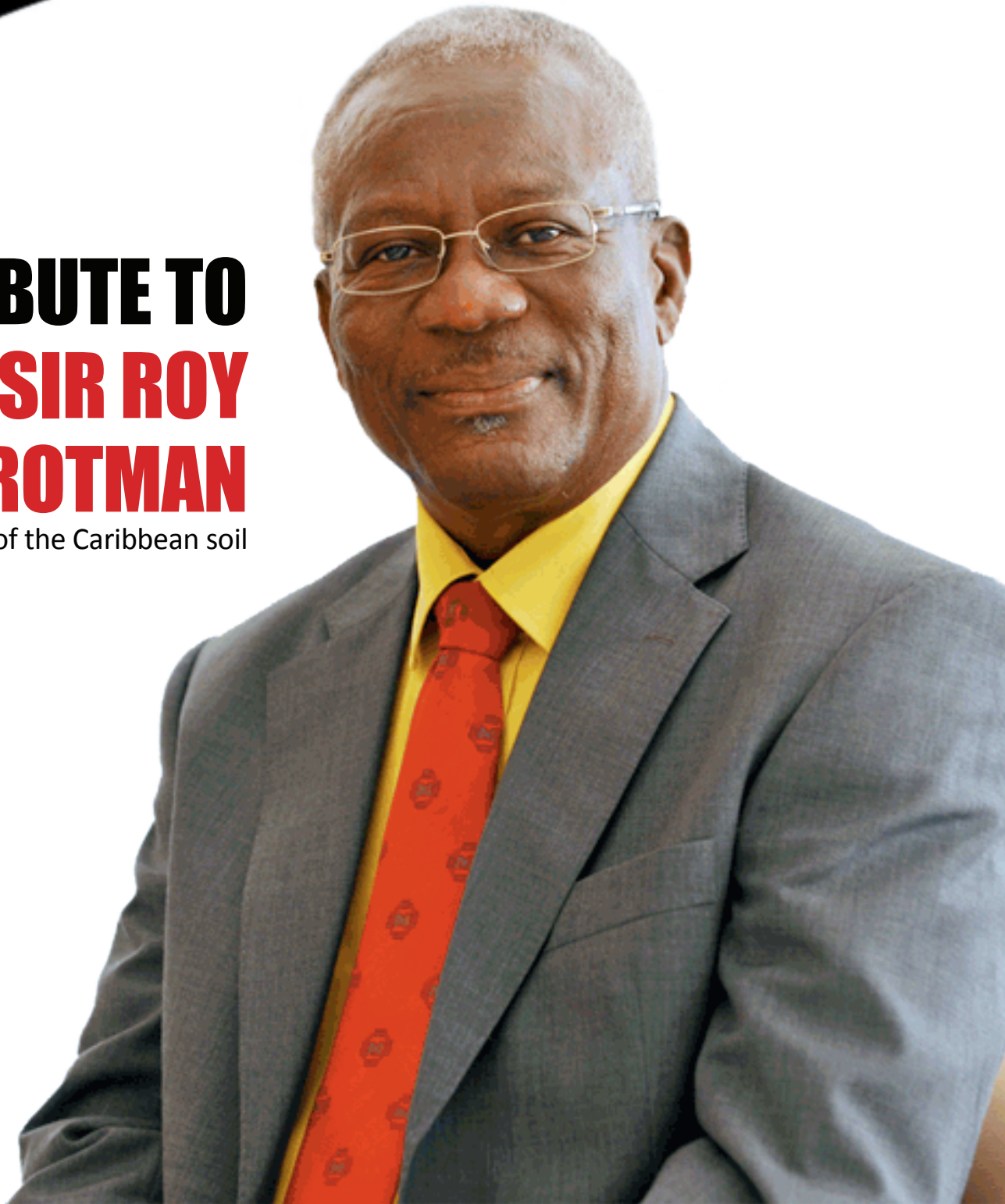




Caribbean **NewsLink**

TRIBUTE TO SIR ROY TROTMAN

A true son of the Caribbean soil



Editor's Note: The ILO Decent Work Team and Office for the Caribbean is pleased to publish this special issue of ILO Caribbean Newslink in tribute to Sir Roy Trotman, who retired from the ILO's Governing Body in June 2011. Sir Roy, who hails from the "continent of Barbados," is a true son of the Caribbean soil, who has had the distinction of serving the ILO's Governing Body for 20 years. Of the 20 years, he served nine years as the Chairperson of the ILO Workers' Group, championing the cause of millions of workers worldwide. We are proud to have had Sir Roy represent our region and workers globally, and are honoured to pay this special tribute to him.

Doing more than a decent job - A formidable adversary, a reliable partner

ILO Director-General pays tribute to Sir Roy Trotman

It is a moment when one of the figures who has truly marked the recent history of this Governing Body steps down from it. For the past nine years, Sir Roy Trotman has led the Workers' Group in the Governing Body and at the Conference. He has done so with the greatest distinction, with utmost skill and with unparalleled commitment. Those who have been deeply involved in the work of the Governing Body during these years know that Sir Roy has not simply contributed to it but has, in many respects, given it direction and left his own very personal imprint upon it.



Left to Right: Mr. Juan Somavia, Director-General of the ILO and Sir Roy Trotman, Workers' Vice-Chairperson of the Governing Body at the Opening session of the 96th ILC, Geneva, May 2007.

When Sir Roy came to the Governing Body, he already brought a rich experience of leadership in the national and international trade union movement following in the distinguished footsteps of his Governing Body

predecessor, Sir Frank Walcott, the head of the Barbados Workers' Union, and having served as President of the then International Confederation of Free Trade Unions.

When Sir Roy took up the Chair of the Workers' group, it was very clear that we were getting a very substantial act indeed. Sir Roy we have come to know well your qualities:

- Your unwavering firmness in the defence of the cause in which you believed;
- Your great personal courtesy, of a particularly Caribbean variety, if I may say so;
- Your unfailing identification with the values and objectives of this house;
- Your profound knowledge of its working methods, which sometimes resulted in characteristically straightforward reminders to those you felt were forgetting or departing from them; and

- Your determination to find consensus and solutions even in the most difficult and divisive situation, drawing heavily on your ability to see and understand the views of others, even, or especially, when you did not agree with them.

These are some of the qualities which define you and which have made you the outstanding personality that you are and have been in this Governing Body. They will ensure that you and your work will long be remembered when people gather in this room, not just as a memory but also as an inspiration.

It is obvious why you have earned the respect, admiration and affection of those who sit behind you because you have led them and expressed their views so brilliantly. But you have also generated the same sentiments among those who sit across the aisle from you on the Government and Employers' benches. They know you, of course, as a formidable adversary when the occasion demanded, but also and always as a reliable partner, ready to reach an agreement and deliver on the deal once done.

Let me add an expression of real personal appreciation, tinged with a sense of good fortune, which I suppose every Director-General certainly needs, that we were able to work together. I truly believe that the ILO owes an enormous debt to you, Sir Roy. Many of the things which we have achieved over the last years would not have happened without you or in any case not in the same way. We have travelled this long road together, and you have been a very strong companion. I can sum it all up by concluding that when it came to building and delivering the Decent Work Agenda, Sir Roy did much more than a decent job.

From all your friends and colleagues in the Governing Body, thank you for these nine years of hard work, companionship and cooperation. We will, of course, miss you and bid you farewell – although we feel confident that we will be seeing you at the ILO in the future. You take back to Barbados with you our sincere gratitude and our best wishes for everything you plan in the future. This, the ILO, will always be your house.

Thank you so much, Sir Roy.



L to R: H.E. John Kufuor, President of the Republic of Ghana, Chairperson of the African Union, to the 96th ILC, Geneva, June 2007 is greeted by Sir Roy Trotman, Worker Vice-Chairperson of the ILO Governing Body.



L to R: H.E. President Ellen Johnson Sirleaf, of the Republic of Liberia is greeted by Sir Roy Trotman, Worker Vice-Chairperson of the ILO Governing Body during her visit to the 95th ILC, Geneva, June 2006.



Interview with Senator, Sir Roy Trotman

Senator, Sir Roy Trotman has served the ILO as a member of the Governing Body for 20 years, nine of which were as Chairperson of the Workers' Group. In this interview with ILO Caribbean Newslink, he shares some of his experiences of working at the ILO and working with trade unionists throughout the world, including those of the Caribbean.

Can you tell us how you became involved in the trade union movement and the ILO?

We will have to take that in stages. I was a teacher by profession and as a teacher in the private sector I recognized that the urge to make profit in the institution in which I was working was stronger than the urge to deliver the kind of teaching and development for young persons that I preferred to see. So I became a representative of my working colleagues as the Secretary of that group, and we became a division of the Barbados Workers' Union (BWU). It is in that capacity I became involved in BWU.

At that stage I began to give greater consideration to what I had read, as a student of history, about the ILO as an organization - an agency coming out of the First World War that had this noble objective to provide peace for the world, to provide bread for everyone in the world, and to provide social justice or equity. And we added, subsequently, to provide democracy. Working in the BWU, I was brought face to face with that quite early in my existence, from a divisional leader which was in the 1960s to my full-time service in the BWU in 1971.

Why do you think the ILO is so important for workers?

Even from those early days, I thought that the ILO was very important for workers, particularly because it established from the beginning a body of standards which the world was able to use to ameliorate the conditions under which working people had to carry out their daily functions. These were standards which reduced the amount of suffering, privation and general conditions that were unsatisfactory at the workplace. Standards related as well to treating persons more than as factors of production. I think that was then one of the attractions to working people and an attraction for governments as well because the governments in the Caribbean were being influenced towards change by the fact that we needed to see people as more than just units that can produce so much work. We needed to see workers and people generally as persons, first of all

as having rights, and then as persons who needed to have some say in what was their future at that workplace. That measure was the International Labour Organization and the Conventions and Recommendations which began to be put in place.

So as a reference point, it became very important for us to be able to point to the ILO and to show that in other parts of the world there were people who were given the responsibility to look at the rights, the trade union rights as well, not only the human rights of the working man and working woman. The ILO became important because it spoke very frequently to the conscience of the labour market. The economists want to talk about the marginal productivity theory and other issues that are non-human. The ILO and those of us who treat at the marketplace from the labour perspective, were able to see the human dimension in labour market exchanges and it is through the ILO that we were able to accomplish this.

