



# SDG8 at Work

- Labour markets as a basis for sustainable development

PROGRAMME



SDG8 AT WORK

The Danish Labour Market Consortium: 20th November 2018

The Conference is organised with the financial support from the Ministry of Foreign Affairs of Denmark.



# Programme

- 9.30**            **Registration & coffee**
- 10.00**           **Opening of the Conference**  
Moderator: **Kurt Strand**
- 10.10**           **Welcome by the Labour market consortium members**  
**Lizette Risgaard**, President, LO, and LO/FTF Council  
**Tina Christensen**, Vice-President, 3F  
**Thomas Bustrup**, Deputy Director General, Confederation of Danish Industry
- 10.25**           **Denmark's focus on sustainable inclusive growth in developing countries**  
**Ulla Tørnæs**, Minister for Development Cooperation
- 10.40**           **Key Note Speech**  
**Guy Ryder**, Director General, International Labour Organization (ILO)
- 10.55**           **Reflections by the Labour Market Consortium**
- 11.15**           **Break**
- 11.45**           **Cases from the Global South**  
**Gladys Rojas**, Trade Union Representative, SITRASOACON  
(local garment workers' Union), Honduras  
**Maung Maung**, President, Confederation of Trade Unions, Myanmar  
**Flora Mutahi**, CEO, Melvin's Tea and member of the UN Global Compact board, Kenya
- 12.35**           **Growth in developing countries - the Danish way**  
**Niels Østerberg**, CEO, Orana
- 13.00**           **Lunch**
- 13.50**           **Marketplace**  
Participate in the debate at two of the 12 interesting Marketplace stands. Each of them will tune in on how social partners contribute to sustainable development.
- 15.10**           **Concluding remarks & Closure**
- 15.30**           **Drinks & Networking**



### Lizette Risgaard

President for the Danish Confederation of Trade Unions (LO),  
Chairman for LO/FTF Council

Lizette Risgaard has been President of LO since 2015 and before that, she was Vice President. From 2019 she becomes President for the new Danish Trade Union Confederation, which is a merger between LO and FTF.

Lizette Risgaard is educated as an office worker, and she has completed different management programmes as well as a Master of Public Administration. Previously she has been President for HK/Service and Vice President for LO in Greater Copenhagen, and throughout her career, she has held several positions of trust within the trade union movement. She is Vice-President for the International Trade Union Confederation (ITUC). Furthermore, she is a member of the Danish Collective Bargaining Council and the Danish Labour Court.



### Tina Christensen

Vice-President of 3F - United Federation of Danish Workers

Tina Christensen is Vice-President of 3F - the United Federation of Danish Workers - Denmark's largest trade union federation with 275.000 members. 3F organizes workers within industry, construction, transport, public service, private service and hospitality, as well as agriculture.

Tina Christensen started her professional career in 1994 as a shop steward in the public social sector in the Danish municipality of Slagelse. In 1998 she was elected President of the local branch of the National Union of Female Workers and later 3F, before becoming Trade Union Secretary and Vice-President of 3F Industry. She was elected Vice-President of the Federation in 2016. She is Chairman of 3F's international committee and responsible for 3F's engagement with the European Union, international solidarity and development assistance.



### Thomas Bustrup

COO/Deputy Director General, Confederation of Danish Industry

Thomas Bustrup was appointed Deputy Director General of the Confederation of Danish Industry (DI) in 2008. And COO in 2017. He began working with DI in 1996. He holds a M.Sc. in Economics from University of Copenhagen and a PLD (Program Leadership Development) from Harvard Business School. Thomas Bustrup holds several board memberships.

Thomas Bustrup has worked on the agenda of entrepreneurs and internationalization of Danish companies in the EU and globally. Promoting the best possible business conditions for growth of companies in Denmark has been at the forefront of all his efforts, as he has assisted companies' access new markets around the world. Furthermore, he has many years of experience in undertaking Danish business interests in EU policy. He also has extensive expertise in both trade policy and development policy.



