



Caribbean

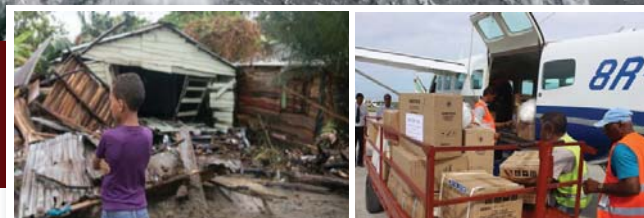
NEWSLINK

Newsletter of the ILO Decent Work Team and Office for the Caribbean

July - September 2017



Building resilience in the face of disaster



Severe weather incidents related to climate change poses an existential threat to the Caribbean small island States. This has been amply demonstrated this hurricane season by the monster storms experienced by the region. As early as 2013, the social partners, along with the Ministers of Labour, had voiced the urgent need to implement policies to mitigate these risks. Under the EU-funded Project, the Caribbean Employers' Confederation organized training activities across 15 countries to develop and strengthen business continuity plans as well as to provide this technical advisory services and other services that can be offered to members before, during or after a disaster.

Just five days before Hurricane Maria hit the island of Dominica, the members of the Dominica Employers' Federation hosted a training Workshop for its members, during 12-13 September, 2017 on Business Continuity and Disaster Management. At the opening session, Matthew Leblanc, Labour Commissioner, delivered the keynote address. He underscored the importance of preparing ahead of natural disasters, both at the policy level and in terms of emergency plans, to guide business operations in the aftermath of a catastrophic event and to assist early recovery.

Working with its tripartite constituents – governments and employers' and workers' organizations - the ILO encourages an employment-centred response to disasters in an approach which seeks to address immediate needs guided by a long-term vision of building the resilience of societies through risk management and mitigation strategies that integrate policies for decent work as provided for by ILO Recommendation No. 205. The ILO Office for the Caribbean has reached out to the affected countries and is mobilizing resources to respond appropriately to the needs identified. The ILO pledges its support in the recovery and reconstruction process to ensure that those communities build back better and with greater resilience.

EMPLOYERS' ACTIVITIES

Ms Vanessa Phala, Senior Specialist for Employers' Activities, ILO DWT and Office for the Caribbean, also presented opening remarks and outlined key objectives of the workshops being conducted in several Caribbean islands. "We are happy to bring this workshop to Dominica after conducting the same first in Grenada and then in The Bahamas. The lessons learnt were tremendous and can be applied here," said Ms Phala who also facilitated a session where participants discussed and ranked their business resilience to disasters.



Workshop participants during session

The opening ceremony also included remarks from Mr Benoit Bardouille, President of the Dominica Employers' Federation and Mr Francis Emanuel, Director of the Caribbean Employers' Confederation.

Executive Director of Dominica Employers' Federation, Mr Achille Joseph, on presenting the Employers' perspective on Business Continuity said, "In any natural disaster affecting our country, employers will be expected to bear a major part of the cost of the post-disaster and clean-up campaign".

Mr Cecil Shillingford, Disaster Management Consultant, presented on the role of the Office of Disaster Management and shared an overview on the impact of natural disasters in Dominica and the region. The ILO and the CEC also partnered with Mr Robert Teelucksingh, Senior Consultant and Director of Tee Luck Singh and Associates Limited, who facilitated the workshop and led participants through the process of developing and implementing a disaster management plan.

According to Mr Teelucksingh, "The purpose behind the Business Continuity Programme is to enable organizations to create strategies to mitigate the

hazards associated with the impact of disasters, and to improve their chances to continue to operate after the disaster."

Participants eagerly completed several exercises aimed at assisting them in designing a business continuity plan. They learnt how to set up a planning committee, conduct risk assessments, and business impact assessments. Mr Teelucksingh will be providing post-workshop assistance to members of the Dominica Employers' Federation in drafting and reviewing business continuity plans.

Most participants indicated that while they have disaster plans in place, they realized, based on the information provided during the workshop, that their plans were not comprehensive. Ms Heather Reid of insurance company NAGICO said, "I realised that much more information was required in our plan especially with respect to continuity". Checking back with Mr Irwin Rene of Springfield Trading Ltd in light of recent events, he noted that the experiences with Hurricane Erika and Irma and his participation in the training workshop is enough motivation to encourage management to go above and beyond in their preparedness.

This training on BCP is scheduled to take place in the following countries during the last quarter of this year.

- Saint Lucia - 18 October;
- Barbados - 20 October;
- St. Kitts and Nevis – 7 November;
- Suriname – 13 November;
- Jamaica – 17 November; and
- Belize – 21 November.



Vanessa Phala, ILO Employers' Activities Specialist, addressing the Workshop

Employers focus on improving human resource management

The ILO, in partnership with the Saint Lucia Employers' Federation and Antigua and Barbuda Employers' Federation, supported a three-day Training of Trainers (ToT) session on Human Resource Management and Employment Relations in the countries of Saint Lucia and Antigua and Barbuda respectively.

Dr Noel Cowell of Mona School of Business and Management facilitated the workshops. Dr Cowell said "As a pragmatic division of an academic research institution rooted in the Caribbean, we are happy to engage directly with business stakeholders. We are sharing best practices with those who shape how human resources are managed in the country. We see our involvement in training as an investment in the development of successful, stable and sustainable Employment Relations which will ultimately affect the bottom line."

The goal of the workshops was to review the draft training manual and customize it for both countries. The first workshop was held in Saint Lucia from 7-9 August 2017 while the second was held in Antigua and Barbuda from 22-24 August 2017. Ms Vanessa Phala, Senior Employers' Activities Specialist, ILO DWT and Office of the Caribbean, participated in the workshop in Antigua and Barbuda and contributed to the review of the training material while sharing best practices to improve the material.

The ToT programme comprised interactive presentations, small group discussions, case analysis and active review, summary and consolidation. The trainers from both countries are expected to conduct training for members of their respective Federations on



Dr Noel Cowell, Mona School of Business and Management, addressing the Workshop participants

Human Resource Management and Employment Relations. The aim is to support broader understanding of human resources and employment relations amongst employers and ensure proper application of legislation. Correct application of employment legislation would lead to better management of human resources and promote better interaction between employers and workers.

Ms Arlene Martin, Executive Secretary of Antigua and Barbuda Employers' Federation said, "Antigua and Barbuda's economy is very much reliant on financial services and tourism. In these sectors in particular, we need to ensure the highest levels of efficiency and customer service so it is up to us as employers to ensure that our staff are well trained to deliver good service consistently. This training empowers us to nurture good human resource practices thereby promoting good employment relations among our membership."

The ILO's support is meant to strengthen the Federations' capacity to provide relevant services that respond better to members' needs. The Federations indicated that they believe that the training is critical and will add value to their work and facilitate a better understanding of the evolution of human resources management and employment relations and what strategies employers can implement to achieve better outcomes.

Mr Joseph Alexander, Executive Director of Saint Lucia Employers' Federation noted that, "Human Resource Management is about ensuring that employees have the tools to perform at their best. We want to ensure that our employees take pride in their jobs after all they are the best brand ambassadors of any company. If our employees are dissatisfied, then it will affect how they treat with customers. That is why this training is so important and we are happy that the ILO has partnered with us to develop this valuable training material."

