



Caribbean

NEWSLINK

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

July-September 2016



Participants at the Opening Ceremony of the Consultations

New DWCP for Guyana in the pipeline

Tripartite consultations recently held to tabulate the country's priorities

The Ministry of Social Protection in Guyana invited social partners and other stakeholders to hold consultations to renew the Decent Work Country Programme (DWCP) for Guyana. The previous DWCP expired in 2015. The DWCP will provide the primary framework for ILO support to its constituents at the country level for the next five years.

The intensive tripartite consultations took place from the afternoon of 21 September to 23 September 2016. The Consultations were opened by the Acting President, Prime Minister of the Cooperative Republic of Guyana, Mr Moses Nagamootoo, who welcomed the ILO and posited that Decent Work was fundamental to any development programme. He continued to emphasize that the success of any programme could be measured in the employment impact and how it changed the life and working conditions of people. He encouraged unity among the trade unions so that they could not be denied a place at the head table. He also exhorted the media to reflect the views expressed on this occasion so that labour and labour relations could return to the people of Guyana.

Opening remarks were also offered by the Minister within the Ministry of Social Protection with responsibility for Labour, Mr Keith Scott, who emphasized the Government priority of revitalizing the cooperative sector in Guyana as it had been an important building block of the Republic.

The delegation from ILO Decent Work Team and Office for the Caribbean (DWT-O/POS) was headed by the Office's Director, Ms Claudia Coenjaerts. In her address, Ms Coenjaerts reminded the audience of the commitment of the Caribbean Community to Decent Work which has been reaffirmed consistently at each meeting of the Caribbean Ministers of Labour since 1999, as well as the central role of Decent Work in the Sustainable Development Goals (SDG 8). For these reasons, Ms Coenjaerts professed that we should no longer need to convince ourselves or others that productivity improvements and the creation of more and better jobs for workers and jobseekers, combined with respect for fundamental rights, tripartism, social dialogue and access to universal social protection are integrated and essential components of a country's policy agenda.

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Claudia Coenjaerts, Director, ILO DWT-O/POS (centre) with the Acting President, Prime Minister of the Cooperative Republic of Guyana, Mr Moses Nagamootoo (right) and UN Resident Coordinator and UNDP Resident Representative for the Cooperative Republic of Guyana Ms. Mikiko Tanaka (left)

The Consultations were attended by over 30 representatives from different ministries and Government institutions, including the Prime Minister's Office; the employers' organization CAGI; and the two umbrella trade unions Guyana Trades Union Congress (GTUC) and the Federation of Independent Trade Unions of Guyana (FITUG).

Several Specialists from the DWT-O/POS gave presentations during the course of the two days and facilitated the discussions

on the different issues. The Consultations were presented with a range of issues, from process-oriented topics such as the objectives of a DWCP and the features of a results-based management approach to substantial policy issues relevant to Guyana. Those issues were grouped in three major themes – Ending Poverty; Achieving Prosperity; and Social Dialogue – and addressed the informal economy, minimum wages, child labour, domestic workers, cooperatives, OSH, productivity, LMIS, handling transitions, sectoral policies, greening the economy, social partners' role and strengthened mechanisms for social dialogue. Group work and plenary discussions yielded a great deal of information, and broad agreement among the participants over strategies and ideas on how these challenges can be addressed in the coming years with a view to not only promoting and achieving Decent Work in Guyana, but creating an inclusive, prosperous and resilient nation.

The next steps to be taken in this process

A small drafting Team from Guyana, with support from the ILO Caribbean Office, will tabulate the priorities with a view to formulating a first draft of the new DWCP. A second round of tripartite consultations will then follow to refine and validate the draft. Once the tripartite partners validate the DWCP document it will become the framework agreement on the cooperation between the ILO and Guyana for the period 2017 to 2021.



Regional Tripartite Consultation on Formalization in the Caribbean

The Director, Claudia Coenjaerts (*in photo, left*), and several members of the ILO Decent Work Team and Office for the Caribbean participated in a regional tripartite consultation on Formalization, hosted by the Caribbean Community (CARICOM), Georgetown, Guyana on 20 September 2016.

Discussions focused on the transition from the informal to the formal economy for more prosperous and inclusive economies through the implementation of ILO Recommendation 204 adopted by ILO member States at the 104th Session of the International Labour Conference in June 2015.

