatory mechanisms if social cohesion was to be achieved. In so many states and societies it was the case that the wars had thrown people against

each other, the Welfare State, with its project of shared citizenship, was bringing them together seeking to lift them off the social floor, offering some guarantee as to basic dignity in citizenship, encouraging political participation as a space for discourse as to options for the connection between economy and society.

***More than sixty years later, the task before us, of building and sustaining a peace based on social justice, is as daunting – perhaps even more so – as the task the 26th Session of this Conference faced in 1944. For we, in these first decades of the twenty-first century, again live in a world marked by war and the rumour of war, preparations for war that absorb not only the muscle and sinew of our physical labour, but the creativity of our intellectual labour; war built on fear of the other, ignorance and impatience as to different forms of economy presented and too often perceived as inevitable even if they are sustained by continuing injustice and deepening inequality. The burdens of war – famine, atrocity, starvation, displacement, forced migrations – now fall ever more upon those least able to bear them, upon women, children, and older people.***

We too, in the new conditions of our time, must take stock of the challenges we face and our capacity for response. Are we to allow a role for the State as partner in constructing an emancipatory, more inclusive, citizenship? Given, in particular, the challenges of climate change and sustainability issues, can we bring an institutional and policy architecture into being, one that not only envisages partnership but allows for an entrepreneurial State and entrepreneurial State institutions?

What serious scholarship supports the view that a mere adjustment of present practices will suffice for any of these challenges?

***Inequalities in wealth, income and power – both a cause and consequence of war – are widening, both between and within nations, excluding hundreds of millions on the basis of the intersecting lines of class, nationality, ethnicity and gender.***





***nations, for there can be no social justice that is not unlimited, no peace that is not universal, and no solidarity that is not open to all.***

Two months ago, I addressed the United Nations General Assembly as part of the High-Level Meeting on Peacebuilding and Sustaining Peace. It is very clear that Secretary-General Guterres is seeking to meet the aspirations outlined in the Resolutions on peacebuilding adopted by the Security Council and the General Assembly in 2016.

The Report prepared by the Secretary-General on foot of those Resolutions has outlined an ambitious plan of action for the United Nations and its agencies. It presents a vision of, and relies upon, the Member States and agencies of the United Nations working cohesively across the pillars of peace and security, human rights, and development to address the root causes of conflict.

Yet the activities of the United Nations have been fractured by the actions of the most powerful. If our predecessors of 1944 saw how global accountability in international capital flows was necessary, which led to the establishment of the Bretton Woods Institutions, we in our time have failed to secure even a space for the discourse of accountability. Future history will contrast the moral urgency of the discourse of 1944 with the contemporary spectacle that is Davos, and they will draw the inevitable moral conclusions.

Ever since its inception, the International Labour Organisation has been dedicated to the proposition that peace can only be built, and can only be sustained, when it is founded on a just and equal economic order, one capable of meeting the needs and aspirations of all people, in their diversity.

In the words of the Declaration of Philadelphia, which still ring through the decades to us today, 'poverty anywhere constitutes a danger to prosperity everywhere'. The International Labour Organisation draws, for its ideas, for its inspiration, and for its decisions, upon both States themselves and upon workers and employers, upon, in short, nearly one hundred years of social dialogue that has been seeking consensus and partnership. By placing decent work and social justice at the very heart of its approach, the

The unprecedented accumulation of greenhouse gases in the Earth's atmosphere, the legacy of two centuries of industrial civilisation, now threatens a planet most vulnerable to, and as yet unprepared for, the catastrophic consequences of climate change, with all of the devastating implications for the displacement of people, involuntary migration, the degradation of the environment and the eruption of new conflicts over diminishing natural resources.

Yet, at the very same time as we hold, as an international community, within our collective grasp the capacity to organise our labour within a framework of irreducible and indivisible dignity of work, whether by hand or brain, and when our resources, whether material or intellectual, to abolish all forms of human poverty exist and could ensure that, in the words of Declaration of Philadelphia, 'all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity'; in terms of those aims, are we not drifting to failure?

***In affirming that principle I have quoted, we the Members of the International Labour Organisation accept a moral, political, social and economic responsibility not only to the peoples of our own nations, but to the peoples of other***





International Labour Organisation secured not only the mandate but the credibility, and it still retains the potential to be one of the international organisations best equipped to assist nations and their peoples to build resilience and prevent conflict.

Ireland has been a part of the transformative work of the International Labour Organisation since 1923. It was the first international organisation that our newly independent State joined. One of our nation's most distinguished international civil servants, Edward Phelan, devoted his career to this Organisation, and was instrumental in the drafting and preparation of the Declaration of Philadelphia. As Director-General, he championed and pursued the spirit of diplomacy and dialogue that has been, and continues to be, so characteristic of this organisation – a diplomacy of the common good, a diplomacy informed by deliberation, courtesy and respect, rather than any cynical and narrow diplomacy of transaction, derived from an immiserated and at best, insufficient, narrow theory of interests of threatened disadvantage.

***Ireland, the country I represent, knows from our own Peace Process that a diplomacy of mutual respect, of plural and shared narratives, can succeed if it is practiced with consistency and transparency of purpose. The Northern Ireland Peace Agreement, signed on Good Friday twenty years ago, represents and remains a profound achievement, one that is underpinned by many of the guiding principles recognised by the Recommendation of 2017: the importance of reconciliation; the need for international solidarity; the necessity to combat discrimination in all its forms; and the imperative of recognising fundamental human rights, whether they be civil, social, economic, cultural or political.***

Support for decent work, for social protection, and for fundamental rights may not remove or supplant what are, as in the case of Northern Ireland, deeply held views regarding the constitutional arrangements under which people wish to live, or the legitimate national aspirations that many peoples of the world hold. Yet, the Peace Agreement in Northern Ireland demonstrates that when all parties to a conflict respect and commit to those fundamental principles of decent work, security to participate in the public world, security from fear of insufficient provision in health, housing or education, it is possible to create a shared space capable of accommodating different aspirations, one in which it is possible to imagine a shared future of hope and possibility.

It is also important to emphasise that our peace could not have been achieved, nor could it have been sustained, without the persistent and courageous activism of civic organisations campaigning for a more equal and peaceful society. ***The trade union movement, on an all-Ireland basis, has been the greatest, most consistent, most courageous opponent of sectarianism. Many of those campaigns against sectarianism for the welfare of citizens and workers were led by the women of Ireland, North and South. Their campaigns demonstrate that gender equality can never be simply residual to peacebuilding – it must be placed at its very heart.***

One of the most critical components of the Peace Process, and of the process of peacebuilding in Northern Ireland, has been the sustained financing for peace undertaken by the Governments of Ireland and of the United Kingdom, and through the European Union Programme for Peace and Reconciliation.

Indeed, European Union investment is of such material and symbolic importance that is embedded within the Peace Agreement itself, through a Special EU Programmes Body which co-ordinates funding for Northern Ireland, the Border Region, and the West of Scotland. That funding is directed towards the training of young people, creating shared spaces for education, and meeting the needs of victims of the conflict.

These initiatives were, and are, appropriate in a very specific regional context, one which is not necessarily reproducible in other parts of our planet – and indeed one which is subject to some uncertainty at present – and so may I welcome the commitment of the International Labour Organisation to its programme on Jobs for Peace and Resilience.

Expanding economic opportunities, ensuring the recognition of fundamental social and economic rights, advocating, advancing and achieving decent work, and facilitating social dialogue between workers, employers and civic organisations, are critical components of recovery from conflict and the prevention of any return to war.

***I therefore welcome the ambition to place the International Labour Organisation at the centre of our efforts to create a new global architecture for sustaining peace, for sufficient and effective investment in rights-based peacebuilding programmes will not only save lives, but will offer to the peoples of the world all of the possibilities for development and human flourishing that peace can bring.***

This will be necessary if we are to accomplish the goals of that most remarkable declaration of shared global solidarity, the 2030 Agenda for Sustainable Development, to which we committed ourselves in New York two and half years ago.

The message of the International Labour Organisation must be brought to the attention of the world. How much better it would be if the necessary elements of what constituted social cohesion was the discourse that prevailed on the streets of the world rather than the excluded being abandoned to become the prey of xenophobes, homophobes and racists?

In our present circumstances, none of this will be easy. The diplomacy of the global common good exemplified by this Organisation is giving way to a recurrence of the kind of diplomacy practised in the worst moments of the past century, one characterised by narrow self-interest and, at its worst, a disdain for those hard-fought and hard-won basic rights that stand at the centre of international law, whether encoded in the Refugee Convention, the Universal Declaration of Human Rights, or indeed, within the Conventions governing the most foundational rights at work.

***When I spoke to the United Nations General Assembly two months ago, I said that so many of our global citizens and particularly the young of the world are so often appalled by the suggestion that, where the United Nations is concerned, what is normative is for the General Assembly but that the strut of the powerful and the wielders of power must prevail in the Security Council.*** What is normative is now regarded as something that can be parked on a siding. A false dichotomy between what is normative theoretically and what can be empirically validated simply becomes the work of lazy commentary.

May I suggest today this Organisation has too often and for too many years been treated as if it were simply normative, as an advisory body or some echo of conscience, to be acknowledged, and then disregarded.

I say this not to diminish in any way the work that has been carried out by the International Labour Organisation. Indeed, the intellectual agenda forged by this Organisation through rigorous and critically engaged intellectual work of its Research Department has been instrumental in equipping nations and peoples to understand the far-reaching effects of the liberalisation of finance and trade on employment rights, labour markets, the new international division of labour and on the increasing power and reach of global value chains controlled and organised by transnational corporations, that are often offering no transparency to the global community.

However, I would challenge some of our member governments to show some evidence that they took as a primary source the commitments made to the Constitution and Conventions of the International Labour Organisation, or indeed any account of the United Nations Commissions for the different regions of the world. Their reports are evidence-based, rigorous and relevant in policy recommendations. They are rarely, if ever, quoted by governments or government agencies. For too many governments ideologically predictable consultancy bodies, not research based, rarely refereed by peers, are more comfortable.

This Conference has itself been the site of many important interventions as to rights. The Declaration on Fundamental Principles and Rights at Work adopted by the Eighty-Sixth Session has provided a shared and universal framework in which to achieve dignity at work in a world in which regions and nations are experiencing all of the differential effects of globalisation, expansion and recession, development and underdevelopment.

The Declaration on Social Justice for a Fair Globalisation, adopted in 2008, advocated an alternative to the simple deregulatory nostrums to the now-discredited Washington Consensus based on a vision of decent work for all, one that promised a globalisation of the social floor rather than the social ceiling, a globalisation based on employment, social protection, social dialogue, and rights at work.



Credit: [www.president.ie/media-library/photos](http://www.president.ie/media-library/photos)

This should amount to more than one voice from a discordant chorus of silos. ***Too often the international financial institutions, the World Trade Organisation and their Member States have turned their face away from the fundamental principles promulgated by the International Labour Organisation, and have not merely been seduced but have become proponents of a theory of government and governance now popularly known as neo-liberalism, an ideology that need not declare its name. Its policy agenda is familiar to us all: the removal of constraints on growth, use and flow of capital and wealth; the privatisation of state assets; sharp reductions in the taxation of capital; the curtailment of social protection; the neglect of the public realm; and the dismantlement of collective bargaining and in its most extreme variant, even the very concept of social dialogue itself. It stands for the radical experience of a private existence that is perceived as being under threat from any concept of the public world, the citizens of a shared public space, served by democratically accountable institutions.***

All of these contemporary difficulties can be overcome. Let us recall that in the difficult climate of the Cold War this Conference struggled, understandably, to reach a consensus. Though every national delegation, whether representing the State, workers or employers, shared the same faith in that immortal precept – ‘universal and lasting peace can be established only if it is based upon social justice’ – they disagreed, often profoundly, on the manner in which social justice was to be expressed.





often been lonely advocates for a much-needed alternative vision of globalisation, particularly in an international environment where the self-assured and often self-promoting voices at Davos have, at times, resounded louder in the halls of power than any voice of labour, or indeed the voice of so many small and medium-sized business.

The rigidity of these ideological positions substitution for empirically testable theories is giving ground. What I have described is now, albeit slowly, beginning to change, and may I commend Director-General Ryder and the staff in the International Labour Organisation for their recent productive collaboration with some of the international financial institutions and the World Trade Organisation.

***It is an indication not only of institutional success, but of a gradual and necessary shift in the intellectual climate. Agencies which once advocated, with more than a tinge of hubris, and intoning the mantra of inevitability, characteristic neoliberal policies such as the universal liberalisation of capital flows and the deregulation and creation of financial markets, have now begun to question what were once their sacrosanct and unchanging policy prescriptions.*** Such institutions, when confronted with the prospects of the consequences of a lost social cohesion, now speak of the need for ‘inclusive growth’, and of policies which can address the vast inequalities that exist within and between countries in terms of income, opportunity and wealth, recognising, however late, that more equal societies are healthier societies.

***They also realise that the space of the lost mediating institutions is a dangerous space to be – one without a future for jobs or employment. Indeed, the recent arrival of ‘behavioural economics’ perspectives in international reports may herald more than merely a lifeboat launch from a sinking ship, it may be a tentative recognition that restoring social cohesion is the alternative to facing the inchoate anger of the Global Street. More importantly, after many years of critique from within and without, those organisations are now beginning to question some of their long held a priori assumptions.***

These arguments were legitimate – it was to be expected that what were then termed the East and the West would offer alternative visions, based on both their strengths and their erroneous, even violent, assumptions. It was also to be expected that the heralds of the newly free nations of the world would bring their own conception of social justice and of the role of labour.

For all that debate and disputation, what was never in doubt was the shared conception that social justice was to be the organising principle upon which the actions of the Organisation and its members should and would be based.

Yet ever since the end of the Cold War the very idea that social justice is an end of policy, whether in itself or as the buttress upon which all peace – industrial peace, social peace, peace between nations, peace in its widest sense – rests has come to be disputed and dismissed by many, replaced by an ideology which sanctions poverty amidst plenty, private desire over the public good, insatiable consumption over sustainability, unrestricted accumulation over diversity of competition, and the freedoms of the market over the rights and dignity of labour. Indeed, if ever a concept was robbed of moral content it is surely ‘freedom’.

This Conference and this Organisation, along with other agencies of the United Nations, have

I have been most impressed by the capacity of the International Labour Organisation to place some of the most basic questions of distribution of income on the agenda. Its recent work on the relative proportion of Gross National Income accruing to labour and capital in current conditions has been a valuable contribution to responsible discourse.

That work, carried out in concert with the International Monetary Fund, shows that the labour share of Gross National Income has been declining in most countries since 1980. When we speak of labour, and of the fruits of labour and of the distribution of the gains and losses of globalisation, the question that work poses is a fundamental question. For if the overwhelming gains of globalisation accrue only to the few, and are predicted to continue for the few, and the losses imposed and pushed down upon the many, can we truly envision a peaceful world?

I want to congratulate those who are working on the theme of ‘the future of work’. I am most acutely aware of the danger of confining our vision of the economy to that which is measured by conventional methods of national income, output and expenditure. In doing so, we lose sight of so much of that which is of substance in the world of work. Envisioning the future of work is inescapably an interdisciplinary exercise. Our citizens have related, relate, and will relate to work from different perspectives. All of these differences have importance.

Work as a human activity is the experience of living in the fullness of lived experience within a society and a culture. It is irreducibly social, inextricably linked to citizenship.

Yet much of the essential work carried out by women - caring for the family, the sick and the elderly, sustaining and educating the household – is not measured if it is not carried out in the marketplace. Development economists such as Ester Boserup have reminded us that this so often amounts to nothing less than masking a double workload, as women are so often condemned to perpetual work – work that is not emancipatory but often long, unremitting and exhausting. Many working in Europe are reporting levels of stress at work, and there are meaningful differences between countries that are associated with levels of social protection, provision for inclusion, and adequacy of public provision in the public world in relation to these reported levels of stress.

On every continent too many women are living in precarious conditions, with limited economic power, are also most vulnerable in relation to household provision, to rapid movement of commodity prices which are such a structural feature of the present era of globalisation.

Within the internationally traded economy there is scant consideration for such women. Transnational corporations are permitted to transfer risk down through global supply and value chains to those who can bear it least, whether it be farm or factory workers, thus often compounding the gender pay gap even further.

May I warmly commend the Report on the Women at Work Initiative presented to this Conference by the Director-General and its proposals for reform as to metrics, to establish new forms of statistical measurement that will have the capacity to value the totality of women’s work, to ensure, for example, that the growing care economy is grounded on decent work, and the introduction of measures to strengthen women’s control over their own work-time.

Above all, on a day on which we speak of conflict and peace-building, I would like to commend the commitment for an end, not in a decade’s time, but now, to violence and harassment against women in the workplace. These daily acts of aggression against women are a global outrage, they do not know any national barriers. At times they occur within the context of slavery, indentured labour, or physical abduction and abuse. This must be ended and it requires a global response, one which begins in our own workplaces, whether in the agencies of the United Nations, in our public administrations, in factories, on



farms, or in offices. And let us say it clearly and unequivocally: no invocation of culture must be given the credence it seeks to block or impede any basic human right.