ILO participates in consultation on private security services for T&T

The Ministry of Labour and Small Enterprise Development (MoLSED) of Trinidad and Tobago held a national stakeholder consultation on the Private Security Services industry on 30 August 2017. ILO representatives were invited to bring remarks and participate in the panel of experts.

The forum marked an important step in addressing employment and working conditions of private security officers, for whom protection and regulation remain partial. The private security industry as a whole is considered unregulated. Currently the legislation specifically for private security employees, the National Minimum Wages Order of 2014 and the Minimum Wages (Security Industry Employees) Order of 1995, regulate their minimum wages, hours of work, overtime and meal and rest breaks. The Supplemental Police Act provides that the Estate Police Association (EPA) negotiate the terms and conditions of employment of its members, but the Supplemental Police Act covers only precepted officers. There is no legislation that specifically regulates private security companies.

Minister of Labour and Small Enterprise Development, Senator the Honourable Jennifer Baptiste-Primus said, "Security officers are human beings. They deserve to be treated with respect. We therefore must reform the outdated laws to bring equity to this sector. I am committed to ensuring that we bring change to this sector so that our security workers can enjoy decent work, live a decent life and raise their families."

Deputy Director of the ILO DWT and Office for the Caribbean (ILO-DWT/O) Ms Dagmar Walter, addressed the audience saying, "Law alone cannot do the job. The exact provisions and levels of protection must be the product of social dialogue. What you want to achieve is a balance between social protection and the economic and competitiveness requirements. This requires coming to the negotiating table and being guided by relevant International Labour Standards and outcomes of the International Labour Conference, which are resulting from thorough and sometimes hard tripartite debate."

Mr Shingo Miyake, Labour Law and International Labour Standards Specialist, ILO-DWT/O, participated in the panel discussion alongside Mr Farouk Mohammed,

Senior Labour Inspector of the MoLSED and Steve Smart, Estate Police Association. In his presentation, Miyake outlined the main provisions of international labour standards on wages including minimum wages, hours of work, overtime and meal and rest breaks, the matters covered by the Minimum Wages Orders. He then expressed his hope that private security workers would be covered under the basic terms and conditions Act, on which a series of national tripartite consultations was ongoing. Under an Act like this, private security workers would enjoy comprehensive and systematic protection. He concluded that in addition to legal regulation and protection, better representation, particularly for non-precepted private security employees, was needed. He also said that a consultative forum consisting of all stakeholders including private security employees and employers should be created for social dialogue in the private security industry.

ILO's Deputy Director added, "Social dialogue, including collective bargaining, is absolutely essential and we have a lot to learn on how to do this better, more effectively and more efficiently."

Many private security companies, trade union representatives, security officers and interested members of the public turned out and seized the opportunity to express their views about what is needed within the sector. There were calls by representatives of several security companies in attendance to level the playing field in light of a trend of unfair competition in local tenders by companies which did not respect the minimum standards and the current industry practices, and consequently undermined the market. They also advocated for a standardized system of training.

Several trade union representatives noted that workers, and particularly migrant workers, were exposed to exploitation in this sector due to the lack of regulation and that certain companies operate at the expense of decent employment and working conditions of their workers. They expressed their support for legislation, for instance by amending the Supplemental Police Act or by introducing new legislation, and the requisite enforcement to specifically regulate this sector which provides not only employment for roughly 50,000 persons according to a UN Report dated 2016, but also provides a sense of safety and security to the citizenry.



From L to R: Sangeeta Boondoo, Senior Legal Officer, Ministry of Labour and Small Enterprise Development (MoLSED); Natalie Willis, Permanent Secretary (Ag.), MoLSED; Senator The Honourable Jennifer Baptiste-Primus, Minister of Labour, MoLSED; Dagmar Walter, Deputy Director, ILO DWT and Office for the Caribbean



ILO supports partnership on Apprenticeship

“There are no reported cases of child labour in Trinidad and Tobago but this does not mean that it does not exist,” said Minister of State in the Ministry of Education, Dr the Honourable Lovell Francis. He was speaking at the opening ceremony of a two-day seminar titled: School-to-Work Transition for the Prevention of Child Labour held at the Ministry of Education Tower in Port-of-Spain, Trinidad and Tobago on 27 July 2017. This seminar, which was organized with the collaboration of the Ministry of Labour and Small Enterprise Development and the Ministry of Education, was undertaken as part of the ILO-Brazil South-South Cooperation Programme, with funding provided by the Government of Brazil. The South-South Cooperation Programme was launched as part of the Brazilian support to the “Regional Initiative - Latin America and Caribbean Free of Child Labour”. The objective is to share the innovative and successful Brazilian experience with apprenticeships.

“Well-designed apprenticeship programmes are a key instrument for transitioning from the school system into the world of work, while upholding the rights of children and preventing the early and illegal entry of children into the labour force,” said Ms Claudia Coenjaerts, Director, ILO DWT and Office for the Caribbean which has been facilitating arrangements on behalf of ILO- Brazil. “We are therefore grateful to our Brazilian experts for having agreed to share their insights about the key elements of legislation, inspection, curricula design and student management”.

Experience shows that work-based learning, and specifically apprenticeships, is highly relevant in supporting successful school-to-work transition. The Brazilian experience proves that an enabling environment, which allows for successful investment in education and guarantees a smooth transition to work, does indeed play a role in reducing the likelihood of children engaging in child labour. It also proves that effective multi-dimensional responses may deliver big dividends; these stakeholders include actors from the education sector active in the identification, planning, implementation, monitoring and evaluation of training, labour administration responsible for inspections as well as civil society and private sector actors.



Members of the Brazilian Delegation chat with local participants

The Regional Initiative is a platform for inter-governmental cooperation which embraces the active participation of employers’ and workers’ organizations. In all of its forms and throughout its research, knowledge sharing, capacity enhancing and advocacy activities, the Regional Initiative represents a commitment by the Caribbean and Latin



43rd meeting of the ILO/ CINTERFOR Technical Committee

ILO: Reinventing vocational training to face the future of work

The fast paced transformations in the world of work prompt reinventing of professional training in Latin America and the Caribbean. The aim is to bridge gaps and anticipate changes that affect those seeking employment, as much as the businesses interested in filling vacancies, and are fundamental for continued, inclusive and sustainable growth, according to the ILO in a meeting which took place from 9-11 August 2017 in San Jose, Costa Rica.

“In order to face the great challenges presented by the future of work, it is fundamental to promote debate and convince decision-makers to reinvent this formidable tool which is professional training and link it to productive development policies”, said the ILO Regional Director for Latin America and the Caribbean, Mr José Manuel Salazar-Xirinachs, who participated in the inauguration of the meeting which brought together delegates from 23 countries.

Mr Hassan Ndahi, Skills and Employability Specialist, ILO DWT and Office for the Caribbean, attended the conference along with Caribbean delegates from Barbados, Jamaica, and Trinidad and Tobago. Jamaican delegate, Ms Christine Gittens, Executive Management Specialist of the HEART Trust/National Training Agency participated in a panel discussion on Quality Apprenticeship.

