



INSIDE

Page

Farewell to Director	2
ILO Governing Body	3
New Members of Directorate	3
St. Kitts and Nevis Join ILO	3
Caribbean Member States Ratify Conventions	3
Population Issues in Focus	4
My Years in the ILO - A Reflection by George DePeana	5
Informal Sector Survey in Barbados	6
Training Course for Conciliators and Mediators	7
Study on Youth Employment Programmes	9
International Day Against Drug Abuse and Illicit Trafficking	9
New Appointments	11
Information Sources	12
Upcoming Events	12

International Labour Conference Adopts New Convention

The 83rd International Labour Conference, which was held in June of this year, adopted a Convention (No. 177) and a Recommendation (No.184) on Home Work. The Convention would oblige any ratifying member State to adopt, implement and periodically review a national policy on home work.

Tripartism

The Conference also adopted a resolution and conclusion reaffirming the fundamental role of tripartism in harmonising economic and social imperatives, while exploring the relationships between tripartism, democracy and the market economy, and the importance of international cooperation in contributing to the solution of economic and social problems arising from globalisation. The conclusions emphasised the leading role that the ILO should continue to play in the area of tripartite cooperation.

Full Employment

The Conference delegates endorsed the goal of full employment. Members of the Tripartite Committee on Employment Policy agreed that full employment, which they define as a "level of employment where all those available, able and actively seeking work, can obtain it", was still an achievable goal, despite the possible job-destroying effects of technological change and international competition. The conclusions adopted by the Conference on this subject will be published in the World Employment Report 1996 which will be available in late September.

Child Labour

The Report of the Resolutions Committee, adopted by the Conference, welcomed the increased involvement of the ILO in the fight against child labour which included the launching of the International Programme for the Elimination of Child Labour (IPEC) as well as more technical cooperation and a greater effort to increase the ratification and implementation of relevant ILO Conventions. The report calls for improved national legislation to combat child labour and greater public awareness of its long-term costs. An informal meeting at ministerial level in June, at which more than 60 ministers spoke out against child labour, highlighted the ILO's commitment to its eradication. Work is about to begin on a possible new Convention dealing with the most tolerable forms of child labour, with a first discussion to take place at the 1998 Conference.

Created in 1919, the International Labour Organisation (ILO) brings together Governments, Employers and Workers of its member States in common action to improve social protection and conditions of life and work throughout the world. It is a specialised agency of the United Nations responsible for labour and social matters.

Farewell To ILO Director

The staff of the ILO Caribbean Office and Multidisciplinary Advisory Team (ILO/CAMAT) and "*ILO Caribbean News*" bid farewell to Mrs. Hong-Trang Perret-Nguyen, who was transferred in August to ILO Headquarters, Geneva, to the post of Chief of the Personnel Administration Branch (P/ADMIN). She was appointed MDT Director in July 1993 and in October of the same year assumed the duties of Director of the Caribbean Office as well.



Hong-Trang Perret-Nguyen

Mrs. Perret-Nguyen's posting to the Caribbean coincided with the launching of the Caribbean MDT, which was among the earliest MDTs established to implement the ILO's Active Partnership Policy (APP). The Team started with senior specialists in the areas of Workers' Activities, Employers' Activities, Employment Policies, Cooperatives, Small Enterprise Development and Vocational Training and was subsequently increased to its present complement of six, with the appointment of Senior Specialists for International Labour Standards and for Labour Administration and Industrial Relations.

An early task of the MDT was the preparation of Country Objective Statements using a multidisciplinary approach to provide technical support in consultation with governments, employers' organisations, trade unions and other partners. Between 1993 and 1996, Country Objective Review (COR) Missions were undertaken to Barbados, Belize, Grenada, Guyana, Jamaica and

in Trinidad and Tobago. From all accounts, the implementation of the APP in the Caribbean, with its emphasis on more active involvement of ILO Constituents in determining programmes has seen a resurgence of requests for ILO technical assistance and advice in the areas of international labour standards, employment policy formulation, small enterprise development, labour administration, occupational safety and health and disability issues. In addition, employers' and workers' organisations have benefited from the technical services of Senior Specialists in addressing their own particular needs. Relations were strengthened with regional bodies such as CARICOM and the OECS and with other UN and international agencies in the Caribbean.

