



Caribbean

NEWSLINK

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

April - June 2017



Jamaica renews commitment towards International Labour Standards

On 13 June 2017, Jamaica deposited with the Director-General of the ILO, the instruments of ratification of the Maritime Labour Convention, 2006, as amended (MLC, 2006) as well as of the Protocol of 2014 to the Forced Labour Convention, 1930. Jamaica is the 84th ILO member State to ratify the land-mark MLC, 2006, joining six other Caribbean countries, namely Antigua and Barbuda, the Bahamas, Barbados, Belize, Saint Kitts and Nevis, and Saint Vincent and the Grenadines. It has a strategically important position within the global liner shipping network and is considered to be a hub in view of the high level of connectivity it offers despite a relative low level of trade.

Through the ratification of the Protocol, Jamaica follows in the footsteps of 13 other countries from across the world and takes the lead in the Caribbean region in the fight against forced labour. Almost 21 million people are victims of forced labour and the ILO estimates that this exploitation generates some US\$150 billion a year in illicit profits. The Forced Labour Protocol requires governments to adopt new measures designed to prevent all forms of forced labour, including trafficking in persons, to protect victims and guarantee them access to justice and compensation.

On depositing these two instruments of ratification, the Hon. Shahine Robinson, Minister of Labour and Social Security, stated that “in ratifying the Maritime Labour Convention, as amended, 2006, Jamaica is demonstrating its commitment to ensure decent working conditions for seafarers through the application of international standards while facilitating global commerce. Jamaica boasts the premier maritime



Lead photo: The Hon. Shahine Robinson, MP, Minister of Labour MLSS, Jamaica with the ILO Director-General, Guy Ryder, during the signing for the deposit of the two instruments of ratification.

Photo insert: The Jamaican Delegation to the 106th Session of the International Labour Conference with the ILO's DG after the signing.

training institute within the English-speaking Caribbean and is also one of the major logistics hubs in this region. Given this background, Jamaica sees the ratification of this Instrument as a natural and key step in securing the rights of seafarers within our jurisdiction in keeping with the highest global standards”.

The Minister also declared that “the ratification of the Protocol to the Forced Labour Convention reflects Jamaica’s commitment to combat trafficking in persons and reject forced labour in all its forms. Jamaica has a strong legal framework and a national taskforce that works to combat trafficking in persons. We will do our part in the renewed global effort to eradicate all forms of forced labour.”

On receiving these instruments of ratification, the Director-General of the ILO, Mr Guy Ryder, stated: “I am very pleased to count Jamaica among the States parties to these two Instruments dealing with particularly important subjects: maritime labour and forced labour. These ratifications are a further testimony to Jamaica’s ongoing commitment to promote and implement decent work and fundamental rights at work. The ratification of the Protocol demonstrates its involvement in efforts to eradicate forced labour in the sub-region and brings us one step closer towards reaching the target of the 50forfreedom campaign – 50 ratifications by the end of 2018. In addition, through the ratification of the Maritime Labour Convention, as amended, 2006, Jamaica is also joining the global effort to promote decent living and working conditions for seafarers while ensuring a level playing field in the maritime industry.”

World’s labour assembly moves to make a body of International Labour Standards more relevant

This year’s 106th Session of the International Labour Conference (ILC) made history in the management of international labour standards.

The ILC “abrogated” four Conventions: Night Work (Women) Convention, 1919 (No. 4), Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15), Night Work (Women) Convention (Revised), 1934 (No. 41), and Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67).

What is “abrogation” of a Convention? It is a procedure to remove a Convention from ILO’s body of Conventions, and it applies to a Convention in force. A Convention may be abrogated if it is considered obsolete. In accordance with Article 19, paragraph 9 of the ILO Constitution, a Convention is considered obsolete “if it appears that the Convention has lost its purpose or that it no longer makes a useful contribution to attaining the objectives of the Organization.” If a Convention is abrogated, member States who have ratified it will no longer be obliged to submit reports under Article 22 of the Constitution concerning the implementation of that Convention, and may no longer be subject to representations (Article 24) or complaints (Article 26) for non-observance of the Instrument. The ILO supervisory bodies -- for example, the Committee of Experts on the Application of Conventions and Recommendations, and the Conference Committee on the Application of Standards -- will not be required to examine the implementation of that Convention. The ILO will cease all activities related to it.

This procedure was established through an amendment to the ILO Constitution adopted in 1997. The procedure could not be used until this amendment had been accepted by two-thirds of the member States as required. This requirement was fulfilled on 8 October 2015. The procedure was utilized for the first time at this year’s International Labour Conference.

The ILC also “withdrew” the Protection against Accidents (Dockers) Convention, 1929 (No. 28), and the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No. 60).

The withdrawal of a Convention is also a procedure to remove ILO Instruments, but it can be used for both Conventions and Recommendations, unlike the abrogation procedure. In case of the withdrawal of a Convention, that Convention has not entered into force due to insufficient number of ratifications, or which is no longer in force as a result of denunciations. Withdrawn Conventions become closed for ratification. The ILC has already withdrawn some Conventions and Recommendations.

Withdrawal and abrogation both follow the same procedure, namely a decision by the International Labour Conference. For a Convention to be withdrawn or abrogated, it requires a two-thirds majority of the votes cast by the Conference delegates present.

For more information on the Conventions abrogated and withdrawn at the 106th ILC, please consult:

http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@relconf/documents/meetingdocument/wcms_558270.pdf

The Conference closed following two weeks of deliberations on key world of work issues, including the promotion of peace and stability in countries emerging from conflict, strengthening labour migration governance and greening the economy.

Highlights of the 106th International Labour Conference

New landmark Standard adopted

The Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205), adopted by the ILC, updates the guidance of an earlier ILO Recommendation adopted in 1944 to provide responses to contemporary crisis situations arising from conflicts and disasters. It also widens the focus of the Standard on reconstruction and recovery to include prevention and preparedness. The new Standard provides a unique normative framework focusing on world of work related measures to prevent and respond to the devastating effects of conflicts and disasters on economies and societies, paying special attention to vulnerable population groups, such as children, young people, women and displaced people.

Three Caribbean representatives will serve on the ILO Governing Body, 2017–2020

The Government of Barbados will serve on the Government group; Mr Callistus Vern Gill (Saint Lucia), will serve on the Employers' Group; and Ms Toni Moore (Barbados) will serve on the Workers' Group. Members of the Governing Body play a key role in determining ILO Policies, budgets and programmes as well as the election of the ILO Director-General. The Governing Body which is the Executive Body of the Organization meets three times a year, and is composed of 56 titular members (28 Governments, 14 Employer and 14 Worker representatives) and 66 deputy members (28 Governments, 19 Employer and 19 Worker representatives).

The ILC held a World of Work Summit on Women at Work

to discuss how to shape a better future for women at work, and what is needed to overcome obstacles for women in the world of work. The same day, three women Presidents highlighted concrete action they have taken to advance gender equality in the world of work: Marie-Louise Coleiro Preca (Malta), Ameenah Gurib-Fakim (Mauritius) and Bidya Devi Bhandar (Nepal).



