ILO Symposium ends with call to institutionalize tripartite cooperation to advance development and regional integration

A call has been made to institutionalize tripartite cooperation and social dialogue among government and employers' and workers' organizations at the national and regional levels, to advance national development and regional integration. The call was sounded by high-level representatives of the national and Dutch-speaking Caribbean in

The Conclusions of the Tripartite Caribbean Symposium on Tripartism and Social Dialogue: Comparative experiences in dealing with economic and social development issues, on 17-18 May 2011 in Barbados. The Symposium was hosted by the Government of Barbados and the social partners, and the ILO.

Delegates agreed that Heads of Government should “take the lead in promoting tripartism and social dialogue in the design and implementation of economic and social policies aimed at achieving full and productive employment and decent work.” They concurred that effective and sustained mechanisms for social dialogue required adequate funding and strong administrative support as well as robust, independent employers' and workers' organizations, equipped to promote and defend their members’ interests. Social dialogue is the means by which governments and employers' and workers’ organizations can build consensus on matters of common interest, through negotiation, consultation and exchange of information.

The Honourable Esther Byer-Suckoo, Minister of Labour, Barbados, addresses participants at the Opening Ceremony of the Tripartite Caribbean Symposium.

Citing the economic crisis of the 1990s from which the Barbados Social Partnership evolved, the Hon. Esther Byer-Suckoo, Minister of Labour, Barbados, said that social dialogue became a strategy for ensuring nationwide problem-solving. “Through social dialogue, industrial unrest in the country was reduced. Bridges of trust were eventually built which created a cordial environment for consultation and engagement by the parties,” Minister Byer-Suckoo reiterated.

Representatives of 21 Caribbean countries and non-metropolitan territories attended the Symposium to discuss the role and dimensions of social dialogue and learn of the best practices of social dialogue in Barbados, Mauritius and Singapore.
The annual Conference of the International Labour Organization concluded its historic 100th Session on 17 June 2011 after taking a number of steps aimed at moving toward what ILO's Director-General Juan Somavia called “a new era of social justice”.

“I believe that future delegates will proudly look back and say: it was at the 100th ILC where the roots of a new era of social justice started to emerge,” Mr. Somavia said. “Where the dignity of domestic workers was upheld, when the new notion of a social protection floor took hold, when we were told once again by important world leaders that our voice, values and actions were needed for a more stable world.”

Heads of State and Government and more than 4,000 participants representing governments, employers and workers from ILO’s 183 member States gave strong support to the ILO’s Decent Work Agenda and a stronger role of the Organization in the international system.

The Caribbean was represented by tripartite delegations from the Bahamas, Barbados, Jamaica, Suriname, Trinidad and Tobago, and the non-metropolitan territories of Aruba, Curacao and Sint Maarten.

Dominica now part of OECS Decent Work Sub-regional Programme

Dominica has become the last member of the OECS to sign onto the OECS Decent Work Sub-regional Programme. This follows an ILO Tripartite Workshop on 2-3 March 2011 in Roseau, Dominica, at which a country-specific programme was drawn up under the four overarching priorities of the OECS Decent Work Sub-regional Programme.

The Programme is designed to support efforts by tripartite constituents to promote and realize decent work in the OECS. The Decent Work Agenda was adopted by ILO’s tripartite constituents in 1999. It has four components: creating jobs; guaranteeing rights at work; extending social protection; and promoting social dialogue.

Under each of these components, the constituents of the OECS have chosen to focus on four priority areas: the revision and updating of national labour legislation; strengthening of labour market information systems; promotion of inclusive workplace policies on HIV/AIDS and also on persons with disabilities; and the strengthening of social dialogue.

The Ministry of Labour and the Maritime Department are now fully engaged in a review of legislation as it relates to ILO Maritime Labour Convention, 2006; and a review of 16 pieces of labour legislation is foreseen.