## Ulla Tørnæs

### Minister for Development Cooperation

Ulla Tørnæs, Member of the Liberal Party, has been Minister for Danish Development Cooperation since 2016. She was born in Esbjerg, as daughter of a Fishing Skipper and former Minister Laurits Tørnæs and Director Katty Tørnæs. She holds a BA in English and French.

Ulla Tørnæs started her political career, while she was still studying and became Member of Parliament in 1994. She has been Minister for Education (2001-2005), Minister for Development Cooperation (2005-2010), and Minister for Science, Technology, Information and Higher Education (2016). In the period from 2014 to 2016 she was also Member of the European Parliament for the Liberal Party.



## Guy Ryder

### Director General, International Labour Organisation (ILO)

Guy Ryder was elected Director-General, International Labour Organization in 2012 and started a second term of office in 2017. He has served the ILO in various capacities including as Executive Director for labour standards and fundamental principles and rights at work. He was elected General Secretary of the International Trade Union Confederation (ITUC) in 2006, a post he held until 2010.

Mr Ryder is a graduate of the University of Liverpool (Social and Political Sciences) and Cambridge University (Latin American Studies). He considers that the ILO's Decent Work Agenda centred on jobs, social protection, rights and social dialogue, is key to tackling the contemporary challenges of poverty, inequality and realizing sustainable development. He is promoting policy coherence globally around decisions on these and other issues that impact outcomes in the world of work and is championing action for a future of work with social justice.



## Gladys Rojas

### Factory Worker and Trade Union Representative, Honduras

Gladys Rojas is a seamstress at the textile and garment factory Southern Apparel Contractors in Honduras. She is health and safety representative and board member of the factory union, SITRASOACON. She has an education in marketing, and works as a union trainer, working with empowerment of female leaders, gender equality, wages and productivity, household economy, HIV-AIDS prevention, etc.

Gladys Rojas has worked at factories since she was 14 years old. She has been a member of the trade union for 15 years and is currently negotiating a collective agreement at the factory. She has been one of the driving forces behind the formation of a trade union network in the export zones, which has negotiated a tripartite agreement for the sector. Her efforts have contributed to better wages, and given workers access to fair mortgages, childcare and health clinics in collaboration with the company.



## Maung Maung

President CTUM, Myanmar

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Maung Maung is President of the Confederation of Trade Unions in Myanmar (CTUM, which represents 750 trade unions and 64.750 members. Due to a ban on trade unions imposed by the military junta in Myanmar, in 1988 he fled to Thailand, where he lived in exile for 24 years. In 1991 from his exile in Thailand, he established, together with fellow countrymen, the organization, which today is known as CTUM. Maung Maung returned to Myanmar in 2012, and in 2015 he got CTUM officially recognized as a confederation.



## Flora Mutahi

CEO of Melvin Tea

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Founder and CEO of Melvin Marsh International Ltd, Kenya's largest flavored tea company. She is the former Chairperson for Kenya Association of Manufacturers and was the first female Chairperson since its inception 57 years ago. She sits on the United Nations Global Compact board.

Flora Mutahi holds a B.Sc in Finance and accounts and a MBA from University of Cape Town and is passionate about business, and mentors entrepreneurs — particularly women. In 2017 she started a program in Kenya called Women in Manufacturing (WIM) — a program aimed at encouraging more women to join the industry.