L to R: H. E. R. Jackson, Ambassador and Permanent Representative, the Bahamas Permanent Mission, Geneva; The Hon. S Moestadja, Minister of Labour, Suriname; The Hon. E. Byer-Suckoo, Minister of Labour, Barbados; The Hon. S. Robinson, Minister, Labour, Jamaica; ILO DG, Guy Ryder



Caribbean Delegations meet with the ILO Director-General, Guy Ryder and his team to discuss matters related to the Caribbean region.



L to R: Damien Cox, Chief Technical Director, Ministry of Labour and Social Security, Jamaica and Yolande Howard, Permanent Secretary, Ministry of Labour, Social Security and Human Resource Development, Barbados

Summary of the work of the various Committees

The Committee for Labour Migration recognized the urgency of strengthening labour migration governance, which is not only a timely and important topic, but also a critical one. Fair and effective labour migration governance is key to maximizing the benefits of labour migration and minimizing the risks and social costs. While policies need to be tailored to the different realities of countries and migration corridors, cooperation among relevant government agencies at all levels is essential as is social dialogue. Such dialogue between governments, employers and workers helps to respond to the changing needs of business and workers, while ensuring decent work opportunities for both migrant and national workers.

The Committee called upon the ILO to play a leadership role in promoting decent work in labour migration, including in the process leading up to the UN Global Compact for Safe, Orderly and Regular Migration due to be adopted in 2018.

The Conference Committee for Fundamental Principles and Rights at Work adopted a Resolution which calls on the ILO Director-General to prepare a plan of action to further promote ILO core labour standards around the globe. The Committee held its discussions based on a report which identifies political will, effective labour market governance and inclusive social

dialogue between governments, employers and workers as key to the promotion of basic labour rights and the achievement of the goals of the ILO Declaration on Social Justice for a Fair Globalization adopted by the International Labour Conference in 2008.

The conclusions also call on the ILO to pursue synergies between the follow-up to the 1998 Declaration and the work of the ILO supervisory mechanism along with development cooperation.

The Committee on the Application of Conventions and Recommendations adopted conclusions on 24 individual cases related to issues arising from the implementation of labour rights.

The Committee also discussed occupational safety and health standards, based on a general survey concerning the promotional framework on OSH, construction, mines and agriculture. Recognizing the importance of the promotional framework for occupational safety and health, the Committee asked the ILO to campaign for the ratification and implementation of Convention No. 187.

The ILO and Government of Brazil South-South Cooperation to Guyana and Suriname

Child Labour - A serious threat to productive youth employment in the Caribbean

Even as the issue of youth employment continues to receive priority attention at the global level through the Global Initiative on Decent Jobs for Youth, it remains high on the agenda of many Caribbean leaders. The ILO and Government of Brazil continue to support Caribbean Countries, members of the Regional Initiative Latin America and the Caribbean Free of Child Labour to address the threat of child labour through effective school-to-work transition (STOW).

During 11-16 May 2017, a joint team of ILO officials and experts from the Ministry of Labour and Employment (MTE) of Brazil undertook missions to Guyana and Suriname as part of a continuation of project activities under the Brazilian-funded South-South Cooperation Programme. During the two days in each country, the team presented on the experiences and good practices of the Brazilian Apprenticeship System. They engaged in focused stakeholder group discussions with senior representatives of the Government, private sector, employers' and worker's organizations and civil society, on the potential impact of apprenticeships on the transition from school to work and on the prevention and elimination of child labour. The meetings also explored opportunities for the ILO and Government of Brazil to provide further assistance to national efforts.

Addressing participants at the opening ceremony of the general seminar, the Hon. Keith Scott, Minister within the Ministry of Social Protection, stated that for Guyana, the elimination of child labour is integral to the country's development agenda, and reiterated his Government's commitment that no effort would be spared in seeking to address the issue. Ms Miriam Leitosa, First Secretary in the Embassy of Brazil to Guyana, invoking SDG Target 8.7, spoke emphatically of Brazil's continuing dedication to provide technical assistance to support the sustainable growth and social development



Resel Melville, National Project Coordinator, ILO Decent Work Team and Office for the Caribbean (right), during her presentation in Guyana

of its Caribbean counterparts through bilateral, triangular and other forms of South-South Cooperation.

In Suriname, the importance attached to the issues and the ongoing collaboration between the Ministries of Labour and Education, Science and Culture, were underscored by the participation of both the Hon. Robert Peneux, Minister of Education and the Hon. Soewarto Moestadja, Minister of Labour at the opening ceremony. In his address, Minister Moestadja expressed the Government's sincere gratitude for the assistance from Brazil and the ILO and his expectation that the mission would result in timely advice on concrete action points which would enrich national programmes targeting young people smoothen their transition into the job market.

On this mission, national stakeholders, in considering Brazil's apprenticeship model and experiences, were able to examine the role of apprenticeships, not only as an important modality for competency-based education and training to meet current youth development needs, but as an integral element in their longer term national strategies for the prevention and elimination of child labour.

Between June and October 2017, the ILO and Government of Brazil will conduct additional activities in Grenada, Trinidad and Tobago and Jamaica.

For more information on the Project visit:

http://www.ilo.org/caribbean/projects/WCMS_525556/lang--en/

Foreground L to R: H.E Marcelo Baumbach, Ambassador of Brazil to Suriname; the Hon. Soewarto Moestadja, Minister of Labour, and the Hon. Robert Peneux, Minister of Education

Meeting with Minister Robert Peneux, Senior officials and other education sector stakeholders at the Ministry of Education, Paramaribo



IN
**CONFLICTS
AND
DISASTERS**



**PROTECT CHILDREN
FROM CHILD LABOUR**

Globally over 1.5 billion people live in countries that are affected by conflict, violence and fragility. At the same time, around 200 million people are affected by disasters every year. A third of them are children. A significant proportion of the 168 million children engaged in child labour live in areas affected by conflict and disaster.

In Geneva a special event and performance by students took place in on 12 June, in honour of #NoChildLabourDay, drawing attention to the ways in which conflict and disaster increase vulnerability to child labour. The event was organized around Michelangelo Pistoletto's iconic "Rebirth" sculpture in Ariana Park and anchored in the sculpture's message of peace, rights and well-being, aligning with the work done every day by the international community in Geneva on topics impacting the lives of people globally, including child labour.



The event included statements from various high level advocates including the ILO Director-General, Guy Ryder; Director-General of the United Nations Office, Michael Møller; Director of the UNICEF Liaison Office in Geneva, Ms Marilena Viviani; Deputy Director of the UNHCR Division of International Protection, Ms Shahrzad Tadjbakhsh.



It also featured testimonies and performances by Abbas Ahmad Assi, (photo left) student, volunteer, NGO Beyond and advocate for National Podium Against Child Labour, Lebanon; Ms Emtihal

Mahmoud, UNHCR High Profile Supporter, World Poetry Champion; children from Collège du Léman and from the International School of Geneva - Campus des Nations; and children's appeals from Syria, Uganda, Myanmar, the Democratic Republic of Congo.

In Guyana a rally to mark World Day Against Child Labour was coordinated by the Department of Labour in the Ministry of Social Protection in collaboration with the Ministry of Education. Under the theme, 'In difficult circumstances protect children from child labour,' close to 200 children from various secondary schools in Georgetown assembled in support of the global call to end child labour.

