



Caribbean NEWSLINK

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

January - March 2016



José Manuel Salazar-Xirinachs pays first official visit to region since assuming office as ILO Regional Director for LAC

Mr José Manuel Salazar-Xirinachs made an official visit to Trinidad and Tobago from 14-16 February 2016. The visit was his first to the Caribbean since assuming his role as Director of the ILO Regional Office for Latin America and the Caribbean (LAC), on 1 June 2015, based in Lima, Peru. During his visit, Mr Salazar met with representatives from Government, workers' and employers' organizations in Trinidad and Tobago.

Mr Salazar, accompanied by Ms Claudia Coenjaerts, Director of the ILO Decent Work Team and Office for the Caribbean, paid a courtesy call on Senator the Hon. Jennifer Baptiste-Primus, Minister of Labour and Small Enterprise Development. At the meeting, the Minister commended the ILO for its efforts to promote and sustain decent work to the tripartite constituents in Trinidad and Tobago. Discussions covered various themes including social dialogue and tripartism and the impending establishment of the National Tripartite Advisory Council (NTAC), launched on 15 March 2016; the importance of a sound diagnostic of the social

and economic situation to identify the next generation of competitive "bets", or the economic clusters of the future, as well as to assess the best way forward to promote policies and programmes for decent work; the role of small and medium enterprises for the economy of Trinidad and Tobago and the ongoing turnaround in the National Entrepreneurship Development Company Limited (NEDCO); and the important role of productivity and its link to work ethic and young people's aspirations.

The Regional Director also held talks with Mr Richard Blewitt, United Nations Resident Coordinator and UNDP

Photo top: Director and staff of the ILO Office for the Caribbean with the Regional Director, José Manuel Salazar-Xirinachs, front row, 3rd from left.

Photo inserts, L to R:

1. José Manuel Salazar-Xirinachs and Claudia Coenjaerts, meet with Senator the Hon. Jennifer Baptiste-Primus, Minister of Labour, and Marcia Rampersad, Head, International Affairs Unit.
2. ILO Directors interviewed on Good Morning Trinidad and Tobago.
3. Regional Director at Trinidad and Tobago's First Bipartite Forum.

Regional Director's first official visit to region

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Resident Representative for Trinidad and Tobago, Suriname, Aruba, Curaçao and Sint Maarten, on the need to mitigate the current "slow motion" economic decline in the Caribbean region, and how in that light, the pursuit of the Sustainable Development Goals (SDGs) becomes ever more relevant. They also discussed the importance of a strong UN collaboration to deliver the integrated approach to the SDGs.

Mr Salazar attended the first Meeting of the Trinidad and Tobago Bipartite Forum with Ms Claudia Coenjaerts, on 16 February 2016, at the Kapok Hotel, St Clair, Trinidad. The Meeting was organized by the Employers' Consultative Association of Trinidad and Tobago (ECATT) and the National Trade Union Centre of Trinidad and Tobago (NATUC), and supported by the ILO Office for the Caribbean under an EU-funded Project.

Mr Salazar delivered a presentation on the global and regional labour overview and ILO's key priorities in Latin America and the Caribbean. He highlighted the three priorities for the ILO's work in the region, namely:

1. productive development policies for inclusive growth with more and better jobs;
2. a regional strategy to promote the transition from the informal to the formal economy; and
3. the respect and application of international labour standards and labour legislation.

The Regional Director gave various media interviews including on Good Morning Trinidad and Tobago; with the Trinidad Guardian Newspaper; and with the Government Information Services. In an exclusive interview with the Trinidad Guardian, Salazar warned that the impact of the current decline in the fortunes of the wider region is likely to be "bigger than the quick, sharp shock of 2009" with potentially long-lasting economic impacts.

Mr Salazar's visit provided an opportunity to reaffirm the strong relations between the Caribbean and Latin America and to look ahead at both shared challenges and common priorities for action. The Regional Director committed to working with the Government of Trinidad and Tobago on employment issues, social dialogue between the social partners, youth employment and the comprehensive social protection and social workforce system in the country.

ILO supports 1st meeting of Trinidad and Tobago Bipartite Forum

The Employers' Consultative Association of Trinidad and Tobago (ECATT) and the National Trade Union Centre of Trinidad and Tobago (NATUC), supported by the ILO Office for the Caribbean, held its first Meeting of the Trinidad and Tobago Bipartite Forum on 16 February 2016, to assess the country's state of economy. The Meeting followed on an Agreement on 5 November 2015, by the affiliates of the Caribbean Congress of Labour (CCL) and the Caribbean Employers' Confederation (CEC), to establish formal bipartite forums in 15 Caribbean countries in order to deepen cooperation between trade unions and employers' organizations, to better coordinate research and advocacy on matters of mutual importance. The Agreement was announced at the Regional Bipartite Meeting in Grenada, attended by the senior representatives from trade unions and employer organizations of 15 CARIFORUM States, under the €1.7 million (US\$2 million) EU-funded 3-year Project for CEC and CCL, and for which the ILO is the executing Agency. The ILO is pleased to support the social partners in this new era of cooperation and social dialogue. This support is timely and critical as the social partners work together to build consensus towards a clear understanding of the social and economic imperatives at this juncture, and work towards contributing to national policy directions in the interest of the working people and business in the twin-island State.



ILO teams up with UN and MLSED Officials to discuss strategies to minimize effects of retrenchment

Ms Dagmar Walter, Deputy Director of the Decent Work Team and Office for the Caribbean and her contingent, together with Mr Richard Blewitt, UN Resident Coordinator and UNDP Resident Representative, met with Ms Jennifer Daniel, Permanent Secretary (PS) of the Ministry of Labour and Small Enterprise Development (MLSED) and MLSED Officials to discuss the remedial measures to address the current retrenchment situation.

The PS shared the activities under the Ministry's ten-point Retrenchment Plan initiative and the status on each to date. She reiterated that the issue of retrenchment is more complex than what is seen on the surface. She also disclosed that the Ministry is taking a holistic approach to the issue and has been engaging several Government and social partners in devising strategies to minimize the social, psychological and economic effects associated with retrenchment.

Mr Blewitt and the ILO team made suggestions and proposed models for the Government to consider both in the short and long term. The ILO further pledged its commitment to working with the Ministry, in a first step to supporting the capacity-building of the National Employment Services to deal with the situation.

Surinamese Labour Inspectors better equipped to tackle child labour

Thirty labour inspectors are now better equipped to tackle child labour in Suriname and adopt the child labour perspective in their daily work following a Workshop hosted by the Ministry of Labour and the ILO, 15-18 March 2016 in Paramaribo. This was one of the activities of the "Country Level Engagement and Assistance to Reduce Child Labor (CLEAR)" Project, a global capacity-building effort funded by United States Department of Labor. Themes covered at the Workshop included key ILO standards for labour inspection and child labour, policies and procedures for labour inspection and child labour monitoring, and enforcement skills including the use of an e-learning tool. The facilitators were Michail Kandarakis, Labour Inspectorate Officer, and Ronald Ernest Berghuys, Consultant, ILO Geneva.