INTERNATIONAL LABOUR STANDARDS

ILO Conference adopts new Convention for domestic workers

The government, worker and employer delegates at the 100th annual Conference of the ILO adopted on 16 June 2011 an historic international standard aimed at improving the working conditions of tens of millions of domestic workers worldwide.

“We are moving the standards system of the ILO into the informal economy for the first time, and this is a breakthrough of great significance,” said Juan Somavia, ILO’s Director-General.

The new ILO standard provides for domestic workers around the world to have the same basic labour rights as those available to other workers: reasonable hours of work; weekly rest of at least 24 consecutive hours; a limit on in-kind payment; clear information on terms and conditions of employment; as well as respect for fundamental principles and rights at work including freedom of association and the right to collective bargaining.

In the Caribbean, the Jamaica Household Workers’ Association and the National Union of Domestic Employees (NUDE) of Trinidad and Tobago have been at the forefront in advocating for the rights of domestic workers. President of the Jamaica organization, Shirley Pryce and Ida Le Blanc of NUDE were both present for the adoption of the Convention. The Convention marks a significant achievement for the organizations following years of dedicated work on behalf of domestic workers.
The World Day Against Child Labour on 12 June was commemorated in Jamaica with a public awareness campaign involving national leaders and local celebrities. The ILO’s Tackling Child Labour Through Education (TACKLE) Project partnered with the Ministry of Labour and Social Security to develop and launch the campaign on 10 June 2011.

A series of ten radio public service announcements (PSAs) were developed using ten messages by several public figures who acted as Anti-Child Labour Ambassadors. The radio PSAs, along with a television PSA, were aired on several radio and television stations from 9 - 30 June 2011 with the support of the Jamaica Information Service. The campaign aimed to raise awareness of child labour and sensitize persons about how they can help to prevent the worst forms of child labour.

The Anti-Child Labour Ambassadors featured in the radio PSAs were the Most Honourable Portia Simpson-Miller, Leader of the Opposition; the Honourable Audley Shaw and the Honourable Kenneth Baugh, both the Acting Prime Minister at the time of the Launch; the Honourable Pearnel Charles, MP, Minister of Labour and Social Security; and celebrities Ibo Cooper, Professor Carolyn Cooper, Joan Andrea Hutchinson, Tony Rebel, Claudette Pious, Prodigal, Queen Ifrica, Regina

Honourable Pearnel Charles, MP, Minister of Labour and Social Security, Jamaica with Mrs. Helen Jenkinson, Head of the Economic and Social Development Delegation of the European Union to Jamaica (left) and Ms. Grace Silvera, Regional Vice President, Marketing and Communication (LIME) at the media launch. Ms. Grace Silvera was the guest speaker.

Children’s views take precedence in Guyana’s observance of World Day Against Child Labour

On 12 June, Guyana joined countries around the world in the observance of World Day Against Child Labour. Through the collaborative efforts of the Ministry of Education, the Ministry of Labour, Human Services and Social Security and the ILO’s Tackling Child Labour through Education (TACKLE) Project, several activities were held under the national theme: “Warning! Child Labour can hurt: Let’s stay in school.”

Guyana’s observances commenced with an Art Explosion, in the form of a Mural Paint Off which brought together children of five secondary schools on 10 June 2011 at the Ministry of Education’s School Sports Ground, Carifesta Avenue. The aim of the activity was to allow children to express themselves through visual arts, using the national theme. The children were encouraged to examine the consequences of truancy, school dropout, absenteeism and child labour, while considering the benefits of primary and secondary education. The schools competing were from Regions 3, 4 and Georgetown. Patentia Secondary School emerged as the champion of the competition.

The Ministry also launched the South Georgetown Youth Development Programme as part of the observances. The Programme is designed to expose children who have dropped out of school or who are at risk of dropping out of school, to a six-week programme of sports and games, and life and literacy skills.