## Niels Østerberg

Director ORANA Group

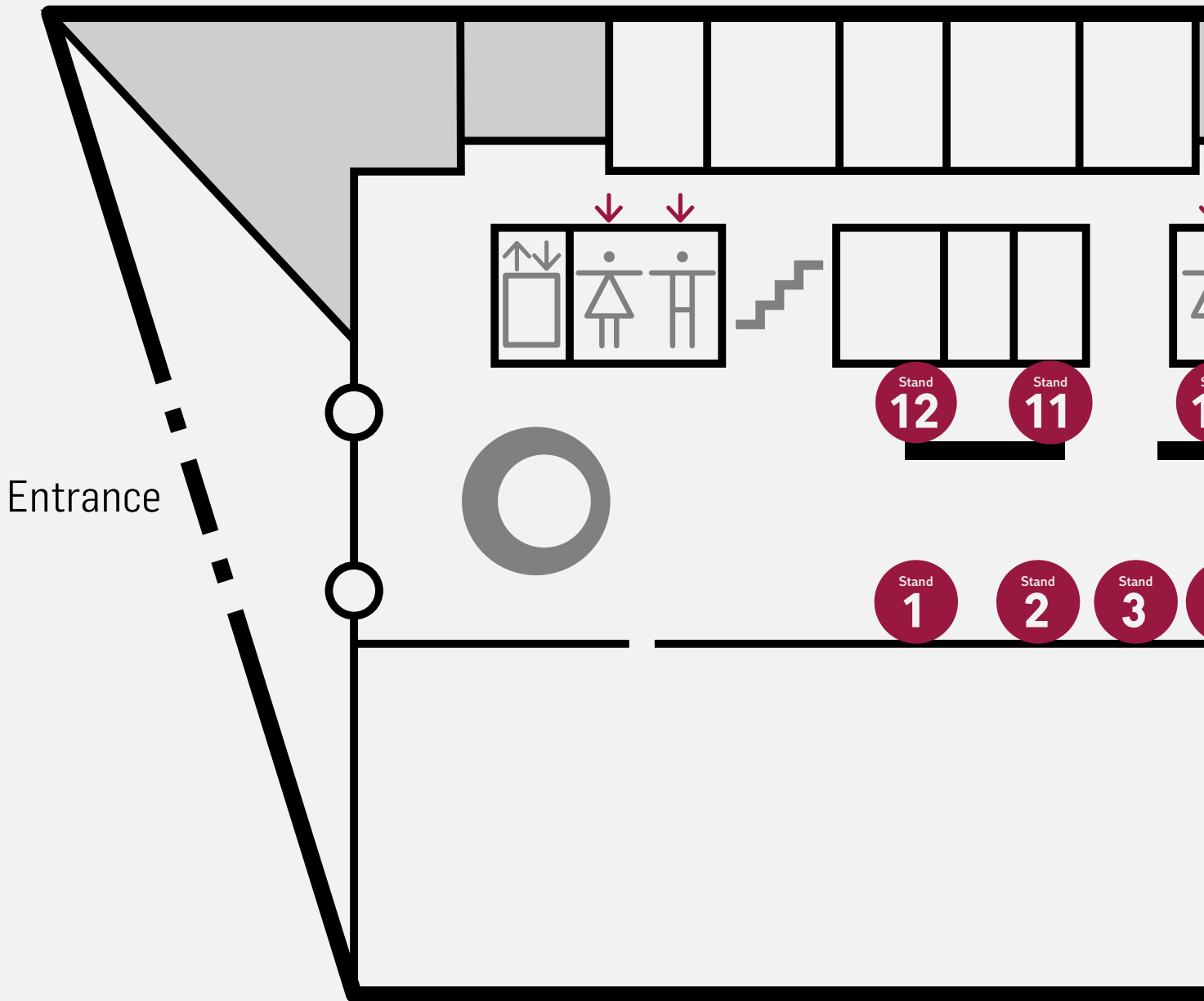
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Niels Østerberg is the director of Orana Group. With an educational background in Chemical Engineering (MSc) and Physical Chemistry and Applied Mathematics, he started his career as R&D Manager at Rynkeby Mosteri (the largest Scandinavian juice producer) in 1981. In 1984, Niels became Division Manager of the newly founded division, ORANA, developing, producing and selling fruit based raw materials for the Dairy and Juice industries.

