THE UNIVERSITY OF THE WEST INDIES & THE INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

ILO Nobel Peace Prize
Social Policy Lectures and Symposium

THE NEW OFFSHORING OF JOBS
AND GLOBAL DEVELOPMENT

PROGRAMME

DECEMBER 5-7
2005
Prof. Gary Gereffi received his Ph.D from Yale University. His special areas of interest include Sociology of Development and Organization Theory and Multinational Corporations. He has had several books published including Latin America in the 21st Century: Toward a new Sociopolitical Matrix (2003) and Free Trade and Uneven Development: the North American Apparel Industry after NAFTA (2002).

Professor Gereffi is Co-director of the Global Value Chains Initiative, Rockefeller Foundation and the Institute of Developing Studies at the University of Sussex in the UK. He also serves on the Editorial Board, American Journal of Sociology and has served since 1986 on Boards of many publications and Referee for International Centres and Foundations. He has done extensive consulting work, including consultancy to several United Nations bodies as well as the World Bank and the U.S. Agency for International Development.

Gary Gereffi’s research deals with social and environmental certification in global industries, the competitive strategies of global firms, and industrial upgrading in East Asia and Latin America.

The Professor of Sociology has an impressive list of conference lectures and research presentations and professional meeting attendance, made across the globe.
MONDAY, DECEMBER 5, 2005

1:00 p.m. - 2:00 p.m.  Registration
2:00 p.m. – 2:30 p.m.  Opening Session

Chairman:  Professor Neville Ying  
Executive Director, Mona School of Business
Greetings:  Professor the Hon Kenneth O. Hall  
Principal, Mona Campus, UWI
Dr Gerry Rodgers  
Director International Institute for Labour Studies

2:30 p.m. Session I:  Moderator: Prof Alvin Wint  
Prof, International Business  
Dept. of Management Studies, UWI, Mona

LECTURE 1:

THE NEW OFFSHORING OF JOBS AND GLOBAL DEVELOPMENT: 
AN OVERVIEW OF THE CONTEMPORARY GLOBAL LABOUR MARKET

PROFESSOR GARY GEREFFI  
Duke University

3:35 p.m. – 3:45 p.m. - Break
3:45 – 5:30 p.m. Panel Discussion
Panelist 1:  Dr John Talbot  
Lecturer, UWI, Mona
Panelist 2:  Dr Don Marshall  
Senior Research Fellow, SALISES, Cave Hill
Panelist 3:  Dr Gerry Rodgers  
Director International Institute for Labour Studies
Rapporteur:  Mr Harry Abrikian  
Senior lecturer, Mona School of Business

5:30 p.m. - 7:00 p.m.  Reception
hosted by the Director, International Institute for Labour Studies
Tuesday, December 6, 2005

8:00 a.m.- 9:00 a.m. Registration

9:00 a.m. Session 2: Moderator: Dr Jessica Byron
Senior Lecturer, Dept. of Government, UWI, Mona

Lecture 2:
Global Consolidation: China, India and the Apparel Industry
Professor Gary Gereffi
Duke University

10:15 a.m. - 10:30 a.m. Break

10:30 a.m. - 12:30 p.m. Panel Discussion

Panelist 1: Dr Roger Hosein
Lecturer, UWI, St. Augustine

Panelist 2: Mr A. V. Jose
Head, Educational and Outreach Programme, IILS

Rapporteur: Mr Boswell Ivey
Research Fellow, Mona School of Business, UWI

12:30 p.m. - 2:00 p.m. LUNCH

2:00 p.m. Session 3: Moderator: Professor Neville Duncan
Director, Sir Arthur Lewis Institute of Social and Economic Studies (SALISES), UWI, Mona

Lecture 3:
Public and Private Governance: Are We at a Turning Point?
Professor Gary Gereffi
Duke University

3:15 p.m. - 3:25 p.m. Break

3:25 - 5:15 p.m. Panel Discussion

Panelist 1: Dr Noel Cowell
Lecturer, Dept. of Management Studies, UWI, Mona

Panelist 2: Mr Kamau Chionesu
Lecturer, Mona School of Business, UWI
Panelist 3: Dr. Roodal Moonilal
Researcher and Consultant