Increasingly, to my young trade union mind, the ILO became more and more important and as I began to understand the ILO standards, the more I was able to see and to relate to the fact that employers and workers, and governments as well, were able to recognize that we had gone past the day when you could instruct persons at the flick of a whip on how to perform and how to deliver goods and services.



From L to R: Mr. Daniel Funes de Rioja, Employer's Vice-chairperson of the ILO Governing Body, Mr. M. Mdladlana, Minister of Labour, South Africa, and Chairman of the Governing Body, Sir Roy Trotman, Workers' Vice-Chairperson of the Governing Body, and Mr. Juan Somavia, Director-General of the ILO. Opening session of the 96th ILC. Geneva, May 2007.



From L to R: H. E. Mr. Lech Kaczyński, President, Republic of Poland, with H.E. Mr. Zdzisław Rapacki, Chairperson of the ILO Governing Body, and Sir Roy Trotman, Worker Vice-Chairperson of the Governing Body at the ILO Summit on the Global Jobs Crisis, Geneva, June 2009.

Mr. Ban Ki-moon (right), Secretary-General of the United Nations, during his visit to the Governing Body of the ILO and Sir Roy Trotman (left), Worker Vice-Chairperson of the Governing Body, Geneva, November 2008. © jfdk

Message

on behalf of the

ILO Staff Union

It is an absolute honour to contribute to this special edition of the ILO Caribbean Newslink, paying tribute to someone who has dedicated his life to championing the cause of working people, both in the Caribbean region and around the world.

I have had the privilege of working with Sir Roy both in my capacity as a newly-hired official assigned to the then ILO Subregional Office for the Caribbean, and later as the elected Chairperson of the ILO Staff Union Committee here in ILO headquarters. In the former instance, Sir Roy was a key resource person for much of the work undertaken in the subregion, and his interventions in seminars and workshops were instructive not only for the participants, but also for me as a young professional.

More recently, on behalf of the ILO Staff Union, I have worked with Sir Roy in his capacity as a governor – at once stakeholder and director – of our Organization, as Chairperson of the Workers' Group and Vice-Chairperson of the Governing Body. In this role, we witnessed his customary diplomacy, his eloquence, his steadfastness and his deep identification with the values of the ILO. Through his unwavering reference to these values, Sir Roy has served not only the Governing Body, but the Office and the Organization as a whole. His term as Chairperson of the Workers' Group coincided with some periods of difficulty in the industrial relations climate within the Office, as we come to terms with collective bargaining in the international civil service.

In these circumstances, Sir Roy did not side with either party to the dispute. He took no position on the issues at hand. Rather, Sir Roy once again stood for the values of the institution itself – social dialogue, social justice and the essential role of collective bargaining in determining conditions of work in any workplace and under any conditions.

And for this, I can only thank him on behalf of the ILO Staff Union, and on behalf of the ILO staff at large.

Chris Land-Kazlauskas
Chairperson,
ILO Staff Union Committee

We were increasingly moving into an era where persons could be encouraged to deliver a brand of service and goods that were of the highest and best quality because all the parties felt that they had an enlightened self-interest in a standard set for people generally.

Would you say that the issues and challenges with which you started your career in the ILO were different from what you are seeing now?

Well, the things we are seeing now are the things that many of our people were seeing then. When you look back in the Caribbean context, the early leaders of the trade union movement were fighting against the early employers, and against the governments of the day in the 1920s, for an eight-hour day, for educational opportunities, for the rights of women, equality for women, and for enlightened treatment of children. If you look at today in 2011, you will wonder what has changed. The world still remains the same basic world; greed still is one of the seven deadly sins. As long as those deadly sins remain, you don't have to be a priest to realize that greed and pride, and envy and malice have caused harm all over the world and that they cause harm to the workplace. They cause harm - worker to worker, they cause harm employer to worker, and they cause harm government to worker and government to employer. Yes, we talk about different things but it is the same thing that we are having to fight against within a different context, within a different landscape, if you like.

I believe that from very early there were people who were opposed to having children at work. For those who are students of the ILO's history and who want to be on the right track, they must remember that even when we have been talking about the Worst Forms of Child Labour Convention, 1991 (No. 182), we have still been having to talk to governments and employers and civil society about maintaining the position of the Minimum Age Convention, 1973 (No. 138). You still must be able to argue that children will only build the nation when those children have had the freedom to go to school and that they are served by inspectors who deal with parents, who do not always send them to school but sometimes send them off to do some menial job thus making them lose their future.

In the fifties, we talked about workmen's compensation because of the dangers of going to work and of being at work. Nowadays, we put that in a different framework of safety and health, and occupational safety and health legislation at the workplace but we are dealing fundamentally with the same things. We have now had to bring a form of legislation that allows the worker the freedom to take himself or herself away from an environment that is likely to be killing him or killing her and to demand that that environment be examined by competent authorities to make sure that it is safe. I think that yes, things are different - the details - but the principles, the fundamentals and the values are the same.

You would have witnessed significant developments in the Organization over your tenure of 20 years, as well as assisted in the organization's response to issues affecting workers. What were some of the significant milestones that you recall?

There were some where I was given the honour to be the lead spokesperson; there are others, you can't always be the leaders, in which I was part of the choir but where we were working together constantly to bring about change. From as early as when I was President in the International Confederation of Free Trade Unions, we were able to influence the labour component in the submissions that went towards the framing of an eventual instrument for ratification. From then to my first involvement, there were several very important things happening. We were able to look at tripartite consultation around 1995-1996 and I was able to participate in that as a spokesperson. That was an interesting experience that I enjoyed immensely. The employers, the governments and ourselves took up the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) and we dusted it off. It was a good thing that we did that because the world is now very much into tripartite social dialogue. Today everyone recognizes that without tripartite social dialogue, a lot of the progress which is made towards harmonization of relations, towards the shaping of views that people can live with, would not be possible. When I look back at my own life in the ILO, I can say that I started by looking at something which not quite 20 years later on is very much the order of the day. Here in the Caribbean a number of governments are faced with significant challenges, and they are increasingly being told either by international financial institutions or they themselves are realizing, that they have no possibility of overcoming those challenges unless they go the route of social dialogue - tripartite social dialogue.

The second thing I had the chance to influence directly was the Worst Forms of Child Labour Convention, 1991 (No. 182). When I was given the challenge to lead that discussion, I could not have known then, indeed, nobody could have known of the far-reaching consequences that that would have had on the lives of so many people. The ILO was able to manage the lead-up to the Convention discussions in a fantastic manner. We were able to bring together children from all parts of the world, including a couple from our Caribbean and Latin American region. We were able to bring these people together and to stand up in Geneva by the Chair. We were able to excite the world about this great thing that we were seeking to do. And I think that people's appetite for justice was whetted in a manner that I have not seen in many other areas too

frequently. Arising out of that we were able, without a single division, to put together a document which has transformed the lives of millions upon millions of people and which continues to do so.

We have been reasonably fortunate in the Caribbean. We have not had many areas where child labour, in the sense of people being put down mines to work or in the sense where they were sent off into agriculture, was identifiable. But we've had many areas where too many people, regrettably some of them being tourists, feed their appetite for evil. We have been forced to deal with child prostitution. We have found efforts being made to trap young people and to use them as lookouts for drug pushers. We have found some of this in the Caribbean. Next door, in South America, we have found child labour in agriculture. But by and large, there are stories of little children going down mines, little children being made to make bricks, little children being forced to stitch footballs and other gear for international sport. It was not enough just for us to be dealing with getting the Convention adopted and then seeking to have almost universal ratification in the 10 years that it has been an item with the ILO. But we also needed to deal with the campaigns where we have been able to have some of us go around the world to speak to business houses, to speak to governments, to try to put up alternative forms of activity so that children stopped being workers at age 11, or 9 or 8 for that matter, and went to school and their families got some amount of assistance in family rehabilitation. Those were great times and I remember them very, very fondly.

I cannot refer to all the significant experiences, they are too many, but I have to make mention of the Social Justice Declaration. This really is a product of the efforts made by the ILO and by like-thinking leaders of other international organizations to come to grips with the fact that the new form of globalization, the new form of trade liberalization, had not achieved and was not likely to achieve what the framers had thought it would achieve. Nor did the WTO manage to realize what it said - that there was going to be fair trade and more opportunity for small economies like the ones we have in the Caribbean. I'm yet to see any delivery from the WTO on that. All the small economies in our region have been experiencing significant damage and harm because what was projected never materialized in the 'big' world. So the ILO and not just the ILO, other UN agencies as well, realized what we needed to have was an examination - a very frank examination of the social dimensions of globalization. When

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Regional organizations pay tribute

Sir Edwin Carrington

Former Secretary-General, Caribbean Community (CARICOM)

“You have no right...to ask a worker whether he or she belongs to the trade union movement or which trade union. That is a person’s fundamental right....and it is a United Nations basic and fundamental human right. No employer has any right to ask a worker about it. “
Sir Roy Trotman

This quotation embodies the very essence of Sir Roy Trotman. For him the sacred role of the trade union movement and the right of the workers placed therein, are not issues to be trifled with. To him without them the human condition would be all the worse. Sir Roy has been outstanding virtually in all areas of the trade union movement - national, regional and international levels. He has been an avid student, teacher and administrator. The national trade union movement, the regional movement and the ILO would not be quite what they are today were it not for his significant contribution. At the national level, among the other roles he filled, such as Member of the Lower House of Parliament, Sir Roy was the Founder and President of the Congress of Trade Unions and Staff Associations of Barbados. At the regional level, he served as President of the Caribbean Congress of Labour, and at the international level, he was President of the International Confederation of Free Trade Unions for two consecutive four-year terms. In addition to being a director of the ILO, he served as Chair of the Workers’ Group of the ILO Governing Body. Fundamental to these various areas of contribution, was his successful studies for Bachelor’s and Master’s degrees at the University of the West Indies and Rutgers University. Thanks to modern technology, one needs only to search the internet to find volumes on Sir Roy Trotman. Otherwise, it would have been inadequate in referencing this Caribbean icon whose influence and contribution have spread far and wide and have reached the highest levels in the development of the international labour movement.

