

Caribbean



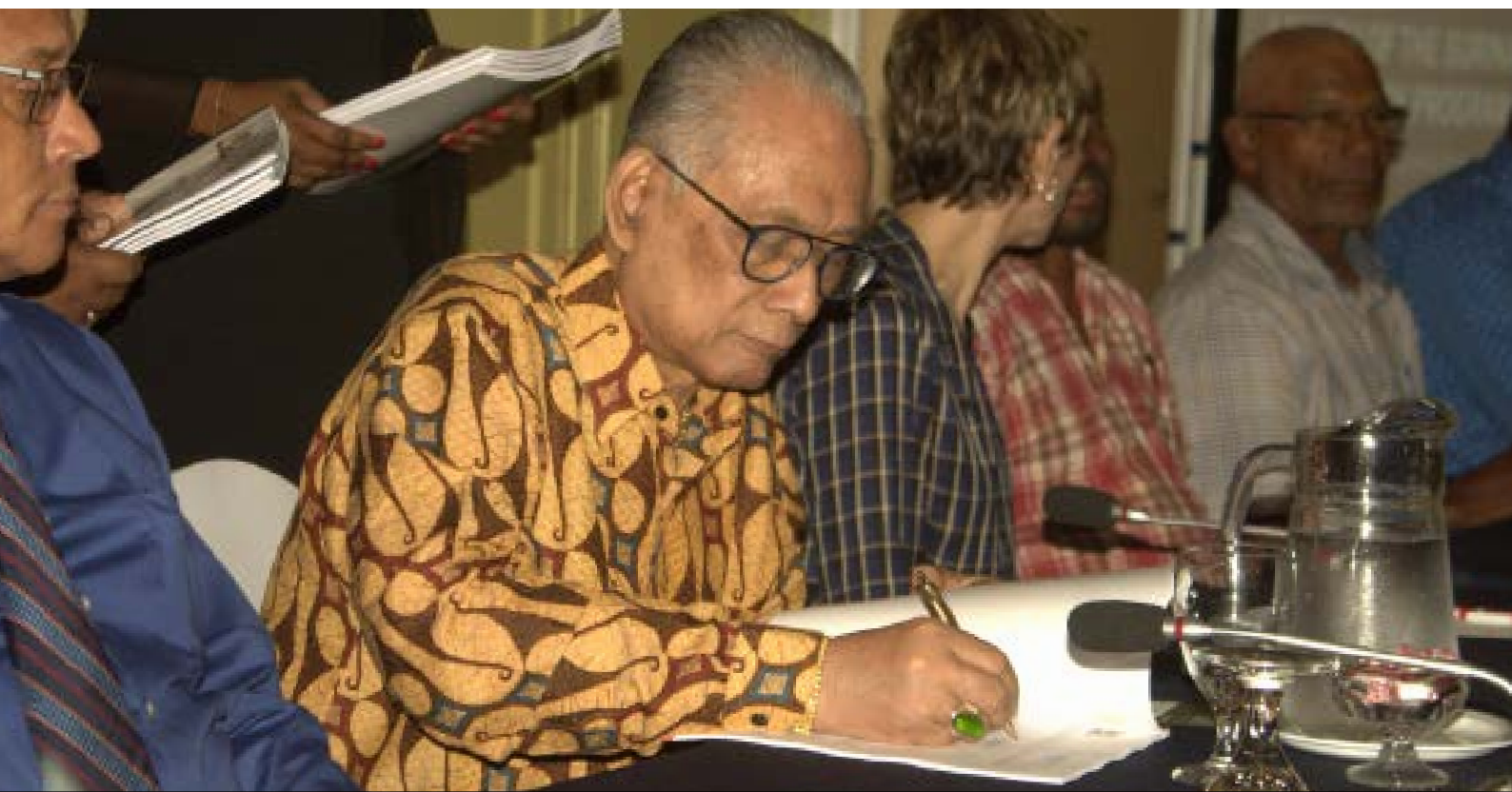
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Suriname adopts new Decent Work Country Programme

The Ministry of Labour, the Vereniging Surinaams Bedrijfsleven / Suriname Trade and Industry Association (VSB / STIA) and Raad van Vakcentrales in Suriname (RAVAKSUR) officially signed their country's second Decent Work Country Programme (DWCP) on 5 November 2019 in Paramaribo.

The agreement makes Suriname the second country in the Caribbean with an integrated and comprehensive plan for achieving decent work for its citizens.

“Suriname has nationally and internationally endorsed the ideology of decent work as a development concept and has shown its commitment. The Decent Work Country Program for Suriname 2014-2016 has taught that Suriname is capable of tripartite work on a “labour agenda” that is embedded in the general socio-economic policy. We have realized the importance of the first Decent Work Country Programme and are therefore in favour of continuing it now,” said His Excellency Soewarto Moestadja, Minister of Labour for Suriname.

The new DWCP is anchored to Suriname's national priorities, the United Nations Multi-country Sustainable Development Framework (UN MSDF) and the 2030 Agenda for Sustainable Development. The Programme is also designed to contribute to the coherent national implementation and monitoring of the Sustainable Development Goals (SDGs).

More specifically, it will seek to address:

1. Economic diversification and social progress;
2. Strengthening the rights and compliance agenda; and
3. Increased tripartite capacity to advance the Decent Work Agenda and social dialogue.



Ms Claudia Coenjaerts, Director of the ILO Office for the Caribbean, addresses the audience at the launch of Suriname's new DWCP.

During her feature remarks at the DWCP launch event, Ms Claudia Coenjaerts, Director of the ILO Decent Work Team and Office for the Caribbean, emphasized the importance of continued social dialogue to achieve the results set out by the new Programme.

“Decent work does not happen on its own. It relates to trade, education, training, social development, regional development, just to mention a few key areas. In today's complex world the success of this new DWCP depends on how well we synergize, and how we succeed in policy integration.”

— Ms Claudia Coenjaerts

Tripartite signatories of the new DWCP included His Excellency Soewarto Moestadja, Minister of Labour for Suriname; Mr Steven Mac Andrew, Director of the Suriname Trade and Industry Association (STIA), and several members of the Raad van Vakcentrales in Suriname (RAVAKSUR). Representatives that signed on behalf of RAVAKSUR were Mr Ronald Hooghart, Chairman, Centrale van Landsdienaren Organisaties (CLO) Workers' Representative; Mr Roy Haverkamp, Chairman, Federatie van Agrariërs en Landarbeiders (FAL) Workers' Representative; Mr Errol Snijders, Chairman, AVVS de Moederbond Workers' Representative; Mr Sonny Chotkan, Chairman, Organisatie van Samenwerkende Autonome Vakbonden (OSAV) Workers' Representative; Mr Armand Zunder, Chairman, Progressieve Werknemers Organisatie (PWO) Workers' Representative; and Mr Robbie Berenstein, Chairman, Progressieve Vakcentrale C-47 Workers' Representative.

“Decent work and the realization of the other SDGs require a holistic approach to the development of our country and in particular national integrated policies, which are preceded by consultations with the social partners and other stakeholders. The second DWCP reflects this approach.”

— Mr Steven Mac Andrew

Suriname's first DWCP covered the period 2014 to 2016. After its completion, national tripartite partners unanimously recommended that its achievements, challenges and lessons be considered in the development of the country's new Programme.

The CCL and CEC announce joint programme of action on key labour and employment issues in the Caribbean



Mr Wayne Chen, CEC President (left) and Mr Andre Lewis, CCL President (right), shake hands to indicate their commitment to the joint programme of action.

The Caribbean Congress of Labour (CCL) and the Caribbean Employers' Confederation (CEC) have agreed to strengthen their cooperation by building on advancements made with support from an European Union (EU) funded project (2015 to 2018) for building secure, resilient and sustainable labour markets.

During a meeting hosted at the ILO Office for the Caribbean on 11 December 2019, both regional organizations discussed critical issues affecting workers and employers and developed the framework for continued collaboration.



As a result of their deliberations, they have produced the following joint statement:

With the world of work transforming rapidly, the CCL and CEC are committed to continued collaboration to advance the best interests of workers and employers in the Caribbean in cooperation with governments. The CCL and CEC are therefore of the shared conviction that a

formalized tripartite process at the regional and national levels is of the utmost importance.

The CCL and CEC agreed to pursue discussions towards a joint programme of action on the following priorities:

- establishing a formalized process for social dialogue at early stages of policy development aligned with current and future national and regional priorities;
- creating sustainable jobs and enterprises;
- shaping social protection systems (healthcare, education, unemployment, pension) for all citizens;
- reducing skills mismatches in the region to ensure that education and training meet labour market needs; and
- building more resilient labour markets that can adapt to climate change and other disaster risks.

The meeting also established four regional working groups comprised of representatives from both organizations to further develop the programme on these issues. The working groups are expected to convene in early 2020.



“The ILO Office for the Caribbean welcomes this agreement between the CCL and CEC to work together to find solutions to the region's most pressing labour issues,” said Ms Claudia Coenjaerts, Director of the ILO Decent Work Team and Office for the Caribbean.

“As we witness rapid transitions in the world of work, workers and employers representatives must come together to chart a way forward that enables workers to thrive and businesses to grow. The ILO remains committed to providing technical guidance and facilitating social dialogue to ensure the success of the joint programme of action.”



Regional meeting explores developments in Child Labour Risk Identification Model

Improving the use of key indicators for better decision making was a main topic at the V Meeting of the Focal Points Network of the Latin America and the Caribbean Free of Child Labour Regional Initiative (RI), which took place on 22 October 2019 at the ILO Regional Office in Lima, Peru.

During the meeting, participants discussed the advancement of the Child Labour Risk (CLR) Identification Model, a tool developed through the RI to provide countries with reliable information that they can use to design focused and articulated responses that disrupt the trajectory of child labour. Early pilots of the model are moving to the second phase by using maps and profiles to guide policy, design interventions and allocate resources in priority

areas and sectors. To date, Jamaica and Guyana are the only Caribbean countries to pilot the Model.

The event included representatives from 10 English- and Dutch-speaking Caribbean countries that are members of the RI. It also marked the first time a focal point from the St. Lucia Employers' Federation participated in the Meeting.

“The Child Labour Risk Identification Model is an excellent tool and we look forward to seeing more countries utilizing it for the many benefits that it provides.”

— Ms Goretti Paul, Caribbean Employers' Focal Point

More information about the ILO Latin America and the Caribbean Free of Child Labour Regional Initiative is available at: <http://bit.ly/LACFreeofChildLabour>



ILO leads participatory approach to sustainable enterprise assessment in Suriname

In early 2019, Suriname requested ILO's support to make its business environment friendlier for sustainable enterprises to start, consolidate and grow. The Ministry of Labour and the Vereniging Surinaams Bedrijfsleven / Suriname Trade and Industry Association (VSB / STIA) made the request during the development of the country's second Decent Work Country Programme (DWCP).

Constituents also sought support on enterprise productivity and removing barriers that impede the improvement of national productivity. To advance both areas, the ILO is undertaking an Enabling Environment for Sustainable Enterprise (ESEE) assessment that focuses on external factors impacting business productivity.

“The assessment includes a perception survey with enterprises, employers and workers of businesses as well as a focus group discussions and key informant interviews. The results from the study will serve as a source of information for the newly created Centre for Innovation and Productivity in its short to medium planning.”

— Ms Virginia Rose-Losada, ILO Caribbean Specialist for Sustainable Enterprise Development and Job Creation

In preparation, the ILO recently partnered with the VSB / STIA and the Ministry of Labour to host a first workshop for tripartite constituents to kick-start a fact-based ESEE assessment with a productivity angle that feeds into the implementation of the new DWCP.

Held from the 3 to 4 October 2019, the session had three main objectives:

1. present the assessment methodology and the research team to tripartite constituents;
2. finalize and test the perception survey tools used to collect data; and
3. agree on a small tripartite oversight committee to the research team.

Participants gave feedback on the draft ESEE assessment perception survey questionnaires for business owners/employers and workers.

“This workshop was instrumental to the success of the ESEE assessment in Suriname because it gave constituents the opportunity to become closely engaged in the process by directly contributing to its development and deliverables.”

— Ms Rose-Losada

The next steps in the ESEE assessment include fieldwork to collect data from an estimated 300 respondents before the end of 2019. The research will be conducted through a collaboration between the University of the West Indies' Arthur Lok Jack Global School of Business and DOOR Advisory, a Surinamese consultancy firm. The report will be released in early 2020.

Advancing pension reform to strengthen social security in the Caribbean



1) Session trainers pose for a photo with Mrs Niala Persad-Poliah, Executive Director of the National Insurance Board of Trinidad and Tobago (right). 2) Ms Claudia Coenjaerts, Director of the ILO Office for the Caribbean, delivers opening remarks. 3) Participants and trainers gather for a photo.

The sustainability of pension systems in the Caribbean is a growing issue for governments, employers and workers organizations in the region. As populations age, some countries are challenged to maintain a good balance between financial sustainability and pension adequacy. Other are struggling to extend and finance their pension systems due to factors such as high levels of informality, emerging forms of work, low contributory capacity, poverty and insufficient fiscal space.

To help Caribbean countries develop pension reform strategies to address some of these issues, the ILO Office for the Caribbean and the International Training Centre (ITC) of the ILO held a three-day capacity building programme for national social security institutions in the region.

"Working out solutions with those who face the daily challenges on pension is the best way to make sure that reforms mainstream the realities of social security schemes in the Caribbean. The training invites experts to think globally and act locally," said Mr Ariel Pino, Social Protection and Occupational Safety and Health (OSH) Specialist of the ILO Office for the Caribbean.