ILO participates in Tripartite Stakeholders Consultation on the Industrial Relations Act

The Ministry of Labour and Small Enterprise Development of Trinidad and Tobago hosted a two-day Tripartite Stakeholder Consultation on the Industrial Relations System at the National Energy Skills Centre (NESC) Auditorium, on 22-23 February 2016. Representatives from the ILO, the Trade Union Movement, the Chamber of Commerce, the Energy Chamber, the Employers' Consultative Association (ECATT) and all relevant stakeholders participated in this important dialogue.

There is a regularized industrial relations system in Trinidad and Tobago since 1965 upon enactment of the Industrial Stabilisation Act, which was replaced by the current Industrial Relations Act (IRA) in 1972. These laws, together with the creation of the Industrial Court in 1965, have contributed significantly to a more orderly IR system.

The Industrial Relations Advisory Committee (IRAC), established under the IRA, was to keep this Act under review and to propose changes. The IRAC met and produced several reports containing recommendations for reform, the latest of which was published in June 2013. The 2013 report notes little or no implementation of the previous recommendations had been made.

It is in this context that the Government decided to hold national consultations on the IRA. The consultations focused on the IRAC's report of 2013 and its recommendations, including ILO's comments on them. Participants alluded to the redefinition of 'worker', the rights of workers, legislative procedures and guidelines



Shingo Miyake, ILO Labour Law and International Labour Standards Specialist (left), delivers his panel presentation

for layoffs, the re-classification of essential workers and the time-frame for labour disputes and resolution in the Industrial Court.

The ILO commended the Government for initiating broad consultations on the steps to modernize the Industrial Relations system in its entirety. Good industrial relations are key to addressing competitiveness and successfully pursuing diversification of the economy and developing a prosperous nation. Two ILO experts participated in panels and provided and ILO's perspective and comments on the background documents under discussion.

The tripartite participants will further examine the IRAC recommendations and send their consolidated comments on the reform of industrial relations system to the Ministry by May 2016.



Photo below: Claudia Coenjaerts, Director, ILO DWT and Office for the Caribbean (left), with ILO Specialists and the Hon. Minister of Labour and Small Enterprise Development, Jennifer Baptiste-Primus (right), at the Tripartite Stakeholders Consultations.

National Tripartite Advisory Council launched in Trinidad and Tobago

Members of the ILO Decent Work Team and Office for the Caribbean were invited to the launch of the National Tripartite Advisory Council (NTAC) at the Diplomatic Centre in Trinidad and Tobago on 15 March 2016. The NTAC is a tripartite Body, chaired by the Minister of Planning and Development, and comprises among its 18 members, representatives from 5 different ministries, the Employers' Consultative Association, the Chambers, and several trade unions. According to its Terms of Reference, the broad mandate of the NTAC will not only target productivity issues, promote the use of science and technology, address the creation of job opportunities and maintain industrial peace nation-wide, but also oversee the Official Policy Framework of the Government, identify and review Sustainable National Development Goals, and undertake other related activities.

Large gender gaps remain across broad spectrum of global labour market

Despite some modest gains in some regions in the world, millions of women are losing ground in their quest for equality in the world of work, according to a new Report prepared by the ILO.

“The Report shows the enormous challenges women continue to face in finding and keeping decent jobs,” said ILO Director-General, Guy Ryder.

The Report entitled *Women at Work: Trends 2016*, examined data for up to 178 countries and concludes that inequality between women and men persists across a wide spectrum of the global labour market. What’s more, the Report shows that over the last two decades, significant progress made by women in education hasn’t translated into comparable improvements in their position at work.

At the global level, the employment gender gap has closed by only 0.6 percentage points since 1995, with an employment-to-population ratio of 46 per cent for women and almost 72 per cent for men in 2015.

In 2015, 586 million women were working as own-account and contributing family workers across the world. As globally, the share of those who work in a family enterprise (contributing family workers) has decreased significantly among women (by 17.0 percentage points over the last 20 years) and to a lesser extent among men (by 8.1 percentage points), the global gender gap in contributing family work is reduced to 11 percentage points.

Although 52.1 per cent of women and 51.2 per cent of men in the labour market are wage and salaried workers, this in itself constitutes no guarantee of higher job quality. Globally, 38 per cent of women and 36 per cent of men in wage employment do not contribute to social protection. The proportions for women reach 63.2 per cent in sub-Saharan Africa and 74.2 per cent in Southern Asia where informal employment is the dominant form of employment.

The Report also provides new data for up to 100 countries on paid and unpaid working hours and access to maternity protection and pensions.

Women at Work: Trends 2016 is available at: www.ilo.org/gender/Informationresources/Publications/WCMS_457317/lang--en/index.htm



March in downtown Port of Spain, to mark International Women's Day 2016.

In Geneva: To mark International Women's Day, the ILO held a high-level, tripartite panel discussion on what needs to be done to harness the potential of the sweeping Sustainable Development Agenda in order to promote gender equality and end all forms of discrimination against women in the world of work, and achieve full and productive employment and decent work for all by 2030. The panel members were:

- Her Excellency Pamela Hamamoto, the US Ambassador and Permanent Representative to the UN in Geneva;
- Ms Linda Kromjong, Secretary-General of the International Organisation of Employers;
- Ms Sharan Burrow, General-Secretary of the International Trade Union Confederation;
- Mr Guy Ryder, ILO Director-General; and
- Ms Shauna Olney, Chief of the Gender, Equality and Diversity Branch, ILO.

Statement by ILO Director-General: Getting to Equal by 2030 - The Future is Now

Last year the United Nations adopted a transformative Agenda – the 2030 Agenda for Sustainable Development. If the Sustainable Development Goals (SDGs) are to be achieved, permitting all to move forward together with fairness and justice, there must be readiness to act now on the commitments of the SDGs. What ultimately matters are the results and changes for the better in the lives of girls and boys, women and men everywhere.

They all stand to gain from gender equality as do families, enterprises and societies. The world of work is a privileged entry point to set in motion the transformations called for in the 2030 Agenda. Yet continuing and unacceptable gender gaps in the world of work persist and are captured with alarming clarity by a new ILO Report, “*Women at Work: Trends 2016*”.

The Report shows the enormous challenges women continue to face in finding and keeping decent jobs. It

Women's Day 2016 observed



Staff of the ILO Office for the Caribbean participate in the march.



Dagmar Walter, Deputy Director of the ILO DWT and Office for the Caribbean, gives a brief interview of ILO's work to ensure gender equality as it relates to decent work for all.