Mr Steve Arman, Chief Executive Officer, National Training Agency, Trinidad and Tobago, is of the view that “The world of work is changing rapidly. New

skillsets are required in emerging jobs therefore the vocational training programmes need to keep pace in order to prepare our youth in particular to fulfil the requirements of the job market and to be able to create employment opportunities for themselves.”

The discussion on the future of professional training took place in the context of the 43rd meeting of the ILO/Cinterfor (Interamerican Centre for the Knowledge Development in Professional Training) which brings together specialized organizations involved in training and human resource development in Latin America, the Caribbean, Spain and Cape Verde.

Mr Salazar pointed out that “the accelerated process of current transformation finds the region exposed to new factors of change and an uncertain demand for unprecedented occupations”. He added that “in the space of one generation, we will be witnessing a massive obsolescence of many traditional skills due to digitization, robotization and artificial intelligence, among other phenomena, as well as the emergence of new requirements of skills and competencies”.

“Professional training is facing one of the most profound changes in its history. Twenty-first century jobs require skills and competencies of a more complex nature (technical, digital, and soft skills) and challenge the systems of education and vocational training, not only to be up-to-date, but to anticipate new requirements and offer life-long learning”, he added.



Caribbean Delegates to the Meeting, L to R: Mr Steven Arman, CEO Trinidad and Tobago NTA; Mr Hassan Ndahi, ILO; Mr Henderson Eastmond, CEO, TVET Council Barbados; Ms Christine Gittens Executive Management Specialist, HEART Trust NTA; and Mr Henderson Thompson, Director Barbados Training Board

The ILO Regional Office and ILO/Cinterfor presented a document titled “The future of professional training in Latin America and the Caribbean: Diagnostic and general guidelines for its strengthening”. The document posits that professional training as an activity has a history of over 70 years in the region, and as such, is well institutionalized.

Ndahi explained, “We need to adopt a futuristic view of vocational training, while taking stock of where we are currently. There are obvious challenges with regard to productive development, employment and employability in the Caribbean region. It is not enough to have a job. People want decent work and want to exercise the skills that they have been trained in. The question is are we ensuring that our education system is equipping youth with skills for the future workplace?”

The document presented at the conference indicates that in Latin America and the Caribbean, in spite of the increase in school attendance, international data reveals important lags in the development of basic skills in mathematics, reading and sciences. Also, there are large gaps in the area of vocational training. According to the document, for example, “in the region, only one out of every nine workers receives some type of training (education or capacity-building) during the course of a year, while in the countries of the Organization for Economic Cooperation and Development (OECD) these figures average over 50%.”

The existence of large gaps in skills, both quantitative and qualitative, is evident. Many companies in the

region are experiencing difficulties in filling vacancies and finding personnel with adequate technical and soft skills. This suggests a serious imbalance between supply and demand, given the high levels of unemployment and underemployment of youth in particular.

According to Mr Henderson Eastmond, Executive Director, TVET Council Barbados, “The document presented is very useful as it provides recommendations that can be used to guide strategies aimed at modernizing and strengthening vocational training. This is something we can apply back home.”

Among the topics addressed in the document are: Alignment with policies of productive development and technological changes; the provision of stronger support for social dialogue; adequate regulatory frameworks and sufficient resources; improving the quality and efficiency of systems; boosting apprenticeships or “quality learning” that uses companies as a learning space; improving the articulation with employment services; as well as promoting equal opportunity.

For more information please visit:

Report: The future of vocational training in Latin America and the Caribbean: Overview and strengthening guidelines: <https://www.oitcinterfor.org/en/node/7056>

43rd meeting of the ILO/Cinterfor Technical Committee: <http://www.oitcinterfor.org/en/node/7016>



ILO and UN team up in support of Results-based management

On July 20 2017, the ILO was part of the UN team who assisted the Surinamese Government in the capacity building seminar on results-based management and planning hosted in Paramaribo, Suriname. The objective was to equip and empower Surinamese technocrats to design a work plan according to results-based management principles.

“What we are aiming to achieve is a solid overall coherence of the national plan and the Ministerial plan. Good results begin with good planning. Of course no plan is fool proof and by their very nature plans will be constantly adjusted. Particularly important appears to be the sound costing of the activities and the utilization of clearly defined time-bound indicators. As such those involved in monitoring will be able to track progress more easily”, said Mr Rei.

After assessing current gaps and training needs, the Planning Office of Suriname approached the UN Resident Coordinator for assistance in carrying out a workshop dealing with (i) the results-based management method, (ii) familiarizing planning units within Ministries (the new national Development plan institutes planning units within each Ministry) with the new format and method that will be used in the preparation of the ministerial annual plan 2018 and, (iii) the operationalization of work relations between ministries.

The UN agencies in Suriname provided expert facilitators who conducted an introductory session on results-based management. Mr Rei, Employment and Labour market specialist, represented the ILO and discussed with national stakeholders a previously prepared draft work plan for 2018 for the Ministry of Labour.

Successful SCORE Pilot Programme in Suriname

The ILO in collaboration with the Suriname Trade and Industry Association/ Vereniging Surinaams Bedrijfsleven’ (VSB/STIA) organized a pilot programme of the *Sustaining Competitive and Responsible Enterprises* (SCORE) productivity tool in Suriname over the period 27 June - 14 July 2017.

SCORE is a modular training programme that focuses on developing cooperative relations at the workplace. The five SCORE modules cover workplace cooperation, quality management, clean production, human resource management, and occupational health and safety. The pilot programme included both the training of trainers and enterprises (TOT/E) and emphasis was placed on a short version of SCORE where all five modules were introduced.

The need for the introduction of SCORE was decided in 2016, when the VSB/STIA collaborated with

the ILO and the Competitiveness Unit Suriname (CUS) and organized a series of workshops to raise awareness about productivity challenges in Suriname, and also to emphasize the importance of having improved productivity at all levels. This was considered necessary because Suriname is one of the countries in the Americas that scores the lowest in terms of productivity.

Following the interest showed in SCORE by the tripartite participants of the workshops, the ILO, in December 2016, sent a delegation consisting of Mr Kelvin Sergeant, Specialist, Sustainable Enterprise Development and Job Creation and Ms Olga Orozco, International Expert on SCORE, to Suriname to formulate a project for the implementation of the SCORE productivity programme in 2017. It was then decided that in order to ascertain the success of a SCORE intervention in Suriname, a pilot programme or “teaser” on the training of trainers and enterprises

(TOT/E) would be undertaken in anticipation of a larger project.

SCORE Global Master Trainer, Mr Jayantha de Silva, was then invited to conduct the training which targeted staff of STIA/VSB and the Competitiveness Unit Suriname (CUS), and ILO provided the necessary funding for the pilot. After a number of baseline visits were carried out, trainers were prepared for the training of enterprises which was conducted on 4-5 July 2017. The companies involved in the pilot produced rum, soaps and detergents and peanut butter, while one firm was involved in printing.

The pilot, a first for the Caribbean region, was deemed successful at a review Mission on 14 July 2017. Mr Steven Mac Andrew, VSB/STIA Director expressed his satisfaction with the progress made on the pilot project and indicated that he looked forward to having more companies in Suriname involved in SCORE.

