



## Jamaica's Prime Minister warns of "human tsunami of frustration" - Calls ILO's Decent Work Agenda critical to overcoming poverty

"The Decent Work Agenda is critical to stemming a potential "human tsunami of frustration" over the devastating effects of poverty" the Prime Minister of Jamaica, Portia Simpson-Miller, said to government, employer and worker delegates to the annual Conference of the International Labour Organization

(ILO) held in June this year in Geneva, Switzerland.

"We have an obligation to address the issue of poverty in a meaningful way, or face the prospect of being caught up in the devastating wake of a human tsunami of frustration, rage and rebellion", said Mrs. Simpson-Miller in her address to the International Labour Conference, adding that to confront this challenge, the search for Decent Work "is not a choice, it is a global imperative".

Jamaica's first woman Prime Minister and a former Minister of Labour added that the Decent Work Agenda "begins with the clear conviction that people must be at the centre of national development."

She said the path to decent and productive work faced many obstacles,



Prime Minister of Jamaica, Portia Simpson-Miller, addressing delegates of the 96th Session of the ILO's annual International Labour Conference at the Palais des Nations, Geneva, Switzerland on 12 June this year.

The Decent Work Agenda, Mrs. Simpson-Miller said, "must be reflected in labour relations, community development, public and private partnerships and relations with our global neighbours. However, for lasting success at the national level, the principles of justice and equity must also apply to international relations and rules".

"International rules need to ensure that all countries, no matter how small, have economic and trade opportunities that are fair and just", added the Prime Minister.

Mrs. Portia Simpson-Miller became the first Caribbean woman Head of State to address the International Labour Conference. The Rt. Honourable Owen Arthur of Barbados was the first Caribbean Head of State to address the Conference in 2002.



Prime Minister of Jamaica, Portia Simpson-Miller with Juan Somavia, Director-General of the ILO

including the effects of international terrorism, the negative aspects of globalization, tense and strained relationships among countries and within countries, armed conflicts, HIV/ AIDS, rising oil prices and global warming.

"Yet even in the face of such daunting challenges we must continue on the journey with a strong sense of purpose."



Standing ovation for Jamaica's Prime Minister

### Promoting Decent Work for all

The International Labour Organization (ILO) is the United Nations agency devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity.

Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work-related issues.

The ILO works through its tripartite membership in 181 countries - governments, employers and workers, all of whom jointly shape its policies and programmes. ILO is the global body responsible for drawing up and overseeing international labour standards.

The ILO Subregional Office for the Caribbean, based in Trinidad and Tobago, serves 13 ILO member States and 8 non-metropolitan territories of the English- and Dutch-speaking Caribbean. The Office works closely with United Nations agencies and regional organizations such as CARICOM.

#### Member States:

Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago

#### Non-metropolitan territories:

Anguilla, Aruba, Bermuda, British Virgin Islands, Cayman Islands, Montserrat, Netherlands Antilles, Turks and Caicos Islands.

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## ILO's International Training Centre to forge closer ties with labour colleges

Labour colleges and other select organizations with established training programmes related to labour, will soon be able to benefit further from opportunities for training and partnerships offered by the International Labour Organization's International Training Centre, based in Turin, Italy.

On 16-17 July 2007, the ILO Subregional Office for the Caribbean and the ILO's International Training Centre (ITC) held a consultation with the Heads and other high-level representatives of 16 institutions and organizations from across the English- and Dutch-speaking Caribbean in Port of Spain, Trinidad and Tobago. The meeting explored possible areas for partnership and collaboration. Participants also included representatives of employers' organizations, productivity centres, entrepreneurial training organizations and the Caribbean Congress of Labour.

The ITC is the training arm of the ILO and provides practical, needs-based training for governments, employers' and workers' organizations in ILO member States as well as customized training programmes for multilateral agencies, such as the World Bank. In addition to its campus in Turin, Italy, the ITC also runs courses at the country

level. Over the years, the Caribbean has benefited from its many programmes - both at Turin and in the region. Due to the high cost of travel however, there have been several calls for more training opportunities to be offered in the region.