Minister of Labour, the Ho. Mr Keith Scott and Senior Schools Welfare Officer within the Ministry of Education, Ms Onika Pearson, addressed the rally.

A message was issued by Minister Scott and the Ministry of Social Protection to mark the Day.



In Trinidad & Tobago the Ministry of Labour and Small Enterprise Development celebrated the Day with a series of media interviews on various television programmes geared towards public awareness on labour Legislation as it pertains to child labour. The Ministry spearheaded an advocacy campaign featuring the impact of child labour on society.



In Jamaica a message was issued by the Minister of Labour and Social Security, the Hon. Shahine Robinson, which appeared as a full page advertorial in the Gleaner and Observer newspapers.



In her message, the Minister stated that she hopes that the day will come, and soon, when such an observance is no longer necessary as the world would have rid itself of this scourge and abuse of the rights of our children.

She further highlighted that while child labour in Jamaica may be miniscule when compared to the global situation, the goal of eliminating the scourge of child labour will best be realized by addressing the threats from all fronts including the threats posed by conflicts, violence and disasters.

She reiterated that "Jamaica remains firm and resolute in its stance as we continue our strong advocacy, leadership, national sensitization, legislation and other actions towards ridding our country, the region and our world of the unacceptable condition of child labour to which no child should ever be exposed.

BELIZE National Council for Technical and Vocational Education and Training Strategic Plan 2017-2020

The Employment, Training and Education Services (ETES) and the Institute for Technical and Vocational Education and Training (ITVET) strive to improve the quality of Technical and Vocational Education and Training (TVET) by implementing policy actions expressed in the Belize National Council for Technical and Vocational Education and Training (NCTVET) Strategic Plan 2017-2020, and the Belize Growth and Sustainable Development Strategy (GSDS), 2016 – 2019

Hassan Ndahi, ILO Senior Specialist, Skills and Employability held a meeting in Belize City on 29 May 2017 with officials from the Ministry of Education, the Employment, Training and Education Services (ETES), Belize Chambers of Commerce, the National Trade Union Congress of Belize, and the Ministry of Labour to discuss the NCTVET Strategic Plan 2017-2020. Areas of discussion included: Strengthen the mechanism for governance, management and communication within the TVET sector; TVET programmes meeting industry, national and regional occupational standards for certification and

accreditation requirements; Strengthening and implementing standardized TVET curricula and training programmes that provide access to relevant and modern infrastructure and equipment; sustainable funding for TVET and instructor professional development.

The discussion took into consideration the Growth and Sustainable Development Strategy (GSDS) 2016-2019 which addresses policy issues within the NCTVET Strategic Plan by articulating skills and capacity to support economic growth, sustainable development, and aligning education and training to labour market needs. Both strategic plans addressed skills development policy issues in line with the Conclusions on Skills Development adopted at the Ministers of Labour Meeting in Jamaica, February 2017.

To strengthen the capacity of officials of the Ministry of Education, ITVET, and ETES to enable them to coordinate and engage the social partners, the ILO sponsored three officials to attend the Academy on Skills Development course at the International Training Centre of the ILO in Turin, Italy, during 8-19 May 2017. The objective of the Academy was to strengthen participants' capacities to improve the relevance, effectiveness and efficiency of their skills development systems, review approaches to skills development and analyse opportunities for improving the system and programmes.

SINT MAARTEN Train-the-Trainer in instructional methodology in technical and vocational education and training

Instructors who teach courses at the Caribbean Institute for Social Education Foundation (C.I.F.S.E.F.) are usually drawn from businesses within Sint Maarten. It is therefore important to strengthen their capacity on instructional strategy, assessment, and classroom management on a continuous basis. To this end, the ILO Senior Specialist, Skills and Employability, Hassan Ndahi, first delivered in 2014, a two-day training Workshop on Train-the-Trainer on instructional planning, design and delivery; problem situation and management; and assessment and evaluation of learning. The training was considered very useful to the instructors given their background as business owners with little or no teaching experience.

The President of the Workers' Institute for Organized Labour, Mr Theophilus Thompson and the Director of Training for the Caribbean Institute for Social



Hassan Ndahi, ILO (6th from left) with the Hon. Emil Lee, Minister of Labour (7th from left) and participants of the Workshop

Education Foundation, Ms Ashma Berkel, made a request to the ILO for a similar workshop, which was delivered during 8-9 June 2017, at the Caribbean Institute for Social Education Foundation.

In his opening remarks, Mr Thompson, urged the instructors to take advantage of the training to enhance their knowledge and skills in instructional design and delivery, because quality training demands the ability to plan, design, and deliver quality instruction.

Mr Ndahi explained the objectives of the training and discussed areas of importance in the planning, design and delivery of instruction for effective learning. These included: Identifying key components of

effective learning; Instructional planning and design; Competency-based Education and Training; Curriculum development and strategies to determine content - DACUM process; Problem situation and management; and Assessment and evaluation learning. The training ended with a general question and answer session.

The Minister of Labour, the Hon. Mr Emil Lee, who give the closing remarks, was pleased with the work of the Institute in providing youth with skills for employment. He drew the attention of the participants to the fact that his Ministry issues many work permits and therefore looks forward to working with the Institute to train young people to be ready to take up the available jobs.

Stakeholder investment in skills development

With a view to improve the quality of skills development in Grenada, the National Training Agency (NTA) in collaboration with the ILO DWT and Office for the Caribbean, held a Meeting on 6 April 2017 at the Radisson Hotel, St Georges, on “stakeholder participation in quality skills development”. The purpose was to engage the social partners and other stakeholders and obtain their support and buy-in for the establishment of an enterprise training fund to enable the NTA to carry out its mandate to effectively prepare a skilled workforce for Grenada.

In his opening remarks, Mr Lincoln Morgan, Executive Director, Grenada NTA welcomed Mr Hassan Ndahi, ILO Senior Specialist, Skills and Employability, and Mr Gonzalo Grana, Specialist, Social Dialogue in Vocation Training, ILO CINTERFOR, and thanked the ILO for its technical support to improve skills development in Grenada. The Executive Director underscored the importance of sustainable funding for the NTA, if the Agency is to effectively carry out its mandate as outlined in the CARICOM Regional Strategy for Workforce Development.

Following the Executive Director’s remarks, Mr Ndahi addressed the typologies of financing schemes, sources of funds, and the types of training provisions that are typically funded. He drew contrast between centralized and

decentralized funding, and discussed the challenges facing the funding of TVET in the Caribbean, given the role of TVET in economic development. Specific issues discussed were: challenges in financing training; analysis of common problems; contributors not well-informed about the scheme; objectives of the scheme not included in the law establishing the fund; decline in revenue and non-diversification of sources of funds; wasteful spending, recurrent expenditures not considered in the objectives of the fund; lack of evaluation of the performance of funds; lack of continuity in fund policies; the appropriateness of levy generating capacity; difficulty in getting employer buy-in; weak levy collection system; the security of levy proceeds; accountability; and governance problems of training fund – centralize vs decentralize management, and incentives for enterprise and workers to participate in investing in training.