Hosted at the National Insurance Board of Trinidad and Tobago (NIBTT) in Port of Spain from 10 to 12 December 2019, the workshop covered topics such as key trends, integration and coordination, financial sustainability as well as good governance. The programme was attended by 26 participants who represented nine countries.

"This training is perfect for Turks and Caicos because we are going through pension reform. This will make it easier for us as leaders to advise the government and staff and help to understand what pension reform is all about," explained Mr Richard Taylor, Internal Auditor of the National Insurance Board of Turks and Caicos.

"Sustainability of pensions is on everyone's mind and working together, building on the best practices for the region is very important," said Ms Deborah Ann Ruiz, General Manager of Human Resources at the Social Security Board of Belize.

The training discussed a preliminary analysis of actuarial reviews of some Caribbean countries that zoomed in on the current situation, challenges and reforms. A final version of the report including all Caribbean countries is expected to be published by mid-2020.

"This is an important opportunity for us to exchange ideas on what has worked, what hasn't worked and see how we can include them in our reform agendas in the different Caribbean countries," said Ms Audrey Deer-Williams, Chief Technical Director of Jamaica's Ministry of Labour and Social Security.

"The training has highlighted that the challenges facing pension systems in the Caribbean are real. Improving the financial sustainability of pension systems is at the forefront of the minds of social security institutions, and this will need to be achieved while also addressing gaps in coverage and adequacy. Yet there is room for optimism. The three days of learning and exchange provided space for participants to learn about concrete technical solutions for addressing these challenges, as well as success stories of navigating the complex political landscape of pension reform."

— Mr Charles Knox-Vydmanov,
Programme Officer, Social Protection,
Governance and Tripartism, ITC



Barbados trade unions and government join forces to promote equal pay for work of equal value

The Ministry of Health and Wellness of Barbados and two health-sector affiliates of the Congress of Trade Unions and Staff Associations of Barbados have concluded a pilot project on pay equity.

The pilot project, supported by the ILO and Public Services International (PSI), was executed in the public health sector in Barbados. It identified gender biases at work, techniques to measure wage gaps, working conditions and responsibilities between men and women, as well as the challenges facing the sector.

The findings were presented during an event on 1 November 2019 in Bridgetown.

“ After having successfully concluded pilot projects in Peru, Chile, Panama and Colombia, the experience in Barbados, was the first application in the Caribbean in a sector of vital importance to the development of the country. The findings show us the need to improve the management of human resources to promote equal pay at work.”

— Carmen Benítez,
Regional Specialist of the
ILO Bureau for Workers' Activities (ACTRAV)

Equal remuneration for work of equal value requires objective criteria that adequately describe professional profiles, policies for recruitment, access to employment from education and vocational training and improved social dialogue and collective bargaining, among others.

According to the ILO's "Women in the world of work: ongoing challenges to effective equity in Latin America and the Caribbean" Thematic Labour Overview Report, women earn 17 per cent less than men per hour worked in the region. Despite the increase in their labour participation, they are still far from equal.

The Honourable Colin E. Jordan, Minister of Labour and Social Partnership Relations, who participated in the event expressed his support for monitoring the promotion of equality, inclusion of gender clauses in collective bargaining processes and for the ILO Convention C190 Eliminating Violence and Harassment in the World of Work.

Ms Sandra Massiah, PSI Subregional Secretary, said that after having carried out the collective evaluation of the process and the analysis of the results, an action plan has been developed to deepen some aspects of the methodology in two important public sectors: education and health.



For resources on the ILO's work to advance gender equality, visit: <http://bit.ly/ILOGenderEquality>

Employers' groups in Suriname learn value of macroeconomics in policymaking



The ILO's Ms Vanessa Phala speaks to Surinamese media about the value of the training.

Dr Balraj Kistow of the Arthur Lok Jack Global School of Business facilitates the macroeconomics workshop for private sector participants in Suriname.

In the lead-up to the launch of the new Decent Work Country Programme (DWCP) in Suriname, the ILO conducted a three-day workshop to help prepare the private sector for strengthened social dialogue through better knowledge of macroeconomics in policy decisions.

The training, which was held from 29 to 31 October 2019 in Paramaribo, was designed primarily to strengthen the understanding of macroeconomic data in order to improve lobbying and advocacy efforts by the Vereniging

Surinaams Bedrijfsleven / Suriname Trade and Industry Association (VSB / STIA).

“The training was crucial and provided participants with relevant knowledge about the central issues in macroeconomics, and developed capacity to handle tools, data, and to understand techniques used by public and private institutions to define socio-economic policies,” explained Ms Vanessa Phala, Senior Specialist for Employers' Activities for the ILO Decent Work Team and Office for the Caribbean.

ILO collaborates with St. Maarten Hospitality and Trade Association to re-build business networks impacted by Hurricane Irma

Staff from the ILO Decent Work Team and Office for the Caribbean recently participated in the Sint Maarten Industries Link Up Event (SMILE), hosted at the University of St Martin on 26 October 2019.

SMILE was created in 2018 to inspire companies in Sint Maarten to think of new ways to do business following the damages caused by Hurricane Irma. This year's event, which attracted over 300 participants, featured 25 workshops focused on innovation, sustainability, human resources and marketing.

The sessions explored ways to prepare organizations for disasters; build communities through corporate social responsibility and collaboration; reinvigorate the agricultural sector, and ensure compliance with labour legislation for temporary projects.

“The event presented a platform to explore opportunities in other sectors in order to stimulate economic growth in Sint Maarten and an opportunity for entrepreneurs and businesses to link up and share innovative strategies,” explained Ms Vanessa Phala, ILO Caribbean's Senior Specialist for Employers' Activities.



Jamaica employers' survey report identifies challenges and opportunities to achieve gender equality

In an effort to understand the factors that obstruct the gender balance in Jamaican workplaces, the ILO Office for the Caribbean launched its Women in Business and Management Survey Report in collaboration with the Jamaica Employers' Federation (JEF).

The Report, which launched on 3 December 2019 during a Gender and Diversity Workshop in Kingston, features responses from a total of 81 companies. Key insights include:

- Of the 84.9% of respondents that had a chief executive officer (CEO) - 67.7% of the CEOs were men.
- Of the 84.9% of the respondents with boards of directors - 77% of chairs were males with the majority (72%) of board members being male.
- Among the women surveyed in senior positions - 47.1% worked in human resources, 45.4% in marketing, communication and public relations, and 43% in research.

Several recommendations to improve workplace gender equality were also included in the Report.

They included providing support for the JEF to create a space for women to network; establishing mentorship programmes; and encouraging companies to develop gender policies that support the implementation of the National Gender Policy. The ILO will continue to work with the JEF to implement these recommendations.

Jamaica's Women in Business and Management Survey Report was produced with the financial support of the European Union as part of the Win-Win Gender Equality Means Good Business Programme. Launched in 2018, the Programme is jointly implemented by the ILO and United Nations (UN) Women. It promotes the economic empowerment of women by driving organizational change regarding gender equality as a necessity for competitive business performance.

ILO presents regional report on capacity of Caribbean employers' organizations

An ILO study that evaluates services offered by employers' organizations in the Caribbean was featured at a recent International Organization of Employers (IOE) and Caribbean Employers' Confederation (CEC) Meeting on 14 November 2019 in Aruba.

More specifically, the draft report included an assessment of the capacity of employers' organizations to develop and adapt services that are adequately tailored to meet the needs of their members. It also explores ways to improve collaboration and strengthen analytical efforts to promote more evidence-based policies.

The ILO study, undertaken by Arthur Lok Jack Global School of Business, will inform the design and delivery of technical support from the Bureau for Employers' Activities (ACTEMP) in the Caribbean region for the 2020-2021 biennium.



Delegates of the IOE/CEC Meeting.

The Meeting, which was attended by representatives from the English and Dutch Caribbean, also provided an opportunity for participants to discuss the role of their organizations in promoting youth employability and skills development in the Caribbean.

Additionally, meeting sessions identified common labour and employment issues of concern for employers including migration, skills mismatch, modernization of labour legislation and the impact of corruption on socio-economic development.

Caribbean Resilience Project builds tripartite capacity in disaster management

As powerful storms, floods, drought and heatwaves increasingly affect the region, the ILO Caribbean Resilience Project is advancing efforts to improve how governments, employers' groups and trade unions in Dominica, Guyana and Saint Lucia prepare to make decent work an instrument for resilience as they respond to these climate hazards.



Integrating business continuity planning in disaster risk management

Through the Project, the ILO partnered with the Dominica Employers' Federation (DEF) for a training to help companies minimize the impact of climate risks on their staff, operations and business functions.

The workshop, which took place from 2 to 4 October 2019 gave participants the opportunity to learn how to effectively design, implement and evaluate a business continuity plan that considers disaster planning, mitigation and adaptation.

Participants included representatives from the private sector, financial services, cooperative organizations, social services, engineering firms and government agencies.

The Occupational Safety and Health (OSH) Institute of Dominica played an important role in the training as it serves as the national employers' focal point for disaster mitigation, business continuity and environmental issues. The technical training was led by ILO consultant and Occupational Safety Expert, Mr Robert Teelucksingh.

"We are pleased to partner with the ILO and Mr. Robert Teelucksingh who is an expert on this matter and respected across the Caribbean."

— Mr Achille Joseph,
Chief Executive Officer
of the Dominica Employers'
Federation

Strengthening labour market climate adaptation

Saint Lucia's Department of Labour, with technical and financial support from the ILO Caribbean Resilience Project, hosted a workshop from 28 October to 1 November 2019 for its Public Employment Services (PES).

The workshop sought to improve the knowledge and skills of relevant government officials and other key national stakeholders to better respond to the present disaster risk challenges, particularly in terms of supporting jobseekers. The training focused on disaster/crisis preparedness, and, in particular, on how to improve delivery of the traditional and enhanced roles for PES in the event of a disaster. Workshop organizers presented experiences from Mexico and shared key programmatic and operational lessons. The participation from other Caribbean countries, namely Barbados, Dominica, and Suriname, allowed for regional exchange of experiences and practices.

"The workshop enabled PES stake-holders to understand the main role and functions of employment services and labour market policies, the main challenges encountered, good practices as well as reflection on improving delivery

and offer of services to jobseekers and employers," explain-ed Dr. Cadelia Ambrose, Permanent Secretary of Department of Labour.

"The attendance of several key national stakeholders throughout the duration of the workshop allowed for bettering complementarities and potential synergies. In a context of scarce resources, the different public bodies helping citizens and the private sector can only ensure an optimal portfolio of services if they are fully aware of their operations and jointly manage the flows of beneficiaries."

— Diego Rei,
Employment and Labour
Market Specialist for the
ILO Office for the Caribbean

Developing skills for green jobs

With Guyana's Green State Development Strategy (GSDS) Vision 2040 in place and fully aligned with the United Nations Sustainable Development Goals (SDGs) 2030 Agenda, the ILO Caribbean Resilience Project is also positioned to help the country achieve a sustainable and resilient economy.

As follow-up to a May 2018 workshop on "Green State Development Strategy and the ILO Just and Fair Transition Guidelines to Green Economy", the ILO held a workshop for national stakeholders in Guyana on skills anticipation and matching, with an emphasis on green jobs/skills, within the framework of the Resilience Project.

The training, which took place from 18 to 21 November 2019, featured topics such as assessing and anticipating changing skills needs, social dialogue in green jobs, as well as the importance of using data analysis to support decision-making.



The session also included case studies on skills mismatches in agriculture and information communication technology (ICT) labour markets, as well as food processing and tourism.

Supporting safe and sustainable jobs



Following an ILO-funded safety training for the oil and gas sector, staff from Guyana's Ministry of Social Protection are now prepared to go offshore.

From 2 to 4 December 2019, two senior Occupational Safety and Health (OSH) officials from Guyana's Ministry of Social Protection participated in ILO-sponsored safety and emergency training fellowships to build their capacity to deal with OSH in the oil and gas sector.

As a result, they are now qualified to board helicopters to go offshore to the Liza Destiny floating production storage and offloading (FPSO) vessel - in time for Guyana's first gas production expected for early 2020.

The oil and gas industry is a key sector in the Guyana Green State Development Strategy. Through the Project, the ILO is also working with the government and social partners to ensure the OSH and other environmental considerations are adequately addressed in the country's push to become a model for environmentally sustainable development and economic growth.

In January 2020, the Project will also facilitate and support FPSO Certified Safety Inspector Training Programme for OSH officers and other relevant government officials in Guyana.

Building resilience through public employment programmes

From 16 to 20 December 2019, national stakeholders from Guyana, Dominica, Saint Lucia and Trinidad and Tobago met in Port of Spain to understand how public employment programmes (PEPs) can contribute to climate change adaptation and disaster response.

Participants included senior officials from government ministries and agencies; local and regional authorities, public investment and employment policy advisors, project managers, and donor



Participants gathered to share ideas on how public employment programmes can help to build more resilient labour forces.

organizations that are working on or are poised to work on public investment programmes and employment policy and strategy.

The five-day training featured highly interactive activities through case studies and digital learning technologies to facilitate the exchange of knowledge, experiences and good practices. It also included lectures and group work led by from experts and practitioners from the ILO and consultants.

"The training will help participants to learn effective public programme design and implementation of PEPs that mitigate the impact of climate disasters. Some of these techniques include procurement practices and assessment of employment generation effects."

— Resel Melville,
Regional Coordinator of the Project



HEART Trust / NTA workshop considers state of Caribbean vocational training in context of ILO Centenary

As Caribbean countries try to adapt to the ever-changing world of work, a workshop organized by Jamaica's Human Employment and Resource Training (HEART) Trust/National Training Agency (NTA) sought to identify ways to improve skills development for a sustainable future of work in the subregion.