Among the areas explored for collaboration were evaluation, distance learning, use of local training facilities, and training in international labour standards. Mr. Frans Lenglet, Director of Training at the ITC and Dr. Ana Teresa Romero, Director, ILO Subregional Office for the Caribbean led the discussions.

The ITC offers a wide range of courses including courses in Enterprise Development, Management of Development, Employment and Skills Development, and



Mr. Frans Lenglet, Director, ILO International Training Centre and Dr. Ana Teresa Romero, Director, ILO Subregional Office for the Caribbean. In photo below, (left to right) are representatives of the labour colleges of Barbados, Bahamas and Guyana.



Distance Education and Learning Technology Applications.

## Labour officials upgrade their skills at ILO training workshops

In July 2007, the ILO Subregional Office for the Caribbean launched two in a series of training workshops for labour officials of CARICOM member States and overseas territories. The series of training workshops are aimed to upgrade the skills and competencies of labour

The first was a three-day training workshop on Essential Labour Administration. It was held on 3-5 July 2007 in Saint Kitts and Nevis and brought together over 36 labour officials, including representatives of trade unions and employers' organizations who actively serve on tripartite advisory bodies. Participants were able to gain a better understanding and appreciation of the functions and services associated with labour administration, with particular reference to international labour standards.

The second in the series of workshops was a training workshop on labour inspection, which was held on 17-19 July 2007 in Saint Vincent and the Grenadines. Labour inspectors benefited from training on the procedures for planning, conducting, reporting and following up on inspections.

The facilitator for the workshops was Labour-Management Consultant, Samuel J. Goolsarran, former ILO Senior Specialist on Industrial Relations and Labour Administration at the ILO Subregional Office for the Caribbean.

Another workshop on Advanced Labour Administration and Industrial Relations is carded for September 2007 while the final in the series will be held in early 2008 on the subject of Conciliation and Mediation.



The Honourable René Baptiste, Minister of Urban Development, Culture, Labour and Electoral Matters, Saint Vincent and the Grenadines, delivers the Keynote Address at the Opening of the labour inspection training workshop on 17 July 2007.

officials in areas such as labour administration, industrial relations, conciliation and mediation, and labour inspection.

## Caribbean Labour Ministers meet to advance Decent Work Agenda

Labour Ministers and other high-level labour officials from the English- and Dutch-speaking Caribbean convened at the Hilton Trinidad and Conference Centre, Port of Spain, Trinidad and Tobago on 15-16 May 2007 for the Sixth Meeting of Caribbean Labour Ministers. Hosted jointly by the ILO Subregional Office for the Caribbean and the Ministry of Labour and Small and Micro

Enterprise Development, Trinidad and Tobago, the meeting focused on the role of Ministries of Labour in realizing the Decent Work Agenda for the Caribbean.

The Decent Work Agenda, which strives for economic growth with equity through a coherent blend of social and economic goals, has found resonance as a development agenda in a number of international and regional fora. It has four pillars: providing opportunities for employment, ensuring respect for rights at work, providing social protection, and promoting participation and social dialogue among governments and employers' and workers' organizations.

In October 2006, high-level representatives of governments, and employers' and workers' organizations of the region adopted the *Tripartite Declaration and Plan of Action for realizing the Decent Work Agenda in the Caribbean* at the ILO Tripartite Caribbean Employment Forum held in Barbados. Delegates resolved to advance decent work priorities in their national development agendas.

Discussions focused on social and labour issues related to the Decent Work Agenda, including the challenges of managing labour migration and the free movement of labour within the CARICOM Single Market and Economy (CSME) as well as the development of a CARICOM "Social Floor" of fundamental rights for workers operating under the CSME.



