



Double Issue

ILO Update

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ILO Caribbean welcomes new director



Ms. Grace Strachan
Director, ILO Caribbean Office

Ms Grace Strachan, a Jamaican national, has been appointed as Director of the International Labour Organization, Caribbean Office, in Port of Spain, Trinidad, making her the first Caribbean woman to hold such a position.

Ms Strachan has worked with the ILO since 1988 and is particularly well-versed with the employment challenges of the Caribbean, having worked in this field for eight years as a member of the Multidisciplinary Team in Port of Spain.

Prior to taking up her assignment as Director, Ms Strachan was attached to the Employment Sector, in ILO Geneva, where, among other tasks, she helped launch the UN Secretary General's Youth Employment Network, a joint UN, World Bank and ILO initiative. Also an expert in Labour Market Information Systems, her most recent assignment was as Chief, Employment Products, with overall responsibility for the Key Indicators of the Labour Market (KILM) and the Global Employment Trends activities.

Ms. Strachan replaces Mr. Willi Momm, who retired in September 2002.

On becoming captains and coaches of teams...

Government, business and labour encouraged to forge partnerships for global competition



Grace Strachan, Director, ILO Caribbean Office greets the Most Hon. P.J. Patterson, Prime Minister of Jamaica and the Hon. Horace Dalley, (right) Minister of Labour and Social Security at the ILO's Second Caribbean Enterprise Forum on 23 January 2003 in Kingston, Jamaica

Forging social partnerships at the enterprise, national and regional levels among government, business and labour as well as adopting "high-road" approaches are critical issues for tackling the challenges of global competition. This was the consensus of more than 320 representatives of government, business and labour when they adopted the Conclusions of the International Labour Organization's (ILO) Second Caribbean Enterprise Forum held in Kingston, Jamaica on 23-25 January 2003.

The Forum was hosted by the ILO's Programme for the Promotion of Management-Labour Cooperation - PROMALCO and carried the theme "Innovative Management-Labour Relations for Enterprise Competitiveness and Decent Work." Several options were presented to assist enterprises in maximizing the benefits to be derived from globalization.

Also espousing the call for a tripartite response was Prime Minister of Jamaica, the Most Hon. P.J. Patterson who delivered the keynote address at the opening ceremony of the Forum. Mr. Patterson said that there is a need for greater unity among Government, business and labour leadership to overcome the challenges of

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On becoming captains and coaches of teams...

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globalization, and more importantly, the challenge of complex negotiations which are now taking place at a dizzying pace, as target dates for the dismantling of preferential and protectionist measures fast approach.

"The closest collaboration - sharing of ideas, experiences, expertise, resources and networks - among all three sectors is absolutely critical in beginning to come to grips with the negotiation challenge." He

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Director Grace Strachan
Deputy Director Luis Reguera

Multidisciplinary Team of Senior Specialists:

International Labour Standards & Labour law

Michele Jankanish

Employment & Labour Market Policies

Reynold Simons

Industrial Relations & Labour Administration

Samuel J. Goolsarran

Workers' Activities

(To be filled)

Employers' Activities

Luesette Howell

Entrepreneurship and Management Development

Imonitie Christopher Imoisili

Human Resource Development and Vocational Training

George Gamerdinger

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Editing, design and layout

Roma Wong Sang,
Information Officer

The International Organization
- Caribbean Office
11 St. Clair Avenue
P.O. Box 1201
Port of Spain
Trinidad and Tobago
Tel. (868) 628-1453-6
Fax (868) 628-2433
e-mail ilocarib@ilocarib.org.tt
Website www.ilocarib.org.tt

said that the scope and intensity of these negotiations, particularly the establishment of the FTAA in 2005 and the ending of preferential arrangements under the ACP-EU Cotonou Agreement in 2008, dictate the need for close and effective leadership within the political, technical, corporate and industrial directorate.

The Prime Minister added that for this to succeed, not only must social partnerships be forged, but that leadership must undergo a paradigm shift. "In politics, business and labour we have to become captains and coaches of teams."

In his presentation on "Risks and Benefits of Global Competition", Goran Hultin, Executive Director,



Participants from the Bahamas at the ILO's Second Caribbean Enterprise Forum

Employment Sector, ILO, Geneva highlighted some of the challenges being faced by the small island economies of the Caribbean and recommended ways to turn these challenges into opportunities.

"The knowledge and information-based economy provides niches for high value-added activities. These are economic activities that rely on talents and skills, rather than imported raw materials. ... the challenge (and opportunity) lie in being able to harness your human



Thomas Moorhead (left), Deputy Under Secretary for International Affairs, US Department of Labor, chats with Goran Hultin, Executive Director, Employment Sector, ILO, Geneva (right) and Herbert Lewis, President, Jamaica Employers Federation.

resource and further upgrade this human capital," said Hultin.