National Productivity Workshop held in The Bahamas

In fulfilment of its mission to foster good industrial relations between employers and employees, while promoting high levels of employment the Department of Labor of the Bahamas facilitated a two-day “Productivity Legislation Workshop” from 20-21 September 2017. The workshop, sponsored by the ILO and the National Tripartite Council, brought all social partners to the table to discuss the state of productivity and competitiveness in The Bahamas. Social partners included officers of The Bahamas Department of Labour, as well as participants from various trade unions, The Bahamas Chamber of Commerce and Employers’ Confederation, corporations and other local stakeholders.

At the Opening Ceremony there were brief remarks from representatives of each pillar of the National Tripartite Council including: Mr Bernard Evans, President of the National Congress of Trade Unions Bahamas (NCTUB); Mr Peter Goudie, Bahamas Chamber of Commerce and Employers’ Confederation (BCCEC); Mr Tyrone “Rock” Morris, Secretary General, Commonwealth of The Bahamas Trade Union Congress (CBTUC); and Mr Kelvin Sergeant, ILO Specialist for Sustainable Enterprise and Job Creation.

President of the NCTUB, Mr Bernard Evans remarked that after more than 20 years of advocacy for implementation of the Productivity Council in The Bahamas, there is hope of saving a generation of unskilled, unprepared working



Dion Foulkes, Minister of Labour, Bahamas (left), in discussions with Kelvin Sergeant, ILO Specialist

Bahamians who are ill-equipped to compete regionally and internationally. He noted that the workshop aimed to bring together key stakeholders from the various sectors to strategize on improving productivity and competitiveness with special focus on the private sector and to develop a National Action Plan for Productivity Development in The Bahamas. Mr Evans suggested that the Plan should outline priority performance areas, key performance indicators on all islands as well as focus on a system for monitoring performance and assignment of responsibilities to all stakeholders. Furthermore, he suggests that a Bahamian organization of Productivity Agents be established to promote the development of productivity and performance-related activities in order to facilitate regional and international competitiveness and sustainability in production of goods and services. This is expected to improve the quality of life for workers and citizens alike. According to Mr Evans, legislation is a starting point and it is hoped that the Government will commit to putting the necessary legislation in place to kick-start the process.

Similarly, Mr Kelvin Sergeant, ILO Specialist, was pleased that productivity had become a buzzword in The Bahamas in recent years. He was encouraged by the broad range of voices – from politicians and business groups, to economists, academics and unions – speaking in unison about productivity and what should be done to boost performance. He noted that in order to accelerate productive growth in The Bahamas, there is need for a country-specific mix of policies aimed at creating a conducive environment for sustainable



Kelvin Sergeant, ILO Specialist (right), receives a token on behalf of the Workshop group

EMPLOYMENT PROMOTION

enterprises, building human capital by enhancing education and training initiatives including technical and core skills, encouraging the application of decent and productive workplace practices, addressing sector-specific challenges, promoting environmentally-friendly technology and ways of doing business. He invited frank discussions on the importance of performance and addressing productivity challenges in The Bahamas. Another area of focus was the interventions required at every level of productivity improvement, including the need for legislation to establish a national productivity council.

The Minister of Labour, Senator the Hon. Dion A. Foulkes thanked ILO Director Claudia Coenjaerts and Kelvin Sergeant, for their exceptional job in executing the mandate of the ILO in the region. Minister Foulkes stated that the Government of The Bahamas cannot achieve the goal of increasing economic growth through National Productivity on its own, and so congratulated the organizers of the workshop and pledged the Government's full commitment to continue to work with the ILO, the National Tripartite Council and all of the social partners to fully implement a National Productivity Council.

ILO conducts tripartite Workshop on contract labour and NSE in Guyana



Constituents in Guyana gathered on 21 September 2017 for a tripartite workshop on *contract labour* and *non-standard forms of employment (NSE)*. This workshop was organized in response to a request made by the tripartite participants during the discussions of the Decent Work Country Programme (DWCP) at an earlier stage.

The workshop brought together 17 participants including representatives from the Consultative Association of Guyanese Industry (CAGI); the Federation of Independent Trade Unions of Guyana (FITUG) and the Guyana Trade Union Congress (GTUC). Government agencies were also represented including: the Labour Department; Cooperatives Department; Guyana Geology and Mines Commission; the National

Insurance Scheme; the National Bureau of Standards; the Ministry of Business; and the Ministry of Social Protection.

ILO Senior Specialist for Social Dialogue and Labour Administration, Rainer Pritzer, introduced the topic which is often coined simply as contract labour, although the issue is much larger and complex. While labour laws generally regulate standard employment, many new forms and *non-standard forms of employment* have emerged over the last decade or so, often to circumvent or avoid obligations arising from labour laws and other legislation. Pritzer explained, "New forms of employment arrangements often create more flexibility for workers and employers alike, however, we

have to be adamant that workers are not left without protection and face large decent work deficits."

The workshop discussions brought to the fore that a wide range of *non-standard forms of employment* exists in Guyana, going far beyond the often cited *contract labour*. Considerable decent work deficits were identified, having short- and long-term implications for individual workers, for employers and also for society. Participants agreed that flexibility and security need not exclude each other and that all parties had a role to play in ensuring an appropriate approach to these new work arrangements.

It became evident for the participants that "Decent Work for All" is not a static concept but requires permanent monitoring and adaptation in line with the ever-changing world of work. Those who participated in the DWCP validation workshop held the previous day, grasped even more poignantly the necessity of the DWCP and were ready to explain to other participants its thrust and dimension and the importance of its implementation.

The clarification of this growing phenomenon is related to the larger debate on the informal economy in the Caribbean and throughout the world.

A photograph showing a woman in a grey t-shirt speaking into a microphone at a roundtable workshop. Other participants are visible in the background, some looking at a laptop screen. The setting appears to be a meeting room or conference hall.

Roundtable Workshops on MNEs and National Development

Promoting youth employment in Jamaica

From 10-11 July 2017, the ILO, in collaboration with the Jamaican Employers' Federation (JEF), conducted roundtable tripartite discussions in Jamaica on the role of the revised Multinational Enterprises (MNE) Declaration and linkages with a view to job creation. The MNE Declaration's approach to social and labour issues has directly influenced and guided policies of international and regional organizations, as well as many multi-stakeholder initiatives and codes of conduct of enterprises of all sizes and structures.

Some thirty participants took part in the workshops which targeted global and local hotel chains and other stakeholders that play an important role in generating employment in the tourism sector. The four workshops organized in Kingston and Ocho Rios were a continuation of work which began during the last biennium and which focused on opportunities and challenges in promoting decent work in the hotel and tourism sector through MNEs and Foreign Direct Investment (FDI), and enhancing business linkages with Small and Micro Enterprises (SMEs) in the local economy for promoting youth employment.

