FORMALIZATION OF THE INFORMAL ECONOMY IN JAMAICA
GRANVILLE AND GARLANDS/HORSE GUARDS

Poverty anywhere is a threat to prosperity everywhere.
ILO Declaration of Philadelphia, 1944
FORMALIZATION OF THE INFORMAL ECONOMY IN JAMAICA

GRANVILLE AND GARLANDS/HORSE GUARDS

International Labour Organization,
Office for the Caribbean
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There is an emergence of new types of entrepreneurs operating outside the formal process. These entrepreneurs are voiceless with limited access to capital, land and training.

The efforts to formalize informal enterprises call for a broad-based development Programme that integrates all the elements that make communities work cohesively, namely:

- Social dialogue;
- Infrastructural development;
- Social protection;
- Job creation;
- Land tenure security;
- Neighbourhood improvements;
- Developmental partnerships;
- Resource management;
- Community services; and
- Environmental awareness and best practices.
1. BACKGROUND

Slow economic and employment growth has affected Jamaica since the late 1970s. Since then the country has struggled to achieve and maintain export competitiveness through a variety of means. Several reforms and policies, have been utilized, including a series of International Monetary Fund (IMF) support packages and World Bank (WB) Structural Adjustment Loans.

A complementary element of these reforms has been a focus on reducing labour market rigidity through a variety of mechanisms such as Active Labour Market Programmes that are designed to smooth work transitions and help displaced workers re-enter the labour market with new and/or improved skills.

The ability to capitalize on these opportunities, depends largely on the human and social capital and capacity of local players: workers, job seekers, government, micro and small enterprises, training providers and other business support institutions.

A comparatively large share of labour market activities in Caribbean countries is conducted informally. Micro, Small and Medium Sized Enterprises (MSMEs) operating in the informal economy are characterized by precarious working conditions’ and absence of social security.

Under the aegis of its Decent Work Agenda, the ILO emphasizes the role of formalizing informal activities and employment conditions in order to achieve the minimum welfare standards for workers and their families.

In June 2015, the ILO constituents at the International Labour Conference held in Geneva, Switzerland, adopted Recommendation No. 204 concerning the Transition from the Informal to the Formal Economy.

It is therefore expected that efforts at engaging local MSMEs can actively assist with establishing the foundation required to successfully implement programmes that promote, facilitate and support job creation and enhancement in Jamaica. Furthermore, it is hoped that through formalization interventions, persons will be educated on matters such as workers’ rights, social protection and social dialogue.
2. SCOPE AND APPROACH

The ILO, in collaboration with the Ministry of Labour and Social Security (MLSS), implemented the ‘Formalization of the Informal Economy Programme’ during the period October 2014 to November 2015, in two pilot communities, in the parish of St. James:


2. Granville (urban area) inclusive of Pitfour and Retirement.

The core strategy of the Programme in Jamaica utilized a Local Economic Development (LED) approach to enhance the communities’ capacity to identify their employment challenges and implement the response needed.

The three phases of the Project

<table>
<thead>
<tr>
<th>PHASE ONE</th>
<th>PHASE TWO</th>
<th>PHASE THREE</th>
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</thead>
<tbody>
<tr>
<td>Data collection and analysis</td>
<td>Establishment of National and Local Oversight Committees with stakeholders</td>
<td>Package of community targeted support services designed to reduce informality and create jobs at the local level</td>
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</tbody>
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The Formalization of the Informal Economy Programme is a timely lifeline to strengthen entrepreneurs who are lacking the requisite tools to survive in a global market place.
Initial consultations

Early in this Programme, the Data Collection Analyst and the Coordinators met to understand the situational context of each community, including the labour market and labour force, the level of informality, literacy levels, demography, crime rate and social protection needs.

During this meeting it was recognized that most of the data, surveys and reports were outdated and it was necessary to conduct research within the communities to develop a more current picture of the existing economic and social conditions.

Granville

The LED Coordinator advised that Granville and its environs, Retirement and Pifour, historically have high crime levels due to the insurgence of lottery scammers within the community. It was also noted that there were significant limitations to business growth in the community as land ownership levels and access to land and capital remain low.