Titled "In the Centenary of the ILO, Vocational Training in the Caribbean: Gaps and Challenges", the training was sponsored the Inter-American Centre for Knowledge Development in Vocational Training (ILO/CINTERFOR). It was held from 4 to 6 November 2019 in Kingston. Key participants included technical and vocational education and training (TVET) professionals from 10 countries in the English-speaking Caribbean.

In addition to technical guidance from staff of the ILO Caribbean Office and the ILO Inter-American Centre for Knowledge Development in Vocational Training (ILO/Cinterfor), the workshop also featured Mr Marcelo Jose Pio, Foresight Specialist from the National Service for Industrial Training (SENAI) in Brazil, as a resource person.

The workshop was dedicated to analyzing the future of skills development and TVET in the context of the future of work, and identify the main gaps and challenges facing the Caribbean countries in the years to come.

The main objectives of the training included:

- Strengthening technical cooperation between Caribbean Association of National Training Authorities (CANTA) vocational training institute (VTI) members and the Cinterfor network to contribute to greater visibility for vocational training in the national agendas; and
- Facilitating an exchange on key topics related to vocational training, such as quality apprenticeships, technological and methodological innovations, skills anticipation and social dialogue for vocational training.



Mr Lars Johansen, Deputy Director of the ILO Decent Work Team and Office for the Caribbean attended the opening of the workshop and delivered a feature presentation on the future of work in the context of the ILO Centenary.

"The workshop presented an opportunity for the ILO Office for the Caribbean and Cinterfor to analyze outcomes and recommendations, with a view to plan further collaborations in the region. It also was an opportunity to plan efforts to improve skills training in the region during the next biennium."

— Mr Lars Johansen

Measuring and anticipating output changes for achieving SDGs in Suriname



The first seminar, in early October, focused on the basic theory behind economic modelling of labour market and poverty based on input/output and social accounting matrices while taking stock of existing data availability and gaps.

The second seminar, in mid-December, presented on a newly constructed draft national Input/Output Matrix (summarizing all inter-industrial exchanges within an economy and with the rest of the world) incorporating locally adapted coefficients and on its potential use for economic analysis (e.g. impact of policies on output change).

As Suriname prepares its policy development plan, also known as "Vision 2035", the ILO is supporting national stakeholders, led by the Suriname Planning Office (Stichting Planbureau Suriname, SPS), to enhance the availability and quality of projections of macroeconomic, employment and poverty indicators.

Such is the objective of an ongoing project aimed at strengthening Suriname's capacity in modelling techniques with the goal of anticipating and/or measuring the potential or ex post impact of particular policies or interventions on jobs and job related outcomes.

Between October and December 2019, two workshops led by ILO Consultant Dr. Solomon Cohen took place in Paramaribo hosted at the SPS. Participants represented a cross-section of functions involved in Suriname's national policy making and data management, including staff from the SPS, Statistics Bureau, Tax Authority, Ministry of Finance, Central Bank, and the Ministry of Labour.

"The two seminars are the first steps of a longer process aimed at ensuring local ownership and capacity for future utilization of the matrix (analysis, maintenance and upgrading) and of any potential macro-economic model built upon them. Once refined, those will naturally help the policymakers to better align with national development priorities and help Suriname to fulfil the UN 2030 Sustainable Development Agenda and achieve the Sustainable Development Goals (SDGs)."

— Mr Diego Rei,
Employment and Labour Market Policy
Specialist at the ILO Office for the
Caribbean

The next step of the project will be the development of a Suriname Social Accounting Matrix (including the expenditure pattern of the economic actors (government, enterprises, and households) which is intended to measure,



Suriname constituents seek better understanding of ILO discrimination instruments for better labour laws

Achieving equal treatment at work was the focus of a training for tripartite participants on 7 and 8 October 2019 at the Suriname Labour College (SIVIS).

This originated from recent efforts to draft a law on equal treatment at work, which is currently before Suriname's National Assembly.

“At this juncture, it was opportune for the stakeholders to better familiarize themselves with ILO's key Conventions on equality, most notably the Equal Remuneration Convention, 1951 (C100) and the Discrimination (Employment and Occupation) Convention, 1958 (C111). Suriname has in fact ratified these instruments in 2017, and the draft law would implement these instruments.”

— Mr Shingo Miyake,
ILO Caribbean Specialist for Labour Law
and International Labour Standards

The training gave participants an overview of the two Conventions and the draft equal treatment law. With this knowledge, the participants compared the two Conventions and the draft law, and reflected on how the draft law could be enhanced. Their discussion also found additional materials needed for improved implementation of the draft law once adopted.

On the second day of the training, participants were devoted to the principle of equal remuneration for women and men for work of equal value. It is the key concept of Convention C100 on equal remuneration, which is not easily understood.

They first examined the concept of the principle during a session facilitated by Mr Miyake. Later they participated in a session led by two specialists from ILO headquarters in Geneva: Ms Lisa Wong, Senior Specialist on Non-Discrimination and Administrator/Coordinator (a.i.), and Ms Emanuela Pozzan, Senior Specialist on Gender Equality and Non-discrimination.



Suriname's Minister of Labour His Excellency Soewarto Moestadja, addresses tripartite representatives at the meeting.

Ms Wong and Ms Pozzan provided their intimate knowledge and experience on how to determine equal value of jobs to help participants gain a clearer idea about the principle.

As a result of the meeting, Suriname's tripartite constituents are now better equipped for future consultations on the draft law on equal treatment at work and its regulations.



Saint Kitts and Nevis explores future of work during annual labour conference

At the invitation of the Government of Saint Kitts and Nevis, the ILO Decent Work Team and Office for the Caribbean participated in the country's recent Third Annual National Conference on Labour held on 17 October 2019.

Mr Lars Johansen, Deputy Director of the ILO Office for the Caribbean, attended the event and delivered the feature address.

The event was part of a week of activities, held from 13 to 18 October in Saint Kitts and Nevis themed around the ILO's Centenary with a focus on the Future of Work.

The Conference sought to provide a forum for national experts, employers and entrepreneurs, trade unions and professionals in the public and private sectors to discuss challenges and opportunities for adapting to the changing world of work.

“The cornerstone of the ILO's Centenary celebrations, is to reflect upon where we are today. Why the organization is still here, and is still needed. It also gives us an opportunity to identify what we expect the world of work to bring in the next decades, the next century and the roles of the ILO, governments, trade unions and employers in this future.”

— Mr Lars Johansen



Following the Conference, Mr Johansen also delivered brief remarks during a reception at the Government House.

Other Future of Work activities held in Saint Kitts and Nevis included a high school lecture by tripartite delegations and a thanksgiving church service.

Youth celebrate ILO Centenary through essay and poster competition



Ms Claudia Coenjaerts, Director of the ILO Office for the Caribbean (right), presented prizes to the student winners.

A national school contest organized by the Ministry of Labour and Small Enterprise Development (MOLSED) of Trinidad and Tobago encouraged primary and secondary students to commemorate the ILO's 100th anniversary by envisioning their future of work.

The competition was held in commemoration of the ILO Centenary – a milestone that comes as the world of work faces unprecedented transformations driven by globalization, the digital revolution and climate change. Students were asked to consider these transformations and how they will impact the world of work for themselves and future generations.

A panel of judges, which included Mr Shingo Miyake, ILO Caribbean Specialist for Labour Law and International Labour Standards, presided over the poster and essay submissions.

Fifteen winners were announced at a prize-giving ceremony on 29 October 2019 in Port of Spain. The event

included a keynote speech by Senator the Honourable Jennifer Baptiste-Primus, Minister of Labour and Small Enterprise Development. Ms Claudia Coenjaerts, Director of the ILO Decent Work Team and Office for the Caribbean, also delivered feature remarks during the event and participated in the prize-giving activities.



Some of the top "Future of Work" posters submitted by students from across Trinidad and Tobago.



The ILO's Shingo Miyake (left), is joined by Senator the Honourable Jennifer Baptiste-Primus, Minister of Labour and Small Enterprise Development of Trinidad and Tobago.

Celebrating 50 Years of the ILO Office for the Caribbean

DW4SDResourcePlatform2030DevelopmentAgendaCareEconomyChildLabour
CooperativesCrowdworkDecentworkDisabilityandworkDomesticworkersEco-
nomicandsocialdevelopmentGlobalizationEmploymentCooperativesInformal
economySocialfinanceMultinationalenterprisesSmallandMediumEnterprises
SustainableenterprisesWork,peaceandresilienceEmploymentsecurityEquality
GenderequalityIndigenousandtribalpeoplesMaternityprotectionForcedlabour,
humantraffickingandslaveryFutureofworkGreenjobsHIV/AIDSIndustries
andsectorsLabourlawMaritimeLabourConventionMillenniumDevelopmentGoals
Non-standardformsofemploymentPovertyRuraleconomySafetyandhealthat
workSkills,KnowledgeandEmployabilitySocialprotectionTripartismandsocial
dialogueWorkingconditionsViolenceandharassmentWagesWorkingtimeYouth
employmentDW4SDResourcePlatform2030DevelopmentAgendaCareEconomy
ChildLabourCooperativesCrowdworkDecentworkDisabilityandworkDomestic
workersEconomicandsocialdevelopmentGlobalizationEmploymentCooperatives
InformaleconomySocialfinanceMultinationalenterprisesSmallandMediumEn-
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EqualityGenderequalityIndigenousandtribalpeoplesMaternityprotectionForced
labour,humantraffickingandslaveryFutureofworkGreenjobsHIV/AIDSIndustries
andsectorsLabourlawMaritimeLabourConventionMillenniumDevelopmentGoals
Non-standardformsofemploymentPovertyRuraleconomySafetyandhealthatwork
Skills,KnowledgeandEmployabilitySocialprotectionTripartismandsocialdialogue
WorkingconditionsViolenceandharassmentWagesWorkingtimeYouthemployment

“ I extend warm greetings to the ILO Caribbean Office on the 50th anniversary of its establishment in Port of Spain in 1969.

That was a time when the ILO membership expanded rapidly in the wake of decolonization. Caribbean countries subscribe to the ideals of social justice and it was important to assure an ILO of presence in the region.

For 50 years the ILO has enjoyed a close and productive relationship with the English and Dutch speaking countries, which are covered by our office in Port of Spain. This relationship has been reflected at all levels of the organization and beyond through active tripartite engagement in our governing body, in the supervisory system and through leadership roles in the employer and the worker groups of the organization.

The ILO has also been able to count on Caribbean advocacy on ILO objectives in the multilateral system. This year when the ILO is celebrating its centenary, it was really fitting that the Caribbean had a strong presence at the Centenary International Labour Conference with very powerful messages from the Prime Ministers of Jamaica and of Barbados, and

Sir Roy Trotman also brought his experience and his insights to bear on the proceedings.

The ILO Centenary theme is the future of work and Caribbean constituents had been actively following up on this theme in a region where the transformative changes which are impacting the world of work are fully and strongly felt, not least climate change, but also technology, demographic shifts and globalization itself. And you're doing so as you continue to address diverse labour and social challenges, including that of employment, especially for your youth.



[Mr Guy Ryder
Director-General
ILO]

The ILO is honored to accompany our Caribbean constituencies individually as you strive to meet national objectives, including the realization of the sustainable development goals where decent work is key, but we also stand ready to work with you and with the Caribbean Community (CARICOM) on the collective challenges that you face, including as Small Island Developing States where the Caribbean has been a strong force in the international arena.

Caribbean countries continue to subscribe to the fundamental values of the ILO and the objective of decent work for all. The regular Meetings of Caribbean Ministers of Labour with the participation of employer and worker representatives, which is organized by the ILO Caribbean Office provides an important forum to discuss how the subregion's values and mandate can be pursued while responding to the specificity of Caribbean conditions.

On a personal note, let me say that I have been pleased and proud to participate in the meetings held since I have been in office, in Barbados, in The Bahamas, in Jamaica, and in Trinidad and Tobago.

So the ILO looks forward to continuing to work in a solid partnership with our constituents in the Caribbean through our office in Port of Spain. And I take the occasion to thank the government of Trinidad and Tobago for hosting our office over the last half century, as well as all the governments and social partners of the region for their support and the excellent relations that the ILO and I personally have enjoyed. So a very happy 50th anniversary. ”

“ What an extraordinary year this has been! As we step into our second century, we also mark 50 years of the ILO Office for the Dutch- and English-speaking Caribbean. It was in October 1969 when we first established our presence. We are grateful to the Government of Trinidad and Tobago for hosting our important subregional office within the Americas. The Caribbean – mostly small island developing states – has specific needs that require its own voice and support.

Thank you to all countries that have celebrated with us. Congratulating the ILO means congratulating yourselves, our constituents who represent governments, employers and workers.

The ILO's tripartite structure sets it apart from other UN agencies. We enthusiastically participate in the UN reform, and we endeavor to insert tripartism and social dialogue at all levels, including the Multi-country Sustainable Development Framework.

Fivedecades have meant longstanding collaborations with social partners and Ministries of Labour. They have meant times with more, and with less, technical cooperation projects; that is why our office has expanded and contracted at different times. However, our presence has been constant. With a current team of 10 internationals and 14 nationals, we work hard to support decent work agendas in the quest for social justice.