President, Your Excellency, Distinguished Delegates,

***When he received the Nobel Prize for Peace in 1974, one of my fellow countrymen, Seán MacBride, spoke of the imperatives of survival of the 20th century, which he believed could only be met through the fulfilment of the United Nations Charter – nothing less than a universal peace. On a planet now bearing the ravages of climate change, the imperatives of survival will rest on our capacity to fulfil the promise of the Constitution of this Organisation and meet the contemporary demands of global social justice.***

***We will need to move the discourse on work beyond the atmosphere of a labour market. Work has to be discussed within a model of human capacity, and of human flourishing within a participatory society and inextricably linked to inclusive citizenship. This challenges, I suggest with not a little sadness, and with respect, a rather collapsed contemporary scholarship in economic theory and policy. We do so need an adequate re-invigorated social economics that can integrate with ecological realities and an inclusive global ethics, and we need an intellectual integrity that will privilege pluralist scholarship and thinking.***

So much of that work is being undertaken by this Organisation, whether through the Global Commission on the Future of Work, or in the intellectual labour that it has provoked.

Given the diversity of our human history, of our philosophical, ethical and faith traditions, and of our respective economies and societies, there has never been, nor will there ever be, a single definition of work or of labour, nor a single expression of work as a human experience. It would be a fallacy to simply assume that our contemporary institutions – institutions that we have the power to shape – will remain unchanged as labour-saving technology owned and deployed by the few shapes the lives of the many.

I so welcome the work of those intellectuals who are engaging with these challenges of change. For example, in a paper published in 2016 by the International Labour Organisation Professor Dominique Méda has proposed that, rather than accepting any inevitable future, public policy could, as a choice between options, be directed to ensure an ecological conversion in conditions that protects and even expands decent work. This paper represents the type of bold, ambitious, ethically informed thinking, that we require at this time in this century, one that places work, as with all human activities, within the context of global citizenship itself.

We must be more than hopeful. We must be committed to action. After all, through those two vital moral achievements of the diplomacy of the common good, the Paris Climate Accord and the Sustainable Development Goals, we now have the vehicles through which we can focus, organise, and measure our efforts in a way that will enable us to meet the challenges of our century and build a lasting peace. Decent work, gender equality, and climate justice are after all at their very core.

Secretary-General Guterres has proposed bold and necessary reforms to the United Nations system to prepare all its constituent parts for the enormous tasks ahead, the accomplishment of which will require the best of our courage and our energy, tasks to which this Organisation will be central. The United Nations needs our support now. It is our United Nations and in too many of its parts it is under siege from within and without.

In these times, the need for the International Labour Organisation, and the rights to which it is devoted, has never been more urgent. If we are to achieve the necessary decarbonisation of our economies, if we are to rise to the actions demanded of us, we must rediscover the moral courage equivalent to that



Credit: [www.president.ie/media-library/photos](http://www.president.ie/media-library/photos)

which this Conference displayed in 1944, when it declared that peace could only rest upon international policies and measures which promote the attainment of social justice. This will require a convergence of vision between the institutions of the United Nations, a unified voice from the silos, the Member States, organisations of regional co-operation, and, if we are to be serious, the Bretton Woods Institutions.

***There are warning signs of which we are to take note. The surge in world conflict that we have witnessed, and from which so many peoples have suffered in the last two decades alone, has occurred at the very same moment as we, as a planet, reached the highest point of the internationalisation of capital and goods markets in our history.***

***The great conflagration of the First World War that consumed a generation of the young and the old, and which gave birth to this Organisation, broke out during the previous high point of globalisation. Despite the warnings that have issued from this Conference in previous times, a social globalisation – a globalisation of ethical interdependence – has been eschewed to make way for an uncritical pursuit of a globalisation of trade and of finance, a single version of globalisation, one that has abused its authority to sustain an ignorance of those forms of intellectual inquiry sourced in humanism. This hegemony of intellectual thought is not an accidental phenomenon. It has been in gestation since the first reflections of Von Mises and Von Hayek. It has colonised universities and places of learning. Bonded foundations and thought centres serve this hegemony as they eschew or devalue pluralist scholarship.***

So, let us heed once again the lesson of a century ago that peace does not simply rest on common markets, come as residue or facilitating condition to the markets, but upon a global solidarity, intellectually powerful, built on adequate literacy of the economic and the fiscal, one dedicated to the realisation of social justice and equality for all our peoples, equality in all its forms, gender equality, economic equality, social equality, and equality of opportunity. That is how peace will be built and maintained in this century, a century that must, in new and ever-changing conditions, craft the experience of work within a sustainable, ethical global citizenship.

May we succeed together. Beir Beannacht.

# African Leader offers “pilot-country” status to advance Decent Work for Peace agenda

Credit: <https://www.ilo.org/>



07 June 2018 GENEVA (ILO News) – The President of the Central African Republic (CAR), Faustin Archange Touadéra, has called on the ILO to provide special assistance to his conflict-torn country and make it a “pilot-country” for the implementation of the [Employment and Decent Work for Peace and Resilience Recommendation R205](#).

In a speech at the 107th session of the International Labour Conference, he also invited the ILO to send a high-level technical mission to the country’s capital Bangui. The aim of the mission would be to help resolve employment and decent work issues. This would involve, among others, reinforcing governance capacities, establishing a working social protection system, promoting social dialogue and women’s employment, as well as putting in place an innovative partnership for employment promotion.

Addressing governments’, workers’ and employers’ representatives at a World of Work Summit entitled: “Employment and Decent Work for Peace and Resilience”, President Touadéra highlighted the challenges of restoring an economy ruined by years of conflict.

“Creating income- and wealth-generating jobs is essential in order to consolidate peace and reinforce resilience in the Central African Republic,” he added.

Outlining the gravity of the crisis affecting his country, Touadéra said that reducing unemployment, especially for youth, was a priority in order to better fight against poverty and risks of radicalization.

“The economy of survival has taken over the formal sector,” he said, underlining that the informal sector now represents more than 75 per cent of national economic activity.

“We are facing a triple challenge,” he explained, mentioning the ongoing peace process, efforts to restore both better economic conditions for business and an efficient public sector, and efforts to increase training opportunities for youth.

“Employment is a must to build social cohesion. This is a determining factor for a lasting peace. Endemic poverty, sustained by skills shortages, unemployment and underemployment, is a huge challenge,” said Touadéra.

“One of the paths towards lasting peace in CAR is to have the means to improve productivity and the ability to create jobs and wealth.”

“For CAR, the battle to promote employment and decent work in favour of peace and resilience is a daily challenge. Despite the difficulties my country faces, I have come here to tell you we are determined to surmount the hurdles on the road to peace,” the president added.





## Colombian President: Peace is only possible with social justice

Credit: <https://www.ilo.org/>

07 June 2018 GENEVA (ILO News) – Colombian President Juan Manuel Santos told the International Labour Conference (ILC) that having achieved peace, Colombia now needs to anchor it in social justice, by creating more jobs, tackling poverty and reducing inequality.

“I come to you today as the President of a country that is starting to build peace and is following a difficult but also hopeful path towards development, prosperity and more justice,” said Santos, who was awarded the Nobel Peace Prize in 2016 for pursuing a deal to end more than 50 years of conflict with a leftist rebel group.

Paraphrasing the preamble of the constitution of the ILO – which marks its centenary next year – Santos emphasized the need to achieve social justice in order to have lasting peace.

“And social justice is achieved with more jobs, less poverty and less inequality,” he said, adding that “decent work is a pillar” of social justice.

In a welcome speech he delivered in Spanish, ILO Director-General Guy Ryder, pointed out that Colombia is a founding member of the ILO. This, he said, means, “we have travelled together for almost 100 years – 100 years of solidarity.”

“Sadly, for half of this century of shared history, Colombia has been plunged in a tragic conflict,” said Ryder, adding that today, as the country consolidates the peace process, “we all, in this house, wish Colombia a brighter day, a day with peace, a day with social justice.”

# ILO tripartism “a most potent antidote” to negative political trends and discourse

Credit: U.N. Photo/Erin Siegal



08 June 2018 GENEVA (ILO News) – [The International Labour Conference](#) ended on 8 June with a call by Guy Ryder, the head of the ILO to “nurture, protect and practice” social dialogue.

Tripartism – bringing together governments, employers and workers – “not only adds value in the world of work, but is a most potent antidote to some of those negative trends we are observing in public and political discourse,” he said.

Ryder noted the progress made by the three groups in negotiating possible new standards on violence and harassment at work. He said that he was confident about a positive outcome of this discussion “because of the sheer importance of what is at stake. Truly this issue is too big for us to fail.”

The Conference will resume discussion of violence and harassment in the world of work during the ILO’s centenary conference in June 2019, with a view to the adoption of a Convention supplemented by a Recommendation.

Referring to his report to the Conference calling for a renewed push for gender equality, he said that “business as usual will not suffice” and that “we need to give greater substance” to five building blocks – a high road to a new care economy; strengthening women’s control over their time; valuing women’s work fairly; raising voice and representation and ending violence and harassment.

The ILO’s Women at Work Initiative will feed into the outcome of the [Future of Work Initiative](#), “for the simple reason that the future of work that we want is one with full equality.”

Turning to the Conference Committee that dealt with effective development cooperation, he noted that its discussion could not have been more timely, given the UN development system reform process. “It is a critical political step and one that confirms the urgent need for the ILO... to trace out the future path of its work in these changing circumstances.”

On 4 June, Noble Peace prize winner, Kailash Satyarthi, attended an event featuring the 20th anniversary of the [Global March Against Child Labour](#). The Conference also commemorated the 20th anniversary of the ILO Declaration on Fundamental Principles and Rights at Work.

The Conference was addressed by three heads of State: the [President of Ireland, Michael O’Higgins](#), the [President of the Central African Republic, Faustin Archange Touadéra](#), and the [President of Colombia, Juan Manuel Santos](#). All three Presidents highlighted the role of decent work in efforts to promote peace and social justice.

On 7 June, a [World of Work Summit](#) followed up on this issue, focusing on the importance of creating decent jobs in countries emerging from conflict, crisis and disaster.



# PART 2

## ILO World of Work Reports of Importance to Travel & Tourism

This part contains excerpts from, and weblinks to, four important reports issued at the ILO World of Work Summit, all of extreme relevance to the travel & tourism industry:

- Ensuring decent working time for the future
- Global Work Trends in support of the Sustainable Development Goals
- Social dialogue and tripartism to address key challenges in the World of Work
- The Women at Work initiative
- ILO Global Survey: Ending violence and harassment in the world of work



### Ensuring decent working time for the future

#### Excerpt from the report:

Working time, rest and the organization of working hours and rest periods (working- time arrangements) are central to the employment relationship. The number of hours worked, the length and number of rest periods and how they are organized in a day, week, month or year, have important consequences for both workers and employers.

The regulation of working time and rest periods also plays an important role in upholding the principle, enshrined in the Treaty of Versailles of 1919 and in the Declaration of Philadelphia of 1944, that labour is not a commodity and should not be regarded merely as an article of commerce. While the views of workers, employers and governments differ on the most appropriate approaches to these issues,

their common recognition of the importance of regulating hours of work and rest periods has led to the adoption of a series of ILO standards on these issues which are covered by the present General Survey.

Given that the earliest Convention on the issue dates from 1919, historically working-time instruments have been some of the most important linchpins for international labour standards, catalysing labour law, policy and practice at the national and local levels. This interlinks significantly with the centrality of international labour standards and the centenary of the International Labour Organization in 2019.

Working time, perhaps second only to wages, is the working condition that has the most direct impact on the day-to-day lives of workers. The number of hours worked and the way in which they are organized can significantly affect not only the quality of work, but also life outside the workplace. Working hours and the organization of work can have a profound influence on the physical and mental health and well-being of workers, their safety at work and during the transit to and from their homes, and their earnings. The International Trade Union Confederation (ITUC) emphasizes the importance of regulating working hours in order to ensure that the hours worked are safe and productive.

Working time is also critical for enterprises. Hours of work and their organization are important in determining productivity and whether an enterprise is profitable and sustainable. The International Organisation of Employers (IOE) observes that appropriate working-time regulation can play an important role in the development of rules for the effective organization of working time, which has an important effect on enterprise performance, productivity and competitiveness. This includes: the efficient use of machinery and other means of production; the availability of worker expertise when markets and customers so require; the achievement of production targets with the existing workforce in cases where there is a scarcity of skilled workers; and the minimization of labour costs.

**For the national economy and society as a whole, decisions on working time can have wide-ranging consequences, often going well beyond the immediate interests of a particular enterprise or group of workers. These decisions can have repercussions for the health of the economy, the competitiveness of industry, levels of employment and unemployment, the need for transport and other facilities, and the organization of public services. Working-time regulation can also contribute to the resolution of social problems including notably the work-life balance, the protection of the health, safety and well-being of workers. It is therefore clear why issues relating to working time and rest periods have long been at the centre of debates, not only between workers and employers, but in society at large.**

The regulation of working time is all the more important given the transformations currently taking place in the world of work. Some of these changes have been facilitated by developments and improvements in technology and communications which are disrupting, and even contributing to the elimination of, many of the traditional time and space dimensions in work.

Work today is increasingly performed at any time and almost anywhere, which has consequences for the organization of work and production with the development, among others, of a “24/7” society. While in today’s world of work the agricultural and manufacturing sectors continue to be very important, by 2013 nearly half of all employment around the world was located in the burgeoning services sector. In contrast to other sectors, the nature of the services sector often means it must respond to fluctuating demands and to time periods that are both shorter and often less predictable. However, in a world of instant communications and sophisticated technology, even the manufacturing industry is not immune from the pressures of being able to respond “on demand” to changing consumer trends (for example, in fashion, but also in many other commodities) through “in time” production.

This, in turn, imposes demands for organizational flexibility which may require workers to work in non-traditional ways (or in non-standard employment) which are characterized, among other aspects, by

variability of time (across a day, week, and/or a longer period). These are all part of the pressures arising out of globalization. There is no doubt that market competition has intensified and created pressure for enterprises to become efficient and reduce costs, and technologies have allowed the enormous increase in the transnational provision of global services.

While this has positive effects in terms of increased labour market participation and productivity, it may also have negative effects on workers' health and well-being, as the boundaries between work and private life tend to become blurred. This has always been a feature of work for women, who have traditionally carried out much of their unpaid work from home (such as taking in laundry, and child-minding); with new technologies the phenomenon of "home-working" has increased exponentially.

**The increased feminization of labour markets also highlights in different ways the issue of working time. Even when women are employed, they still carry out the larger share of unpaid household and care work, which limits their capacity to increase their hours in paid, formal, and wage and salaried work. As a consequence, women are more likely than men to work short hours, whether voluntarily or against their choice (thus finding themselves in "time-related underemployment"). Thus the participation of women undertaking paid work in the labour market in recent decades has knock-on consequences, for instance, in the demands for the provision of services relating to the unpaid work that has traditionally been performed by women for the family and in the home.**

This unpaid domestic work, which is now recognized as work by the International Conference of Labour Statisticians in its 2013 resolution, has never been confined within the same time constraints as much paid work in the labour market. Thus, as women have moved into the paid labour market, there has been a growing need to find an alternative means of performing work traditionally undertaken in the home.

The "care economy" has grown dramatically in many countries, and often requires work "around the clock" to respond to the needs of children, the elderly, persons with disabilities or who are ill, and those otherwise unable to care for themselves. Mismatches between the hours of work required in most workplaces and school hours now require the provision of services to care for children, for limited hours before and after school, and for longer hours during school holidays.

The outsourcing to commercial enterprises of work previously undertaken in the home also requires the provision of services outside traditional hours of work. The growing number of domestic workers is another example of those whose working time is not usually confined to traditional industrial standards or hours of work. Recognition of gender equality has also resulted in a better understanding of the importance of sharing unpaid work in the home. In order to manage the conflict that may arise for workers with family responsibilities, there have been social demands for enterprises to recognize the importance of providing leave so that workers are able to manage this conflict without jeopardizing their position in the labour market. This in turn has also had an impact on hours of work.

In this context, the issue of working time has become a key element of the ILO Decent Work Agenda in the broader framework of the 2030 Agenda for Sustainable Development and, particularly, of Sustainable Development Goal (SDG) 8 on the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



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## Towards 2030: Global Work Trends in support of the Sustainable Development Goals

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### Excerpt from the report:

Over the past decade, the world of work has been confronted with many new challenges – the impact of the 2008 financial and economic crises on employment and income inequality, the growing impact of climate change, and an upswing in violent conflict and humanitarian crises, leading to the highest levels of forced displacement and migration seen since the Second World War.

Progress has been observed in some areas, however. During the period set for the attainment of the Millennium Development Goals (MDGs, 2000–15) the target of reducing rates of extreme poverty was achieved ahead of deadline, reducing the number of extremely poor by more than one half between 1990 and 2015. The middle class in developing countries almost tripled in numbers during the same period.

Major challenges lie ahead, in particular for the labour market. The slow growth of the global economy has been accompanied by unprecedented levels of inequality, and has resulted in an insufficient number of jobs, especially for young people, to absorb the rapidly growing labour force. In 2017, almost 193 million people were unemployed, and more than 300 million workers lived below the extreme poverty line. Some 75 per cent of those were located in southern Asia and sub-Saharan Africa.