The Recommendation focuses on four principle areas of work to enable the transition from informality to formality: namely, measurement and diagnostic of the informal economy; facilitating compliance with labour law; social protection and formalization of economic units or enterprises. Good practice in these areas were presented by the relevant ILO Specialists. Participants provided feedback on entry points for introducing policies and programmes as well as key dimensions of the problem, areas of interest for policy development and potential obstacles to be overcome.

Overall the consultation confirmed that the issues behind formalization are high on the political agenda. The consultation confirmed the attention of tripartite constituents to addressing and facilitating the transition to the formal economy and called for ILO's support to inform, design and implement national and regional integrated implementation strategies.



Dr Camille Wardrop Alleyne, Feature Speaker



Mr Bernard Cropper and Dr Radha Rampersad



Ms Dagmar Walter, Deputy Director, ILO-DWT/POS

T&T holds national forum under ILO Future of Work Initiative

In May 2016 the Honourable Minister of Labour and Small Enterprise Development, Jennifer Baptiste Primus, responded to the call from the ILO Director-General inviting all member States to hold national discussions in the context of the Future of Work Initiative.

The National Forum on the Future of Work took place on 29 August at the Teaching and Learning Complex of UWI in St Augustine. It was a rich and inspiring programme, attempting to look beyond the day-to-day challenges in the world of work and reflect on the major drivers of change and how to respond to and adapt to these.

Feature speaker, Trinidadian born, Dr Camille Wardrop Alleyne, who is a Space Scientist and Rocket Engineer at NASA, prompted the audience to think out of the box and embrace some of the technological advances, as well as contribute to them through a joint Caribbean effort and programme. She highlighted that any discussion on the future of work must involve young people and the technology and connectivity-enhanced world in which they are growing up.

The Deputy Director of the ILO Decent Work Team and Office for the Caribbean, Dagmar Walter, made a presentation on the Future of Work in the Global Economy and the ILO Centenary Conversations. She examined five “megatrends” – Technology, Growth, Demographics, Inequality and Climate Change - and reflected on their effects on Work and Society, Decent Jobs for All, Organization of Work and Production, and Governance of Work. These were later addressed in panel discussions and group work sessions.

Ms Walter was accompanied by Vanessa Phala, ILO Employers’ Specialist and Paula Robinson, ILO Workers’ Specialist, who participated in panel and workshop sessions.

Under Work and Society, the group sessions addressed questions such as whether the purpose of work had changed, where did gender gaps exist in the workplace, whether employment practices contributed to discrimination within the society and what were the opportunities and the challenges for Trinidad and Tobago in responding to the changes in the world of work. Under the theme of Building a Future with Decent Work, panellists and participants discussed:

- respecting the rights of the differently-abled;
- full employment and sustainable jobs;
- internal and external migrant workers within the CARICOM Single Market and Economy;
- the information and communication revolution; and
- the Governance of Work and the lacuna in the existing legal framework.

Professor Rose-Marie Belle Antoine posited in her presentation that social justice must be a part of the Future of Work and the implementation and enforcement of economic and social rights are the lynchpin. The Professor further stated that a coherent workable wage policy was an essential component because it had a direct impact on stability.

The Forum was attended by representatives of a cross section of Ministries, Employers’ and Workers’ Organizations, as well as young people and academia. In the final session, the tripartite partners were provided with an opportunity to give their reflections on the day’s discussions.

We want to congratulate the Ministry on a successful Forum and look forward to the report.

The Future of Work Initiative aims at:

- generating a shared understanding of the forces transforming the world of work and what it means for governments, unions and employers;
- providing a constructive global forum for the exchange of ideas and information between the tripartite constituents; and
- articulating and promoting policy alternatives and good practices that can be replicated by governments, trade unions and employers’ organizations to better serve their members’ needs in the future.

The ILO Decent Work Team and Office for the Caribbean stands ready to support other countries in undertaking Future of Work discussions.



Minister Baptiste-Primus (left) and Permanent Secretary, Isaac James, MLSED



Mr Ariel Pino, ILO Specialist, Social Protection and Occupational Safety and Health

The CSME Unit of the Caribbean Community (CARICOM) Secretariat convened a Tripartite Consultation on 19 September 2016, in Georgetown, Guyana. This Tripartite Consultation saw the participation of representatives of Government, workers' and employers' organizations from 13 ILO member States and representatives of the regional organizations of the Caribbean Employers' Confederation (CEC) and the Caribbean Congress of Labour (CCL). With the support and assistance of the CARICOM Secretariat and the ILO Office for the Caribbean, the 27 participants were able to build consensus and successfully produce recommendations on social protection and social dialogue. These recommendations were to be presented to the Council of Human and Social Development (COHSOD) XXXI Meeting which was to be held in Georgetown in October 2016, but was subsequently cancelled in its present format.