World Day Against Child Labour was also observed in Regions 2 and 3 with school rallies.
Labour Market Information System and Website launched in Saint Vincent and the Grenadines

The Department of Labour of Saint Vincent and the Grenadines launched its labour market information system (LMIS) website and its System of computerized administrative records on 28 April 2011. The System was developed with the technical support of the ILO Office for the Caribbean and the financial support of the Caribbean Centre for Development Administration (CARICAD). It complements the ongoing implementation of the OECS-wide Labour Market Information System Programme, a central aspect of the Memorandum of Understanding signed between the ILO and the OECS Secretariat in 2008 and one of the priorities of the OECS Decent Work Sub-regional Programme.

The System seeks to ensure that statistical indicators on employment, industrial relations, wages, social protection and labour migration are available for economic and social analysis and policymaking, monitoring policy implementation and assessing the development of the OECS. The System will be particularly relevant to the specific provisions allowing for the free movement of people, which the OECS Heads of Government have agreed should be in full effect by 1 August 2011.

The System’s software was developed by Kerwyn Roach, Software Engineer, based in Trinidad and Tobago. Reynold Simons, ILO Senior Specialist on Employment and Labour Market Policies, is the Project Manager. Training in the use of the system was delivered to staff and stakeholders by both Mr. Simons and Mr. Roach. While the Labour Department played a central role in the realization of the project, valuable support was also provided by the Government’s Information Technology Department and Statistical Office.

The System benefits from information from the National Insurance Scheme, employers’ and workers’ organizations, and various Government ministries.

The launch sets the stage for the OECS Secretariat and the ILO to continue working to roll out the System in the OECS, thereby contributing to the creation of a more integrated labour market in the Economic Union.

(Website: www.dol.gov.vc)

ILO support for review of the CARICOM Regional TVET Strategy

The CARICOM Regional Strategy for Technical and Vocational Education and Training, developed in 1990, is to be reviewed by CARICOM with the technical support and guidance of the ILO. The modalities for the review of the Strategy were among the items on the agenda of the Meeting of the Caribbean Association of National Training Agencies (CANTA) held on 17-18 March 2011 in Grenada.

The Strategy for TVET was approved by Ministers of Education in 1990 and has served to guide the development of TVET systems in CARICOM Member States. However, officials from the CARICOM Secretariat have noted that although some aspects of the Strategy remain relevant, “it has become appropriate at this time to review the Strategy,” primarily because global trends have indicated a need for a knowledge-based and skilled labour supply that matches demand.

At the CANTA Meeting, it was agreed that each country would nominate a TVET official to coordinate the first review process at the national level after which there will be a consolidation of comments into a revised draft. The draft will then be circulated to wider stakeholders and comments will be incorporated into the final draft to be produced by CARICOM and the ILO and submitted to CARICOM for consideration.

The review was endorsed by the 19th Meeting of CARICOM Council for Human and Social Development (COHSOD) held in collaboration with the ILO’s 7th Meeting of Caribbean Labour Ministers in April 2010.

Guyana to introduce entrepreneurship education in TVET curriculum

Guyana will soon introduce entrepreneurship education into the technical and vocational education and training (TVET) curriculum. Instructors of the Guyana TVET Council were trained in the ILO’s Know About Business (KAB) Training Programme, at a Workshop from 9-13 May 2011 in Georgetown, Guyana. The Programme is directed towards educators in the public and private vocational and technical training institutions, and secondary schools.

The general objective of the KAB Education Programme is the creation of an enterprise culture by promoting an awareness of entrepreneurship and self-employment among young people to help them shape their own future as well as that of their country. The KAB educational package comprises a Facilitator’s Handbook, a Learner’s Workbook, a Business Game and nine modules.

The decision to integrate entrepreneurship education into the curriculum followed an ILO Workshop on quality assurance.