At the first national level dialogue involving ILO tripartite constituents Mr David Wan, President of JEF, stressed the importance of MNEs in the hotel chains operating in Jamaica and the need for better linkages with the rest of the business sector, and notably with the SMEs. He also

noted the timeliness of the subject and the need to promote responsible and sustainable business with ILO support. Mr David Cox, Chief Technical Director, Ministry of Labour and Social Security who represented the Minister, underscored the importance of the MNE Declaration. He thanked the ILO for its assistance in promoting sustainable and responsible enterprises which ensures that Jamaica remains at the forefront of achieving the Decent Work Agenda through dialogue. Representing the Jamaican Confederation of Trade Unions, President Helen Davis-Whyte, pointed out that while the workers welcomed investment in the hotel and tourism sectors, they must observe the rules and regulations laid down in Jamaica. She discussed the role of social dialogue in the development of the country's national development plan (Vision 2030), and added that foreign direct investment is important for economic growth but that it must recognize the Decent Work Agenda; investment attraction cannot come at the cost of jobs.

Ms Yukiko Arai from ILO Geneva presented on 'Integrating ILO standards to Enterprise Culture: A social responsibility and a competitive advantage' which included the global trends on corporate social responsibility (CSR), a briefing on the 2017 revised MNE Declaration, as well as international experiences in engaging with business to advance Decent Work. Ms Renay Johnson

presented the key findings and recommendations from the study undertaken in 2015 as an input to the discussions aimed at identifying the employment and labour market challenges faced by the industry, the 'skills gap' and barriers to increasing local sourcing.

The workshops concluded with an agreement amongst the ILO tripartite constituents and participants to establish a National Focal Point (Tripartite NFP) to address MNE-related issues. Mr David Cox of the Ministry of Labour and Social Security proposed that the Jamaica NFP could be considered as building on the existing Labour Advisory Council.

Participants also concurred on the need for reviewing existing Government policies and initiatives to promote greater business linkages within the country. Speed marketing and speed networking, a linkages hub, and strengthening the capacity of the education and skills training institutions are among the priority issues placed on the agenda for which a work programme can be developed.

Hotel representatives found the discussion useful in that common issues confronting the industry were discussed in a *safe space for dialogue*. They valued the ILO tools made available during the events and expressed interest in continuing to engage with the ILO through future dialogue opportunities.

Fishing for solutions through the ACP Plan of Action



Senior Government officials from 55 fish-exporting countries of the Africa, Caribbean, and Pacific (ACP) Group met from 20-21 September 2017 in The Bahamas to assess the ACP Strategic Plan of Action for fisheries and aquaculture, and to discuss joint approaches to boost these sectors in a sustainable manner. The ACP Strategic Plan of Action on Fisheries and Aquaculture was adopted in 2012, and serves as a guide to coordinating actions for at least 60 member states across Africa, the Caribbean and the Pacific which export fisheries and aquaculture products. The Plan was initially consented for a five-year period, however implementation was later extended to 2020. There are five main areas of focus:

- (i) Effective management for sustainable fisheries;
- (ii) Promoting optimal returns from fisheries trade;
- (iii) Supporting food security;
- (iv) Developing aquaculture; and
- (v) maintaining the environment.

In her contribution to the roundtable panel discussion addressing the Ministerial session, Ms Claudia Coenjaerts, Director of the ILO DWT and Office for the Caribbean elaborated on working conditions in the fishing sector, the ILO Convention No. 188 and the relation of working conditions to illegal unreported and unregulated fishing and migrant fishers. Given the unique circumstances of fisherfolk, they have been the subject of Conventions to protect them since early ILO days. Convention No. 188 is a consolidated version of prior labour standards addressing their contemporary working conditions. An accompanying Recommendation (No. 199) was adopted along with it and provides further guidance on implementation. Coenjaerts explained, “The overall purpose of this convention is to strengthen decent work in the fishing sector and to develop a global standard that provides comprehensive protection for fishers, yet it offers flexibility needed to ensure a maximum number of countries would be able to ratify it.”

After thorough discussions, including on a number of presentations from regional and international agencies and development partners, the senior officials agreed on various recommendations which were submitted for endorsement to the 5th Meeting of ACP Ministers for Fisheries and Aquaculture later in the week.

Value Chain Analysis completed in Guyana for mango and hot pepper

A key outcome of Guyana’s Ministry of Business’ Strategic Plan 2016-2020 is to “increase value added production and exports through the development of a National Export Strategy and an Enhanced Quality Infrastructure”. In order to achieve this goal, the Government of Guyana sought ILO’s support to analyze its vegetable and fruit sectors in order to identify growth and export potential. The analysis also sought to address the underlying constraints that might hinder productivity enhancement and sector growth.

The research team undertook a process of selection using inclusion and exclusion criteria which led to the identification of two value chains targeted for promotion: mango and hot pepper. Both showed strong potential for export-led growth and diverse processed product lines with scope for expansion; good potential to support development objectives through the inclusion and formalization of SMEs and the creation of employment; and feasibility to intervene with interested and able private and public-sector actors.

Subsequently, high level dialogue was held with major stakeholders to identify areas of under-performance in the value chains. This led to an identification of three supporting systems for further analysis - finance, market research and product development.

A final market analysis report focussed on bottlenecks and constraints in the supporting functions and rules regarding the mango and hot pepper value chains. The report will help to inform the strategy and budget for Ministry of Business in the coming year and will form a key part of the National Value-Added Export Strategy (NVAES) and the Export Competitiveness Plans (ECV), which are flagged for development within the Ministry of Business’ Strategic Plan 2016-2020. The recommendations of the analysis will also provide a basis for how Guyana can diversify its economy with inclusive value-add initiatives.

ILO hosts workshop to help countries fulfil reporting requirements on ILS

The ILO hosted a workshop in Guyana from 13-15 September 2017 to boost the capacity of Government officials to effectively plan, prepare and write national reports on International Labour Standards.

Government officials from 13 Caribbean member States attended including: Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Lucia, Saint Kitts and Nevis, Saint Vincent and the Grenadines, Suriname, and Trinidad and Tobago. Additionally, there were representatives from Guyana Trades Union Congress and one representative from the Consultative Association of Guyana Industry.

According to Mr Shingo Miyake, ILO Specialist on International Labour Standards and Labour Law, and key facilitator, “The training allowed participants to learn or refresh their memory on the reporting procedures for International Labour Standards (ILS). We have noticed that countries have real challenges with reporting, especially reports on the implementation of ratified Conventions, which are the main ones. We recognize that labour departments tend to be small and simply do not have sufficient human resources to prepare the ILS reports. ILO assists so they can work more efficiently.”

This workshop was co-facilitated by Ms Marcia Rampersad, Programme Manager at the United Nations Development Programme (UNDP) and former Head of the International Affairs Unit of the Ministry of Labour and Small Enterprise Development of Trinidad and Tobago. In this capacity, she coordinated the preparation of reports on ILO Conventions.

For this workshop, the ILO specially targeted the Government officials who coordinate reporting to the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR). The results of the Committee’s examination are compiled into a report submitted to the International Labour Conference (ILC) annually in Geneva, Switzerland. There are a number of national reports which countries are required to submit, however late submission, and in some cases non-submission, are a recurrent challenge. This training addressed these issues.