The session on social protection was led by Ariel Pino, ILO Social Protection and OSH Specialist, who explained that social protection was both a human right and a social and economic necessity for all citizens in a country. For this reason there was international understanding that countries had to aim for universal social protection because these systems were the most efficient means of combatting poverty and inequality. He further explained that to attain universal social protection

CARICOM consultation on social protection and social dialogue

a two-dimensional strategy had to be put in place: The first being a social protection floor which guarantees four elements -- access to health care for all; income security for children; assistance to the unemployed and the poor; and income security for the elderly and disabled. Social protection floors are considered the horizontal dimension. The second and vertical dimension is meant to ensure increasing levels of protection which includes mandatory social security benefits of guaranteed levels for contributors and beyond that voluntary insurance.

After a rich exchange of questions and answers, it was recommended that:

- COHSOD XXXI engage in a general discussion on Social Protection;
- COHSOD XXXI consider adoption of a Statement of Commitment on Social Protection to guide the development of a Social Protection Strategy for CARICOM;
- the Secretariat and the COHSOD continue to partner with the Social Partners and the ILO in the development of the Social Protection Strategy.

In the second half of the one-day Consultations, discussions turned to social dialogue within the Community and its structures. Rainer Pritzer, ILO Social Dialogue and Labour Administration Specialist and Paula Robinson, ILO Workers' Specialist, made a presentation on Social Dialogue: Its ILO definition, the history within CARICOM and presented different regional models for consideration by the tripartite participants. Rosa-

Mae Whittier, Free Movement and Labour Officer, CSME Unit, CARICOM Secretariat, then presented on the history of social dialogue within the Community. The participants then had a robust discussion on what was desired to increase the social partners role in governance at the regional level as well as what they considered optimal and likely to succeed within the existing constraints. In conclusion, the Tripartite Consultation recommended that:

- Social dialogue be integrated into existing structures such as COHSOD, The Council for Trade and Economic Development (COTED) and Technical Working Groups;
- Representation be reinstated at the Conference of Heads of Government where the regional organizations, CEC and CCL, can interface with the Heads;
- A regional mechanism dedicated to social dialogue be created where national tripartite representatives can engage so that national dialogue can filter upwards to the regional level;
- CEC and CCL be recognized as the official voice of employers and workers and their role specified; and
- Secretariat resources be dedicated to social dialogue within CARICOM and CSME structures and processes.

Like the social partners, the ILO was encouraged by the outcome of the Consultation. If these recommendations are accepted and implemented, then CARICOM would be joining other regions of the world, where commitment to tripartite social dialogue has long been demonstrated in decision-making and policy-making processes at the regional level.



World Bank Group President Jim Yong Kim (left), with Guy Ryder, ILO Director-General

World Bank, ILO announce new push for universal social protection

World leaders and heads of the World Bank Group and the International Labour Organization (ILO) joined forces to achieve social protection for all. The new Global Partnership for Universal Social Protection announced on 21 September 2016 during the week of the UN General Assembly aims to help countries reach all poor and vulnerable groups with a variety of measures to ensure that nobody lacks access to key forms of support when needed.

Speaking at the Meeting, World Bank Group President Jim Yong Kim said, “Social protection is a means to reduce poverty, achieve greater gender equity, reduce economic inequalities, and to promote good jobs. While many developing countries are already achieving universal schemes designed to ensure that nobody is left behind, only one in five poor people in the lowest-income countries is covered by any form of social protection today. It is profoundly significant that we have come together collectively to help countries close these coverage gaps.”

Universal social protection coverage is well aligned with the World Bank Group’s twin goals of ending extreme poverty and boosting shared prosperity in the world by 2030, and is also at the core of the ILO’s mandate, guided by its standards including the Social Protection Floors Recommendation, No. 202, adopted by 185 states in 2012.

The new partnership brings together dedicated development partners such as the African Union, FAO, the European Commission, HelpAge International, OECD, Save the Children, UNDP-IPC, UNICEF, along with Belgian, French and German technical cooperation.

Data released by members of the partnership showed that more than 30 low- and middle-income countries have achieved universal or near universal social protection

schemes. Over 100 others are scaling-up social protection and fast-tracking expansion of benefits to new population groups. Universal social protection is most commonly achieved for old-age pensions. These examples, included the case study of old-age protection in Trinidad and Tobago, demonstrate that universal social protection is feasible for other countries, especially low- and middle-income ones.