Hultin also presented the case for adopting the "high-road" business development approach as against the "low-road" approach." There are those who would aim to attain short-sighted competitiveness based on the "low-road" that relies on exploitation, poor working and employment conditions. On the other hand, there are those that pursue competitiveness and productivity following the "high-road" approach that is based on continuous human resource development, innovation, quality and value creation, labour-management dialogue and partnership, good working and employment conditions and sharing of productivity gains among others." Hultin

gave the examples of Singapore, Hong Kong, Ireland and Finland, which were successful in transforming their economies based on the "high-road approach."

Speaking on enhancing Caribbean competitiveness for the FTAA, Thomas Moorhead, Deputy Under Secretary for International Affairs, US Department of Labour, in his address at the Forum, also underscored the importance of not only developing social partnerships and human capital but also labour markets.



Caribbean not free from worst forms of child labour

Child labour, and in particular its worst forms, has reared its head in the Caribbean. Evidence of the nature of child labour in the Caribbean was revealed at an ILO regional tripartite meeting on child labour held on 23-25 October 2002 in Port of Spain, Trinidad. Approximately 100 participants representing governments, trade unions and employers' organizations as well as NGO's, were present to deliberate on the research findings and present recommendations for action. The research findings of rapid assessment studies done in Trinidad, Guyana, Suriname, Belize and the tourism economies of Barbados, Bahamas and Tobago were presented.

The research conducted by the ILO Caribbean Office has revealed that child labour, and the incidences of the worst forms of child labour, exist in all the countries to varying degrees. The ILO defines the worst forms of child labour as all forms of slavery and forced labour, including the sale and trafficking of children; the use of children for prostitution, pornography and illicit activities, such as the production and trafficking of drugs; and hazardous work.

Research findings

The range of activities in which child labourers were engaged depended substantially on the dominant economic activities in the countries. In Guyana, where the Multiple Indicators Cluster Survey (MICS) 2000 indicated that 27% of children, 0-14 years, were classified as working, children work on family farms in the sun and rain in rice fields filled with water and knee-deep mud. They work in gold mines, in sawmills, in garbage dumps, as street vendors and as sex workers.

In Belize, six percent of the child population is estimated to be child labourers. Some are involved in the worst forms of child labour including child domestic work, hazardous work in commercial agriculture, sexual exploitation, work in the streets and trafficking of children.

In Trinidad and Suriname, child labourers were found on the streets, in agriculture, in garbage dumps, domestic work and commercial sexual exploitation.

In the tourism dependent islands such as Tobago, Barbados and the Bahamas, the evidence of child victims of commercial sexual exploitation and drug trafficking point to the need for much more vigilance and focus on the impact of economic policy and activities on vulnerable families.

Causes and consequences

While child labour manifested itself differently in the different countries, there were similarities in causes and consequences among all the territories.

Causes stemmed in the main from

“Given the link between poverty and child labour, economic instability can significantly increase the number of child labourers in the region.”

poverty, domestic violence, family disruption, cultural perceptions of child labour, existing demand for child labour, “unattractive” education systems, and inadequate/insufficient legal and institutional mechanisms. Girls were primarily involved in domestic work and commercial sexual exploitation, while the boys were found in construction, mining, agriculture, street vending and scavenging.

Similarly, in all countries, child labourers had either dropped out of school or regularly interrupted school attendance to work. Working was associated with dropout trends and in interviews, child labourers acknowledged the difficulty they experienced in succeeding at school. Most worked long hours for irregular or no pay and were exposed to many risks.

In spite of the variations in the nature and intensity of child labour among the countries, there were similar consequences at the individual, family, community and national levels. Some of these consequences are: perpetuation of poverty, limited social and human capital for the future, loss of self esteem, potential teenage pregnancies, rise in HIV/AIDS/STDs, drug and alcohol abuse and delinquency.

The rapid assessment research conducted has only been able to capture

What is meant by Child Labour?

Children's work is a broad term that includes beneficial work contributing to the child's development on one end and the worst forms of child labour at the other end. All work performed by children under the age of 18 is not necessarily child labour. Millions of young people undertake work, paid or unpaid, that is appropriate for their age and maturity. By doing so, they learn to take responsibility, gain skills, add to their family's or their own income and well-being, and help to prepare them to be useful and productive members of society during their adult life.