Rapporteur: Mrs. Olivene Burke
Research Officer, Mona School of Business, UWI

WEDNESDAY, DECEMBER 7, 2005
8:00 a.m.- 9:00 a.m. Registration
9:00 a.m. Opening Comments - Professor Neville Ying
Executive Director, Mona School of Business, UWI
Greetings: Professor Rex Nettleford
Vice Chancellor Emeritus, UWI, Mona

9:15 a.m. Session IV Roundtable Tripartite Discussion
Moderator: Dr. Gerry Rodgers
Director, International Institute for Labour Studies

SUMMARY OF THE 3 LECTURES

PROFESSOR GARY GEREFIFI
DUKE UNIVERSITY

10:15 a.m. - 10:30 a.m. Break
10:30 a.m. Caribbean Tripartite Panel

Panelist 1: Mr. Harry Husbands
Executive Director, Barbados Employers' Confederation

Panelist 2: Mr. Lloyd Goodleigh
General Secretary, Joint Confederation of Trade Unions

Panelist 3: Mrs. Faith Innerarity
Chief Technical Director, Ministry of Labour and Social Security

Rapporteur: Dr. Orville Taylor
Senior Lecturer, Dept. of Psychology, Sociology and Social Work

Closing Remarks
**Prof Alvin G. Wint**

**Professor**

INTERNATIONAL BUSINESS IN THE DEPARTMENT OF MANAGEMENT, UWI, MONA

Alvin G. Wint is Professor of International Business in the Department of Management Studies at the Jamaican Campus of the University of the West Indies (UWI, Mona). He holds a Doctorate in International Business from Harvard University. Professor Wint’s principal areas of expertise are international investment policy and promotion and international competition. In these fields, he has authored over forty scholarly publications, including seven books/research monographs.

He was a major contributor to the 2002 United Nations World Investment Report and has served as a consultant to the World Bank and a Counselor to the Multilateral Investment Guarantee Agency. In addition, he has served as Associate Editor and member of the editorial board of the Journal of International Business Studies and as a member of the Advisory Board of the Academy of International Business Insights Publication.

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**Dr John Talbot**

**Lecturer**

UWI, MONA

Dr. Talbot obtained a Ph.D. in Sociology from the University of California, Berkeley. He has presented extensively at professional meetings and his publications include “Information, Finance, and the New International Inequality: The Case of Coffee,” in Journal of World-Systems Research. His professional activities include serving as organizer, regular session on the Sociology of Food, Annual Meeting of the American Sociological Association and as a candidate for Section Council, Political Economy of the World System section of the American Sociological Association in 2002.

Dr. Talbot received the American Sociological Association, section on Political Economy of the World System, Distinguished Book Award for Grounds for Agreement, 2005 as well as the Principal’s Research Award for Most Outstanding Researcher, Faculty of Social Sciences, 2005.

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**Dr Don Marshall**

**Senior Research Fellow, SALISB, CAVE HILL CAMPUS**

Don Marshall obtained a Ph.D in the field of International Political Economy from the University of Newcastle-upon-Tyne in the UK in 1996.

He is the author of a number of articles published in distinguished international academic journals, particularly in the field of development studies. Apart from contributing chapters in a number of books, in 1998 he authored Caribbean Political Economy at the Crossroads: NAFTA and Regional Developmentalism, published by Macmillan Press.

He continues to research and publish on the globalisation theme and his current research projects examine the scope and challenges of offshore financial services, export services, industrial policy, and legitimacy confronting regional governments.
Dr Gerry Rodgers

Gerry Rodgers is Director of the International Institute for Labour Studies. Earlier, he was Director of the ILO’s Policy Integration Department, where he managed a programme of research and policy development on integrated approaches to work and employment.

He was previously a member of the Director-General’s Cabinet and Transition Team, and was formerly Head of the Training Policies and Systems Branch in the Employment Sector, Director of the Multi-disciplinary Technical Team in Santiago, and Chief of the Programme on Labour Institutions and Development in the Institute. He has published widely on poverty, inequality, labour markets, employment and economic development, especially in South and Southeast Asia, in Latin America and in Europe.