In Jamaica: Newly elected Prime Minister, The Hon. Andrew Holness, in his World Day message stated that International Women's Day presents a wonderful opportunity to acknowledge the invaluable contribution women have made to the development and advancement of society and celebrated their social, economic, cultural and political achievement. He cited the recent ILO Study that placed Jamaica at the top of the list of countries with the greatest proportion of women in top management positions in the world. He further stated that he is confident that his administration will gain tremendously from the efforts of its four distinguished female Cabinet Ministers.

In Trinidad and Tobago: The Network of NGOs of Trinidad and Tobago for the Advancement of Women raised awareness for the subject through various activities including a march through downtown, Port of Spain (See *photo banner above*). Founded in 1985, the Network is a comprehensive national 'umbrella' organization of 102 member organizations that supports and acts as it advocates for all women's organizations in the country and is committed to the aims of the UN Convention on the Elimination of all Forms of Discrimination Against Women. The Network works toward ensuring gender equality and promotes women's human rights and empowerment nationally, regionally and globally.

demonstrates the persistently unequal earning power of women and men. It lays out the imbalance between paid and unpaid work and between hours worked by each, and the difficulty women have in gaining access to adequate maternity protection and pensions.

It is also of serious concern that despite significant progress made by women over the past two decades in education, this has not translated into comparable improvements in their position at work. These stubborn challenges raise important questions.

Q. How do we eliminate the gender pay gap in less than the 70 years it is estimated it will take at current rates of progress? Two generations is too long to wait to achieve pay equity.

Q. Why is it taking so long to end discrimination and violence against women and girls?

Q. How do we get recognition of the value of unpaid care and domestic and other work and the consequences for women's lack of access to quality work with social protection?

Q. What measures can ensure the full and effective participation of women at all levels of economic and public life?

As the ILO approaches its 100th Anniversary in 2019, our Women at Work Centenary Initiative renews the Organization's commitment to promote gender equality and to identify measures that will give new impetus to work in this domain, building on what has already worked. A global survey and research on the situation of women in the world of work will clearly identify aspirations and obstacles to guide innovative action.

Our actions must be immediate, effective and far-reaching. There is no time to waste. The 2030 Agenda is an opportunity to pool our efforts and develop coherent, mutually supporting policies for gender equality.

Let's work together to achieve genuine gender equality and women's empowerment in the world of work. Let us engage men and boys for women's empowerment. Decent work for women brings decent lives for all.



ILO holds Workshop on green economy and green jobs pathways for Barbados

From L to R: Chief Energy Conservation Officer, Division of Energy, William Hinds; Director of the ILO Decent Work Team and Office for the Caribbean, Claudia Coenjaerts; Minister of Labour and Social Security, Senator Dr The Hon. Esther Byer-Suckoo; and Director of the United Nations Environment Programme Sub-Regional Office for the Caribbean, Vincent Sweeney.

The Green Economy was the focus of a Workshop which was hosted by the Ministry of Labour, Social Security and Human Resource Development of Barbados and the ILO. The Workshop, which took place from 17-19 February 2016, was themed “Pathways to a Job-Rich and Inclusive Green Economy in Barbados.”

The sessions brought together representatives from the public and private sectors, NGOs, training institutions and other implementation agencies involved in the ‘greening’ of enterprises; skills development for ‘green’ and better jobs; and the creation of an enabling environment for sustainable and green businesses.

The Minister of Labour and Social Security, Senator Dr The Hon. Esther Byer-Suckoo, delivered remarks at the Opening Ceremony, together with the Director of the ILO Decent Work Team and Office for the Caribbean, Ms Claudia Coenjaerts. The Director of the United Nations Environment Programme Sub-Regional Office for the Caribbean, Mr Vincent Sweeney, also addressed the event.

The ILO Director said that “By designing effective green economy strategies that lead to greater resilience, sustainable enterprises and decent work, while enhancing environmental sustainability, Barbados is already on the path to implementing and responding to the spirit of the Sustainable Development Goals.”

Ms Coenjaerts pledged the ILO’s support for the work on greening the Barbadian economy and committed to working with the tripartite constituents in Barbados to achieve this.

The overall purpose of the event was to provide the participants with knowledge, tools and examples of good policies and practices that would contribute to a clearer understanding of green jobs concepts and the challenges that could be faced and addressed in the Barbadian context.

A high level panel discussion was held which promoted the importance of key collaborations in the transition to a green economy. Presentations from two organizations - Innogen Technologies Inc. and Williams Industries - highlighted areas of potential development and growth of sustainable business - businesses which are simultaneously profitable and ecologically sound. These presentations also showed the necessity of essential regulatory frameworks which create an enabling environment.

Senator Byer-Suckoo described a green job as a “decent job which contributes to preserving or restoring the quality of the environment, be it in agriculture, industry, services or administration”. The Labour Minister made it clear that where training gaps are identified, appropriate resources must be channelled to the training institutions, to enable them to fill these gaps. She commented on the challenge faced with regards to those persons who cannot or will not be retrained but whose old jobs are being phased out acknowledging that those workers will have to be reassigned if possible or the social security benefits will have to kick in.

Also pointing to the green economy policy which was articulated in the Medium-Term Growth and Development Strategy for 2013-2020, the Minister noted that Barbados had demonstrated the potential for its energy and environmental sectors to “transform this country into a new paradigm. [...] In the same way that the Decent Work Agenda has translated labour stakeholders’ efforts towards social justice into concrete elements that are easily linked into economic returns, the concept of the “green economy” has re-envisioned sustainable development,” she emphasized.

The ILO was also represented by Dagmar Walter, Deputy Director, Kelvin Sergeant, Enterprise Specialist, both from the ILO DWT and Office for the Caribbean; Kees Van Der Ree, Coordinator, Green Jobs Programme, ILO Geneva; and Alice Vozza, Programme Officer, ITC-ILO, Turin, Italy.

At the end of the Workshop, participants formulated the key components of an action programme for a green economy with a focus on job, skills and enterprise development.



ILO expert delivers keynote address at Jamaica's labour market research day

From L to R: ILO Senior Specialist, Skills and Employability, Hassan Ndahi; Chairman of HEART Trust/NTA Board, Dr. Moses Peart; and the Hon. Rev. Ronald Thwaites, Minister of Education, Jamaica.

The Labour Market Research Unit of the HEART Trust/NTA, which is responsible for providing comprehensive labour market data, needed to align training programmes to the needs of the market, inaugurated its Labour Market Research Day on 16 February 2016, to raise greater awareness of labour market information (LMI) with specific emphasis to skills development.

The Research Unit works collaboratively with other agencies on LMI and policy issues. These include the Planning Institute of Jamaica (PIOJ), Statistical Institute of Jamaica (STATIN), and the Ministry of Labour and Social Security. Collaboration across ministries and agencies of the Government allows for the maintenance of a comprehensive labour market information system (LMIS).

The work of the Research Unit of the Heart Trust/NTA is in line with ILO Recommendation No. 195 which encompasses research in human resources development, education, training and lifelong learning, and calls for collection of information on competencies and emerging trends in the labour market from a variety of sources.