Child labour is the unacceptable form of child work. It is work that exposes children to harm or exploitation. Child labour refers to work that:

- *is done at too young an age;*
- *is mentally, physically, socially or morally dangerous and harmful to children; and*
- *interferes with their schooling by depriving them of the opportunity to attend school; by obliging them to leave school prematurely; or by requiring them to attempt to combine school attendance with excessively long and heavy work.*

Two core ILO conventions, Convention No. 138 and No. 182 focus on the elimination of child labour, and place boundaries between child labour and child work.

a snapshot of what exists in certain areas within countries and not what obtains at the national level. National surveys however, have only recently been conducted in Belize and Jamaica in an effort to investigate the extent of child labour in these countries.

Action programmes

In 2001, the Government of Jamaica signed a Memorandum of Understanding with the ILO's Programme on the Elimination of Child Labour (IPEC) to cooperate in the development and implementation of a programme to progressively reduce and eliminate child labour. In 1994, a UNICEF-sponsored national survey had estimated that 22,000 children or 4.6 percent of children in Jamaica aged 6-16 were involved in work. In 2001, a series of rapid assessment studies were done in several areas including Spanish Town, Montego Bay, Negril, Old Harbour Bay and Rocky Point. The results pointed to pockets of child labour as well as its worst forms, such as prostitution.



Hart Edwards, former Permanent Secretary in the Ministry of Labour and Small and Micro Enterprise Development, Trinidad and Tobago, addresses participants at the ILO Caribbean Office's regional tripartite meeting on child labour.

The Jamaican Government has been raising awareness of the issue of child labour and has developed some action programmes to remove children from their workplaces.

Other islands have also taken initiatives to deal with child labour. In Grenada, trade unions took on an investigation of child labour on the island while in St. Lucia, a child labour committee was formed to study the problem and engage in public awareness raising.

ILO Convention on Worst Forms of Child Labour

The ILO estimates that 211 million children are working around the world in conditions prohibited by ILO standards. In 1999, the international

community took a significant step to focus global attention on the intolerable exploitation of children when the Worst Forms of Child Labour Convention, No. 182 was adopted at the International Labour Conference. This led to the current global campaign to progressively eliminate the worst forms of child labour. Nine Caribbean countries have already ratified Convention No. 182 and all have ratified the United Nations' Convention on the Rights of the Child, which also addresses the exploitation of children.

As part of the ILO's global campaign, the ILO Caribbean Office in October 2001 launched the child labour project titled "Identification,

Elimination and Prevention of the Worst Forms of Child Labour in the Anglophone and Dutch-speaking Caribbean" with the support of the Government of Canada. The project focused primarily on an investigation of the situation in the

Caribbean and commissioned six rapid assessment studies to assess the nature and consequences of the worst forms of child labour. The project also included components for awareness raising and action programmes.

While efforts naturally need to focus on immediately removing those children involved in the worst forms of child labour, efforts also need to focus on raising awareness of the issue so that the problem can be stemmed early. The child labour phenomenon is still relatively new to the Caribbean and much of it is culturally embedded as many see children working as part of "growing up." Understanding the circumstances surrounding child labour versus child work is the key link in changing attitudes and cultural norms,



At ILO's meeting, children of the Diamond Vale Government School in Trinidad perform "Let Us Try" the theme song for the ILO's campaign against child labour in the Caribbean. The song was written and composed by Michael "Ibo" Cooper and Claudeen Nesbeth and produced in Jamaica with the participation of a group of children from Spanish Town.

particularly in the Caribbean context.

The challenges posed by globalization and trade liberalization to the fragile economies of the region make it all the more critical for Caribbean countries to adopt preventative strategies that reduce the entrance of children into the job market. Given the link between poverty and child labour, economic instability can significantly increase the number of

The Rapid Assessment (RA) methodology

...is intended to provide relevant information relatively quick. RA uses background desk reviews, key informants, observation, semi-structured questionnaires, in-depth interviews and conversations. Its output is primarily qualitative and descriptive and is an effective way to gather information on the often hard-to-access worst forms of child labour.

child labourers in the region. Poverty in the region already averages roughly 38 percent and even exceeds 40 percent in countries such as Guyana and Suriname. Given this reality, the region will have to keep a watchful eye on the rise in child labourers if it is to ensure a safe and secure future for our children.

Technical Assistance in the Field

■ Assisting people with disabilities in finding employment

On 11-15 November 2002, the ILO sponsored a regional Training of Trainers workshop to strengthen the capacity of agencies and organizations from all sectors concerned with placing people with disabilities in employment.

The workshop provided participants with updated knowledge on a range of issues concerning the employment of people with disabilities, including the promotion of the rights, equal opportunity and equal treatment of people with disabilities. It also equipped participants with the knowledge and skills required for planning, conducting and evaluating activities for the benefit of disabled persons. Participants were also introduced to a range of materials and training techniques to support future training activities.