The ILO Director-General, Guy Ryder, praised the efforts of these countries in all continents, including China, Namibia and Thailand:

“Our shared objective is to increase the number of countries that provide universal social protection by supporting countries to design and implement universal and sustainable social protection systems,” Mr Ryder said.

The ILO estimates that a complete social protection floor package for all vulnerable groups, from children and mothers to older persons, would cost between 1 and 5 per cent of GDP in a large number of middle income economies.

The United Nations’ Sustainable Development Goal 1.3 calls for nationally appropriate social protection systems and measures for all by 2030.

The ILO defines universal social protection as including: adequate cash transfers for all who need them, especially children; benefits and support for people of working age in case of maternity, disability, work injury or for those without jobs; and pensions for all older persons. This protection can be provided through social insurance, tax-funded social benefits, social assistance services, public works programs and other schemes guaranteeing basic income security.



Tripartite Constituents in Suriname introduced to ILO Productivity Programme on Sustaining Competitive and Responsible Enterprises - SCORE

The ILO, in collaboration with the Suriname Trade and Industry Association (VSB) and the Competitiveness Unit of Suriname (CUS) organized a one-day Workshop on July 29, 2016 on productivity. This was a follow-up to workshops on productivity which were done earlier in the year. This Workshop, facilitated by Mr. Kelvin Sergeant, Sustainable Enterprise and Job Creation Specialist, however, placed special focus on introducing the ILO's SCORE methodology to the tripartite constituents.

SCORE is a practical training and in-enterprise counselling programme that improves productivity and working conditions. The five core training Modules cover workplace cooperation, quality management, clean production, human resource management, and safety and health. The training focuses on developing cooperative workplace relations to produce shared benefits for workers and enterprise owners by developing a culture of continuous improvement. Effective social dialogue is an important driver of the success of this programme.

Her Excellency Sieglien Bursleson, Minister of Trade and Industry, delivered the keynote address and pointed out that improving productivity was a major focus of the Government, through the Competitiveness Unit. The Ministry will continue to focus on the improvement of productivity in Suriname, since low productivity has had negative impact on company profitability and the country's economy. The Minister stressed that an increase in productivity should be the joint effort of all stakeholders.

Participants requested that the ILO explore a full-fledged project to introduce the SCORE methodology to a select group of SMEs, and the relevant Government officials.

Multinational enterprises and national development discussions among tripartite constituents in Barbados

A two day Workshop entitled 'Multinational Enterprises (MNEs) and National Development: Promoting Employment and Enhancing Business Linkages in Barbados' was held at the Accra Beach Hotel on September 8-9, 2016. The participants comprised representatives of Government, employers' and workers' organizations, the hotel chains operating in Barbados, the Barbados Hotel and Tourism Association, and academia. The lead facilitators from the ILO were Mr Kelvin Sergeant, Sustainable Enterprise and Job Creation Specialist from the ILO



Senator Dr the Hon. Esther Byer-Suckhoo, Minister of Labour and Social Security, Barbados (right), in discussions with Ms Toni Moore, Secretary General, Barbados Workers' Union.

Decent Work Team and Office for the Caribbean and Ms Yuki Arai, Senior Specialist, MNE Unit, ILO Geneva.

This Workshop started a national-level tripartite-plus dialogue on how the employment and national development impact of

foreign direct investment and the operations of MNEs in the country could be maximized by applying the principles of Corporate Social Responsibility and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration).

The second day was devoted to specific challenges and opportunities facing the hotel and tourism sector given their importance to the Barbadian economy. It enabled raising awareness of the principles of the MNE Declaration and engaged participants in an interactive panel discussion with a view to identifying a way forward.

The MNE Declaration is an ILO instrument that provides policy guidance on how to maximize the positive contribution of MNEs to economic and social development and minimize possible negative impacts. It promotes inclusive, responsible and sustainable workplace practices. Its principles are addressed to MNEs, governments, and employers' and workers' organizations, and cover areas such as employment, training, conditions of work and life, and industrial relations, as well as general policies.

MNEs are becoming more important to Barbados because they represent significant foreign investment in the hotel and tourism sector, a major part of the Barbados economy. The Government together with the Social Partners, is committed to transform the economy into one which attracts investment. In relation to tourism, hotel chains such as the Marriott, Sandals, and Hilton have been operating on the island for a number of years and other hotels such as the Hyatt are in the pipeline.