The LED Coordinator noted that recently there was a contraction of scamming in the community which led to a reduction in the levels of crime. Granville is therefore now poised for the successful implementation of social programmes as well as attempts to formalize the informal economy.

Garlands

It was essential to visit Garlands to interact with community members and informal business persons to gain a better understanding of the community’s level of development.

The required updates for Granville were made by the LED Coordinator who was also a member of the Community.

The National Coordinator and LED Coordinator visited business establishments in the Garlands community and its environs, in order to capture contact information of informal business persons and to gain a further understanding of the gaps and challenges in the social protection system.

It was noted that the community has a number of major challenges, including, lack of piped-borne water; continued use of pit latrines; poor road conditions and low literacy levels. More importantly, several of the business persons squatted on government land and do not have property titles.
3. SITUATIONAL REVIEW OF THE GARLANDS AND GRANVILLE COMMUNITIES

Background

Phase One of the Programme concentrated on data analysis and produced key documents including a Situational Review, Qualitative Needs Analysis, Business Listings and a List of Community Based Organizations (CBOs).

Despite the fact that Granville is an urban/inner city community and Garlands is located in a rural area, both communities have some similar socioeconomic and demographic characteristics.

The communities differ, however, in the variety of employment challenges and opportunities faced in Jamaica’s urban and rural areas.

Population

Although the population size and number of households in both communities are noticeably different, the average household size, gender distribution and average age statistics are similar. The Granville population is, however, more youthful than that of Garlands as approximately half of the population (49.5 per cent) is 24 years of age or younger.
Education

A higher proportion of heads of households in Granville have a secondary and post-secondary education in comparison to Garlands.

A slightly larger percentage of Garlands residents, however, have tertiary education when compared to those in Granville.

Despite these education levels, the majority of both Garlands and Granville household heads are academically unqualified.

The major form of training received in Garlands is apprenticeship, while in Granville, specific job training is the most popular form of training for 72 per cent of the residents.

The statistics on page 6 show that the level of human capital development expected from education has not materialized.
Household Heads | Garlands | Granville
--- | --- | ---
Academic qualifications:
- No qualification | 84% | 71%
- Passed 3 or more subjects | 2% | 4%
- Vocational certificate | 0.5% | 5%
- Associate Degree | 5% | —
Training:
- Apprenticeship | 56% | 28%
- On-the-job-training | 8% | 42%
- Specific trade training | 39% | 72%

This negatively impacts the ability of residents to adopt the recommended formal approach to business management.

Educational opportunities and challenges

**Opportunities**
- Expand Associate Degree attainment through partnerships between high schools and the Caribbean Examination Council.
- Wide scope for providing tertiary education in key areas like business management and agriculture.
- Scholarship opportunities from Petro-Caribe and the Citizen, Security and Justice Programme.
- Linking social intervention with agencies/organizations that provide adult education.

**Challenges**
- Low secondary education levels.
- Lack of technical/vocational training.
- Lack of scholarship opportunities.
- Shortage in formalized and certified training.
- Major difference in educational qualifications between genders.
Health

The majority of households in both Granville and Garlands use public health care facilities but they have challenges accessing health care.

Enduring long waiting periods before receiving medical care was a particularly major difficulty experienced by residents in both communities.

With regards to chronic diseases, hypertension and arthritis cumulatively affect over half of the residents in both communities.
Housing

Home ownership rates are high in Garlands (82 per cent) and Granville (73 per cent) but land ownership levels are lower. In Granville, 77 per cent of homeowners do not own the land that their homes are on; for Garlands, the comparable statistic is 54 per cent. Approximately one quarter of the persons in both communities live on family-owned land.

While there is home ownership absent of land ownership, the quality and condition of the homes require improvement. There are poor sanitary conditions and a general lack of pipe borne water supply, especially in Garlands. Granville homeowners obtain water from public sources.

Electricity is the main source of lighting for 95 per cent of households in Granville and 72 per cent in Garlands.
Employment

The average household size in both communities is 3.6 and only one person on average is employed. This provides another view of the dependency issues experienced in the average household in both communities.