It is worth emphasizing that a decentralized administration introduced within a vocational education system can enhance its efficiency and effectiveness; focusing on administrative and financial independence; and developing and sustaining cooperation between stakeholders/social partners. The discussion concluded with a comparative analysis of training funds in Barbados and Jamaica, with a review of the strengths and weaknesses of the two funds.

The Consultant, Dr Jacqueline Austin gave an overview of the enterprise training fund feasibility study, with the critical point of the discussion being the percentage of contribution suggested for enterprises and their workers. The report shows that with a minimal levy contribution of 0.25 per cent for both

employer and workers, over 6m EC dollars per year will be generated as compared to the present 1m EC dollars allocated per year to the NTA.

Overcoming the challenges of social dialogue is critical for a strong NTA and Mr Gonzalo Grana shared some experiences from training agencies in Latin America. He discussed the role of employers’ and workers’ organizations in the design, implementation, monitoring and evaluation of a national TVET policy; overview of social partner’s participation in the governance of the TVET institutions and systems in Latin America, and the scope and levels of their participation in national TVET institutions, sectoral institutions, sub-national bodies, and at enterprise level; and advocacy and capacity-building for employers’ and workers’ representatives in the governing bodies of the TVET institutions and in sectoral technical bodies.

Mr Gonzalo Grana took the opportunity to present the main features of the work of ILO/CINTERFOR with respect to technical support in vocational training, and the promotion of horizontal cooperation among the NTAs in the Latin American and Caribbean countries, with a view to considering the possibility of the Grenada NTA joining the ILO/CINTERFOR network. The information presented on CINTERFOR was welcomed, and the NTA Director will discuss further with his staff the possibility of joining the Network.

Social dialogue in apprenticeship training, HEART Trust/NTA

The ILO DWT and Office for the Caribbean has been providing technical support to the Jamaica Apprenticeship Board since 2015. An observed weakness of the system is the low participation of employers as the major actor. To this end, ILO Specialists advised the Apprenticeship Board members to organize a social dialogue meeting to obtain employers and workers buy-in and their participation in policy discussions and decisions related to apprenticeship training. The social dialogue meeting was held at the Knutsford Court Hotel on 26 April 2017.

Prior to commencement of the meeting, discussion with Mr Winston Fletcher, Director Employment and Training, HEART Trust/NTA, attest to a gradual progress in implementing policies



L to R: David Way CEO, National Apprenticeship Service (NAS); Michael Axmann, Senior Specialist, Skills Development, ILO CINTERFOR; Raquel Fernandez-Coto, Specialist, Inter-American Development Bank (IDB); Fernando Pavon Yitzack, Labour Market Specialist, IADB; Winston Fletcher, Director, Employment and Training, HEART Trust NTA; and Hassan Ndahi, Senior Specialist, ILO DWT and Office for the Caribbean

by the Apprenticeship Board. Mr Fletcher explained that progress has been made in policy implementation and that the Board is beginning to receive success stories from some employers on apprentice performance on the job. According to Mr Fletcher, the apprenticeship system is being positioned as an effective mechanism for human capital development, with the added potential of embedding a culture of quality and productivity within the Jamaican workforce.

The Chairman of the Apprenticeship Board, Senator Kavan Gayle, gave a brief presentation on the Jamaica Registered Apprenticeship, its challenges and success. The Senator thanked the ILO and IDB for strengthening the system and acknowledged that more work still lies ahead, especially in getting the employers full support. Following the Senator's presentation, Mr Hassan Ndahi, ILO Senior Specialist Skills and Employability, presented on the importance of quality skills development and the involvement of all stakeholders which has implications for the skills supply to match the demand. Mr David Way, Former CEO National Apprenticeship Service (NAS), United Kingdom, presented on strengthening Jamaica's Apprenticeship. He shared information collected by the IDB in Jamaica on employers' perception of apprenticeship. It was evident from the study that very few employers are currently involved.

Mr Michael Axmann, ILO Senior Specialist, CINTERFOR, shared statistics which showed a low ratio of youth to adult unemployment where quality apprenticeship is available. This underscored the importance of quality apprenticeship in transitioning youth into decent employment.

Mr Axmann further explained the four building blocks of quality apprenticeship:

1. extensive social dialogue;
2. agreed division of responsibilities among employers, government, trade unions and training providers;
3. legal framework; and
4. funding.

Mr Axmann stressed the importance of employers taking the lead role in an apprenticeship system to achieve success.



Digital skills for decent jobs for youth Campaign announced

Digital disruptions are tapping the power of technology and unleashing economic value across countries and sectors. They are creating employment opportunities that increasingly rely on the digital skills available, the labour intensiveness of digital technologies, and the environmental factors that support digital entrepreneurship and industry-related supply chain development.

The steady pace towards digital transformation holds enormous promise to address the youth employment challenge -- a challenge that today translates into two out of every five young women and men across the world being unemployed or working but living in poverty.

"The clock is ticking", says ILO Director-General, Guy Ryder, and "we need to act urgently to address this drama, to take advantage of the demographic dividend, while it is still possible".

Tapping the growth potential of the digital economy and demonstrating an unparalleled commitment to the promotion of youth employment, the ILO and the International Telecommunication Union (ITU) launched a Campaign to equip young people with digital skills conducive to decent jobs. Unveiled under the auspices of the World Summit on the Information Society Forum held in Geneva on 12-16 June 2017, the Campaign seeks to advance the objective of the Global Initiative on Decent Jobs for Youth to scale up action and impact on youth employment at country and regional levels.

The Global Initiative is the first United Nations system-wide effort for the promotion of youth employment globally. It represents a unique collaboration platform to join hands -- within and beyond the UN system -- to tackle the youth employment challenge and assist member States in targeting a crucial goal of the 2030 Agenda for Sustainable Development.

The Campaign aims at mobilizing investments to equip five million youth with digital skills globally by 2030. This ambitious goal will be achieved by forging action-oriented partnerships within the platform of the Global Initiative on Decent Jobs for Youth, to extend and optimize digital investments for young people in the education system and on the job, across sectors and within and between countries.

Recognizing that there is more to achieving decent jobs than enhancing and accumulating skills, the campaign invites job creators in the public and private sectors to realize the potential of information and communication technology and other digitally-driven sectors to employ youth in decent jobs and foster an enabling environment for sustainable youth-led digital entrepreneurship.

"By investing in decent jobs for youth we can achieve an inclusive and development-oriented information society and the achievement of the Sustainable Development Goals", said Ryder.

For more information email: decentjobsforyouth@ilo.org

ILO begins EESE assessment in Guyana

On 27-28 April 2017, the Consultative Association of Guyanese Industry (CAGI), with the support of the ILO, conducted a Workshop to present an assessment methodology developed by the ILO concerning the Enabling Environment for Sustainable Enterprises (EESE). The Workshop was attended by 50 tripartite participants who were actively involved in conducting an EESE assessment in the country. It was facilitated by Vanessa Phala, ILO Senior Employers' Activities Specialist and Kelvin Sergeant, ILO Sustainable Enterprise and Job Creation Specialist.