Professor Compton Bourne

Former President, Caribbean Development Bank

It is fitting that the ILO and the Caribbean pay tribute to Sir Roy Trotman at the end of his term on the Governing Body of the ILO. On his election to the ILO in 1991, Sir Roy had already established himself as an accomplished advocate of the interests of workers in his native Barbados as well as in the wider Caribbean. The distinguishing characteristic of his activities was his unwavering commitment to forging and maintaining an effective partnership between workers, employers and government. He took a Caribbean perspective to the ILO in Geneva, using it not only to ensure recognition of this sub-region but also to illuminate global issues. I was privileged to address the Governing Body in March 2010 and witness the deep respect and leadership role Sir Roy was accorded. As the then President of the Caribbean Development Bank, it was a rewarding experience to collaborate with Sir Roy and the staff of the ILO in staging a very successful high level symposium of representatives of governments, the business sector, labour unions, regional organizations and universities on the implications of the global economic crisis for labour and on the Decent Work Agenda. It is my sincere hope that the Caribbean will continue to access Sir Roy’s mature wisdom and passionate commitment to its development.



Caribbean Development Bank-ILO Tripartite Caribbean Symposium on the economic and labour market recovery responses to the crisis, Barbados, 2011

Governments pay tribute

Dr. the Hon. Esther Byer Suckoo, M. P

Minister of Labour and Social Security,
Barbados

It is my great pleasure to contribute to this special issue of the ILO Caribbean Newslink in honour of one of Barbados' most distinguished citizens. As I reflect on his wide and varied career, it is impossible to adequately measure the contribution of Sir Roy Trotman to the industrial and political landscape of Barbados. Sir Roy played a critical role in trade unionism on the island as founding member and past President of the Congress of Trade Unions and Staff Associations of Barbados (CTUSAB) and as General Secretary of the Barbados Workers' Union (BWU). His adept leadership abilities led him to the hallowed halls of Parliament, having served in the Lower House and in the Senate. An alumnus of the University of the West Indies, he served on many Boards and Committees including the National Initiative for Service Excellence (NISE) which was created by the Social Partners as a national effort to promote service excellence. He was also instrumental in assisting the Ministry of Labour and Social Security in its efforts at legislative reform and the promotion of decent work. Sir Roy was recognized for his outstanding service both nationally and internationally, when he was knighted during the 2002 Independence Honours and when he was conferred with a Honorary Doctor of Laws (LLD) from the University of the West Indies (UWI) in 2006. His global service included being President of the Caribbean Congress of Labour (CCL), the first black President of the former International Confederation of Free Trade Unions (ICFTU) and Vice Chair of the Workers' Group of the ILO Governing Body. He contributed significantly to the formulation of instruments related to social justice, social protection, gender equality and decent work for domestic workers. Sir Roy's retirement will create a void both nationally and internationally; however he has left an indelible mark on our landscape. On behalf of the Government of Barbados, I wish Sir Roy Trotman, K. A. a happy, long and blessed retirement.

The Hon. Errol McLeod

Minister of Labour and Small and Micro Enterprise Development, Trinidad and Tobago

Sir Roy, Comrade Roy, or Sir Roy Trotman - has been and remains a giant among men. As a labour leader, he repeatedly and consistently demonstrated that he is a person of action, courage and determination. His strong presence and expansive knowledge of international labour standards reinforced the presence of the Caribbean region in defining the global labour agenda, while also highlighting the unique characteristics and needs of Small Island Developing States (SIDS). Without a doubt, Sir Roy has been a beacon to all of us in the region. His distinguished career, which includes serving as Vice-Chair of the Workers' Group on the Governing Body and representing over 120 million workers as the President of the International Confederation of Free Trade Unions, sends a positive and powerful message, beyond that of the reward for hard work and perseverance. In an increasingly globalized world of work, Sir Roy has demonstrated that there are no boundaries to how far we, as Caribbean people, can go. There are many lessons to be learnt from Sir Roy's legacy, particularly by our young people, paramount among which is that unwavering commitment, earned respect, diligence and productivity remain critical pillars in the dynamic world of work and contribute to a career of distinction. Sir Roy's work and character have left indelible marks on the global labour movement and will continue to inspire us in the region as we continue to work to promote decent work and a decent standard of living, through social dialogue, tripartism and mutual respect. As a newly elected member of the Governing Body of the ILO, Trinidad and Tobago is committed to continuing the legacy of Caribbean representation. To Sir Roy, we say warm congratulations on your retirement and best wishes as you embark on another phase of your journey.

The Hon. Ebrahim Patel

Minister of Economic Development, South Africa.

I had the pleasure of Sir Roy's company in a decade we spent together on the Governing Body of the ILO. I first worked with him when he was President of the ICFTU, the forerunner to the International Trade Union Confederation.

Later he became Vice-Chairperson of the Governing Body of the ILO and spokesperson for the Workers' Group. He led a team of trade union leaders drawn from across the world. It was a key time for the ILO: the organization was taking forward its Global Employment Agenda, placing employment, decent work, at the centre of global dialogue and economic policy. Leroy provided the leadership and the ability to hold a team together that forged agreements on key issues with governments and employers' representatives. He worked closely with Juan Somavia, head of the ILO and Funes De Rioja, his employer counterpart for the Employers' Group as well as with all the various Government chairpersons and members of the ILO Governing Body along the years. During this time, he drew attention to the problems of unbridled globalization, which led eventually to the meltdown on Wall Street in September 2008. LeRoy was the key negotiator of the Convention on the Abolition of the Worst Forms of Child Labour, working closely with a fellow South African, the employer representative, Bokkie Botha. I was always able to count on his support and advice when negotiating new standards as in the areas of cooperatives or the employment relationship. He worked with me in the early stages of conceptualizing what became the Declaration on Social Justice for a Fair Globalization, adopted with acclamation in 2008 by the International Labour Conference. As we pay tribute to this son of Barbados, I recall his calm manner, the eloquence with which he pressed the case of working people - that articulate turn of phrase he used - and above all his sense of humour. I recall the friendship and the warmth of the man, which I will forever associate with the people of his country and the Caribbean. I recall many discussions on violations of workers' rights in Burma/Myanmar and elsewhere, on the deaths of trade unionists in Colombia, on the need to defend the rights of women workers and the campaigns against child labour. I also recall the fond way he described his organization and Barbados, and the passionate discussions on cricket. Sir Roy, you have earned your break from the stresses of Geneva and the pressures of relentless travel on behalf of the union movement. I doubt you will rest completely and I know you will be busy somewhere, arguing the case of workers.

Employers' organizations pay tribute

Daniel Funes de Rioja

Vice-Chairperson, ILO Governing Body and Chairman, Employers' Group, International Labour Conference.

During my ten years as Employers' Vice-President of the Governing Body of the International Labour Organization and Chairperson of the Employers' Group at the International Labour Conference, I have had the great pleasure to know and to work closely with Sir Roy Trotman. I have always been impressed by his many personal qualities. His courtesy, and respect for the opinions of others - even in the case of disagreement - have always been exemplary, and his strong sense of ethics underpinned his engagement in all his work in the ILO. He led the Workers' Group with intelligence and great dignity and contributed enormously to the advance of social dialogue in the ILO, the most relevant tripartite body in the world of work. In this short tribute, allow me to wish Sir Roy success in continuing such leadership with his customary constructive approach to the benefit of the workers' cause, to which he has devoted so much of his life and will no doubt continue to do so.



Sir Roy Trotman, Workers' Vice-chairperson (left) at the Opening Session of the 92nd International Labour Conference (ILC), Geneva, June 2004 with Daniel Funes de Rioja, Vice-Chairperson, ILO Governing Body and Chairman, Employers' Group of the ILC.

Wayne C. Chen

President, Caribbean Employers' Confederation

The Caribbean Employers' Confederation salutes a great man, a man of distinction and excellence. In his homeland Barbados, on the regional platform of the Caribbean and on the global stage Sir Roy understood and defended the rights of the workers

within the context of decent work and the frame of an ever-changing environment. Sir Roy exemplifies the value of Social Partnership and combined his unique talents and his ability to "walk with kings and not lose the common touch" to anchor and support the harmonious working relations that is at the heart of tripartism; for dialogue between and among the workers, the employers and government. His many productive years on the Governing Body of the ILO assured a space and a voice for the Caribbean and Sir Roy, with grace and wisdom, represented our nation states on issues of importance to us. The CEC wishes for Sir Roy time to reflect and share the breadth and depth of his vast experience for the continued development of the Caribbean.

Tony Walcott

Executive Director, The Barbados Employers' Confederation (BEC)

The BEC welcomes this opportunity to offer a tribute to Sir Roy Trotman.

The BEC, established in 1956 to promote the interests of employers in industrial relations matters, has had a long and mutually beneficial relationship with the Barbados Workers' Union, and in the last twenty years, particularly with Sir Roy Trotman after he assumed the mantle of leadership as General Secretary.

Sir Roy's dedication to the causes of the workers of Barbados is well known and bears no repetition here, but we would wish to focus on his efforts on behalf of the workers worldwide. Having been first elected to the Governing Body of the ILO in 1991, he served in that august chamber until June 2011 when he demitted office as the Chairperson of the Workers' Group, a position he held from June 2002 until June 2011.

Through his good offices, Sir Roy was able to articulate the perspectives and concerns of workers worldwide, while highlighting the particular situations of those in developing countries, like Barbados and the other Caribbean countries.

While Sir Roy's labours in the vineyards of the ILO were outstanding by any measure, we consider one of his most outstanding labours of nationalism can be found in his efforts in the early 1990s to champion the cause of Social Dialogue in Barbados.

These efforts at a time of significant national economic challenges, led to the establishment of the now well established Tripartite Protocols which set the framework for the conduct of industrial relations in a structured and orderly manner here in Barbados. We are aware that this model is now a generally accepted best practice model amongst the ILO family. Even now he continues his active participation in the Social Partnership, as we face down the current economic and fiscal challenges thrown up by the ongoing turmoil across the world's financial and economic landscape.

