

The International Labour Organization
Decent Work Team and Office for the Caribbean
in collaboration with
The Caribbean Community Secretariat

Bi-partite consultation of Caribbean workers' and employers' organizations

Development of Regional Labour Migration Policy Framework and Action Programme for CARICOM

The University of the West Indies Conference Facilities, Cave Hill, Barbados, 14-15 July 2025

Agenda

Day 1: Monday 14 July 2025

08:30-09:00

Opening session

Welcome Remarks

Ms. Alison Drayton
Assistant Secretary General Human
and Social Development
Caribbean Community Secretariat

Introductory Remarks

Dr. Joni Musabayana
Director, ILO Decent Work Team and
Office for the Caribbean

Representative of Workers

Ms. Sheena Mayers-Granville
Executive Director
Barbados Employers' Confederation
(Representative of Employers)

09:00-10:30

Session 1: Advancing Regional Mobility- CSME Free Movement Update & Overview of the Draft CARICOM Migration Policy Framework

Presentation by the CARICOM Secretariat on the current situation of free movement of Community Nationals, and presentation of the draft regional migration policy framework, its key pillars- including Labour Migration, and status of process for its development.

**CSME Free-Movement
Update**

Ms. Wanya Illes
Deputy Programme Manager
Free Movement and Labour
CARICOM Secretariat

**Overview of the Draft
CARICOM Migration Policy
Framework**

Mr. Sherwin Toyne-Stephenson
Programme Manager, Directorate of
Human and Social Development

10:30-10:45

Coffee break

10:45-12:15

**Session 2: Key Findings of the CARICOM Labour Market Assessment -
Labour Market Characteristics**

Presentation by expert consultant on the assessment's methodology, key findings and recommendations on labour force size, unemployment rates, and employment patterns by sector, skill level and informality—drawing on regional estimates and national data; and examination of climate-change vulnerability implications.

Presenter: Mr. Richard Horne, Lead Consultant, EMPSTAT Ltd.

Breakout group discussions (in-person and online):

Participants will identify challenges/ opportunities for CARICOM-level collaboration on youth unemployment, informality and climate risks; provide design ideas for a regional mechanism for ongoing skills-needs assessments; recommend ways to bolster national labour market information systems; and develop data-sharing and education strategies to prepare a climate-resilient workforce.

12:15-13:15

Lunch

13:15-14:30

**Session 3: Key Findings of the CARICOM Labour Market Assessment-
Labour Migration Characteristics**

Presentation by expert consultant on key findings on migration flows into and out of CARICOM—contrasting characteristics of CARICOM nationals and non-CARICOM migrants, demographic and skill-level profiles, and outward migration trends—followed by targeted recommendations and a discussion of climate-change vulnerabilities and resilience strategies for regional labour mobility.

Presenter: Mr. Richard Horne, Lead Consultant, EMPSTAT Ltd.

Breakout Group Discussions (in-person and online):

Participants will provide feedback on how effectively the CARICOM Skills Certificate enables free labour movement (and its main barriers); explore why many nationals opt for work permits over the certificate; discuss balancing skilled emigration with regional development needs; and propose regional measures to enhance national capacity for international labour migration statistics.

14:30-16:00

Session 4: Key Findings of the CARICOM Labour Market Assessment - Labour Migration Governance

Presentation by expert consultant on methodology of the labour migration governance assessment and key findings under the thematic areas of the analytical framework (of 5 key pillars aligned to the ILO Regional Strategy on Labour Migration and Human Mobility in Latin America and the Caribbean 2023–2030.)

Presenter: Ms. Emmerentia Erasmus, Lead Consultant, EMFLOW (Pty) Ltd.

Plenary discussion:

Participants will review the Labour migration governance assessment, identify any additional governance challenges, propose measures to strengthen labour migration governance for decent work and regional integration, and pinpoint priority issues for the Regional Labour migration policy framework (RLMPF) to address.

16:00-16:30

Recap & End Day 1

Day 2: Tuesday 15 July 2025

08:30-09:15

Session 5: Regional Strategy on Labour Migration and Human Mobility in Latin America and the Caribbean 2023–2030

Presentation by ILO Labour Migration Focal Point, providing overview of the LAC strategy and other guiding frameworks for the process of development of Labour Migration policies/ action programmes, and addressing the roles/ responsibilities of social partners.

Presenter: Ms. Resel Melville, ILO Project Coordinator and Focal Point on Labour Migration

09:15-10:30

Session 6: Plenary Discussion on Thematic Sections proposed for a Regional Labour Migration Policy Framework and Action Programme

Brief presentation by expert consultant on the alignment of recommendations in the Labour Market Assessment and CARICOM Migration Policy Framework with the 5 thematic pillars of the ILO LAC Strategy (i.e.: Labour migration governance and policy coherence; Fair Recruitment; Access to employment and improvement of working conditions; Labour mobility, training, certification and recognition of skills, including prior learning; Social protection and social cohesion)

Presenter: Ms. Emmerentia Erasmus, Lead Consultant, EMFLOW (Pty) Ltd.

Plenary discussion:

Participants will provide their perspectives on the thematic pillars and inputs on the organisation and prioritisation of strategic actions aligned to each pillar, identifying gaps or additional policy dimensions for consideration.

10:30-10:45

Coffee break

10:45-12:15

Session 7: Opportunities and Challenges for a Regional Labour Migration Policy (Part A)

Drawing on the findings of the labour assessment, participants will be engaged in in-depth discussion on the recommendations for each strategic pillar, considering their relevance, appropriateness, feasibility and impact/utility in improving regular labour mobility, economic integration and productive employment in the region.

Breakout Group Discussions (in-person and online):

- (a) Fair Recruitment and Access to employment and improvement of working conditions;*
- (b) Labour mobility, training, certification and recognition of skills, including prior learning; and*
- (c) Social protection and social cohesion.*

12:15-13:15

Lunch

13:15-15:00

Session 7: Opportunities and Challenges for a Regional Labour Migration Policy (Part B)

Plenary Discussion (in-person and online):

- (d) Feedback from Breakout Groups*
- (e) Labour migration governance and policy coherence (discussion on the roles/importance of employers and workers organisation for implementation/operationalisation of labour migration policies).*

15:00- 16:00

Session 8: Way Forward and Next Steps

Presentation of a proposed timeline for the development of the draft Labour Migration Policy framework and work programme (expected to be finalised by 2026), and discussion on opportunities for ongoing support from ILO and other development partners.

Facilitator: Ms. Wanya Illes, Deputy Programme Manager
Free Movement and Labour, CARICOM Secretariat

16:00-16:30

Closing session

Closing remarks from Officials of the CARICOM Secretariat and the ILO.
End of consultation

Contact information

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