Members of the Head Table share a light moment following the Opening Ceremony of the Sixth Meeting of Caribbean Labour Ministers in Trinidad and Tobago. Left to right are Mr. Jean Maninat, ILO Regional Director; Senator the Hon. Danny Montano, Minister of Labour and Small and Micro Enterprise Development, Trinidad and Tobago; Sir Roy Trotman, Worker Vice-Chairperson of the ILO Governing Body and President of the Congress of Trade Unions and Staff Associations of Barbados; Dr. Ana Teresa Romero, Director, ILO Subregional Office for the Caribbean, and Dr. Myra Bernard, Director, Human Development, CARICOM Secretariat.



Linda Besson, Executive Secretary, Caribbean Employers' Confederation with the Hon. Derrick Burgess, Minister of Labour, Bermuda



Drs. the Hon. Joyce Amarello-Williams, Minister of Labour, Suriname with Permanent Secretary Rosemarie Defares.

### G8 support for Decent Work Agenda

The annual summit of the Group of Eight leading industrialized nations (G8) has pledged its support for the ILO's Decent Work Agenda.

In the Declaration of the Summit held on June 6-8, 2007 in Heiligendamm, Germany, the countries committed themselves to include decent work and the respect for ILO core labour standards in their bilateral trade agreements.

The G8 members are Germany, France, the United Kingdom, Italy, Japan, the United States, Canada and Russia. The European Commission is also represented at all the meetings.



Hon. Charles Savarin, (left) Minister of Labour, Dominica with the Hon. John Osborne, Minister of Education and Labour, Montserrat



Trade union leaders - Lincoln Lewis, President, CCL (left) and Robert Giuseppe, NATUC (right) with Joseph Bonadie, St. Vincent and the Grenadines.



# Highlights of the International Labour Conference 2007



## Conference Conclusions

The 96<sup>th</sup> annual conference of the International Labour Organization (ILO) concluded with the adoption of a new Convention for workers in the fishing industry and a resolution for promoting sustainable enterprises and decent work.

In a wide-ranging analysis of the role of Decent Work in promoting sustainable development, ILO Director-General Juan Somavia urged delegates to consider a new "Green Jobs Initiative" to support sustainable development and called for new approaches to deal with trade and employment, labour market analysis and the reduction of "global decent work deficits".



## Caribbean Government delegates meet ILO Director General

Caribbean Government delegates, including Ministers of Labour, met with Juan Somavia, Director-General of the ILO on 14 June 2007. The delegates used the opportunity to discuss labour and social issues of importance to the region as well as ILO technical assistance. The Director-General was presented with a copy of the *Tripartite Declaration and Plan of Action for Realizing the Decent Work Agenda*, adopted by high-level representatives of governments, employers' and workers' organizations at the ILO's Tripartite



*Juan Somavia, Director-General of the ILO greets Honourable Rawle Eastmond, Minister of Labour and Civil Service and Carston Simmons, Permanent Secretary, Ministry of Labour and Civil Service, Barbados. Minister Eastmond served as the official spokesman at the Caribbean meeting with the Director-General.*



Caribbean Employment Forum in October 2006 in Barbados. The Declaration represents the commitment of Caribbean governments, employers' and workers' organizations to advance decent work priorities in their national development agendas.



## *Caribbean delegates at the conference*

Full tripartite delegations of six CARICOM countries participated in the International Labour Conference this year: The Bahamas, Barbados, Jamaica, Saint Vincent and the Grenadines, Suriname, and Trinidad and Tobago. Representatives of the following non-metropolitan territories which are covered by the ILO Subregional Office for the Caribbean were members of the delegations of the Netherlands and the United Kingdom: Aruba, Netherland Antilles, Bermuda, and Turks and Caicos Islands.

### **Caribbean meetings at the Conference**



Caribbean delegates meet as a group at the Conference in an effort to share information regarding their work on the various Conference Committees. In photo above, Carl Francis, Permanent Secretary (Ag.), Trinidad and Tobago chairs the Caribbean meeting and (below) Robert Giuseppe reports on the work of the Committee on the Application of Standards. The delegates played a particularly active role in the work of the Committee on Sustainable Enterprises this year.