Many have raised the question to Sir Roy about "retirement" after serving the BWU for over 40 years and the ILO Governing Body for 20 years. It is our humble opinion that that word represents a state of mind and for Sir Roy, he will always be actively involved in the work of the ILO, either directly or bringing his extensive contacts to bear as he seeks out opportunities to have technical assistance directed to the efforts in the Caribbean region, to improve the well-being of the working class.

The BEC takes this opportunity to wish Sir Roy, good health in the future, and success at whatever tasks he undertakes on behalf of Barbados and the wider Caribbean region.

Walton A. Hilton-Clarke

Director, Employers' Consultative Association of Trinidad and Tobago

The occasion of the retirement of Sir Roy Trotman from his place on the Governing Body of the ILO and from the position of spokesperson of the Workers' Group is auspicious and worthy of commemoration. Sir Roy, in those positions and in himself, epitomizes the image of the ILO as a world body with its special mandate as it stands in the eyes of many - discussion, debate, outspoken views, compromise, results and social justice. Fortunately for all of us at the Governing Body at the Plenary and in the corridors of the ILO and the Palais de Nations, he had the standing, the experience as his background, the knowledge and appreciation of the interconnectivity of labour, government and business and their human dimensions.

The Workers' Group is fortunate to have had Sir Roy as their chief spokesperson. Their choice was also an employers' gain. Sir Roy was always proper. He observed the protocols and decorum of our organization. He demonstrated his skills in negotiating and mastered the art of building consensus, whatever the difficulties. Our Caribbean then was well represented by this "son of the soil". Caribbean employers were proud and spoke of him with that pride. We accepted that his contributions to the work of the ILO were / are of benefit to the entire region as he often spoke conscious of the Caribbean and all small developing states.

His tenure in his prestigious position and the responsibility it carried, has been so successful that any successor, however pressed to compare, can be fortified in the surety that the groundwork and goodwill Sir Roy bequeathed will have permanence and resonance in the annals of the ILO and in all the lands where working people live and carry out their duties. Sir Roy joins many able personalities who have spoken over the long life of the ILO. Few has been as articulate, as polished and as effective in simplifying the sometimes complex issues of ILO subjects and in laying bare their relevance and necessity for all stakeholders. His impact has earned him the highest honour and recognition. These have only appeared to

reinforce his ingrained humility, his sense of self and his dedication to bring social justice to all. His contributions have influenced the world social order both for individual workers and at the level of the Boardrooms of the employers. We all thank him. Caribbean employers join with all in saluting Sir Roy Trotman who engendered the warmth of relationships that even as an acquaintance you were his friend. May good health and a happy long life attend him in his retirement.

Workers' organizations pay tribute

Sharan Burrow

General Secretary, International Trade Union Confederation (ITUC)

On behalf of the 175 million workers in 305 national affiliates from 151 countries and territories, I would like to place on record the deep gratitude and appreciation of the International Trade Union Confederation to our friend and brother, LeRoy Trotman, for his outstanding decades of service to the working men and women of Barbados, and to the trade union movement in the world at large. Sir Roy's leadership of our global movement at the international level, both as President of the International Confederation of Free Trade Unions, and as Chair of the Workers' Group at the International Labour Organization, was crucial at a time when the world, and in particular the world of work, experienced enormous change and great challenges as the process of globalization took hold. During these years of transformation and uncertainty, LeRoy's steady hand at the tiller of the world trade union movement helped us all through difficult decisions on complex issues which touched the lives of working people in all corners of the planet. All Barbadians can rightly be proud of his many achievements. On countless occasions he has been there for working people in their hour of need. Conscious of his roots, he was a prominent voice for the

emergence of developing country trade unions in the heart of global decision-making, and remarkably achieved this while always managing to balance the rights and interests of workers from all countries. On a personal level, I know that I speak for the many, many people who have had the opportunity and privilege of working with Sir Roy, when I recall the warm personal esteem in which so many people hold him, as a mentor, teacher, friend and leader. I would like to take this occasion to wish LeRoy every success in his future endeavours, to say that I am sure our paths will cross again in the years to come, and to express heartfelt thanks for his determination, commitment and solidarity in all the times that we have worked together.

Raquel González

Secretary - ILO Workers' Group

I started to work with Sir Roy in 2005 when I joined the Secretariat of the ILO Workers' Group and worked closely with him as from 2009 in my capacity as Secretary of the ILO Workers' Group. Throughout these years I appreciated Sir Roy's strong beliefs in trade unionism and workers' rights and his profound attachment to the fight against inequalities and the promotion of social justice. As Head of the Workers' Group he was always keen to listen to all views and had a particular interest in ensuring that the voice of the developing world was heard and defended. Sir Roy also proved to be a skilled negotiator in the many

debates he led in the Governing Body and at the International Labour Conference, and played a key role in some important Conference discussions. He was the Worker Vice-Chairperson in the Conference Committee on Child Labour in 1998 and 1999 which resulted in the adoption of the Convention concerning the prohibition and immediate action for the elimination of the worst forms of child labour and its accompanying Recommendation. In 2000 and 2001 he was the Worker Vice-Chairperson of the Committee on Safety and Health in Agriculture which led to the adoption of the Convention concerning safety and health in agriculture and its accompanying Recommendation. Sir Roy was also actively involved in the preparatory work that resulted in the adoption of the ILO Declaration on Social Justice for a Fair Globalization. In 2007 he led the Workers' Group in the Conference Committee on strengthening the ILO's capacity to assist its members' efforts to reach its objectives in the context of globalization. This laid the foundation for the adoption of the Social Justice Declaration in 2008. It has been a pleasure and an honour to work with Sir Roy and I consider it a privilege to call him a friend. I wish him the best in all his future endeavours.

Senator Chester A. A. Humphrey

General Secretary

Caribbean Congress of Labour (CCL)

Cardinal LeRoy Trotman came to the notice of Frank Walcott, General Secretary of the Barbados Workers' Union in 1971 when he was the President of the Modern High School division of the Barbados Workers' Union. He was a militant leader of the group, and as the Union was in an expansion mode and recruiting a cadre of graduates to its staff, he was recruited as Personal Assistant to the General Secretary. He was sent to Rutgers, the State University of New Jersey to do a Masters in Labour Studies and on his return, he became Director of Organizing. He combined this with negotiating Collective Agreements. He was promoted to a Deputy General Secretary in the 1980's and when Sir Frank Walcott fell ill in 1993, he acted as General Secretary. On Sir Frank's resignation, he was elected General Secretary.



ILO-CCL Round Table for Caribbean Workers' Organizations, Barbados, June 2008.

Soon after being elected General Secretary of the Barbados Workers' Union, LeRoy Trotman was thrust on the international trade union stage. He was elected President of the International Confederation of Free Trade Unions (ICFTU) in 1992 and served in that capacity till 2000. This was a signal honour as he was the first person from the Caribbean to achieve this status. He was subsequently elected a Member of the Governing Body of the ILO and served as Chairman of the Workers' Group of that Body from 2002 – 2011. At the regional level, LeRoy served as President of the Caribbean Congress of Labour for two consecutive terms (1989 – 1995) during which time the

profile of the organization was heightened. As a staunch supporter of this regional body, he was able to negotiate with the Government of Barbados to provide an annual subvention for the CCL to carry on its work in the region. At the national level, Sir Roy's input was significant in that not only did he share his vast experience with his peers but he also used that experience for the benefit of Barbados. His peers had the confidence to elect him as President of the Congress of Trade Unions and Staff Associations of Barbados (CTUSAB), an institution that was instrumental in negotiating with the Government of Barbados and the Employers' Organization, a series of Protocols for the stabilization of the country and its currency. These hallmark Agreements are the subject of study by other countries in the Caribbean and beyond. LeRoy was awarded a Knighthood by the Government of Barbados in 2000 for his outstanding work in the trade union movement locally, regionally and internationally. He was, in 2001, awarded an honorary doctorate by the University of the West Indies for his outstanding contribution to the Labour Movement. Despite these many stellar achievements, Cardinal LeRoy Trotman remains a worker and a workers' representative. The CCL salutes his humility and passion in the representation of workers in their quest for Decent Work and a better life. The Caribbean Congress of Labour wishes him good health and looks forward to his continued assistance in the cause of Labour.

Ulf Edström

Member of the Workers' Group, ILO Governing Body (1996 – 2009)

It has been a privilege to work with Sir Roy during the years when he was chairing the Workers' Group in the Governing Body or the International Labour Conferences (ILCs). To be the Chairperson of the Workers' Group is indeed a difficult task. You are the single voice of workers at plenary debates involving sometimes representatives of dictatorships or other participants who show no adherence at all to ILO values. Sir Roy was a much respected and sometimes feared opponent due to his excellent ability to voice the concerns of workers. He also managed to prevent internal Workers' Group meetings during the ILCs to develop into stormy sessions when political issues arose - much due to his calmness and his strict, democratic and non-aggressive chairmanship. In this respect the fact that Sir Roy himself came from a small country with developed social dialogue probably was of value. Sir Roy lent his authority and full confidence to myself when I was acting as worker spokesperson in GB committees

(LILS and CFA) – a support which made my own task much easier. He was also keen to involve myself in the so-called informal consultations with employer and government representatives, which were of key importance in the effort to find compromises all could accept. The adoption of the unique and historical Social Justice Declaration in 2008 is in this respect a true illustration of what could be achieved during Sir Roy's leadership. Let me conclude to say that Sir Roy combines kindness with a strong personality, which has contributed to good results in the development of the mandate of the ILO. It has also resulted in long-lasting friendships to which I count myself as one of the beneficiaries.