The potential for further investments in the hotel sector could contribute towards more employment, especially for young women and men, directly through the hotel operations as well as indirectly through their suppliers, supporting local agriculture, manufacturing and other goods and services sectors. Barbados places high priority on the promotion of decent work, including collective bargaining and the workers' constitutional right to join a trade union; and giving consideration to, and placing focus on issues such as occupational safety and health, and industrial relations.

Some of the recommendations made at the conclusion of the Workshop included:

1. The need to establish a protocol for MNEs which highlights the Social Partnership Protocol, constitutional rights, legislative framework which governs town planning, labour-management cooperation, including social protection, health and sanitation, and any other areas which relate to specific enterprises;
2. Strengthening labour market information system;
3. Promoting the development of accurate information needed on skills, to ensure that MNEs provide tremendous employment opportunities for nationals;
4. The need for the conduct of specific research on the social and economic impact of MNEs;
5. Expansion of the apprenticeship system within the tourism sector; and
6. The need to ensure education and training meets the needs of the industry.

ILO conducts technical training on Caribbean LMIS.Stat statistical data system

During the week of 29 August - 2 September 2016, the ILO carried out a technical Workshop for CARICOM Secretariat staff aimed at building the capacity to install, maintain, and support CARICOM Member States with the utilization of the Caribbean Labour Market Information System (LMIS) .Stat Platform.

The Caribbean LMIS.Stat Platform is a storage and dissemination tool which will allow the display and sharing of key labour market indicators on a unique web-based platform. This tool will facilitate dissemination of labour market information and identification of labour market imbalances with a view to foster free movement of people within the CARICOM single market. The ILO and the CARICOM Secretariat have been closely collaborating to strengthen labour market statistical capacity among CARICOM Member States for several years and the development of Caribbean LMIS.Stat is a successful example of such collaboration.

The training, conducted by Weichen Lei, Statistical Knowledge Management Officer, ILO Geneva, with the assistance of Diego Rei, Employment and Labour Market Policies Specialist, ILO Office for the Caribbean, is the initial step of a longer process to deploy Caribbean LMIS.Stat. It allowed CARICOM system administrators, statisticians, technical staff and the project manager to familiarize themselves with the LMIS.Stat community model, architecture, deployment and virtualization strategy. It also demonstrated LMIS.Stat data and metadata management interface, as well as concepts such as key labour market indicators, dimensions, code lists, structural and referential metadata. During the exercise sessions participants got a demonstration of data and metadata upload, creating common dimensions and customization options.

The Caribbean LMIS.Stat Platform is expected to go live in 2017.



Jamaica announces ratification of ILO Convention 189

"It is done!" These were the words of Ms Shirley Pryce, President of the Jamaica Household Workers Union (JHWU), when she thanked members and friends of the Caribbean Domestic Workers' Network (CDWN) and informed triumphantly the news:



Jamaica Prime Minister, the Most Hon. Andrew Holness (*in photo left*), announced he had signed the papers for the ratification of the ILO Domestic Workers' Convention, 2011 (No.189). The Prime Minister made this announcement on 22 September while participating in the discussion of a report of the United Nations High Level Panel on Economic Empowerment of Women at UN Headquarters, New York.

Ms Pryce, a passionate advocate of domestic workers rights, participated in the ILO's International Labour Conferences where the discussion, negotiation and adoption of this Convention took place. Since June 2011, the Jamaica Household Workers' Union has carried out a well-publicized, persistent campaign for ratification, particularly at the national level, with a view to having Jamaican legislation brought in line with the provisions of the Convention. Convention No. 189 aims to promote and protect the human rights of domestic workers and to ensure fair terms of employment, decent working conditions and acceptable living conditions for workers employed in households.

Once the instruments of ratification are submitted to the ILO Director-General, Jamaica will become the 23rd country and the second Caribbean country after Guyana, to ratify this Convention. Jamaica's ratification will give encouragement to the other members of the Caribbean Network that their advocacy and campaigns can result in ratification. Both Guyana and Jamaica will now have to work hard to see the national regulatory framework changed to ensure the standards set by the Convention become accessible for each and every worker employed in households.