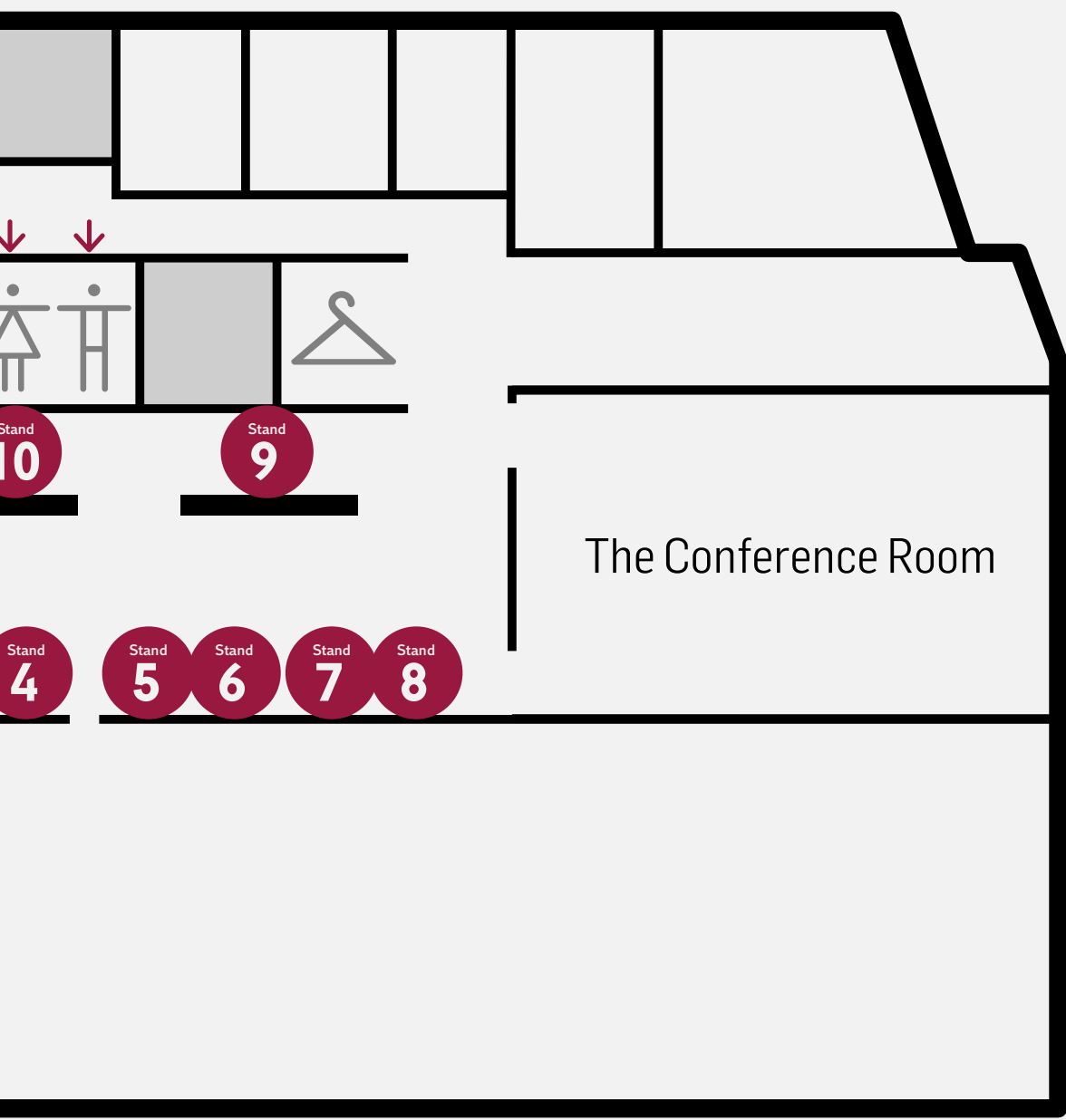
In 1999, Orana became independent. Today, the Orana Group is counting subsidiaries in Canada, Dubai, Egypt, Hong Kong, India, Kenya, Malaysia, Sri Lanka and Vietnam. In 2014, the business expanded to include three ice cream shops under the brand name of Osterberg Ice Cream; two in Denmark and one in Vietnam.