Maurice Christian

President, Antigua and Barbuda Trade Union Congress (ABTUC)

The Antigua and Barbuda Trade Union Congress salutes Sir Roy Trotman, on this his retirement. Sir Roy's work with the ILO is well documented and widely known throughout the Caribbean, and it is no wonder that he was able during his tenure to articulate the concern of workers worldwide, in particular the situations of those in developing countries. The Caribbean is very fortunate to have had Sir Roy championing the cause of its workers during the twenty-year period, while he sat on the Governing Body of the ILO. We are sure that the people of Barbados remember the late 1980's and early 1990's when Sir Roy was an elected member of the House of Assembly, a member of the Governing Party and there was controversy about cutting Public Sector workers' salary. Sir Roy spoke out against the measure and out of the four union representatives in the house, he (Sir Roy) alone voted against the measure and asked the Speaker to remove his seat from among the Government benches and place him as an Independent. He was so respected, that thereafter, any party that formed the Government of Barbados, retained Sir Roy as a member of the Senate. That is a Union man. The ABTUC was fortunate to have invited Sir Roy to our first Labour Day celebrations in 2004, and his address as Guest Speaker was outstanding. It was a pleasure and an honour to hear him speak. Our Organization wishes Sir Roy all the best during his retirement.

Senator David Massiah

General Secretary, Antigua and Barbuda Workers' Union

We have known Sir Roy over a long period of time and have found him to be a great friend of working people. He is a long standing colleague of the Antigua & Barbuda Workers' Union. Sir Roy has always displayed that natural gift of love for workers and has always been able to balance it with justice and fair play in any given situation. Hence, his election on the Governing Body of the ILO from 1991-2011 and more importantly, his tenure as Chairperson of the Workers' Group from June 2002 to June 2011. It is amazing how Sir Roy had so often been able to carve out of extreme difficult situations that "balance" and the question lingers - who could convince the Body that it could freely find an adequate substitute? Only time will make it known that Sir Roy had to go and on behalf of the Antigua & Barbuda Workers' Union, I wish to thank him for his exemplary service.

Robert Farquharson

General Secretary
National Congress of Trade Unions of the Bahamas

On behalf of the President, Executive Officers, Affiliates and members of the National Congress of Trade Unions of the Bahamas and indeed on behalf of the working people of the Commonwealth of the Bahamas, we extend heartfelt congratulations to Sir Roy Trotman on his recent retirement from the Governing Body of the International Labour Organization. Sir Roy Trotman, or Brother Trotman, as he is affectionately called in the Bahamas, has set the standard for Caribbean Trade Unionists to follow and he is considered as an icon in our region. Sir Roy's extraordinary wisdom, extensive knowledge and sound counsel has enabled trade union leaders throughout the Caribbean to address the many challenges that are

faced on a daily basis, and his willingness to assist people from all walks of life, despite the personal sacrifices, is a testament to the kind of a man he is. Over his illustrious career in regional and international affairs, the Bahamian people especially the Trade Union Movement, in particular, have benefited from Sir Roy's work and contributions which no doubt have played a significant and pivotal role in the growth and development of the Bahamian society. We are confident that his retirement from the ILO Governing Body will only allow him to serve in a greater capacity at a regional level. We see Sir Roy as continuing his mission in different areas and serving as the Caribbean Trade Union Ambassador to the world. Our prayer is that the Almighty God will continue to bless Sir Roy and his family as he transitions to this new era of his life. **Solidarity forever for the union makes us strong.**

Dennis De Peiza

General Secretary, Congress of Trade Unions and Staff Associations of Barbados

The Congress of Trade Unions and Staff Associations of Barbados join trade union bodies across the globe in saluting Comrade Senator Sir Roy Trotman on his outstanding service to the labour movement that spans a total of forty years. Sir Roy has had a distinguished career, the pinnacle of which has been his election to the Governing Body of the ILO. History will forever record the high quality of leadership he established as Chairperson of the Workers' Group, a position which he held from 2002 until June 2011. Barbados celebrates that Senator Sir Roy Trotman also had the honour of being the first black president of the International Confederation of Trade Unions, now the International Trade Union Congress (ITUC), a position which he held from 1992-2000. The labour movement of Barbados is proud of this illustrious son of the soil, who has given yeomen service to the cause of labour at the national, regional and international levels. Barbados will long remember him for his vision and leadership in driving the formation of the Social Partnership in Barbados. In 1995, the Congress of Trade Unions and Staff Associations of Barbados (CTUSAB) was established. Senator Sir Roy Trotman, had the distinct honour of being the President of CTUSAB, from August 1995 until the time of his demitting office in September 2010. He is to be recognized for the leadership he provided to the Caribbean Congress

of Labour, having been elected as President of that organization in 1989 and again in 1992. He will forever be remembered for his work as a Trade Unionist and Parliamentarian representing the interest of the workers of Barbados.

Dylan Reneau

President
National Trade Union Congress of Belize

"You have no right . . . to ask a worker whether he or she belongs to the trade union movement or which trade union. That is a person's fundamental right . . . and it is a United Nations basic and fundamental human right. No employer has any right to ask a worker about it." *Sir Roy Trotman.*

Sir Roy Trotman speaks with conviction and the quote represents what he truly feels about workers and their right to belong to a trade union. This is epitomized in his work and who he is as a Trade Unionist. He is firm in his beliefs. Since 1991, his work in the International Labour Organization's Governing Body enabled him to articulate the concerns of workers worldwide and in particular those of Small Island Developing States. His eloquence has shone the spotlight directly on the plight of workers in the Caribbean region and we have reaped much technical assistance from the International Labour Organization because of it. It is with this in mind that the National Trade Union Congress of Belize salutes Sir Roy Trotman on his accomplishments; we feel forever grateful for your twenty years of service in the ILO Governing Body as your influence and message to the 100th ILO conference of tripartite social dialogue will certainly continue to shape our region's development for decades to come. A Trade Unionist never really retires because this is a way of life, not an occupation. So as you bow out of the ILO Governing Body, we honour you for all that you have done and you deserve a second applause and another curtain call. Yes, we agree with you, no one has the right to ask a worker, whether he or she belongs to a Union.

Lincoln Lewis

General Secretary
Guyana Trades Union Congress

The year 1991 marked the beginning of another journey in the life of a Caribbean Trade Unionist, Bro. LeRoy Trotman. It was the year that saw his elevation to the Governing Body of the International Labour Organization. And it was a proud moment for the Guyana Trades Union Congress to see a son of the Caribbean soil hold this position. A Caribbean man in the true sense of the word, Sir Roy, as he is fondly called, served as President of the Caribbean Labour Movement where he, together with the workers of the English- and Dutch-speaking Caribbean, worked to ensure that their voices were heard, at every forum, in the member country, and around the world, in the struggle for the creation of a just society. Behind this backdrop, the Guyana Trades Union Congress was confident that wherever Sir Roy was placed, he would have been a voice. An obvious strength of Bro. Trotman is the level of historical consciousness he brought to the labour movement, being born and raised in a region that experienced the injustices and inequity of slavery, indentureship and colonization, and continues to fight against other forms of discrimination. These factors would have undoubtedly shaped his principles to work towards building a strong and effective labour movement where the rights of all are respected. His departure therefore from the Governing Body will create a vacuum but we are reassured that whatever future endeavours he pursues, his body of knowledge, accumulated over the years, will serve him well and those with whom he interfaces. It is with heartfelt memories, the Guyana Trades Union Congress congratulates him for his service to the workers and wishes him all the best in the future.

Paul Lewis

President, Montserrat Civil Service Association

The Montserrat Civil Service Association is pleased to pay tribute to the work of Sir Roy Trotman. Sir Roy's years of service on the ILO Governing Body from 1991 to 2011 is commendable. Workers and trade

unions - wherever the impact of his work resulted in a better standard of living through improved terms and conditions of work - extends great appreciation to Sir Roy Trotman. We would like to make mention of his efforts during his tenure, of articulating the perspectives and concerns of workers worldwide, while highlighting the particular situations of those in developing countries. We are thankful to Sir Roy for drawing attention to the priorities of Small Island Developing States within the ILO, thus securing much needed technical assistance for the sub-region. Sir Roy Trotman, the Trade Unions of Montserrat and the Caribbean are proud of your achievements as Chairperson of the Workers' Group from June 2002 until 2011. On behalf of Montserrat Civil Service Association and the Caribbean Public Service Association of Public Sector Unions, I wish you a very successful retirement.

Batumba Tak

General Secretary, St. Kitts-Nevis Trades and Labour Union

Indeed, my Union counts it an honour, blessing and a great privilege to pay tribute to Cde. Sir Roy Trotman. Cde. Sir Trotman is a great trade unionist and over the years my Union has built up a very strong and mutual understanding with him where we felt free to discuss matters of mutual interest sometimes sensitive matters of our individual organization. We benefited tremendously from the experience and skill of each other over the years. Cde. Sir Trotman served the ILO with distinction and represented the workers with humility. As the first black person and the first from a small island to hold such a position he was able to successfully raise the profile of the entire Caribbean region, and help to secure much needed technical assistance to enable the workers and their organizations to realize their individual dreams of upliftment and advancement. Cde. Sir Trotman strongly believes and has also emphasized that tripartite social dialogue is a critical component in establishing a partnership in the "real economy" for wealth-creation and sustainability. He also stated that the real economy is made up of government, employers and workers and workers' representatives and that tripartite social dialogue is paraded with justification as our best local remedy for social development. In support of his belief in tripartism he cited his experience of his country, Barbados. He said that during his country's economic

crisis of 1991, the social partnership played a key component in moving his country forward. Cde. Sir Trotman is well known to the Leadership and Members of my Union as one who has given distinguished leadership and unselfish service to the workers in the entire Caribbean and further afield. His larger than life personality has always reflected the commitment and joy with which he served the working class people. We believe that the ILO will miss his presence, and also believe that he can always be called upon for his wise council, whenever the need arises. Cde. Sir Trotman said that no one had a right to remain in any one position for eternity. Hence, he chose to retire on his own terms, leaving behind a Legacy of Service with Dignity and Purpose. As he moves on to other endeavours, the St. Kitts-Nevis Trades and Labour Union takes pleasure in wishing him all the best in the future.

Theophilus Thompson

President

Windward Islands Chamber of Labour Unions

On behalf of the workers' organizations affiliated to the Windward Islands Chamber of Labour Unions in the country of St. Maarten, we would like to express our gratitude and appreciation to the Honourable Sir Roy Trotman for his tremendous dedication and valuable contribution in guiding and ensuring that the Caribbean region and the Small Island Developing States (SIDS) gained exposure within the ILO. By him championing the cause of the workers and articulating their concerns and challenges they face within the region and worldwide, the technical assistance needed for the training and development of our workers and their organizations was also a positive benefit that all can be proud of. His work and contribution in the ILO's Governing Body has really provided a decade of experiences that can serve as a model for future leaders of workers' organizations in the Caribbean. The Windward Islands Chamber of Labour Unions on behalf of the workers in St. Maarten would like to wish the Honourable Sir Roy Trotman God's speed in his future endeavours. Once again we would like to say: "Thank you for a job well done, and May God bless you."