Women are still more likely than men to live in extreme poverty as a result of their unequal access to well-paid work, education and property. To this must be added the challenges posed by demographic development, climate change, increased conflict and fragility, food insecurity, which also have major labour market consequences and require continued action from the international community in the coming decades.

### Constituents' perception of global trends

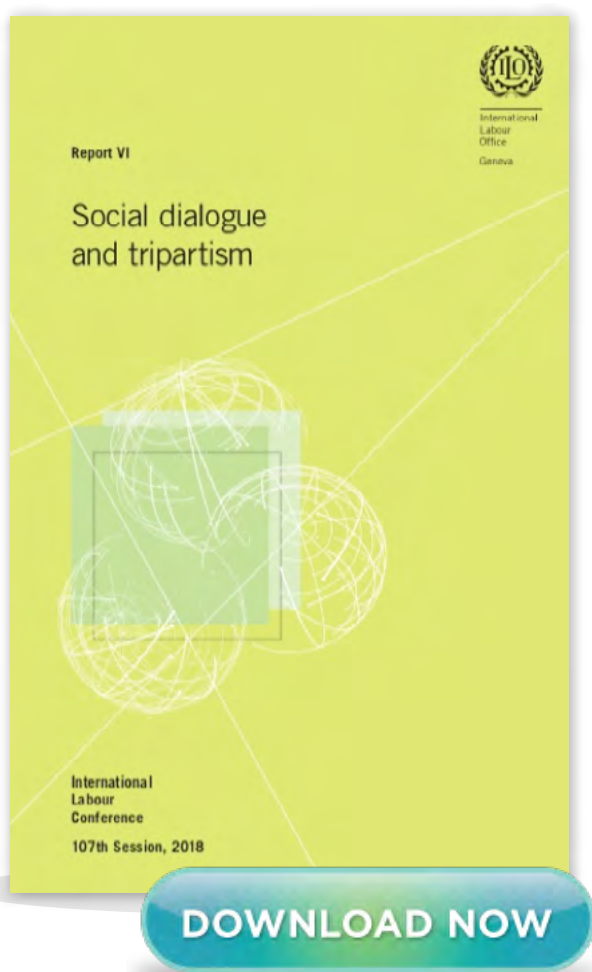
Overall, ILO constituents consider increases in unemployment, inequality, poverty, and social exclusion among the most important trends influencing ILO development cooperation (figure 1).

They directly affect the availability of decent jobs, and hence touch on the core of the ILO's mandate and the 2030 Agenda, as reflected in the ILC discussion of 2016 on the End to Poverty Initiative.

The spread of new technologies creates opportunities and challenges. It will contribute to both job creation and job destruction, have an impact on enterprise competitiveness, employment relationships and the types of jobs available, and require new competencies.

These issues, along with climate change and environmental degradation, are also considered highly relevant by ILO constituents in terms of their influence on ILO development cooperation. These trends are discussed within the framework of the ILO's Future of Work Centenary Initiative and its Green Initiative.

The concerns of ILO constituents and development partners regarding global trends are reflected in the 14 SDG indicators for which the ILO is a custodian or partner agency 9 (under SDG 1 on ending poverty in all its forms everywhere; SDG 5 on achieving gender equality and empowering all women and girls; SDG 8 on decent work and economic



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## Social dialogue and tripartism to address key challenges in the World of Work

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### Excerpt from the report:

Social dialogue is regarded as a problem-solving mechanism and as a means to achieve social equity, economic efficiency and democratic participation. It is important for protecting labour rights, facilitating wage determination, improving working conditions and promoting sustainable enterprises.

Nevertheless, a number of challenges are prompting social dialogue's key actors – labour administrations, workers' and employers' organizations, 1 and the ILO – to consider ways to adapt social dialogue and enhance its relevance in the evolving world of work, taking advantage of any possibilities offered in today's globalized economy and rapidly changing environment. Among the most significant challenges are:

- Widening income inequality and a declining wage share in many countries' gross domestic product (in part related to the erosion of collective bargaining in some countries);
- The changing nature of work and employment relationships (including those stemming from technological innovation, digitization and automation);



- The weakening of labour market institutions;
- Low levels of formal-job creation and income security, 4 a growing incidence of informal employment (which may be accelerated by technological and demographic changes) and an associated risk of lack of protection 5 (factors that can hinder the capacity of the workers concerned, in particular vulnerable categories of workers, to organize effectively); 6
- Pressures to address economic crises through the reduction of public spending, constraining the ability of social partners to influence the design and implementation of labour reforms, in particular pension reforms;
- Doubts about the effectiveness of the outcomes of social dialogue, which lead some academics to see social pacts, for example, at best as just a way to blunt the sharpest edges of globalization and market-driven policies.

**Over the past decades, the world of work has been experiencing profound changes. The ILO has identified a number of mega-drivers of change, four of which will particularly affect social dialogue and industrial relations.**

First, current technological revolutions such as increasing automation and digitization, which some consider to be a fourth industrial revolution, are having a profound and transformative impact on the world of work. They are progressively changing not just the number of jobs, but the very way in which work is organized and undertaken. On-demand or gig economy types of work, for instance, neither take the form of traditional dependent employment, nor occur in typical workplaces. The emergence of these types of work has blurred the contours of the employment relationship, on the basis of which social dialogue and labour-management cooperation have historically been built and operated, raising fundamental questions as to how to ensure that social dialogue's actors and institutions remain relevant to, and representative of, their constituents.

Second, demography-related challenges, migration movements and a refugee crisis due to wars, climate change, poverty and unemployment in sending countries are reinforcing a duality: as the population in the global North ages, much of the population in the global South (though not China) is staying young, challenging labour markets to absorb workers; and while the economic case for migration has seemingly never been stronger owing to the win-wins it can generate, the obstacles have never been larger.

Third, given climate change, moving towards a low-carbon future requires costs and benefits to be measured in terms of job destruction or creation, and to be managed carefully and in a participatory way – and so fairly distributed. Yet the capacities of labour administrations and social partners in this respect lag behind actual needs in most parts of the world.

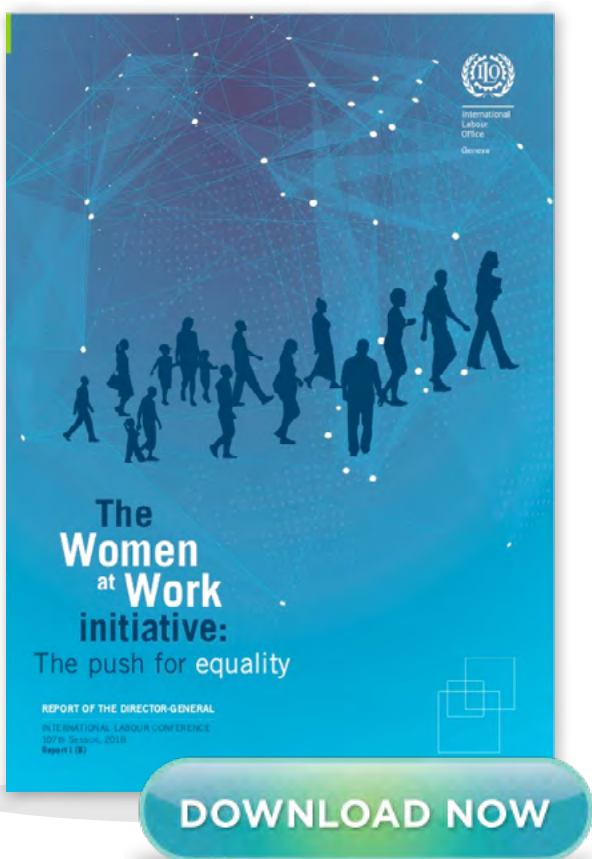
Finally, while globalization has doubtlessly had positive socio-economic effects and has contributed to eradicating poverty in many parts of the world, at the same time it has become a lightning rod for popular disillusionment in countries or among groups of populations affected by long-term economic stagnation or stop-start growth, by high unemployment, by the primacy of financial targets over macroeconomic and employment targets, by the falling shares of national incomes going to workers, and by a shrinking welfare state.

This disillusionment is unleashing an unprecedented backlash, which threatens not only free-market concepts (the basis of globalization), but also some of the basic values of the democratic process. As the rise of income inequality is increasingly being recognized as a major issue to be addressed, including by strong proponents of the free market (such as the international financial institutions), 8 rays of hope appear for a global consensus on the need for more social dialogue to share the benefits of growth beyond the top of the income scale.

Beyond these mega-drivers of change, there is increasing concern over the effectiveness of social dialogue: in spite of the existence of formal tripartite or bipartite procedures, there is a parallel decline in the use of forms of social dialogue that produce binding commitments, such as collective bargaining and processes that lead to the conclusion of social pacts. Industrial relations institutions face numerous challenges in addressing work-related issues, although there are signs of institutional innovation.

These challenges are compounded by the movements towards economic integration that bring about new forms of international production. Actors – public and private, international and national – have either independently or cooperatively built different elements of cross-border governance, and many have recognized in social dialogue a key tool for achieving their objectives.

Social dialogue is increasingly called upon to anticipate and manage these changes. Whether it will do so successfully will depend on how well it can adapt itself to the new economic, social and political realities, while avoiding one-size-fits-all approaches.



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## The Women at Work initiative: The push for equality

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### Excerpt from the report:

Many complex factors contribute towards making the world of work unfair to women in varying degrees according to circumstances.

First, over the past 50 years, when women started entering formal labour markets steadily and in large numbers, the world of work did not adjust to women, but rather required women to adjust to it – a world originally shaped by men for men. At the same time, paid employment was simply added to the women’s “to-do list”. The traditional “gender order”, which saw women as the “caregivers” and men as the “breadwinners”, was not questioned. Women’s time was regarded as “elastic”, unlike that of men, and their time less precious than men’s. This still continues to be very much the case, 50 years later.

Second, and consequentially, women were, and still are, regarded as “secondary” workers, even when they are the only or main source of household income. A corollary is that women can also be regarded as disposable workers to be called upon and stood down as required. Women can also be subjected to low-pay

competitive strategies, in which their perceived docility, manual dexterity and work ethic are seen as competitive assets.

Third, gender equality is typically characterized as a women's issue and not of concern to all. Often the policies and measures put forward to enhance women's status in the workplace are directed at "fixing" women. To take an example, a recurrent mantra these days is that more girls should enrol in the science, technology, engineering and mathematics (STEM) disciplines or break into male-dominated occupations if they want to obtain better-quality jobs.

**One seldom hears calls for boys to pursue careers in traditionally female jobs, such as nursing. This consolidates a view of women being of lesser worth, with their low market value taken as proof of intrinsic inferior value rather than of a biased assessment of the responsibilities or competencies their jobs entail. Incentives have consequently been generated for both men and women to choose "male" over "female" occupations and the concomitant fields of study. The flipside has been continued devaluation and underpayment of predominantly female occupations as well as constraints on men's and women's choices regarding the type of life and work trajectories they should pursue. As a result, transformations in gender relations in workplaces, families and societies have been one-sided and uneven.**

Fourth, despite many welcome exceptions, men's commitment to gender equality is tenuous and uneven. This is consistent with the belief that it is women who "are to be fixed", not men or the economic systems and institutions that shape our lives and work. As John Stuart Mill wrote 150 years ago in his denunciation of the subordination of women: "[W]as there ever any domination which did not appear natural to those who possessed it?" For some this is still the case. Some men simply do not see gender inequality as a problem or may believe it concerns individual cases rather than being a societal problem that demands political commitment to changing unjust structures and behaviours. Others may be convinced that gender gaps at work should be closed. However, they may not realize that certain behaviours and practices, including in the home, reinforce and perpetuate the very injustices they want to undo, or they may be unclear as to what should be done.

Yet others may consider attaining gender parity a zero-sum game in which women's gains are men's losses. This is especially so where labour market prospects are bleak and competition fierce. But even when economies thrive, the efforts of highly skilled and experienced women who aspire to reach the top still evoke resistance and resentment. Assertiveness, perceived to be a natural and desirable feature in men, is often made synonymous with aggressiveness in women. Women's loneliness in the corporate world has spurred a number of initiatives, such as the Rockefeller Foundation "100 x 25" campaign, which aims for 100 women CEOs in the Fortune 500 companies by 2025.

Against this backdrop, it is less surprising that the pace of change and the speed at which gender gaps have been closing in labour markets have been so slow and uneven. Images of women as "second-class" workers are entrenched, despite evidence that women want to engage and remain in paid employment, including after giving birth, that women CEOs are as effective as their male peers or that younger generations of fathers wish to partake more in the upbringing of their children and to spend more time with their families.

It is these systemic or structural obstacles to equality at work which are the most intractable and the most resistant to the many formal legislative and institutional measures to promote equal treatment that have been introduced over the past half century or more. There is good reason to suppose that simply persisting with the approaches of past decades, despite the real progress they have generated, will not be sufficient. There is a need to shine a spotlight on those often hidden barriers and apply innovative approaches to overcome them.

This was the thinking behind the proposal to the 102nd Session of the International Labour Conference (2013) for the Women at Work Initiative to constitute one of the seven ILO Centenary Initiatives. Significantly, this Initiative received fewer comments from delegates in plenary than any of the other Centenary Initiatives. Perhaps this reflected the inconvenient reality that only 65 of the 291 speakers were women or perhaps it was because commitment to gender issues at work was so well-established among ILO constituents that it did not require restating. The subsequent support for the Initiative would indicate the latter, but requires us to reflect further on why we continue to fail to translate this commitment into decisive results.

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## ILO Global Survey: Ending violence and harassment in the World of Work

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### Excerpt from the report:

At its 325th Session (October–November 2015), the Governing Body of the International Labour Office decided to place a standard-setting item on “Violence against women and men in the world of work” on the agenda of the 107th Session (June 2018) of the International Labour Conference (ILC).



In accordance with article 39(1) of the Standing Orders of the Conference, the Office prepared a preliminary report (Report V(1)) setting out the law and practice in different countries, together with a questionnaire, which was transmitted to member States in May 2017. Member States were invited to submit their views by 22 September 2017 after consultation with the most representative organizations of employers and workers. This consultation is obligatory for Members that have ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

A total of 85 governments sent their replies to the Office, with 50 of them indicating that the most representative organizations of employers and workers had been consulted. The governments of several member States sent the replies of employers' and workers' organizations either separately or together with their own replies; in some cases, the replies were received directly by the Office from these organizations. Replies were also received directly from the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC) as well as Public Services International (PSI), the International Domestic Workers Federation (IDWF), IndustriALL, the International Federation of Journalists (IFJ), the International Transport Workers' Federation (ITF), the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) and the United Food and Commercial Workers International Union (UFCW).

Overall, at the time of preparing this (ILO) report, the Office had received replies from 85 governments, 179 workers' organizations and 29 employers' organizations. Replies were also received from the Dattopant Thengadi National Board for Workers' Education and Development (DTMBWED) and from other stakeholders, including civil society organizations such as CARE International, Oxfam International, the International Women's Rights Action Watch (IWRAP), the International Committee on the Rights of Sex Workers in Europe (ICRSE), the Global Network of Sex Work Projects (NSWP) and the European Network for the Promotion of Rights and Health among Migrant Sex Workers (TAMPEP). Their replies have been noted but have not been included in the present report.

At its 325th Session (October–November 2015), the Governing Body also agreed to the holding of a tripartite Meeting of Experts on Violence against Women and Men in the World of Work, to provide guidance on the basis of which the Governing Body would consider, at its 328th Session (October–November 2016), the preparations for the first discussion of a possible instrument or instruments by the Conference.

The tripartite Meeting of Experts, which was held in Geneva from 3–6 October 2016, produced a set of conclusions, which were subsequently authorized for publication and dissemination by the Governing Body at its 328th Session (October–November 2016), and in which the experts suggested replacing the term “violence” with “violence and harassment” in the title of the item “to ensure the range of unacceptable behaviour is adequately understood and addressed”. In addition to those conclusions, a report of the meeting was prepared by the Office.

The present report and proposed Conclusions were prepared on the basis of the replies received from governments and organizations of employers and workers, the substance of which is given in the following pages. The Office commentary is provided immediately after the replies to each question. The proposed Conclusions are included at the end of the report. In preparing the report and proposed Conclusions, the Office has also taken into consideration the input and views expressed during the aforementioned tripartite Meeting of Experts.

## GENERAL OBSERVATIONS

In addition to providing comments on specific questions raised in the questionnaire, some respondents provided general observations on a number of issues, such as the importance of an instrument or instruments.

Several governments drew attention to the fact that the proposed title of the instrument(s), “Violence and harassment against women and men in the world of work”, may be problematic, because its scope is not sufficient to cover the gender diversity that exists in member States. They suggested removing the term “against women and men”, so that the title would read “Violence and harassment in the world of work”.

One recurring comment by governments and employers’ and workers’ organizations is that provisions of the proposed instrument or instruments need to be adaptable to, and consistent with, national circumstances, specificities and priorities. They also expressed the view that these provisions need to take into account national capacities and available resources. Likewise, a number of governments and employers’ organizations indicated that the proposed instrument or instruments should be flexible enough to embrace and strengthen relevant domestic mechanisms already in place.

