



GUYANA

Decent Work Country Programme 2017 to 2021



The DWCP is intended to represent the tripartite commitment of Government, employers' and workers' organizations to achieve Guyana's national development goals, as well as articulate a programme of action for the key areas in which the ILO's collaboration with the tripartite partners is expected to lead to positive changes in the world of work.



We, the tripartite constituents of Guyana, have agreed on the Decent Work Country Programme as our common strategy to achieve the priorities and objectives contained therein. We commit ourselves to working together to implement and support the attached programme.

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Table of Contents

1. Introduction.....	3
2. Country Context: Diagnostic and Situation Analysis.....	4
2.1 Political and Socio-economic Context	4
2.2 Employment and Labour Market.....	6
2.3 Working Conditions	7
2.4 Social Protection	9
2.5 Social Dialogue.....	9
2.6 International Labour Standards	10
2.7 National Development Frameworks and other existing planning frameworks	11
2.8 Lessons learned from previous DWCP implementation	12
2.9 ILO Comparative Advantage	13
3. Country Programme Priorities and Country Programme Outcomes (CPOs)	13
PRIORITY ONE: Addressing poverty and inequality through improved Working Conditions and Respect for International Labour Standards	14
<i>Outcome 1.1: A modern, responsive labour administration system is developed</i>	15
<i>Outcome 1.2: Tripartite constituents have implemented policies and programmes to promote safety and health at work.....</i>	17
<i>Outcome 1.3: Tripartite constituents are better equipped to protect all workers from unacceptable forms of work.....</i>	18
PRIORITY TWO: Increasing prospects for sustainable livelihoods through improved social protection and better economic opportunities	20
<i>Outcome 2.1: Tripartite constituents have developed national frameworks or policies for the creation of an environment conducive to sustainable enterprises</i>	21
<i>Outcome 2.2: A coherent and integrated national social protection system is developed through tripartite consultation</i>	23
PRIORITY THREE: IMPROVING THE CLIMATE OF INDUSTRIAL RELATIONS AND SOCIAL DIALOGUE	23
<i>Outcome 3.1: Government and social partners have strengthened capacity to effectively engage in tripartite discussions on social and economic matters and advocate on relevant policy issues.....</i>	24
<i>Outcome 3.2: Institutional capacity of Employers' Organizations is strengthened</i>	24

<i>Outcome 3.3: Institutional capacity of Workers' Organizations is strengthened</i>	25
4. Management, Implementation planning, monitoring, reporting and evaluation arrangements	25
<i>a. Implementation, performance monitoring and evaluation arrangements, including roles of ILO constituents</i>	25
<i>b. Risks</i>	26
5. Funding Plan	27
6. Advocacy & Communication Plan	27

1. Introduction

The Decent Work Country Programme (DWCP) for Guyana covers a five-year period from 2017 – 2021. The second for Guyana, which follows an initial Programme that covered the period 2012 – 2015 and has acknowledged the many lessons learned from the previous implementation experience.¹ The DWCP is intended to represent the tripartite commitment of Government, employers' and workers' organizations to achieve Guyana's national development goals, as well as articulate a programme of action for the key areas in which the ILO's collaboration with the tripartite partners is expected to lead to positive changes in the world of work. The DWCP supports national operationalization of the United Nations 2030 Sustainable Development Goals (SDGs) as employment and labour issues lie at the heart of development and poverty eradication. In 2016 the ILO held consultations with constituents to discuss specific areas of need as well as to explore possible areas of cooperation and strategic partnership.

In September 2016, a national DWCP consultation was organized by the constituents with the support of the ILO, during which there was consensus that the country programme should focus on three over-arching priorities:

- *Addressing poverty and inequality through improved Working Conditions and Respect for International Labour Standards*
- *Increasing prospects for sustainable livelihoods through improved social protection and better economic opportunities*
- *Improving the climate of industrial relations and social dialogue*

Constituents agreed on a number of related result areas under the priorities that would require collaborative action. A national drafting team was constituted to work with the ILO to ensure that groups are fully represented and engaged throughout the process of developing the country programme.

The importance of integrated attention to the economic, social and environmental objectives is entrenched in the vision of "The Good Life Beckons" and the "Green State Development Strategy".

The Decent Work Country Programme is a tool that can help ensure such integration of economic, social and environmental interests through a continuous process of social dialogue as it integrates concrete actions that will foster social cohesion in Guyana.

¹ The 2012 – 2015 DWCP was evaluated as part of an Independent Evaluation of the ILO's Decent Work Country Programmes, strategies and actions in the Caribbean (2010 – 2015).

2. Country Context: Diagnostic and Situation Analysis

2.1 Political and Socio-economic Context

The Co-operative Republic of Guyana is a middle-income English-speaking country in South America, bordering Venezuela in the West, Suriname in the East and Brazil in the South. It is the third smallest country in South America and has an area of 214,970 km² and a population of approximately 746,955.² The country held its most recent general elections in May 2015, in which the coalition of A Partnership for National Unity – Alliance for Change (APNU-AFC) won, which represented the first change of government in 23 years.³

Over the last decade, the economy of Guyana has experienced uninterrupted growth, and the Government of Guyana estimated the real economic growth rate for 2016 to be 2.6 %.⁴ For 2017 the IMF projects growth to be at 3.5% driven by an increase in public investment, continued expansion in the extractive sector, and a recovery in rice production. For the medium-term period 2017-2019, economic growth is projected at 3.6 %.⁵ The economy of Guyana is primarily based on the export of a few commodities, namely gold, sugar, bauxite, shrimp, timber and rice, which represent nearly 40% of its GDP and which are subject to fluctuations in global prices, making the country particularly vulnerable to external shocks. In 2015, agriculture accounted for 18.9% GDP and mining 14.6%. In 2015, the GDP was \$3.16 billion and GDP per capita was \$4,127, one of the lowest in the Caribbean region.⁶ The IMF notes that the debt-to-GDP ratio is projected to reach 61% of GDP by 2019 but that the sustainability risks remain moderate.⁷ According to the World Bank's 2017 *Doing Business* Report, Guyana ranked 124 out of 190 countries, moving up from its rank at 140 in the previous year. In terms of competitiveness, Guyana currently ranks 121 out of 140 countries. In 2015, a vast reserve of oil was discovered, however commercial production is not expected to begin in the medium-term.⁸ The Government has indicated that, in positioning Guyana to become a regional oil and gas services hub, it has developed a three-year GYD\$650 million programme for 2017-2020 to, strengthen its capacity in, *inter alia*, petroleum engineering, fiscal accounting and analysis, petroleum and revenue management and national income statistics. The Government has also expressed that, *inter alia*, supporting entrepreneurship, especially those in green technologies, job creation, a focus on innovation, bridging the digital divide and reforming business facilitation would be vital to achieving its strategic objectives.⁹

² Guyana Bureau of Statistics [online] Available at: <https://www.statisticsguyana.gov.gy>

³ UN Country Programme Document for Guyana (2017-2021)

⁴ 2017 Government of Guyana Budget Statement, p. 6

⁵ World Bank Guyana Overview, 10 April 2017

⁶ Economic Commission of Latin America and the Caribbean (ECLAC), 2017

⁷ IMF (2017) GUYANA: Staff Statement Discussions For the 2017 Article IV Consultation

⁸ IMF Country Report No. 16/126, July 2016

⁹ Guyana. Ministry of Finance. Budget Presentation Speech (2016) [online] Available at: <http://gina.gov.gy/wp-content/uploads/2016/06/Budget-Presentation-Speech-Minister-Winston-Jordan.pdf>

Guyana has an abundance of natural resources with over 80% of the country covered by forests, which is valued as a globally important carbon stock¹⁰. Its economic potential has been hailed by countries in the region and international public and private institutions. However, notwithstanding positive economic projections and outlook as well as strong wealth-generating potential, the country faces significant challenges to translate its natural capital into significant poverty reduction and productivity growth – both key elements to achieving and securing the national vision of “*the good life*”.¹¹ Shocks to certain sectors, such as agriculture, could also negatively affect employment. In May 2017, the Government announced its plans for reforms to the sugar industry. In addition, a multiplicity of factors related to the emerging oil and gas industry will need to be considered.