Between 1993 and 1996, ILO Caribbean membership increased. St. Vincent and the Grenadines and St. Kitts and Nevis joined the ILO. Caribbean member-States regained a Government seat on the ILO Governing Body for the 1996-1999 term. Several Caribbean Member States ratified ILO Convention No. 144 on Tripartite Consultation, among others. The Office also hosted the first inter-sessional Meeting of CARICOM Ministers of Labour in 1996 in Port of Spain to address current labour-related issues in the region's development, including high levels of unemployment and poverty.

The occasion of the commemoration in 1994 of the ILO's 75th Anniversary and the 25th birthday of the Caribbean Office was used to launch a public communications and information program, to inform our various publics about the work of the ILO worldwide and in the Caribbean in particular. "*ILO Caribbean News*" which appeared in the 1970's was revived and more frequent communication releases resulted in an increase in regional media coverage and requests for information about and assistance from the Office and MDT. A number of high level ILO officials visited the Caribbean Office, among them the Director-General, Mr. Michel Hansenne and the Regional Director for the Americas and Assistant Director-General, Mr. Victor Tokman, Sir William Douglas, President of the Administrative Tribunal of the ILO and Chairman of the Committee of Experts on the Application of Conventions and Recommendations, Mr. Jean-Jacques Oeschlin, Employers' Vice-Chairman and Mr. Kari Tapiola, former Member of the ILO Governing Body and presently Deputy Director-General of the ILO.

Staff of the Caribbean Office and Multidisciplinary Advisory Team and "*ILO Caribbean News*" wish Mrs. Perret-Nguyen much success in her new post □

PA/JW

St. Kitts and Nevis Join the ILO

St Kitts and Nevis became the 174th Member State of the ILO. Membership became effective on the 19th June, 1996. As the 14th Caribbean Member State of the ILO, St. Kitts and Nevis will continue to benefit from the technical advisory services of the ILO Caribbean Office and the Multidisciplinary Advisory Team located in Port of Spain, Trinidad as well as ILO Headquarters, Geneva, Switzerland. Other Caribbean Member States are Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, St. Lucia, St. Vincent and the Grenadines, St. Lucia, Suriname and Trinidad and Tobago.

Caribbean Member-States Ratify ILO Conventions

Guyana has ratified the **Repatriation of Seafarers Convention (Revised), 1987 (No. 166)** and the **Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)**. These ratification were registered by the ILO on 10th June and 20th August 1996, respectively

Suriname has ratified the **Right to Organise and Collective Bargaining Convention, 1949 (No. 89)** and the **Collective Bargaining Convention, 1981 (No. 154)**. These ratification were registered by the ILO on 5th June 1996.

Officers of the Governing Body

The elections of the new ILO Governing Body for a term of three years were held on 10 June. The Officers of the Governing Body (elected for one year) are: Chairman: Mr. Jorge Arrate Mac Niven (Minister of Labour and Social Affairs of Chile); Worker Vice-Chairman: Mr. William Brett (United Kingdom); Employer Vice-Chairman: Mr. Jean-Jacques Oechslin (France).

The Caribbean

The Caribbean Delegates are Mrs. Marny Vogelland-Daal (Ministry of Labour, Government of Suriname), Mr. Barry Robinson (Jamaica Employers' Federation) and Mr. Leroy Trotman (Barbados Workers' Union).

New Members of the Directorate

During the last session of the Governing Body following the June 1996 International Labour Conference, the following new members of the Directorate were sworn in : Mr. Kari T. Tapiola (Finland), Deputy Director-General responsible for Policies related to Standards and Sectoral Activities and for Relations with ILO Organs (DGA/NORM); Mr. Ali Taqi (Pakistan), Assistant Director-General responsible for monitoring the quality of services provided by the technical departments (SDG/TEC); Ms. Mitusko Horiuchi (Japan), Assistant Director-General responsible for ILO activities in Asia and the Pacific; Mr. Heribert Scharrenbroich (Germany), Assistant Director-General responsible for ILO Activities in Europe.

Population Issues In Focus

An exciting and innovative workshop organised by the International Labour Office (ILO) and funded by the United Nations Population Fund (UNFPA), took place in Kingston, Jamaica, at the Joint Trade Union Research Development Centre (JTURDC) from 1-3 July. The theme of the Workshop was "Population and Trade Unions" and a package of population issues was presented, including migration, employment, reproductive health and gender issues, as well as video presentations to support the lively discussions which followed.