Participants included representatives from the ministries of labour, employers' organizations and trade unions as well as job placement officers of seven Caribbean countries.

The workshop was one of the recommendations made when heads of disability units and representatives met in March 2001 at an ILO-sponsored tripartite meeting on strengthening rehabilitation services in the Caribbean.

■ Enhancing the labour administration function

As part of the ILO Caribbean Office's ongoing work in providing technical assistance and advisory services to its constituents, a series of national tripartite seminars were held late last year in the Cayman Islands, Antigua and Montserrat. The seminars were organized by the respective labour departments in collaboration with the ILO Caribbean Office. They were aimed at reviewing the labour administration function, national developments in industrial relations and the responsibilities of national tripartite committees, with a view towards making recommendations for improvement. The seminars also

sought to raise awareness of developments in social dialogue and social partnership.

■ ILO and Cipriani College team up for seminar on occupational health and safety and HIV/AIDS in the workplace

The Cipriani College of Labour and Cooperatives in Trinidad and the ILO Caribbean Office collaborated last year September in a joint two-day seminar for trade union representatives on Occupational Safety, Health, the Environment and HIV/AIDS in the workplace. The seminar took place at the Conference Centre of the Steel Workers of Trinidad and Tobago Trade Union and was attended by 30 trade union representatives. Presenters were drawn from the College, the Ministry of Labour, the Pan American Health Organization and the ILO Caribbean Office.

■ ILO's Training of Trainers workshop in entrepreneurship reaches Dutch Caribbean

In November last year, the ILO Caribbean Office scored a first when it conducted its first training of trainers entrepreneurial workshop in Dutch, for the benefit of Dutch-speaking ILO member States. The workshop took place in Suriname and targeted trainers of micro and small entrepreneurs from the public and private sectors, including representatives from the Chamber of Commerce of Suriname and Curacao and the Ministry of Labour's Enterprise Development Unit (SPWE), Suriname. ILO's training material - I-WEB, Improve Your Work Environment and Business, was translated into Dutch - "Investeer in uw Werkomgeving En Bedrijf" and used extensively by participants. This was the third workshop conducted by the ILO Caribbean Office for trainers of micro and small entrepreneurs.



Luesette Howell, Senior Specialist, Employers' Activities addresses participants at the National Employers' Workshop in the Bahamas in August last year.

Employers prepare for new paradigm in management-labour partnership

Over the last six months, the Caribbean Employers' Confederation, through its involvement in the ILO's PROMALCO project, has conducted a series of National Employers' Workshops on human resource-oriented enterprise strategies for competitiveness in six countries of the region. These strategies involve the adoption of new approaches to management-labour cooperation in order to facilitate enhanced enterprise competitiveness.

Already there have been some tangible outcomes from these interventions, such as the move to establish a human resource management administrative body in Belize. The Belize Chamber of Commerce has already circulated a draft terms of reference for comment for such an organization.

■ **e-marketplace coming soon for Caribbean businesswomen**

Very soon businesswomen and other would-be female entrepreneurs in the region would have the benefit of having their products and their activities promoted online through a



website known as CAWEB. A brainchild of the Caribbean

Association of Women Entrepreneurs (CAWE), the website is aimed at strengthening the position of women through economic empowerment, assisting women entrepreneurs in business development and sharing information on business.

The project is expected to involve most countries of the Caribbean and will include a directory of CAWE's members.

The ILO, through its InFocus Programme on Boosting Employment Through Small Enterprise Development (SEED) is funding the start-up phase of the project.



On the Road to Productivity Enhancement...

In the photo above, Arturo Tolentino, Head, Management and Corporate Citizenship Programme, International Labour Office, Geneva facilitates a session at the National Tripartite Productivity Workshop in Dominica last year. National Tripartite Productivity workshops are being conducted by a team comprising ILO staff members from Headquarters and the Caribbean Office, as well as members of the PROMALCO Local Task Forces in the respective ILO member States. The workshops focus on sensitizing participants on the issues of productivity and competitiveness as well as entering into a diagnosis to identify strengths and weaknesses, with a view to developing work



programmes and specific strategies for economic development. Workshops have been conducted in Saint Lucia, St. Vincent and the Grenadines, Dominica and St. Kitts and Nevis. In photo right are Shane Kisson, ILO's PROMALCO Project; I. Christopher Imoisili, Senior Specialist, ILO Caribbean Office; Arturo Tolentino, ILO, Geneva; and Ackroyd Birmingham of the Dominica Employers' Federation.