Our work has been impactful. We have developed the capacity of national constituents in their pursuit of ILO goals, and built partnerships with the Caribbean Community. We take turns with the Council for Human and Social Development to host the Meeting of Ministers of Labour, and we collaborate with the Organisation of Eastern Caribbean States on social protection and statistics. The Heads of Government Meeting in Saint Lucia from 3 to 5 July established the importance of social dialogue mechanisms to inform policy making. We continue to work with the Caribbean Employers' Confederation and the Caribbean Congress of Labour to ensure that employers' and workers' perspectives are strong, informed and instrumental.



[Ms Claudia Coenjaerts
Director
ILO Office for the Caribbean]

Our mandate is prominent in the region but Caribbean constituents go beyond their own geographies. They play important roles in the ILO governance structure, the Governing Body and our annual global conferences.

As we celebrated our Centenary, we reflected on how we can remain focused and relevant amid forces such as climate change, technology, globalization, and demographic shifts that are impacting our jobs and the conditions in which we work.

While the present pressures often leave little space for planning, Caribbean governments came together during the 11th Meeting of Ministers of Labour on 14 and 15 May in Barbados to commit to new job and decent work opportunities in the digital, care and green/blue economies.

In June, member States adopted the ILO Centenary Declaration for the Future of Work, which was later passed as a Resolution in the United National General Assembly on 16 September. It calls for a “human-centred approach” for increasing investments in people's capabilities, in institutions of work, and in decent and sustainable work.

We need to be ready for a rapidly changing future while facing multiple vulnerabilities. Small and open economies, they are at constant risk for disastrous hurricanes or other weather based events, under high levels of national debt leaving limiting fiscal space available, and with high unemployment -especially of youth - and continued outmigration especially of skilled workers, with high informality, rising inequality and high crime.

Resilience is naturally the undertone of national development plans and it features high on the regional agenda too. We need stronger advocacy and action to promote the decent work agenda as a practical and concrete “super tool” that can help to build a resilient Caribbean.

Thank you to all who have been part of our presence in the Caribbean. Congratulations to all of you who are the ILO. ”



[Senator the Honourable
Jennifer Isaacs-Dotson
Past President (2016 to 2019)
The Caribbean Congress of Labour (CCL)]

“ I wish to congratulate the International Labour Organization (ILO) on its 50th Anniversary of the Office for the Caribbean. The ILO has been the greatest promoter and advocate of human rights globally and in the region.

Over the last half century, the ILO Caribbean Office has been instrumental in bringing together governments, employers and workers' organizations to engage in social dialogue to address some of our most pressing labour challenges. These include eliminating child labour, advancing gender equality, reducing poverty and promoting education. And of course, working to ensure that everyone has a right to social protection.

On behalf of the Caribbean Congress of Labour (CCL) as Immediate Past President, I would like to thank the ILO Office for the Caribbean for its continued support throughout the last five decades. Your assistance has not only been through providing resources but also through technical advice and capacity building opportunities for trade unionists, employers and governments.

While there is a lot of work still to do in the region to achieve a decent and sustainable future of work, I encourage the ILO particularly the Office for the Caribbean – to continue to advance and promote human rights and decent work for the next 20 years and beyond! ”



[Mr Wayne Chen
President
The Caribbean Employers' Confederation (CEC)]

“ The Caribbean Employers' Confederation salutes the International Labour Organization on the 50th Anniversary of its Office for the Caribbean.

Over the many years, the ILO's Caribbean Office has worked closely with the CEC to strengthen the employers' voice in the region and encourage the development of an environment that supports sustainable and socially responsible businesses. From the outset, it has included the CEC in its deliberations and found common cause with us in ensuring that the region's employers keep pace with the challenges and opportunities presented by a rapidly changing global environment.

The ILO Office has fostered close cooperation with our regional tripartite partner, the Caribbean Congress of Labour (CCL), most notably on:

- the PROMALCO (Promotion of Management-Labour Cooperation) Project, which launched in 2000;
- a European Union-funded project, which launched in 2015, to assist Caribbean employers and workers to fulfil their obligations under the Economic Partnership Agreement (EPA); and
- the commitment by the Caribbean Community (CARICOM) Heads of Government to establish a regional social dialogue forum.

The long journey on the road of regional tripartism has brought the employers and workers closer to-gether, increased mutual understanding, built trust, fostered collaboration, and planted the seeds for a wider and more robust social partnership that will enhance the development of the Caribbean region. ”

“ The International Labour Organization (ILO) Decent Work Team and Office for the Caribbean was established in Port-of-Spain on October 20, 1969. Therefore, 2019 marks the fiftieth anniversary of the ILO's physical presence in this region. Through this office, the ILO serves thirteen (13) Member States and nine (9) non-metropolitan territories of the English and Dutch-speaking Caribbean. Over the past fifty years, this Office has provided invaluable support towards the advancement of decent work within the Caribbean.

Serving as the host country to the ILO's Caribbean Office has certainly cemented Trinidad and Tobago's relationship with the Organization. A relationship which is very fruitful and mutually beneficial. Utilising the ILO's tripartite structure, the Office works in close collaboration with governments, employers' and workers' organizations to promote decent work for all through advocacy, technical guidance, training and technical cooperation on policy and technical issues related to labour and employment. Undoubtedly, the ILO's presence has contributed significantly to the promotion of good governance and decent work principles in Trinidad and Tobago, thereby contributing towards the nation's social and economic development.

Trinidad and Tobago is proud to be the host of the ILO's Caribbean Office and we extend our sincere congratulations on its fiftieth year in Trinidad and Tobago and the Caribbean. It is also noteworthy that the ILO

also commemorates its one hundredth anniversary on Tuesday 29th October 2019 and we applaud this internationally respected organization for yet another important milestone.

We look forward to continued collaboration with the ILO Decent Work Team and Office for the Caribbean, towards the achievement of the Organization's mandate for social justice as it enters its second century. ”



[Senator the Honourable
Jennifer Baptiste-Primus
Minister of Labour and Small Enterprise Development
Trinidad and Tobago]



[Dr Beverly Beckles
Executive Director
National Centre for Persons with Disabilities
of Trinidad and Tobago]

“ The National Centre for Persons with Disabilities (NPCD) of Trinidad and Tobago evolved from technical cooperation with the ILO long before its Caribbean

Office was established. We are now 55 years old. As the ILO celebrates its 50th anniversary of its Office for the Caribbean, the NPCD is pleased to be a part of this anniversary.

With the technical support of the ILO back in 1964, we established a rehabilitation facility for persons with disabilities. And that organization has evolved, and continues to work up to this day in collaboration with the ILO Office for the Caribbean.

We are really happy that we have done a number of projects together. And the ILO, in fact, has been able to promote the disability agenda in the region. Starting way back in 1994, with a national policy on persons with disabilities, bringing all the different social partners together from around the Caribbean.

Congratulations to the ILO Office for the Caribbean on your 50th anniversary. We continue to give our support and to work with you as we advance the life of people with disabilities in our region. Thank you. ”

“The Organisation of Eastern Caribbean States (OECS) extends its best wishes and congratulations to the International Labour Organization on its 50th anniversary of its Office for the Caribbean.

The ILO has played a vital role in setting standards of decency and consolidating the rights of workers in an increasingly globalized world. It has contributed to Caribbean development by consolidating the rights of labour just as Caribbean States we were building the foundations of their independence.



[His Excellency Dr Didacus Jules
Director-General
Organisation of Eastern Caribbean States]

signing, the OECS and the ILO have partnered to develop and strengthen National Labour Market Information Systems in order to generate timely, reliable and internationally comparable labour statistics for use by government policy-makers, employers and trade unions within the region.

Labour but particularly income and employment indicators are critical in analyzing economic and social problems progress at both the macro and micro enterprise levels. Through the use of labour market information, member states will be

better positioned to understand how economic growth and wealth creation translate into human development.

The system is particularly important given the free movement of people within the OECS economic union, as it will provide timely information on the availability of jobs advertised within the Eastern Caribbean Member States.

The celebration of this 50th milestone coincides with the invitation of the OECS Council of Ministers Labour to the ILO to assume a permanent observer seat in the Ministerial Forum, and we look forward to the deepening of this relationship for the advancement of the workers of the OECS. ”

In 2008, the ILO Caribbean Office and the OECS signed a memorandum of understanding (MoU) to cooperate on labour market issues to support national development efforts and the integration process within the OECS economic union.

A central aspect of the MoU was the development of the labour market information system in the OECS countries, and one of the priorities of the Decent Work Program of the OECS. Since the

EMPLOYERS CONSULTATIVE ASSOCIATION (ECA)



Mr Keston Nancoo
Chairman

Employers Consultative Association of Trinidad and Tobago

“As the largest Association of Employers in Trinidad and Tobago, the Employers Consultative Association's (ECA) relationship with the ILO has been a special one for just over 50 years. The ECA's first appearance at the annual International Labour Conference in the 1960's predated the establishment of the ILO's Caribbean Office, which demonstrated our commitment to the principles and ideals of the ILO at a time when our own industrial relations system was still taking shape. Since then, we have continued to work closely with the ILO, both as an organization and through the Ministry of Labour in a number of key areas, including the application of Conventions and Recommendations, which have helped to shape the industrial relations climate in Trinidad and Tobago.

Fifty years ago, the ECA was a small organization with limited human resources but we stood resolute in our belief that our mandate and mission was noble. Since then, much of the ECA's progress and growth can be attributed to the developmental programmes of the ILO geared towards capacity building, institutional strengthening and advancement. Additionally, the opportunities allowed us meaningful engagement in

national, regional and international conversations with other social partners have been invaluable.

The future is now before us. It is no secret that the issues we face are quite different when compared to 50 years ago but we continue to pursue common goals and a shared vision for a better Trinidad and Tobago and by extension, a more resilient Caribbean. We believe that the ILO is integral to achieving this goal.

In this regard, the ECA recognises the role of the ILO in shaping the world of work that we all want and more specifically, preparing us for the changes that will come as the future of work unfolds before our very eyes. Let us not just be observers...let us all commit to creating this future together.

On behalf of the Employers Consultative Association, I extend our heartfelt congratulations to the ILO on its 100th anniversary and its 50th anniversary as a Caribbean Office. We offer our very best wishes as we continue to work together for the next century. We believe that a brighter future is ahead! ”



Dr Ana Teresa Romero
 Former Director
 ILO Office for the Caribbean

Part-Time Senior Lecturer
 Institute of International Relations
 University of the West Indies, St Augustine

“The Caribbean needs the ILO because the sovereign states and non-metropolitan territories that are served by the Organization account for 36 per cent of the world’s small island developing states (SIDS). Despite the vulnerabilities associated with being SIDS, their ‘upper-middle’ and ‘high-income’ status poses challenges for mobilizing resources for development cooperation. However, ILO provides comprehensive programmatic support to the region’s tripartite constituents and the stakeholders with which they engage, in pursuing decent work and related internationally agreed development commitments.

The Caribbean’s development objectives set out in the 1973 Revised Treaty of Chaguaramas, address several ‘world of work’ issues: improved standards of living and work; full employment of labour and other factors of production; enhanced levels of international competitiveness; and increased production and productivity. They have been reinforced by post-2015 strategic priorities that encompass the building of economic, social, environmental and technological resilience. The Caribbean benefits from ILO’s targeted, technical support and advocacy that address its particularities within the Latin American and Caribbean Group (GRULAC), of which it is a part.

The ILO can build on its legacy of 50 years of the Caribbean Office through instruments, Governing Body decisions and outcome documents of the International Labour Conference and other meetings

(e.g. regional, subregional, sectoral), provide foundations for the Office and tripartite constituents to build on ILO’s fifty-year legacy in the Caribbean.

The emphasis on human-centred, inclusive growth and development, as well as integrating the economic, social and environmental dimensions of sustainable development, creates opportunities for scaling up and reinvigorating the ILO’s work.

Entry points include: the Caribbean Community (CARICOM) drive to implement the CARICOM Single Market and Economy; its strengthening of partnerships with the Caribbean Employers’ Confederation; the Caribbean Congress of Labour and the CARICOM Private Sector Organization; and the 2019 ‘Castries Call for Collective Commitment and Action on Sustainable Development’ by Heads of Government.

Since the focus is on the future, there is need to boost the outreach to educational institutions and the public, with suitably tailored messages and conversations that raise greater awareness of ILO’s mandate, its role in the work of the United Nations and its relevance for future generations.



Ms Dagmar Walter
 Former Deputy Director
 ILO Office for the Caribbean

Director
 ILO Decent Work Team
 for South Asia and Country Office for India

“On the occasion of the ILO Centenary and the celebration of 50 years of the ILO office in the Caribbean, I would like to congratulate the constituents on their achievements and encourage you all to look ahead and work together on the realization of the ILO Centenary Declaration for the good of the Caribbean workers and people.

From the years I served in the region, I particularly recall our collaboration with the constituents and the academic and research network, a strong asset of the Caribbean.

Let me mention three areas as means of example:

1) The just transition of the workforce to an environmentally sustainable economy in the era of climate change in a small island developing state (SIDS) context. A lot of resilience building and capacity building is taking place, strengthening constituents to effectively contribute to both prevention and response processes. I must mention the Skills and Green Jobs Studies, as I was delighted to see a representative from Guyana here in New Delhi at a TVET conference with the Guyana study under his arm, sharing experiences with others in a south-south cooperation setting.

2) Gender aspects and considerations in the Caribbean world of work are looked at from many perspectives

like work-life balance, the care economy, gender pay gap, discrimination and violence, to name a few. There is a rich policy and research agenda to take forward and it is an area where I see the Caribbean constituents have a lot to share in terms of experiences and good practices among countries in the region and beyond.

3) The strengthening of the Caribbean Employer and Worker organizations to become more effective in influencing policies and agendas concerning them, for example when it comes to the development and implementation of trade agreements, has many positive effects.