Shingo Miyake, ILO addressing the Workshop

“When countries fail to submit national reports they miss a golden opportunity to provide important information on their progress in implementing ILO Conventions and Recommendations. Timely reporting to the ILO opens the door for useful feedback from the Committee of Experts. When countries submit their reports on time, there can be in-depth discussion by the Committee about how they are fulfilling their obligations and suggestions for better implementation of the Conventions and Recommendations. Countries could use this feedback and recommendations to improve their law and practice, and these improvements can be further reported. There would then be a positive cycle of dialogue”, explained Miyake.

The workshop not only delivered knowledge and techniques to the participants, but it also allowed for sharing of experiences. This was achieved through a combination of various methods including: Lecture, simulation, group work, presentation and discussion which made the sessions interactive and participatory. Participants practised writing reports starting with analyzing the comments of the CEACR. An important element of the Workshop was the Training of Trainers approach (ToT) which aimed to transfer the teacher-trainer skillset to those present so that they can in turn train other officials upon their return to their respective countries. The last day of the workshop was entirely dedicated to this purpose and participants left empowered and equipped to deliver what they have learned to their respective offices.



SLTUF explores child and forced labour issues

The Saint Lucia Trade Union Federation (SLTUF), with support from the ILO Office for the Caribbean, convened a workshop during 3-4 July 2017, with a view to developing members' awareness and a trade union agenda around the issues of child labour, forced labour and trafficking. Twenty-three persons, representing seven SLTUF affiliates as well as the National Workers' Union (NWU) participated. Eight women participated in their capacity as shop steward or member of their union's executive.

The participants were introduced to the role of trade unions in standards-setting at the ILO and to the ILO Supervisory System, its operation and benefits. The workshop further examined the child labour standards and learned to identify what constitutes child labour. The ILO Conventions concerning forced labour were also presented and Protocol 29 was examined closely. These sessions were facilitated by the ILO Specialist for Labour Law and International Standards, Mr Shingo Miyake.

The session on Saint Lucia and Human Trafficking was facilitated by Sgt. Lionel, Sgt. Ferdinand and WPC Augustine, who formed the unit in the police force responsible for following up on trafficking cases. With their first-hand experience in country, the officers were able to demonstrate to the unionists that human trafficking was a reality in the Saint Lucian society and the difficulties encountered in getting a successful prosecution. Even

though the legislative framework and the implementing bodies have been established to deal with trafficking, it was noted that the mechanisms to deal with the care and protection of victims of trafficking were inadequate. The officers also provided indicators which could signal that a person was in forced labour/trafficking situation; they also developed scenarios where they assumed roles alongside the participants. These role-plays not only produced highly engaging discussion but also elicited emotional reactions to the plight of trafficked persons.

The final session of the workshop concentrated on the future agenda of the trade union movement in Saint Lucia and was facilitated by Ms Paula Robinson, ILO Senior Specialist for Workers' Activities. There was consensus that these issues had to be addressed and that all trade unions should come together and sign a memorandum of understanding to work on the triple issues of child labour, forced labour and human trafficking because of their interconnection and negative effects on society. It was also agreed that the trade union platform and agenda should focus on two critical areas: Membership education and raising public awareness; and advocacy and tripartite cooperation to improve legislative and regulatory framework. The latter included the ratification of Protocol 29 and a list of hazardous work for children as well as the improvement of care and protection infrastructure to meet the needs of trafficking victims.





Validation of Cooperative Sector Study and Model Contracts for Domestic Workers in Guyana

The ILO, working with the tripartite constituents in Guyana, convened two validation workshops -- the first was to validate the study on the Cooperative Movement in Guyana; and the second was to validate model contracts for use of individual domestic workers and their employers as well as a contract to be used by the Domestic Workers' Services Cooperative.

The workshop to examine the study on the Cooperative Movement in Guyana was held at the Tower Suites Hotel on 12 September 2017. Representatives of the Labour and Cooperative Departments of the Ministry of Social Protection as well as representatives from the Guyana Trades' Union Congress and the Domestic Workers' Services Cooperative participated. In all, sixteen participants had a robust interaction with the presenter as well as commented and made inputs into the report which had been prepared and presented by Ms Myrtle Richards, an experienced educator and co-operator. Mr Kelvin Sergeant, ILO Specialist for Sustainable Enterprises, moderated the discussions and summed up the recommendations to be included in the final version of the report.

On 13 September, twenty persons representing the same organizations participated in the validation of model

contracts for live-in and live-out domestics as well as a contract to be used by the Domestic Workers' Services Cooperative Society. The presentation and facilitation of the discussion was made by Ms Karen Vansluytman-Corbin, Assistant Chief Labour Officer (Ag). A great deal of discussion sprang up around the housing and privacy of live-in domestic workers. Much of the concerns raised were dispelled through the explanation of the provisions of Convention ILO No. 189 provided by Ms Paula Robinson, ILO Senior Specialist for Workers' Activities.

At the end of discussion of the contracts, participants agreed to the following actions:

- The final version of the contracts would be presented at the national tripartite board for their endorsement;
- Tripartite partners should carry out a joint media campaign to sensitize the public and employers to use the contracts;
- Red Thread domestic workers' group would advocate for the endorsement and inclusion in the Policy under consideration by Government; and
- The Labour Department would include ILO Convention No. 189 and the contracts as part of their training and consultations with employers.

Getting the Cooperative established

After the Domestic Workers' Services Cooperative Society was launched in May this year, and the interim Management Committee elected, the Committee set to work to register the Society and put steps in place to make the Cooperative operational once the registration procedures were finished. In July 2017, the ILO Office for the Caribbean convened a two-day training activity for the Management Committee where members were taken through the initial steps of developing a business plan and a marketing strategy for the Cooperative Society.

In September another training session was held to determine the mission, vision and values of the Society as well as to specify the roles, and responsibilities of the different office holders and the members of the Committee. The September session also provided the Committee the opportunity to discuss the importance of communication and finalize the Rules of the Cooperative Society with the assistance of the Chief Cooperative Development Officer and the ILO facilitators.

National Workplace Policy for Trinidad and Tobago launched

“HIV and AIDS must be seen as a health issue, social issue and a labour issue,” says Trinidad and Tobago’s Minister of Labour and Small Enterprise Development, Senator the Honourable Jennifer Baptiste-Primus.

Minister Baptiste-Primus was speaking at the launch of the National Workplace Policy on HIV and AIDS on 8 August 2017, which took place at the Radisson Hotel in Port-of-Spain, Trinidad and Tobago. Director of the ILO DWT and Office for the Caribbean, Ms Claudia Coenjaerts (*in photo below*), delivered remarks at the launch.



The much-anticipated Policy is the fruit of a series of stakeholder consultations held over the period September to October 2015 and a timely finalization of the policy drafted in 2016. Under the current Administration, the Policy has found its place as a flagship initiative of the HIV Workplace Advocacy Unit, which falls under the purview of the Ministry of Labour and Small Enterprise Development.

“The Policy seeks to promote sustainable growth and the right to work without the violation of confidentiality [...] exposing their status,” said Minister Baptiste-Primus. “HIV has the potential to undermine their access to employment. It targets a critical environment reaching large groups of workers, and focuses on the implementation of workplace policies and programmes.”

It is estimated that there are 11,000 people living with HIV in Trinidad and Tobago of whom only about 80 per cent know their status (Ministry of Health, 2015).