In 2016 Guyana ranked 127 out of 188 countries on the United Nations Human Development Index (HDI), which places it in the medium human development category, however it is the second lowest ranked country in the Caribbean. In terms of gender inequalities with respect to reproductive health (measured by maternal mortality and adolescent birth rates), empowerment (measured by the share of parliamentary seats held by women and attainment in secondary and higher education) and economic activity (measured by labour market participation), Guyana ranked 117 out of 188 countries in the 2015 index with a value of 0.508. By comparison, the average value for Latin America and the Caribbean was 0.390, meaning that Guyana showed a higher rate of gender inequality compared to the regional average. In terms of demographics, Guyana has an aging population, a declining population growth rate and a net migration rate of -6.3 per 1,000 inhabitants.¹² The lack of job opportunities continues to perpetuate high human capital flight which in turn makes it difficult for the country to optimize its resources and capital.¹³ In 2015 it was estimated that remittances represented 9.3% of Guyana’s GDP.¹⁴ In 2013, Guyana’s adult HIV prevalence rate was 1.4%, which represented a steady decline in the prevalence of HIV among the general population from 2004, when it was 2.4%.

The latest poverty figures indicate that 18.8% of the population live in near poverty and 1.2% live in severe poverty.¹⁵ Skewed access to quality basic services, lack of productive employment opportunities, poor management of natural resources and weak governance structures are underlying causes of both poverty and inequality in Guyana. Eighty percent of Guyana’s population live in the capital and surrounding rural areas along the coast and extreme poverty is concentrated in the interior regions. Guyana has the second lowest population density in Latin America and the Caribbean, at 3.8 people per sq. km., which presents serious challenges to human development. The communities that live in the Hinterland regions are hard to access via road transportation, making it difficult to deliver basic social services, which contributes to the disparities between the regions. The rural poor are self-employed in agriculture or work as agricultural labourers. In the urban areas the poor include wage labourers (across a range of occupations), small informal businesses, low-

¹⁰ Guyana’s Revised Intended National Determined Contribution [online] Available at: <http://www4.unfccc.int/submissions/INDC/Published%20Documents/Guyana/1/Guyana's%20revised%20iNDC%20-%20Final.pdf>

¹¹ Guyana. Ministry of Finance. Budget Presentation Speech (2016)

¹² International Organization for Migration, Guyana Profile 2017

¹³ ILO (2016). “Labour Migration in Latin America and the Caribbean: Diagnosis, Strategy, and ILO’s Work in the Region

¹⁴ World Bank(2016)

¹⁵ UNDP (2015) HDI Database

grade public servants and pensioners. Women, Amerindian people and children are classified as being most vulnerable to poverty and insecurity.

2.2 Employment and Labour Market

According to the 2016 UN Human Development Index, the labour force participation rate in Guyana was 59.5% (77.2% for males and 41.8% for females). The employment to population ratio (% ages 15 and older) was 52.9%.¹⁶ Labour productivity per employed worker is estimated at \$9,652, which is below the regional average for Latin America and the Caribbean at \$23,243¹⁷. In 2016, the ILO estimated that unemployment stood at 11.4 % (9.2% for males and 15.7% for females). In 2015 it was estimated that youth unemployment hovered above 40%.¹⁸ The struggle to provide the job growth needed is compounded by low productivity and severe competitiveness challenges. There is a strong need to strengthen data collection, in particular as it relates to the labour market. No regular surveys or analyses are readily available, as the last Labour Force Survey (LFS) was undertaken more than 20 years ago, and data on informal employment is even harder to obtain and utilize for policymaking. A recent ILO assessment estimates the share of own account workers as percentage of total employed in Guyana to be 30%, while the informal employment as a percentage of total employment is estimated to range between 27 and 35% with a number of informal economic units ranging between 50,000 – 83,000.¹⁹ However, the Government has indicated that it has prioritized the undertaking of a continuous LFS which will be launched in 2017. Training and capacity development of its officers are already underway and it is envisioned that officers will be able to electronically collect workforce data related to size, location, gender, educational profiles, occupational status and industry, age structure and regularity of work.²⁰

Rapid and ongoing changes in technology and the consequent adaptations in the organization of work in all regions of the world have seen many non-standard forms of employment emerging. As the Government promotes job creation and innovation in new fields, such as green technologies in order to ultimately reduce poverty and create inclusive development, it is critical to ensure that employment generation remains embedded in the principles of social justice. Some non-standard forms of employment present serious decent work deficits. For example, the use of contract labour has increased in frequency globally and also in Guyana. Although contract labour as such is not a negative development, it should not undermine the employment relationship and employment protection. There is a need for clear understanding and consensus by all parties regarding what constitutes contract labour and the employment relationship so that the principles of decent work can be upheld.

A combination of high informality, low investment and deficiencies in the enabling environment, as well as transitions in sectors like sugar, have placed labour and employment at the centre of

¹⁶ UNDP (2016) HDI

¹⁷ UNDP (2015)

¹⁸ Caribbean Development Bank (2015) "[Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean](#)"

¹⁹ Witter, M. (2017) 'Regional Dimensions of Informality among Economic Units in the Caribbean' ILO-DWT/CO-Port of Spain. Draft Working paper.

²⁰ Guyana. Ministry of Finance. Budget Presentation Speech (2016)(p.31)

development issues. With respect to small and medium enterprises (SMEs), which account for approximately 70% of enterprises in Guyana, they remain an important source of job creation for men and women. However, there is insufficient productive development beyond raw material and low value exports from most of these enterprises, and many own account businesses operate informally. The informal economy is estimated to represent 57.3% of the GDP of Guyana.²¹ SMEs also tend to lack sustainability plans and are affected by an inadequate enabling environment which includes limited access to finance, technology, business development services and lack of skills. Productivity in these enterprises is usually low and this is compounded by a low national productivity culture (absenteeism, poor management and inappropriate tools). While a small number of green SMEs exist, most are not sustainable. As the green economy remains a high priority of the Government, special attention would be given to foster environmentally sustainable SMEs. Traditionally, cooperatives were very important to Guyana's development but, in the recent past, the culture of cooperatives has weakened. There has been no change to the relevant legislation since the 1970s, namely the Cooperatives Societies Act. The current administration has indicated their intentions to revive the cooperative culture and link it to key economic sectors.