The Workshop was addressed by the Honourable Hugh Shearer, Chairman of the JTURDC and a former Prime Minister of Jamaica, Mrs. Hong-Trang Perret-Nguyen, then Director of the ILO Caribbean Office and Multidisciplinary Advisory Team, Mr. Oyebade Ajayi, UNFPA Representative for the Caribbean, Mr. Kenneth Andoh, Chief, Population/Development, ILO Geneva, Mr. Anthony Irons, Permanent Secretary of the Ministry of Labour, Mr. Woody Miller, Director of the JTURDC and Professor Rex Nettleford, Deputy Vice Chancellor, University of the West Indies.

Objectives

- To highlight some of the recent demographic trends in Jamaica and to indicate how these have impacted on and have been impacted by socio-economic developments, including those related to employment and the labour market;
- To suggest where policy may need to focus in Jamaica to address the concerns raised;
- To suggest some of the possible responses of trade unions to the issues raised in the two aforementioned objectives.

Twenty-three senior delegates representing a wide range of Trade Unions in Jamaica participated in the Workshop to be sensitised about areas of population dynamics that affect trade unions. According to the self-reported evaluation forms, one of the most popular sessions dealt with areas of reproductive health that affect men and women, including sexuality problems related to men; HIV/AIDS epidemic in Jamaica and HIV/AIDS in the Jamaican workplace. The lively discussions that emanated from those presentations were enhanced by the ability of the medical specialist to use non-technical language, often resorting to the Jamaican vernacular in order to make the information more relevant to the recipients.

To tackle these issues, the participants were introduced to the Policy Statement of the Jamaica Confederation of Trade Unions on HIV/AIDS at the workplace to be used as a guide. Another popular session was a panel-led discussion on "Integrating reproduction, population and gender issues into the trade union agenda: strategies for organisation and representation". The panel included Professor Rex Nettleford, Dr. Leith Dunn and Dr. Sims, the newly appointed Director of the Women's Bureau.

Meeting in working groups, the participants outlined measures to be taken by trade unions to increase the information base of their members on reproductive health, HIV/AIDS and the impact of natural population on development. They also sought ways to integrate gender approach to all trade union activities. The participants recommended the holding of additional seminars on these topics.

This National Workshop was the first joint ILO/UNFPA activity in the Caribbean for twenty years and it is hoped that it signifies a re-awakening of the possibilities of joint cooperation between the ILO and the UNFPA in the region. Three specialists from the ILO Caribbean Multidisciplinary Advisory Team, Mr. George De Peana, Ms. Grace Strachan and Ms. Constance Thomas, collaborated with ILO/UNFPA Country Support Team Adviser, Ms. Heather Royes, who was responsible for developing the training concept of the Workshop.

The Closing Ceremony was particularly moving since it included a tribute and farewell presentation to Mr. George De Peana, former ILO Senior Specialist in Workers' Activities. This was done by Jamaican trade union leaders who attended the Ceremony especially to bid farewell to Mr. De Peana, their longtime colleague and friend □

My Years In The ILO - A Reflection

by George DePeana

In 1974 I had to decide whether to accept a two year scholarship offered by the British Council/ British Trades Union Congress to upgrade my knowledge of industrial relations, or to accept the invitation I had received to join the service of the International Labour Organisation. The scholarship was tenable at the prestigious Ruskin College, Oxford University. The post with the ILO was to be a part of a small team to implement an ILO Project funded by the Danish International Development Agency (DANIDA), "New Methods and Techniques in Workers' Education", which was requested by the Caribbean Congress of Labour.

I opted for the ILO's offer and was granted one year's leave by the Guyana Clerical and Commercial Workers' Union of which I was General Secretary. My decision to join the ILO was influenced by the fact that the Project offered the opportunity to serve a wider community of trade unionists in the English and Dutch speaking countries of the region. Also the position afforded me a chance to say "thanks" to ILO for a Fellowship which I had earlier received from the Organisation. It gave me the opportunity to carry out studies in Industrial Relations systems and Workers and Adult education in Europe and North America over a four-month period.