Many more important areas could be mentioned like OSH and Social Protection.

I wish to encourage the Caribbean constituents to work together on these topics for their mutual benefit but also for a stronger voice in the international community, pushing for the realization of our common 2030 Sustainable Development Goals.

With my heartfelt congratulatory greetings from the South Asia region.



Ms Mary Read
Former Deputy Director
ILO Office for the Caribbean

“ I joined the ILO’s Caribbean Office as Deputy Director about one year after a devastating office fire forced the closure of the main building of the office on St Clair Ave. As a result of the fire, most of the technical specialists and their support staff had to move from their regular offices to temporary offices located across town in a Port of Spain hotel. Luckily for all, the fire broke out at night and no one including the members of the overnight security team, were hurt. While I had not yet been assigned to the Office at the time of the fire, and even though it was one year later when I finally arrived, I could easily feel the continued sense of upheaval and stress that the staff endured. Even one year later, almost all staff members were still profoundly affected by the trauma. For many of the staff serving at the time, the offices on St Clair avenue were the only ILO Office they had ever known.

Despite the long period of time it took to successfully negotiate with the insurance company to arrive at a reasonable settlement, arrange to have the remaining office equipment and furniture cleaned of soot and the time needed to identify and secure a suitable new office, the office remained active and every staff member put

in an extraordinary effort to remain in touch and provide relevant services to the ILO’s constituents throughout the subregion. I can only imagine just how difficult it must have been for everyone during that period. I would like to give a shout out to all those staff members who not only were involved in all the logistical arrangements of the office cleanup and move and insurance negotiations but also to those who continued to serve the constituents. I won’t mention any names for fear of leaving out someone and in any case, they know who they are!

When I finally arrived in Port of Spain, my first task was to see that the move to the new premises was carried out as smoothly as possible and with the minimum disruption to work. Only others will be able to tell if I succeeded in this task. One memory comes to mind now of the first staff meeting that was held a few days after moving into the new premises. We bade farewell to the departing Director Grace Strachen and thanked her for seeing us through into the new premises. Everyone was emotional, including myself and at the same time relieved – ready to grab the new day.



Mr Samuel Goolsarran
Former Senior Specialist on
Industrial Relations and
Labour Administration
ILO Office for the Caribbean

“ The ILO is the most influential International Organization in the Caribbean with its fifty years of work in labor administration, strengthening labour Ministries, and the organizations of Employers and Workers in this region. The ILO remains faithful to its mandate of advancing social justice, and fundamental human rights in the world of work. Guided by International Labour Standards and best practices, the ILO promotes sound employment and labour and Industrial relations Caribbean Countries and territories. Active engagement in institutionalized tripartite dialogue at the national and regional level is attributed to the ILO

The ILO works actively with member States and regional organizations, including the Caribbean Community (CARICOM), the Caribbean Congress of Labour and the Caribbean Employers' Confederation through technical assistance, seminars, and the Conferences of Labour Ministers. Some noted achievements include Model Labour Legislation through CARICOM, the drafting of national labour laws, training in labour administration, and in Conciliation / Mediation, the promotion of Fundamental Principles and Rights at Work, and its Decent Work Agenda. These are grounded in labour standards, productive work with fair remuneration, social protection through OSH at work, social security, and a participated system for consensus by government and the social partners for national development.

The enduring mission and mandate of the ILO continue to influence my professional advisory work with national tripartite constituents, and guide my interventions in regional and international events. My reference points in preparing and guiding the development of employment contracts, and corporate labour and social policy, collective labour agreements, and disputes settlements, are guided and grounded in ILO’s labour standards.

Indeed, the ILO is respected by Caribbean member States and the Social Partners as the most universally recognized global organization, setting fair standards for the conduct of labour and social relations. Constituents accept the authority of the ILO as “the global reference point for knowledge on employment and labour issues” now, and in the future. The constituents in the Caribbean value membership in the ILO with its inclusive participative structure and its enduring mission. With its distinct tripartite structure, the ILO brings Caribbean constituents together - governments, employers and workers in the pursuit of social justice and better living and working conditions of people everywhere.

Lessons I learnt at the ILO: Reflections



Mrs Patrice Aquing
Former ILO Caribbean Focal Point for
CINTERFOR and the first
ILO Caribbean Information Officer

“ When I was invited to write this piece as a former staff member of the ILO, it obviously caused me to delve into my bag of memories. The world was relatively speaking, still an “innocent” place. In hindsight, I wonder how it is we ever got work done, when we were so “unconnected, technology-wise. It caused me to also think about how the ILO shaped my own personal and professional perspective. I recognise that I run the risk of exposing some generational issues, but it speaks to how much progress has been made.

I was recruited as the Caribbean Focal Point for CINTERFOR and Information Officer. My first encounter with the state of ILO technology was when, walking past a locked room at the end of my first day, I heard this clack-clacking sound. I stood and listened. I soon discovered that the telex machine was a major means of communication between the Caribbean Office, the Geneva Headquarters and the Regional Office in Lima Peru. At 4 pm every day, the Senior Secretary, Valerie Guerra, would lock herself in that room and do her mysterious work, in order that Geneva especially would respond in time for the start of the next Caribbean workday. When I presented her with a telex, she responded, “I can’t send that. It’s too long and you have to shorten it”. I learnt how to

write with an “economy” of words: say what you have to say in the least number of words. Every word has a cost and every word should count.

The telex room soon transformed into the fax room, which was still kept under lock and key. The mismatch between my thinking of this “transformative” technology and a bureaucratic practice became a point of contention. My co-conspirator was Suzanne Joseph, the newest recruit to support me in establishing the Information Unit for the Caribbean Office. I wrote a naughty limerick liberally peppered with a few choice words about the locked fax machine room, for “limited circulation” only. This somehow got to the desk of the then Director, Ian Chambers. He congratulated me on my writing style! The room was then unlocked and I was directed to start the first ILO Caribbean News, which I am pleased to see, still exists as a major interface between the ILO and its constituency. I also learnt a major lesson: never put anything in writing which cannot withstand scrutiny and pray that you get a boss with a sense of humour!

Within that first year, we also got our first IBM PC! You had to slide in a floppy disk, type CD\DOS, remove and then insert the programme disk. The ILO software was Word Perfect. Where has Word Perfect

gone? That computer was assigned to me as the technology-literate one in the Office. As the stock of computers in the office grew, I once received a typed memo (no emails then) from an irate staff member that her computer was not working. I promptly called the Lima Office to advise on the deficient equipment we had received. After that call, I sheepishly walked into her office and plugged the computer into the power source! (As directed by the Lima Office). I learnt that I should try and solve a problem first before taking it to another level, when all else fails.

This rapid technological development excited us. We decided to set up a website, which turned out to be the first among ILO offices in the region. In order to convince the directorate of what we were planning, (since it appeared that the case I made was not convincing enough), we loaded all staff members into a bus after work one day to visit an Internet Service Provider for a demonstration of websites. Turns out that that first one we hit was a site which took us to “Sin City” in South Africa. I froze! (not what we thought it was though). We then viewed the ILO Geneva website. By the next day, Suzanne and I got approval to do a crash course in HTML programming to allow us to set up that first website. I continued to keep abreast of technological developments and with social media, which seem to impress my own children: no generational gap there! My lesson learnt: when dealing with bureaucracy or trying to convince others of a new idea, consider demonstrating, rather than writing or speaking. Of course delete your browsing history!

On a professional level, the ILO has been foundational to my career. My own sense of social justice, especially workers’ right, was heightened. After leaving the ILO, I worked for a regional organization and eventually ascended to the lead position. The principles of social justice infused my work in Sustainable Development and the Environment. From my own observation, the ILO has kept to and expanded these principles. The number of Conventions and Recommendations has increased in line with new and emerging development challenges. After spending more than two decades doing development work, I recognise that its unique tripartite structure does indeed set it apart from other UN agencies. It is about people-centred development. I was once told by an ILO Director that we should be working ourselves out of a job. I am convinced that he was right. It is about improving the quality of lives of the people we serve to the point where we are no longer needed. This might sound like an unrealistic goal but I am pleased to see that the ILO has not deviated from this path. There is also room for weaving more of the human stories in its messaging to demonstrate this. I feel very proud to be “a product” of the ILO. I wish the ILO and the ILO Decent Work Team and Caribbean Office continued success. I offer my heartiest congratulations on this milestone and for changing the development landscape globally and in this region especially.

The ILO Office for the Caribbean over the last 50 years



The ILO Office for the Caribbean was established on 20 October 1969 in Trinidad and Tobago, where it continues to be based today, serving 13 member States and 9 non-metropolitan territories of the English- and Dutch-speaking Caribbean.

Originally located at 19 Keate Street, Port of Spain, the Office was first known as the International Labour Office for the Caribbean Area and had a staff of six persons. It was led by Mr Cedric Matthews, the first ILO Director for the Caribbean.

The Office was relocated to 11 St. Clair Avenue, Port of Spain on 1 October 1985. Thanks to large-scale development of technical cooperation activities under Francis Blanchard who served as ILO Director-General from 1974 to 1989, the staff of

the Office grew to include Regional Advisers, and Administrative/Finance, Programme and Information Units.

In 1993, under the ILO's Active Partnership Policy (APP), the Caribbean Multidisciplinary Advisory Team was established to bring technical expertise closer to the constituents. The functions of the advisory team were to provide technical support and policy advice to governments and employers' and workers' organizations, to conduct training, technical workshops and seminars, undertake research, provide information, support advocacy and develop and execute technical cooperation projects.

The first major technical cooperation project to be undertaken in the Caribbean region was the five-year

cooperatives project sponsored by the Danish International Development Agency (DANIDA). Over the years, the region has benefited from several donor-funded projects, covering such areas as workers' education, occupational safety and health, labour-management relations, child labour and labour legislation.

Enterprise Development, Social Protection and Occupational Safety and Health, Employment and Labour Markets, Labour Law, International Labour Standards and Employers and Workers Activities. The Office also covers functions such as Programming, Finance, Personnel, Administration, Information Services and Communications. It is part of the ILO Regional Office for the Americas, which operates from Lima, Peru.



In August 2004 the main building of the office suffered a fire causing extensive smoke and water damage. Staff housed in the main building had to be moved to two separate locations in Port of Spain. In August 2005, the office was relocated to 6 Stanmore Avenue, Port of Spain, where it is currently housed.

On 15 April 2010, the ILO introduced a new two-tier field structure to strengthen the ILO's capacity to service its members in line with the ILO Declaration on Social Justice for a Fair Globalization. The Declaration institutionalizes the Decent Work concept developed by the ILO since 1999, placing it at the core of the Organization's policies. The Office was designated the ILO Decent Work Team and Office for the Caribbean.

Today, there are 24 employees representing 10 different nationalities from around the world, covering a number of areas of technical support: Skills and Employability, Sustainable



Towards more equality in employment and occupation: ILO's work in the Caribbean

Mr Shingo Miyake
Specialist for International Labour Standards
and Labour Law
ILO Office for the Caribbean



For decades, countries in this subregion have committed to promote, protect and strengthen fundamental principles and rights for all workers.

The Caribbean-wide ratifications of the main equality instruments, Equal Remuneration Convention, 1951 (C100) and the Discrimination (Employment and Occupation) Convention, 1958 (C111), are a testament to this commitment as they form part of fundamental Conventions.

Ratification of these Conventions have steadily advanced in the Caribbean since 1974 when Barbados ratified both. The latest ratifications came from Suriname, which ratified both instruments in 2017. Caribbean member States have now ratified all of the main equality Conventions.

Ongoing efforts to advance gender equality

Equal remuneration for work of equal value is one of the main principles in Convention C100. It requires that equal remuneration is paid to women and men where they engage equal /same work and also "work of equal value".

This means that women and men must be paid equally not only when they do same work, but also when they do different jobs if their jobs are of the same value in terms of such factors as qualifications, effort, responsibility and working conditions needed to perform the job.

The concept of "work of equal value" is often misunderstood as, or simplified into, "equal work" in various laws. In addition, its implementation would involve the development of and taking measures to evaluate values of different jobs (job evaluation) at workplace level. Implementation of this principle is generally the most common outstanding issue with respect to the application of Convention C100.

The ILO has been assisting Caribbean countries by providing knowledge products such as the publications "Equal Pay: An introductory guide" and "Promoting Equality: Gender-neutral job evaluation for equal pay: A step-by-step guide."

A recent example of the ILO's technical support in this area can be seen through efforts in 2018 and 2019 to help Barbados implement gender-neutral job evaluations at certain public hospitals.

This year in Suriname, the ILO held a training on Conventions C100 and C111 which were ratified by the country in 2017. The session also included an overview of job evaluations. Participants became more familiar with a draft law on equal treatment at work and discussed measures on its implementation once adopted.

Turning to other Conventions related to equality, in particular gender equality, we have a different picture. For example, the Workers with Family Responsibilities Convention, 1981 (C156) is ratified only by Belize in

1999. Some Conventions provide for protection for women so that they can work on an equal conditions with their particular needs addressed. In this regard, the Maternity Protection Convention, 2000 (C183) can be mentioned, and Belize's ratification in 2005 remains the only one from the Caribbean so far.

Strengthening equality in Caribbean labour markets

Article 46 of the Revised Treaty of Chaguaramas (2006) requires member States to establish appropriate legislative, administrative and procedural arrangements to, among others, provide for the free movement of skilled Caribbean Community (CARICOM) nationals into and within their jurisdictions.