2.3 Working Conditions

Poor working conditions reinforce inequality and poverty. Hazardous work can negatively affect the health of workers and their productivity. Similarly, occupational accidents and workplace injuries can severely affect the earning capacity of a worker in the short and long term. When this is compounded by insufficient social protections to address social security, disability, health and education, it makes it very difficult to lift families out of poverty.²² Therefore, sufficient earnings and good working conditions are critical factors of decent work. Minimum wages in Guyana are set by legislation, however the current minimum wage rates are considered to be inadequate and require updating on a more regular basis. Previous adjustments took effect on 01 July 2013 and then January 2017. While minimum wages apply to workers in the formal as well as the informal economy, they do not sufficiently take into account the realities in different sectors (e.g. fishing, mining). Enforcement and non-compliance constitute a major challenge. Discrimination in employment can also reinforce inequality. Guyana has ratified ILO Conventions No. 100 and No. 111 on Equal Remuneration and Discrimination (Employment and Occupation), respectively. At the national level, the Equal Rights Act of 1990 and the Prevention of Discrimination Act of 1997 both address equal remuneration.

With respect to occupational safety and health (OSH), the current approach includes a focus on compensation through the NIS; measures to address non-compliance; and education designed to promote a culture of prevention through the Ministry of Social Protection. OSH has generally been perceived as an additional cost that does not generate benefits and endangers the sustainability of enterprises. However, Guyana ratified ILO Convention No. 155 on Occupational Safety and Health in 2012 and is committed to develop and implement a coherent and national policy on OSH in order to prevent workplace accidents and injury. It has been recognized that the capacity of public

²¹ Vuletin Guillermo (2008) Measuring the Informal Economy in Latin America and the Caribbean. IMF Working Paper series.

²² Report of ILO Director-General (2003). "Working out of Poverty"

authorities can be enhanced to enforce legal provisions relating to conditions of work and the protection of workers and to provide technical information and advice to employers and workers concerning the most effective means of complying with the legal provisions. There is an urgent need to raise awareness about the benefits of prevention and the negative impacts that occupational accidents and diseases create.

In terms of specific sectors of the economy, domestic workers often work in the informal economy and are often the lone employee in a household. Organizing this sector is difficult due to challenges in accessing domestic workers. For this reason organization and recruitment have been largely ignored by trade unions. In Guyana, many people who undertake domestic work do not consider themselves domestic workers because they also undertake other income generating activities. Guyana has ratified ILO Convention No. 189 on decent work for domestic workers. Domestic workers are covered by labour legislation and the laws with respect to minimum wage, overtime, paid leave and social security. There remains a challenge with compliance with the national laws in certain areas. Other sectors of the economy, such as agriculture, are more organized.

Guyana has ratified and incorporated into national legislation both the ILO Forced Labour Convention, 1930 (No. 29) and the Abolition of Forced Labour Convention, 1957 (No. 105). The country has not yet ratified the Protocol of 2014 to the Forced Labour Convention, 1930, however measures have been taken to give effect to implementing the provisions of the Protocol. A ministerial task force on Trafficking in Persons has adopted a National Plan of Action for the Prevention and Response to Trafficking in Persons 2017-2018. Despite the existing legislative framework, there are anecdotal reports that forced or bonded labour have not been completely eliminated in Guyana, however discussions on this topic are continuing.

Guyana has also ratified the fundamental legal instruments on child labour (United Nations Convention on the Rights of the Child), ILO Worst Forms of Child Labour Convention, 1999 (No. 182) and the ILO Minimum Age Convention, 1973 (No. 138) and is a signatory to the Regional Initiative Latin America and the Caribbean Free of Child Labour (RI). The RI is a South-South Cooperation initiative funded through the Brazil-ILO Cooperation Programme. Despite this commitment, child work in Guyana exists across sexes, age groups, ethnic origins and areas of settlement.²³ It is recognized that not all work done by children should be classified as child labour and targeted for elimination. This means that children's or adolescents' participation in work that does not affect their health and personal development or interfere with their schooling, is generally regarded as being something positive.²⁴ According to 2015 data from the United Nations International Children's Fund (UNICEF) the total child labour prevalence in Guyana for children 5-17 years is 18.3%²⁵. Nevertheless, there is no evidence on child labour existing between ages 5 to 10 years. It is to be noted that the legal age for employment in Guyana is 15 years. The strongest predictors for a high incidence of child labour are the areas of settlement (urban/rural/Interior/coastal), and location in specific regional areas. Previous coordination mechanisms specific to child labour existed but they have not been sustained.

²³ A Rapid Assessment of Child Labour in Guyana was conducted by the RI in 2016 within the framework of the Regional Initiative against Child Labour; Findings and Recommendations were nationally accepted

²⁴ What is Child Labour? Defining Child Labour: <http://www.ilo.org/ipec/facts/lang--en/index.htm>

²⁵ This figure is not disaggregated by age range and therefore further analysis of this data is required.

Currently there are two existing and fully functioning bodies able to periodically coordinate interventions, advocacy, research and dialogue on child labour in Guyana. The Trafficking in Persons Task Force (TIP) is the only Inter-ministerial Task Force related to child labour and meets regularly, with representatives from education, social services, labour, the interior and national security, and civil society. The Commission on the Rights of the Child coordinates the Child Protection Monitoring System (CPMS) that was established in 2005. The CPMS was implemented to assess the incidence and issues of abuse against children, however with no specific focus on child labour.

The legal framework is not fully harmonized with ratified international standards and recommendations. However, the National Plan of Action for Children is finalized and a National Plan of Action for Child Labour is currently being developed by the Ministry of Social Protection.²⁶ There is also a Youth Policy which is also designed to prevent child labour.

2.4 Social Protection

There is fragmentation in the current social protection system and social security and social assistance benefits do not provide enough coverage. Guyana's National Insurance Scheme (NIS) shows that the total contributory social security coverage is 56 per cent (44% for men and 81% for women). The NIS is governed by the National Insurance and Social Security Act of 1969. This Act establishes a system of national insurance and social security providing monetary payments and a National Insurance Fund. The NIS therefore extends compulsory social insurance coverage to all persons between the ages of 16 and 60 who are engaged in employment as defined by the Act. Employed persons outside this age range who are employed are also covered, but for industrial benefits only, namely injury, industrial death and disablement. However, self-employed contributors are not covered for industrial benefits. Further, 70% of registered self-employed are not active contributors to the Fund. The NIS is committed to increase the share of active self-employed as well to improve their take-up ratio. A list of programmes offering social protection in Guyana is attached²⁷

2.5 Social Dialogue

Social dialogue is a critical element of the social, political and economic processes in Guyana. Guyana has ratified the ILO Freedom of Association and Protection of the Right to Organise Convention (No. 87), the Right to Organise and Collective Bargaining Convention (No. 98) and the Tripartite Consultation (International Labour Standards) Convention (No. 144). The Trade Union Recognition Act of 1997 and its 2009 Amendment provides the right to join a trade union. The National Tripartite Committee (NTC) has been the forum for tripartite dialogue on a wide range of

²⁶ ILO Committee of Experts on the Application of Conventions and Recommendations. Observation on the application of Convention No. 138 published in 2016. [online] Available at: http://www.ilo.org/dyn/normlex/en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID:3251560 Consulted on 13 October 2016.