The inauguration provided a great opportunity to demonstrate the important role of LMI and skills development for employment. Presentations included: Job readiness skills for the changing world; Identifying employers' human needs: A critical process in preparing the labour force; Employment opportunities; Skills/occupational needs within the Jamaica labour market; and Skills mismatch: Impediment to economic development.

The ILO Senior Specialist on Skills and Employability, Mr Hassan Ndahi, presented the Keynote Address on *Skills Mismatch: Impediment to Economic*

Development. Mr Ndahi explained the importance of a good diagnostic of the type of skills mismatch to determine the right policy actions. These can include:

- **Skill shortage:** A situation when demand for a particular type of skill exceeds the supply of skilled labour;
- **Skills gap:** Over or under skills - the type or level of skills is different from that required to perform the job adequately;
- **Qualification mismatch:** Over or under qualification - the level of qualification and/or the field of study is different from that required to perform the job adequately.

The ILO Specialist explained that over-qualifications and skill gaps, when put together, are indicators of under-utilization of skills, and implies a collective waste of talent and resources with potentially significant economic and social implications.

Mr. Ndahi commended the Government of Jamaica and HEART Trust/NTA and its leadership for the immense contribution to quality technical and vocational education, and recommended policy interventions to continue the improvement of education and training. These include:

- Administrative and financial autonomy for training institutions;
- Access to career guidance for all trainees;
- Accreditation of training institutions;
- Embracing the culture of training in the workplace to adapt to changing needs of the labour market; and
- Supporting labour mobility to address the issue of skills shortage.

Mr Hassan Ndahi urged all stakeholders to join with the Government and Heart Trust/NTA in continuing to provide quality education which is critical to national development.

ILO conducts training on negotiation and conciliation skills for trade unions in Trinidad and Tobago



At the request of the Seamen and Waterfront Workers' Trade Union, the ILO DWT and Office for the Caribbean facilitated training on Negotiation and Conciliation

Skills from 24-26 February and 29 February-1 March 2016. The training, which was based on the International Training Centre package on *Conciliation/mediation – Consensus-seeking skills for third parties*, was facilitated by ILO Senior Specialist for Social Dialogue and Labour Administration, Rainer Pritzer and ILO Senior Specialist for Workers' Activities, Paula Robinson.

Participants were drawn from seven different workplaces in Trinidad and Tobago, namely: Alstons Shipping Limited; Baroid; Institute of Marine Affairs; National Flour Mills; Port Authority of Trinidad and Tobago; Trinidad Distillers Limited; PLIPDECO, Point Lisas; and West Indian Tobacco Company (WITCO).

A high percentage of the participants were branch officers and shop stewards who had participated in negotiating sessions or preparations for negotiations for their bargaining unit. Many shared experiences that paralleled the lessons being examined as well as questions related to the legal framework and collective bargaining agreements resulting from negotiations.

It was evident that the union representatives considered training a must for them to be effective representatives. It was also apparent from their interventions at the close of the Workshop that they desired more training opportunities.

The Training covered areas such as the importance of:

- the application of the conciliation process to interpersonal as well as workplace conflict and the importance of preparation;
- respect for each other;
- signing off on each article of the Collective Agreement as it is agreed;
- understanding the underlying needs of the negotiating parties; and
- dialogue in preventing the escalation of conflict.

Feedback from the participants indicated that consideration should be given to further customize the materials to the Caribbean context.

CCL focuses on its 5-year strategy

The Caribbean Congress of Labour (CCL) embarked on a strategic planning Workshop in an effort to put in place the structures and strategies needed to maximize its impact as the regional voice of working people. This Strategic Planning Meeting was held from 14-17 March 2016, in Barbados, and was conducted by Dr Andre Vincent Henry, ILO Consultant. Sixteen Officials selected from the Executive and Administrative Committees as well as the General Council, representing affiliated unions from ten Caribbean countries, participated in this participatory Workshop to formulate a 5-year strategic plan and a communication strategy. The objective of the Workshop was to design a proactive strategy to enable the CCL to effectively address the challenges faced by the labour movement and defend the interests and articulate policy positions beneficial to working people across the region.

The Strategic Planning Workshop represents one activity in the Programme being undertaken to enhance the institutional capacity of the CCL as well as its 33 national affiliates. This activity is funded by the European Union (EU) under a joint Programme for the Caribbean Congress of Labour and the Caribbean Employers' Confederation (CEC), in collaboration with the ILO as the executing Agency. The Programme entitled "Challenges to CARIFORUM Labour, Private Sector and Employers to Fulfil Their EPA Obligations: Caribbean Employers Federation (CEC) and the Caribbean Congress of Labour (CCL) Component of the Support to Facilitate Participation of CARIFORUM Civil Society in Regional Development and Integration Process" commenced in February 2015 and is scheduled to run for 36 months.

The Workshop tested reality by doing a SWOT analysis, determining a vision for the CCL as well as the areas under which strategic initiatives had to be developed, and reviewing key areas of its Constitution. The participants also carried out a stakeholder analysis and identified the interests of each stakeholder group and the messages that the CCL needed to send to each group. The value proposition crafted for the organization was:

Advance and drive a just and equitable Caribbean community through articulating and advocating policies informed by the best interests of working people within the prevailing global social economic and political environment.

While carrying out this mission, for the next five years, it is expected that the CCL will focus its efforts and build its institutional capacity in the following strategic areas: knowledge management, organizational effectiveness; relevance; and sustainability. The outputs of the Workshop will provide the basis for the consultant, Dr Henry, to draft the strategic plan and the communication strategy for the CCL to cover the next five years.

ILO Study reveals 90 per cent of domestic workers excluded from social protection



Sixty million of the world's 67 million domestic workers still do not have access to any kind of social security coverage, says a new ILO Study entitled *Social protection for domestic workers: Key policy trends and statistics*, March 2016.

"The vast majority of domestic workers are women, accounting for 80 per cent of all workers in the sector globally," explained Isabel Ortiz, Director of the ILO Social Protection Department. "Most of their work is undervalued and unprotected, when domestic workers become old or injured, they are fired, without a pension or adequate income support. This can and must be redressed."

Domestic work is considered a sector that is difficult to cover, partly because work is performed in private households and frequently for more than one employer. The occupation is also characterized by high job turnover, frequent in-kind payments, irregular wages and a lack of formal work contracts.

"Given that it is predominantly a female workforce, highly subject to discrimination as well as social and economic vulnerability, policies to extend social protection to domestic workers are key elements in the fight against poverty and the promotion of gender equality," said Philippe Marcadent, Chief of the ILO's Inclusive Labour Markets, Labour Relations and Working Conditions Branch.

The largest gaps in social security coverage for domestic work are concentrated in developing countries, with Asia and Latin America representing 68 per cent of domestic workers worldwide.