The ILO has joined UNAIDS and the international community, including Trinidad and Tobago, to attain the global targets for 2020 to have 90 per cent of those living with HIV know their status; 90 per cent of persons living with HIV accessing treatment; and 90 per cent of those to reach viral suppression. According to the ILO Director, “If this is achieved, we could actually enjoy an AIDS free world by 2030. The world of work is playing a crucial role in achieving this target. It offers a valuable entry point to reach women and men workers in the setting where they spend much of their lives: The workplace.”

The HIV Workplace Advocacy Unit is channeling its efforts to promote confidentiality and reduce stigma and discrimination in the workplace for those suffering from HIV and AIDS. Indeed, the NWP establishes a framework for an effective workplace response to HIV and AIDS in Trinidad and Tobago.

Ms Coenjaerts added, “We gratefully acknowledge the commitment of the Government of Trinidad and Tobago to address HIV and AIDS at the workplace. The official launch of the National Workplace Policy on HIV and AIDS is another proof of such a high-level engagement in addressing all areas of Decent Work for the entire population of Trinidad and Tobago.”

Minister of State in the Office of the Prime Minister, Ayanna Webster-Roy, whose portfolio includes the

National Aids Coordinating Committee (NACC), acknowledged that “The NWP will guide the standards to be adhered to by all employers, employees and key stakeholders to ensure all people living with or affected by HIV are not subjected to discrimination in the workplace.”

The Policy has been developed in accordance with the ILO Recommendation Concerning HIV and AIDS and the World of Work, 2010 (No. 200). The Recommendation is the unique international Instrument that reflects the need to strengthen workplace prevention efforts and to facilitate access to treatment for persons living with, or affected by HIV and AIDS. It calls for the design and implementation of national tripartite workplace policies and programmes on HIV and AIDS to be integrated into overall national policies and strategies on HIV and AIDS and on development and social protection. It also promotes respect for the fundamental human rights of all workers, including observance of the principle of gender equality and the right to be free from compulsory testing and disclosure of HIV status, while encouraging everyone to undertake voluntary confidential HIV counselling and testing as early as possible.

National OSH Policy of Guyana validated

The Ministry of Social Protection (MSP), Guyana, with the support of the ILO, hosted a workshop to validate the National Policy on Occupational Safety and Health (OSH) in Guyana on 21 September 2017.

Within the framework of the National Advisory Council on Occupational Safety and Health (NACOSH), a series of group discussions and exercises took place in which technical staff of the MSP, employers and employers’ representatives and key stakeholder agencies reviewed and validated the draft Policy, which is the result of months of preparation. Among those participating actively in the validation process were: the members of NACOSH; Ministry of Public Health; National Insurance Scheme; the Ministry of Natural Resources; the Consultative Association of Guyanese Industry (CAGI); Guyana Trade Union Congress; Federation of Independent Trade Unions of Guyana; Guyana Fire Service; and the Guyana National Bureau of Standards.

Guyana’s first National Policy on OSH was crafted in 1993 and revised in 1996 in accordance with ILO Convention No. 155, which was ratified by Guyana in 2012. However, in 2016, a decision was taken to review the OSH system and align it with the Strategic Framework of the ILO on OSH, guided by ILO Convention No. 187. The first step consisted of the update of the Policy of 1996. Two OSH workshops were sponsored by the ILO in collaboration with the MSP, and with the participation of NACOSH, the social partners and key stakeholders. Consensus was obtained and the draft policy was developed

and submitted for final technical approval during the course of this validation workshop.

The aim of the OSH Policy is “to promote and improve the quality of life of workers by preventing social and economic losses, work-related accidents and injury to health by eliminating hazards, reducing the number of accidents, and injuries, and militating against stresses and incidence of occupational diseases”. Furthermore, the Policy seeks to create safer and healthier work environments through the development of a positive national culture of prevention of occupational accidents, diseases and dangerous occurrences. Additionally, it provides orientations for the Ministry of Social Protection to modernize its policies and procedures.

In order to ensure that this new draft Policy is implemented upon finalization, the ILO is also supporting the MSP and stakeholders in developing an updated Plan of Action and carrying out training and public education activities. A mass media campaign is planned for the end of 2017 and it is expected that this will remind employers and workers alike about the importance of OSH as one of the most effective means of improving working conditions and the work environment, ultimately protecting lives.

In addition to public information channels, specific training will be conducted for OSH inspectors, representatives of the social partners and stakeholders in order to equip them with the necessary tools and knowledge to be effective in their functions.



CEC and CCL host 2nd Regional Bipartite meeting



The 2nd Regional Bipartite Meeting of the Caribbean Employers' Confederation (CEC) and the Caribbean Congress of Labour (CCL) took place in Port-of-Spain, Trinidad from 26-29 September 2017. The Meeting was sponsored by the European Union (EU) with technical support from the ILO.

The EU-funded Project is making an important contribution to the promotion of social justice and peace by helping to shape the policy discourse of the decent work agenda in the Caribbean.

Representatives of Workers' and Employers' Organizations of fifteen Caribbean countries were invited to assess the progress made on the path to stronger participation of CARIFORUM Civil Society in the Regional Development and Integration Process.

In addressing the Meeting during the Opening Ceremony, Ms Claudia Coenjaerts, Director of the ILO DWT and Caribbean Office (*Right in photo insert*) emphasized the important responsibility on the shoulders of both the CEC and the CCL and their membership. "With the world of work so central to sustainable development, the place of employers and workers - and the place of tripartism in particular - is indispensable and yet questioned by some. We have both the opportunity and the urgent responsibility to demonstrate it is a strength not to be ignored, to actually demonstrate it is a necessity for economic, social and environmental sustainability," said Coenjaerts.

In his opening remarks Mr Wayne Chen, President, CEC (*2nd from left in photo insert*), highlighted the value of institutional capacity which has moved from theory to reality by putting learning and experience into action. This is especially important in advocacy and lobbying for policies which advance the CEC's agenda. "Employers

and Labour have a particularly important role to play because our vision is long-term and based on feedback from our members, analysis, and empirical data. Unlike governments, we are not subject to the uncertainties of elections or the task of impressing a fickle group of voters. We have to keep our governments and constituents focused on issues that require rational, longer-term thinking and implementation", said Chen.

President of the CCL, Ms Jennifer Isaacs-Dotson (*Left in photo insert*), expressed her hope for the successful implementation of the EU-funded Project outcomes and an expansion of opportunities for workers and employers. "Social dialogue is the bedrock of labour relations and forms the foundation for continued cooperation, solidarity and mobilizing members to work together."

Ms Monica Paul-McLean, Project Manager – External relations, Delegation of the EU to Trinidad and Tobago (*2nd from right in photo insert*) commended the CEC and the CCL on their commitment to the painstaking process. She said, "This idea of social dialogue is very much in line with the European Union's policies on civil society actors in general: The EU views CSOs as a crucial component of any democratic society. Why? Because an empowered civil society represents and fosters pluralism, builds the foundation for broad-based democratic ownership of development policies and processes and can contribute to more effective, equitable, sustainable and inclusive growth."

The policy positions discussed and adopted during the course of the Meeting covered important themes which provides a common platform for employers' organizations and trade unions to influence the shape of policies and programmes both nationally and regionally.