My first posting in the Project was to Trade Union Education Institute, University of the West Indies, Jamaica, whose Director was Professor Rex Nettleford. My responsibilities included lecturing at the TUEI, advising unions in Jamaica, Bahamas, Bermuda and Belize. Before the end of my one year contract, the Chief Technical Adviser of the Project, Bent Pihl, a National of Denmark, decided to return to his country for personal reasons. As a result I was offered another contract in 1976, as Chief Technical Adviser (CTA) and transferred to the ILO Office in Port of Spain. This was significant because it was the first time that someone other than a Danish national was appointed to head a Project financed by DANIDA. I saw this as a challenge and set about the task of continuing the work of the Project. Under my term of Office as CTA between 1976-1980, the focus shifted from new methods and techniques in workers' education to subjects such as economics for workers, occupational safety and health and women and trade unions.

During the Project, a Specialist on Occupational Safety and Health, Dr. Alan Le Serve, was appointed. Due to deficiencies in the laws governing safety and health in the workplace in the Caribbean, special attention was given to the establishment of OSH joint committees at the workplace. The Project produced three manuals on Methods and Techniques in Workers' Education, Economics for Caribbean Trade Unionists, Occupational Safety and Health. A film entitled "Prevention is Better Than Cure", a teaching tool, focused on the problems in workplace safety and health and was shot exclusively in the Caribbean.

An addition to the Project during the 1976-1980 period was a component on women and trade unions. Ms. Nina Jaquet, a trade unionist from Denmark, was appointed for this component and she did an excellent job. Several women who participated in the programmes now hold important positions in their respective countries: Marva Phillips is Staff Tutor, Trade Union Education Institute, UWI, Jamaica, Jacqueline Jack is Acting General Secretary of the National Union of Government and Federated Workers of Trinidad and Tobago and Ms. Idena Borrows is President of the Bahamas Communication and Public Officers Union. Ms. Yvonne Walks of the Barbados Workers' Union, who now holds an important position in her union, was another beneficiary of the Project.

In 1980, I was appointed to the post of Adviser to the Suriname Labour College. My primary tasks were to assist in the reorganisation of the College in general and in particular, the programmes offered by the Institution, with emphasis on an outreach programme. Having come to the conclusion that I had accomplished the job I had been sent to do, I returned to Trinidad after two years. Soon thereafter, I was appointed

(Cont'd on page 8)

Informal Sector Survey in Barbados

In Barbados not very much was and is known about the scope and characteristics of the informal sector. Indirect estimates suggest that since 1988 the number of persons employed in the informal sector has been increasing, a situation which seems to be reinforced by the adoption of the Structural Adjustment Programme in 1991. These estimates also indicate that in 1988 the sector accounted for 11% of total employment and that this percentage increased to 13% in 1993. It is assumed furthermore, that the expansion of the informal sector has affected women and men in different ways. It seems that the number of women that entered the informal sector increased over the years in the 1988-1993 period, while the number of men that entered the sector held steady.

The Government of Barbados has approached the ILO therefore, to provide assistance to the Statistical Service Department in the preparation and execution of an Informal Sector Survey. The results of this exercise will lay the foundation for the development of an appropriate and supportive policy and institutional environment for the sector. Given its increasing absorption of women, special attention is paid to the role and needs.

The Survey is based on the global approach to informal sector activities developed by the ILO. The ultimate objective of this approach is to bring about the progressive integration of the informal sector into the formal economy and the progressive application of the protective measures provided for the national legislation and in international labour standards. The ILO is aware however, that this can only be a long-term objective. In the short run the informal sector is likely to grow, since it is and will remain the only source of income for a large proportion of the labour force. In the short run, a major effort is being required to improve the skills, technology and productivity of the informal sector, so that it can provide increased employment and increased incomes for large numbers of people in the years to come.

A questionnaire has been developed that reflects this approach. A major part of this questionnaire deals with the issue of productivity in the informal sector and contains questions about the structure of the business, background, production, sales, technology, access to credit, access to markets, etc. Another section addresses the provision of basic social protection to producers and workers in the informal sector.

A seminar, organised in July, was the first of several activities to inform the wider public about the upcoming Survey. The Survey itself is scheduled to take place from January 1997 until January 1998. The length of the Survey period (one year) will allow the incorporation of seasonal variations □

Training Course for Conciliators and Mediators

The ILO Caribbean Office and Multidisciplinary Advisory Team conducted a one-week Conciliation/Mediation Training Course for Senior Officials of Labour Departments from 12-16 August, 1996 at the Holiday Inn Hotel, Port of Spain, Trinidad. Seventeen Officials from the Bahamas, Barbados, Belize, Guyana, Jamaica, Suriname and Trinidad and Tobago participated in the Course during which new training materials in conciliation/mediation developed by the ILO were used.