The EESE methodology stems from the Conclusions of the discussion on the Promotion of Sustainable Enterprises at the International Labour Conference in 2007 which provided detailed guidance on what constitutes a conducive environment for sustainable enterprises, noting that such an environment combines the legitimate quest for profit with the need for development which respects human dignity, environmental sustainability and decent work. It underscores the principle that sustainable enterprises need sustainable societies and that business tends to thrive where societies thrive and vice versa. The Conclusions identify 17 pillars of a conducive environment and provide guidance to governments, the social partners and the ILO on their roles in promoting sustainable enterprises.

The EESE methodology seeks to improve the business environment for business survival, through the reduction of red tape and the promotion of enterprise formalization, among other measures. The approach allows stakeholders to identify the major constraints hampering business development; fosters dialogue among workers, employers and government to reach shared policy recommendations; boosts investments; and can contribute to overall economic growth. The EESE assessment for Guyana has so far consisted of the collection of secondary data and received inputs from representatives of the business sector through focussed interviews.

During the Workshop constituents identified nine priority conditions which Guyana should address to contribute to improvements in the enabling environment, namely:

1. Sound and stable macroeconomic policy and good management of the economy;
2. Enabling legal and regulatory environment;
3. Trade and sustainable economic integration;
4. Access to financial services;
5. Entrepreneurial culture;
6. Education, training and lifelong learning;
7. Good governance;
8. Social dialogue; and
9. Responsible stewardship of the environment.

A Tripartite Steering Committee was established at the end which will provide guidance and support to the EESE process. The next step in this process involves the collection of primary data through a national survey. The assessment of the enabling environment will culminate in the preparation of a final report to be presented and validated at a workshop in November, 2017.



Director, ILO DWT and Office for the Caribbean, Claudia Coenjaerts (right) with Monica La Bennett, Vice-President (Operations), CDB (left)

ILO and CDB hold policy dialogue on social protection and youth employment

Members of the ILO DWT and Office for the Caribbean met with representatives of the Caribbean Development Bank (CDB) for a policy dialogue on social protection and youth empowerment and employment -- two key areas of work for both organizations that play an important role in promoting an inclusive, equitable and prosperous Caribbean. Representatives from the CARICOM Single Market and Economy (CSME) Unit and the UN country team for Barbados, as well as the countries of the OECS, also attended the Meeting.

Development partners agreed on the relevance and importance of strengthened collaboration, especially in light of the integrated nature of the 17 Sustainable Development Goals, ascribed to by all the Caribbean nations. The Meeting was introduced by Monica La Bennett, Vice-President (Operations), CDB; Claudia Coenjaerts, Director, ILO DWT and Office for the Caribbean; and Stephen O'Malley, UN Resident Coordinator for Barbados and the OECS.

Although the Caribbean has a good track record on the Human Development Index, the shortcomings in social protection and the persistent high levels of youth unemployment can reverse the development gains if not tackled sustainably. Countries in the Caribbean need transformational change to create decent jobs for young women and men. Likewise, social protection should not only be used as a strategy to ensure no one is left behind, or simply to assist the poorest, but it should also be approached as a strategy that builds human and social capital.

Both the ILO and the CDB have numerous instruments and tools to assist member States and participants agreed

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ILO and CDB hold policy dialogue on social protection and youth employment cont'd from page 9

that stronger collaboration will promote consistency in policy messages and can help to scale up good practices.

Representatives from the respective organizations highlighted a number of interventions currently ongoing in the two thematic areas and found common ground for future involvement in a number of areas. Those include, but are not limited to, promotion of social protection floors; integrating universal health care principles; review of the social protection expenditure, including its efficiency and effectiveness; approaching youth employment through integrated approaches combining macro policies and targeted interventions; expanding social protection interventions with employment related components; and introducing new elements within youth entrepreneurship support programmes.

They also made proposals for streamlining technical and vocational education and training systems in regional entities. Partners agreed that enhanced attention needed to be given to work-related gender issues such as sexual harassment at the workplace, the gender wage gap, and gender inequality.

ILO Director Claudia Coenjaerts, emphasized the need for more robust labour market programmes in the region as strong institutions can facilitate a transition from vulnerability to resilience. Greater collaboration between both Organizations can only be beneficial to Governments and social partners of the region.

Deidre Clarendon, Division Chief, Social Sector Division, CDB, highlighted the need for a multidimensional approach to poverty reduction and securing livelihoods. She also mentioned the need for collaboration and the harmonization of approaches which will ensure a more efficient utilization of resources. She indicated that "big wins" can be achieved through "small steps" such as sharing of, and participating in, each other's work programmes where possible, and the formalization of enhanced collaboration through the development of an aide-memoire to guide future cooperation.

ILO Specialists present progress reports on the implementation of the EU Project activities at the 2nd CEC Regional Forum

On 11 and 12 April 2017, the Caribbean Employers' Confederation (CEC) convened its second regional Forum under the theme 'Beyond the EU-funded Project – sustainability of Caribbean Employers' Confederation'. The purpose of the Forum was to present and discuss progress regarding the implementation of the EU Project and to agree on the way forward. Thirty-two representatives of the employers' organizations from the 14 CARIFORUM countries including, Antigua and Barbuda, Barbados, The Bahamas, Belize, Dominica, Grenada, Guyana, Haiti, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname and Trinidad and Tobago attended the Forum. The President of the CEC, Mr Wayne Chen facilitated the discussions. Ms Linda Kromjong, the Secretary General of the International Employers' Organisation (IOE) based in Geneva, Switzerland was also invited to share perspectives on the theme of the Forum. Mr Luca Pierantoni represented the European Union.

Specialists from the ILO DWT and Office for the Caribbean presented updates on the implementation of various activities including joint outcomes of the EU-funded Project. These included:

- Outcome two on legislative models in place to enable harmonization presented by Mr Shingo Miyake and included progress regarding the legislative gap analysis of CARIFORUM countries with respect to the implementation of the eight ILO Fundamental Conventions;
- Outcome three presented by Mr Hassan Ndahi regarding alignment of education outcomes with the needs of the labour market and latest developments in the region including key policy positions which could be advanced by the employers regarding representation on tripartite structures and financing of skills and education; and
- Outcome nine presented by Mr Rainer Pritzer on plans to roll out social dialogue workshops in the region and thematic areas to be covered in the training programme.

Ms Vanessa Phala, ILO Specialist, together with the National Project Officer Gabrielle Johnson, presented a report regarding the implementation of the CEC specific outcomes. Progress was made in training and capacity-building, in particular, the hosting of (i) the regional research methodology workshop in September 2016 in Saint Lucia and the advocacy and lobbying strategies submitted following the workshop and (ii) 14 national workshops on productivity improvements between January and March 2017. Ms Phala also presented the draft CEC policy position on productivity improvement.

Ms Phala and Mr Pritzer also facilitated national workshops on business continuity and disaster management, and social dialogue in June 2017 (*See article on page 11*).

The President of the CEC acknowledged and thanked the ILO for its contribution, specifically, the leadership of the Office Director and the Deputy Director, and technical assistance provided by all Specialists to the EU Project and other employers' initiatives in the region.

National employers' organizations strengthen skills in social dialogue and disaster preparedness

The ILO, in collaboration with the Caribbean Employers' Confederation (CEC), commenced its next round of training for national employers' organizations within the framework of the EU-funded Project on Social Dialogue for Social Partners. Two workshops on social dialogue and on business continuity and disaster management were conducted in Grenada (12-13 June 2017) and The Bahamas (22-23 June 2017).