The Caribbean Domestic Workers Network continues to work to support the establishment and promotion of organizations of domestic workers as well as the ratification and implementation of ILO Convention No. 189. Implementation of this Convention at the national level means formalizing the employment relationship so that workers have contracts with clear job descriptions. It means ensuring that domestic workers enjoy the same rights as any other worker, such as getting the applicable minimum wage, vacation and sick leave benefits and contributions are paid into national social security and pension schemes; and for live-in domestic workers their living arrangements ensure their safety and privacy. Expressed in the words of the JHWU motto: Respect Equality and Dignity: Every Household Worker's right!

webinar

SCHEDULE



Complete and comprehensive social protection systems including floors

Date: 27 Oct 2016

Social protection benefits - or social transfers - are powerful tools to combat poverty and inequality, and to invest in social and economic development. As such, they are key to achieve the Sustainable Development Goals (SDG) targets. Social protection, through social protection policies that are aligned with economic and labour policies, is an economic, social and political necessity that has been recognized by several international declarations and agreements as a human right.

A Skilled Workforce for Strong, Sustainable and Balanced Growth Training Strategy

Date: 18 Nov 2016

Robust training policies and systems are grounded in a number of common building blocks and a good skills development system will be able to: anticipate skill needs; engage employers and workers in decisions about training provision, including in specific sectors; maintain the quality and relevance of training; make training accessible to all sectors of society; ensure viable and equitable financing mechanisms; and continuously evaluate the economic and social outcomes of training.

Labour Inspection – finding the right balance between prevention and enforcement

Date: 9 Dec 2016

How can Labour Inspection Systems best improve and balance prevention and enforcement measures to ensure compliance with national labour laws for achieving decent working conditions (e.g. education, prevention, sanctions)?

Labour market indicators and decent work indicators

Date: TBA in Jan 2017

Labour market indicators are commonly utilized in everyday language, discussion and media reporting. While unemployment rate is arguably the most commonly cited measure a number of other are usually available but seldom utilized. The present webinar aims at presenting some key indicators based on international statistical standards and economic theory while raising awareness about decent work considerations and the sustainable development goals.

Can better working conditions improve the performance of SME?

Date: TBA in Feb 2017

The Webinar will discuss the findings of an international review on whether better working conditions do in fact improve the performance of SMEs.

Register at ilocarib@ilo.org



ILO launches Alliance 8.7

Our mission is to eradicate forced labour, modern slavery, human trafficking and child labour

Get involved: <http://www.alliance87.org/>

A new Global Alliance to eradicate forced labour, modern slavery, human trafficking and child labour was launched on 21 September 2016 at the Ford Foundation in New York, as a side event of the 71st UN General Assembly in New York.

Building on the new momentum created by the United Nations' 2030 Agenda for Sustainable Development, Alliance 8.7 will bring together all interested parties to join

forces in achieving Target 8.7 aiming at a world without forced labour, modern slavery, human trafficking and child labour.

The new initiative will also help advance other sustainable development goals addressing poverty, education, gender equality, decent work, inequalities, and peace and justice.

'Alliance 8.7 sets out to be inclusive, involving the governments, workers' and employers' organizations, UN agencies, regional organizations, partners for development, the private sector, civil society organizations, academia, experts, the media and other actors supporting the aims of SDG 8.7.

The alliance hopes to bring these groups together in order to help achieve this target. "The alliance can promote transformative action and none of us can do it alone," said Maria Grazia

Giammarinaro, the United Nations special rapporteur on trafficking persons.

The launch consisted of three panel discussions: one to set the scene, one with heads of state and one with civil society. Alliance 8.7 symbolizes renewed commitment by the international community to join forces to fight child labour, forced labour and human trafficking.

ILO Director General, Mr Guy Ryder officially launched the alliance with a call to action. "This is an alliance against the intolerable, and surely we're moving forward," he said. "There is nothing inevitable about the intolerable."

With the official launch of this global multi-stakeholder initiative, a series of actions will be taken to enhance coordination on these issues. The Alliance will focus on four main areas:

1. accelerate timelines.
2. better coordinate research and knowledge sharing.
3. drive innovation.
4. increase and leverage resources.

5. Technological innovation presents unprecedented opportunities to share knowledge and to monitor progress collectively.

Why a New Alliance?

1 The scale of the challenge demands urgent attention: 21 million women, men and children trapped in forced labour, \$150 billion illicit profits generated annually from forced labour; 168 million girls and boys in child labour, despite significant reduction in recent years.

2 The universal support for the SDGs is likely to generate a new momentum to end slavery, trafficking, forced labour and child labour.

3 Each partner has taken successful measures, but only by joining forces will we be able to achieve our extremely ambitious target.