Most persons in Garlands (78 per cent) identify themselves as being self-employed compared to 30 per cent in Granville.

Approximately 63.5 per cent and 87 per cent of household heads in Garlands and Granville respectively are employed with the male heads of households more likely than female heads, to be employed.

Household expenditure in Garlands is typically lower than 10,000 Jamaican dollars (JMD) per month for 43.6 per cent of households. In Granville 18 per cent spend between JMD20,000 and JMD29,000\(^1\).

Among those who were employed in Garlands, 71 per cent of heads were employed in agriculture and fisheries whereas 47 per cent of the Granville population that are employed are in services and another 23 per cent in craft and related trades.

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\(^1\) One US dollar is approximately 119 Jamaican dollars (Exchange rate at the time of publication).
Crime and safety

Seventy-three per cent of Garlands residents report feeling safe and 66 per cent believe crime is low in the community. In contrast, only 30 per cent of Granville residents feel safe; 5.5 per cent feel crime is low whilst 53.5 per cent view crime as being extremely high.

The victimization outlook in both communities is slightly divergent with 58.6 per cent of Garlands residents feeling unlikely and very unlikely of being a victim of a crime in the next year. In Granville, 44 per cent of the residents believe it is unlikely that they would become victims of crime.
Community-based organizations (CBOs)

The CBOs in Garlands are mainly inactive in comparison to the Granville organizations that are mostly active and established.

### Garlands

<table>
<thead>
<tr>
<th>Community organizations</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Horse Guards District Development Committee</td>
<td>District Development Committee</td>
</tr>
<tr>
<td>Garlands Youth Club</td>
<td>Youth Club</td>
</tr>
<tr>
<td>Horse Guards Jamaica Agricultural Society</td>
<td>Production Marketing Organization/Agricultural Society</td>
</tr>
<tr>
<td>Garlands Jamaica Agricultural Society</td>
<td>Agricultural Society</td>
</tr>
<tr>
<td>Garlands Community Development Committee</td>
<td>Community Development Committee</td>
</tr>
</tbody>
</table>

### Granville

<table>
<thead>
<tr>
<th>Community organizations</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Future Generation Youth Club</td>
<td>Parents and Guardians</td>
</tr>
<tr>
<td>Pioneer Citizens Association</td>
<td>Citizens Association</td>
</tr>
<tr>
<td>Granville Parenting Focus Group</td>
<td>Community Group</td>
</tr>
<tr>
<td>Carthagena Citizens Association</td>
<td>Citizens Association</td>
</tr>
<tr>
<td>Granville Progressive Youth Club</td>
<td>Youth Club</td>
</tr>
<tr>
<td>Granville Peace and Justice Resource Foundation</td>
<td>Community Group</td>
</tr>
<tr>
<td>Granville Parenting, Rehabilitation and Beautification Group</td>
<td>Citizens Association</td>
</tr>
<tr>
<td>Jaguars Basketball Club</td>
<td>Citizens Association</td>
</tr>
<tr>
<td>Granville Community Development Committee</td>
<td>Community Development Committee</td>
</tr>
<tr>
<td>Granville District Development Committee</td>
<td>District Development Committee</td>
</tr>
</tbody>
</table>

Legend:
- INACTIVE
- PARTIALLY ACTIVE
- ACTIVE
Business listings

A review of the business listings indicates that entrepreneurs in both communities may be unaware of and/or unable to meet the requirements of owning and operating a business.