### **How important is it for Caribbean delegates to participate in the ILO's annual Conference?**



#### **Bahamas**

Harcourt Brown, Labour Commissioner

"The Caribbean is small but it is in our own best interest to be a part of the conference - we are then in a better position to know what is happening on a global scale as it relates to all the major issues that impact on us in the Caribbean - issues such as globalization, occupational safety and health, migration, global warming. This is the place to be - to be on the cutting edge of what's going on in the world of work."



#### **Barbados**

Harcourt Husbands, Barbados Employers' Confederation

"The conference gives you an idea of trends in industrial relations and human resource development - what the laws will look like in the future."



#### **Jamaica**

Lloyd Goodleigh, Jamaica Confederation of Trade Unions

"I don't think you can deal with a globalized world and the volatility and risk of a globalized world unless you come to the conference and hear the views on what are some of the solutions and shortcomings. I do not think you can sit in isolation and deal with the modern world."



#### **Trinidad and Tobago**

Carl Francis  
Permanent Secretary (Ag.)

"It is important for the Caribbean delegates to be at this conference as indeed in all other conferences because one has to be in on the ground level when policies are being determined. It is important to be able to effect policy when they are being crafted because subsequent to the policies being crafted, you are left to live with the decision. The problem we face in the Caribbean is one of cost but we have to find a way as a group to either have joint representation or as we have done at this conference, assign tasks to various countries."

### **Caribbean Reception**



### Employers benefit from first ever Caribbean Academy for the Management of Employers' Organizations

The Caribbean Academy for the Management of Employers' Organizations (CAMEO) - a sub-regional capacity-building programme for national employers' organizations was introduced to the region on 25-29 June in Jamaica this year. Drawn from the Spanish-language Institute for the Management of Employers' Organizations (ILGO), the programme was a collaboration of the ILO Subregional Office for the Caribbean, the ILO International Training Centre, Turin, Italy, the ILO Bureau for Employers' Activities and the Mona School of Business, University of the West Indies, Jamaica. The CAMEO Programme was needs-based as it incorporated the responses from several Caribbean employers' organizations to a previously-distributed survey. The broad themes covered were governance, advocacy, strategic planning, revenue-building, leadership and personal development. The Programme Faculty comprised a good mix of regional and international experts, including Andrew Hall, Employer Member from the United Kingdom on the ILO Governing Body. Programme Co-ordinator was Luesette Howell, Senior Specialist for Employers' Activities, ILO Subregional Office for the Caribbean. Twenty-four participants attended the CAMEO including two representatives from Haiti.



Professor Neville Ying



Wesley Gibbings, Media Consultant and Thierry Marchandise, Employers' Activities Specialist, ILO's ITC



Participants hard at work



Andrew Hall, (right) U.K. Employer Member on the ILO Governing Body and Dr. Noel Cowell, UWI.



Participants of the first CAMEO Programme

### ILO and IOE participate in annual JEF Business Convention

ILO was once again invited to participate in the Annual Business Convention of the Jamaica Employers' Federation (JEF) which took place on 3-6 May 2007 at the Sunset Jamaica Grande Resort, Ocho Rios, Jamaica. Henrik Moller, Desk Officer for the Caribbean, ILO Bureau for Employers' Activities and Luesette Howell, Employers' Specialist, ILO Subregional Office for the Caribbean, were guest speakers at the four-day Convention. Brent Wilson, Deputy Secretary General, International Organization of Employers was also on hand to deliver a presentation to CEOs on corporate social responsibility.



Hon. Derrick Kellier, Minister of Labour and Social Security addresses participants at the Opening of the Booth Exhibition at the JEF Convention.