Social Dialogue

Mr Rainer Pritzer, ILO Senior Specialist for Social Dialogue and Labour Administration, outlined the context and the content of the Economic Partnership Agreement (EPA) concluded between the Caribbean and the European Union, and the relevance it has for social dialogue at the national and regional levels. He shared feedback from an online survey recently undertaken on attitudes and practices of social dialogue around the Caribbean. He also presented on features and characteristics of social dialogue at the national as well as the enterprise level, both abroad and in the Caribbean, including an overview of national-level social dialogue institutions across the Caribbean.

In Grenada, some discussion revolved around the Social Partner Committee that

actively advises the Government, through the Prime Minister, on the home-grown structural adjustment programme, and also on the UN 2030 Agenda and its 17 Sustainable Development Goals (SDG).

In The Bahamas, social dialogue often centres on employee welfare issue, be it at national or enterprise level. The Chairman of the Bahamas Chamber of Commerce and Employers' Confederation (BCCEC) emphasized that during the current challenging times, skilful communication between management and labour was essential to find solutions that would be in everyone's interest.

Disaster Management

Ms Vanessa Phala, ILO Senior Specialist for Employers' Activities, presented an overview on disaster planning, prevention, preparedness, response and recovery. This also included an exercise determining disaster resilience of businesses represented at the Workshop.

In Grenada, some participants had formulated disaster plans. They shared their experiences on how their enterprises coped after a



Vanessa Phala, ILO, at an interview.

disaster, with most referencing Hurricane Ivan. The National Disaster Management Agency shared some of their activities and services available to businesses and communities before, during and after a disaster.

In The Bahamas, the Workshop was oversubscribed with more than 100 participants. Participants acknowledged the role played by the National Emergency Management Unit during Hurricane Matthew in 2016. The Chamber also presented on the Rebuild Bahamas Initiative they implemented after Hurricane Joaquin in 2015 and the funds raised to assist small businesses.

ILO consultant, Mr Robert Teelucksingh outlined the process of developing and implementing a disaster management plan. The ILO through, Mr Teelucksingh, will provide post-workshop assistance to members of the national employers' organizations in drafting and reviewing disaster plans.

ACT/EMP hosts the first regional Conference on Women in Business and Management for the Americas

The ILO Bureau for Employers' Activities (ACT/EMP) convened a regional Conference on Women in Business and Management (WIMB) for Latin America and the Caribbean, Lima, 24-25 May 2017. The Conference was officially opened by the ILO Regional Director, Mr Jose Manuel Salaza-Xirinachs, and was attended by approximately 300 participants. The ACT/EMP Director, Ms Deborah France-Massin presented the report on Women in Business and Management: Gaining momentum in Latin America and the Caribbean, which formed the basis for the high-level panel discussions on 24 May 2017. The ACT/EMP team (Jae-Hee Chang, Vanessa Phala, Andres Yuren and Roberto Villamil) moderated and facilitated various panel discussions. These discussions contributed significantly to better understanding the challenges of gender diversity in the

workplace including gender bias and workplace practices and culture in the region. During the panel sessions, a broad range of company initiatives and personal stories were shared and employers' organizations (EOs) benefited from the discussion in terms of knowledge sharing and a more in-depth understanding of key issues and solutions. Ms Angela Lee-Loy from Trinidad and Tobago shared her journey in building her business empire in a male dominated industry.

On 25 May 2017, a Workshop was organized and attended by approximately 25 EO representatives (and women business associations) from 17 countries across the region. The Caribbean region was represented by EOs from Antigua

and Barbuda, Dominica, Guyana, Suriname and Trinidad and Tobago. The purpose of the Workshop was to present the key findings of the 3 new WIMB products, (i) EO survey report, (ii) EO handbook on WIMB and (iii) Company best practices and to discuss and prioritize next steps for EOs to promote women in leadership. One concrete discussion included developing a separate sub-regional WIMB report for the Caribbean. Discussions are currently underway to administer the revised survey for the EOs in the Caribbean and produce a comprehensive report.

Employers' Activities
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Meeting with Guyana's NIS representatives and other stakeholders

Extending social security coverage to the self-employed

While it is mandatory for the self-employed to be covered by the national insurance scheme, most self-employed are not NIS members. Statistics from 2013 show that only 9,017 out of 30,484 were active self-employed persons. This means that 70 per cent of the registered self-employed persons are not active contributors to the Fund. The NIS is committed to increase the share of active self-employed persons as well as to increase the number of the self-employed affiliated to the scheme. During 8-12 May 2017, an ILO mission met with key stakeholders to identify the core problems and discuss possible policy and governance responses. The main findings of the mission were related to improvements in the NIS service, the need to provide more incentives for the self-employed to be members of, and contribute to, the NIS, the importance of communication about NIS benefits and the importance of introducing more flexibility in options to pay contributions and to get in contact with the NIS. As part of an integrated programme to support the transition to formalization, the ILO is conducting a study on the extension of social security coverage to the self-employed in Guyana. The conclusions of this study will be presented and discussed during a national dialogue to be organized in September this year.



Launch of the Saint Lucia OSH Policy

The ILO has been providing technical and financial support to the Department of Labour (DoL) of Saint Lucia on the improvement of its national OSH system. The first deliverable of this project was the elaboration and validation of the National OSH Policy. A first draft of the Policy was produced by the ILO and submitted to the DoL. The DoL held five national consultations with the social partners and other stakeholders. As a result of these consultations a final draft was produced. At the occasion of the World OSH Day, 28 April 2017, the Minister of Labour, the Hon. Mr Stephenson King, launched the National OSH Policy and highlighted the

importance of this Policy in transforming the world of work through the promotion of inclusive and sustainable economic growth, employment, and decent work for all. He further stated "Let us continue our engagement in the process of reconstruction and the strengthening of the industrial environment here in Saint Lucia. My fellow workers, let us follow a plan of action that would promote smoother relationships, greater productivity, and satisfaction at the workplace. Undeniably, this endeavour is more than worthwhile." The National OSH Policy is now awaiting political validation and a Plan of Action for its implementation will be developed in partnership with the social partners.

28th Meeting of the CARICOM Heads of Social Security



Participants at the Meeting

Heads of Social Security Institutions of CARICOM met in Barbados during 6-9 June 2017 under the theme *Sustaining Social Security Systems in the Context of Economic and Social Pressures*. Mr Ariel Pino, Specialist, Social Protection and OSH, ILO DWT and Office for the Caribbean, gave a presentation under the agenda item *Advancing Social Security in the Caribbean* entitled "Why do we need Coordination in Social Protection?" His presentation addressed the two dimensions of coordination in

social protection, which are policy and governance. He also presented good practices which could be implemented at the national level. Among several important issues discussed was the effective implementation of the CARICOM Agreement on Social Security (CASS). The Heads agreed that the ILO will provide technical support and work with the CSME Unit to implement an electronic mechanism of data exchange amongst jurisdictions. This methodology will improve the efficiency in delivering benefits under the CASS, while reducing time and costs for social security institutions. Discussion have started among the NIS Barbados, ILO and CSME, and the pilot phase of the project is expected to be launched at the forthcoming meeting of Head of Social Security in 2018 in Saint Kitts and Nevis.