KAB’s risk-taking game
The promotion of inclusive workplace policies on HIV and AIDS is one of the priorities of the OECS Decent Work Sub-regional Programme being implemented by OECS members with the support of the ILO. Under the Programme, individual country work plans have been developed to respond to national needs in the area of HIV and AIDS. Following an initial sensitization Workshop in August 2010, Antigua and Barbuda is now undertaking a review and revision of its 2001 National Workplace Policy using the ILO Code of Practice on HIV/AIDS and the World of Work, and ILO Recommendation No. 200 concerning HIV and AIDS and the World of Work. A two-day skills-building Workshop was held on 25-26 May 2011 to equip the tripartite constituents with the knowledge and skills required to undertake the policy review process, including consultations with other groups and the involvement of persons living with HIV and AIDS. Gaps in the current Policy were identified at the Workshop and recommendations were made for the revised policy. The Labour Department will take the lead in this initiative and coordinate the activities of the consultant and the core policy development group.

In Saint Kitts and Nevis, a decision was taken to develop a national workplace policy on HIV and AIDS, following an HIV and AIDS sensitization Workshop on 11-13 May 2011.

### ILO and UWI collaborate on Social Security Executive Training Programme

On 12-13 May 2011, the ILO collaborated with the Cave Hill School of Business to offer an Executive Training Programme on Social Security and the Social Protection Floor. Participants included government representatives, representatives of the National Insurance Scheme, employers’ and workers’ organizations, as well as postgraduate candidates at the Business School. Dr. Alejandro Bonilla-Garcia, Chief of Education, Training and Capacity Building, ILO Social Security Department, Geneva, facilitated the training (right in photo).

### OECS labour inspectors better equipped on OSH through ILO training

Labour inspectors of the Organisation of Eastern Caribbean States (OECS) are now better equipped to monitor occupational safety and health in workplaces following a regional training Workshop held in Antigua and Barbuda. The Workshop was hosted by the Ministry of National Security and Labour and the ILO from 22-24 June 2011 at the Jolly Beach Resort and Spa, St. John’s, Antigua and Barbuda.

The Workshop was one of the activities of the ILO Programme on Occupational Safety and Health and Environment in the Caribbean which was initiated in January 2011.

The Workshop, which was also open to representatives of employers’ and workers’ organizations of the OECS, covered topics such as occupational safety and health legislation, inspection techniques, OSH hazards, report writing, accident investigation and industrial hygiene. The main facilitator of the Workshop was Anthony Rocheford, OSH Consultant. Other facilitators included representatives of the United Nations Development Programme - Barbados, the Pan American Health Organization/World Health Organization and the International Labour Organization.
SOCIAL PROTECTION

Caribbean countries commemorate World Day for Safety and Health at Work

Events were held around the Caribbean to mark the annual World Day for Safety and Health at Work on 28 April, amidst renewed efforts by the ILO to emphasize the value of occupational safety and health management systems for continually improving prevention and control of risks at work. Some events were held under the umbrella of the ILO Programme on Occupational Safety and Health and Environment in the Caribbean, initiated in February 2011, while others were organized by governments, and employers’ and workers’ organizations. At the events in Trinidad and Tobago, the webpage of the ILO Programme on Occupational Safety and Health and Environment in the Caribbean was launched.

Antigua and Barbuda

The Labour Department within the Ministry of National Security and Labour, Antigua and Barbuda, recognized the World Day for Safety and Health at Work with a week of activities, which included media interviews, safety and health inspections and a street fair in front of the Labour Department building. The week culminated with the annual Safety and Health Symposium on 28 April at the Multipurpose Exhibition and Cultural Centre, Perry Bay. The Symposium was opened by Sen. the Hon. Dr. L. Errol Cort, Minister of Labour. Several safety and health experts delivered presentations including Anthony Rocheford, Consultant with the ILO Programme on Occupational Safety and Health and Environment in the Caribbean.