Another recurrent concern expressed by employers’ organizations and some governments related to the lack of control that employers have to prevent violence outside of locations and circumstances under their direct control. It should be noted that, under the proposed Conclusions, the obligations on employers are confined to taking specific steps to prevent violence and harassment. No one person or organization can ensure that violence and harassment is prevented. However, as can be seen in an occupational safety and health approach, steps can be taken to prevent violence and harassment in circumstances related to the world of work, whether it be within the direct control of the employer or not.

While agreeing on a broad definition of violence and harassment, a number of countries questioned how the definition can be applied in the national context, particularly for criminal law claims. It should be recalled that Report V(1) demonstrated the diverse approaches to defining, and protecting against, various forms of violence and harassment in the world of work. Within the proposed Conclusions, key elements of a definition of violence and harassment are identified, and, within those parameters, it is left to national law to define the various forms of violence and harassment, in order to address national specificities. Similarly, the obligations placed on member States under the proposed Conclusions are broad enough to allow for flexibility in how various forms of violence and harassment are addressed, as long as it is done effectively.

A recurring theme among governments and employers’ and workers’ organizations was the need to deal with gender-based violence in particular, and, at the same time, to mainstream gender using an intersectional approach throughout the instrument(s). The Government of Belgium clarified that mainstreaming gender means that for every provision in this instrument there is a need to ask: “What is the impact on women (and men)?”

A number of governments expressed the need to address more specific forms of gender-based violence, including sexual harassment and stalking, as they occur in, or impact on, the world of work. A majority of governments and workers’ organizations support the inclusion of a reference to domestic violence in the proposed instrument(s), and numerous respondents, including those endorsing the workers’ consolidated reply, specifically proposed its inclusion in both instruments. Many respondents highlighted the impact that domestic violence can have in the world of work and elaborated on the diverse ways in which work can be a preventive and protective factor in the lives of victims, as often the workplace offers a break from the violent situation and can be a place where the violence is identified.

Throughout the questionnaire, some respondents expressed diverse views on whether the instrument(s) should extend their effects beyond the workplace and on the consequential intersection between labour, civil and criminal law that this would entail.

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## Thailand, Singapore to advance Decent Work agenda, combat forced labour

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GENEVA (ILO News) - On 4 June 2018, Thailand deposited the instrument of ratification of the Protocol of 2014 to the Forced Labour Convention, 1930, with the Director-General of the International Labour Organization (ILO), thereby becoming the 24th country worldwide and the first in Asia to ratify the instrument.

The Protocol, adopted by an overwhelming majority by the International Labour Conference in 2014, reinforces the international legal framework for combating all forms of forced labour, including trafficking in persons, and calls on ratifying States to take measures to prevent forced labour, protect victims and ensure their access to remedies and compensation.

According to global estimates, there are 24.9 million victims of forced labour throughout the world, of whom 4.8 million are victims of sexual exploitation. In the private sector, forced labour generates USD 150 billion in illegal profits every year. Several economic sectors are affected, including domestic work, construction, manufacturing, agriculture and fishing.

On depositing the instrument of ratification, Mr. Adul Sangsingkeo, Minister of Labour of Thailand, said: “My Government’s decision to ratify the Protocol of 2014 to the Forced Labour Convention, 1930 (P 29) reflects its strong political will to join forces with the global community to eradicate forced labour. The ratification of the Protocol also demonstrates the Government’s commitments in improving and aligning its national legislative framework with international labour standards. The draft Prevention and Elimination of Forced Labour Act which is the organic law that incorporates measures defined in the Protocol, will be instrumental in ensuring that our cooperative endeavours bear concrete results in the elimination of forced labour and further guarantee decent employment opportunities for all workers in our country.”

Receiving the instrument of ratification, Guy Ryder, Director-General of the International Labour Organization, said: “I am pleased to receive this instrument of ratification, which bears witness to the commitment of Thailand to combat forced labour. This ratification is all the more important since the ILO’s global estimates show the urgency of adopting immediate and effective measures to eradicate forced labour and trafficking. Thailand’s commitment marks one more step towards the objective of 50 ratifications of the Protocol by the end of 2018, as promoted by the “50forfreedom” campaign.”

At the national level, Thailand has continued to reinforce its legislation and institutions to combat forced labour including trafficking in persons, particularly through the amendment to its Anti-Trafficking Act No. 2 B.E. 2558 to provide for enhanced penalties for trafficking offences; measures taken by the Government to strengthen law enforcement bodies, including enhancing their capacity to identify victims of trafficking; the establishment by legislation of different complaints mechanisms for victims of trafficking, as well as the signing of a certain number of MOUs with source countries in the Region to tackle trafficking in persons.

### ***Singapore to help promote decent work in Southeast Asia***

05 June 2018, GENEVA (ILO news) – The International Labour Organization (ILO) and the Singapore Ministry of Manpower have renewed their Partnership Agreement to promote decent work in Southeast Asia.

The ILO and the Singapore Ministry of Manpower have enjoyed a longstanding cooperation to foster the decent work agenda in Asia and the Pacific. Since 2011, they have developed their collaboration in the areas of occupational safety and health, tripartism and social dialogue, labour market information and labour migration.

Finalized in consultation with the workers' and employers' organizations of Singapore, the renewed partnership agreement runs until the end of 2020. It will enhance capacities of social partners in ILO and ASEAN member States in the field of labour and promote the Decent Work Agenda.

It will also strengthen Decent Work aspects of the ASEAN regional integration process through exchange of knowledge and South-South cooperation.

Joint activities will include the organization of Sub-Regional Workshop on the implementation of the Maritime Labour Convention 2006 for ASEAN Countries and Mongolia, from 10 to 13 July 2018 in Singapore, and the 11th ASEAN Forum on Migrant Labour (AFML) 29-30 October 2018.

The agreement was signed by Ms Tomoko Nishimoto, ILO Assistant Director-General and Regional Director for Asia and the Pacific, and Mr Aubeck Kam, Permanent Secretary of the Singapore Ministry of Manpower, on Wednesday 6 June 2018 at a ceremony held during the 107th International Labour Conference (ILC) in Geneva, Switzerland.

"We are delighted that Singapore has renewed the partnership agreement with the ILO for the fourth time," Ms Nishimoto said. "Our fruitful cooperation has benefited the region's development, by integrating the three dimensions of sustainability – economic, social and environmental in our joint activities. While advancing social justice, in line with ILO's mandate as it enters its second century, this renewed partnership will also contribute to the achievement of the Sustainable Development Goals in Asia."

Mr Kam said: "Singapore is delighted to renew its partnership agreement with the ILO. We strongly believe that tripartism is the foundation for the promotion of decent work for all workers. Working with the ILO enables us to share our belief in tripartism with Asia-Pacific, and is our contribution to promoting decent work for all in the region."

The Partnership Agreement between the ILO and the Singapore Ministry of Manpower was first signed in June 2011, and renewed in 2014 and 2016. Activities organized under the agreement included the organisation of the 21st World Congress on Safety and Health in Singapore in 2017, technical cooperation to improve occupational safety and health in Brunei, a workshop on resolving employment disputes for ASEAN countries, a Singapore-Norway Third Country Training Programme on the Decent Work Agenda, a training-of-trainers workshop on Risk Assessment in the Philippines, training for labour inspectors in Vietnam, study visits by Vietnamese and Cambodian delegations on the topics of industrial relations and the National Wages Council, as well as training on Labour Force Surveys for government delegates of Brunei Darussalam.



# PART 3

## Workers' Voices on the World of Work

The ILO World of Work Summit allows representatives of Workers Federations and Trades Union to also have a voice on global trends.

These voices are important to travel & tourism because they also reflect the concerns of our own workers, who rarely if ever get a chance to voice their views at industry forums. Travel & tourism forums are supposedly gatherings of “thought-leaders” and “creative thinkers”, but lay-person workers are not considered good enough to fall into either of those categories.

It's time to change that intellectually-offensive top-down scenario and look at issues from a bottom-up perspective. This collection of voices from the ILO World of Work summit hopefully will set the ball rolling.



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### Mr. Virjesh Upadhyay

*Bharatiya Mazdoor Sangh,  
Worker Delegate, India*

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Today, once again, we have gathered here in high spirits to deliberate over challenges, opportunities and developments in the world of work. With its unique tripartite model, ILO, since 1919 is working with full commitment and sincerity in bringing Government, Employers and Workers together throughout the world to formulate labour standards towards promoting decent work for all women and men. Now, towards ILO centenary in 2019, we are discussing on “Effective Development Cooperation towards Sustainable Development Goal” where ILO has proposed, Decent Work agenda as universal goal to achieve SDGs.

**Today, our world is confronted by serious issues such as inequality, forced displacement, unemployment, climate change, growing violence and other humanitarian crisis. Due to globalization, many people are living in places other their place of origin. Rapid economic integration over the last century has led to the development of supply and value chain model which has given birth to informality and global inequality crisis. The richest 1% now has more wealth than the rest of the world combined.**

Most studies have reported a fall in the labour income share since the 1980s. The possible cause of falling share is the shift in employment from labour-intensive to more capital-intensive sectors, where labour shares are lower. Amidst this, Fourth Industrial Revolution, with its focus on technological developments in robotics, artificial intelligence and genetics have brought new challenges to the labour market. Agriculture and rural economy which engages major workforce in many developing countries has experienced a decline in wages and productivity.

Rise in harassment at workplace which not only includes physical attack but also include domestic violence, stalking, threats, harassment, bullying, emotional abuse, intimidation and other forms of conduct has been reported to create anxiety, fear, and a climate of distrust in the workplace.

We accept that the ultimate reason and enemy of all these problems are the decisions based on economic rationality and dehumanization of politics. The ultimate solution must be a revitalization and restoration of humanity. Therefore, it is imperative that we seek out a new way of thinking, a paradigm shift that will reach to the very foundation of human civilization.

A collection of 17 Sustainable Development Goals were set out by United Nations in 2015. One of the most important difference between MDGs and SDGs is SDGs were drafted with the inputs of civil society through survey to find priority areas of engagement. Most of the respondents were under thirty years of age and areas which were ranked highest for engagement were healthcare, job opportunities and education. It has been highlighted that:

“Millions have already engaged with, and will own, this Agenda. It is an Agenda of the people, by the people, and for the people—and this, we believe, will ensure its success.”

Another distinguishing feature of the SDGs as a people’s agenda is that they take a new approach based on the awareness that the issues facing us “are interrelated and call for integrated solutions.” There is no difference in developed and developing countries rather they are applicable to all. Agenda 2030 introduces a right based approach and in our context, promotion of labour based human rights that are enshrined in the ILO’s fundamental conventions.

**Today, there is an urgent need to work in three dimensions: economic, social, environmental including integrated strategies for sustainable enterprises, skill development, social protection, health and social institutions. While talking about economic drivers, a large number of countries, including India have attempted to integrate SDGs with National policies.**

Here we would like to propose few essential economic drivers to shape SDGs:

First a comprehensive Technology Policy, which can work in a multidimensional manner to provide vision for human sustainability instead of noticing short term benefits of technology. We recommend the appointment of technological commission and an ombudsman to understand the impact of technological changes.

Second, while, looking at the thrust on employment generation and skill development, we suggest formulation of National Employment Policy which can work with a coordinated and concentrated vision to not only achieve employment goals but also to reap demographic dividend. It will draw plan and provision for balanced labour intensive industrial development of the country as well as vision for global linkages of our economy.

Third, to overcome inequality and balance labour income share there is an urgent to work on a Wage Policy which can provide guidance on the criteria of fixing wages, component of wages as well as wage differentials. But at the grass root level still there is need of unity at local governments with the people's agenda.

Another thing we would like to highlight is that **moral compass is indispensable** in addressing the global challenges. World needs a fusion of ethics and policies. It is this fusion that can lead to a better & peaceful society. Not only is the promotion of SDGs important it is also important to measure the progress in which collection of data plays a critical role. SDGs require the role of multiple stakeholders to speed up its development. Capacity building, peer exchanges based on multi stakeholder approach will not only mobilize resources but also create awareness among people on importance of achieving SDGs.

We, Trade unions have an important role to play. We are the organizations connected with the people working on ground and going through the impact of policies drafted at national and international level. If we see the composition of society, entire working population is part of workforce; their concerns are the concerns of Trade Unions. Therefore, it is our responsibility to create that awareness in society as well as in youth and align them with our agenda to bring out transformation.

**It is time for Trade unions to identify, plan and implement their roles under each SDG. Also, the success of accomplishing sustainable development goals also depends on how each one of us present here take it as our personal responsibility to work in its progress. It is important that we align our organization activities with these objectives and clearly work towards fulfilling them. To realize peace in the coming century, it is absolutely essential that we replace the traditional ascendancy of competing national interests with an international community dedicated to the welfare of the whole of humankind and Earth.**

With this hope and vision, I wish everyone to work in greater solidarity than ever towards accomplishing 2030 agenda in next 12 years.



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## Mr. Biswanath Pyakurel

*President, Joint Trade Union Coordination Centre, Nepal*

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I am pleased to address 107th session of International Labor Conference. It is a very important gathering for all of us to bring issues and challenges for discussion and find ways out to resolve these problems.

After long fragmentation and having difficulty to get common consensus on workers issues and agenda, we decided to come up with a Joint Trade Union Coordination Centre (JTUCC) in 2007 which is an example of collaborative

work to protect workers' rights and achieve intended objective in social dialogue and collective bargaining. Our practice of collaborative work through joint trade union had given unanimous voice and build strengthen among workers in Nepal.

Over 72 years of Nepali Trade Union movement now much active and collaborative not only protecting workers rights but contributing industrial peace and harmony. Due to unification of the scattered trade union centers, we have been able to address common issues and strengthen our voice which has successfully proven Unity in Diversity.

The new constitution of Nepal, has established the right to employment, right to form union and right to collective bargaining as fundamental rights of workers. In addition, our constitution has also addressed the issues related to the workers like right to free health service, food, resident, elimination of gender discrimination, right to safe motherhood and reproductive health, prohibition of child labor etc.

Labor Act has been promulgated after a persistent effort of Joint Trade Union Coordination Center. The act which was achieved after the joint effort of Government of Nepal, JTUCC and the employers has grouped all the activities of workers and their rights within the legal territory. Let me highlight new labour act that covers following provisions:

**Child labour shall not be entertained, Discrimination based on gender/race/religion/ caste shall not be entertained, Equal wage for equal job, Assurance of right of workers to form union, Working hours of laborers shall not exceed 8 hours per day or 48 hours per week, Provision of Health insurance & accident insurance and Provision of provident fund.**

Recently, Contributory Social Security Act has also been passage which is now under implementation phase. We are prioritizing and designing social security schemes such as health, maternity, accident; disability, retirement; unemployment for implementation. There shall be the contribution from the workers as well as the government and employers in such security plans. Social Security Fund Act has been promulgated as an effort to rescue workers from any unforeseen circumstances.

Now we have huge challenges for effective implementation of these important laws and their provisions in Nepal. I appreciate ILO's support in all these aspects and also request to continue in future. There are many other issues from workers side such as formation of labor commission, participation in policy making process, right to select for candidacy and vote from workplace. Other major issues include unemployment issue, low wage, implementation of agreements, election of CBA, problems of migrant workers, labor audit and ratification of ILO convention 87. We will continue our dialogue and advocacy with our newly formed government which comfortable majority now.

We believe our attempts shall play crucial role in assuring decent work and also for attainment of Sustainable Development Goals. We have considered Social Tripartite Dialogue as vital and we are in attempt for its implementation. This has been proven by the involvement of government, employer and worker during the promulgation of Labor Act and Social Security Act. Nepalese workers have been raising voice and creating pressure to government against violence and harassment against women and men at work place. It is a matter of delight for us to raise these vital issues in this glorious ILO conference. I would like to acknowledge ILO Director General and Governing body and wish that this conference shall rectify the convention.

Nepal has stepped into a new era of political stability that will bring peace and development for Nepali people and workers. We believe Nepal government put decent work in central of planning and implementation to achieve inclusive economic growth.





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## Mr. Kemal Özkan

*Assistant General Secretary, IndustriALL Global Union*

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I am speaking here on behalf of IndustriALL Global Union, representing more than fifty million workers in mining, energy and manufacturing sectors throughout the world.

We consider it very important that this ILC discusses the effective development cooperation of the ILO in support of the Sustainable Development Goals.

These seventeen inspiring and ambitious goals address everything from poverty and hunger, to equality, clean energy, climate action, decent work and economic growth, and peace and justice.

Indeed, the goals are interlinked and very ambitious. That is the nature of sustainability: an integration of social, economic and environmental needs and solutions. Surely the time is now to recruit every individual, every institution, every movement, and every force that cares about a sustainable future – the only future worth imagining – to the task of achieving them.

IndustriALL Global Union supports this effort. We do not think they are unreachable – the resources needed to attain them are in plain view. We believe we can change the world for the better. What is needed, is a plan. We agree with those analysts who predict that many greener, more sustainable jobs will be created in the coming transformation.

However, it cannot be disputed that there will also be job loss and job disruption. **What will we say to those workers?**

Shall we simply tell them that they must sacrifice their lives – or at least their jobs, their families, and their communities – for the greater good?