However, the Study finds that social protection deficits for domestic workers also persist in some industrialized countries. In Italy, for example, some 60 per cent of domestic workers are not registered with, or contributing to, social security systems. In Spain and France, 30 per cent of domestic workers are excluded from social security coverage.

Migrant domestic workers excluded

The Study also warns that migrant domestic workers – currently estimated at 11.5 million worldwide – often face even greater discrimination.

Around 14 per cent of countries whose social security systems provide some type of coverage for domestic workers do not extend the same rights to migrant domestic workers.

"Looking at ways to improve the current coverage," said Fabio Duran-Valverde, Senior ILO Economist, "there is no single protection model that works best for domestic workers everywhere. But mandatory coverage (instead of voluntary coverage) is a crucial element for achieving adequate and effective coverage under any system."

However, because of the uniquely vulnerable situation of domestic workers, mandatory coverage alone will not be effective. Strategies should include – among other measures – fiscal incentives, registration plans, awareness-raising campaigns targeting domestic workers and their employers, as well as service voucher mechanisms.

Domestic work should also be integrated into broader policies aimed at reducing informal work.

Protection is affordable

Finally, the Study also demonstrates that coverage of domestic workers by social security schemes is feasible and affordable, including in lower middle and low-income countries, as evidence from Mali, Senegal and Vietnam clearly demonstrates.

The Study shows that there is a clear trend toward increased coverage, especially in developing countries. However, resolving the worldwide deficit of social security coverage for domestic workers still remains a major challenge. There is no justification for this group to remain excluded from social security which is a human right for all, concludes the ILO Study.

Improving national domestic work laws and practices

In an effort to improve national domestic work laws and practices – including for social protection – in 2011 the ILO adopted the Domestic Workers Convention (No. 189) and Domestic Workers Recommendation (No. 201). The two have become the most important instruments in terms of basic principles and minimum labour standards for the sector. As at February 2016, ILO Convention No 189 had been ratified by 22 countries, with Guyana being the only Caribbean country who have ratified the Convention to date. The Convention will enter into force for the Dominican Republic on 15 May 2016.



Caribbean Employers' Confederation (CEC) holds Strategic Planning Workshop

A two-day Workshop for Board and staff members of the CEC, held at the ILO Office for the Caribbean on 16 - 17 March 2016, was part of the EU-funded Project developed to strengthen CEC's capacity to become a more effective voice in representing employers' interests and concerns in policy making forums regionally and internationally.

Eight Directors participated, along with Anne Knowles, ILO Senior Specialist for Employers' Activities. The Directors included:

- Wayne Chen, President, Jamaica;
- Ferdinand Welzijn, 1st Vice President – Suriname;
- Vern Gill, 2nd Vice President – Saint Lucia;
- Arlene Martin – Antigua and Barbuda;
- Ruben McSween – Trinidad and Tobago;
- Raymond Eytte – Jamaica;
- Francis Emmanuel – Dominica;
- Michel Henriquez – Aruba; and
- Gabrielle Johnson and Annaisha King (Two staff members of CEC).

Paul Torilal from VSB in Suriname, participated as an Observer. The opportunity was also taken to ensure Vanessa Phala, who is to succeed Ms Knowles on her retirement as the new ILO Employers' Activities Specialist, was present so that she could gain an early insight into the new agreed way forward.

To reflect CEC's expanded membership to include Non-Metropolitan Territories, Michel Henriquez, President of the Aruba Trade and Industry Association (ATIA) was seconded to the Board of Directors so that the concerns and views of the Non-Metropolitan Territories (NMTs) would be well-reflected in the on-going work of CEC.

The Constitution and By-laws were updated, based on work previously undertaken by CEC's First Vice President,

Ferdinand Welzijn from Suriname. The expectation was that armed with a new vision and purpose, CEC would be able to represent more effectively, the views of employers across the region and also to be in a better position to take advantage of funding opportunities that could assist the Confederation in developing and disseminating a greater number of policy positions.

As Wayne Chen said, *"The review and overhaul of the CEC's Constitution was critical as it allowed us to reflect on the organization's role, structure and work, and has ultimately provided sound guidelines for how to best achieve our current and future objectives."*

Special consideration was given to the outcomes identified in the Plan of Action under the EU-funded Project with the Board members recommitting to give whatever support was needed to ensure they are fully implemented.

Strategic way forward

New vision

To be the voice of employers in the Caribbean, fostering growth and competitiveness.

Refocused mission statement

To be an effective advocate for employers in influencing the design and implementation of policies, nationally and regionally, thereby ensuring an enabling environment for sustainable enterprises.

New general objective

To play a meaningful role in creating an environment conducive to investment and job creation.

CEC holds its 56th AGM

Given the number of representatives of the National Employers' Organizations present for the Strategic Planning Workshop, the opportunity was taken to hold the CEC's Annual General Meeting (AGM) on the second day of the proceedings. For the first time use was made of electronic means to enable a wider participation as representatives from the Bahamas, Belize, Cayman Islands, Grenada and Saint Vincent and the Grenadines took part in the proceedings via Skype, while Joycelyn François-Opadeyi from Trinidad and Tobago and Steven MacAndrew from Suriname joined in person.

Resolutions from the previous day's deliberations were put to the Meeting including a revised membership fee structure. The Secretary/Treasurer, Linda Besson, reported on the activities of the CEC over the preceding 12 months, noting particularly, the addition of five new National Employers' Organization (NEO) members from Aruba, Guyana, Haiti, Cayman Islands and Martinique.

A report was also tabled by Tony Walcott, Board Member from Barbados, on issues under consideration at the ILO's Governing Body Meeting where he was currently representing the interests of NEOs from the region.

A further highlight was the Report of the achievements of the EU-funded Project which resulted in the second tranche of funds being available, and of the work undertaken by the ILO with NEOs in the region.

Wayne Chen, President of CEC, in summing up the year's activities, said *"2015-16 has been a very significant for the CEC as we recorded the greatest single-year expansion in membership in our history. This underscores a new recognition that we have enhanced our value to employers' organizations across the region."*

ILO tripartite Meeting focus on the status of the EESE work programme for Suriname

The ILO, in collaboration with the Suriname Trade and Industry Association (STIA), convened a tripartite Meeting on the status of the enabling environment for sustainable enterprises (EESE) work programme in Suriname on 21 March 2016. The specific purpose of the meeting was not only to determine the state of the EESE work programme, but to also agree on the next steps, including assistance from the ILO. Anne Knowles, ILO Senior Specialist, Employers' Activities at the Opening, highlighted the importance of EESE. Kelvin Sergeant, ILO Specialist, Sustainable Enterprise Development and Job Creation, gave an overview on EESE with a focus on the 17 conditions for a conducive environment for sustainable enterprises.

EESE priority areas incorporated in the Work Programme were put forward and the following questions guided the discussions: What is the status of the work in this area? What are the next steps to be undertaken? How can the ILO assist in advancing this work? and Who is responsible for monitoring and providing progress reports to the ILO?