Each year the Jamaica Employers' Federation hosts a business and workplace convention targeted to CEOs, human resource and industrial relations practitioners where the latest trends, ideas and best practices are shared. This year, the Convention, with the theme "Innovate, Engage, Grow" attracted over 700 participants, including participants from the region.

The ILO also mounted an information booth at the Convention.



Left to right: Brent Wilson, IOE, Audrey Hinchcliffe, Chairperson, JEF and Luesette Howell, ILO at the opening session of the JEF Convention. Below: Henrik Moller, ILO with the Chair of the Session on Flexicurity.



### OECS benefits from ILO workshop on labour legislation

Representatives of the Ministries of Labour, trade unions and employers' organizations of the Organization of Eastern Caribbean States (OECS) now have better understanding of the process involved in the development of labour legislation and the importance of aligning labour legislation in the regional integration process.

This came as a result of an ILO capacity-building workshop on labour legislation which was held from 22-25 May 2007 in Saint Lucia.

Throughout the workshop, participants were invited to consider those specific areas of their national labour legislation that could be better aligned with the provisions of ILO Conventions as well as the CARICOM Model Labour Legislation, with the objective of developing a Plan of Action. Participants also learnt first hand about the variations in legislation across the Eastern Caribbean states.



The Caribbean Community (CARICOM) adopted Model Labour Laws in 1995 and 1997 in four areas in an effort to give effect to certain ILO Conventions. At the time of acceptance, CARICOM requested member States to consider the model laws as a basis for tripartite consultation at the national level with the view to legislative enactment, where appropriate, as either new legislation, in whole or in part, or as a basis for updating existing legislation.

The Model Labour Laws cover the following areas: termination of employment; registration, status and recognition of trade unions and employers' organizations; equality of opportunity and non-discrimination in employment; and occupational safety and health and the working environment.

Under the Canadian-funded project "Harmonization of Labour Legislation in the English- and Dutch-speaking Caribbean", the ILO Subregional Office for the Caribbean has undertaken an assessment of national labour legislation within the thirteen ILO member States using as a benchmark the four CARICOM model texts.

([http://www.ilocarib.org.tt/oldwww/projects/labour\\_legislation](http://www.ilocarib.org.tt/oldwww/projects/labour_legislation))

### CARICOM Heads of Social Security discuss HIV and AIDS in the workplace

Social security organizations of CARICOM are expected to be more involved in the issues of HIV and AIDS and the workplace following the 18<sup>th</sup>



Meeting of the Heads of these agencies, held in June 2007 in Saint Vincent and the Grenadines. While some members expressed concern on the extent of their organizations' inclusion in the national response, others had

been quite involved at the national level and some even had their own HIV/AIDS workplace policies. The ILO Subregional Office for the Caribbean and the Pan Caribbean Partnership against HIV/AIDS (PANCAP) were invited to present to the meeting their initiatives on HIV/AIDS and the world of work in the region. The ILO representative pointed out that social security agencies had a valuable contribution to make to the national response in terms of protection for persons living with HIV and also with respect to the unique and relevant data that was generated in the normal course of their operations. She urged participants to partner with other agencies to improve the applicability of the data to understanding the impact of HIV and AIDS and to become more involved in their national response. Mr. Gilles Binet, an ILO expert in social security addressed the meeting on the matter of employment injury insurance.



Trade union leaders from Aruba paid a courtesy visit to Dr. Ana Teresa Romero, Director, ILO Subregional Office on 24 April 2007. In photo are Roland Ignacio, General Secretary of the CWU, Aruba; Anselmo Pontilius, Adjunct General Secretary of the Confederation of Latin American Workers (CLAT); Humphrey Mongen, CLAT Board Member, Dr. Ana Teresa Romero, and Rudy Indarsingh, National Trade Union Centre of Trinidad and Tobago.