4 Duplication of efforts must be avoided and the best solutions brought to scale.





New Child Labour Survey to be carried out in Suriname

In September 2016, an agreement was reached with a local service provider to carry out - in the first quarter of 2017- a new national child labour survey (NCLS). The survey will contribute to enlarging the country's data availability on the child labour phenomenon and will cover eight of Suriname's ten districts.

The NCLS is financed through a USDOL-ILO 5-year multi-country Project entitled **“Country level engagement and assistance to reduce child labour (CLEAR)”**.

The Project, implemented in collaboration with the Government, under the leadership of the Ministry of Labour, incorporates activities aimed to reduce the incidence of child labour and improve its detection. Together with the training of labour inspectors and the development of a National Action Plan to Combat Child Labour, the running of a National Child Labour Survey (NCLS) will contribute to inform policy-making and guide interventions to eliminate child labour.

The Project provides an important input into the Government's broader commitment to the Regional Initiative (RI): Latin America and the Caribbean Free of Child Labour. This RI, which was born in October 2013 in the framework of the III Global Conference on child labour, engages countries to eliminate child labour by 2020.

Seven Caribbean countries have signed the RI, namely The Bahamas, Grenada, Guyana, Jamaica, Saint Lucia, Suriname and Trinidad and Tobago.

STAFF MOVEMENT



National Project Coordinator for the Regional Initiative for Latin America and the Caribbean Free of Child Labour joins ILO's team for the Caribbean

Resel Melville is a PMI certified Project Management Professional and also the holder of a Master's Degree in International Relations from the Graduate Institute of International and Development Studies, Geneva. Ms Melville graduated from the University of the West Indies St. Augustine with First Class Honours in Spanish and Latin American Studies. She is trilingual in French, Spanish, and English.

Prior to joining the ILO Decent Work Team and Office for the Caribbean, as the National Project Coordinator for the Regional Initiative for Latin America and the Caribbean Free of Child Labour, she worked as a bilingual Project Officer at the CARICOM Secretariat in Guyana where she was responsible for the administration and management of a Caribbean regional technical cooperation programme valued at approximately US\$10 million between 2007 and 2014. In this capacity, she facilitated the design, mobilization of resources and implementation of major development projects that focused on economic integration and development, health, agriculture and fisheries, youth and gender, and citizen security. During her tenure at CARICOM, Ms. Melville was also instrumental in negotiating and operationalizing the CARICOM-Spain Joint Fund signed by Ministers in 2012.

Ms. Melville's skills include developing and writing proposals that address a range of interventions and their implications for policy development and capacity-building. She has in-depth knowledge and experience in the application of best practices aligned with results-based management, management for development results, and project risk management. She has prepared and successfully conducted training in cross-cultural communications and project management. She remains actively engaged in ongoing research on the role of public-private partnerships, cross-sectoral partnerships for development, and communication for development. She has presented these topics at international webinars for project management communities via the Project Management Institute's, International Development Community of Practice.

The Director and staff welcome Resel to the Team.

ILO participates in ATIA'S 5th Women in Leadership Conference

On 26 August 2016, the Aruba Trade and Industry Association (ATIA) celebrated the 5th Anniversary of the Women in Leadership Conference held at the Marriott Aruba Resort and Stellaris Casino. The Conference is part of ATIA's efforts to (i) provide a platform for women to engage on issues affecting them in the workplace and (ii) generate some revenue for the Organization. Over 500 women were in attendance and the main sponsors were Aruba Bank N.V and SETAR NV.

Ms Vanessa Phala, ILO Senior Specialist for Employers' Activities also participated in the Conference. Her attendance provided her with the opportunity to meet members of the Board of ATIA including its President and to discuss future ILO support.

The theme of the Conference was 'Building Female Role Models' and focused on the importance of investing in the development of leadership skills, networking and easing the



ILO Specialist Vanessa Phala (left) with H.E. Fredis Refunjol (centre) and other dignitaries at the Conference.

barriers women encounter within organizations. The invited speakers included Ms. Michele Brooks an independent consultant from Aruba, Ms. Gina Harden a guest speaker from the USA, Ms. Nathaly Cabrera, HR Specialist from Aruba and the main speaker Ms. Kelly Hoey, an Author and Investor from the USA. The Speaker of Parliament Dr Marisol Lopez-Tromp, and the Minister of Education Mrs Michelle Janice Hooyboer-Winklaar also attended the Conference. The speakers delivered excellent presentations covering issues such as how to become a role model, how to leave a lasting legacy, and how to

become an exceptional leader. On the eve of the Conference, ATIA arranged courtesy meetings with the Governor of Aruba, H.E Fredis Refunjol and the Prime Minister, H.E Mike Eman.