²⁷ See Appendix 2

issues over the years. However, in recent times, its functioning has been put at risk. Despite this, social dialogue continues at the national level outside of the NTC in other formal mechanisms such as the National Advisory Council on Occupational Safety and Health. At the sector level, the mechanisms for social dialogue have faced challenges which have affected confidence and aspired social cohesion. At the enterprise level, only a limited number of companies in Guyana practice social dialogue. The environment to encourage respect in the collective bargaining process needs to be improved.

The Consultative Association of Guyanese Industry (CAGI) is the most representative employers' organisation in Guyana with membership comprising major companies and corporations, including SMEs in both private and public sectors. In order to remain effective and credible, it is critical to continuously enhance the engagement of industries and sectors represented in CAGI to engage effectively in social dialogue and ensure that CAGI's submissions on key socio-economic issues are taken into account before any legislation is enacted or before any major changes to policy are effected. CAGI, like many employer organisations in the region, faces capacity constraints and requires assistance to help its members engage effectively in social dialogue mechanisms, to develop well-researched position papers and policy positions so that it can advocate with authority based on facts. CAGI also has an important role in articulating the private sector position in other policy processes and continued engagement will further shape its important voice.

Trade unions in Guyana are grouped under two umbrella organizations, namely the Guyana Trade Union Congress (GTUC) and the Federation of Independent Trade Unions of Guyana (FITUG). The Public Service Union remains outside of the two groupings. However, the two centres and union members require strengthened capacity to effectively mobilize workers and to engage consistently and successfully with the other social partners. While these bodies have been historically separated, there are increasing instances of them coming together on important issues, thereby solidifying the voice of labour.

2.6 International Labour Standards

Guyana has ratified 47 ILO Conventions and one Protocol, including all eight fundamental Conventions and three out of four governance Conventions²⁸. The ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) has made recommendations to amend existing legislation, as well suggestions with respect of regulations, policies and specific measures, in order to fully implement the ratified Conventions. A list of ILO Conventions ratified by Guyana and an overview of the main points raised by the CEACR concerning national legislation which gives effects to the Conventions are attached²⁹.

²⁸ Fundamental: C.29, C.87, C.98, C.100, C.105, C.111, C.138, C.182; Governance: C.81, C.129, C.144

²⁹ See Appendix 3

2.7 National Development Frameworks and other existing planning frameworks

In charting its path forward, the Government has reaffirmed its commitment towards developing a diversified green economy aligned with the UN 2030 Agenda for Sustainable Development (2030 Agenda). In its 2017 National Budget Statement, the Government indicated that is currently developing a Green State Development Strategy (GSDS) which will aim to transform the economy, promote diversification and achieve the target of 100% renewable energy supply by 2025. The GSDS includes seven priority themes, including:

- 1) Green and Inclusive Structural Transformation: Diversifying the economic base, accessing new markets and creating decent jobs for all
- 2) Sustainable Management of Natural Resources and Expansion of Environmental Services: stewardship of natural patrimony
- 3) Energy – Transition to Renewable Energy and Greater Energy Independence
- 4) Resilient Infrastructure and Spatial Development
- 5) Human Development and Well-being
- 6) Governance and Institutional Pillars
- 7) International Cooperation, Trade and Investment

While implementation of the DWCP is relevant to the achievement of all priorities, it directly responds to achieving priorities 1 and 4. The Government has committed to introducing concrete policies and measures aimed to engender sustainable consumption and production patterns, including environmental levies, tax exemptions on hybrid and electric vehicles, investments in renewable energy initiatives as well as a commitment to expand its protected forested areas³⁰. In March 2017, Guyana officially joined the global Partnership for Action on Green Economy (PAGE) Initiative, which will support the government in its development of an environmentally sustainable economy.

In order to develop a coherent regional response to the 2030 Agenda, as well as promote greater cohesion amongst UN agencies, in 2016 the Caribbean region developed a Multi-country Sustainable Development Framework (MSDF) 2017-2021³¹ based on broad consultations in 15 countries to ensure consistency between the challenges identified in the UN Common Multi-Country Assessment and national development needs. Four key priorities which are fully aligned with the CARICOM Strategic Plan (2015 - 2019), the SIDS Accelerated Modalities of Action (SAMOA) Pathway, and the 2030 Agenda for Sustainable Development emerged:

- 1: An inclusive, equitable and prosperous Caribbean
- 2: A Healthy Caribbean
- 3: A Safe, Cohesive and Just Caribbean
- 4: A sustainable and resilient Caribbean

The MSDF is cross-cutting, however the priorities of the ILO Decent Work Agenda are largely found within the framework of Priority 1, which covers access to quality education for enhanced

³⁰ Guyana. Ministry of Finance. Budget Presentation Speech (2016) (p.18-22)

³¹ <http://www.2030caribbean.org/content/dam/unct/caribbean/docs/United%20Nations%20Multi-country%20Sustainable%20Development%20Framework%20in%20the%20Caribbean.pdf>

employability, as well as improved access to equitable social protection systems and economic opportunities. The MSDF is operationalized by Country Implementation Plans (CIPs) at the national level. The CIPs have taken the place of the traditional United Nations Development Assistance Frameworks (UNDAFs). Guyana has finalized its 2017 CIP with the UN system. In this context, the UNCT has decided to focus its interagency work for 2017 on Region Nine of Guyana. In subsequent years, other regions will become the primary focus on interagency collaboration.

With respect to other potential areas of joint programming, in 2016 the Caribbean Development Bank (CBD) announced the approval of its 2017 – 2021 country strategy for Guyana, which will focus on the following five development outcomes which are aligned with the ILO's mandate:

- 1) Increased competitiveness and productivity;
- 2) Improved quality and access to education and training;
- 3) Strengthened social protection;
- 4) Reduced vulnerability to natural disasters; and
- 5) Improved governance and development planning.

2.8 Lessons learned from previous DWCP implementation

The previous DWCP (2012 – 2015) was aligned with the UNDAF 2012 – 2016. However, the lack of measurable indicators in the UNDAF made it difficult to clearly identify the impact of the ILO's contributions. The current MSDF includes a monitoring and evaluation (M&E) framework which attempts to address the challenges of the previous UNDAF. An independent evaluation of past Decent Work Country Programmes in the region highlighted the need to design and implement robust monitoring and evaluation mechanisms into the programme³². This DWCP takes into consideration the evaluation recommendations and clearly outlines the agreed mechanism and guidelines for tripartite collaboration and implementation among partners and with the ILO. In particular, Recommendation 4 from the independent evaluation highlighted the need to enhance stakeholders' participation in the design, implementation and M&E of DWCPs, strategies and actions. To address this, once it was agreed that the second DWCP would be developed, a national workshop was held in September 2016 in order to define the priorities of the DWCP. Subsequently a tripartite Drafting Team was formed to oversee the drafting and validation of the DWCP before adoption. Recommendation 8 noted the need for better gender mainstreaming through country programmes, strategies and actions. For this DWCP, a concerted effort has been taken to mainstream gender consideration in the formulation of priorities and outcomes, as well as in the results matrix. Comments made by the ILO's Gender Equality and Discrimination Unit on the DWCP were also considered and efforts were made to incorporate its feedback as far as possible. With respect to Recommendation 3 and 6 concerning the ILO's programming for support, the DWCP outcomes are linked to country programming outcomes (CPOs), which either already exist or will be created. The DWCP is fully in line with the ILO 2016-2017 and 2018-2019 Programme and Budget outcomes. The DWCP Results Matrix will also assist in guiding the ILO office's office-wide M&E framework.