### ILO launches new publication: Working Time Around the World

Trends in working hours, laws and policies in a global comparative perspective  
by Sangheon Lee, Deirdre McCann and Jon C. Messenger



Lee, McCann and Messenger trace the theoretical background of the concept of working time before examining recent trends in working time laws in developing countries and countries in transition. The study then shifts its focus to developments in selected countries, considering both broad trends in working time at a national level and the structure and dynamics underlying these trends. The authors provide a remarkable set of policy suggestions that preserve health and safety, are family friendly, promote gender equality, enhance productivity and facilitate workers choice and influence over their working hours.

(To place your orders, please contact the Information Unit, ILO Subregional Office for the Caribbean)

## ILO steps up its collaboration with Cipriani College

The ILO Subregional Office for the Caribbean has stepped up its collaboration with the Cipriani College of Labour and Co-operative Studies. On 31 July 2007, the ILO renewed its Cooperation Agreement with the College committing to enhance its academic programmes through the provision of advice and greater participation in guest lectures and other related activities.

The agreement comes on the heels of the launch of the College's Bachelor of Arts degree programme in Labour Studies, Bachelor of Science degree in

Occupational Safety and Health and Diploma in Industrial Relations Practice, all of which will be offered from September 2007.

The ILO and the Cipriani College signed the first Cooperation Agreement in 2000 for the provision of library services. Under the Agreement, the ILO handed over its main library collection, including its archives, to the College and obtained ILO depository library status for the College. The College continues to manage the collection and will soon open new premises to house the ILO collection at the College.



*Dr. Ana Teresa Romero, Director, ILO Subregional Office for the Caribbean and Dr. Roosevelt Williams, Director, Cipriani College of Labour and Co-operative Studies sign the new Cooperation Agreement.*

### Global leaders discuss business and labour principles

At this year's session on labour during the Global Compact Leaders' Summit 2007, participants heard directly from



both the CEOs and representatives of labour, employers and civil society as they discussed

the relationship between business and labour principles.

Moderating a panel that included representatives from the private sector, international and major trade union and employer organizations, ILO Director-General Juan Somavia emphasized the role of labour principles in business, saying "Many will attest that respect for fundamental rights at work, sound industrial relations and collective bargaining are all part of being a successful and sustainable enterprise."

"They have proven to be excellent instruments of management," he added.

He offered the following tools to assist in promoting decent workplaces: ILO's Declaration on Fundamental Principles and Rights at Work; ILO's Tripartite Declaration on Multinational Enterprises and Social Policy, and the recent tripartite agreement at the International Labour Conference in June on what constitutes sustainable enterprises.

The second UN Global Compact Leaders Summit took place on 5-6 July 2007 at UN Headquarters in Geneva, Switzerland.

(<http://www.unglobalcompact.org>)

### ILO supports Trinidad and Tobago's National Safety Week commemoration

The ILO joined forces with the newly established Trinidad and Tobago Occupational Safety and Health (OSH) Authority of the Ministry of Labour and Small and Micro Enterprise Development to mount a series of public



OSH exhibitions for the commemoration of the National Safety Week from 13-19 May 2007. Held at three venues throughout Trinidad and Tobago, the exhibitions were aimed to provide the public with information on the new Occupational Safety and Health Act, including the duties of employers and employees under the Act, occupational hazards and their control as well as

international labour standards on OSH. Lectures by the Ministry's labour inspectors, demonstrations and skits were an integral part of the exhibitions. Also collaborating in the effort were the Cipriani College of Labour and Cooperative Studies, the Employers' Consultative Association and the National Trade Union Centre.

The OSH Authority also launched its annual National Safety Awards, the winners of which were announced during National Safety Week at a special awards ceremony.

*Photo above: Senator the Hon. Danny Montano, Minister of Labour with the winners of the National Safety Awards. In photos right: (top) Wayne Bertrand, Chairman, OSH Authority, (second from right) tours the OSH exhibition with sponsors. (bottom) Dr. Yuka Ujita, ILO Technical Officer - OSH, at ILO information booth.*