For these businesses to function at an improved level of operation and achieve formalization, it is likely that they will require the full suite of business registration related processes and certifications as outlined below.
GARLANDS

Business Types:
- Agriculture: 32
- Retail: 17
- Services: 7
- Manufacturing: 3
- Other: 1

Registration Status:
- Trade Licence: 9%
- Village Retail: 15%
- Limited Liability: 27%
- NA: 55%

Years Since Establishment:
- Up to 5 Years: 26
- 6 - 10 Years: 14
- 11 - 20 Years: 6
- Over 20 Years: 7

Source: Survey Results, ILO, 2015
Business Types:
- Service - 38
- Retail - 49
- Transportation - 1
- Village retail bar - 1
- Agricultural service - 2
- Entertainment - 1
- Manufacturing - 6

Registration Status:
- Other - 1%
- Village Retail - 33%
- N/A - 10%
- Limited Liability - 11%
- Trade Licence - 28%
- Unregistered - 47%

Years Since Establishment:
- Up to 5 Years: 37
- 6 - 10 Years: 19
- 11 - 20 Years: 14
- Over 20 Years: 4

Source: Survey Results, ILO, 2015
4. GAP ANALYSIS

The two communities require support from several Government ministries and agencies to be able to improve the infrastructure, social services and security of tenure in order to advance the formalization process. Factors for consideration include:

**Limited access to land and capital:** In the pilot communities, the growth limitation of MSMEs is a result of limited access to land and capital. New arrivals and potential business operators do not have access to property for business establishment.

**Population threshold:** The provision of affordable housing would enable the retention of Garlands’ trained workforce and attract middle management persons who could drive the social and economic revival and continued development of the community.

**Agro-processing:** Garlands and Horse Guards have the potential to develop wealth generating activities by capitalizing on the raw materials generated from agriculture and its forward linkage to food processing. The possibility of preserving, canning and drying the Otaheite Apple, as well as processing other seasonal crops, was proposed.

**Squatting:** The physical landscapes lack developmental controls and this has resulted in commercial and residential squatting. What is of immediate need is the regularizing of government lands and a titling programme to give security of tenure to persons who are on family land and those in adverse possession.

**Internal migration:** There is evidence of residential construction partially due to a number of returning residents and persons moving from the back roads to safer and more secure locations on the main road where there is access to water, electricity and better roads.

**State dependency:** There are signs of an inordinate dependency on the state which in turn breeds cynicism, division and mistrust when expectations are unfulfilled. There is a need for social dialogue to clarify the responsibilities of partners in the developmental process.

**Crime and Violence:** Garlands was not spared from the scourge of scamming and the accompanying violence and the increase in crime has triggered migration and negatively impacted community activities.
Farmers organization: The Producers Marketing Organization (PMO) and Jamaica Agricultural Society (JAS) branches in Garlands need to be revitalized to effectively lobby the authorities for the farmers’ infrastructural needs, particularly for improved farm roads to enhance the transportation of produce.

Garlands transport terminal: The Garlands Square could be developed as a transport terminal with an accompanying Producers’ Market inclusive of sanitary facilities. This major catalyst project would strengthen and support the MSMEs in and around Garlands Square.

Sports and recreation: A multipurpose sports court is needed in Garlands to broaden the range of sporting activities at the existing football field. Sport and recreational activities need to be encouraged in both communities to retain their youthful populations.

Health and primary schools: The Garlands Primary School is serving the community well but access to health care from the health centre needs to be addressed.

The prestige of the ILO ensured cooperation from the various Ministries and Government agencies as reflected in the composition of the National Steering Committee.

The members of the Local Oversight Committee continue to support the Programme by providing mentorship, training and consultation services.
5. ACTIVITIES AND ACHIEVEMENTS

The formalization Programme started in October 2014, resulting in the following activities and achievements.

**Local Oversight Committee**
- Chairman of Community Development Committees - Granville, Garlands and Horse Guards
- Jamaica Hotel and Tourist Association (JHTA)
- Forestry Department
- Dept. of Cooperatives and Friendly Societies
- SDA/HEART-NTA Vocational Training Project
- Maroon Town Development Committee
- National Land Agency-LAMP
- Jamaica Employers’ Federation (JEF)
- Ministry of Labour and Social Security
- Planning Institute of Jamaica (PIOJ)
- Jamaica Promotions Corporation (JAMPRO)
- Ministry of Youth and Culture
- Jamaica for Lifelong Learning
- Jamaica for Lifelong Learning
- Jamaica for Lifelong Learning
- National Land Agency-LAMP
- Jamaica Employers’ Federation (JEF)
- Ministry of Labour and Social Security
- Planning Institute of Jamaica (PIOJ)
- HEART-Trust/NTA
- The University of the West Indies, Mona
- Councillors from Spring Mount, Maroon Town, Granville, Catadupa
- Jamaica Agricultural Society (JAS)
- Social Development Commission (SDC)
- St. James Parish Development
- Bustamante Industrial Trade Union (BITU)