The objectives of the course were to enable participants to acquire:

■ **A better understanding of:**

- *the dynamics of conflict negotiations*
- *conciliation/mediation*
- *other conflict management and disputes resolution processes*
- *barriers to effective conflict management and dispute resolution*

■ **Improve skills in:**

- *how to persuade, influence and reconcile disputing parties*
- *conciliation/mediation, joint problem-solving and facilitation*

■ **Knowledge of the ethics of conciliation/mediation:**

- *the conciliator/mediator's relationship with interested parties*

Resource persons for the Course were Mr. Tony Shepherd, Assistant Director, Operational Policy of the Advisory Conciliation and Arbitration Service (ACAS) of the United Kingdom, and Mr. Tom Colosi, Vice-President, National Affairs of the American Arbitration Association (AAA) in the United States.

Senator, the Honourable Wade Mark, of the Government of Trinidad and Tobago, delivered the feature address at the Opening Ceremony. Mrs. Hong-Trang Perret-Nguyen, Director, ILO Caribbean Office and MDT made the introductory remarks in which she elaborated on the training and development initiatives of the ILO Caribbean Office for the technical staff of labour departments to strengthen their competence and capability for the delivery of more effective services.

The Course focussed on methods, techniques, skills, forms of behaviour, approaches and attitudes that will enable conciliators/mediators to carry out their functions more effectively. It was not only intended to

(Cont'd on page 8)



Group sessions in progress



(My Years in the ILO Cont'd from pg 5)

Regional Adviser, Workers' Activities in the ILO Caribbean Office, a post which I held for eleven years. During this period, Structural Adjustment Programmes impacted heavily on the collective bargaining process and job security. Against this background, ILO Workers' Education Branch/Bureau for Workers' Activities programmed activities at the regional and national levels to help unions to devise coping strategies.

Other noteworthy activities during this period were the intensification of programmes at the ILO Training Centre in Turin, award of fellowships, the promotion of International Labour Standards and the reintroduction of seminars on Occupational Safety and Health and the Environment and Workers. When the Caribbean Multidisciplinary Team was established in 1993, I was appointed Senior Specialist for Workers' Activities, the post I held up to my retirement.

If I were asked to name a few outstanding events of my career with ILO as a Workers' Adviser/Specialist, I would point to the Meetings of Caribbean Workers' Educators, the eighth of which was held this year. These meetings facilitated the sharing of experiences and provided the opportunity for the coordination of planning and for executing programmes to adequately meet the needs of the unions and their members. Programmes in Occupational Safety and Health helped to bring this subject to the attention, not only of the trade unions, but also the social partners. More requests were received from Governments for assistance in restructuring obsolete safety and health laws and employers showed a willingness to participate in Joint Safety Committees. The unions gave increased attention to the education of their members by budgeting for seminars and selecting the right people for participation in higher level training courses. Against this background, I feel gratified that I have made a contribution especially to the education of trade unionists and workers.

I have had great support from Geneva through various Chiefs of the Workers' Education Branch and Directors of the Bureau for Workers' Activities (ACTRAV), as well as the ILO Office in Lima and in Port of Spain. I will always cherish the good relations I enjoyed with my colleagues, in Port of Spain and Geneva. My success was due to their support and cooperation.

One critical problem that must be addressed by the Caribbean MDT and Office is to assist the social partners in the region to deal with the unemployment problem. The first mission of ILO is to ensure that workers are treated in a fair and just manner. The strengthening of trade unions especially in the existing economic world order of market driven economics is another matter for attention. So too is the promotion of ILO Standards. More attention must be paid and resources made available for programmes for women, young workers and the disabled.

In my twenty-two years of interacting with the social partners I have formed the opinion that there is great respect for the ILO, and all three look forward to guidance and assistance in the fields in which the ILO has unmatched competence □

(Training Course for Conciliators Cont'd)

provide essential training to conciliators/mediators, but was also aimed at training trainers in conciliation methods. It is anticipated that participants, who would have been technically equipped, will on their return to their respective countries, arrange and conduct training/seminars for other conciliators within their departments, and for new conciliators in the future, using the resource and training materials from this course.

This was the first of two regional training courses for conciliators/mediators during the 1996/97 biennium. The second course will be arranged earlier in 1997 for the other Caribbean countries in the region □

Study on Youth Employment Programmes

As a follow-up to the World Summit on Social Development, the ILO, UNECLAC, and other UN agencies, in collaboration with CARICOM, will be convening a Caribbean Ministerial Meeting on Poverty eradication to be held in Antigua in October 1996. This Meeting is expected to examine the implications of the Copenhagen Plan of Action for countries of the Caribbean.