**The only morally defensible answer is to guarantee them a Just Transition.**

**If we want them to support this urgently needed transformation, there must be something in it for them.**

**If we want them to stop what they are doing today, we must be able to tell them what they will be doing, tomorrow – and it had better sound good to them!**

**No-one will support a transition to a pessimistic future. No-one will support an unjust transition.**

**Therefore, programmes to ensure a Just Transition are not optional.**

They are the necessary prerequisite, the essential bridge to a sustainable future and workers must be fully involved, along with employers and governments, in shaping it.

All together, we need to build a future that both today's and tomorrow's workers can look forward to.

All together, we need to build a future that we need not apologize to our children for.

Another important item that this Conference discusses is Future of Work.

As manufacturing, energy and mine workers, we already strongly feel the impacts of Digitalization and so-called Industry 4.0, the label for a variety of advanced and disruptive production technologies, in our industries and our employment.

Industry 4.0 is undoubtedly a huge transformation that will hit sectors and regions differently, but that will affect all of them in one way or another.

Each sector and region will need to repeatedly map the penetration of Industry 4.0 both directly and along the value chain.

**Throughout the several previous industrial revolutions trade unions have been most successful not in preventing transformations but in making a possibly socially disastrous transformation a lot more livable and ensuring that workers, their families and community interests remain protected and articulated toward governments and companies.**

**Today, trade unions are more important than ever as we face a new and drastic industrial transformation**  
**- they are crucial players to manage the socio-economic and political changes.**

**Although workplaces may be undergoing radical transformation, it is crucial that the basic rights of workers and trade unions are respected.**

These include particularly those mentioned in the International Labour Organization “Declaration on Fundamental Principles and Rights at Work (sometimes called ILO Core Conventions), which cover freedom of association, collective bargaining, forced labour, child labour and discrimination.

As the digitalization of the workplace progresses, several points must be won:

- the right to information and consultation rights by workers’ representatives, at the local, regional, national and international levels;
- the right to education and training;
- the right to defined levels of privacy, at work and at home.

These points are not unrelated to the points I made earlier about the need to ensure a Just Transition for workers.

There is an important debate here at this conference on social dialogue and tripartism under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization.

Social dialogue requires full respect and implementation of fundamental rights at work, however with a great regret and outrage we observe an increasing trend of violation of workers’ rights in every corner of the world.

During this ILC, there were painful cases on the agenda of the Committee of Application of Standards.

A civil coup in Brazil is now proceeding with the dismantling of workers' rights in the country. Even though it was not on the agenda, but legal strikes continue to be banned in Turkey over so-called ground of national security.

In Ukraine, deadly accidents in the mining sector make it most dangerous sector to work in Ukraine made worse by the government's moratorium on workplace inspection and the continued violation of workers' rights in Ukraine.

Likewise, we regularly receive fatal accident news from the mining industry from Pakistan; an environment where workers cannot enjoy their fundamental rights.

In Belarus, since August last year, there is an obvious increasing move to eliminate independent trade unions through the false criminalization of their activities,

In Algeria, independent unions are subjected to terrible repression campaigns by bringing union members to court and penalizing union officials with fabricated cases and the threat of imprisonment because of their exercise of their right to strike.

This list is longer with the cases in other countries.

**I also want to mention that there are quite a number of cases of violations by employers, particularly multinational enterprises.**

**This must come to an end. The world cannot continue like this.**

If this is the place where joint commitments are made by all the constituencies to achieve progress and social justice in the world, then these violations of labour and human rights must be stopped immediately.

We need to promote decent work through a coordinated approach, particularly respecting the fundamental principles and rights at work.

As the manufacturing, energy and mine workers of the world, we reaffirm our commitment. We expect and demand the same from governments and employers.



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## Mr. Plamen Dimitrov

*President, Confederation of Independent Trade Unions, Bulgaria*

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We support the adoption of a new international instrument - the Convention on ending violence and harassment against women and men in the world of work. It will give a definition of the concepts of “harassment”, “sexual harassment” and “violence” at the workplace. Through the tools of social dialogue, social partners in Bulgaria will continue to develop and implement policies to limit and eliminate harassment and violence in the world of work. This is an important national priority in the development and adoption of the National Action Plan for Promoting Gender Equality.

The adoption of a new international instrument underlines the importance of tripartism in the management of industrial relations, since social dialogue is a universal paradigm for both the ILO governance and the promotion of social justice at national level.

We expect the discussion on the development of social dialogue at the 107th Session of the ILC to improve the focus on it as a tool to tackle the changes that are taking place in the world of work.

Social dialogue is the “alpha and omega” of the modern social market countries - from the legislative processes to the solving of everyday and ongoing issues of collective bargaining in the enterprise and sector. We strive to impose social dialogue and collective bargaining as a methodology, method and instrument for the organization of partner relations, both at tripartite and bilateral level. We look forward to a fruitful discussion on social dialogue and tripartism and new effective measures resulting from its implementation, including in the cross-border dialogue on raising workers’ incomes.

A challenge to the social model and social dialogue in Bulgaria is the negotiation of a specific mechanism for determining the minimum wage. The declared objective of the social partners is to reflect all the provisions set out in the recently ratified ILO Convention No. 131. We have difficulties in the negotiations because of the lack of consensus on the specific indicators to be included and their weight. We hope that the nearly two-year negotiations for a tripartite agreement on the minimum wage will soon become a reality.

**We are also facing the problem with low incomes and growing inequalities for Bulgarian workers. The average wage (€542 per month in 2017) is nominally between 5 and 10 times lower than that in the developed EU economies. And compared to the new Member States, the difference is between 1.2 and 2 times lower. 23.4% of the households in the country are below the poverty line and 9.9% of the Bulgarians are working poor.**

Over the past 5 years there has been a positive trend in the share of wage labour compensation in GDP. From 36.9% in 2012, this ratio reached 43.1%, resulting in about BGN 6.1 billion redistributed to wage labour as a pure effect just from the changed ratio. We will continue our efforts to implement the principle of equal pay for equal work, a fundamental principle in the ILO Declaration of Philadelphia, because this is the way to follow and the best guarantee for decent and fair remuneration of workers and employees.



We also count on the ETUC initiative for the establishment of an Alliance for Upward Wage Convergence, to be discussed at the forthcoming high-level conference in Sofia on 26 June 2018 within the framework of the Bulgarian Presidency of the European Council.

Within the framework of the Bulgarian Presidency of the Council of the EU, we put as priority the issues of digitization of labour relations, protection of employees' rights for those working through online platforms and the status of self-employed workers. We also imposed the themes of social dialogue, working conditions, working time, the distortions in the implementation of ILO conventions related to the summarized calculation of working time and income at the center of the debate at the Regional Trade Union Conference we held on the key theme of the presidency - the Western Balkans.

We expect the report that will be published by the Global Commission on the Future of Work early next year because as Mr. Guy Ryder said, "the future of work also means the future of the ILO".

**The publication of the ILO annual report on violation of rights, enshrined in the core conventions of the organization is of great importance to us. Based on its data, we shall unite in seeking the best solutions for respecting the fundamental human and labour rights.**

**The fight for protection and respect of the right to working time, rest and leave, decent pay for all categories of workers employed in typical and atypical forms of work must remain constant.**



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## Ms Ewa Podgórska-Rakiel

*Worker delegate, Poland*

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On behalf of the Polish workers' delegation I would like to first make remarks on the topic of the recurrent discussion on social dialogue. Without tripartite dialogue, no Government, no employer and no trade union organization is in a position to develop and improve labor standards. Only tripartite social dialogue allows for creation of new regulations based on the principles of decent and safe work, and above all contributes to solving the problems of people covered by labour protection as well as workers in precarious situations.

In this context, I must mention negative Polish development which stands in opposition to decent work principles. Last month a new type of civil contract in agriculture was introduced to the Polish legal order. It is a contract on aid in harvesting which introduces a new category of workers - a so called agricultural helper. An agricultural helper is covered neither by the provisions of the Labor Code nor by the Act on minimum wage, and is excluded from the scope of health and safety regulations. The result is another precarious category of worker on the Polish labour market, unprotected, underpaid, and at risk of pension below basic living costs.

Moreover, not all government-related measures in Poland in the field of legislation are implemented through full cooperation and tripartite dialogue. Some legal acts are hurriedly dealt with, reaching social partners too late. Trade unions must intervene by demanding compliance with the consultation deadlines.

On the other hand, I would like to thank the Director-General for drawing attention to the situation of women in employment. In his report, the Director points out that there must be no space at the workplace for violence against and discrimination of women. Generally binding ILO standards are particularly important in this respect. One of the basic goals of the International Labor Conference should be a broad discussion and adoption of the Convention together with a recommendation that will be entirely devoted to this topic, and here I appeal to all of you to adopt such a solution.

**So far, such a Convention has not been adopted, and there are undoubtedly countries in which women are used in forced labor, are discriminated against in terms of pay, violence and humiliation at work. We should not be passive in the face of such discrimination, hence the ILO's normative activity would be more than welcome in this regard.**

Finally, I would like to share with you information on one issue, very important for the Polish trade union movement. In 2011, my trade union, NSZZ Solidarność, filed a complaint to the Committee on Freedom of Association because in Poland the self-employed and other persons performing work on the basis of civil-law contracts could not join trade union. After 7 years following the recommendation of the Committee to amend the provisions accordingly, this change becomes a fact. All persons engaged in gainful employment, regardless of whether they are covered by the definition of an employee included in the Labor Code or not, will be able to take advantage of their freedom of association already this year.

I would like to thank the Director-General and all those involved in the development of tripartite dialogue, fair rules of employment and remuneration. May this year's debate serve to improve the fate of working people around the world.



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## Mr. Hans-Horst Konkolewsky

*Secretary General, International Social Security Association*

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On behalf of Dr Joachim Breuer, President of the International Social Security Association (ISSA), it is my great pleasure to convey to all delegates to the 107th session of the International Labour Conference the greetings of the ISSA and its membership of 320 government departments and social security institutions from 153 countries.

First, I would like to extend my congratulations to the ILO Director-General on his report – “The Women at Work Initiative: the push for equality”, which stresses the need to supplement existing policy instruments for the promotion of equality with new and innovative approaches.

There is indeed a need to go beyond “business as usual”, as highlighted by the Director-General, and intensify efforts to make real progress. Importantly, this is also a condition for achieving the global commitments for 2030 and for addressing the area in which our vision of social justice is probably most challenged by a reality of grave inequalities.

Having also defined inequalities, and in particular gender inequalities, as one of the key challenges for social security, the International Social Security Association and its global membership are very supportive of the leadership role that the ILO takes in the global debate on gender equality in the world of work.

Poorly designed social security systems risk to perpetuate labour market inequalities by mirroring pay gaps or unpaid care periods in lower levels of protection for women.

As experiences from Scandinavian countries demonstrate social security systems can do a lot of good if they are gender-sensitive and are designed to compensate for inequalities in pay and work. Parental leave systems for both mothers and fathers, pension credits and other redistributive mechanisms that help reduce the pension pay gap, can act to empower women and promote a fairer sharing of responsibilities between women and men and consequently an improved balance between family and work life.

**In addition, we must ensure that not only social security policies are designed to promote gender equality, but also that delivery systems enable effective access of women to coverage and benefits.**

**For instance, the significantly lower access of women to financial services and bank accounts must be reflected in the design of benefit delivery systems by social security institutions.**

**The ISSA and its global membership are therefore committed to using all opportunities, in partnership with the ILO, to develop and promote innovative solutions to realise the positive impact of gender-sensitive social security policies and delivery systems for promoting gender equality and empowerment of women in society.**

Compiling and sharing such innovations is one of the pillars of our work, for instance through our reports on key challenges for social security or our regional and global events. Using gender mainstreaming as a tool to ensure the gender-sensitivity of the ISSA Guidelines, which are global professional standards for the governance, service delivery and management of social security, is another important new measure that expresses our commitment.

Clearly, these efforts must be closely interconnected with activities to address other key developments in the world of work, including in particular emerging new social needs for care in ageing societies as well as the evolving nature of work as a part of the digital economy.

As highlighted by the Director General, both holistic and innovative approaches are needed to address gender inequalities. Having closely collaborated for more than 90 years, the ISSA is once again at the side of the ILO to promote a new push for gender equality through its unique global network of social security government departments and institutions. And as the ILO enters its centenary, we look forward to this collaboration to tackle one of the oldest and most persisting challenges to social justice.



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## Mr. David Joyce

*Irish Worker Delegate*

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I would like to welcome the report of the Director General: “The Women at Work initiative: The push for equality”. As the report points out, we are still a long way from the goal of equality, and progress towards it is slow, uneven and uncertain. That is why we have put so much effort during this conference into the task of negotiating a much-needed international standard to guide the fight against violence and harassment in the world of work. This will be a major contribution to the broader push for equality. The last year has also uncovered several incidences of workplace sexual harassment and Congress has called on the Minister for Justice to strengthen current equality legislation to protect workers in such circumstances.

**In Ireland, on average, women still earn almost 15% less than their male counterparts. The Gender Pay Gap has many causes and solutions, including more collective bargaining. It is also our view that pay transparency in individual organisations would encourage progress by shining a light on the causes of inequality and encouraging employers to address them. A growing consensus between Government, employers and trade unions has emerged on this issue and we hope that The Gender Pay Gap Information Bill 2017 will be enacted soon.**

It has of course been a momentous time for women’s rights in Ireland of late with 2018 marking the centenary of the suffragette movement. And of course many will be aware of the recent removal by referendum of the issue of termination of pregnancy from our Constitution. The Government need to now legislate for the introduction of a regulated, comprehensive and quality healthcare service that is safe for women and girls, in line with international norms.

The Irish Government has been playing an active role since taking up a Titulaire seat on the Governing Body of this house. We welcome this commitment, as illustrated by the participation of the President of Ireland, Michael D Higgins in tomorrow’s World of Work Conference and the commitment to ratify the ILO Forced Labour Protocol during 2018. We also look forward to marking the ILO centenary in Ireland during 2019.

However, despite a strengthening economy (assuming a relatively benign outcome to Brexit negotiations) and improved labour market conditions, there is still much to do in tackling decent work deficits in Ireland, including:

- The incidence of precarious work and the need for legislation that delivers improved employment rights for some of the most vulnerable and exploited workers in Ireland. (a point linked to the standard setting discussion at this conference)
- The extent of our ‘Low Pay’ problem;
- The urgent need to revise our pension system;



- Lack of implementation of a “Just Transition” towards a carbon free future;
- Lack of the right to representation;

These and other related issues arise directly as a result of the absence of a right to Collectively Bargain in our State. We did make some progress in the 2015 Industrial Relations Amendment Act but the decent work agenda will only truly be addressed when we achieve Collective Bargaining rights, where workers can bargain the value of their labour, without fear and where members of Trade Unions can exercise their right of access to be heard.

We will also be highlighting these and other issues as our Government reports on its implementation of the Sustainable Development Goals at the High Level Political Forum in New York in July.

On the issue of Social Dialogue, we have been working with the Government and IBEC on the development of a formal social dialogue forum that can discuss public policy issues that affect workers and business, but which cannot be resolved at workplace level. The ‘Labour- Employer Economic Forum (LEEF), involving government, business and unions has recently expanded to deal with issues like the cost of housing, the cost of childcare and eldercare, the pension crisis, collective bargaining, and employment rights. The context of Brexit highlights the compelling case for government, unions and employers to discuss and agree responses to this and other issues of concern.

On housing, a move from public provision of social housing towards a new conventional wisdom that the ‘market’ could provide these services more efficiently has resulted in thousands of people (including children) being either homeless or living in totally unsuitable accommodation. For a majority of workers rental costs have become unaffordable and most do not meet the criteria to successfully apply for a mortgage. This has led to increased pay demands to account for these cost of living factors. We have been seeking support from politicians on our Charter for Housing Rights and it is in all of our interests to find a solution to this problem. Social dialogue can be an important tool in this regard.

**Finally, I want to note the report on the situation of workers of the occupied Arab territories and the decent work deficits it outlines. Unemployment in the Occupied Palestinian Territory has reached the highest level in the world. Job creation is at best anaemic. The report goes on to note how these cannot be tackled while the occupation continues. It also notes how Gaza is blocked to an extent that tests the limits of endurance.**

This is illustrated recently through recent events and the tragic killing and injuring by Israeli forces of innocent protesters (and those seeking to assist the injured). Responses need to move beyond words of condemnation and so we have sought a meeting with our Minister for Foreign Affairs and have reiterated our view that Israel must face consequences for such actions if there is to be a real peace. To that end, the Government needs to support the Occupied Territories Bill currently in our Parliament and formally recognise the decision of the Parliament to finally recognise the state of Palestine.



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## Mrs. Paula Ilveskivi

*Worker Delegate, Finnish Trade Unions*

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Thank you very much for the opportunity to express the position on Director General Guy Ryder's Report on The Women at Work Initiative: The push for equality.

We fully agree with and support the aim of the report - to promote gender equality at work and in society.

Equality between men and women is guaranteed as a human right by several human rights conventions - at the global and at the regional level - including ILO standards and other initiatives. As stated in the report of the Director General, somewhat progress has taken place but much more is to be done to reach the goal.