³² http://www.ilo.org/caribbean/events-and-meetings/WCMS_419437/lang-en/index.htm

2.9 ILO Comparative Advantage

The integration of decent work goals into the national policy agenda is effectively achieved when government, employers and workers are actively involved in the process. The ILO posits that only through decent conditions of work can productivity gains be sustained over time and as such, offers the best forum to operationalize the relation between employment creation and quality jobs. The ILO enjoys the advantage of a long history of continuous involvement with employers' and workers' organizations and has unique experience in fostering dialogue, advocating for respect for divergent interests and joint decision-making among constituents. The constituents of Guyana, have acknowledged that social progress is vital to success and sustainability of economic development and this is in alignment with one of ILO's core assets – tripartism.

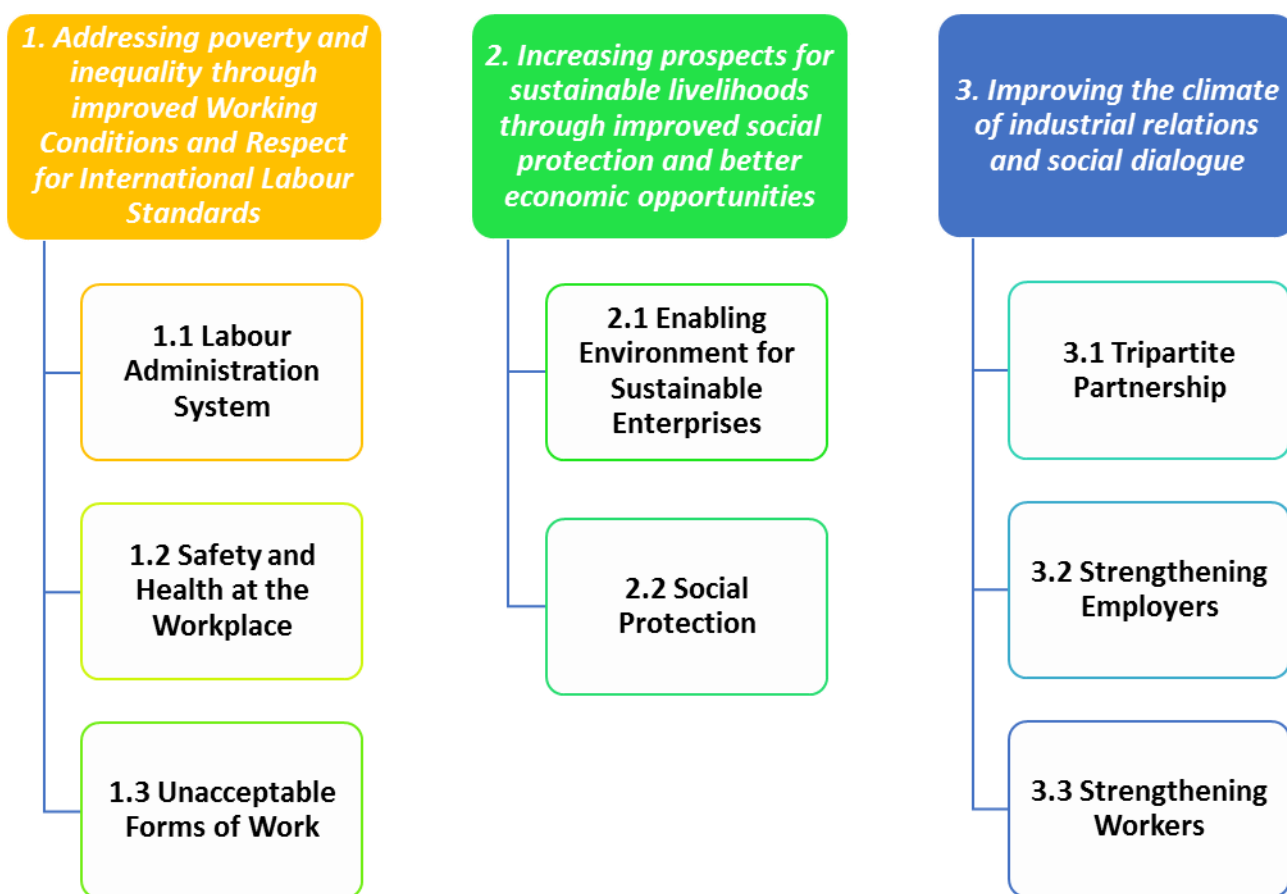
Additionally, international labour standards are central to the identity of the ILO. They are a unique type of instrument in international law and the ILO's supervisory procedures guarantee follow-up on their implementation. The large body of conventions retain all their validity even if they are not ratified and may be used to inform policy by offering guidance on key principles as promotional texts (e.g. Occupational Safety and Health).

3. Country Programme Priorities and Country Programme Outcomes (CPOs)

Having analyzed the situation in Guyana within the context of current and projected economic and social performance and having given consideration to varying levels of complexity, certainty and agreement encompassing each area of need and the required levels of intervention, the primary areas of technical support and collaboration over the period 2017 – 2021 is built on a foundation of three core priorities:

1. *Addressing poverty and inequality through improved Working Conditions and Respect for International Labour Standards*
2. *Increasing prospects for sustainable livelihoods through improved social protection and better economic opportunities*
3. *Improving the climate of industrial relations and social dialogue*

OVERVIEW OF PRIORITIES AND RESULTS



PRIORITY ONE: *Addressing poverty and inequality through improved Working Conditions and Respect for International Labour Standards*

Poverty and inequality in Guyana have been attributed to a compound of inadequate access to quality basic services, insufficient employment opportunities and conditions, weak governance structures and poor management of natural resources. Amongst developing and emerging countries, those that invested the most in quality jobs from the early 2000s grew nearly one percentage point faster every year since 2007 and experienced lower income inequalities.³³ Designing a programme of response with the ultimate goal of increasing decent work opportunities, access to rights and inclusive, poverty-reducing growth means strategizing to improve working conditions and place job creation at the core of economic policy-making and development plans. It is recognized that addressing poverty and inequality requires a focus on gender. National legislation addresses the impact of gender in the world of work and non-discrimination, including through gender-neutral language, the establishment of a Women and Gender Equality Commission, the prevention of Discrimination Act and the Equal Pay Act. The Gender Affairs Bureau also employs a holistic approach to gender in its work. In addition, the Ministry of Finance has been promoting gender-

³³ Decent Work and the 2030 Agenda for Sustainable Development, page 5, http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_436923.pdf

sensitive budgeting. There is also a requirement that one third of the representatives on the electoral list for Parliament should be women.

Assessment of the current status of working conditions and respect for labour standards revealed that there are significant deficits in the systems designed to monitor and regulate in Guyana. Following extensive research and consultation, constituents agreed to an approach which organizes targeted action within the context of this priority, into three major contributing result areas:

1. Labour Administration System
2. Safety and Health at the Workplace
3. Unacceptable Forms of Work

Outcome 1.1: A modern, responsive labour administration system is developed

Achieving this result requires significant changes in two core areas of the labour administration system in Guyana: labour market information and institutions and labour administration services.

Labour Market Information and Institutions

A modern, efficient and effective labour administration system is critically dependent on adequate labour market information. This is currently one of the core deficits of the labour administration system in Guyana.