ILO supports partnership on Apprenticeship

Cont'd from page 5

American countries to speed up the pace of eliminating the worst forms of child labour. This commitment goes beyond the region as it also crystalized in the United Nations Sustainable Development Goals, where Target 8.7 calls for the elimination of child labour in all of its forms by 2025.

A delegation from Grenada, as one of the most recent signatories to the Regional Initiative, also participated in the event in Trinidad. Trinidad and Tobago and Grenada are among 27 countries in the hemisphere actively involved in addressing child labour. An integrated effort to address the nexus between education and the world of work is a successful prevention strategy.

“If this nation goes about educating its children well, and ensures that every child has a chance at quality education and quality training regardless of the field they choose or the skill or otherwise, and if we do that in a prudent and sensible manner, we would have done very well to ensure our continuation as a nation and our further development,” declared Minister of State, Dr. Lovell Francis.

As the ILO joins forces with its tripartite constituents: Governments, Employers’ and Workers’ organizations, to deliver on the ambitious 2030 agenda, it is reassuring to witness the power of South- South cooperation as it provides great, and largely untapped opportunity, for cross- country learning to help ensuring a better future for our youth.

For more information visit:

http://www.ilo.org/caribbean/events-and-meetings/WCMS_564883/lang--en/index.htm

New DWCP for Guyana in the pipeline

Tripartite constituents in Guyana, along with the ILO Decent Work Team and Office for the Caribbean, held a validation workshop on the draft Decent Work Country Programme (DWCP) on 20 September 2017. The process of renewing the expired DWCP started at the end of 2016 and involved Government representatives, social partners and other stakeholders.

The DWCP is meant to serve as a workplan which assists Governments, Labour and Employers in planning and implementing steps in the desired direction towards achieving economic stability and national development based on the fundamentals of the Decent Work agenda. It also sets out the areas in which ILO support will be delivered.

Speaking at the event ILO Senior Specialist for Social Dialogue and Labour Administration, Rainer Pritzer said, “This is a culmination of months of hard work and fervent consultation. The final draft that has been agreed upon represents a consensus among the constituents and promises to take Guyana forward on a successful path towards achieving decent work for all.”

It is envisaged that the final DWCP will be discussed by Cabinet and signed by the tripartite partners by year’s end.

ILO welcomes new Communications and Information Officer

Effective 17 July 2017, Ms Gennike Mayers joined the ILO Decent Work Team and Office for the Caribbean as Communications and Information Officer. Ms Mayers is responsible for enhancing the image and visibility of the ILO, developing and implementing effective communication and information dissemination strategies to promote the work of the Office among its constituents and the general public.

Prior to her appointment, she served as Communications Coordinator with the International Federation of Red Cross and Red Crescent Societies (IFRC) at its Haiti delegation. She also performed other strategic communications functions with the IFRC throughout the Americas region during the period 2008 to 2017.

Ms Mayers is fluent in English, French and Spanish. She holds a Master’s degree in Communications in public, private and political organizations from the Université de Versailles St. Quentin-en- Yvelines in Paris and a Post-Graduate diploma in Interpreting from the UWI, St. Augustine campus. She is a proud Caribbean integrationist who seizes every opportunity to bridge cultural barriers through comprehensive, credible, cross-cultural communications.



UPCOMING EVENT

webinars - mark your calendar

Future of Work for Journalists - 20 October 2017 at 10:00 am (ECT).
30 minute presentation followed by Q&A.

Following on his participation in the Future of Work seminar at the International Training Centre (ITC-ILO) in Turin, Italy, Denis Chabrol, Managing Editor of www.demerarawaves.com and 2nd Vice-President of the Association of Caribbean Media Workers, shares highlights of the seminar. It is hoped that this webinar will empower Caribbean media professionals to better understand and gain an appreciation for issues surrounding the future of work in their respective countries and globally.

Can better working conditions improve the performance of SMEs? - 3 November 2017 at 10:00 am (ECT)
30 minute presentation with Q&A.

The Webinar will discuss the findings of an international review on whether better working conditions do in fact improve the performance of SMEs. It is widely recognized that a competitive private sector is a main source of economic growth and wealth globally and makes a substantial contribution to poverty reduction. Although large and multinational enterprises have the higher public profile, the majority of businesses are small and medium-sized enterprises (SMEs). They are estimated to be responsible for over 50 per cent of the new jobs created globally and, in most developing and emerging countries, they also employ more people than do large enterprises. In most countries in the Caribbean, SMEs account for approximately 70 per cent of the jobs created. Given their importance as employers, SMEs clearly have the potential to contribute to the social and economic progress for workers and their communities.

Knowledge-sharing - 43rd meeting of ILO/CINTERFOR Technical Committee
27 October 2017 at 10:00 am (ECT)
30 minute presentation with Q&A.
Attendance by invitation only

The 43rd Technical Committee Meeting of the ILO/Cinterfor was held from 9 - 11 August 2017 in San José, Costa Rica under the theme of the future of work and the challenges for vocational training. With the generous sponsorship of the National Institute of Learning (INA in Spanish), this meeting brought together representatives of a wide range of vocational training institutions from Latin America and the Caribbean who specialize in training and human resource development. One of the highlights was a major review of and discussion about the priorities of vocational training, exchange of experiences and cooperation activities. This Webinar will share knowledge and information from the three-day meeting pertinent to the development of Technical Vocational Education and Training (TVET) in the Caribbean.

To register write to ilocarib@ilo.org. Limited space available.

INFORMATION RESOURCES



Rising to the youth employment challenge: New evidence on key policy issues

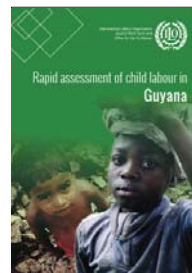
This book brings together contributions from the ILO's Youth Employment Programme detailing policies that enable young people to find decent work. The chapters are organized around the pillars of the ILO's 2012 call for action on youth employment and consider the impacts of a broad range of interventions

including fiscal and sectoral development policies, minimum wages and active labour market programmes.

ISBN 9789221308652

Rapid assessment of child labour in Guyana and Saint Lucia

These Reports are part of a South-South Cooperation initiative funded through the Brazil-ILO Cooperation Programme, within the context of the ILO's Regional Initiative: Latin America and the Caribbean Free of Child Labour (RI).



The assessment for Guyana was undertaken with the active collaboration of the Government of Guyana, and in particular, with the Ministry of Social Protection.

ISBN 978-92-2-131009-9

The Saint Lucia assessment was undertaken with the active collaboration of the Government of Saint Lucia, and in particular, with the Ministry of Infrastructure, Ports, Energy and Labour.

ISBN 978-92-2-130993-2



INTERNATIONAL OBSERVANCES

- International Day of Rural Women - 16 October
- World Food Day - 17 October
- International Day for the Eradication of Poverty - 20 October
- United Nations Day - 24 October
- Universal Children's Day - (third Sunday in November)
- International Day for the Elimination of Violence against Women - 29 November
- World AIDS Day - 2 December
- International Day for the Abolition of Slavery - 3 December
- International Day of Persons with Disabilities - 5 December
- Human Rights Day - 11 December
- International Migrants Day - 20 December

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