Regional cooperative movement gears up for new global environment

Coming on the heels of the adoption of the new ILO Recommendation No. 193 on the Promotion of Cooperatives in June last year, the ILO Caribbean Office in collaboration with the Caribbean Confederation of Credit Unions organized a regional tripartite meeting to deliberate on how to implement the new international instrument among countries of the region. The meeting took place on 23-25 October, 2002 at the Grafton Beach Resort and Conference Centre, Tobago, and was attended by 50 stakeholders in cooperative development from across the region, including ministers responsible for cooperative development.

For the effective promotion of cooperative development in the new global environment, the participants agreed that governments should take urgent steps to:

- modernize and harmonize the Cooperative Act;
- streamline the functions relative

to supervision, examination and regulation of cooperatives;

- strengthen governmental institutions to facilitate the effective performance of their supervisory role; and adopt special measures to encourage cooperative development among disadvantaged groups.

The meeting also advocated for a regional action plan to be developed and adopted to implement the principles and policies in the ILO Recommendation No. 193.

ILO Recommendations are non-binding international instruments which set out guidelines to orient national policy and action.

Characteristics

The Caribbean's Cooperative Movement

- *The Cooperative movement in the Caribbean represents 25% of the population and 45% of the workforce.*
- *The movement is a strong vehicle for poverty alleviation, employment, enterprise creation and sustainable development.*
- *It consists of both financial (credit unions) and non-financial co-operatives.*
- *Caribbean countries already have existing legislation on cooperative development and in most cases are in the process of revising it.*
- *All the countries have national credit union leagues, some of which are being reformed to include all cooperatives.*
- *Some territories have fiscal incentives (such as taxes) in place.*

Creating a learning-enabled and worldclass workforce using the competency-based training approach

Interview with George Gamerdinger, Senior Specialist, Human Resource Development and Vocational Training, ILO Caribbean Office

In the wake of globalization, trade liberalization and other developments in labour markets and enterprises, a new approach to learning and training is in the making. ILO Update interviewed George Gamerdinger, Senior Specialist of ILO Caribbean Office on the new approach and how it was being applied in the Caribbean region.

Firstly, what exactly is this new approach to learning and training?

There is a new thrust towards lifelong learning. The realization that applied information leads to knowledge and greater job security is driving interest in learning as a lifelong process. The traditional view of education as an activity to be completed during a set time in one's life is now obsolete. We hear that 75% of the technology we will use in 2010 has not been invented yet; that by 2010, knowledge will double every two to six months. Occupational and technical skills are also changing rapidly.

Does this mean that there will be a demand for new skills?

While there will be an increased demand for technical skills based on established standards, the new approach is also emphasizing skills built around handling information, problem-solving, numeracy and literacy, teamwork, communication, computer literacy, interpersonal and customer-related skills. Learners of all ages need to be able to adapt, learn, relearn and engage in the learning process. These are the skills that make a person learning-enabled for a lifetime.

How can education systems adapt to this new approach of lifelong learning?

The challenge will be to bring together education systems to support this quest for learning. This challenge is not only influencing the Caribbean but rather is a global issue. In the Caribbean the move away from labour-intensive employment in agriculture and even manufacturing means that retraining the adult labour force needs to take on greater importance. As individuals take

responsibility for their educational requirements they are also making demands on education systems to provide quality. Nowhere do we see this more pronounced than in technical and vocational education and training (TVET).

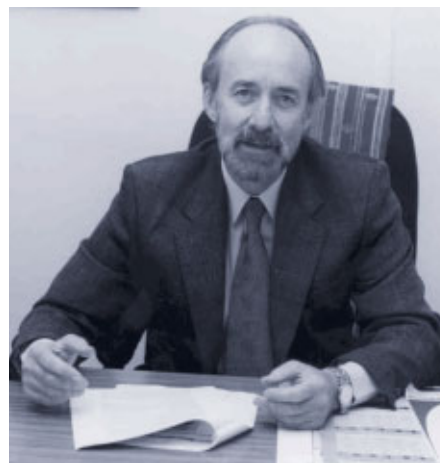
How is the issue of quality being infused in vocational and technical education?

Competency-based training or CBT, as it is often called, is being used as a method for ensuring quality. While CBT can be used in all types of learning environments, I am talking about learning approaches that lead directly to preparing someone for

"...countries are looking to develop a labour force that can not only demonstrate skills and knowledge consistently but one that meets international standards."



employment. While competency-based instruction has been around for decades, in its current form it refers to the process of learners demonstrating what they know at a proficiency level that meets an industry-set standard.



George Gamerdinger
ILO Caribbean Office

This is where the term "new" comes in. Standards are being set for occupations that meet skill levels that the marketplace requires. To do this, educators are liaising with subject matter specialists in a particular field and agreeing on a level of proficiency. However, this is only half the story. Not only is a proficiency set locally, but it is also measured against established proficiencies for the same occupation in another part of the world. The term benchmarking describes the process.