# MARKET PLACE







STAND  
1**Bargaining with multinationals:**  
Is global union networking the answer?

It may be a challenge for local unions to negotiate collective bargaining agreements (CBA's) with multinational companies. Not least in countries where freedom of association is under pressure. At this stand, 3F invites for a debate on how unions can be best equipped for the task and the role of global networks and framework agreements to ensure decent work in multinational companies.

Meet, among others, the young negotiator Oliver Orobio Diaz and President Esteban Barboza of the Colombian Trade Union SNTT, that has just signed a CBA with TC Buen - part of the APM Terminals Group. You can also meet representatives from other ports in Latin America as well as the 3F Danish Dockers Sector Club.

**Languages:** Spanish/English/Danish

STAND  
2**The union makes the difference:**  
The road to decent work in the garment and textile industry in Honduras

In the Honduran export zones, unions have managed to negotiate better conditions for workers. Their success has been achieved e.g. through the formation of a union network across the export zones' factories, international trade union cooperation and alliances with consumers in the countries of destination. On the stand, 3F invites you to hear more about the results and the importance of female union leaders. The question of whether the good experience can be used in other countries will also be up for debate.

Meet the machinist Gladys Rojas from the factory union, Sitrasoacon in Honduras, who has participated in the successful negotiation processes at bi- and tripartite level that have significantly improved the workers' salaries and living conditions.

**Languages:** Spanish/ Danish/English

STAND  
3**Skilled youth for decent jobs:**  
Sustainable growth in South Africa through technical education

South Africa's population is 57 million with 46 percent young people under 25 years. The lack of decent jobs is a problem for society and the many young people who are joining the labour force. At the same time, companies lack skilled workers. Only 14 percent of young people starting a technical education completes it, while only 2.5 percent of the youth gets a skilled job.

Meet Tebatso Mokoena from the South African National Union of Mineworkers (NUM) as well as a representative from the South African Association, National Business Initiative, to talk about the value of technical education and how the social partners can contribute to the quality and relevance of the education programmes and the creation of decent jobs.

**Languages:** English/Danish

STAND  
**4**

## Refugees and the labour market in the Middle East:

### Labour rights, organizing, and collective bargaining to prevent social dumping

With millions of Syrian refugees, labour markets in neighboring countries face major challenges. Refugees without formal work permits are particularly vulnerable to being exploited in an illegal labor market and the large labour supply leads to pressure on local wages and working conditions.

Meet Wassim Rifi from the Building and Wood Workers' International (BWI)'s Middle East office in Lebanon. Among other tasks, he coordinates the organisation's efforts to integrate Syrian refugees into the regional labour markets. He will open the debate on how to avoid undermining collective bargaining agreements and minimum wages and how technical training of refugees can be used to improve their living conditions and give them the skills to contribute to the rebuilding of their homeland when they return.

**Language:** English/Danish

STAND  
**5**

## The role of the public sector:

### Why are investments in the public sector important in developing a sustainable labour market?

Meet representatives from Danish Public Sector Union Federation (FOA, BUPL, DLF) and sister organisations from Kenya, Philippines and Ghana.

The LO/FTF Council wants to put focus on the fact that it is worthwhile to invest the public sector. Public sector investments in social infrastructure pay off when it comes to development of and quality in the public services. Moreover, the public sector defines framework conditions for private business development. Through this and from a development perspective, the public sector has great impact on job creation and sustainable economic growth. Investments in the public sector is in a long-term perspective an investment in children, health, education and thereby the future labour market.

**Language:** English

STAND  
**6**

## Internships in developing countries:

### Why is international outlook and solidarity important for the youth on Danish technical and vocational educations?

Meet Danish Metalworkers' Union and the LO/FTF Council and hear 8 young people tell about their experiences as interns at workplaces in Tanzania.