Dr Jessica Byron

Jessica Byron holds a Ph.D. from the Graduate Institute of International Studies, University of Geneva, Switzerland. Her research interests include hemispheric integration, European-Caribbean relations, small states and the multilateral system. A citizen of St. Kitts and Nevis, she is a member of the Junta Ejecutiva of CRIES, a Steering Committee member of the Globalization Studies Network, a member of the Caribbean Studies Association, the Latin American Studies Association and the International Studies Association.


Dr. Roger Hosein

Lecturing at the University of The West Indies, St. Augustine Campus for a number of years Dr. Hosein has been a prolific writer, sharing his knowledge and research with the region and the world on Caribbean issues and the impact of global trade strategies on our small island economies.

His intense dedication to scholarship has brought recognition by many large corporations for whom he has completed studies. These include British Gas and Talsim in 2004, the European Union with Imani Development of South Africa also in 2004 and the preparation of many concept papers, including a paper, done earlier this year on ‘Development Options Open to CARICOM economies in the 21st Century’

Dedication to academia has not prevented his full participation in community life. The public service record speaks of a person with social service interests as well as interests directly related to his career development.
THE NEW OFFSHORING OF JOBS AND GLOBAL DEVELOPMENT

Global outsourcing has triggered a debate about the benefits and costs of globalization for developing as well as developed countries. Some claim that offshore production in both the manufacturing and service sectors has been extremely beneficial because it promotes economic efficiency and it spreads the gains of globalization to poorer, less developed, export-oriented countries.

Others argue that global outsourcing has led to a "race to the bottom" as developing economies struggle with one another to offer transnational companies the lowest operating costs, and the wages and benefits for workers in industrialized economies are under constant downward pressure because of the realities of global competition.

The ILO's 7th Nobel Peace Prize Social Policy Lectures on "The New Offshoring of Jobs and Global Development" address these arguments with bold new research on the most powerful countries and firms in the global economy.

The initial lecture provides an overview of the contemporary global labor market, and it highlights the great global job shift that affects production, service, and knowledge workers alike. A new typology of jobs is offered based on skills and position in global value chains, rather than type of industry.
In the *second* lecture, the trend toward increasing consolidation in the global economy is explored from both the vantage point of both countries and industries. China and India are among the main beneficiaries of this consolidation trend at the level of countries, and they raise concerns not only for workers in the advanced industrial economies, but also for the future of labor-intensive jobs in developing economies that must compete with China and India. The textile and apparel industry, which has generated more manufacturing jobs in developing countries than any other, is examined in detail to see how the removal of quotas on January 1, 2005 is likely to affect jobs in the many developing countries that were significant clothing exporters in the previous decades.

The *third* and final lecture examines the interplay between public and private governance in the global economy, with a particular emphasis on corporate codes of conduct that are intended to improve labor conditions and workers rights. Are these codes of conduct effective? Why have they spread so rapidly? What is the role of national governments and international organizations in enforcing labor codes and promoting worker rights in an era of expanded private governance?
DR. A.V. JOSE
HEAD
ECONOMIC DEVELOPMENT OUTREACH PROGRAMME, HLS

Prior to his current appointment, Dr. Jose headed the Labour and Society Programme of the Institute when he also managed a project on "Organized Labour in the 21st Century." Dr. Jose has a Ph.D. in Economics for the dissertation "Agricultural Labour in Kerala - An Historical and Statistical Analysis" prepared at the Centre for Development Studies, Thiruvananthapuram, India.

His specialization is in labour markets and he has published more than 30 studies on employment, wages and industrial relations in professional journals; contributed to and organized the preparation of several ILO publications, notably Poverty in Rural Areas, Limited Options: Women Workers in India and Organized Labour in the 21st Century...