Can you give a practical example of how competency-based training might work?

To give an example, in the Caribbean let's use for discussion skill competencies for a welder who works with tungsten inert gas (or TIG welding for short), who happens to be studying in Jamaica. The competencies needed for the occupation are benchmarked by recognized industries in Jamaica that employ TIG welders; those same benchmarks will be benchmarked again against established competencies for TIG welders in Trinidad & Tobago and the rest of the Caribbean, and may be benchmarked against competencies for TIG welders in the USA, Canada, Singapore, Australia and other countries. What all this leads to is curricula composed of competencies that a learner needs to be able to demonstrate to be qualified as a TIG welder. The same collection of

competencies can become the basis for establishing a national vocational qualification or NVQ for TIG welders. The NVQ would continually have to be benchmarked in order to keep it at an international level.

The strength of the CBT approach just described means that a person who learns to be a TIG welder in an institution that benchmarks skills nationally, regionally and internationally will have a set of recognized skills that makes them employable practically anywhere in the world. For parents paying for an education for their children, it assures them that their children are getting a first class education based on international standards. The process of promoting the CBT is just beginning and institutions all over the world are in competition to develop this type of workforce, based on globally-recognized standards.

How did this new CBT approach evolve?

The approach has evolved because of the need for quality - quality products, goods and services. I mentioned that countries are looking to develop a labour force that can not only demonstrate skills and knowledge consistently but one that meets international standards. The development of information and communications technology (ICT) is certainly fueling the process by providing access to all types of information that organizations and



Group work at the ILO's workshop on developing competency-based training curricula held in Barbados last year

individuals require. Prior to having access to global trends and good practices, it was easier for institutions to deliver training that they felt was appropriate. Levels of productivity were difficult to benchmark as was education and training delivery. Through the current access to quality

information systems the whole process of learning has become more transparent and with that transparency, more measurable and productive.

How easy is it to adopt a competency-based approach?

Adopting the approach is becoming easier as there is a global push with many good practices to draw upon and a general recognition by countries that the approach brings results.

To develop a competency-based system in a country requires some type of a focal point or a national apex agency - a coordinating body that makes sure the process is transparent and technically sound. The process also requires employers and trade unions and government to work together on the issues. All of this means that most institutions will need to change the way they have been doing business and promoting education.

Currently an apex agency exists in Jamaica, as the HEART Trust/NTA; in Barbados as the Technical and Vocational Education and Training Council; and in Trinidad and Tobago as the National Training Agency. Other countries like St. Lucia, and Belize have established or are in the process of establishing similar apex agencies. You can see why I use the term apex agencies because countries call their agencies by different names. All however are

promoting CBT, benchmarked standards, and national vocational qualifications. And their roles are likely to expand through collaboration with other agencies to address new types of apprenticeship programmes. We also should not forget career guidance and information systems as well as the



Presenters at the joint workshop of the National Training Agency, Trinidad and Tobago and the ILO on developing training policies. Left to right are G. Gamerding, ILO Caribbean Office, former Junior Minister in the Ministry of Science, Technology and Tertiary Education, Mustapha Abdul Hamid, Oliver Flax, Chairman, NTA and Fred Fluitman of ILO, Turin Centre, Italy.

gathering of new types of labour market information. These are, by the way, areas that the ILO Caribbean Office is also involved in.

Currently the apex agencies mentioned are also collaborating among themselves to share their nationally-established standards and good practices. I should mention the good work that the CARICOM Secretariat and the Education Reform Unit of the OECS Secretariat are doing to promote the apex system regionally by working with these agencies. The ILO Caribbean Office is also deeply involved pragmatically by providing technical assistance at all levels of the process.

What are some of the distinguishing features of CBT in the region?

The Caribbean is a great importer of knowledge. The CBT approach is a good example, having been borrowed and adapted from practices in the UK, New Zealand, Brazil and others. However, the ability to adapt what has been borrowed is a strength that the region can boast about. The sharing of information about skill competencies and qualifications in the region has been a major force in the development of apex agencies. In particular, I must mention the HEART Trust/NTA in Jamaica, which was the forerunner in the Caribbean in promoting a national apex agency and in moving to the CBT approach. They continue to share these experiences with their neighbours who adapt and modify those experiences to meet their national needs.