Later, with the operationalization of the CARICOM Single Market and Economy (CSME) in 2006, the free movement of persons, including workers, was designated as one of the pillars of this mechanism. In this context, the ILO assisted CARICOM in developing model harmonization labour laws. Four model laws were developed, including one on the equality of treatment in employment and occupation, which was developed in 1995. Other model laws deal with registration and recognition of trade unions and employers' organizations, termination of employment and occupational safety and health.

Violence and harassment at work

Another equality issue, violence and harassment at work, is gaining attention globally since the adoption of the Violence and Harassment Convention, 2019 (C190) and the Violence and Harassment Recommendation, 2019 (C206) at this year's International Labour Conference in Geneva.

However, this is not a new issue to the ILO. The Organization has been dealing with the issue as discrimination based on sex, one of the prohibited grounds of discrimination under the Discrimination (Employment and Occupation) Convention, 1958 (C111).

Among the issues related to violence and harassment, the Committee of Experts on the Application of Conventions and Recommendations (CEACR), an ILO body of independent legal experts, has been encouraging governments of member States to act on sexual harassment by adopting and implementing laws or policies that address different types of sexual harassment. These include favours in exchange of accepting sexual advances (quid pro quo) and creating a hostile environment with sexual words or behaviour.

On work-related violence, the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) has been typically requesting governments to adopt and implement relevant legal and policy instruments, and also to conduct practical activities to raise awareness at the general level as well as the individual company level.

Recently, the ILO Office for the Caribbean provided comments during the development of the Trinidad and Tobago national workplace policy on sexual harassment in 2018. Many of the ILO's comments were included in the final version of the policy, which was successfully adopted earlier this year.

Closing equality gaps

Problems affecting equality on the ground are complex, take time to address, and involve sensitive issues. Caribbean member States have made progress in this respect at legal, policy and practical levels, and ILO has assisted, as described earlier in this article. Building on this, it is hoped that Caribbean member States will ratify other Conventions on equality.

Improving equality in the workplace is key, and continued work is needed for fair working conditions. It can also make companies more powerful and creative by being inclusive and incorporating new ways of thinking and operating. Member States are thus expected to pursue this cause of equality and the ILO stands ready to assist the endeavour.

Putting social dialogue at the forefront of labour relations to advance Caribbean workers' rights

Ms Vera Guseva
Specialist for Workers' Activities
ILO Office for the Caribbean



From the day of its establishment in 1969, the ILO Office for the Caribbean has provided support to workers' organizations in the sub regional through policy advice, advocacy, training and technical support both tripartite and specifically aimed at specific needs trade unions have been facing in the rapidly changing circumstances of these five decades. The right to join and form trade unions, the right to bargain collectively, protection against child labour and discrimination in employment, social security, occupational safety and health, regional integration and trade, millennium development goals and Agenda 2030, the implication of technological, climate, demographic changes on the future of work – are a few of the areas of collaboration with workers' organizations.

Building the capacity of Caribbean trade unionists

In the early days, a major ILO project was implemented from the 1970's and ran until the next decade. It served to develop a strong network in the area of workers' education. This effort was later supplemented with ILO active engagement in revising curricula of labour colleges (Barbados, Jamaica, Suriname, Trinidad and Tobago) in order for them to be up to date with the demands for trade union education.

Support to the development and implementation of trade union strategies, policies and action plans at general level as well as on specific topics such as occupational safety and health was ongoing and helped trade unions to adapt to satisfy the demands of the changing globalized world.

In the beginning of the new millennium the role of trade unions was strengthened through a series of workshops offered by the ILO's International Programme on the Elimination of Child Labour (IPEC). The trainings prepared workers' organizations to play a distinct role in the fight against child labour, which also led to the establishment of a network of focal points.

The ILO HIV/AIDS Project was implemented throughout the region to strengthen the abilities of workers' organizations to understand and implement workplace responses and eliminate stigma.

Including workers' perspectives in policy dialogue

The large number of government workers across the Caribbean and the specifics of organizing and collective bargaining, helped to facilitate the ILO's subregional and national capacity building for public sector trade unions over the years. This not only led to an improvement in their daily work, but also to more influence in public policy debates and the development agenda in the Caribbean.

After the global financial crisis of 2009, the ILO focused on promoting productive recovery centred on investments, employment and social protection, in line with the Global Jobs Pact unanimously adopted by the organization's constituents. Policy advice and training for trade unions in areas of employment, social protection and labour standards were fundamental to support trade unions in the post-crisis period.

A series of workshops from 2009 to 2010 on negotiating decent work in regional and bilateral trade agreements laid the foundation for trade unions to have a stronger voice in framing policies and agreements that regulate trade and investment. This development also increased their impact in shaping a sustainable and fair world of work.

It resulted in a three-year European Union (EU) funded project, "Challenges to CARIFORUM Labour, Private Sector and Employers to fulfil their Economic Partnership Agreement (EPA) Obligations: Caribbean Employers' Confederation and the Caribbean Congress of Labour Component of the Support to Facilitate Participation of CARIFORUM Civil Society in Regional Development and Integration Process".

This project gave the Caribbean Congress of Labour and its members an opportunity to position themselves within the region and home countries and participate in policy development.

During the project both Caribbean Employers' Confederation (CEC) and Caribbean Congress of Labour (CCL) received official status at the Council for Human and Social development (COHSOD). They also participated in its meetings as well as meetings of the Conference of Heads of Government of the Caribbean Community (CARICOM).

In December 2018, the Heads of Governments of CARICOM agreed "to formalize a structured mechanism to facilitate dialogue between the Councils of the Community and the private sector and labour", and "to amend the Treaty to include as Associate Institutions representative bodies of Private Sector and Labour". This fortifies the ongoing consultative process between the CARICOM Secretariat and CEC and CCL on the establishment of a Regional Social Dialogue Mechanism and its functioning.

Greater representation for domestic workers

The ILO Office for the Caribbean was also instrumental in helping domestic workers to become more aware of their rights in legislation. The process involved a partnership with the Caribbean Domestic Workers'

Network, including its national-level organizations in Antigua and Barbuda, Guyana, Jamaica and Trinidad and Tobago. It also helped to promote and advocate for the ratification of Convention 189 (C189) - Domestic Workers Convention, 2011 in the subregion.

In all countries which have ratified C189, domestic workers' unions were formally established and recognized. They also grew in their capacity to organize and provide advisory services. As a result, the vocational qualifications for domestic workers are on the national and regional agendas to this day.

Preparing workers' organizations for the future of work

In 2015, the ILO published its "Guidelines for a just transition towards environmentally sustainable economies and societies for all", which puts green jobs as a key priority in the Decent Work Agenda. The Office for the Caribbean has raised awareness of the significance of the just transition through activities for trade unions. Efforts have focused on Barbados and Guyana, which are actively engaged in the Partnership for Action on Green Economy (PAGE).

The contribution of the Caribbean trade unions to the ILO Future of Work Initiative was facilitated by two sub regional conferences held in Port of Spain, Trinidad and Tobago in February and October 2019. These events gathered views from trade unions on key issues to secure a decent future of work. It also empowered their leaders to have a stake in shaping a brighter future of work in their countries and across the region.

To advance inclusiveness and cohesion, many Caribbean countries have institutionalized tripartite social dialogue. Caribbean trade unions receive ongoing ILO training so they have the skills and tools to effectively participate in negotiations, consultations and exchange information.

The ILO Caribbean Office's support to trade unions continues to respond to the challenges of a rapidly changing world of work, and will pursue its mandate to promote social justice for all.

Building stronger and independent employers' organizations across the Caribbean

Ms Vanessa Phala
Senior Specialist for Employers' Activities
ILO Office for the Caribbean



Over the last 50 years, the ILO Bureau for Employers' Activities (ACTEMP) dedicated its technical support towards the strengthening of Caribbean employers' organizations in the areas of governance, services and advocacy.

The main objectives include driving value-added services for members; influencing a positive regulatory framework; shaping policies that support business development of all sectors and sizes; promoting positive industrial relations; and achieving financial sustainability.

Employers' organizations represent enterprises across different sectors of the economy and play an important role in job creation and sustainable economic growth. These enterprises have helped to transform the agricultural sector, which is a major economic sector in all countries in the Caribbean and stimulated the services industry (tourism and financial services) which account for a significant percentage of GDP in some countries.

Improving the effectiveness of Caribbean employer's organizations

In the last five decades, employers' organizations have participated in a transition that was facilitated by internal reviews and assessments of capacity to represent and offer adequate services to members.

ACTEMP has journeyed with these organizations and responded based on the different needs and demands. Notably, ACTEMP supported

organizational reviews to create and sustain fit for purpose employers' organizations. Small staff sizes, a low membership base, and limited financial resources place significant restrictions on the extent to which employers' organizations can respond to the enormous responsibilities they shoulder.

Enabling them to take on their proper roles as social partners and as service providers for their membership is the mutual aim of national employers' organizations and ACTEMP. Yet what an employers' organization is able to do is contingent upon its capacity to manage its roles, responsibilities, and resources. Therefore, a large part of the ILO's support has focused on building capacity for serviceability and sustainability.

Over the years, ACTEMP supported organizational reviews for Antigua and Barbuda Employers' Federations, Aruba Trade and Industry Association, Jamaica Employers Federation, Cayman Chamber of Commerce and Industry, St Vincent Employers Federation, Grenada Employers' Federation, and the Vereniging Surinaams Bedrijfsleven / Suriname Trade and Industry Association (VSB / STIA) just to mention the few.

One of the most significant organizational reviews led to the merger between the Bahamas Employers' Confederation (BECon) and the Bahamas Chamber of Commerce (BCC) in 2011 to create the Bahamas Chamber of Commerce and Employers' Confederation. The merger facilitated the pooling of resources to support a unified and stronger voice of the private sector. The Bahamas Chamber of Commerce and Employers' Confederation formally came into

existence and operating under its new constitution, organizational structure, and expanded roles and responsibilities of handling both the economic/trade and labour/social dimensions of businesses operating in the Bahamas.

Enhancing services through social dialogue

Strengthening services offered is another strategic objective of employers' organizations and ACTEMP responds through tools and advice to make institutional improvements. ACTEMP supported the establishment of Dominica Occupational Safety and Health (OSH) Institute and the Small and Medium Enterprise (SME) Help Desk at the Bahamas Chamber of Commerce Industry.

In June 2007, ACTEMP launched the Caribbean Academy for the Management of Employers' Organizations (CAMEO). It provided a platform to exchange information, insights and experiences amongst the English and Dutch speaking Caribbean employers' organizations. CAMEO became the sought-after training and networking opportunity for employers' organizations, which provided them with information and tools to improve their work, identify policy priorities at national and regional levels, and strengthen their participation and representation on social dialogue structures. Additional CAMEO programmes were held in 2009, 2011, 2013 and 2019.

Increased collaboration for resilience and productivity

The past 50 years also saw strategic partnerships being forged between the ILO and European Union (EU), where ACTEMP supported employers' organizations through the Caribbean Employers' Confederation (CEC). This partnership facilitated the participation of employers in one of the key Caribbean Community (CARICOM) social dialogue mechanisms, the Council for Human and Social Development (COHSOD), where critical issues of skills development and youth employment are discussed and strategies developed to advance CARICOM human capital.

The partnership with the EU provided much needed financial resources to address two main issues

affecting employers in the region, namely productivity and building resilient enterprises. As a result, ACTEMP in collaboration with the CEC facilitated national workshops on productivity and disaster management and business continuity planning. The national workshops informed the CEC policy position paper on productivity improvements, which called on governments to establish dedicated institutions responsible for overseeing and championing the productivity and competitiveness agenda at the national level.

Positioning employers' organizations to adapt to the future of work

The ACTEMP agenda for the next 50 and 100 years is articulated in the ILO Future of Work Declaration, which provides guidance on how employers' organizations can support a human-centred approach to the future of work.

The ILO will continue to work with Caribbean employers' organizations to help them respond adequately to the changing and evolving world of work.

In this process, ACTEMP is providing ongoing technical support towards improving the governance system of employers' organizations; developing strategies to widen representation and enhance service provision; producing analyses on the changing business environment; and conducting advocacy activities to influence policy making.

ILO Caribbean Office's push for enabling regional sustainable enterprise development

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Productivity – a word meaning different things to different people and organizations - is possibly the concept that best captures what ILO's Office for the Caribbean has been primarily supporting in the last 20 years with regards to enterprise development and decent work. As the US Economist Paul Krugman put it,

“Productivity isn't everything, but, in the long run, it is almost everything.”

Improving productivity, from an enterprise development perspective, is a regional imperative towards achieving sustainable enterprises, decent work and economic growth. Changes in the way goods and services are produced and sold on the international market have required changes in the way the Caribbean does business. Up to the nineties, countries in the region often benefited from special arrangements, or were cushioned by the availability of resources such as mining, gas or oil. Such guarantees allowed access to international markets without having to face the full force of international competition. The situation steadily began changing as the forces of globalization, trade liberalization; finite resources and more recently increasing digitalization, affected how the region needed to operate in order to provide economic growth and wellbeing to its population.

Competitive advantage, productivity and competitiveness have now become essential towards attaining a sustainable economic future. Higher productivity is synonym of improved competitiveness. Higher productivity provides funding for an

organization's expansion plans. Customers benefit from better and cheaper products available on the market in the short term, and from growing employment and higher wages in the medium to longer term. All actors are thus set to benefit and gain.

Cognizant of the need to improve productivity and its complexity, the ILO's Caribbean Office in the early 2000s took a clear stand, and with it, paved a way for how ILO continues to work on productivity in the region, and abroad.