Highlights of activities by Caribbean countries to mark the World Day for Occupational Safety and Health at Work, 2017

Guyana: Occupational Safety and Health month kicked off with a march and rally on 2 April 2017. The Department of Labour in the Ministry of Social Protection, in collaboration with Giftland Office Max and a number of other organizations, held an OSH Exhibition on 19 April 2017 in recognition of the Day, and to heighten the awareness of safety and health. During an award ceremony on 28 April, several companies received awards from the National Advisory Council on Occupational Safety and Health (NACOSH), for ensuring that their employees are working in an environment free from hazards and risks. During the event, the Hon Minister Amna Ally explained that the safety and health of all workers in every sector of Guyana is of high priority to the Government. The Minister urged attendees to continuously adjust their OSH system and standards to keep on par with current developments and new regulations and policy guidelines to better guarantee a conducive and sustainable working environment. The Guyana National Bureau of Standards (GNBS) conducted a symposium where participants were mainly OSH representatives from the public and private sector who took the opportunity to share OSH issues and practices, which occur daily at their workplaces.



Jamaica: The Hon. Shahine Robinson, in her address to mark the Day, reported that the long-awaited OSH Bill has been tabled in Parliament. The Ministry also placed a six-page feature in one of the national newspapers to raise awareness on the significance of collecting OSH data.

Saint Kitts and Nevis Officials at the Saint Kitts Department of Labour, the St. Christopher and Nevis Social Security Board, along with the Department's tripartite constituents -- the Saint Kitts-Nevis Trades and Labour Union, and the Saint Kitts and Nevis Chamber of Industry and Commerce -- marked the Day with a series of activities which included a panel discussion; a Symposium for participants from the manufacturing, hospitality and construction sectors; a public awareness display mounted at the Labour Department; and a radio and television broadcast by Minister of Labour in the Federal Cabinet, Hon. Vance Amory.



Saint Lucia: As part of the new Labour Code, the country's first official OSH policy was launched on 28 April 2017 to mark World OSH Day and in response to Goal 8 of the UN 2030 Agenda for Sustainable Development. The Policy will ensure that actions in this field are guided by ILO standards that provide essential tools and guidance for establishing sound practices in the areas of prevention, reporting and inspection with a view to achieving maximum safety in the work place.

Trinidad and Tobago: The Occupational Safety and Health Authority and Agency held two seminars in observance of National OSH Week 2017, targeting employers and employees from the manufacturing and commercial, social and personal services sectors. The seminars were facilitated by specialists and OSHA personnel at two locations in Trinidad and Tobago and provided information and guidance on the importance of maintaining OSH data and its use for improving OSH in the workplace. Discussions focused on "optimizing the collection and use of OSH data and strengthening the foundations of a prevention culture". The Chairman of the Authority and its Executive Director provided a positive update of the recent work done by the Authority to fulfil its mandate. This included the management and organization of the Authority and Agency and progress in developing its data management systems.



Claudia Coenjaerts, Director, ILO DWT and Office for the Caribbean (*in photo, left*), spoke on the role of data for building an evidence base for policies and programmes. She stated that prevention and control of work-related accidents and diseases is only possible if there are statistics, therefore high-quality data on occupational accidents and diseases are essential for employers, OSH regulators, social security institutions, OSH professionals and other stakeholders. Ms Coenjaerts went on to say that with a good data set it also becomes easier to set priorities and targets for safety and health at work; design training and education programmes that spread good practices and how to implement them; and to improve rehabilitation responses, including for the compensation process related to employment injury benefits. She further stated that "We also need data to establish international comparisons, identify positive experiences

and know what not to do. Not only in Trinidad and Tobago but in the whole of the Caribbean, demonstrating the link of OSH with productivity will convince our societies it also makes good business sense. And last but not least, in the fast changing world of work, we need to identify emerging hazards, risks and identify hazardous sectors".

Regional Trade Unions develop research capabilities

Since February 2015, the Caribbean Congress of Labour (CCL) has been implementing a programme of activities aimed at strengthening the institutional capacity and raising its profile in the EU-funded Project entitled "Challenges to CARIFORUM Labour, Private Sector and Employers' to Fulfil Their EPA Obligations: Caribbean Employers' Confederation (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".

In May 2017, the CCL teamed up with the Hugh Lawson Shearer Trade Union Education Institute (HLSTUEI) to implement a five-day training programme on "Strengthening Trade Unions' Understanding and Application of Research Methodology". The Workshop took place on the UWI Mona Campus, Jamaica, at the Institute which, since 1963, has been providing training in trade unionism and labour studies to trade unionists and industrial relations practitioners. The Institute also seeks to promote and sustain research and innovation in industrial relations and labour studies in the region.

In accordance with its mandate, the Trade Union Education Institute facilitated the training programme for trade unionists representing 18 organizations from 12 CARIFORUM countries, namely Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts, Saint Lucia, Saint Vincent and the Grenadines, Suriname, and Trinidad and Tobago.

The participants are expected to go back to their unions ready to build their research and policy formulation capacity, having garnered a better understanding of the research process, the difference between quantitative and qualitative data, as well as how to conduct research using different methods and tools, and how to include a gender dimension in their research by ensuring that gender disaggregated data are collected. UWI senior lecturers Noel Cowell PhD and Trevor Smith PhD. conducted this training, considered to be an invaluable contribution to strengthening the research and analytical capability of the CCL.

The contribution to the institutional strengthening of CCL in this area rests firmly on the enhanced capacity of its members across the subregion. This activity lays the foundation for trade unions' use of research to enhance their policy formulation, reinforce the positions developed, and generate data to address institutional issues. Developing and expanding the research capacity contributes to the trade Unions being able to contribute to evidence-based social and economic policy-making at local, national and regional levels.

Red Thread launches a Domestic Workers Service Cooperative Society

With the launch of the Caribbean Domestic Workers' Network in 2011, Red Thread began to mobilize domestic workers and advocate for the ratification of the ILO Domestic Workers' Convention, 2011 (No.189). Thanks to advocacy of Red

Employers' Activities cont'd from page 11

ILO participates in Jamaica Employers' Federation 35th Annual Convention

Jamaica Employers' Federation (JEF) hosted the 35th Annual Business and Workplace Convention from the 4-6 May 2017 in Montego Bay. The Convention and Expo is part of JEF's efforts to raise the profile of Jamaica's private sector as a powerful engine of national growth and business development.

The ILO DWT and Office for the Caribbean was represented by Ms Vanessa Phala, Senior Specialist, Employers' Activities, who delivered remarks at the Opening Ceremony. The remarks emphasized the link between the ILO agenda in promoting decent work for all and the theme of the Convention 'People, Purpose, Growth: The Pathway to Prosperity', in particular, how implementation of ILO policy interventions could facilitate the attainment of growth and prosperity namely: Creating jobs; guaranteeing rights at work; extending social protection; and promoting social dialogue. In addition, Ms Phala also shared the outcome of the Future of Work Forum and reiterated the critical role of employers in shaping the future of work through policy advocacy in the areas of skills development, information and communications technology, and productivity improvements.