**National Steering Committee**
- Ministry of Tourism
- Ministry of Agriculture and Fisheries
- Ministry of Youth and Culture
- Jamaica for Lifelong Learning
- Jamaica for Lifelong Learning
- Jamaica for Lifelong Learning
- National Land Agency-LAMP
- Jamaica Employers’ Federation (JEF)
- Ministry of Labour and Social Security
- Planning Institute of Jamaica (PIOJ)
- HEART-Trust/NTA
- Ministry of Local Government and Community Development
- Jamaica Confederation of Trade Unions
- Social Development Commission
- National Works Agency
ILO ENTREPRENEURSHIP WORKSHOP

No of Participants

<table>
<thead>
<tr>
<th>Workshop</th>
<th>Participants</th>
<th>Men</th>
<th>Women</th>
</tr>
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<tbody>
<tr>
<td>Granville</td>
<td>19</td>
<td>6</td>
<td>13</td>
</tr>
<tr>
<td>Garlands</td>
<td>28</td>
<td>16</td>
<td>12</td>
</tr>
</tbody>
</table>

Place: Montego Bay
Date: 8-20 November 2014 (Granville)
Date: 26-28 January 2015 (Garlands)

These Workshops were designed to engage the MSMEs to successfully own and operate a small business, thereby promoting and supporting job creation.

Topics covered (At each Workshop):

- What is entrepreneurship?
- How do I become an entrepreneur?
- Enterprise development support for youth development policies.
- Marketing and business plans.
- Challenges in setting up SMEs and resource mobilization
- Legal aspects of business documentation, record keeping.
- Costing and financial planning

Results

Forty-eight targeted SMEs had their entrepreneurial skills upgraded to better understand how to successfully own and operate a business with sustainability as a major focus.
REGIONAL ARTISAN
ENTREPRENEURSHIP WORKSHOP

No of Participants: 28
Men = 16   Women = 12

Place: Montego Bay
Date: 23-26 March 2015

Artisans from: Barbados; Columbia; Dominican Republic; Guatemala; Jamaica; Mexico, Nicaragua; Panama; and Saint Lucia

The Workshop was part of an ongoing ILO initiative to:
• Deliver training and capacity-building tools to SMEs;
• Contribute to business skills development;
• Support the growth of the SME sector; and
• Provide linkages with the hotel sector and multinational enterprises.

Topics covered
• Staffing your business;
• The challenge of youth employment;
• Business documentation and record-keeping;
• Innovation, expertise and tourism technology;
• Business and marketing plans; and
• Entrepreneurship experiences and lessons learnt.

Results

The Network of Artisans in the Tourism Sector of the Greater Caribbean was established as a result of this Workshop
LOCAL CONSULTATIONS: STAKEHOLDERS MEETING

No of Participants  
- Garlands = 48  
  Men = 20  Women = 28  
- Granville = 53  
  Men = 22  Women = 31  

Place: Montego Bay  
Date: 11 June 2015 (Garlands)  
Date: 12 June 2015 (Granville)

These Meetings were based on the framework and methodology of the ILO to provide a local economic approach in achieving the Project goals towards the formalization of the informal economy.

Presentations highlighted several opportunities for community persons to access business development support. These opportunities include assistance with accessing grant funding and writing business plans.

Topics covered

- How to establish a cooperative;
- Financing and collateral requirements;
- SMEs and national insurance;
- Opportunities for SMEs in Jamaica; and
- Formalization and its benefits.

Results

Participants were provided with opportunities available to SMEs, including registration benefits, financing options and other material relevant to formalization and managing a sustainable business.
ILO COOPERATIVES TRAINING WORKSHOP

No. of Participants: 20  
Men = 10  Women = 10  
(Garlands and Horse Guards = 9; Granville = 8; Artisans = 3)

Place: Montego Bay  
Date: 17 June 2015

The Workshop was conducted as part of the ongoing ILO Project to deliver training and capacity-building tools to SMEs, to contribute to business skills development and support the growth of the SME sector.