Through the “Programme for the Promotion of Management Labour Cooperation” (PROMALCO) funded by the United States Department of Labour, the Office sought to break away from more established views on tacking productivity and successfully began a culture change in the region. PROMALCO recognized that while there are distinct differences between employers and workers, there is an overriding commonality of interests as well. PROMALCO successfully proved that productivity improvements could only be effective and sustainable in the long-term if they were based on participatory approaches involving labour-management consultation and cooperation. Sustainable productivity gains are more likely to occur where the enterprise pays equal attention to economic gains for the investors and more and better jobs for the workers. They are two sides of the same coin. This approach, new and refreshing at the time, closely mirrors today's international focus and research on management and organizational culture, and how they are possibly the single biggest factor impacting enterprise productivity. As a result of

that, many organizations, including ILO, have moved on to develop and promote training and support for management and workplace cooperation as a means to higher productivity and competitiveness.

During its years in operation (2001-2005), PROMALCO supported the consolidation of pro-productivity organizations such as the Jamaica Productivity Centre and the Barbados National Productivity Centre. It promoted similar structures in other islands and documented an array of examples in the region of high road approaches (i.e. those seeking both positive economic outcomes for employers and decent work outcomes for workers) which had led to concrete productivity gains and win-win situations for both employers and workers.

Since 2005, ILO has continued to push for productivity gains through labour-management relations. It has done so through a combination of approaches – from skills development programmes and strengthening of labour market institutions, to social dialogue mechanisms and dedicated projects and programmes such as Sustaining Competitive and Responsible Enterprises (SCORE) and “Better Work” (improving working conditions and competitiveness in the garment industry.

In the region, through an European Union (EU)-funded project, the Office has kept the conversation focused on the need for shared and high road solutions through workshops with employers on productivity improvements for SMEs in 2017. It raised the issue during the 10th Labour Ministers meeting held in Kingston, Jamaica where those present concluded that “constructive labour-management cooperation (remained) critical in improving productivity and competitiveness as well as policy formulation related to transitioning to formality; and programmes and processes are to be put in place to foster and improve labour management relations and cooperation”.

More recently and still inspired by PROMALCO's main premise of cooperative approaches, the Ministry of Labour of Suriname and the Ministry of Labour of Bahamas have requested technical support to the ILO as they establish pro-productivity agencies with a tripartite governance. Today, the region continues to innovate and lead many aspects of ILO's work in this area of productivity,

workplace cooperation and management. In Suriname, the first ever assessment on the enabling environment for sustainable enterprises with a special focus on productivity is underway. The results will shed light on bottlenecks and gaps influencing productivity at the macro level and within the scope of the new Decent Work Country Programme, offer a clear road map for ILO support to address some of these issues. The methodology and results will also provide ILO with valuable inputs to fine-tune its intervention framework and product offering within a productivity eco-system. The framework is currently under finalization by enterprise specialists at ILO Headquarters and will structure ILO's work in this area of productivity for years to come. Finally, Suriname and others in the region will learn from good practice and lessons learned from other countries as the ILO Office makes available a comparative study of national productivity organizations in countries such as Jamaica, South Africa, India or Mauritius.

The region has come a long way in seeking high road approaches to combat low productivity and overcome a culture of mistrust. There is still of course room for action as apparent from specific indices of the 2019 Global Competitiveness Index (see table 1). The issue of productivity remains a top priority for constituents. The ILO's approach stems from the belief that no long-term solution can be met without cooperation and collaboration at the enterprise floor as well. The ILO will continue to promote and foster collaborative approaches and looks forward to continued partnerships and results-oriented collaboration that have characterized our past 50 years together in the Caribbean.

Table 1: From GDI 2019 (WEF), perception of current labour-employer relations

Index Component	Value	Score	Rank/141
8th pillar: Labour market			
BARBADOS			
Cooperation in labour-employer relations 1-7 (best)	4.1	51.7	105
HAITI			
Cooperation in labour-employer relations 1-7 (best)	3.2	36.4	140
JAMAICA			
Cooperation in labour-employer relations 1-7 (best)	4.3	55.8	81
TRINIDAD AND TOBAGO			
Cooperation in labour-employer relations 1-7 (best)	3.0	33.3	141

A history of vocational training in the Caribbean

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Throughout the history of the ILO Caribbean Office, vocational training has been a major activity and key priority. The ILO's role in the advancement of vocational training in the subregion began well before the establishment of the ILO Office for the Caribbean in 1969.

In June 1964, Dr Harry Collymore, Chairman, and Dr Robert Gunness, Honorary General Secretary of Trinidad and Tobago Society for the Rehabilitation of the Disabled requested assistance from the ILO to provide skills training for the employment of person's with disabilities. In response, the ILO recruited Mr Norman Cooper, a vocational rehabilitation expert from Britain to develop the country's first Rehabilitation Centre. The ILO provided Mr Cooper's services as well as workshop machinery and equipment through funding from the United Nations Development Programme (UNDP).

The development process took six months. On 5 December 1964, Sir Solomon Hochoy, Governor General of Trinidad and Tobago, cut the ribbon to officially open the Rehabilitation Centre. The first workshop, which was named after Mr Cooper, trained seven "rehabilitees" to repair soft drink crates. The Rehabilitation Centre grew far beyond expectations and later became the National Centre for Persons with Disabilities (NCPD) of Trinidad and Tobago, which continues to operate to this day.

After his assignment in Trinidad and Tobago, Mr Cooper joined the Vocational Training Department of the ILO in Geneva where he went on to play an instrumental role in drafting the text of what was to become ILO Convention C159 concerning the Vocational Rehabilitation and Employment of Disabled Persons. Trinidad and Tobago

was the first Caribbean country to ratify the Convention and the NCPD would like to believe that the ratification was in recognition of the ILO's first ever technical cooperation project in the field of rehabilitation, which was led by Mr Norman Cooper.

Following the official launch of the ILO Office for the Caribbean, efforts to deliver quality vocational training over the years benefitted from inputs by the then Training Department and currently the Skills Branch, Geneva, the Regional Office, Lima, the International Training Centre, Turin, the Inter-American Centre for Research and Information in Vocational Training (CINTERFOR), Uruguay, and the ILO Caribbean Office.

The frame of reference for the programme of vocational training has been:

- i. The establishment in each country of a coherent system of training managed by a national training board and guided by continuous national training needs assessments;
- ii. The provision to the boards 'personnel of the necessary capabilities to manage the system of training including manpower and occupational analysis, identification of training needs, curriculum and training materials development, management of training in institutions and in-plant training of trainers/instructors, testing and certification;
- iii. The formulation of a national training plan by the national training board in each country, linked to the national development plan for the economy;

iv. The meeting of urgent sectoral needs, e. g., training for the hotel and tourism industry, training for maintenance in all sectors of the economy, small business management training and skills training for employment and self-employment of unemployed youth;

v. The creation of a pool of regional resource persons so that reliance on extra-regional technical assistance personnel may be the exception rather than the rule.

The ILO/UNDP project for the development of handicrafts, first established in 1973, made substantial progress through 1977, and was extended to 1978. The project placed an emphasis on on-site training in handicrafts skills and the expansion of handicrafts production throughout the region.

A 12-month UNDP/ILO project in vocational rehabilitation of the disabled in Barbados, which ended in September 1976, laid the foundations of a national vocational rehabilitation service for the country. Norman Phillips, the ILO adviser assigned to this project, carried out a survey of the disabled and assisted the Ministry of Health and Welfare, which is the department of the government responsible for this subject, in establishing a placement service for the disabled.

Through financial assistance from the UNDP, the ILO developed and implemented a project to assist the Jamaican Ministry of Pensions and Social Security and the Jamaica Council for the Handicapped to conduct a vocational assessment, guidance and training persons with disabilities. Two ILO experts EG. Johnson and Ann Marie Tenbrink were assigned to this project to help the Council set up an Office Training Centre and advise the relevant authorities on a day-to-day basis.

The institutional mechanisms that have facilitated the professional development of vocational training in the Caribbean have been the Annual Meeting of Heads of Vocational Training Institutions, which started in Jamaica in 1983 and the Annual Meeting of the Technical Committee of CINTERFOR. The Technical Committee Meeting was held in Jamaica in 1983, Curacao in 1990 and again be held in Jamaica in 1995. These Heads of Caribbean Institutions also formed the Caribbean Association of Technical and Vocational Training (CATVET) which was intended to provide support to each other and

to promote TVET in the wider context of employment for economic development. CATVET was supported in promoting its objectives by the ILO Office and CINTERFOR. CATVET is currently the the Caribbean Association of National Training Agencies (CANTA).

The Inter-American Centre for Research and Documentation in Vocational Training (CINTERFOR) and the ILO Caribbean Office have been the driving force in the professional development of vocational training in the Caribbean.

Through the CINTERFOR Focal Point in the Caribbean Office, a most beneficial TCDC relationship has developed among the Latin American countries of Venezuela, Brazil, Colombia, Honduras and Costa Rica and the Caribbean and among Caribbean countries themselves. Starting in 1986, CINTERFOR organised a series of study tours and exchange visits between Heads of Caribbean Vocational Training Institutions and those in Latin America in order for them to view operations of training systems such as INA of Costa Rica, SENAC and SENAI of Brazil. The aim was that Caribbean countries would gather information that would assist them in establishing their own National Training Agencies (NTA).

In May 1990, the Caribbean Community (CARICOM) Ministers of Education endorsed a Regional Strategy for Technical and Vocational Education and Training. The Regional Strategy was presented and supported at the CINTERFOR Technical Committee Meeting in Curacao in October, 1990. The ILO Caribbean Office participated in the preparation of the Strategy and is currently a member of the Regional Advisory Committee for the implementation of the Strategy.

Vocational Training Projects

- Translation of the CINTERFOR Basic Collection (CBC Training Materials) into English
- Establishment of a National System of Occupational Classification and Coding
- Strengthening of the Documentation and Information Centre of the National Training Board, Trinidad and Tobago
- Development of Integrated Systems, Strategies, Programmes and related activities in education and vocational

The emergence of the global economy as well as market place and structural adjustment programmes have had far-reaching implications for vocational training. Some of these imperatives were discussed at the 11th and 12th Meeting of Heads of Technical Vocational Education and Training Institutions in the Caribbean in Barbados and St. Lucia in 1993 and 1994 respectively. They are:

- The Establishment of National Training Agencies
- The Development of Occupational Standards
- Training for Self-Employment
- Training and Productivity
- Financing Vocational Training
- Retraining of Displaced Workers

Mention should be made of one of the first training agencies established in the Caribbean with ILO support: the HEART Trust/National Training Agency (NTA) of Jamaica. It played a lead role in supporting the NTAs in other Caribbean countries, which turned out to be a true and important example of south-south cooperation. The HEART Trust/NTA benefitted from technical exchanges with the National Business Learning Centre (SENAC) and National Service for Industrial Training (SENAI) of Brazil, spanning many years. Another notable agency that was established with ILO/CINTEFOR support was the National Training Agency of Trinidad and Tobago.

Today, the ILO's work in this region continues to focus on:

- building the capacities of the national training agencies, and technical and vocational training institutions, through technical advice and support on curriculum review;
- delivery of education and training through competency-based education and training (CBET), quality assurance management of TVET, inclusive vocational education and training, the use of ICT and programme evaluation; and
- skills development policies in line with the ILO Recommendation concerning Human Resources Development: Education, Training and Lifelong Learning, 2004 (No. 195), the Decent Work Agenda, and the CARICOM Regional Strategy for Technical and Vocational Education and Training (TVET).

In the recent past, the ILO Decent Work Team and Office for the Caribbean has provided technical advice, training, and workshops to educational institutions, training agencies and other constituents in the region. These have included:

- the Regional Training Workshop for TVET and training practitioners on applying Information and Communication Technology for training;
- continuing to provide technical advice to the Caribbean Association of National Training Agencies;
- the Tripartite Training of Trainers Workshop on Assisting Persons with Disabilities in Finding Employment;
- the promotion and protection of rights of persons with disabilities in education, training and employment;
- the publishing of two guides "Assisting disabled persons in finding employment - A Practical Guide" and "Placement of Job-seekers with disabilities - Elements of an Effective Service" to strengthen placement services and improve opportunities for job seekers with disabilities throughout the Caribbean region. As a companion to the guides, a video "Ability Caribbean" was also produced;
- facilitating the development of the Inter-American Centre for knowledge Development in Vocational Training (CINTERFOR) English language website;
- technical workshops on strengthening national vocational training policies, quality assurance in the management of TVET institutions, and curriculum development in technical and vocational education and training;
- technical workshop on strengthening the capacities of instructors to implement entrepreneurial skills training in the TVET curriculum;
- workshop on Integrating Community-Based Training; and
- the provision of technical advisory services in the development of national training policies.
- Workshop on promoting effective skills policies and systems, Skills for improved productivity, employment growth and development.

Employment policies and labour market analysis in the Caribbean: the role of the ILO Regional Office

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The ILO's assistance to its member States during the years following the establishment of the Office for the Caribbean was inspired by the general objectives of the World Employment Programme launched in 1969. These consisted of supporting the implementation of development policies designed to reduce unemployment and underemployment through the creation of productive jobs and conducive national institutions and responding to countries' requests for technical cooperation suited to their levels of knowledge and development.

Early advancements in research and dialogue for Caribbean employment policies

Most of the ILO's support was provided through the task force of the Regional Employment Programme for Latin America and the Caribbean (PREALC) and its focal point(s) based in Kingston, Jamaica.