She also presented an update on the implementation of the EU-funded Project including achievements and planned activities. The role the Jamaica Productivity Centre played in the execution and facilitation of productivity workshops in Guyana, Haiti and Jamaica, was acknowledged.

Thread, in 2013, Guyana became the first Caribbean country to ratify this Convention. In 2017, Red Thread is embarking on yet another milestone: The creation of a cooperative of domestic workers.

The first steps towards this milestone were taken with the support of the ILO Office for the Caribbean at a Workshop held at the Cara Lodge Hotel, 23-25 May 2017. Red Thread mobilized 29 women to participate in the first two days of the Workshop aimed at sensitizing them about the history of cooperatives globally and in the region, what makes for a cooperative enterprise, its advantages and challenges, its functions, and how to organize and manage a cooperative. Group work and plenary sessions were characterized by robust discussion and thoughtful questions as the ladies sought to understand and relate the subject matter to their circumstances. Facilitation and guidance was offered by Ms Perlina Gifh, Chief Development Officer and Ms Nickesha Williams, from the Cooperative Department of the Ministry of Social Development as well as by Mr Kevin Sergeant and Ms Paula Robinson from the ILO DWT and Office for the Caribbean.

At the end of the second day, 12 women representing five different regions of Guyana volunteered to work as the Interim Management Committee to establish the Red Thread Domestic Workers' Service Cooperative Society Ltd. On the final day, the Interim Management Committee met to develop an action plan and elect officers. Elements of the action plan included: Formulating a start-up budget for the cooperative, setting up a meeting schedule for the Management Committee, outlining the beginnings of a membership mobilization strategy, and laying out the steps and persons responsible for the registration of the cooperative society.



Two four-person sub-committees were established to draft the rules of the Cooperative and its business plan respectively. In addition, the Management Committee elected, Ms Joycelyn Bacchus as President, Ms Joy Marcus as Vice President, Ms Luanna Ambrose as Secretary and Ms Wintress White as Treasurer. In closing, each member of the Interim Management Committee made a commitment to the success of the Cooperative and voiced some of the following sentiments: The development and growth of the cooperative will be a victory for domestic workers... [It] will make the work of domestic workers visible... and [provides a vehicle] for setting standards for domestic work as well as standing up for domestic workers' rights and finally gaining the respect and dignity for domestic work.

Since the close of the Workshop the Management Committee has submitted their application for registration of the Cooperative to the Cooperative Department. They however, requested their rules and business plan be vetted by the ILO before submission to the Cooperative Department. Much has been done since May 2017 and the domestic workers of Guyana are well on their way to registering and establishing the vibrant organization and enterprise that they envision.



Partnerships and outreach

In the context of collaboration with the PAHO/WHO Leadership in International Health Program, the ILO had the opportunity to meet with Ms Yvonne Lewis, Director Health Education Division, Ministry of Health in Trinidad and Tobago on 24 May 2017. A fruitful exchange took place on areas of common interest related to health (SDG 3), labour (SDG 8) and social protection (SDG 1) in the spirit of partnership (SDG 17).

Collaboration between labour and health is strong in the area of workplace well-being. Workplace outreach is carried out jointly when it comes to Non-communicable Diseases (NCD) and HIV/

AIDS awareness-raising and testing. ILO supported training of occupational safety and health officers and an outreach campaign led by the HIV and AIDS Sustainability Centre in 2015-16. The methodology used was the ILO SOLVE training package: Integrating health promotion into workplace OSH policies. The material covers the management of health promotion at the workplace to deal with nine topics: stress and economic stress, violence, tobacco and smoke-free workplaces, alcohol and drugs, nutrition, physical activity, healthy sleep and HIV/AIDS.

The Ministry of Health developed a workplace health promotion policy, including workplace wellness score cards. These initiatives have also proven to be important and helpful to build resilience and coping measures in times of economic downturn, when there is more stress on both employers and workers as to the sustainability of operations. Building linkages with an improved and expanded social protection system becomes crucial, e.g. health, unemployment, pension insurances. It is a great opportunity to promote the implementation of SDGs together.

Photo insert, L to R: Dagmar Walter, Deputy Director, ILO DWT and Office for the Caribbean; Yvonne Lewis, Director Health Education Division, Ministry of Health in Trinidad and Tobago; and Ariel Pino, Specialist, Social Protection and OSH, ILO DWT and Office for the Caribbean

UPCOMING EVENT

43rd Meeting of the ILO/CINTERFOR Technical Commission

The ILO/CINTERFOR Technical Commission Meeting is one of the most important events on vocational training in our region. It brings together representatives of national bodies specialized in training and human resources development from Latin America, the Caribbean, Spain and Cape Verde to examine and discuss current training topics, exchange experiences and propose new activities of cooperation. The 43rd Meeting will be held from 9 to 11 August 2017 in Costa Rica under the auspices of the National Institute of Learning (INA). The central theme of the Meeting is “The future of work and the challenges for vocational training”, which will be addressed through the following panels and parallel discussions:

- The future of vocational training and its contribution to productive development.
- The future of work and the challenges for vocational training, presentation of a systematization carried out by ILO/CINTERFOR.
- Vocational training, competitiveness and industrial development policies.
- New skills and new jobs.
- The pedagogical innovation as axis for the development of the competences.
- Quality learning for a better transition from education to work.
- Social dialogue: a future look at the governance of vocational training systems.
- Vocational training for inclusive development.
- Research and information systems for the continuous improvement of vocational training.
- Vocational training and development cooperation.

Participation in this activity is reserved for representatives of institutions, agencies and entities linked to ILO/CINTERFOR. Highlights of this meeting will be available in our July-September 2017 issue of ILO Caribbean Newslink.

INFORMATION RESOURCES



Report of the ILO Director-General
**Work in a changing climate:
The Green Initiative**

This Report makes a balanced assessment of what the fight against climate change means for the world of work, of the challenges and opportunities involved, and of how the ILO can contribute to the just transition to environmental sustainability that will serve to advance both decent work opportunities for all and the protection of the planet.

ISBN 978-92-2-130551-4



WESO: Trends for women 2017

This report provides a portrait of the situation of women in the world of work today and their progress over the past 20 years.

It examines the global and regional labour market trends and gaps, including in labour force participation rates, unemployment rates, employment status as well as sectoral and occupational segregation.

ISBN 978-92-2-130-833-1



**Women in business and management:
Gaining momentum in Latin America and the Caribbean**

Initiatives are underway in the region to challenge gender stereotypes and corporate cultures that are disempowering for women. In some cases, women and men's career paths diverge at an early stage in ways that prevent women from obtaining executive-level positions. This report explores why this happens and what can be done to ensure men and women have equal opportunities and treatment in recruitment, career development and promotion. It highlights key statistics for countries of the region and compares progress made in the context of global trends. It also identifies strategies and actions that can be taken by businesses and employers' organizations in support of women in the labour market

ISBN: 9789221308478

INTERNATIONAL OBSERVANCES

- 11 July World Population Day
- 15 July World Youth Skills Day
- 18 July Nelson Mandela International Day
- 30 July World Day against Trafficking in Persons
- 9 August International Day of the World's Indigenous Peoples
- 12 August International Youth Day
- 19 August World Humanitarian Day
- 23 August International Day for the Remembrance of the Slave Trade and its Abolition

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