Among the background documentation being prepared for this Meeting is a Study commissioned by the ILO which will (a) review the recent labour market experience of youth, both male and female, with particular reference to the problems of unemployment and underemployment; (b) assess some of the specific measures adopted to address these problems; and (c) make recommendations on the possible strategies to be adopted by countries in the Caribbean sub-region to promote youth employment.

Specifically, the Study will aim to:

- ◆ **identify the trends and likely future patterns in the size, characteristics and significance of youth employment, unemployment and underemployment in the Caribbean, from the perspective of both male and female;**
- ◆ **identify and discuss some of the underlying causes of youth unemployment and underemployment and the consequences for youth and society, taking account of labour market factors as well as social and individual factors;**
- ◆ **examining and evaluating some of the types of remedial measures adopted, particularly in Jamaica, Barbados and Trinidad and Tobago, to alleviate the problem and corrective strategies needed; and**
- ◆ **making policy and programming recommendations regarding action to be taken to promote employment (wage and self-employment), with particular reference to the needs of youth, both male and female, in the sub-region.**

International Day Against Drug Abuse and Illicit Trafficking

In Commemoration of International Day Against Drug Abuse and Illicit Trafficking on 26th June 1996, a sensitisation Seminar on "Drug and Alcohol Prevention in the Workplace" was held in Port of Spain, Trinidad. The Seminar was organised by the Caribbean Office of the International Labour Organisation and the United Nations Drug Control Programme and the National Alcohol and Drug Abuse Prevention Programme.

The objective of the Seminar was to increase the level of awareness on the existence and the impact of drug and alcohol abuse in the workplace. It was also intended to generate interest in the development of effective relevant Employee Assistance Programmes. The Seminar was attended by more than 60 participants from the banking, insurance and hotel industries as well as representatives from government ministries, trade unions and non-governmental organisations.

The Minister of Social Development of Trinidad and Tobago, Manohar Ramsaran, delivered the feature address and the Minister of Labour and Cooperatives, Mr. Harry Partap, brought greetings at the formal opening. Mr. James Williams, Deputy Director, ILO Caribbean Office, delivered remarks at the Opening Ceremony.

GOOD-BYES

The Office bid farewell to Mrs. Grace Walker, Senior Programme and Administrative Support Office, who retired from the ILO after 27 years of service. When the Office was established in 1969, Mrs. Walker was seconded by the Ministry of Labour to take up the temporary position of Administrative Assistant for one

month until an appointment was made. The designated person never took up the position and Mrs. Walker remained with the ILO. Mrs. Walker benefited from several in-house training activities conducted at ILO Headquarters, Geneva, and the ILO Training Centre in Turin, Italy.



Mrs. Grace Walker and Mr. George DePeana

Staff Union Tribute

The Staff Union of the ILO Caribbean Office organised a retirement luncheon for Mr. George De Peana, Senior Specialist Workers' Activities and Mrs. Grace Walker, Senior Programme and Administrative Officer on the 12th July. The function was attended by a number of prominent persons from

ILO constituent groupings, other UN agencies and ILO colleagues. The Trade Union brotherhood brought greetings to Mr. De Peana (*see pgs. 5 and 8, "My Years In the ILO"*) who has had a long association with the movement in the Caribbean and internationally. During an emotional farewell, Mrs. Walker recounted her fond memories of her employment in the Organisation. Presentations of retirement gifts were made to both Mrs. Walker and Mr. De Peana by Staff Union colleagues.

The Caribbean Office, the MDT and "ILO Caribbean News" wish Mrs. Walker and Mr. De Peana happy retirement!



Karl Kjaer

Mr. Karl Kjaer, Associate Expert in Occupational Safety and Health and the Environment has come to the end of his three year contract. Mr. Kjaer, a national of Denmark, joined the ILO Caribbean Office in September of 1993 and was responsible for implementing programmes and activities funded by the Danish International Development Agency (DANIDA) for the Caribbean which focussed on the establishment of Joint Occupational Safety and Health Committees in the workplace. We wish Mr. Kjaer the very best in his future undertakings.