The LO/FTF Council cooperates with Danish trade unions to send young people on internships in countries where they meet working conditions that are completely different than they are used to. Solidarity projects also support technical schools and skilled jobs. On the stand, young people tell of their widely different experiences as apprentices at workplaces in Tanzania, and we discuss why international visibility and solidarity are important for the youth and the Danish technical and professional educations.

**Language:** Danish



### **The role of trade unions in Myanmar:**

**Eight years down the line since transition from military rule to democracy started**

Meet Mr. Maung Maung, President and Ms. Khaing Zar, Treasurer and board member of the Confederation of Trade Unions of Myanmar (CTUM).

The LO/FTF Council intends to shed light on how the Confederation of Trade Unions of Myanmar (CTUM) contributes to the comprehensive reform process aiming to achieve transition towards a more democratic, market-based and socially equal society. How does the trade union movement contribute to the development of a sustainable labour market through social dialogue and bi- and tri-partite negotiations? And how does it develop services to its members, as a means to secure labour rights and build strong voice and representation?

**Language:** English



### **Migration from Asia to the MENA:**

**How can the trade union movement contribute to ensuring safer migration and better conditions for migrant workers?**

Meet, among others, Jørgen Juul Rasmussen, President of the Danish Union for Electricians and Hind Benammar, representative of the Arab Trade Union Confederation.

The LO/FTF Council wants to show migration trends and challenges related to migration from Asia to MENA region for both sending and receiving countries. Focus is on migration from Nepal to Jordan. On one side, migration provides an opportunity for a better life, while on the other side, migration is linked to several risks such as dangerous and uncertain working conditions, and lack of enforcement of migrant worker's rights. In addition, migration affects the labour market in the receiving countries in a number of ways, which will also be the focus of discussion.

**Language:** English



### **From philanthropy to business:**

**The private sector's strategic work with sustainable development**

Debate the UN Sustainable Development Goals and hear concrete examples of how the Confederation of Danish Industry works to equip Danish companies to turn global goals into new business opportunities.

Share your suggestion on which of the SDGs Danish companies should focus when they go abroad. Learn about the Confederation of Danish Industry's project "From philanthropy to business" that aims to give Danish companies insight, inspiration and tools to work strategically with the SDGs and turn them into business opportunities and more Danish jobs. Learn how 21 companies participate in a targeted development process where they are trained to understand and translate the SDGs into new business opportunities.

**Language:** Danish



### **Orana:**

#### **Danish working conditions in developing countries**

Learn about the Danish company Orana's efforts to create good working conditions at their factories in, among other places, Vietnam and their plans for a new fresh fruit processing plant in Kenya. You can also listen to and participate in the debate with representative from the Plantation and Agricultural Workers' Union of Zambia, (NUPAAW) Ms. Mutebele Kunda.

The Danish company Orana - which has subsidiaries in several developing countries – is working towards several global goals, among them SDG 8. On the stand you can hear about how the company focuses on empowerment of women and their efforts to maintain women in the workforce - also after they get married and have children.

**Language:** English and Danish



### **Global Compact Network Denmark:**

#### **The role of the companies for decent jobs**

Global Compact Network Denmark will give a presentation on the role of business, the 10 principles of the UN Global Compact and how the principles link to the SDG's.

The first six of the UN Global Compact's principles focus on this social dimension of corporate sustainability, of which human rights is the cornerstone. Global Compact's work on social sustainability also covers the human rights of specific groups such as workers, women, children, indigenous peoples, people with disabilities, as well as on the impact of business on poverty.

**Language:** English



### **Market driven partnerships as an engine for local development:**

#### **Danida Market Development Partnerships**

Meet representatives from the Danish brand Bestseller, Danish Ethical Trading Initiative, DanChurchAid, and the Ministry of Foreign Affairs of Denmark, and get inspired by ongoing partnerships between companies, trade unions, and NGOs in developing countries combining business and development.

**Language:** English



# NOTES

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UNITED FEDERATION OF DANISH WORKERS



Confederation of Danish Industry



Ulandssekretariatet  
LO/FTF Council