The International Labour Office pays tribute

Elizabeth Tinoco

ILO Assistant Director-General and Regional Director for Latin America and the Caribbean

It has been a privilege to know and interact with Sir Roy over the years, as he worked tirelessly to promote and defend the interests of workers in all regions and to seek balanced solutions to challenges confronting the ever-changing world of work in the global economy.

He was, and remains a proponent of the Decent Work Agenda as one of the cornerstones for pursuing sustainable development. His leadership of the Workers' Group in the ILO's Governing Body, his cooperation with other members of the tripartite partnership, and his unwavering concern for the rights and welfare of others, were exemplary. With energy and generosity he shared his ideas and convictions, drawing on his Caribbean and international experience.

Sir Roy stands out as a strategic thinker, a visionary and an avid advocate of "rights at work" as human rights. His actions and statements in the ILO and other regional and international fora, bear testimony to his strong analytical skills, his frankness and his deep commitment to social justice and Decent Work.

In short, the words of Nelson Mandela readily come to mind when one thinks of Sir Roy: "A good head and a good heart are always a formidable combination."

Kari Tapiola

Special Adviser to the Director-General of the ILO

For several years, Sir Roy Trotman was the face of the Caribbean in the ILO. It is an established fact that nothing on the labour scene in the region can happen without him. This concerns not only the "Continent of Barbados" but the whole region and, consequently, the whole world. The eloquence of Sir Roy has had historical consequences. His engagement in the issue of child labour was key to the successful negotiation of the Worst Forms of Child Labour Convention No. 182 in 1999. He initiated from the workers' side the process for the 2008 Declaration on Social Justice for a Fair Globalization. In 2009, he conducted the negotiations for the unanimously adopted Global Jobs Pact. His engagement and passion

also convinced the Governing Body to start the work for a standard on HIV/AIDS at the workplace and a Convention on Domestic Workers. In the many negotiations and consultations Sir Roy Trotman has participated, he has steadfastly defended the workers' position – mostly the underdogs in the reality of labour relations. He has done it with grace and firmness and with the understanding that the purpose of the ILO is to work out the best results for all concerned, which does not happen through a knock-out but through a reasonable compromise between reasonable persons. Sometimes, though, he has had to face the fact that not everyone is as reasonable as they should be. Yet most of the time he has succeeded in bringing them to find the reason – and in the best cases with a reasonable glass of rum at the end of the day. For over a decade Sir Roy demonstrated his loyalty to both the Workers' Group and the Caribbean. He is truly a Very Good Fellow, and so say all of us.



Guy Ryder

Executive Director, Standards and Fundamental Principles and Rights at Work Sector, ILO, Geneva

My cooperation with Sir Roy, and the friendship which has grown from it, covers nearly three decades. During those years, I have seen him at work in many capacities and in many different contexts: nationally as a great leader of the Barbados Workers' Union (BWU) and worthy successor to Sir Frank Walcott; regionally as a key protagonist in the Caribbean

trade union movement; and internationally particularly as President of the then International Confederation of Free Trade Unions (ICFTU), and these last years as Vice-Chairperson of the Workers' Group of the ILO Governing Body. There have been some remarkable occasions and achievements at each of these levels which owe an enormous amount to Sir Roy, much progress which simply would not have happened without his contribution. If, of the many memories I have of working with Sir Roy, I must pick just one, it would be the moment, in Vienna in 2006, when he brought down the gavel on the decision which brought into being the International Trade Union Confederation which he had worked so hard to create. Truly a historic moment. But, nevertheless, it will be for his leadership at the ILO that Sir Roy's talents will be most widely and longest recognized – and not just by trade unionists. The ILO is a demanding arena. It calls for great qualities of determination, application, understanding of different cultures and circumstances, and diplomacy. Sir Roy demonstrated all of these, and more. At the same time, he never compromised his trade union principles and instincts. For my own part, I benefited not only from his friendship, but also his example, his advice, and those occasions when – kindly but firmly – he pointed out where things were not being done in the way he felt they should. For all this I, and so many others, owe him an enormous debt of gratitude.

Assane Diop

Executive Director, Social Protection Sector, ILO, Geneva

Thank you for inviting me to contribute to the special edition of the newsletter of the ILO Decent Work Team and Office for the Caribbean dedicated to Sir Roy Trotman. It is with great pleasure that I join you in paying tribute to a dear friend, comrade and statesman. Sir Roy's tenure as Chairperson of the Workers' Group of the ILO began shortly after I joined the Organization, and our parallel careers in teaching, trade unionism, national politics and roles in the international community ensured that an immediate and lasting bond formed between us. Whilst firmly committed to promoting workers' rights and social justice - not only in his home country and the Caribbean region but also worldwide - Sir Roy's strong attachment to Africa brought us closer together. Sir Roy possesses those rare qualities of leadership, vision and integrity whose strong political sense in seeking compromise through tripartite social dialogue has helped guide and give clarity to debates and discussions in international forums. He has always remained steadfastly loyal to the fundamental values of social justice and human rights and has never compromised his principles. He is a man of great intellectual and moral stature who is widely respected for his vigour, wisdom and unwavering commitment to the rights, welfare and protection of workers worldwide. As Executive Director of the ILO's Social Protection Sector, I have appreciated Sir Roy's tireless support of the Sector's activities related to occupational safety and health, conditions of work, international migration, HIV and AIDS at the workplace, social security, as well as the social protection floor. After some 20 years of outstanding service on the ILO's Governing Body, I am confident that he will continue to be an advocate for the fundamental ideals of the Organization and, to quote his words at the 100th Session of the International Labour Conference in June 2011, to make "a significant contribution to the task of making the world a better place". I should like to add that I was fortunate enough to visit the beautiful island of Barbados earlier this year and to witness at first hand the warmth, generosity and vivacity of the Caribbean people, so exemplified by Sir Roy. I am happy to count on his friendship which I will always cherish.

Cleopatra Doumbia-Henry

Director, International Labour Standards

Sir Roy contributed many years of his career serving on the ILO Governing Body from 1993 and since 2002 as Chairperson of the Workers' Group of the Governing Body and the International Labour Conference. During these years, I had the great fortune of working with him on labour standards issues. Some notable ILO instruments were adopted by the International Labour Conference during the time he played the leading role for the Workers' Group. They include the adoption of the Worst Forms of Child Labour Convention, 1999 (No. 182), which is today the best well ratified Convention; the Maternity Protection Convention, 2000, (No. 183); the HIV and AIDS Recommendation, 2010, (No. 200); and the Domestic Workers' Convention, 2011, (No. 189). The contribution he made to the adoption of two recent ILO Declarations is also to be added to his credentials: the 1998 Declaration on Fundamental Principles and Rights at Work and the 2008 Declaration on Social Justice for a Fair Globalization. These have enabled the ILO to remain relevant and responsive in our globalized world. In the midst of the recent financial and economic crisis, Sir Roy played a significant role, with the other two officers of the Governing Body, leading to the adoption by the International Labour Conference of the Global Jobs Pact. I also had the special privilege over these years to observe Sir Roy in deliberations both in the Governing Body and at the Conference appreciating the passion and firmness with which he defended workers' rights. Over these years, I have found Sir Roy to be a listener, open to finding solutions without compromising his values or the workers' interests he represented. Sir Roy also made the Caribbean proud as when he spoke in the Governing Body, he did so not for Barbados or the Caribbean but as the representative of the world's workers. He did so with a unique Caribbean touch which is unforgettable. Coming from the Caribbean myself, the presence of Sir Roy brought me warmth and comfort as we had a deep and shared bond. I will miss his presence at the ILO in Geneva. He however has a unique wealth of knowledge, experience and negotiating capacity in the world of work that can now be taken advantage of throughout the Caribbean and beyond.



ILO Hemispheric Conference on the Maritime Labour Convention, Barbados, 2006. Senator Roy Trotman (left), and Dr. Cleopatra Doumbia-Henry (2nd from right)

Dan Cunniah

Director, Bureau for Workers' Activities, ILO, Geneva

Sir Roy Trotman is the most remarkable person that I worked with in the trade union movement. I worked with him during the past eighteen years in my various capacities as Deputy Director and then Director of the former International Confederation of Free Trade Unions (ICFTU) Geneva Office, Secretary of the Workers' Group of the ILO Governing Body and Deputy Director and later Director of ACTRAV. It

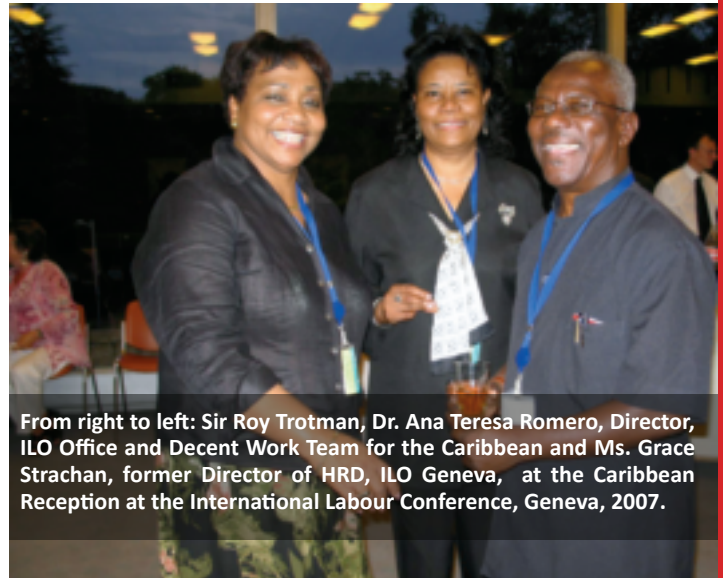
was a privilege for me to bask in the sunshine of his deep knowledge of labour issues and his profound intelligence. He was a guide, a mentor, an adviser, an elder brother and a close friend to me. He was the first person from the developing world to become the President of the former ICFTU and later the Chairperson of the Workers' Group of the ILO Governing Body. He used to keep reminding people that he came from the "continent" of Barbados. He was proud of it and he served the workers of the world at the helm of both the Workers' Group of the Governing Body and that of the International Labour Conference. His gentlemanly behaviour, his deep commitment to the ILO values and principles, his constant search for consensus through dialogue and his staunch defence of workers' rights have won him the admiration and respect of not only of the workers but of the employers and the governments as well. As a sharp and powerful negotiator, he won many battles for the workers without compromising the principles and interests of the Workers' Group. He was patient, calm, tolerant but firm and imbued with a high sense of duty and responsibility. As Chairperson of the Workers' Group, he has always endeavoured to listen to everybody and treated people from all regions and tendencies fairly and reasonably. He tried to be inclusive and treated people with respect and dignity but expected to be treated also similarly. Sir Roy has retired from the ILO Governing Body but not from the trade union movement. I know that he will continue to struggle for decent work and social justice as long as he has the strength to do so. Sir Roy is the type of human being which the world produces only once in a century. It is a matter of pride for me to have been associated with him.