Topics covered

Day 1
- ILO’s recommendations to formalize the informal sector;
- How to start a cooperative and the types of cooperatives in Jamaica;
- The functions, classification, ideas, principles and practices of cooperatives; and
- International Cooperative Alliance (ICA), World Council of Credit Unions (WOCCU), and Caribbean Confederation of Credit Unions (CCCU).

Day 2
- Cooperative and the financial crisis;
- Comparison with other forms of business;
- The business idea and the business plan;
- Group discussions and work; and
- Marketing and Cooperatives.

Day 3
- Tasks in a cooperative;
- Board and management;
- Meetings and members; and
- Forming a cooperative.

Results

- The Greater Granville Development Cooperative was established.
- The Garlands Group is undergoing the process to register as a cooperative.
ILO TRAINING OF TRAINERS WORKSHOP: START AND IMPROVE YOUR BUSINESS

No. of Participants: 17  Place: Montego Bay
Men = 7  Women = 10  Date: 28 September - 2 October 2015

The Workshop attracted representatives from a variety of agencies and institutions to facilitate successful and sustainable project implementation, island-wide.

To ensure the sustainability of the formalization programmes, the training component should be within an institution that is people-centred, broad-based and inclusive with its core function anchored in development.

Topics covered

• The business idea;
• How to train SMEs using different types of pedagogy;
• Financing SMEs;
• Marketing SMEs;
• Record-keeping; and
• Creativity and innovation.

Results

A new cadre of professionals now have the knowledge and skills to deliver and mentor training to SMEs on how to start and grow a business.
SOCIAL DIALOGUE, SOCIAL PROTECTION, AND WORKERS’ RIGHTS WORKSHOP

No. of Participants: 23
Men = 10    Women = 13

Place: Montego Bay
Date: 5-6 October 2015

The Workshop targeted a wide range of individuals directly impacted by the subject of workers’ rights, social protection and social dialogue.

Topics covered

- Workers’ rights;
- Social protection;
- The role of tripartism in achieving coherence at the policy level and in the workplace;
- Principles of social dialogue; and
- Examples of social dialogue in practice.

Results

Issues pertaining to social dialogue, social protection and workers’ rights now mainstreamed in SMEs for greater productivity improvements.
On 10–11 November 2015, the ILO involved all stakeholders in a final validation/dissemination Workshop, held in Kingston, Jamaica.

The purpose of this Workshop was to assess the progress of the pilot Programme, discuss the Project outputs and next steps, including request for donor-funding, if necessary.

Participants at this Workshop included:
- Ministry of Labour and Social Security;
- Ministry of Industry, Investment and Commerce;
- Ministry of Tourism;
- Ministry of Agriculture;
- Social Development Commission;
- Jamaica Employers’ Federation;
- Jamaica Confederation of Trade Unions;
- Heart/Trust NTA;
- Statistical Institute of Jamaica; and
- Planning Institute of Jamaica.

Participants hailed the success of the Programme and strongly expressed the desire to continue this formalization Project in Jamaica to reach new communities to assist in reducing unemployment and creating better jobs. Improving job quality would involve increasing social protection, and using social dialogue as a means to engendering trust in workplaces.

6. VALIDATION AND DISSEMINATION
Participants focus intently on Workshop presentation.
7. RECOMMENDATIONS

Although the Programme successfully achieved all the agreed outputs, there is now a desire to address significant social gaps as well as the need to elevate the Project to the national level. In this regard, some of the recommendations for the future that were expressed by the stakeholders and participants include:

1. The creation of an enabling environment for business development. This would include:

   • The entrepreneurs in the pilot communities require assistance with improving their capacity to grasp basic business concepts, including drafting business plans.
   • There is a need for a Labour Market Information System (LMIS).
   • The lack of use and access to Business Development Services and other Government support agencies highlights the need for business incubators.
   • The MSMEs in the pilot community need access to property titles. This will support the access to funding or grants thereby impacting the company’s development potential.
   • The MSMEs should be encouraged to register their businesses, resulting in opportunities to tap into clients and new markets. A one-stop-shop should be encouraged, especially in the parish communities.