PROF NEVILLE C. DUNCAN, PH.D.
DIRECTOR
SIR ARTHUR LEWIS INSTITUTE OF SOCIAL AND ECONOMIC STUDIES (SALIES), UWI, JAMAICA

Neville Duncan holds Ph.D. from Manchester University, England. He is currently Professor in Caribbean Policy Studies and the Director of the Sir Arthur Lewis Institute of Social and Economic Studies (SALIES), UWI, Jamaica. A political scientist, Professor Duncan has researched and published on Caribbean Government and Politics, political economy, poverty, community empowerment, and non-governmental organizations, and on issues of international relations.

He is the author/editor of several books or monographs and academic articles. Ongoing research is focused on Caribbean International Relations issues, Poverty Eradication, Good Governance, Local Government and Community Development. He has undertaken considerable scholarly work in governance, poverty and community development and has had important consultancies with several international agencies such as IDB, World Bank, OAS and UNDP.

DR. NOEL COWELL
DEPT OF MANAGEMENT STUDIES, UWI, MONA

Noel Cowell, PhD, pursued studies in economics at the University of the West Indies and the University of Toronto.

The UWI lecturer has written extensively on labour related issues, having several peer reviewed articles on Caribbean related labour environment. Dr. Cowell has also presented papers at significant conferences in the region. His most recently published works include: "Is work a four letter word? Work attitude and the myth of the lazy Jamaican worker" in Social and economic Studies, and "Tourism and Plantation Model: Dimensions of the worker Management Relationship in Caribbean Tourism" with Anne Crick in Journal of Eastern Caribbean Studies, both in 2004.
Kamau Chionesu, 'KC', obtained a B. Sc. in Economics, University of the West Indies, Mona, 1980 and his M. A., Economics, Penn State University in 1985. Mr. Chionesu lectures in the MBA and EMBA programmes at the University of the West Indies, where his skill at imparting his knowledge of research methods and data analysis is well acclaimed.

Having spent a lifetime in academia, Mr. Chionesu is currently completing his dissertation "Is economics education empirically adequate for national development? A philosophical enquiry into the relevance of economic theory and research method." Publications to his credit include 'Is profit a social good' and Rehabilitating Jamaica's Financial Sector and Goodbye Financial Crash, Hello Currency-Financial Crash?".

Dr. Roodal Moonilal
Researcher and Consultant

Dr. Roodal Moonilal is a freelance researcher associated with several regional and international labour study efforts and a Caribbean Industrial Relations advisory and advocacy consultant. Dr. Moonilal possesses a Masters of Arts Degree in Labour and Development (Scholarship) from the Institute of Social Studies in The Hague, the Netherlands and a Ph. D. in Development Studies. Dr. Moonilal, is also an Associate of the Geneva based management consultancy firm Hagen Resources International (HR). In 2003, he became one of the youngest professionals in the World to be included in the prestigious "International WHO IS WHO of Professionals for the period 2003-2004". A strong motivational speaker and social worker, Dr. Moonilal has served as Minister in the Ministry of Labour of Trinidad and Tobago and is currently a Member of Parliament.

Harry Husbands
Executive Director
Barbados Employers' Confederation

Harry Husbands is the Executive Director of the Barbados Employers’ Confederation. He is a trained teacher with UWI Teachers Certificate. He also holds a BSc in Public Administration from UWI and a Masters in Labour and Industrial Relations from Rutgers the State University of New Jersey USA.

He has been the President and General Secretary of the Barbados Union of Teachers and President of the Caribbean Union of Teachers. He has also worked for the Communication Workers of America Local 1034.

Mr Husbands represents the BEC on several boards and Committees and is the Employers' representative to the International Labour Conference. He is active in the International Organisation of Employers and currently serves as the 2nd Vice President of the Caribbean Employer’s Confederation.
**Mr Lloyd Goodleigh**

General Secretary  
Joint Confederation of Trade Unions

Lloyd Goodleigh obtained a B.A. in Political Science from the University of Portland and the M.P.A. (Master of Public Administration) from Portland State University. He has represented the Jamaica Labour Movement, Jamaica and the Caribbean on several regional and international consultations, conferences and meetings. Mr Goodleigh is the Worker Delegate (Jamaica) at the International Labour Conference. He has also served on several consultative committees for the Jamaican and Caribbean Labour Movements, with agencies such as the Inter-American Development Bank (IDB), the International Labour Organization (ILO), United Nations Development Fund (UNDP) and the Caribbean Development Bank (CDB). A former Senator of the Government of Jamaica, Mr. Goodleigh is also the immediate past President of the Caribbean Congress of Labour (CCL).