The Meeting agreed that the ILO would assist in:

1. The provision of information on business incubators and mentoring;
2. The provision of assistance to the Suriname National Training Authority, once it is up and running;
3. Assistance with embedding entrepreneurship in schools (secondary and tertiary);
4. Review of the Cooperative Sector to have more clarity of the sector;
5. Tripartite workshops on engendering an entrepreneurial culture and greater EESE awareness; and
6. Productivity improvement workshops.

STIA agreed to monitor the EESE progress and provide the ILO with updates.

The Caribbean participates in new women in business and management initiative

The global Report on *Women in business and management*, launched in 2015, received widespread interest and acclaim. Of note is that the Report underlined the position of women in management positions in the Caribbean as amongst the highest in the world. Moreover, Jamaica was number one globally with more women than men in management.

To follow up on the Report, the ILO Bureau for Employers' Activities is bringing out a publication on company good practices and a handbook for National Employers' Organizations, both on women in business and management, some time during 2016. For the first, the focus is on what national companies are doing to attract and retain female talent. The handbook is to guide Employers' Organizations on the kinds of things they can be doing to assist their member companies on the "why" and "how to" of advancing women within their businesses. And also what they can be doing to reach out to and support women running their own businesses.

These two forthcoming publications are based on interviews conducted in all regions with National Employers' Organizations and the companies recommended by them. It is not just the end products that are important, but the participation and networking involved. Employers' Organizations and companies have shared their experiences, thus contributing to the building of a knowledge sharing platform and network among the ILO employer constituency around the globe.

In the Caribbean, the Jamaican Employers' Federation (JEF) and the Employers' Consultative Association of Trinidad and Tobago (ECATT), actively contributed to this process, generously sharing their views and ideas on what ways women are advancing in management and what areas they are not. Furthermore, JEF and ECATT both recommended companies with whom excellent interviews were conducted – Jamaica Money Market Brokers Ltd., and First Citizens' Bank in Trinidad and Tobago.

The Report on Women in Business and Management is available at: http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_316450/lang-en/index.htm

Water drives job creation and economic growth

An estimated three out of four jobs that make up the global workforce are either heavily or moderately dependent on water. This means that water shortages and problems of access to water and sanitation could limit economic growth and job creation in the coming decades, according to a UN Report. The 2016 edition of the United Nations World Water Development Report, *Water and Jobs*, also notes that half of the world's workers - 1.5 billion people - are employed in eight water and natural resource - dependent industries.

"Water and jobs are inextricably linked on various levels, whether we look at them from an economic, environmental or social perspective. This edition of the World Water Development Report breaks new ground by addressing the pervasive relationship between water and jobs to an extent not yet seen in any other report", said the Director-General of UNESCO, Irina Bokova.

Launched on World Water Day, 22 March 2016, and in the context of the 2030 Agenda for Sustainable Development, the Report demonstrates the key role water will play in the transition to a green economy.

"This analysis highlights the fact that water is work – it requires workers for its safe management and at the same time, it can create work and improve conditions. If the 2030 Agenda is to be a success and we are to build together a sustainable future, we must ensure that work in water is decent and that the water we all rely on is safe," said Director-General of the ILO and Chair of UN-Water, Guy Ryder.

Water as a driver of growth

From its extraction to its return to the environment, via numerous uses, water is a key factor in the creation of jobs.

"Estimating the relationship of water with economic growth and jobs is particularly challenging," the Report states, emphasizing that there is a lack of data, particularly when it comes to determining the extent to which jobs are dependent on water. Nevertheless, the Report notes a number of studies that find correlations between water related investments and economic growth. The transition to a greener economy, where water plays a central role, will also lead to more jobs.

The 2030 Agenda for Sustainable Development

Achieving the 2030 Agenda on Sustainable Development will require a keen understanding of key role of water in the world of work. Decent jobs are directly linked to water management, in areas such as providing water supply, infrastructure and waste management; and water-dependent sectors, such as agriculture, fishing, energy, industry and health. Moreover, access to improved drinking water and sanitation facilitates job creation and a healthy, educated and productive workforce which is the foundation for growth.

Creating conditions that improve water productivity and favour the transition to a green economy, training more skilled workers in order to respond to increasing demands for labour in the water sectors are some of the points that the Report brings to the attention of the Governments to appropriately respond to the requirements of the United Nations Sustainable Development Goals – notably Goal 6, specifically dedicated to water and sanitation.

For further information on World Water Day 2016, visit:
<http://www.unwater.org/worldwaterday>



Kingdom
of Tonga
becomes

ILO's 187th member State

The Kingdom of Tonga, a South Pacific island nation, became the 187th member State of the ILO following receipt of a letter addressed to the ILO Director-General on 24 February 2016, from the Minister for Labour and Commerce. The letter stated that on behalf of the Government, that the Kingdom of Tonga formally accepts the obligations of the Constitution of the ILO. Tonga is the eighth Pacific island nation to join the ILO in the past 15 years.

The Kingdom of Tonga's membership became effective on 24 February 2016. The country has been a member of the United Nations since 14 September 1999.



Mauritania
becomes
the second
African

country to commit to
ending modern slavery

On 9 February 2016, Mauritania ratified the 2014 Protocol to the Forced Labour Convention, 1930, reinforcing thereby the global movement against forced labour in all its forms, including human trafficking.

Mauritania follows Niger, Norway and the United Kingdom, as one of the first states to formally commit to implement the Protocol.

Since independence in 1961, Mauritania has ratified the Forced Labour Convention (No. 29) 1930, and in 1997, the Abolition of Forced Labour Convention (No. 105), 1957. Mauritania has continued to strengthen the legislative framework to fight against forced labour enacting a law on suppression of trafficking in 2003, and others in 2007 and 2015, criminalizing slavery and slavery-like practices.

The UK joins renewed fight to end forced labour

On 22 January 2016 the United Kingdom (UK) ratified a landmark ILO Agreement to combat forced labour, people trafficking and other forms of modern slavery. The Protocol of 2014 to the Forced Labour Convention, 1930, aims to prevent forced labour and provide support for its victims. The UK now joins Niger and Norway as the first nations to sign the Protocol.

"This is a significant and welcome development in the fight against forced labour," said ILO Director-General Guy Ryder, "The UK's ratification is a clear sign that global momentum is building in the fight against these abhorrent practices that demean and enslave millions around the world."

ILO research has shown that profits from the forced labour industry are highest in developed economies and the European Union. The Organization estimates that 21 million people are victims of forced labour around the world, producing approximately US\$150 billion a year in illicit profits. The practice takes many forms, from domestic work to agriculture, fishing and construction. Women and girls, in particular, are subjected to commercial sexual exploitation.

UK Minister for Preventing Abuse and Exploitation, Karen Bradley said: "Sadly, forced labour can take place in any industry, but the UK Government will not stand by while criminals profit from this trade in human misery. [...] That's why we have committed to working with the ILO and other countries to make sure we are providing the strongest possible protection for victims and bringing perpetrators to justice."