Policy making, programme design and targeting linked to any branch of labour administration has to be based on solid evidence thus current extensive reliance on out-dated information sources and proxy data has to be overcome. Moreover, utilizing gender-segregated labour market information as a monitoring tool will be a key enabler to improve performance of the entire system.

The need for support to strengthen LMI has been acknowledged unanimously by the Government and social partners. In the 2017 National Budget, a commitment to quality data generation and improved frequency, scale and timeliness was made. Progress on continuous LFSs was itemized accordingly as an example of definitive action. This focus fits within the ILO's strategy to increase data collection and reporting on decent work indicators and the use of labour market data that are central to policy-making.

Specific focus over the 2017 – 2021 period will be placed on the collection and timely analysis (at least biannually) of Labour Force Survey (LFS) data in order to obtain information on key labour market indicators, including but not limited to those in the Caribbean Labour Market Information System (CLMIS) managed by the CARICOM Secretariat. The ILO will continue to collaborate with development partners and the Government of Guyana to implement a new LFS while a targeted effort will be made to systematically generate sex-disaggregated data and disseminate them through the CLMIS. Outputs of this work will be:

- 1) Upgraded scope and coverage of the current system of administrative data collection with timely (at least annual) reports regarding key labour market indicators to be retrieved through administrative data (included in CLMIS); and developed in-house

capacity of the Department of Labour (DoL) to collect and analyse administrative records through the introduction of a customized software programme, training and the installation of necessary hardware.

- 2) Utilize the indicators and data retrieved through the system of labour market administration and the labour force surveys to guide policy and programme design aimed at reducing the scope of the informal economy. The latter would result in fundamental institutional changes. An operational plan to obtain reduction of scope of the informal economy would be developed by the end of 2019 and implemented by the end of 2021.

Labour Administration Services

Labour administration in Guyana, includes the Department of Labour (DoL), Central Recruitment and Manpower Agency, Board of Industrial Training, Cooperatives Development Unit, Occupational Safety and Health (OSH) Unit and Statistical Unit within the Ministry of Social Protection. The DoL has responsibility for labour inspection, OSH, industrial relations, dispute resolution and enforcing minimum wage legislation. The Department also plays a crucial role in supporting the social partners in efforts to remain compliant with legislation, maintaining industrial peace and promoting sound industrial relations between labour and management. Despite this portfolio, the work of the Department of Labour in Guyana is not currently organized within the framework of an official strategic plan. This has impacted service delivery which includes the development and implementation of workplace compliance policies, programmes and legal frameworks.

The ILO will support the measurable improvement of labour administration services in Guyana in two ways: firstly, through the implementation of customized computer software which has the capacity to standardize major reporting processes and facilitate the real-time monitoring of procedures in harmonization with the labour market information system (referred to above); and secondly, through the development of a new strategy for a more modern way of delivering services in compliance labour legislation. A strategic plan is already in the conceptual stage and will be designed and developed to positively impact the delivery of all services including the development and implementation of workplace compliance policies.

Relevant comments of the CEACR, especially those on the Labour Inspection Convention, 1947 (No. 81) and the Labour Inspection (Agriculture) Convention, 1969 (No. 129), will be useful to determine necessary action.³⁴ The reinforced capacity of the Department of Labour will lead to better and fairer working conditions for workers and more tools for employers and workers to understand their rights and responsibilities.

Constituents have also agreed to revamp the minimum wage setting system which will establish a functional mechanism that firstly, makes recommendations supported by evidence-based findings and secondly, agrees on a method which allows for effective minimum wage setting and regular minimum wage adjustments. Discussions are taking place within the framework of the NTC.

³⁴ For an overview of these comments, see Appendix 4.

Outcome 1.2: Tripartite constituents have implemented policies and programmes to promote safety and health at work

OSH in Guyana is regulated by the Occupational Safety and Health Act (No. 32 of 1997). An OSH Policy was adopted in 1993 and revised in 1996. In 1996 a National Plan of Action on OSH was developed, which has functioned as an OSH Programme, was adopted. The Government and social partners have expressed the need for an overarching Programme (in line with ILO Convention 187) to guide the development and communication of the country's strategies for improving OSH and to provide a reference point for its implementation.

A national programme guides the development and communication of a country's strategies for improving OSH and provides a reference point for its implementation.³⁵ To date, the national focus on OSH has placed significant emphasis on non-compliance, prevention and training to promote the joint responsibility system in the workplace. Efforts to tackle OSH-related issues will produce the level of coherence necessary to realize measurable impact. Constituents have agreed that there is a need to give higher priority to OSH at both national and enterprise levels and to engage all social partners in initiating and sustaining mechanisms to promote continued improvement in national OSH systems.

The ILO will support constituents in the promotion and development of a safety and health culture at the workplace. This will be done through the creation of a framework for a systematic approach to continuous improvements in performance and national OSH systems and will include a roll-out of sensitization training interventions. A national system for gender-segregated recording and notification of occupational accidents and diseases will be developed to reinforce the capacities of the Ministry of Social Protection. This system will provide the necessary information for the detection of hazards and risks, the development of OSH preventive programmes, the identification of hazardous sectors, the implementation of gender-sensitive policies at enterprise, national and international levels and the elaboration of comparative national statistics and reports. The CEACR referred to the need for adopting regulations to protect workers against ionizing radiation or chemicals in its comments on the Radiation Protection Convention, 1960 (No. 115) and the Occupational Cancer Convention, 1974 (No. 139). These points may be considered in designing necessary action under this Outcome.³⁶

Updated legal provisions through finalized regulations will further validate work to increase levels of national stakeholder awareness and capacity as well as the alignment of policies and programmes that are consistent with international approaches on OSH. OSH regulations in the emerging oil and gas sector will need to be developed. Effective advocacy and preventive measures will strengthen compliance. Ultimately, the result will be a paradigm shift toward safer working conditions and workplaces and greater respect for workers' lives and human rights.

The Ministry of Business (MOB) has responsibility for the development and growth of enterprises in Guyana and has been identified as a national partner in the promotion of a safe and healthy workplace culture. Through the Department of Industrial Development, the MOB has responsibility for investors/ manufacturers on the Industrial Estates. An OSH Awareness session was implemented

³⁵ The Promotional Framework for OSH Convention, No. 187 outlines steps for progressively achieving a safe and healthy working environment through developing a national system and programmes on OSH.

³⁶ For an overview of these comments, see Appendix 4.

in 2017 and plans are in place to support the continuation of awareness activities and monitoring of business operations to ensure that they are in keeping with the OSH regulations.