ATIA is the leading advocacy Organization representing the interests of Aruban businesses and providing a range of services to its members. ATIA is the largest employers' organization in Aruba and is involved in several Government advisory and consultative committees and also sits on the board of several public entities and enterprises.

Research methodology Workshop for Caribbean employers' representatives conducted in Saint Lucia

From 27-29 September 2016, the Caribbean Employers' Federation (CEC) hosted a Research Methodology Workshop in Saint Lucia, for Officers of National Employers' Organization. The Workshop, which was funded under the ILO-EU Project¹, aimed at strengthening employers' understanding and application of research methodology.

Ms Vanessa Phala, ILO Senior Specialist for Employers' Activities gave remarks at the opening ceremony, with the Keynote Address from Mr Wayne Chen, President of the CEC and welcome remarks from Mr Vern Gill, President, Saint Lucia Employers' Federation and CEC's 2nd Vice President. Ms Phala also made a presentation on Formulating a lobbying and advocacy strategy. Dr Llyod Walker, Lecturer, Faculty of Science at UWI Mona Campus, facilitated the Workshop.

Twenty-two representatives from Aruba, Antigua, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Lucia, Saint Vincent and the Grenadines, Saint Kitts and Nevis, Suriname and Trinidad and Tobago received training.

It is expected that with the acquired knowledge, officials will be able to strengthen the data collection and research capacity of their national organizations. This will, in turn, enhance the CEC's capacity to develop advocacy strategies to support evidence-based policy positions.



Vanessa Phala, ILO, presents a Certificate of Participation to Mr Winston Leckie, Suriname Trade and Industry Association

¹ ILO-EU funded Programme to enhance the capacities of the CEC and CCL with a view to their fulfilling their obligations with respect to the implementation of the Economic Partnership Agreement.

UPCOMING EVENTS

The Future of Work in the Transition to Inclusive Green Economies

This event will inaugurate the second global PAGE Academy on the Green Economy, to be held in Turin, from 3 to 14 October 2016.

Global Meeting: Future of work and what it means for people with disabilities

12 October 2016

The ILO Global Business and Disability Network will be hosting its 2016 Global Meeting at the ILO's headquarters in Geneva, Switzerland. During the event, new company members will sign the Business Charter on Disability, joining forces with current Network members in transforming workplaces worldwide into inclusive spaces for people with disabilities.

328th Session of the Governing Body

27 October - 10 November 2016

INFORMATION RESOURCES



Assessment of labour provisions in trade and investment arrangements

Nearly half of trade agreements concluded in the past five years included either a labour chapter or labour provision that makes reference to international labour standards and ILO instruments. This report, part of the Studies on Growth with Equity series, gives a full examination of the scope and effectiveness of these labour provisions.

ISBN: 978-92-2-130375-6

Price: USD 30



Green Jobs: Progress Report 2014-2015

This report provides an update on the activities which unfolded in 2014 and 2015 with the continued support of the Green Jobs Programme's networks and partners. Green job creation and the greening of existing jobs, enterprises and economies are an essential means of achieving sustainable development and providing decent work for all.

ISBN: 978-92-2-131113-3 (print)

978-92-2-131114-0 (web pdf)



Fishers first - Good practices to end labour exploitation at sea

This report is to present, analyze and share good practices and innovative interventions from around the world aimed at eradicating forced labour and other forms of labour exploitation in the fishing industry.

ISBN: 978-92-2-131289-5 (Print)

978-92-2-131290-1 (Web PDF)



World Employment and Social Outlook 2016: Trends for Youth

Young people's integration into the labour market, their education and skills development are all crucial to the realization of a prosperous, sustainable and equitable socio-economic environment worldwide.

The report provides updated figures on global and regional youth unemployment. It also looks at working poverty rates, decent work opportunities in both developed and developing economies as well as gender inequalities and migration trends among young people.

ISBN: 978-92-2-131277-2

INTERNATIONAL OBSERVANCES

International Day of Rural Women - 16 October

World Food Day - 17 October

International Day for the Eradication of Poverty - 20 October

United Nations Day - 24 October

Universal Children's Day - (third Sunday in November)

International Day for the Elimination of Violence against Women - 29 November

World AIDS Day - 2 December

International Day for the Abolition of Slavery - 3 December

International Day of Persons with Disabilities - 5 December

Human Rights Day - 11 December

International Migrants Day - 20 December

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