2. A sustainability plan

It is imperative that the MLSS continues to support this Programme and the following activities should be considered necessary in ensuring the sustainability of the formalization process that started in Garlands and Granville:

   • Continuation of the National Steering Committee and Local Oversight Committee meetings.
   • The completion of a Development Plan
for Garlands and Horse Guards by the Ministry of Agriculture and Fisheries.

• Support from the National Lands Agency in resolving the land divestment issues in Horse Guards and Garlands.
• Support to the Garlands Jamaica Agricultural Society Branch for the completion of the registration of their Cooperative.

3. Access to finance and other business development services

• The Government of Jamaica should seek to provide greater support by reviewing the current financing systems and exploring new methods to improve MSME access to credit. The Government should also refinance and strengthen financial institutions that serve MSMEs.
• The Government may be able to combat the attractiveness of the irregular economy by providing alternative opportunities to new entrants in the labour market.
• Efforts should be made to train MSMEs on the importance of marketing and creating quality products.
• Provide assistance with creating linkages so that small business owners and farmers can access key markets, like hotel chains.
• Formalized structures should be created at the parish level with trained individuals in entrepreneurship to help support local MSMEs.
• Support the creation of a culture of entrepreneurship.
• The trade unions can sensitize workers in the informal economy on the importance of having collective representation; they can include the workers in collective agreements and provide them with special services including information on their legal rights, pensions, etc.
• The Government needs to strengthen its adult education and training at the community level.
• Establish information policy and ease of access to information to assist formalization.
• The Government should consider a Decent Work Country Programme for Jamaica.

The formalization Programme can broaden the ownership base of the economy and build an ownership society in keeping with the Government’s stated objective. The Government and the local authorities must therefore create the enabling environment to facilitate formalization of the informal economy.
VOICES: Programme Coordinators

Owen David Allen, Local Area Coordinator
I think that future of this country lies with bringing into the main stream these marginalized people, because they have the energy, the dynamics, the creativity and resilience to weather the storm and to rise to the occasion.

Kelvin Sergeant, ILO
When informality is reduced, productivity increases. We have trained over 25 Jamaican nationals as trainers in business development. These persons can now further train others in their community. When they do this, the result is a better trained class of successful small business operators.

Dagmar Walter, ILO
Transitioning from the informal economy for workers and economic units is a process. It does not happen overnight. It is an integrated process where you need many dimensions to come together. We have a very good start and platform here in Jamaica where we hope the benefits will multiply.

Ruth Carey, National Project Coordinator
Any project that targets communities in need is important to this country. We have many bright young persons [...] that only need opportunities. When given those opportunities they will take advantage and use it and this is going to be what will change the culture of our country.

Owen David Allen, Local Area Coordinator
I think that future of this country lies with bringing into the main stream these marginalized people, because they have the energy, the dynamics, the creativity and resilience to weather the storm and to rise to the occasion.
VOICES: Some beneficiaries of the Programme

Omari Street
Since I got this training, my eyes are more open. I was planning to leave the country, however after I got the training I realized that I could venture out into the real world and do something on my own.

Carval Cunningham
Hydroponic farming is the modern way of farming, with little or no soil. We are able to determine the amount of nutrients that goes into the plant and speed up the reaping process. We are pressing forward to implement our business plan on hydroponic farming.

Natasha Vassell
You [may] think that you don’t want to be formalized because you don’t want to pay taxes. But it’s not just about that. There are so many avenues that can open up by getting formalized. You are better educated, you are better able to access different loans, grants, help and information.

The more people we share with, the more people we can reach. We could incorporate [this on] a bigger scale, because what they [this Project] gave was beautiful and I thank them.

“...promoting the protection and incorporation of workers and economic units [...] into the mainstream economy.”

International Labour Organization
Map of Jamaica

Granville

Garlands