"Through our landmark Modern Slavery Act we are already ensuring that those who are guilty of forced labour offences can face life behind bars, and our Immigration Bill will ensure that the Gangmasters Licensing Authority has new powers to investigate those workers being exploited."

The Gangmasters Licensing Authority (GLA), the public body set up by the UK Government to fight forced labour, is a partner of the 50 for Freedom Campaign against modern slavery. The Campaign, led by the ILO, the International Trade Union Confederation (ITUC) and the International Organisation of Employers (IOE), was launched in London in October 2015. Other UK partners of the 50 for Freedom Campaign include the Ethical Trading Initiative and the Institute for Human Rights and Business.

The UK has a strong record in combatting forced labour. It was among the first countries to ratify the Forced Labour Convention, 1930 (No. 29), in 1931, and the Abolition of Forced Labour Convention, 1957 (No. 105), in 1957. In March 2015, the "UK Modern Slavery Act" was adopted as a critical step forward in strengthening the legal framework for combatting all forms of forced labour.

The Protocol and Recommendation, adopted at the International Labour Conference in 2014, added new measures to the Forced Labour Convention of 1930. It requires member States to take steps to prevent forced labour, as well as to provide victims with protection and access to effective remedies. It also requires due diligence in both the public and private sectors to prevent and respond to risks of forced labour.

ILO Director General launches Global Initiative on Decent Jobs for Youth

The Global Initiative on Decent Jobs for Youth was launched at UN Headquarters on 1 February 2016 by Guy Ryder, Director-General of the ILO, at the opening of the UN's Annual Youth Forum.

In describing the Initiative, Ryder stated that it is a unique partnership with governments, the UN system, businesses, academic institutions, youth organizations and other groups to scale-up action to create new opportunities and avenues for quality employment in the global economy and "assist young people in developing the skills needed to compete in today's job market".

With more than twenty Ministers of Youth and over 500 youth delegates in attendance, Ryder encouraged youth to become "fully engaged" and be active agents of change. "Your voices reflect the aspirations of young people everywhere. Your voices must be heard and acted upon if we are to shape inclusive and sustainable societies, challenging injustices and inequalities and opening pathways to peace, progress and prosperity for all."

"Today, two out of every five young persons of working age are either unemployed or working jobs that don't pay enough to escape poverty. The trap of working poverty affects as many as 169 million youth. In low-income countries, the situation is even worse where nine in ten young workers remain in informal employment which is sporadic, poorly paid and falls outside the protection of law," said Ryder.

In consultation with governments, the initiative will coordinate employment and economic policies for job growth and social inclusion and protect labour rights to ensure that young people receive equal treatment. The Initiative will make full use of the expertise of participating UN entities and other partners by focusing on "green jobs" for youth; quality apprenticeships; digital skills and the building of "tech-hubs"; support for young people in the rural economy; facilitate transition from the informal to the formal economy; and promote youth entrepreneurship.

The UN Youth Forum, convened by the Economic and Social Council, is a two-day event that brings together young leaders from around the world and provides a platform for youth to engage in dialogue with governments and contribute to policy formulation on global economic, social and environmental issues.



HASC executes programme to implement the National HIV/AIDS Workplace Policy in all workplaces in Trinidad and Tobago

Labour Inspectors trained on ILO Recommendation 200 - HASC recently facilitated two training sessions with the Ministry's Labour Inspectorate Unit and the Inspectors of the Occupational Safety and Health Authority and Agency (OSHA), Trinidad and Tobago.



This training was initiated as part of an ILO/PANCAP/Global Fund Project entitled: *Improving Universal Access to HIV and AIDS prevention, treatment and care services for migrants in the informal economy in the construction sector.*

There was a particular focus on the role of Inspectors since they have a unique engagement with migrant communities and the informal sector - two at risk populations that are not currently the focus of HIV/AIDS programmes. However the objective of the Project, when the HASC was engaged, was further expanded to address all workplaces that the Labour and OSHA Inspectors visit to assist in the achievement of the HASC's mandate. The objectives of the training were:

- To provide Inspectors with an understanding of HIV and AIDS and its importance as a inspection/workplace issue;
- To help Inspectors understand and apply ILO Recommendation No. 200 Concerning HIV and AIDS and the World of Work, 2010; and
- To develop basic knowledge and practical tools which Inspectors can apply during inspection so that they act as a liaison between the HASC and the workplaces they inspect.

To date 28 MoUs have been signed between HASC and various stakeholders in Trinidad and Tobago to implement HIV/AIDS workplace policies, including one to be signed with the Labour Inspectorate Unit.

ILO makes input in Revised National Workplace Policy for Trinidad and Tobago on HIV/AIDS - The National HIV/AIDS Workplace Advocacy and Sustainability Centre (HASC), which falls under the purview of the Ministry of Labour and Small Enterprise Development of Trinidad and Tobago, signed a Memorandum of Understanding (MoU) with the Employers' Consultative Association of Trinidad and Tobago (ECATT) on 29 January, 2016.

The MoU, signed by Ms. Joycelyn Francois Opadeyi of the ECATT and the Deputy Permanent Secretary Mr. Dalkeith Ali on behalf of the Ministry, indicated the Government's commitment to implement the National Workplace Policy on HIV/AIDS in all workspaces throughout Trinidad and Tobago. It also signalled ECATT's intention and readiness to develop and implement HIV and AIDS workplace policies. It is expected that the collaborative effort will bring about the development and implementation of programmes to break-down and eradicate the stigma associated with HIV and AIDS.

The ILO has provided comments to, and engaged in, the consultations for the Revised National Workplace Policy on HIV/AIDS. ILO Recommendation 200 has been the basis on which the ILO made its contributions. It is the ILO's aim to strengthen the national institutions to reach out to both the formal and informal economies, including migrant populations. The strategies to do this is being defined together with the national stakeholders, e.g. through the HASC and its Advisory Board.

From L to R: Joycelyn Francois Opadeyi, ECATT; Dagmar Walter, ILO Decent Work Team and Office for the Caribbean; and Dalkeith Ali, Deputy Permanent Secretary, Ministry of Labour and Small Enterprise Development, at the signing of the MoU.



The HIV/AIDS Workplace Advocacy and Sustainability Centre (HASC) of the Ministry of Labour and Small Enterprise Development (MLSED) introduced its Workplace HIV and Wellness Voluntary Counselling and Testing (WVCT) @ Work Campaign to members of staff at the Ministry's Duke Street Office.

WVCT@WORK Campaign is targeting a minimum of 5,000 workers in various sectors to provide counselling and treatment, HIV testing and basic screenings such as blood pressure, body mass index, and blood sugar within their work spaces. Staff members came out in full support of this initiative and even commended the HASC for its efforts in the promotion of health and wellness within the workplace.