The Bahamas

The Department of Labour, the Occupational Safety and Health Administration and the Exuma business community hosted the 6th Annual Health and Safety Seminar at the Exuma Foundation auditorium in Hoopers Bay. Senator the Hon. Dion Foulkes, the Minister of Labour and Social Development, officially opened the Seminar and presented awards to three long outstanding staff members in the public and private sectors. The Seminar was facilitated by presentations from various organizations, including the National Insurance Board, Ministry of Health and the police force. Samuel Goolsarran, Industrial Relations Consultant, delivered a special presentation on labour inspectorates.

Trinidad and Tobago

The Occupational Safety and Health Agency (OSHA) of Trinidad and Tobago and the ILO collaborated for the hosting of a special OSH presentation and exhibition in both islands on 27 and 28 April 2011. The presentation in Trinidad was officially opened by the Hon. Errol McLeod, Minister of Labour and Small and Micro Enterprise Development, while the presentation in Tobago was opened by the Hon. Secretary, Mr. Whitney Alfred, Division of Settlements and Labour, Tobago House of Assembly. In both locations, presentations were given by Mr. Devnath Roopnarine, Chief Inspector (Ag.), OSH Agency on the OSH Management System, as well as by Dr. Alan Le Serve, Lead Consultant, ILO Programme on Occupational Safety and Health and Environment in the Caribbean. Dr. Le Serve’s presentation was entitled “OSHE and its Importance for Sustainable Development of Small Island Developing States”. The webpage of the one-year ILO Programme was launched at both venues.
Bahamas labour officials, managers and trade union leaders enhance their negotiation skills

The Government and the social partners of the Bahamas have taken further steps in implementing the Decent Work Agenda in their country. In an effort to improve the industrial relations climate of the Bahamas, representatives of Government, and employers’ and workers’ organizations met from 21-25 March 2011 at an ILO Tripartite Workshop in Nassau, Bahamas, to undergo training in conciliation, mediation and negotiation. It was the first time that the ILO delivered this type of training to all three groups in a workshop. The Workshop had the advantage of equipping all three sides of the negotiation table with the same tools and knowledge for adopting a more consensual approach to industrial relations and for building trust among the parties.

There were two priorities of the Decent Work Country Programme being implemented in the Bahamas with the support of the ILO. The institutional strengthening of the Ministry of Labour and the employers’ and workers’ organizations, and social dialogue, are two priorities of the Decent Work Country Programme being implemented in the Bahamas with the support of the ILO.

Twenty participants comprising Labour Officers as well as employer and worker representatives, attended the Workshop. The Workshop was facilitated by Rainer Pritzer, ILO Senior Specialist, Social Dialogue and Labour Administration and Luesette Howell, Senior Specialist, Employers’ Activities, based at the ILO Office for the Caribbean.

The programme covered topics under three tracks: Building Capacity - the Need for Strategy; Leadership and Personal Development; and Developing Specialized Skills and Competencies.

The overall objective of the CAMEO Programme is to provide executives and other high-level officials of National Employers’ Organizations in the English- and Dutch-speaking Caribbean with the knowledge and tools needed to more effectively fulfill their mandates. The Programme was held previously in 2007 and 2009.

Facilitators and resource persons were drawn from the ILO Decent Work Team and Office for the Caribbean, the International Organisation of Employers (IOE), Geneva, Switzerland; the Cave Hill School of Business, University of the West Indies, Barbados, for the development and implementation of the 2011 Programme. The Programme was based on capacity-building requests made through several Decent Work Country Programme consultations undertaken by the ILO, as well as through employer surveys to ascertain its validity and pertinence to employers’ organizations. The Programme covered topics under three tracks: Building Capacity - the Need for Strategy; Leadership and Personal Development; and Developing Specialized Skills and Competencies.