The PREALC team comprised ten experts whose expertise covered such fields as development planning, rural and industrial development, educational planning, labour statistics and labour economics. Since the inception of its activities, in 1968, PREALC focused on promoting the adoption of employment policies at the national level, within the framework of ILO Convention C122 on Employment Policy. One of its major functions involved missions to individual countries to study the existing employment situation and the measures taken to cope with it. Such missions allowed to identify, with the help of various international organizations and multilateral or bilateral aid programmes, potential solutions to existing problems.

During the seventies the ILO PREALC's main outputs included country studies, notably the first for the Caribbean region: Employment and unemployment in Jamaica (1972), and activities at the regional level, consisting mainly of action-oriented research, training and contributions to regional meetings and seminars. Between 1973 and 1975 increasing importance was given to technical co-operation activities aiming at solving specific challenges rather than simply diagnosing the employment situation. In line with this objective, for instance, PREALC organized in collaboration with the Caribbean Community (CAEICOM), a high-level technical seminar in Kingston in September 1975. Participants from 14 countries of the Caribbean subregion and a number of international bodies examined the specific nature of employment problems in the Caribbean and defined the needs for international technical co-operation in this field.

In the following decade, the Latin American and Caribbean Regional Conferences of Employment Planners, held in 1980, 1982 and 1984 under PREALC's auspices, continued to provide a forum where high-level governmental officials and employers' and workers' representatives could share experiences of the employment problems in the region, with particular emphasis on the inter-relationships among external adjustment, employment and wages. The Conferences brought out clearly how employment challenges are closely related to other variables in national economic policy. The nature of the problems identified at these Conferences led to the determination of the scope and thrust of PREALC's activities for the coming years. A number of advisory missions were carried out in the Caribbean and close contacts established with

the Caribbean Community (CARICOM) Secretariat. In parallel, the ILO continued its project-based activities, notably through the forest rehabilitation-cum-woodwork-training programme funded by Switzerland and Italy in Dominica and the capacity building of the Haitian Government via a project funded by United Nations Development Programme (UNDP) and the Inter-American Development Bank (IDB).

Increasing labour data analysis for more informed policy making

Starting in the nineties, ILO assistance to Member states, in the field of employment policy started to progressively and consistently include and prioritize the analysis of labour market information. In 1995, the "Digest of Caribbean Labour Market Statistics" was published. First in a series of annual publications, later combined with Latin American data within the series "Labour Overview / Panorama Laboral", the digest attempted to systematically bring together available statistics on employment, unemployment, minimum wages, hours of work, industrial disputes, collective agreements, work permits, and social security, as well as some other key economic and demographic indicators.

In line with the above, in September 2001, the ILO signed an agreement with the United States Department of Labor (US-DOL) to implement the Caribbean Labour Market Information System (CLMIS) Project. It aimed to achieve more effective labour and employment policies in the Caribbean that would be responsive to the new challenges of regional and hemispheric integration and globalization by generating reliable, timely and internationally comparable Labour Market Information (LMI).

Under the aegis of the CLMIS Project, a series of Working Papers, a Caribbean Labour Market Information Library on CD-ROM, and the Caribbean Occupational Information Exchange Facility, also on CD-ROM were produced. In addition, the Project directly contributed to the definition of National Classifications of Occupations (NCO) for Barbados, Jamaica and Trinidad and Tobago and to the implementation or enhancement of labour force surveys (Saint Kitts and Nevis the former and Barbados, Grenada, Jamaica, the Netherlands Antilles the latter), and Occupational Wage Surveys (OWS). As a direct follow up of the Project, the "LMIS" software

piloted in Saint Vincent and the Grenadines was launched and started to be utilized in 2014 in five countries. The latter was later updated in the 2017-2019 biennium and became the LAA (labour administration application).

Bringing youth employment to the forefront of national development

Throughout the 90s and 2000s, another theme gained increasing relevance in the work of the ILO in assisting its Caribbean constituents: youth employment. While studies dedicated to exploring the challenge at the regional and country level were produced from 1996, and a number of projects targeted youth employability or prevention of child work in hazardous conditions, two milestones are worth highlighting.

First, the regional conference, titled "Addressing the employment challenges of Caribbean youth in times of crisis", was held in 2012 and helped to gather and share Caribbean viewpoints in light of the elaboration of the 2012 ILC resolution "The Youth Employment Crisis: A Call for Action". Second, in 2017, the launch of the Caribbean Virtual Policy Network on Youth Education and Employment (VPNYEE).

The Network, spearheaded by the United Nations system and co-convened by the CARICOM Secretariat, the Caribbean Employers' Confederation, the ILO and the United Nations Educational, Scientific and Cultural Organization (UNESCO,) has a primary goal of helping countries and stakeholders specify and understand which public policy interventions effectively support youth employment. It also seeks to bring the topic to the centre of the national policy discourse through the promotion of well-informed and evidence-based practices. The VPNYEE has also created a Caribbean led community of practice that aims to help countries and stakeholders to specify and understand which public policy interventions effectively support youth employment.

Child labour and its worst forms in the Caribbean

Ms Mary Read
Former Deputy Director
ILO Office for the Caribbean



It was twenty years ago in 1999 that the International Labour Conference adopted the ILO's most ratified Convention on the Worst Forms of child labour (C182). The Caribbean played an important and defining role in the lead up to the Convention's adoption in the form of the guidance of Sir Cardinal Leroy Trotman (Sir Roy). This Convention, unique in its simplicity yet comprehensiveness, has impacted the lives of not just thousands but millions of children worldwide by harnessing the outrage of working people everywhere at the injustice and abuse of children in the world of work and calling for its prohibition and elimination. The Convention set out four types of worst forms; namely all forms of slavery or practices similar to slavery; the use, procuring or offering of a child for prostitution, or pornography; the use, procuring or offering of a child for illicit activities; and work which is likely to harm the health, safety or morals of children.

In a stroke of genius, the Convention also called for countries to assist one another to give effect to the Convention.

At the time of adopting the Convention, Caribbean countries considered the worst forms of child labour to be a problem only in other countries and regions and not on the sunny shores of the Caribbean. Upon closer examination however, pockets of worst forms of child labour were also found to be affecting children in the Caribbean. With assistance from international donors like Canada and USA, the ILO conducted national surveys or rapid assessments in Jamaica, Trinidad and Tobago, Guyana, Suriname, Belize, Barbados and The Bahamas

which uncovered the existence of child labour in these countries that had thought that they were immune. In the words of Sir Roy,

"We have been forced to deal with child prostitution. We have found efforts being made to trap young people and to use them as lookouts for drug pushers. We have found some of this in the Caribbean."

Suddenly awakened to the existence of child labour in the Caribbean and moved to take on the issue, a number of Caribbean countries established national child labour committees to identify ways in which legislation could be strengthened to protect children from the worst forms of child labour and to increase coordination and collaboration between the tripartite partners and other groups including other line ministries so as to close legislative loop holes including those gaps between the minimum age for entry into employment and school leaving ages. The ILO's subregional project to combat the worst forms of child labour, funded by the Government of Canada and led by project manager Mr Leslie Bowrin, was instrumental in providing these countries with the needed research, statistics and advice to start to reduce and eliminate child labour in the region. Through action programmes, the project was able to launch demonstration projects to withdraw and rehabilitate child labourers, provide counselling, academic or other support to siblings to prevent them from also engaging in child labour, and provide training and counselling for

parents/guardians of child labourers to help improve income generating skills and raise awareness of the issue in communities in which child labour was prevalent. Direct action activities were undertaken in two Mayan communities in the Toledo District, San Antonio Village and The Dump in Belize, in Parika, WCD, Guyana and in Two Landfill Sites – Beetham Estate, Port of Spain and Forres Park, Claxton Bay, in Trinidad.

A few years later with the financial support of the European Commission, the ILO undertook a project to tackle child labour through education in a number of countries worldwide including Guyana and Jamaica.

The project aimed to help reduce poverty by providing access to basic education and skills training and to strengthen the capacity of national and local authorities in the formulation, implementation and enforcement of policies to tackle child labour. Action programmes implemented by tripartite partners and NGOs in Jamaica were implemented to empower youth to prevent child labour through educational enrichment and skills training.

Among other things a number of useful resources for tackling child labour were made available including the Child Labour Handbook for Professionals, which increased the knowledge base on child labour and provided guidelines for professionals who encounter cases of child labour in the course of their work, and assist them in enforcing regulations.

"The Handbook has gone into great detail on what are some of the major issues that need to be addressed," said Marva Ximinnies, Director of the Child Labour Unit in Jamaica's Ministry of Labour and Social Security.

In Guyana, school welfare officers from 10 of the 11 provinces were trained on child labour identification and prevention and a school mentoring programme was launched.

"We believe that it is our responsibility to ensure that children do not become victims [of child labour] and one way to ensure that it is so is to ensure that they have the opportunity to remain in school as long as is required so that they can get the kind of education that can form the basis for them to become productive and creative individuals."

-- Mr Trevor Thomas, Permanent Secretary
Ministry of Labour, Human Services and Social Security
Guyana

Efforts to eradicate child labour and its worst forms remains a challenge and requires constant vigilance and policy flexibility in order to adjust policies and programmes to respond to the changing nature of work and the potential for abuse of working children. Through funding provided by a number of different countries including Brazil, Spain and the United States, the Regional Initiative (RI) for Latin America and the Caribbean Free of Child Labour, has been established with the aim of declaring the region as the first in the world to be free of child labour by 2025. The Initiative proposes to accelerate and intensify actions to prevent and eradicate child labour through the strengthening of institutional coordination and increase national awareness of the negative consequences of child labour especially its worst forms. Caribbean members of this include Antigua and Barbuda, The Bahamas, Barbados, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Suriname, and Trinidad and Tobago.

The Regional Initiative received the ILO's 2019 award for innovation in recognition of its collaborative approach to governments, employers' and workers' organizations, based on social dialogue and consensus building to promote decent work and the fight against child labour within the framework of the 2030 Agenda for Sustainable Development, as well as the achievement of Goal 8.7 of the Sustainable Development Objectives.

ILO PHOTO EXHIBITS



ILO historical photos featured at public photo exhibits across the Caribbean

The ILO Centenary and 50th anniversary of the Caribbean Office provided an opportunity to tap into our extensive photo archive to showcase some of our key achievements visually.

Three Caribbean countries hosted these historical treasures to provide wider audiences with an opportunity to learn more about the impact of the ILO nationally, regionally and globally.

In Trinidad and Tobago, the National Library and Information System (NALIS) in Port of Spain and Cipriani College of Labour and Co-Operative Studies in Scarborough each held photo exhibits throughout the month of October 2019.

Through a collaboration with Suriname's Ministry of Labour, the Anton de Kom University also held a public exhibition of ILO photos and promotional materials in its library during November.

In Saint Kitts and Nevis, the Ministry of Labour organized an ILO Photo Exhibit as part of its Third Annual Labour Conference on 17 November 2019. Following the Conference, the Ministry set up a display in its building to extend the opportunity for stakeholders to view the archival materials.

Some of the featured photos included:



The opening of the first ILO Caribbean Office, established in Port of Spain in 1969. Dignitaries at the ribbon cutting event included Sir Solomon Hochoy, Governor-General of Trinidad and Tobago, and Mr Cedric Matthews, the first ILO Caribbean Office Director.



The Things Jamaican (TJL) Project, which was established in 1968 with assistance from the United Nations Development Programme and the ILO, to produce wide range of handicraft products to help boost Jamaica's tourism revenue, and to allow the country to tap into new markets abroad.



To view some of these photos online, as well as ILO photos from around the globe, please visit: <http://bit.ly/ILOPhotoLibrary>

Nelson Mandela's 1990 visit to the International Labour Conference in Geneva. On that occasion, Mandela paid tribute to the ILO for fighting against apartheid.



The 2019 launch of the National Child Labour Survey Report in Suriname.

Tripartite planning for the Saint Kitts and Nevis Decent Work Country Programme in 2010.

The 2011 launch of the ILO's Regional Occupational Safety and Health and Environmental (OSHE) Programme to support governments, employers' and workers' organizations in their efforts to improve occupational safety and health in the Caribbean.



The groundbreaking 1994 ILO regional meeting which sought to promote the equality of opportunity and treatment of persons with disabilities in training and employment across the Caribbean.

INFORMATION RESOURCES



What Works: Promoting Pathways to Decent Work

This report builds upon the finding of a previous research project and specifically from the conclusion that, while active labour market policies (ALMPs) are indeed able to improve workers' labour market prospects, the success of

such interventions hinges on their accessibility. In several cases, a critical missing piece seemed to be adequate income support, which appeared to be a prerequisite for workers in the region to participate fully in activation programmes.

Print: 978-92-2-133949-6[ISBN]

Web PDF: 978-92-2-133950-2[ISBN]



Small matters: Global evidence on the contribution to employment by the self-employed, micro- enterprises and SMEs

Drawing on a new ILO database, this report provides an up-to-date and realistic assessment of the global contribution of self-employment and micro- and small enterprises to employment both in the formal and the informal economy.

Print: 9789221339908[ISBN]

Web PDF: 9789221339915[ISBN]

INTERNATIONAL OBSERVANCES

- 27 January - International Day of Commemoration in Memory of the Victims of the Holocaust
- 6 February - International Day of Zero Tolerance to Female Genital Mutilation
- 20 February - World Day of Social Justice
- 1 March - Zero Discrimination Day
- 8 March - International Women's Day
- 21 March - International Day for the Elimination of Racial Discrimination
- 21 March - World Down Syndrome Day
- 22 March - World Water Day
- 24 March - International Day for the Right to the Truth concerning Gross Human Rights Violations and for the Dignity of Victims
- 25 March - International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade

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