The HASC will continue its WVCT@Work campaign within the MLSED Sub-offices within the next couple of weeks.

For more information, contact the HASC Unit at 299-0300 ext 2010 or 2014 or via email at: www.askhasc@gov.tt.

New Specialist in Employment and Labour Market Policies joins the Caribbean Office

Mr. Diego Rei assumed duties as Employment and Labour Market Policies Specialist, at the ILO Decent Work Team and Office for the Caribbean on 1 February 2016. He is a national of Italy and a graduate of Bocconi University (Milan, Italy) and of the Graduate Institute of International Studies (Geneva, Switzerland). He also holds a certificate in Asset Management and Financial Engineering (FAME, Switzerland).



Mr. Rei has over twelve years of experience in the development sector with stints with the ILO, the United Nations Conference on Trade and Development and the United Nations Development Programme (UNDP). Throughout his career he contributed to the design, implementation, monitoring and evaluation of policies, programmes and activities tackling several labour market related topics including private sector development, activation and school to work transition, unemployment insurance, labour rights and responsibilities, social dialogue, and vocational training. He extensively worked on the theme of youth employment and empowerment with special focus on the African continent, where he held the role of Adviser to the Executive Representative of the UN Secretary-General (UNIPSIL, Sierra Leone) and the role of regional coordinator for youth employment (ILO Office for Africa).

As a research associate, Mr. Rei authored publications on labour market institutions, determinants of informality and youth employment, while also contributing to investment policy reviews.

Prior to joining the ILO Office for the Caribbean, Mr. Rei was the Chief Technical Adviser for a multidimensional development cooperation Project which the ILO implemented in Sri Lanka.

The ILO Decent Work Team and Office for the Caribbean says farewell to:



Anne Knowles
Employers' Activities
Specialist

It is with some disbelief that I realize my time with the ILO has come to an end! The saying "Time flies when you're having fun" certainly applies to working in the Caribbean. In the three and a half years I have been based in Trinidad and Tobago I have been fortunate to have

undertaken work in no fewer than 15 countries and four Non-Metropolitan Territories of the subregion. Physically being in 19 countries means I have gained a closer insight into the similarities and differences facing the business communities in each and have thus been able to devise programmes of support that hopefully have met the specific needs of the Employers' Organizations in assisting them to become stronger, more representative organizations.

The over-arching focus of my time here has been the build up to and the finalization of the EU-funded Project to strengthen the capacity of the two regional representative organizations the Caribbean Employers' Confederation and the Caribbean Congress of Labour – and by extension their members, national Employers' Organizations and Trade Unions – to play a more effective role in policy-setting at the regional level.

The EU-funded Project has taken assistance to strengthening the voice of the social partners to a new level. The series of bipartite meetings held throughout 2015 enabled issues of

common concern in each country to be identified and action taken in a collaborative manner. I trust that this spirit of working together to address problems will become a hallmark of how the tripartite partners can achieve the best possible outcomes for their communities.

I wish to thank my colleagues both in ACT/EMP in Geneva and in the Office for the Caribbean for their support. Particularly though, I wish to thank the Employers' Organizations of the region for being so open to new ideas and new ways of working and for the friendship extended to me.



Ms Dawn Lafond,
Communication
and Information
Management Officer

Ms. Lafond served the ILO for 20 months. During this period, she was responsible for enhancing the image and visibility of the ILO, developing and implementing effective communication and information dissemination strategies to promote the work of the Office among its constituents and the general public.

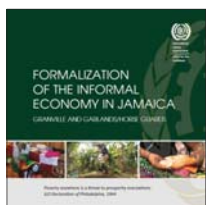
The Director and staff wish Ms. Lafond every success in her future endeavours.

COURTESY VISIT

On Friday 29 January 2016, H.E. Jules Bijl, Ambassador of the Kingdom of the Netherlands, visited the ILO Decent Work Team and Office for the Caribbean, where he met with the Director, Ms Claudia Coenjaerts. Issues of common interest between the ILO and the Kingdom of the Netherlands were discussed during the meeting. The ILO Director thanked the Government of the Netherlands for its long tradition of support to the ILO globally and briefed the Ambassador on the focus of ILO's programme in the Caribbean region which revolves around tripartism, social dialogue and the promotion of more and better jobs through increased productivity, enterprise development and the promotion of employability of young people. The Ambassador welcomed the initiatives of ILO in Trinidad and Tobago and the Caribbean region, while the Director expressed willingness to strengthen the cooperation between the two parties within the framework of the Organization's mandate.



INFORMATION RESOURCES



Formalization of the informal economy in Jamaica: Granville, Garlands/Horse Guard

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. This 40 page brochure highlights the findings, activities and achievements, as well as the recommendations coming out of the ILO 1-year Programme on formalization of the informal economy.

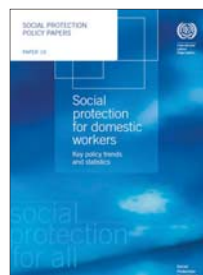
978-92-2-131038-9 (print)
978-92-2-131039-6 (web pdf)



World Employment and Social Outlook: Trends 2016

The World Employment and Social Outlook is the ILO's flagship report on world of work issues. Exploring the interconnected nature of macroeconomic policies on the one hand, and employment and social outcomes on the other, it analyses which policy combinations are most effective in delivering high employment and balanced incomes. The publication also provides readers with the most up-to-date global as well as regional labour market and social indicators.

ISBN 978-92-2-129632-4 (print)
ISBN 978-92-2-129633-1 (web pdf)
ISBN 978-92-2-129634-8 (epub)



Social protection for domestic workers: Key policy trends and statistics

This working paper: (i) provides an overview of the global situation of social security provisions for domestic workers in 163 countries; (ii) analyses trends, policies and gaps in terms of legal and effective social security coverage for domestic workers; (iii) describes and

analyses the configuration of social security schemes for domestic workers, such as their institutional organization, financing and administration; (iv) informs on challenges to extending coverage; and (v) provides a compilation and description of international practices of social security schemes for the domestic work sector, including comparative information.

ISBN: 978-92-2-130996-3



Women at Work Trends 2016

Over the last two decades, women's significant progress in educational achievements has not translated into a comparable improvement in their position at work. In many regions in the world, in comparison to men, women are more likely to become and remain unemployed, have fewer chances to participate in the labour force and – when they do – often have to accept

lower quality jobs. Progress in surmounting these obstacles has been slow and is limited to a few regions across the world. The Women at Work report provides the latest ILO data on women's position in labour markets, examines the factors behind these trends and explores the policy drivers for transformative change.

ISBN 978-92-2-130795-2 (print)
ISBN 978-92-2-130796-9 (web pdf)

INTERNATIONAL OBSERVANCES

28 April: World Day for Safety and Health at Work
1 May: Labour Day
17 May: International Day Against Homophobia and Transphobia
5 June: World Environment Day
12 June: World Day Against Child Labour

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