Welfare state, which has been built together with government and social partners, can be considered as a project of gender equality. Universal social rights - benefits and services - including parental leaves, which are compensated, child care and the care of elderly people among others have provided opportunities for women to participate in working life. Moreover, the right for everyone to education from early childhood education and primary school to higher education without being prevented by economic hardship has guaranteed capacities for women as well.

Even though Finland has been part of Nordic welfare states and we have a long history of women's involvement in working life and in society, many problems remain, and new ones are emerging. During the last three years backward steps have been taken as the consequence of austerity measures of the Finnish government. Social security benefits and services have been cut and even children's subjective right to early childhood education has been limited subject to their parent's participation in working life. This complicates, for example the return of unemployed parents to the labour market.

**Despite long tradition of women's role in working life, more promotive measures are to be taken before gender equality will be achieved. Women's share of working in low paid occupations, fixed-term employment contracts and part-time work is higher when compared with men. Moreover, even though men are taking part to family affairs and care of children more than they used to, these responsibilities lay mostly still on women's shoulders. If gender equality in the world of work is taken globally seriously, child care and other care services are to be provided equally for all.**

Director General raises violence and harassment of women to the spotlight in his report. This is an issue of outmost importance. Violence and harassment take many forms, ranging from forms of maltreatment and discrimination that are hard to prove to more serious armed and other assaults on the lives and health of workers. Anyone may fall victim to violence and harassment at work.

Finnish trade union confederations point out that efforts to develop more detailed legislation preventing violence and harassment, instituting appropriate means of protection, after-care and reporting, and ensuring due process for victims have failed time and again in Finland due to opposition from employers, and with the government lacking the political will to enact such instruments in Finnish legislation. To be able to reach the goal of gender equality and the right to physical and psychological self-determination for all, we need to be more ambitious in building trust and functioning tripartite co-

operation at the national level and at the global level. We must bear in mind that fundamental principles and rights at work guaranteed by ILO Conventions as universal human rights are to be respected and enforced without any limitation or derogation.

Finnish trade union confederations believe that a new international Convention on violence and harassment will be an important measure to finally develop legislation to protect workers from violence and harassment and to promote gender equality in the world of work. It would also promote the global adoption of principles of the ILO Decent Work Agenda in society in general.

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## Mr. Oliya AliBeigi

*Chairman of Board of the Confederation of Islamic Labor Councils, Iran*

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Holding The 107th Session of the International Labor Conference is an ample opportunity to protect the future of the workers against the destructive waves of global crises through mutual assistance and clear-cut expert review and assessments. I hope the outcomes of this conference could yield promotion of the women roles and job security in the world of work for workers throughout the world.

The theme selected for the report of the Director General “The Women at Work initiative” at this juncture is very suitable and timely, because women as a half of population in each country can play an effective role in dynamism and progress of their own communities. Now in the world a great number of women shoulder by shoulder of men are working in different sections and domains. However, gender equality is one of the issues, which has not been fully achieved yet.

**Women of the world have not attained occupational promotions and managerial positions as compared with men and partly receive lower wages. Of course, it should be noted that employment of women is mostly accompanied by fulfilling responsibilities. Moreover, in the event of similar job between a man and a woman, due to housekeeping duties and the stresses resulting from the work, occur in women more than men do.**

**These are only bitter samples, which confirm that the achievements of the world in the area of decent work in particular for women is low as compared with the efforts already made. Most of the conventions emphasize observing their rights but as long as the decent work condition is unfavorable, the practicality of the conventions related to the women at work initiative will be difficult.**

Fortunately, Islamic Republic of Iran has prepared the suitable educational grounds for women whose outcome is the graduation of a half of the students in the scientific centers out of the women that these female graduates with high academic degrees are ready to arrive into the labor market. Unfortunately, the tyrannical sanctions imposed and lack of loyalty to the “Joint Comprehensive Plan of Action” has caused the annihilation of investment opportunities and following that the destruction of job opportunities for women and has made the conditions for their vast and active presence in labor market difficult and hard.

What today suffers the workers of the world and my home country and is considered to be one of the most important and basic concerns for workers is the lack of job security in the work environment. Unfortunately, the prevalence of temporary labor contracts has endangered the job security of workers and for this very reason, tranquility has been denied of workers and their households. With these conditions, the possibility of planning and using a decent life far from anxiety has been taken away from them.

I would like to inform that the temporary labor contracts not only has targeted the dignity of labor force but also they have denied freedom of trade unions too.

I would like to request the ILO Director General to adopt a policy for further protection of these workers, so that the governments would also put the redevelopment of the temporary labor contracts in the jobs with a continuous nature in their agenda. This will assist with taking a great step to establish transparency for the labor contracts between workers and employers.

Lastly, I hope the peace and tranquility could prevail in the whole world and all humans regardless of color, race and nationality could enjoy an equal right.

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## National Union of Afghanistan's Workers and Employees

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It's a great honor to have the opportunity of speaking on behalf of the National Union of Afghanistan's Workers and Employees (NUAWE), a democratic workers organisation in Afghanistan, with 174,000 members, 28 offices in 34 Provinces.

Participation in the Supreme Labour Council for disputes resolution, the Pension Commission of Social Organization and Private Sectors, the Labour Law Review Commission, Minimum Wage Commission, and the ILO decent work country program.

Tripartite labour legislation consultation and drafting of 12 articles on work and employment with the Ministry of Labour and Social Affairs, Chamber of Commerce

For many years, NUAWE acquired properties and proved with all legal documents. These properties were bought from the membership fee and function as offices and training centres for the union and some of them rented and the rental fee collected and allocated for development projects of the union.

However, on 27 March 2016, Presidential order was issued by the Ministry of Finance and the Afghanistan Land Authority to seize the NUAWE properties. On 31 January 2018, government issued a letter to NUAWE mentioned a possible takeover of its properties. In addition, the Ministry of Justice threatened not to renew the licence (registration) of NUAWE if they are not handing over the properties to government. These decree and order were clearly against law and justice and the Constitution of the Islamic Republic of Afghanistan.

In pursuant the President decree, armed police and military were deployed and confiscated the NUAWE premises on 8 April and 21 April 2018. The police once again raided the NUAWE headquarter by tanks and sealed the offices on 14 May. To protect the union premises, some of NUAWE leaders, including its President and few women were beaten by the police, injured and taken to the hospital. The members also engaged in non-violent resistance including a hunger strike.



The NUAWE has filed a court case to seek protection under guarantees enshrined in the country's constitution. However, the government has so far ignored the court proceedings and continued its anti-union actions.

In this Conference, the NUAWE is officially nominated as the workers' delegate, however, no support, including financial support provided by the government. The government has violated and ignored its responsibility and not fulfilled its obligations under the ILO Constitution Article 13 (2).

**We condemn the actions taken by the Afghanistan Government to destroy the labour movement, which is very vital for the working people in Afghanistan.**

**We request this house to support Afghan workers to fight for social justice, human and workers' rights, better living and working conditions of Afghans.**

**We strongly urge the Afghanistan Government to recognize the unions as social partner and respect their fundamental rights, including the union's property rights.**

We call on the government to stop the intimidation and use of armed force, which constitute serious violations of Afghanistan's obligations to respect fundamental workers' rights as a member of the International Labour Organization. The ILO high level mission to Afghanistan should take place, as soon as possible, to settle the issue of recognition of free trade union movement in Afghanistan, reissuance of legal license of NUAWE, operation of bank account and collection of membership fee and return of the properties confiscated by the state.

I end by conveying you the sincerest wishes and greetings of our workers.

A background image showing a business meeting. A man in a grey suit and red tie is looking at a laptop. A woman in a black blazer is gesturing with her hand. In the foreground, a person is holding a clipboard with a pen, writing on a document that has a bar chart on it. There are other papers and a calculator visible on a desk.

# Section 2



## Applicable to All SDGs: Space science now a ‘fundamental pillar’ of 21st century human development



United Nations, (UN News Centre) 18 June 2018 - After “relentless” progress in space technology, the focus for the international community must now shift to ensuring that the benefits of space science are available to everyone, everywhere, a senior United Nations official told a major conference on Monday.

Speaking at the opening of UNISPACE+50 symposium in Vienna, Simonetta Di Pippo, the Director of the [UN Office for Outer Space Affairs](#), said that space technology had become a “fundamental pillar” of 21st century society, driving development worldwide.

The forum commemorates the fiftieth anniversary of the [ground-breaking](#) 1968 UN Conference on the Exploration and Peaceful Uses of Outer Space, or UNISPACE for short.

“What remains to be seen, however, is how we can work collectively to organize our efforts across the board to deliver the full potential of space for sustainable development,” she said.

In her remarks, Ms. Di Pippo said that space is the vital enabler to realize the ambitions set by global goals, including the [2030 Agenda for Sustainable Development](#), as well as the [Paris Agreement on Climate Change](#) and the [Sendai Framework](#) to reduce the risk and impact of disasters across the world.

The impact of global cooperation in using space for sustainable development cannot be overstated, she added.

“From city halls to the UN General Assembly, when policy makers need to see the big picture to make well-informed policy decisions, they are turning to space,” said Ms. Di Pippo.

“The challenge is to ensure the tools and information space can provide are helping to make effective policy in all corners of the world.”

These are the precise issues which will be explored further in the coming days at the conference, she added.

### **‘New’ directions and thinking needed – Committee Chair**

Also on Monday, David Kendall, the chairperson of the [UN Committee on Peaceful Uses of Outer Space](#) said that the increasing involvement of UN Member States in the Committee, was a reflection of the increasing importance that countries around the world attach to the frontier science.

“Member States are now realizing more and more that space is an essential element in delivering their programmes to their citizens,” he said.

The need, therefore, is to develop “new directions and thinking” in relation to the governance of outer space, he added.

### **Mauritius Research Council selected for third round of KiboCUBE**

Further on Monday, UNOOSA and the Japan Aerospace Exploration Agency (JAXA) announced the selection of a team from the Mauritius Research Council for the third round of their joint KiboCUBE programme.

Launched by UNOOSA and JAXA in 2015, the KiboCUBE initiative offers educational and research institutions from developing countries the chance to develop “cube satellites” (CubeSats) for deployment from the International Space Station.

Through KiboCUBE, the small Indian Ocean island’s research body will deploy the first ever Mauritian satellite, MIR-SAT1, that will include a longwave infrared thermal camera, allowing the collection of thermal images of Mauritius and areas around it. The team also aims to test the onboard communication capabilities of the CubeSat by studying the satellite’s capacity to transfer information using satellite radio waves.

UNOOSA head Simonetta Di Pippo highlighted the importance of the programme, especially for developing countries.

“The third round of the KiboCUBE programme is yet another exciting step towards increasing the space capabilities of countries and ensuring we close the ‘space divide’ between those that have access to space and its benefits, and those that do not.”

In the first round of the KiboCUBE initiative, the University of Nairobi in Kenya launched Kenya’s first satellite. This was also the first space hardware deployed under the auspices of the UN. The second round selected Universidad del Valle de Guatemala, which is expected to deploy its satellite in 2018, subject to the ISS operational requirements and progress of the CubeSat development.

The event also featured the UNISPACE+50 [symposium](#), focusing on debate and discussion involving a wide range of stakeholders on the future of international space cooperation and the peaceful uses of outer space. It was followed by the [high-level segment](#) of the forum. An [exhibition](#) with more than 40 participants was held in the Rotunda of the Vienna International Centre.



## Importance to travel & tourism

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Far more important than start-ups and social media, the technology of space science could have the most far-reaching positive impact on the state of the world. If we can “see” the impact of human actions, be it nuclear testing, land degradation, forest fires or any other Act of Man or God, we will be able to better diagnose the problem, identify both the symptoms and the cure, and take more pinpointed remedial measures. A good opportunity to replace technobabblers with space scientists at travel forums.

**3** GOOD HEALTH  
AND WELL-BEING



## **SDG 3:**

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**For video game  
addiction,  
now read official  
'gaming disorder'**



*A young woman plays a video game on her phone. UN News/Elizabeth Scaffidi*



## SDG 3: For video game addiction, now read official 'gaming disorder'

United Nations, (UN News Centre) 18 June 2018 - The UN health agency has for the first time, tagged compulsive video [gaming](#) as a mental health condition in its updated classification manual, released on Monday.

“For gaming disorder to be diagnosed, the behavior pattern must be of sufficient severity to result in significant impairment in personal, family, social, educational, occupational or other important areas of functioning and would normally have been evident for at least 12 months,” said the [World Health Organization](#) (WHO).

While some media reports welcomed the formal designation of “gaming disorder” within WHO’s [International Statistical Classification of Diseases and Related Health Problems](#) (ICD) as helpful to sufferers, others saw it as causing needless concern among parents.

“There are few truer snapshots of a country’s wellbeing than its [health statistics](#),” said WHO. While broad economic indicators such as Gross Domestic Product may skew impressions of individual prosperity, data on disease and death reveal how a population is truly faring.

According to WHO, ICD is the “bedrock for health statistics,” codifying the human condition from birth to death, including all factors that influence health.

These statistics form the basis for healthcare provision everywhere and are at the core of mapping disease trends and epidemics; helping governments decide how money is spent on health services.

Crucially, in a world of 7.4 billion people speaking nearly 7,000 languages, ICD provides a common vocabulary for recording, reporting and monitoring health problems, says WHO.

“Fifty years ago, it would be unlikely that a disease, such as schizophrenia, would be diagnosed similarly in Japan, Kenya and Brazil. Now, however, if a doctor in another country cannot read a person’s medical records, they will know what the ICD code means,” WHO explained.

Without the ICD’s ability to provide standardized, consistent data, each country or region would have its own classifications that would most likely only be relevant locally.

“Standardization is the key that unlocks global health data analysis,” said WHO.

## **Ready for the 21st century**

The eleventh edition of ICD was released on Monday to allow Member States time to plan implementation before it is presented for adoption at the 2019 World Health Assembly.

Noting that it has been updated for the 21st century WHO said: “Over a decade in the making, this version is a vast improvement on ICD-10,” adding that it now reflects critical advances in science and medicine.

Moreover, the guidelines can also be integrated with modern electronic health applications and information systems – making implementation significantly easier, vulnerable to fewer mistakes and allowing more detail to be recorded.

## **Importance to travel & tourism**

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The International Statistical Classification of Diseases and Related Health Problems is a veritable treasure trove of market research data for health and wellness tourism. But it also raises serious questions about the health impact of economic development. As the WHO says, “There are few truer snapshots of a country’s well-being than its health statistics.” While broad economic indicators such as Gross Domestic Product may skew impressions of individual prosperity, data on disease and death reveal how a population is truly faring. A study of health-related problems in travel & tourism may produce some unexpected results in terms of alcoholism, hypertension, heart disease and diabetes. Call it the price of growth.



**3** GOOD HEALTH  
AND WELL-BEING



## **SDG 3:**

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**Everyone has  
'a moral  
imperative'  
to uphold  
the rights of  
Persons with  
Disabilities**



*UN Secretary-General António Guterres (centre) at the opening of the 11th Session of the Conference of States Parties to the Convention on the Rights of Persons with Disabilities. UN Photo/Mark Garten*



## SDG 3: Everyone has ‘a moral imperative’ to uphold the rights of Persons with Disabilities

United Nations, (UN News Centre) 12 June 2018  
- Cementing and protecting the rights of around 1.5 billion people around the world in accordance with the [Convention on the Rights of Persons with Disabilities](#) is a “moral imperative” said [United Nations Secretary-General António Guterres](#) on Tuesday.

He was addressing a conference of signatories to the Convention at UN Headquarters in New York, describing it as one of the most widely-ratified international human rights treaties, which reaffirms that people with disabilities are entitled to the same treatment as everybody else.

“But signing and ratifying the Convention is not enough. Implementation is essential,” Mr. Guterres said. “Societies must be organized so that all people, including those with disabilities, can exercise their rights freely.”

The Secretary-General underscored that countries apply the Convention to their development policies, investments and legal systems, which is

an important step “if we are to fulfil the central pledge of the [2030 Agenda](#) for Sustainable Development: to leave no one behind.”

“We cannot afford to ignore or marginalize the contributions of 1.5 billion people,” he stated, pointing out that more had to be done for people with disabilities to fully participate in society.

People with disabilities still often face overt discrimination, stereotyping and lack of respect for their basic human rights – with women and girls disproportionately affected.

“Every minute, more than 30 women are seriously injured or disabled during childbirth,” elaborated the UN chief.

Moreover, women and girls with disabilities face multiple barriers to accessing education, health services and jobs.

“Without women’s empowerment and gender equality, millions of women will continue to suffer from double discrimination based on both their gender and their disability,” he added.in your browser.

The Secretary-General spelled out the need for new approaches to work for and with people with disabilities, which include mainstreaming disability in national legislation and development strategies.

“It will also be crucial to continue and expand the work that United Nations agencies are doing to support Governments and develop their capacity on these issues,” he maintained, elaborating on the need to strengthen policy frameworks and laws on disability, in line with the Convention and the 2030 Agenda.

He concluded by noting that a comprehensive review would be looking at all aspects of how the Organization addresses disability, as well as informing a new UN Action Plan and an accountability framework “to help us aim higher and live up to our promises.”

Signing through an interpreter, Colin Allen, Chair of the international Disability Alliance, spotlighted the strength of working collectively to achieve true and meaningful change.