The CBT approach in the region generally utilizes employment-driven education and training through the direct involvement of employers, trade unions and other members of civil society. In all the apex agencies I have

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Guyana and Belize selected for International Workplace HIV/AIDS education programme

The ILO has been awarded a four-year cooperative agreement "International Workplace HIV/AIDS Education Programme" by the U.S. Department of Labour to develop HIV/AIDS policy and prevention programmes in six countries from three different regions of the world. The countries are Cambodia (Asia), Belize and Guyana (Caribbean) and Togo, Benin and Ghana (West Africa). Family Health International has been contracted to facilitate the behaviour change component of the programme.

The first phase of the project involves fact-finding missions to assess the ongoing policies and programmes in each of the countries. Missions have already been conducted in Cambodia, Belize and Guyana. The ILO Caribbean Office is providing technical and administrative support to the ILO project team for Guyana and Belize.

The missions to Guyana and Belize were conducted from 19-31

January 2003, to hold consultations with ILO's tripartite constituents, UN agencies and NGOs to design a project document for the implementation of the programme. The project team comprised officials from the ILO, the US Department of Labour and Family Health International.

High levels of commitment to formulating policies and developing HIV/AIDS world of work programmes were evident in both countries. In Guyana, the Occupational Health and Safety Department of the Ministry of Labour has been actively involved in conducting HIV/AIDS training but needs additional resources to continue. In Belize the National Trade Union Congress and the Chamber of Commerce have both incorporated World of Work components in their work plans for this year. Therefore it is envisaged that the "International Workplace HIV/AIDS Education Programme" will expand, support and give greater structure to ongoing workplace initiatives in both countries.

Enhancing labour market information for effective planning and monitoring

An ILO project aimed at providing technical assistance for enhancing the capacity for the production and use of labour market information is now underway in 13 Caribbean countries. With funding from the United States Department of Labour (USDOL), the Caribbean Labour Market Information System (CLMIS) project is expected to help countries generate more reliable, timely and internationally-comparable



labour market information for use at the national, regional and international levels.

Already National Focal Points have been selected in each of the 13 countries.

Since its inception in September 2001, project activities have focused on the following:

- The development of National Classifications of Occupations.
- Evaluating National Insurance Schemes as potential sources of labour market information, particularly in countries that cannot sustain annual or more frequent labour force surveys.
- The production of Productivity Indicators.
- The establishment and enhancement of occupational wage surveys. The output of these wage surveys is expected to feed into national accounts data on labour costs, computing productivity indicators, collective bargaining and tripartite consultations, and the establishment of a real wage index in some countries.
- The establishment and enhancement of labour force

Fighting stigma and discrimination - the 2002-2003 World AIDS Campaign

Fighting stigma and discrimination is the theme for the 2002-2003 World AIDS Campaign. Under the slogan,



"Live and let live", the World AIDS Campaign is encouraging leaders at all levels to visibly challenge HIV/AIDS-related discrimination, spearhead public action and act against the many other forms of discrimination that people face in relation to HIV/AIDS, create a positive legal environment for fighting discrimination and ensure that prevention, treatment, care and support services are accessible to all.

HIV/AIDS-related stigma and discrimination rank among the biggest - and most pervasive- barriers to effective responses to the AIDS epidemic. The ILO's Code of Practice on HIV/AIDS and the World of Work specifically addresses the issue of stigma and discrimination as well as other issues such as the prevention of HIV/AIDS.

Caribbean governments, employers' and workers' organizations made commitments to end discrimination based on HIV/AIDS in employment in the Platform for Action on HIV/AIDS and the World of Work in the Caribbean.

The full text of the ILO's Code of Practice on HIV/AIDS and the World of Work and the Platform for Action are available online at www.ilocarib.org.tt under Publications/Information Sources.

surveys. The enhancement of these surveys has now become an issue given the new needs for labour market information in the new global financial order.

Two additional project activities which will commence shortly include the development of a National Labour Market Information Plan and the establishment of National Labour Market Information Libraries (LMIL), a database to allow producers of LMI to disseminate and/or use labour market information more efficiently.

ILO at UN Media Workshop for regional journalists

The ILO Caribbean Office collaborated with other UN agencies, the Association of Caribbean Media Workers and the US Embassy in Trinidad to host a UN Media Workshop for regional journalists on "Information for Action". The workshop was held in Trinidad on 6-8 November 2002 and focused on sustainable development issues. Thirty regional and local journalists attended the workshop.

The ILO used the forum to highlight its efforts in promoting the Declaration on Fundamental Principles and Rights at Work, in the areas of labour-management cooperation through the PROMALCO project, child labour and HIV/AIDS.

Presentations were given by the ILO's Senior Specialist on labour standards, Michele Jankanish as well as ILO's Project staff, Andre Vincent-Henry and Beverly Harry-Emmanuel (PROMALCO) and Leslie Bowrin (Child Labour). A special roundtable discussion on ILO issues was also held at the end of the presentations, at which CCL's George De Peana and CEC's Linda Besson gave short presentations on their organization's involvement and work with the ILO.