Outcome 1.3: Tripartite constituents are better equipped to protect all workers from unacceptable forms of work

Notwithstanding the fact that there are many entry points to address the need for reinforced constituent capacity to protect men and women from unacceptable forms of work in Guyana, the priorities under this outcome will focus on three major result areas:

1. Child Labour, Worst Forms of Child Labour and Forced Labour;
2. Domestic Workers; and
3. Non-Standard Forms of Employment

Child Labour, Worst Forms of Child Labour and Forced Labour

Child Labour in Guyana manifests itself in the form of both underage work and the employment of children in unacceptable forms of work. A Rapid Assessment of Child Labour in Guyana was conducted in 2016 within the framework of the Regional Initiative against Child Labour.³⁷ While ILO and other development partners have supported numerous interventions on child labour and worst forms of child labour over the years, there is a need to institutionalize and strengthen engagement for more visible and measurable impact. Recommendations of the Rapid Assessment's Final Report were both accepted and endorsed nationally. Collaboration in this area during the period 2017 – 2021 will produce:

- *A Child Labour Policy*: The Government of Guyana, through the Ministry of Social Protection (Department of Labour) has prioritized the development of Child Labour Policy. Work on this is ongoing since 2016. There may be scope for the Child Labour Policy to fit within or relate to the National Youth Policy which was adopted by the Parliament in October 2016.³⁸
- *Systematic Research, Analysis and Knowledge-Sharing* through follow-up studies on Child Labour and Worst Forms of Child Labour (WFCL) and how they specifically affect boys and girls, notably in rural and remote areas and awareness-raising campaigns.

Constituents have also agreed that collaboration should focus on generating knowledge to better understand the existence and impact of forced labour in Guyana. Despite the fact that Guyana has ratified and incorporated into national legislation, both the Forced Labour Convention, 1930 (No. 29) and the Abolition of Forced Labour Convention, 1957 (No. 105), there are a number of anecdotal reports of forced labour existing in Guyana. It is specifically reported to exist as a by-product of human trafficking and targeting children. The ILO will support constituents to:

- *Develop a consolidated database and public reporting system for forced labour cases*. This mechanism will allow (at a minimum) the breakdown of information by gender, age and

³⁷ Child Labour and Worst Forms of Child Labour in Guyana, Rapid Assessment (Final Report)

³⁸ UNICEF is working with Guyana on the development of National Youth Policy.

country of origin of the victim, as well as location, sector of activity and type of abuse and will, where needed facilitate the distinction between trafficking in persons.³⁹

- *Determine an operational mechanism* attributing clear roles, responsibilities and complementarities of roles within the institutional system in charge of preventing, monitoring and addressing child labour and forced labour.⁴⁰

Domestic Workers

Domestic workers are predominantly women and work in the informal economy. One of the major challenges faced by domestic workers in Guyana is accessibility due to the fact that they are usually the lone employee at their places of work. This significantly impacts trade unions' ability to organize and recruit. Without a collective voice it is difficult for domestic workers to advocate for their rights with employers and policy makers.

A worker cooperative is an enterprise that is owned and democratically controlled by its members, the members being the workers and owners. In addition to increased solidarity regarding bargaining power, cooperatives can provide opportunities for income generation, democratic self-governance and management and entrepreneurial skills. Cooperative enterprises thus offer a way out of precarious and informal working arrangements. Research has proven that women in cooperative contexts practice democratic and participatory decision making, and take on leadership roles in the organizations and in their communities.⁴¹

Support will continue to be given to organize domestic workers into cooperative societies which would facilitate greater control over their working conditions and strengthened capacity to represent their interests and advocate at various fora. The first domestic workers cooperative will soon be registered with the Department of Cooperatives by the end of 2017. Technical support to review the regulatory framework will be provided in addition to advocacy for regulatory reform. The Department of Labour is also working on development of a policy on domestic workers.

It is envisioned that as a result of these interventions domestic workers in Guyana will become more effective in mobilizing action and exercising policy influence for protection against unacceptable forms of work. In addition, the provisions of the Convention will be implemented and domestic workers will be provided with more effective protection.

Non-Standard Forms of Employment

The proliferation of new and non-standard forms of employment, often coupled with serious decent work deficits, has generated a considerable concern among the constituents. The need for greater awareness and data emerged from national tripartite consultations as an area which requires dedicated resources in order to understand the nature and extent of the Non-Standard Forms of Employment (NSFE) in Guyana.

³⁹ Restrictions on workers' freedom of movement, withholding of wages or identity documents, physical or sexual violence, threats and intimidation or fraudulent debt.

⁴⁰ Human trafficking is a slightly broader concept and includes also trafficking for organ removal, forced marriage or adoption.

⁴¹ Dyal-Chand & Rowan (2014) Developing capabilities, not entrepreneurs: new theory for community economic development

With ILO's support, the extent and dimension of the NSFE, and how it impacts on both women and men, will be explored through the findings of a national survey. Available information and understanding of world of work actors as well as the wider population will be increased based on the assessment and analysis of survey findings. A tripartite Plan of Action will be developed in order to ensure that basic protection will be given independent of the form of employment. Within the context of the Employment Relationship Recommendation, 2006 (No. 198) the ILO will support the tripartite constituents to develop a stronger awareness of the forms and risks of non-standard forms of employment and to defend/uphold the principles of Decent Work in any given employment relationship.

PRIORITY TWO: Increasing prospects for sustainable livelihoods through improved social protection and better economic opportunities

Priority 1, takes the approach of national collaboration to reduce and eliminate poverty and inequality. Priority 2 looks at wealth and productivity generation as the corresponding strategic approach to tackling inequality and poverty, thereby making Guyana's "Green Agenda" goals more attainable. The impact of changes in key sectors, such as sugar, forestry, mining and oil and gas, on the socio-economic prospects of the population will be addressed in the policies proposed to protect workers affected. The constituents of Guyana agree that a thriving and fair business environment is key to a resilient economy. According to the Bank of Guyana 2014 Annual Report, the private sector accounts for over 80% of total expenditure and contributes more than twice the public sector's level of investment in new capital.⁴²

Over the past two years the country has seen a positive shift from 137 (2015) to 124 in its ranking in the World Bank's Ease of Doing Business Report (2017 survey). A review of available data, policy documents and the National Competitiveness Strategy has highlighted international investment as one of the main external factors affecting the Guyanese economy. Commitment to this end, has been articulated in the National Strategic Action Plan, 2015 – 2020 of the Ministry of Business which has at its core: improved ease of doing business, increased foreign investments, value-added industry development, and economic opportunities for vulnerable groups and sustainable 'business-friendly' policy promotion.

Following national consultations and an assessment of the Office's comparative advantage in key areas there was consensus that the DWCP's second area of priority would be equipping Guyana to promote an environment conducive to the growth of sustainable enterprises that is aligned with the creation of productive employment, decent work and sustainable development.

⁴² Bank of Guyana 2014 Annual Report

Outcome 2.1: Tripartite constituents have developed national frameworks or policies for the creation of an environment conducive to sustainable enterprises

Enabling Environment for Sustainable Enterprises

Thorough analysis of Guyana's political, social, economic and environmental constraints is, for tripartite constituents, vital to improving income and productivity. To this point, there have been only sectoral approaches to understanding the business context.

The conclusions of the discussion on the promotion of sustainable enterprises at the International Labour Conference in 2007 provide detailed guidance on what constitutes a conducive environment for sustainable enterprises, noting that such an environment combines the legitimate quest for profit with the need for development which respects human dignity, environmental sustainability and decent work. It underscores the principle that business tends to thrive where societies thrive and vice versa.

Giving consideration to the potential impact of deficiencies in the enabling environment, a comprehensive understanding of the enabling business landscape is the short- to medium- term target within this goal. The ILO will collaborate with partners to assess, analyse and develop reforms based on an enabling environmental assessment. Additionally, constituents will be supported to improve their capacity to analyse the dynamics of their business and labour environment so that they are able to advocate for the development of sustainable enterprises including those in rural communities and for young people.