Ana Teresa Romero

Director, ILO Decent Work Team and Office for the Caribbean

I was a relatively new ILO official in the Multinational Enterprises Programme in the early 1990s when I first met Sir Roy. He came to visit my Director, Mr. Abebe Abate, to enquire about ongoing and planned research on two areas of interest: multinational enterprises in export processing zones (EPZs); and the employment effects of information and communication technologies in the services sector. The 1990s were marked by intense discussions on the application of labour standards in EPZs and the social and labour implications of the liberalization of trade in services. Trade in services and the question of a "Social Clause", were on the agenda of the Uruguay Round of Trade Negotiations, at that time. Sir Roy's incisive analysis and his capacity to distil the labour-related consequences of economic globalization were matched only by his ability to present them in simple terms, and his strong commitment to pursuing a rights-based approach to addressing them. I will not go into Sir Roy's noteworthy contributions to the work of the Governing Body and the International Labour Conference over the years; as this would have been well covered by other contributors. However, I do wish to highlight his unwavering interest in the links between occupational safety and health and environmental sustainability, and in dealing with the vulnerabilities of small island developing states (SIDS). A strong supporter and advocate of South-South and North-South cooperation, Sir Roy has always insisted that this should be based on partnership and mutual respect – not mendicancy. As a trade unionist, a Senator in his country, Barbados, and a reputable resource person in

the fields of international development and labour, Sir Roy will remain a lifelong advocate of and a source of technical support and advice for promoting the Decent Work Agenda at the national, regional and international levels.



From right to left: Sir Roy Trotman, Dr. Ana Teresa Romero, Director, ILO Office and Decent Work Team for the Caribbean and Ms. Grace Strachan, former Director of HRD, ILO Geneva, at the Caribbean Reception at the International Labour Conference, Geneva, 2007.

Dr Alan Le Serve

OSH Consultant, ILO OSHE Programme for the Caribbean

I first met LeRoy nearly 30 years ago in Barbados. I had just been appointed Chief Technical Adviser of a sub-regional ILO/DANIDA project on occupational safety and health (OSH) based at the Barbados Workers' Union (BWU) Labour College. I will always remember visiting workplaces with him and noting his popularity with the membership. I never saw him angry but he always gave considered, thoughtful advice – a trait which has remained with him throughout. He always sought solutions – never problems, but remained firm to his principles. He was always keen to understand more about working conditions and some of the intricacies of OSH, especially the effects on workers, their families and the environment. Since that time he has been an advocate and champion of the cause, not just in Barbados and the region but on the global stage. I was also at a small meeting with him when the late Sir Frank Walcott, former BWU General Secretary and Member of the ILO Governing Body (GB), announced that LeRoy was to be his choice as "heir apparent" as General Secretary – and so it was. When I left Barbados in 1988 I was soon to be followed to Geneva by LeRoy as he became a Member of the GB and I would hope that I helped him in those early days to at least find his way around the building and the different coffee places on R1, R2 and R3. Again he was a very quick learner and soon became a leading light in the Workers' Group. Although I remained in Geneva for only a few years after his membership on the GB, it was clear to everyone that he was destined for higher positions given his calm and measured approach to key issues and his eloquence at the podium. I have been lucky enough to see LeRoy at work and play both in Barbados and Geneva – he is the same man and that is why he has the full support of all those around him. Life has now turned full circle as LeRoy, now Sir Roy, together with Dr Ana Teresa Romero, Director, ILO Office for the Caribbean, after strong canvassing, were successful in obtaining some funding for a one-year OSH programme in the region. I have been lucky enough to be involved part-time in the programme and to work with Sir Roy again. Nothing has changed apart from our hair and waistlines. He remains as committed and supportive as ever. He has been a good friend to myself and the family over the years and we all wish him well as he starts to take things just a little easier. He richly deserves some time to reflect and perhaps go to the Oval to watch some cricket.

the report by the World Commission on the Social Dimensions of Globalization came out, it was realized that we were as a people in danger of going back to the pre-1914 situation where people had to come together again to stave off poverty, to bring back equality, to lead towards democracy and to bring peace. We worked to put together the Social Justice Declaration of 2008. I am pleased to say that I led the discussion for the workers. I had to share that a bit with one of my colleagues, good friend, who is now a Minister in South Africa because at the same time that I was doing that, I still had to perform the regular duties of the Chair of the Workers' Group.



There are other matters that we can look back on, about which I can say with some degree of pride that I was there and I assisted. We have had the Global Jobs Pact which came towards the end of my tenure. I started the discussions on that and then I was honoured to have Sharan Burrow from Australia, who is now the General Secretary of International Trade Union Confederation, come along and take over the responsibility because, as Chairman of the Workers' Group, I sometimes had to be somewhere else during the middle of the Conference where there was a dispute, particularly in the Committee where we were dealing with the application of standards.

You spoke about Convention No. 182 as one of significant moments. We know that there was great cooperation between the Workers' Spokesperson and the Employers' Spokesperson - in fact the two groups worked very well together in order to achieve this instrument. Could you tell us what it was like working with the Employers' Group and what maybe you would wish for in that process?

I think I was fortunate in that, long before I became the Chair of the Workers' Group, I personally had taken a

position that people very frequently say what they do not mean, and that even those people who are most vehement in their opposition to matters of one sort or the other, can be reached, if you are able to zero in on what they did not say or what their statement led you to believe were their fears. If you could endeavour to speak to those persons, you could show them where there are dimensions of greater convergence of views. So while some people heard the voice of disagreement, I listened to the voice of possible agreement. Very frequently we were able to use those and explore them and found that once we were able to see what we could possibly agree on, we could come back to deal with those fears that existed and find different formulae for treating with the fears.

It was useful treating issues in that way. Out of that approach I found significant areas for being pleased and for a good working relationship with Dr. Daniel Funes de Rioja who was the Employers' Spokesperson. We were able to disagree on a number of issues without allowing those disagreements to bring a halt to the discussions on the floor of the ILO. Even now that I am retired, I must say a word of appreciation to him. We have a slogan in Barbados that says one hand can't clap. The workers could feel as strongly as we do about our plans for improvement but we had to recognize that, in the ILO, we needed the support and cooperation of governments and forward-looking employers. Mind you, we did not always get what we wanted. You put a set of proposals out there and you are all starry-eyed at the beginning. But there are other people in the process who have other interests and sometimes you are forced to either pull back your original proposals or scale them down. Sometimes you got nothing at all. But that is the dynamic in negotiations especially when they are being conducted at the tripartite level and where, within government, as one of the tripartite bodies, there were different kinds of governmental positions; the Northern European position is different



from the governments in Latin America, which is different from that in the Asian countries and that, in turn, is different from that of our colleagues in the African nations. Very often the African nations brought a tripartite position which worked very well in the interest of the Workers' Group. But there were all different positions and it was a measure of the resilience of the workers and their constituents that we were able to respect those differing views and to modify our own when we needed to while always keeping our eyes focused on what was the greatest good to be deserved for the greatest number.

As President of the International Confederation of Free Trade Unions (ICFTU) and the Chairperson of the Workers' Group, you have been able to represent workers at the highest levels. You are an advocate for the fundamental principles and rights at work. In the area of freedom of association and the right to collective bargaining, what do you think have been some of the challenges and achievements in this area?

I think that what needs to be recognized is that in the ILO we have standards. It used to be that, in some years particularly at the time of the ideological Cold War between the East and the West, as many as three and sometimes four Conventions would be dealt with in one single Conference - the International Labour Conference - but in more recent times we only managed one instrument. But that instrument has to be ratified by individual governments. Although they may be adopted and popular at the time of adoption in Geneva, many countries refuse to ratify them. Anybody who is studying the ILO has got to be able to recognize that there is a significant difference between the number of Conventions which were adopted in Geneva, the number that our individual countries voted for in Geneva, and the number which our same countries ratified and made part of the law in our countries. So what we found very frequently in the ILO, and what we will still find tomorrow, is that there is a deficit between what took place in Geneva and what is taking place on island X or island Y in the Caribbean, or country X or country Y in Latin America, or in Africa or Asia or wherever else. It became necessary therefore for the Officers and the Governing Body to work with other persons in the ILO to find a set of principles which would govern relationships between one kind of environment and another. And particularly as it came out of the globalization drive, it was necessary for us to be able to ensure that globalization and trade liberalization were not instruments that would be moving to push us back to slavery and social and economic deprivation.

From as early as 1992, when I first became President of the ICFTU, we were fighting to treat with the social clause. And that social clause was a trade union response to the thought that in an effort to compete, persons were going to factor out labour from the equation. Well they said all kinds of things about the social clause. What we (in the ICFTU and



H.E. President Olusegun Obasanjo of the Federal Republic of Nigeria (left), at the 93rd International Labour Conference, June 2005, is greeted by Sir Roy Trotman, Workers' Vice-chairperson of the ILO Governing Body (right).

the World Confederation of Labour (WCL), -- now grouped together in a merged organization called the International Trade Union Confederation (ITUC) which is now five years old) were endeavouring to do was to argue this social clause and our detractors were claiming we wanted a single minimum wage for the United States as for Haiti, as for any other island in the Caribbean. We were never saying that. What we were saying was that each country should be able, by social dialogue, to arrive at what was the most acceptable level at which the government, the employers and the workers would seek to put such a minimum wage.