ILO to observe World Day for Safety and Health at Work

The ILO will observe World Day for Safety and Health at Work on 28 April 2003 with a view to focusing on prevention and to highlighting the importance of reducing occupational accidents and diseases worldwide. ILO's Caribbean constituents are encouraged to organize activities in their respective countries to commemorate the day.

Bookshelf

Orders can be placed through the ILO Caribbean Office



Corporate Success Through People-Making International Labour Standards Work For You

Nikolai Rogovsky and Emily Sims
ISBN 92-2-112718-4/US\$15.95

This volume presents convincing evidence that implementing International Labour Standards in any company is not only a wise code of conduct, but makes sound business sense as well. Numerous case studies and examples from both large and small companies all over the world, including the Caribbean are presented.



Caribbean Labour Relations Systems: An Overview

Samuel J. Goolsarran
ISBN 92-2-113102-5/available
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This publication seeks to provide the background to Caribbean labour relations and presents a summary of the main body of labour legislation in each of the 21 countries and territories of the English and Dutch-speaking Caribbean.

Special Offer!

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Global Employment Trends 2002

ISBN 92-2-113360-5
US\$22.95

The continuing economic slowdown and uncertain economic prospects have resulted in a grim global employment situation. Incorporating the most recent data available for 2002, this volume provides valuable analysis of current labour market trends around the world and identifies the various factors contributing to the downturn affecting many workers today.

Other new titles

- Management of Disability in the Workplace -An ILO Code of Practice - US\$6.95
- Training, productivity and decent work -Cinterfor/IFP/ skills publication
- Learning and Training for Work in the Knowledge Society - US\$12.95

New ILO Report on Global Employment Trends cites Latin America and the Caribbean as hardest hit

Countries of Latin America and the Caribbean were cited as the hardest hit by unemployment in a recent ILO Report on Global Employment Trends 2003. While the global economic slowdown and post September 11 developments increased unemployment worldwide, joblessness increased in Latin America and the Caribbean bringing the unemployment rate to nearly 10 per cent. Youth unemployment in the region hit 16 percent in 2001, up from 12 per cent in 1997, with nearly all new jobs for young people emerging in the informal economy.

The ILO estimates that the number of unemployed worldwide grew by 20 million since the year 2000 to reach a total of 180 million at the end of last year. Particularly hard hit have been women and youth, who often have jobs that are particularly vulnerable to economic shocks.

Unemployment began to grow soon after the information and communication technology (ICT) bubble burst in spring 2001, sparking an economic slowdown. The aftermath of the September 11 attacks in New York and Washington, D.C. brought further shocks and amplified the economic downturn. This slower growth in



industrialized nations meant job losses in the export-oriented industries of developing countries. Worst hit were labour-intensive, export-oriented sectors. In addition, weakening confidence among investors brutally exposed the financial fragility of countries in several regions, with ensuing crises putting many people out of work.

The prospect for a reversal in unemployment trends in 2003 appears unlikely given the uncertain prospects for a global economic recovery, according the ILO's Director-General, Juan Somavia. "A continuation of these trends will dramatically increase the number of unemployed and working poor. A full-scale global recession could have grave consequences for the social and political stability of large parts of the world."

The report highlighted the need for policymakers to focus on measures to secure and spread the recovery and ensure that faster growth yields the maximum number of decent work opportunities, reduces unemployment and poverty and restarts employment growth. "Pro-jobs" and "pro-poor" policies were recommended as measures to be put in place by policymakers as a matter of urgency.

Creating a learning-enabled and worldclass workforce (Cont d from page 9)

mentioned, there are bodies that serve as industry advisory committees. Such tripartite committees have a variety of functions including providing programme advice, involvement in testing and certification, identifying core competencies in occupations and quality control. The NTA in Trinidad and Tobago has, in collaboration with the ILO, developed a handbook on this process.

What are some of the challenges being faced by Caribbean countries with respect to technical and vocational training?

Developing policies on national vocational training systems is a direction that many countries in the region are interested in pursuing. Last year the ILO Caribbean Office held a workshop on just this policy topic. Eleven countries participated and left with a draft policy, which they are pursuing with their individual governments.

For the type of CBT approach we have been discussing, to be effective requires a national TVET framework. This is why the ILO has been asked to support the policy issue.

(For more information, please visit Publications/Information Resources - HRD/TVET at www.ilocarib.org.tt)



International Labour Organization
- Caribbean Office
11 St. Clair Avenue, P.O.Box 1201
Port of Spain
Trinidad and Tobago