“For the people in this room, and for the more than one billion people we represent,” said Mr. Allen, “we are building a strong and solid platform that will propel us forward.”

Catalina Devandas Aguilar, UN Special Rapporteur on the Rights of Persons with Disabilities noted that while progress has been made, it is not reaching everyone in the same way.

“There is a great demand for public interventions of better and higher quality,” she said, adding: “Only by working together will we fulfil our common goal of leaving no one behind.”

“Together, we can remove barriers and raise awareness, so that people with disabilities can play a full part in every sphere of society, around the world”, she said.

## Importance to travel & tourism

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Certainly everyone has ‘a moral imperative’ to uphold the rights of persons with disabilities. Travel & Tourism can certainly do a lot more. I would wager that in the emerging Brave New World of robots and the Internet of Things, the business winners will still be those who demonstrate a higher sense of humanity and compassion for those in need, not those who rely on machines.

**3** GOOD HEALTH  
AND WELL-BEING



## **SDG 3:**

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**Prevention  
is key to  
'breaking  
the cycle of  
HIV transmission'**





*HIV testing in Haiti. Pix: UNDP*



## SDG 3: Prevention is key to ‘breaking the cycle of HIV transmission’

United Nations, (UN News Centre) 12 June 2018 - This year’s United Nations annual debate over how best to battle HIV and AIDS heard that while progress had been made, it remains “uneven and fragile” with many hurdles still to come.

“The world is making good progress towards ending the AIDS epidemic by 2030,” [United Nations Secretary-General António Guterres](#) told the General Assembly on Tuesday, citing the need for more accessible HIV testing, treatment and antiretroviral therapy.

“But progress is uneven and fragile,” he added. “On all continents, key populations at higher risk of infection continue to be left further and further behind.”

Where prevalence is high, young women remain vulnerable; and youth need to learn how to protect themselves.

“Prevention is the key to breaking the cycle of HIV transmission,” he declared, pointing to the Prevention 2020 Road Map, which focuses explicitly on adolescent girls, young women and key populations at risk.

And the [2030 Agenda](#) for Sustainable Development calls for an integrated approach in ending HIV, he added.

“Success will require us to strengthen links across these areas and build resilient and sustainable systems for health, underpinned by principles of human rights and equity,” said Mr. Guterres.

The UN chief pointed to September High-Level Meetings of the General Assembly on Tuberculosis (TB) and Non-Communicable Diseases as key opportunities to “inform a new way of thinking and working that moves beyond the disease-specific silos of yesterday.”

Looking ahead he also touted the 2019 High-Level Meeting on Universal Health Care as an occasion to build coherence across the global health landscape on financing, programming and accountability.

“At this pivotal moment, we must renew our focus and shared commitment to a world free of AIDS. The pandemic is not over, but it can be,” he continued.

“Let us move forward in a bold new spirit of partnership to overcome the cycle of HIV transmission and deliver health and well-being for all,” concluded the UN chief.

## **HIV: ‘Still a huge challenge’, General Assembly President**

Noting that although there has been a 40 per cent decline in new infections between 2000 and 2016, President of the General Assembly, Miroslav Lajčák, [emphasized](#) that “we need to be clear: we cannot afford to slow down. HIV is, still, a huge challenge.”

“This virus still has a destructive – and deadly – impact on people around the world,” he added.

Flagging that in 2016, one million people lost their lives to AIDS-related illnesses, and that only 53 percent of people have access to antiretroviral therapy, he said “that is why we have committed to ending the epidemic of AIDS, by 2030.”

He suggested exploring further opportunities for action, such as the 26 September high-level meeting on TB.

“People infected with HIV are 20 to 30 times more likely to develop active tuberculosis,” he explained “Without proper treatment, nearly all HIV-positive people, with tuberculosis, will die,” stated Mr. Lajčák.

Finally, he drew attention to the context around HIV and AIDS and the need for universal healthcare.

“We are not on an even playing field,” he explained. “Universal healthcare can help to give everyone a chance. It can level the field.”

Healthcare is crucial to sustainable development, which is why it has its own goal: [SDG 3](#).

This will be on the General Assembly’s agenda, in 2019. And it could accelerate our drive, to eradicate AIDS, once and for all,” he said.

“Let’s speak up louder – in memory of those who have died, and in support of those who are living, with HIV and AIDS, today,” concluded the Assembly president.

## **Importance to travel & tourism**

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Like all forms of crises, be they Acts of Man and/or God, the rule of cause and effect kicks in. HIV/AIDS is the direct result of human behaviour, hence the call for prevention. This is a serious issue faced by all countries where tourism is associated with nocturnal pleasures.

**8** DECENT WORK AND  
ECONOMIC GROWTH



## **SDG 8:**

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**UNICEF  
urges all  
countries  
to provide  
‘Super Dads’  
with paid leave**





*A three-year-old and her father outside of the school building in Kibera, Nairobi, Kenya.  
UNICEF/Adriane Ohanesian*



## SDG 8: UNICEF urges all countries to provide 'Super Dads' with paid leave

United Nations, (UN News Centre) 13 June 2018  
- Almost two-thirds of the world's children under the age of one live in countries where fathers are not legally entitled to any paid paternity leave, according to a new analysis by the United Nations Children's Fund ([UNICEF](#)).

There are 92 countries which lack national policies ensuring that new fathers get adequate paid time off, to spend with their newborn babies.

"Positive and meaningful interaction with mothers and fathers from the very beginning, helps to shape children's brain growth and development for life, making them healthier and happier, and increasing their ability to learn," said UNICEF Executive Director Henrietta Fore.

It's all of our responsibility to enable them to fill this role," she added.

Evidence suggests that when fathers bond with their infants, they are more likely to play an active

role in their child's development. Research also suggests that when children positively interact with their fathers, they have better psychological health, self-esteem and long-term satisfaction in life.

UNICEF is urging governments to implement national family-friendly policies that support early childhood development, including paid paternity and maternity leave, free pre-primary education, and paid breastfeeding breaks.

Earlier this year, UNICEF modernized its approach to parental leave provisions, with up to 16 weeks of paid leave for paternity across all of its offices worldwide – the first UN agency to extend the benefit, beyond the standard four weeks.

"We cannot be 'For Every Child,' if we are not also 'For Every Parent.' We have to ask more of governments and more of employers if we're going to give fathers and mothers the time and resources they need to nurture their children,



particularly during the earliest years of a child's life," said Ms. Fore.

Around the world, momentum for family-friendly policies is growing. However, with nearly 90 million children living in countries without paid paternity leave, much work remains to be done, said UNICEF.

The new analysis forms part of UNICEF's Super Dads campaign, now in its second year, which aims to break down barriers and allow fathers to play an active role in their children's' development.

The campaign is also recognizing Father's Day at this time, which is celebrated across more than 80 countries during June, and focuses on the importance of love, play, protection and good nutrition for the healthy development of young children's brains.

## Importance to travel & tourism

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Does any travel & tourism company do this? If so, this editor would love to hear about it. A recommendation well worth considering for implementation in travel & tourism. It will go a long way towards improving the work-life balance factor.

**8** DECENT WORK AND  
ECONOMIC GROWTH



## **SDG 8:**

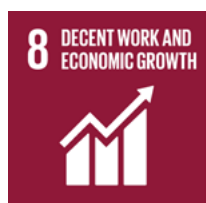
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**At least  
2.5 million  
migrants  
were smuggled  
in 2016,  
first UN global  
study shows**





*The Italian Navy rescues migrants in the Mediterranean Sea.  
Italian Coastguard/Massimo Sestini*



## SDG 8: At least 2.5 million migrants were smuggled in 2016, first UN global study shows

United Nations, (UN News Centre) 13 June 2018 - According to the first ever [Global Study on Smuggling of Migrants](#), released by the UN Office on Drugs and Crime ([UNODC](#)) on Wednesday, at least 2.5 million migrants were smuggled during the course of 2016.

Migrant smuggling occurred in all parts of the world, generated an income of up to \$7 billion – equivalent to the amount the United States or the European Union spent on humanitarian aid that year – according to the UN agency that fights drugs and crime.

“This transnational crime preys on the most vulnerable of the vulnerable,” said Jean-Luc Lemahieu, UNODC Director of Policy Analysis and Public Affairs.

“It’s a global crime that requires global action, including improved regional and international cooperation and national criminal justice responses,” he added.

The study describes 30 major smuggling routes worldwide and finds that demand for smuggling services is particularly high among refugees who, for lack of other means, may need to use people-smugglers to reach a safe destination fleeing their countries of origin.

Data suggests that many smuggling routes include unaccompanied or separated children, who might be particularly vulnerable to deception and abuse by smugglers and others.

According to the UN migration agency [IOM](#), smuggling results in thousands of deaths each year.

Many smuggled migrants die from drowning, whereas others perish due to accidents or extreme terrain and weather conditions. The Mediterranean appears to be the deadliest route, statistically, accounting for around 50 per cent of the total number of deaths.

Not only have some migrants been murdered along smuggling routes, they are also vulnerable to a range of other crimes, including violence, rape, kidnapping and trafficking in persons.

Turning to the gender composition, the study found that smuggled migrants are often influenced by the conditions they faced at home. Although most on the move are relatively young men, in parts of South-East Asia a large proportion are women.

According to the report, smuggling networks often engage in systematic corruption ranging from the local to the international level, and operate a range of schemes, including fake marriages or employment rackets; counterfeiting travel documents and the corruption of senior officials.

Smugglers often advertise their business in diaspora communities, refugee camps or through various social networks online, involving migrant groups.

Smaller-scale smugglers are either ethnically linked to their operating territories, or share ethnic or linguistic ties with the migrants they smuggle. Moreover, some successfully smuggled migrants, then become smugglers themselves.

## **Moving forward**

When it comes to better strategies for reducing migrant smuggling, the report recommends that a holistic approach must go beyond geographical measures, and include making legal migration opportunities more accessible in origin countries and refugee camps; tackling smuggling networks; and raising awareness in origin communities are just a few ways to combat the scourge.

While data collection, analysis and research on migrant smuggling remain in their infancy, there is a clear need for a solid international body of knowledge to support policy making on migrant smuggling, along with improved data collection systems at the national, regional and international levels, according to the study.

## **Importance to travel & tourism**

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Migrants provide cheap sources of labour in travel and tourism as well as associated sectors which provide goods and services to travel & tourism, such as fishing and farming. Labour mobility is a necessity when economies are booming, but can turn ugly when they are not. This report raises many direct and indirect issues of relevance to travel & tourism, and needs further examination within the broader context of the changing employment scenario.



**8** DECENT WORK AND  
ECONOMIC GROWTH



## **SDG 8:**

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**Migrant worker  
remittances  
much more than  
a ‘lifeline’  
for millions  
of households**





## International Day of Family Remittances

*It is estimated that family remittances – the money sent back by migrant workers to their relatives – support 800 million people worldwide. Pix: IFAD*

8 DECENT WORK AND  
ECONOMIC GROWTH



## SDG 8: Migrant worker remittances much more than a 'lifeline' for millions of households

United Nations, (UN News Centre) 15 June 2018  
- Not only are remittances a “critical lifeline” for millions globally, the direct benefits of money sent home by migrant workers touch the lives of one in every seven persons on the planet – over one billion people, the United Nations rural development agency has said.

“[Remittances are vital](#) for millions of families, helping them to address their own development goals, but we can help them do more and build their longer-term future,” said Gilbert Hounbo, the President of the International Fund for Agricultural Development ([IFAD](#)).

Last year, 200 million migrants sent \$481 billion to remittances-reliant countries. Of this amount, \$466 billion went to developing countries and there are estimates that between 2015 and 2030, remittances sent to developing countries could cross \$6.5 trillion.

According to IFAD, after spending remittances on basic needs such as food, housing, education and health, a sizable amount – over \$100 billion, still remains – presenting a large pool of resources, which can then be invested in financial and tangible assets such as savings or small business development that help families build their future.

These productive activities can also create jobs and transform economies, in particular in rural areas, added IFAD.

“Given appropriate investment options, customized to their circumstances and goals, remittance families will invest more and become agents of change in their communities,” urged Mr. Hounbo.

The IFAD President's call comes against the backdrop of the recent designation, by the UN General Assembly, of 16 June as the [International Day of Family Remittances](#), originally created by the IFAD Governing Council.

impact" of remittances, including those from migrants, for the implementation of the Sustainable Development Goals and in supporting long term development strategies.

Proclaiming the International Day, the General Assembly [also recognized](#) the "transformative

## Importance to travel & tourism

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Same point as in the previous item. Migrants provide cheap sources of labour in both travel and tourism as well as in associated sectors which provide goods and services to travel & tourism, such as fishing and farming. Labour mobility is good when economies are booming, but can turn ugly when they are not. The entire ecosystem of migrant needs further examination within the broader context of the changing employment scenario.



## **SDG 14:**

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**‘We face  
a global  
emergency’  
over oceans**







## SDG 14: 'We face a global emergency' over oceans

9 June 2018, United Nations, (UN News Centre) - Unless there is a change of course, the amount of plastic waste in the world's oceans will outweigh the fish that live in them, by 2050, said the United Nations Secretary-General on Saturday, declaring that the world now faces a "global emergency" over the oceans.

"The facts are clear. Our oceans are a mess," said António Guterres at an outreach event, that was part of the Group of Seven - or G7 - Summit of industrialized nations, taking place over two days, in Charlevoix, Canada.

The G7 group of advanced economies, consists of Canada, France, Germany, Italy, Japan, the United Kingdom and the United States.

"Plastic waste is now found in the most remote areas of the planet. It kills marine life and is doing major harm to communities that depend on fishing and tourism," he added.

Pointing out that one mass of plastic in the Pacific is now bigger than France, Mr. Guterres welcomed the G7 Plastics Charter, agreed on Saturday, which is being seen by some observers as a Paris-style watershed moment for cleaning up ocean garbage, referencing the 2015 Agreement on climate change.

"But we all need to do so much more," Mr. Guterres underscored, "not just on plastic waste but on all ocean issues."

“Make no mistake, we are in a battle. And we are losing on every front,” he stressed.

The UN chief painted a picture of fish stocks being crippled by overfishing, vast coastal dead zones from pollution and untreated waste being discharged into the sea.

“And, to compound these issues, we have the growing impacts of climate change,” he asserted. Ocean acidification is disrupting the marine food chain and record-level ocean temperatures are killing coral reefs and creating fiercer, more frequent storms.

Moreover, 40 per cent of the world’s population lives within 100 kilometres of a coast – leaving them vulnerable to storms, sea level rise and coastal erosion.

Low-lying island nations and many coastal cities are in jeopardy of inundation, the Secretary-General spelled out.

“Thankfully,” continued Mr. Guterres “we have a battle plan.”

“Our guide is the Sustainable Development Goals [SDGs], and especially Goal 14 with its 10 targets from addressing marine pollution and acidification, to ending overfishing and protecting ecosystems,” he elaborated.

“Our legal framework is the United Nations Convention on the Law of the Sea – the world’s ‘constitution for the oceans,’” he added.

Mr. Guterres noted that while last year’s Ocean Conference at UN Headquarters registered more than 1,300 commitments and partnerships, none of the initiatives and declarations are worth anything “unless we accept that we face a global emergency.”

“And that is why I am here today. To sound the alarm. To inject a sense of real urgency in your deliberations and decision-making,” he said.

“Your leadership is needed now, more than ever – on combatting land-based pollution; on creating marine protected areas; on reviving fisheries; on building the resilience of coastal ecosystems and communities, and, especially, on climate change,” he added.

He flagged that if our seas and oceans are not protected, and we lose the battle against climate change, all the assumptions on which our policy-making has been based “will be worthless”.

“Take seriously these threats to our global environment and understand that our collective future and security is at stake,” he concluded.

## **Importance to travel & tourism**

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A burst of recent global campaigns have focussed on the issue of plastic contamination choking the world’s rivers, seas and oceans. But plastic is only one part of the problem. Global rivers have been dumping grounds for industrial effluents for decades. Where does that all land up? In the oceans, of course. Nuclear waste is still seeping from the Fukushima reactor years after it was hit by a tsunami in March 2011. Yes, we face a global emergency, but what are we going to do about it?



## **SDG 15:**

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**‘Green’  
infrastructure  
can prepare  
water-stressed  
regions to  
better tackle  
droughts**







*A shepherd and his flock in rural Morocco, one of the countries at the front lines of North Africa's combat against the impacts of climate change. World Bank/Scott Wallace*



## SDG 15: 'Green' infrastructure can prepare water-stressed regions to better tackle droughts

United Nations, (UN News Centre) 15 June 2018 - Countries in the Near-East and North Africa, where chronic water shortages are sure to worsen due to climate change, must take pro-active steps to become more resilient against droughts, the United Nations agriculture agency said on Friday.

Even though drought is a familiar phenomenon in the region, over the past four decades, droughts have become more widespread, prolonged and frequent – likely due to climate change. Though the region is not highly prone to drought, desert makes up three quarters of its territory, [which stretches](#) from Morocco to Iraq.

The UN [Food and Agriculture Organization](#) (FAO) warned in a [new report](#) that the Near East and North Africa's technical, administrative, and financial capacities to deal with drought are inadequate, rendering farmers and herders – the first and worst hit when drought strikes – even more vulnerable.