The new Executive and Board of the CEC are:

- **President:** Wayne Chen (President, Jamaica Employers’ Federation)
- **1st Vice President:** Ferdinand Welzijn (President of the Suriname Trade and Industries Association)
- **2nd Vice President:** Vern Gill (President of the Saint Lucia Employers’ Federation)
- **Director:** Acres Stowe (President of the Antigua/Barbuda Employers’ Federation)
- **Director:** Clement Carty (President of the Dominica Employers’ Federation)
- **Director:** Raymond Elyde (President of the Jamaica Employers’ Federation)
- **Director:** Gwendoline McLaren (President of the Barbados Employers’ Federation)

**New CEC Board elected**

At the 51st Annual General Meeting of the Caribbean Employers’ Confederation (CEC) held in Barbados on May 19th 2011, Mr. Wayne Chen, President of the Jamaica Employers’ Federation was elected as its new President to succeed Marcel Meyer of Suriname.

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- **Director:** Clement Carty (President of the Dominica Employers’ Federation)
- **Director:** Raymond Elyde (Executive Council Member of the Jamaica Employers’ Federation)

The CEC is a 14-member grouping of employers’ organizations dedicated to the development and promotion of good industrial relations, productive and competitive labour markets, and decent work.
National Trade Union Congress of Belize develops strategic plan

On 4-5 May 2011, the ILO facilitated a strategic planning exercise for the National Trade Union Congress of Belize (NTUCB) as part of the capacity-building efforts under the Belize Decent Work Country Programme. The exercise brought together four affiliates - the Belize National Teachers' Union, the Public Service Union of Belize, the Belize Communications Workers' Union, and the Belize Workers' Union. The findings and recommendations of the organizational review conducted in February 2010, facilitated the identification of areas to be addressed. The result of the exercise was a draft strategic plan for the period 2011-2013.

Suriname trade unions sensitized on Decent Work Agenda

Trade unionists in Suriname now have a better understanding of the concept of decent work and are better equipped to develop their own agenda as it relates to the priorities to be addressed in the Decent Work Country Programme to be developed for Suriname. This follows a sensitization Workshop on the Decent Work Agenda on 23-25 May 2011 at the SIVIS Labour College. Twenty-five trade unionists participated in the Workshop representing six different trade unions under the umbrella trade union organization - RAVAKSUR.

ILO and Cipriani College renew Cooperation Agreement

The International Labour Organization, Office for the Caribbean and the Cipriani College of Labour and Co-operative Studies renewed their Cooperation Agreement on 29 March 2011. This Agreement provides for the continued provision of library services and, in view of the expanding programmes of the College, the provision of technical advice and support, including through the delivery of guest lectures, in the framework of the academic programmes.

Under the first Cooperation Agreement signed in 2000, the ILO handed over its main library collection, including its archives, to the College and obtained ILO partner library status for the College.

Jamaica Confederation of Trade Unions develops child labour policy

The Jamaica Confederation of Trade Unions (JCTU) has developed its own Child Labour Policy following a one-week training Workshop on child labour. The Workshop aimed to inform and mobilize trade unionists on their role in addressing child labour in Jamaica. With a clearer understanding of ILO’s framework for tackling child labour, trade unionists are now in a better position to play a more active role and develop mini-programmes to prevent child labour under the ILO Tackling Child Labour Through Education (TACKLE) Project in Jamaica. The Project is supported by the European Commission.

ILO VACANCIES

Please visit the ILO webpage at http://erecruit.ilo.org for a list of current ILO vacancies throughout the world. Qualified candidates from under-represented ILO Caribbean member States are encouraged to apply:

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ISBN 9789290149682; US$5.00.

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ISBN 9789221245599; US$57.00

Assessing Green Jobs Potential in Developing Countries: A Practitioner’s Guide

The knowledge of how the transition to a sustainable, low-carbon economy will affect employment, especially underlying job movements, is vital to informing policy, yet there are few comparable studies for developing countries. As part of the ILO’s Global Green Jobs Programme, this guide provides practical solutions to help fill these information gaps.


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