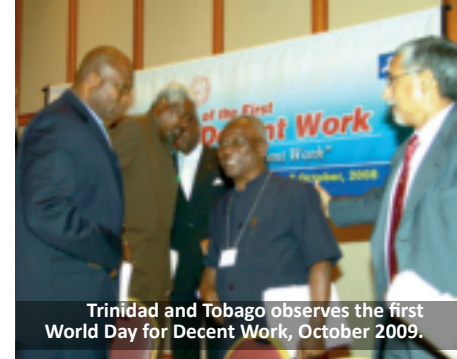
Because of the level of opposition given to the workers' demand for a minimum level of basic rights, the social clause campaign was torpedoed. The workers failed in their attempt to have the WTO champion the cause for labour rights. The workers never gave up the struggle. They maintained the call for a body of standards to prevent a race to the bottom by the advocates of trade liberalization. Thus the employers offered a compromise, the Fundamental Principles and Rights at Work Declaration of 1998. The Declaration became and now remains one of the pillars of the Decent Work Agenda worldwide. The Decent Work Agenda took us along the lines



First regional tripartite meeting on child labour, Jamaica, 1999.



Sixth Meeting of Caribbean Labour Ministers, Trinidad and Tobago, 2007.



Trinidad and Tobago observes the first World Day for Decent Work, October 2009.

where we talked about having the strategic objectives that there should be at the workplace in any country - what the partners – workers, employers, and government - should be concerned with in providing decent work. A great amount of the energies of the ILO are now spent in helping employers and the country as a whole to define decent work - the creation of jobs which have to abide by certain standards - the standards set by the ILO. The ILO itself has been accepted by the United Nations, the United Nations Economic and Social Council (ECOSOC), governments all over the world - as the authority for determining what decent work should be. But that does not mean that all governments now support it; but at least we have something that we can put in their face. So this is what we stand for when we talk about decent work which normally includes not only ILO standards and the creation of those jobs with standards, but it says that the worker should not be an automaton, should not be a creature that is seen and not heard. In Michael Manley's words, that worker should be able to have a voice at the workplace. That worker should have basic social protection. He or she should have built-in provisions for his or her health for security in retirement, for benefits for the children. In short, that the quality of life should be enhanced by engagement in decent work.

This is part of what we worked on during my own tenure as the Chairperson. We have really driven that Agenda significantly under the stewardship of Juan Somavia, Ambassador and Chief Executive Officer of the ILO. It is sometimes very exciting and interesting to find that governments which do not practise it, still quote it and that's a good sign -- a very good sign.

There is no doubt that you have been a champion of the cause of workers. What would you say Barbados and the Caribbean have derived from your work as Workers' Chairperson and member of the ILO Governing Body?

There have been bits and pieces of specific benefits which I have lobbied for the region. These include the present Occupational Safety, Health and Environment Programme which is engaging our attention. We have also lobbied for other seminars and training

programmes that we have tried to bring to the region over the years. I think that what I was really able to do was to put the Caribbean on the map - on the ILO map. The Caribbean is a small region and Barbados, within that, only as wide as a smile, is not seen on the map. Yet I went on to the ILO floor and often spoke of the 'continent' of Barbados - an outrageous statement naturally - but said so because it would cause people to go and see where is this place and to find that it was in the heart of the Caribbean. We were talking of the Caribbean as a place that frequently could give guidance and can set examples for much larger territories around the world. I do not put any exceptions in that from the great USA down to the great Republic of China - we can lead a lot of them by example in a lot of matters that relate to human beings and human conditions at work.

I have been able to cause a number of people not only to visit the Caribbean but to try to learn more about it and to learn from it. I have not been able to get as much financial assistance for the labour movement, as I had hoped, but I have caused people to want to do projects, to want to run programmes and to see the Caribbean as the laboratory for labour-management relations, the results of which would have been able to benefit persons in all parts of the world. The most classic example of this exposure has been our ability to get the ILO family to recognize that, in the area of social dialogue, Barbados stands out and that we could be matched with Belgium and with Singapore as examples of how tripartite social dialogue could work out. Another area we brought on board with us was Mauritius which is three times the size of Barbados with an economy that is going quite well but where they practise a similar brand of tripartite social partnership, social dialogue as we do. I would say that we have been able to put social partnership on the map. We've been able to have projects brought to our region that have redounded to the credit of our Caribbean population. We've been able to make recommendations that involve Caribbean people being brought to the fore. I think it was on

my recommendation that Portia Simpson was invited to go to Geneva to address the Conference while she was the Prime Minister, and when we were talking about the Global Jobs Pact, Bruce Golding was able to go there. The Former Barbados Prime Minister was also a feature speaker. And there are little areas like that where influence was quietly put into the arena. We've been able to get support for areas where there were disputes among labour and employers and governments in some of the countries. We have been able to use the resources of the ILO to help in those particular issues. So I would think that if you want to deal with how we were able to help, we have to see that beyond dollars and cents although we were able to get some monetary support for our region as well, especially for our trade union movement. In the broader context I have been able to position the Caribbean, a small player, as a well-respected major one. If we don't throw away those benefits, we will be able to see Caribbean people taking the leadership in many of the Committees of the ILO, having their voices heard and having recommendations followed. I would be very happy, as I sit back and watch what is happening, to be able to say: "well, that is a seed that I planted so many years ago and now it has grown into a nice sturdy plant."

What are some of the pertinent issues and challenges facing the Caribbean and how can they be addressed by ILO's constituents in the short and long term?

In the short to medium term especially for workers, the biggest problem we have is capacity. You would ask me how can the Caribbean with the very high level of literacy and with the wealth of power in the word that they have always been able to have, how can you have a capacity problem? The reality is that the ravages particularly of globalization and the disinterest which followed the fortunes of the Caribbean on the heels of the signs that the Berlin Wall would come down - led to a discontinuation of fraternal cooperation between the major countries and the Caribbean;

and countries which previously discouraged trade unions from being independent and from being able to stand on their own because they, like fairy godfathers, would always be there, those same countries started suffering from donor fatigue.

Coming out of that with very few exceptions, the trade union movement in the Caribbean started to suffer very badly. That frailty is so even today. Secondly, trade union leaders went into politics as having a brighter future although not necessarily a more sustained future. Many of them went and joined the ranks of bigger, stronger employers' groups so that the trade unions had to find new bodies of leaders to bring them to the position where they ought to be. Then along came the crisis of the 1990's compounded by this very mad financial crisis of 2008. What this has done has killed off many of our trade unions in the region. If governments believe and if the former donors believe that we need to have democracy developed, and that we need to develop social dialogue, some of those who were former donors must in fact be able to help us with capacity-building today.

In my last two or three years, I have targeted and am still targeting, some European cooperating governments that I know are giving donor support, fraternal cooperation, as we call it, to some of our friends in Asia, in Latin America and in Africa to see whether we can get some of that support for our own Caribbean Congress of Labour. And even though I am no longer the Chair, I will still pursue that kind of initiative because the one thing we need to do is to have workers' representatives who sit at the table not as listeners to the dialogue but as contributors and participants in that dialogue. I believe that the ILO needs to be conscious of this but I believe that many ILO constituents in those countries which are able to



Government and social partners of Barbados and ILO hosts Tripartite Caribbean Symposium on social dialogue, Barbados, May 2011



Ministry of Labour, Barbados and ILO host national workshop on Decent Work for the Tourism Sector, Barbados, May 2008.

be fraternal cooperators or donors - that they must be able to help the Caribbean reposition itself. It is the most urgent of the things we need to do - to have labour at the table as an equal because if we are not equal, democracy can never succeed and anything else is really sequential.

As a member of the ILO Governing Body and as Chairperson of the Workers' Group, what would you say are some of the critical lessons learnt?

I have learnt to remain humble. You know you don't get these things unless God has been good to you - for those of you who believe in God. Even when you don't believe in God, He is still being good to you. But other people have been good to me as well. It can't be done with one man believing he is an island. I have learnt the value of being able to listen to others and of understanding that my views are not the views that brought the world into being, and that other people, even where their ideas may not be the same as mine, have got as much right to their views as I have. Where you think your views are better you have to learn to persuade the other party towards your point of view rather than try to bludgeon him or her into acquiescence.

I've learnt as well that it is very important that when we are treating with issues that we don't allow ourselves to be knee-jerked into the first reaction that might spring to mind. When you are responsible for making decisions that affect millions of people, you are sometimes misled into thinking that the first thought that comes to mind has to be the thought. What you need to do, where you can, is to bounce that thought off some other thinking person. When you can't do that, bounce it off the walls of your room at night by giving it careful thought. A bad decision cannot be recalled. You could make further decisions

as palliatives but the wrong decision, whether it is a decision to press a button to cause a bomb to go off or whether it is a decision to say something unkind and unpleasant that breaks up a relationship which was going to be working for the good of many others - those things cannot just be recalled, even though you are now sorry that you made that silly decision. So one has to be patient, one has to be thoughtful. You do not have to wear your heart on your sleeve. Yet you have to be able to distinguish what is frankness from what is malice. I would say to a lot of people who are leaders: forget the idea of sitting across from people at the table and appearing to concentrate on your blackberry when people are trying to contribute to a fund of knowledge in which you are participating. There is nothing more insulting and disconcerting than having that kind of arrogant behaviour coming from people; yet it is now part of the new approach to dialogue. And I think we have to bear in mind that there are some very practical down-to-earth things like that we should all learn. Then there are the much more philosophical and spiritual things that speak to the lessons you learn from being willing to respect others.

If you start with respect, if you continue by being willing to talk through the problem, and if you are willing to round that off by exercising the spirit of compromise then you will demonstrate that you are human. It is in that humanness that I found myself satisfied and at peace. I offer the thought that sentiments like those I have just expressed can spell the difference in the quality of the contribution which we have made or are making.

Thank you so much Sir Roy for sharing your insights and experiences.