Even as farmers and herders face mounting challenges as water becomes scarcer, land more degraded and eroded, and soils more fragile there is still too much focus on recovering from drought rather than being less susceptible to it, the agency said.

“We need to perceive and manage droughts differently, and shift from emergency response to more pro-active policy and long-term planning to reduce risks and build greater resilience,” [said](#) Rene Castro, FAO's Assistant Director-General, Climate, Biodiversity, Land and Water Department.

Released ahead of the [World Day to Combat Desertification](#), marked annually on 17 June, the report assesses gaps in current drought management and provides a solid base to help governments rethink policies and reformulate preparedness and response plans by offering solutions that take into account each country's specific context.



## Drought solutions

Along with the development and implementation of national drought management policies consistent with the country's development objectives, the report also recommends establishing early warning systems, sharing technologies to combat drought, and supporting policies and incentives to use land and water resources rationally.

Growing drought-tolerant, fast maturing and watershed crops, and encouraging advanced

methods of irrigation (including drip and spray irrigation) are some of the measures that should be adopted at larger scale to combat climate change, added the report, which was co-authored by the Water for Food Daugherty Global Institute at the University of Nebraska.

It also notes that traditional livestock herding practices – keeping stocking rates low and moving herds when forage is low – can reduce the risk of overgrazing and land degradation

## Importance to travel & tourism

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The same challenge confronts travel & tourism - the need to prioritise prevention over cure. The FAO report says “there is still too much focus on recovering from drought rather than being less susceptible to it.” Travel & tourism makes the same mistake, with too much focus on recovering from crises rather than becoming less susceptible to them. It also applies equally to human health, which is also undergoing a sweeping change in focus.



## **SDG 15:**

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**On World Day  
to Combat  
Desertification,  
UN shines  
spotlight on  
'true value'  
of land**





*A member of a local non-governmental organization that helps to raise awareness about desertification waters plants grown in a garden in Bol, the capital of Lac Region, Chad. UNICEF/Patricia Esteve*



## SDG 15: On World Day to Combat Desertification, UN shines spotlight on 'true value' of land

United Nations, (UN News Centre) 17 June 2018 - Land is not a limitless resource and ignoring its role in our everyday lives threatens food and water supplies, biodiversity and the security of us all, the United Nations agency that fights desertification worldwide has said.

In a statement marking the [World Day to Combat Desertification and Drought](#), the head of the United Nations Convention to Combat Desertification ([UNCCD](#)) said that everyone needed to recognize the true value of land.

“I would ask you: when you choose what to eat, what to wear or what to drive, think about how your choice impacts the land — for better or for worse,” said Monique Barbut, UNCCD Executive Secretary, in her [message](#) for the day, marked on 17 June.

Land-grabbing, unplanned urban sprawl, unsustainable agriculture and over-consumption can yield quick economic gains, but such short-

sightedness eventually causes degradation and loss of critical ecosystem services due to unsustainable land use.

As a result, a third of the world's usable land has already severely degraded over the last 30 years, with 75 billion tons of soil from arable land lost annually, said UNCCD.

However, the UNCCD says everyone can contribute to, and benefit from, investing in sustainable land management — as consumers, producers, corporations or governments. Farmers can invest in smart

agriculture with higher yields but reduced pesticides. Policymakers and land managers can invest in sustainable land management while consumers can choose to spend on organic and fair-trade products that avoid ruining the land.

“Let us work together to transform the way we consume, produce, work, and live together without compromising our current or future social, economic or environmental security. Without compromising the land on which it all depends,” said Ms. Barbut.

The UN General Assembly established the World Day in 1994 to promote public awareness of land degradation and to draw attention to the implementation of the UNCCD — the sole legally binding international agreement linking environment and development to sustainable land management. The World Day is observed annually on 17 June, the date the UNCCD was adopted.

This year’s theme for the Day is “Land has true value — invest in it.” The campaign hopes to promote changes in behaviour and adoption of more efficient planning and practices, to ensure there are sufficient land resources for the world’s long-term sustainability and economic prosperity.

## **Importance to travel & tourism**

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All forms of development require land. These days, agricultural land is being increasingly abandoned for more lucrative prospects as hotels, resorts, golf courses, etc. The shifting ‘value’ of this land-use deserves deeper introspection as part of the tectonic shifts taking place globally. Another item on space science elsewhere in this issue of Olive Tree will be of enormous use in the monitoring and tracking process.



**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



## **SDG 16:**

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**100-Day  
Countdown  
to International  
Peace Day**



## SDG 16: 100-Day Countdown to International Peace Day

Following is UN Secretary-General António Guterres' message issued on 13 June 2018 for the 100-day countdown to the International Day of Peace, observed on 21 September:

The International Day of Peace, observed every year on 21 September, embodies our shared aspiration to end conflict in all its forms and to safeguard the human rights of all people. It is a day on which the United Nations calls for a 24-hour global ceasefire, with the hope that one day in our lifetime we will witness an end to violence.

Yet there is more to achieving peace than laying down weapons. True peace requires standing up for the human rights of all the world's people. That is why this year's theme for the International Day of Peace is: "The Right to Peace — The Universal Declaration of Human Rights at 70".

As the observance approaches, let us redouble our efforts to address the root causes of conflict and advance our work for the Sustainable Development Goals, including by promoting inclusive societies, providing access to justice and building accountable institutions.

Let us stand up for human rights for all in the name of peace for all.

The theme of the commemorations this year is 'The Right to Peace – The Universal Declaration of Human Rights at 70.'

Adopted by all 193 UN Member States in 2015, the Sustainable Development Goals (SDGs) recognise the importance of achieving economic and social development, together with equality for all, to build a more peaceful world.



*Doves are released at UN Headquarters as part of a ceremony in observance of International Day of Peace.  
UN Photo/Mark Garten*

Part of the Agenda for Sustainable Development, which commits countries to a deadline of 2030, the 17 Goals cover a broad range of issues, including poverty, hunger, health, education, climate change, gender equality, water, sanitation, energy, environment and social justice.

One of the Goals (SDG16) focuses primarily on promoting peaceful and inclusive societies through

achievable but sustainable development. It also includes providing access to justice for all and building effective, accountable and inclusive institutions at all levels.

## **Importance to travel & tourism**

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Has travel & tourism ever commemorated the International Day of Peace? Not to my knowledge. The focus is usually always on International Day of Tourism, marked a week later on Sept 27. Travel & tourism, which claims to be an industry of peace, has a unique opportunity to bridge the two days with an entire week of events celebrating the industry's role as a contributor to global peace. That will enhance the value of both days.

**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



## **SDG 16:**

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**Terrorism diverts  
resources from  
'much-needed'  
development  
to 'costly'  
security**





*François Loucény Fall, Special Representative of the Secretary-General and Head of the UN Regional Office for Central Africa (UNOCA), briefs the Security Council on the situation in the Central African region.  
UN Photo/Rick Bajornas*



## **SDG 16: Terrorism diverts resources from ‘much-needed’ development to ‘costly’ security**

United Nations, (UN News Centre) 13 June 2018 - The scourge of terrorism and violent extremism continues to affect all of Central Africa and divert government resources from much-needed development programmes to costly security operations, a senior United Nations official told the Security Council on Wednesday.

“Boko Haram and the Lord’s Resistance Army have not stopped their deadly attacks on civilians, committing egregious human rights abuses and causing countless victims,” said François Loucény Fall, the Special Representative and head of the UN Regional Office for Central Africa (UNOCA), referring to the main armed groups active in the sub-region.

Briefing the Council members on the Secretary-General’s semi-annual report on the activities of UNOCA, Mr. Fall stressed that his Office is engaging sub-regional organizations, including the Economic Community of Central African States (ECCAS), to fight Boko Haram and more broadly violent extremism.

Mr. Fall said that violent extremism, as well as persisting cross-border insecurity and criminal activities are compounded by the flow of small arms and light weapons throughout the sub-region, which covers Angola, Burundi, Cameroon, Central African Republic, Chad, Congo, Democratic Republic of the Congo, Equatorial Guinea, Gabon, Rwanda and Sao Tome and Principe.

In response to this challenge, the first Conference of States Parties to the Central African convention for the control of small arms and light weapons is taking place in Yaounde, in Cameroon, with the participation of UNOCA, he added.

On the political front, Mr. Fall noted that all 11 ECCAS member States are either midway or early in their respective electoral cycles and, as a result, experiencing civic tensions over the whole electoral process. He said he had strengthened efforts in conflict prevention and crisis management in support of subregional organizations.

The request for UNOCA's engagement, good offices of the Secretary-General, and preventive diplomacy remained strong, he said.

"Since its mandate was last renewed in 2015, UNOCA has proved its effectiveness as a tool to advance the Secretary-General's prevention agenda in Central Africa," Mr. Fall stressed, calling for the Council's support to the renewal of UNOCA's mandate for another three-year period, as recommended by the Secretary-General in his report.

## **Importance to travel & tourism**

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Terrorism is arguably one of the worst enemies of travel & tourism, another direct consequence of geopolitical injustice, illegal occupation, religious ethno-centricism and lack of democratic space. This story cites the cost of terrorism for safety and security in Central Africa; in fact countries worldwide pay both the costs and the price of terrorism. Another issue that travel & tourism needs to reflect on.

**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



## **SDG 16:**

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**Nearly  
three million  
more displaced  
year-on-year,  
but solutions  
are within reach**



*UN High Commissioner for Refugees Filippo Grandi addressing representatives of Latin America and the Caribbean at a regional meeting on migration in Brasília, Brazil, on 19 February 2018.  
Arthur Max/FM. Ministério das Relações Exteriores*



## **SDG 16: Nearly three million more displaced year-on-year, but solutions are within reach**

United Nations, (UN News Centre) 19 June 2018 - The number of people forced to flee their homes last year rose by nearly three million to 68.5 million, the head of the UN refugee agency, UNHCR, said on Tuesday, warning that the world's displacement hotspots "are becoming hotter".

Citing ongoing, protracted violence around the globe and a lack of solutions to conflicts as reasons for the increase, [Filippo Grandi](#) said that "continuous pressure on civilians" caught up in fighting, had pushed them to leave their homes.

More than two thirds of all refugees worldwide originated from only a handful of countries, the High Commissioner told journalists in Geneva.

Top of the list is Syria, where seven years of brutal fighting have forced more than 6 million people to seek shelter abroad, followed by Afghanistan (2.6 million) and South Sudan (2.4 million).

Responding to a question about ongoing concerns over 1.5 million Syrian refugees in neighbouring host countries, including Lebanon, the High Commissioner stressed that "it's not a question of 'if', but 'when'" they will return to Syria — once conditions allow.

New disputes in 2017 were also significant contributors to global displacement.

These include the exodus of more than 700,000 Rohingya refugees from Myanmar to Bangladesh last year, the UNHCR chief said, adding that it is still not safe for them to return, as well as 1.5 million Venezuelans who had sought shelter in neighbouring countries in Latin America.



The High Commissioner also expressed concern for the Democratic Republic of the Congo, where violence has spread to formerly peaceful areas of the vast country and caused displacement figures to double in 2017, to 4.4 million.

The report also found that 85 per cent of the 68.5 million displaced last year came from poor or middle-income countries.

This, Mr. Grandi added, “should be an element dispelling the notion” that the so-called crisis is only in the rich world, “which it is not”.

He added: “It continues to be a crisis mostly of the poor world — so, people from poor countries moving to poor countries, or staying within their country, as displaced.”

In addition, 70 per cent of the world’s displaced are nationals of just 10 countries, according to the UNHCR report.

This is also significant, Mr. Grandi said, because “it means, frankly, that if there were solutions to conflicts to these countries — or some of them at least — this number could start to come down. But we haven’t seen any significant progress in peacemaking or peacebuilding in any of these 10 countries.”

Despite the rise in displacement driven by persecution and violence and the lack of conflict resolution, the High Commissioner struck a positive note, saying that UNHCR is helping to find solutions to the pressures caused by mass displacement.

To date, 14 countries, including in Latin America and Africa, have implemented positive measures to cope with an influx of refugees, the UNHCR chief said, noting that his agency continues to coordinate international efforts to create a fairer protection system for people forced to flee their countries.

The upcoming [Global Compact](#) on Refugees follows the 2016 [New York Declaration for Refugees and Migrants](#), in which all 193 UN Member States agreed that the responsibility for helping all those in need of international protection must be borne more equitably and predictably.

UNHCR has been engaged in consultations with Governments and other stakeholders to develop a draft compact which Mr. Grandi will present to the General Assembly later this year.

## **Importance to travel & tourism**

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Human displacement is a direct result of ‘disruptions’ which do not figure highly on travel & tourism agendas -- disasters caused by Acts of Man and/or God. If prevention is better than cure, as proved in the item on HIV/AIDS elsewhere in this issue of Olive Tree, preventing the Acts of Man and/or God will certainly go a long way towards alleviating, if not entirely remedying this issue.

**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



## **SDG 16:**

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**Hundreds  
of thousands  
of lives still lost  
each year to  
small arms**



The “Non-Violence” (or “Knotted Gun”) sculpture by Swedish artist Carl Fredrik Reuterswärd on display at the UN Visitors’ Plaza. UN Photo/Rick Bajornas



## SDG 16: Hundreds of thousands of lives still lost each year to small arms

United Nations, (UN News Centre) 18 June 2018 - Government representatives are meeting at United Nations Headquarters to review global action to address the illegal flow of revolvers, pistols, assault rifles, machine guns and other similar weapons.

These small arms and light weapons, which end up on battlefields or urban streets and elsewhere, are a big problem for the world, according to the UN body that has organized the [two-week conference](#), which opened in New York on Monday.

Small arms fire kills over half a million people each year, UN Chef de Cabinet Maria Luiza Ribeiro Viotti told the gathering.

She said while those pulling the trigger range from soldiers and police officers, to civilians - sometimes acting in self-defence - most are members of armed groups, terrorist organizations, criminal gangs, or national security forces who are abusing their power.

“Regulating small arms is a unique challenge,” Ms. Viotti stated, delivering a message on behalf of the UN Secretary-General.

“It is not simply a question of addressing government stockpiles. Out of some 900 million small arms in the world, three-quarters are in civilian hands – the majority unlicensed.”

The senior UN official said controlling and regulating the flow of small arms and light weapons requires action that goes beyond national security institutions.

This includes initiatives such as providing alternative livelihoods to former combatants, or working with grass-roots organizations and community violence reduction programmes.

Ms. Viotti added that small arms control is also a prerequisite for stability and conflict prevention, which are critical to maintaining peace and achieving sustainable development.

She pointed out that small arms and light weapons are also a factor in large-scale human rights abuses and the forced displacement of civilians.

“Only through sustainable development will we be able to build just, peaceful and inclusive societies and achieve lasting peace,” she said.

However, she said that addressing the root causes of violence and conflict was integral to reaching these goals.

The conference underway at the UN follows on from a 2001 Programme of Action by which countries committed to prevent, combat and eradicate the illicit trade in small arms and light weapons.

Nations have been meeting every six years to review progress on its implementation, with this year’s conference marking the third such gathering.

The organizers behind RevCon3, as the conference is known, point to new concerns such as the increased links between transnational organized crime, illicit small arms trafficking and terrorism; and the use of emerging technologies such as 3-D printing in the underground trafficking business.

## **Importance to travel & tourism**

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This is related to the wider challenges of peace and conflict, and safety and security. The global weaponry and armaments industry is major economic sector, far bigger than travel & tourism. Peace and harmony is bad for the armaments business. No wonders there is so much conflict, instability and insecurity.



**17** PARTNERSHIPS  
FOR THE GOALS



## **SDG 17:**

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**From the Soccer  
Field: Finding  
refuge in the  
'beautiful game'**





*Young refugee men in the United States find a sanctuary in football.  
IOM 2018/Ahmed Badr*

17 PARTNERSHIPS  
FOR THE GOALS



## SDG 17: From the Soccer Field: Finding refuge in the 'beautiful game'

United Nations, (UN News Centre) 13 June 2018 - Teenage refugees from East Africa have discovered that participating in the 'beautiful game' as football is often referred to, can level the playing field and help them to integrate into new homes and new cultures.

The teenagers are part of a team based in Utah in the United States. Their participation in the sport allows them to meet other Americans helping them to make friends and integrate into their new communities.

According to the UN migration agency, [IOM](http://iom.int), there are currently over 65 million refugees, asylum seekers and internally displaced people around the world.

The power of football or soccer to inspire and unite people globally is due to be played out in the World Cup which begins in Russia on Thursday.

The host of the "A Way Home Together," a podcast which was inspired by a UN campaign to promote safety, dignity and respect for refugees and migrants travelled to Utah to speak to the young men. For more click here: <http://features.iom.int/stories/true-colours/>

## Importance to travel & tourism

The quadrennial World Cup soccer tournament ended in July. For the vast majority, it is nothing more than a game. But take a deeper look at the years of effort, expertise, thinking and training that goes into the otherwise superficial process of kicking a ball into a net. In the final analysis, it is all about teamwork -- putting aside differences of caste, colour and creed and in pursuit of a common goal. Why can't that effort be replicated at a broader human level to score not football goals but the Sustainable Development Goals.