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**Mrs. Faith Innerarity**

Chief Technical Director  
Ministry of Labour and Social Security

Faith D. Innerarity is currently assigned as Chief Technical Director in the Ministry of Labour and Social Security. She previously served as Director Social Security (1996- March 2005). As a senior public servant working in the social sector for 26 years, she has contributed significantly to the development of social policies and programmes in Jamaica.

A Social Scientist with several years professional experience in social policy and development issues, she has also served as a lecturer in Sociology and Caribbean Family Life at the University of the West Indies and the Jamaica Theological Seminary and Caribbean Graduate School of Theology.

She is a doctoral candidate in the Centre for Gender and Development Studies, University of the West Indies (UWI), the institution from which she gained her MSc Sociology of Development and BSc Sociology (Hons). She also possesses a Post Graduate Diploma in Rural Development Planning jointly from the Hebrew Development Study Centre, Israel and the National Economic Development Institute, Philippines.

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**THE ILO Social Policy Lectures**  
(Endowed by the ILO's 1969 Nobel Peace Prize)

**The Background**

In memory of David A. Morse,  
Director-General  
ILO from 1948 to 1970

The ILO's contribution to peace through the promotion of social justice was internationally recognized by the award of the Nobel Peace Prize in 1969. In 1991, the Governing Body of the ILO
approved the use of the interest accruing to the Prize to endow a visiting lectureship on international social policy in memory of David A. Morse, the first post-war Director-General of the ILO.

**The Social Policy Lectures**

The Lectures are held every second year in a major university of the world with the three-fold aim of stimulating the interest of graduate and post-graduate students in international social policy; promoting academic work in areas of concern to the ILO in major universities; and encouraging greater dialogue between the academic community on the one hand and policy-makers, business and labour on the other.

The choice of venue is based on the academic standing of the university; on its interest in the subject in question; and on the desirability of regional rotation.

Lecturers could be distinguished academics, policy-makers, public figures, authors, journalists, business (wo)men or trade unionists. They are chosen from a country other than that in which the university is situated, thereby bringing an international dimension to the lectures. The choice of theme and speaker(s) is a matter for discussion between the university and the International Institute for Labour Studies of the ILO.

The majority of the lectures are delivered to the student community in a classroom setting. The final lecture is usually delivered in the context of a Round Table in order to relate the issues to the practical needs and policy requirements of the concerned country or region.

**Lectures to date:**


2. Theme "International Trade and Employment" the University of Chile in Santiago de Chile 1995.

4. Theme "Social Justice in the Global Economy". the University of the Western Cape, Cape Town, South Africa September 2000


6. Theme "New Forms and Meanings of Work in an Increasingly Globalized World; Tokyo 2003."
The University of the West Indies is a dynamic, international institution serving the countries of the Commonwealth Caribbean: Anguilla, Antigua/Barbuda, the Bahamas, Barbados, Belize, the British Virgin Islands, Cayman Islands, Dominica, Grenada, Jamaica, Montserrat, St. Christopher-Nevis, St. Lucia, St. Vincent and the Grenadines, Trinidad and Tobago and the Turks and Caicos Islands.

The University began at Mona, Jamaica, West Indies in 1948 as a College of the University of London. It achieved full university status in 1962. The Imperial College of Tropical Agriculture in Trinidad was converted into the St. Augustine Campus in 1961 and in 1963, a third campus was established at Cave Hill in Barbados. There is also a Centre for Hotel and Tourism Management in the Bahamas. University Centres in the non-campus countries ensure that a wide cross section of the population has access to a variety of educational resources and services and there is also an innovative distance education facility.

There is a strong emphasis on Caribbean issues making the UWI the ideal educational institution for local and international students with an interest in Caribbean society.

(Source: PR Office and the UWI web site)