NEW APPOINTMENTS

Mr. Evelyn Greaves joined the Caribbean Multidisciplinary Team in the position of Senior Specialist for Workers' Activities. Mr. Greaves is a Barbadian national, and was formerly the Deputy General Secretary and Head of the Barbados Workers' Union Labour College. Mr. Greaves has held several ministerial appointments with the Government of Barbados, having served as Minister of Trade, Industry and Commerce from 1986 to 1991, Minister of Housing, Lands, Community Development and Culture from 1991 to 1993 and Minister of Tourism, Culture and International Transport between September 1993 and March 1994. Mr. Greaves held appointments in several national boards in Barbados, including the Technical and Vocational Education Council/Advisory Council on Tertiary Education and the Barbados Development Bank. In addition, he was a Board Member of the Caribbean Tourism Organisation. He is a graduate of the University of the West Indies and Rutgers, the State University of New Jersey. He was awarded the Gold Crown of Merit by the Government of Barbados for meritorious service to the Trade Union movement.



Mr. Arthur Janneire joined the Office as Senior Programme and Administrative Support Officer (SPASO), replacing Mrs. Grace Walker, who retired from the ILO. Mr. Janneire formerly worked with PAHO/

WHO in Port of Spain as Administrative Officer/Senior Administrative Assistant, where he had responsibility for administrative, financial and personnel functions. He has held positions with the Trinidad and Tobago Solid Waste Management Company Ltd., Nationwide Insurance Ltd. and Trinidad and Tobago Forest Management Co. Ltd. Mr. Janneire has also served with the United States Air Force in an administrative capacity, for which he received several citations and awards. He is a graduate of Pace University in New York.



Nicole Andrews joined the Office on 16 May, 1996 in the post of Receptionist. Ms. Andrews worked previously as Receptionist at the United Nations Economic Commission for Latin America and the Caribbean (UNECLAC) from 1994-1996. She was born in Venezuela, where she lived until the age of 4. She subsequently spent seven and a half years in New Delhi, India, where she received her primary education at the American Embassy School. Ms Andrews pursued her secondary education at St. Francois Girls' College in Trinidad. Ms Andrews is English/Spanish bilingual

The ILO Caribbean Office, Caribbean Multidisciplinary Advisory Team and "ILO Caribbean News" extend warm welcome to our new colleagues!

International Labour Conventions and Recommendations, 1919-1995 (Set of 3 Volumes)

1996
ISBN 92-2-109192-9 (3 volumes)
120.00 Sw frs.

This compilation provides the full text of international labour Conventions, Recommendations and Protocols adopted by the International Labour Conference from its first session in 1919 until the present day, in three volumes: 1919-1951, 1952-1976 and 1977-1995. These texts constitute internationally agreed standards of good practice in labour matters, many of which have been used as a model for labour legislation and social policy throughout the world. Supplemented by a handbook of procedures on the adoption and application of these standards. An invaluable reference on most aspects of labour law and other legislation relating to the world of work.

Ergonomic checkpoints -practical and easy-to-implement solutions for improving safety, health and working conditions

1996 xxii + 273 pp. E.
ISBN 92-2-109442-1
25.00 Sw frs

This unique compilation of 128 ergonomic checkpoints is intended as an aid to improving safety, health and working conditions. The checkpoints, which can be used to check either workplace conditions on the spot or workplace plans at the design stage, are suited to a wide variety of premises. They identify simple, practical and inexpensive solutions to ergonomic problems applicable across a whole range of local situations. Each checkpoint indicates an action, "why" it is necessary and "how" to carry it out; it also provides further hints and points to remember. A complete ergonomic checklist, included in the manual, will enable users to carry out workplace surveys with ease.

(Available for purchase at the ILO Caribbean Office)

ILO on the World Wide Web
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UPCOMING EVENTS

**MEETINGS, SEMINARS, CONFERENCES,
SYMPOSIA AND TRAINING COURSES**

Caribbean Ministerial Meeting on Poverty

Eradication, 28-31 October, 1996, Port of Spain, Trinidad. Organised by UNECLAC, ILO and other United Nations Agencies

Training of Trainers in Labour Administration

28 October-1 November, 1996, Barbados. Organised by ILO and the Ministry of Labour, Barbados

Study Tour for Senior Labour Officials

14-15 November, 1996, Port of Spain, Trinidad

Sub-Regional Workshop on the Development of Wage Statistics Programme for the Caribbean

19-22 November, 1996, Barbados. Organised by the ILO

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