Interventions are expected to result in regulatory and institutional reforms consistent with the findings and recommendations of the enabling environment diagnostic. These reforms are expected to lead to greater enterprise growth, and more sustainable employment opportunities in Guyana, particularly for youths and in rural areas. National alignment is articulated in the Ministry of Business' Strategic Plan 2015 – 2020 and in the 2017 National Budget.⁴³ The ILO Enabling Environment for Sustainable Enterprises (EESE) methodology and the evidence derived from it for reform of the business environment would also allow the ILO to support the government in the development of an SME Policy.

In addition to assessing the business environment and improving it, the Government of Guyana is focused on reducing economic dependence on volatile commodity prices by bolstering export diversification. Currently, 92% of exports are commodities, minerals (gold and bauxite) and primary agriculture products (sugar and rice), and only 8% are from some form of value added products. In an effort to better balance the export focus, the government intends that future economic growth should be directed toward improving the output of value added products in sectors with opportunity for export growth. This new growth and focus should be inclusive and directed to "foster economic inclusion with a focus on micro and small enterprises (MSEs)".⁴⁴

A key outcome of the Ministry of Business Strategic Plan 2016-2020 is to "increase value added production and exports through the development of a National Export Strategy and an Enhanced Quality Infrastructure." The ILO will contribute by helping to undertake an analysis of the local vegetable. This analysis will be conducted to identify growth and export potential, in order to address the underlying constraints that might hinder productivity enhancement and sector growth.

⁴³ 2017 Budget Statement, p.64

⁴⁴ From Ministry of Business' Strategic Plan 2016-2020.

A comprehensive understanding of the potential sectors is a necessary first step that will lead to: 1) a deeper perspective of which sub-sectors and value chains have the highest potential for growth, exports and employment creation; and 2) indicators of actual market constraints which hinder businesses from being profitable producers, exporters and job creators. Research has found that projects often preconceive interventions before understanding how the market system—all of the support services, rules, and regulations that influence the performance of the value chain—actually operates, which results in poorly targeted interventions that lead to unsustainable and sometimes harmful impacts.

Cooperative Development

The Cooperative Department is situated within the Ministry of Social Protection and has a mandate to register, monitor, regulate and cancel Cooperative Societies and Friendly Societies. There are currently over 1,000 cooperatives on the Department Register but most of these societies are non-functional. Sorting is in progress to arrive at an active list by December, 2017 and how societies are registered. The revival of the cooperative movement will see members and communities as equal beneficiaries and a priority for government in rebuilding the sector. A Ministerial Task Force was appointed in 2016 to review the sector and a report was submitted to the Minister in 2017. Additionally, the need for an updated regulatory framework has been identified. The ILO will support the development of an awareness-raising strategy and implementation of this framework for cooperatives.

The growth of the cooperatives sector can become a key pillar of the plans for a green economy and export-oriented business environment.

Technical and Vocational Training and Education (TVET)

With regard to Technical and Vocational Education Training (TVET) the focus will be placed on the review of work-based learning. A review of the apprenticeship system within the Board of Industrial Training will be undertaken to improve its quality, including in extending its focus to cater for the emerging oil and gas industry. The focus will be on the four building blocks of a quality apprenticeship system: i) social dialogue; ii) responsibilities of all parties; iii) the regulatory framework; and iv) financing of apprenticeships. Enhancing the quality of the apprenticeship system, including education and training, will ensure that industry needs are accurately assessed and addressed and facilitate the transition to employment for young people and close the skills gap in Guyana. Enhancing the quality of the apprenticeship system through the provision of education and training to afford young people jobs is important but must be in keeping with the needs of the industries. An analysis of industries' needs may be necessary. In addition to the four building blocks of the apprenticeship system, it is important that the content of the programme offered is in line with the needs of industries, particularly in the manufacturing sector. The Ministry of Business hopes to facilitate a mapping exercise and to create a register of available industrial technical skills and skills required by industries.

Outcome 2.2: A coherent and integrated national social protection system is developed through tripartite consultation

The governance of existing protection mechanisms is not supported by adequate management information systems which would allow for the improvement of the administration, monitoring and evaluation of social programmes. The lack of mid- and long-term strategic approaches inhibit the development of a coherent and integrated social protection system in which universal coverage is envisaged.

Greater social protection can keep families out of poverty as well as facilitate entry into the labour market and creation of economic opportunities. Intervention will support the development of a comprehensive social protection system and will lead to increased capacity for the extension of social protection coverage through the development of new programmes or the enhancement of existing ones.

The priority of the NIS is to expand the categories of workers to be covered under the NIS which will expand National Insurance Scheme (NIS) protections to those categories of workers as well as expand the contribution base of the NIS. Guided by the ILO Convention 102 and Recommendation 202, support will be provided with a view to address the financial sustainability of the (NIS) and the extension of the social security coverage to the self-employed. The ILO will work with the NIS to conduct an actuarial valuation of the NIS which will indicate the reforms to be implemented in the short- and medium term. The proposals will be presented to the tripartite Board of the NIS for them to decide on their implementation. The ILO will also undertake a study and propose concrete actions (i.e. policy and practice) to increase the share of the self-employed contributing to the NIS as well to improve their take-up ratio. The proposals will also be addressed to the Board of the NIS for decision.

PRIORITY THREE: *IMPROVING THE CLIMATE OF INDUSTRIAL RELATIONS AND SOCIAL DIALOGUE*

The vital role that tripartite partnership plays in sustainable economic and social development cannot be underestimated. This Programme recognizes therefore that the goals of reducing poverty and inequality, improving incomes and productivity cannot be realized or sustained without the support and collaboration of the tripartite partners. Having jointly examined the current and historical social dialogue climate, constituents agreed that industrial relations and social dialogue remain areas where urgent and focused intervention is required. Interventions will promote an effective and efficient collaboration of constituents in tripartite institutions at national and sectoral level as well as foster more harmonious industrial relations at the workplace level. This will also promote a greater respect for the principles of collective bargaining. While working with constituents to improve their bipartite and tripartite social dialogue processes, interventions will also address the needs of each of the actors to ensure that they can participate as strong, independent and well-informed partners.

A strong involvement of social partners in policy-making is particularly beneficial, both from a technical and a political perspective and will be crucial to making advancements in transitioning of the informal to the formal economy and greening of the economy. Guyana is currently a beneficiary to a regional capacity building intervention designed to enable social partners to fulfil their

obligations with respect to good governance and the implementation and monitoring of the Economic Partnership Agreement (EPA) between the European Union (EU) and CARIFORUM.⁴⁵

The first two priorities of the DWCP will provide concrete opportunities for nurturing and demonstrating concrete examples of the role and importance of social dialogue in policy making as the social partners will be crucial players in shaping and implementing interventions. But that alone will not suffice. Social dialogue as such and the strengthening of the partners is also an explicit priority of the DWCP.

Outcome 3.1: Government and social partners have strengthened capacity to effectively engage in tripartite discussions on social and economic matters and advocate on relevant policy issues

The National Tripartite Committee (NTC) has been an important forum for tripartite dialogue on a wide range of themes. The outcomes of discussions in the NTC have been submitted to the Cabinet in the past and follow-up actions were implemented. There have been significant concerns within recent times about the efficiency and effectiveness of the NTC. In addition, there is the risk that the challenges prevailing at national level are having a negative effect on social dialogue at sectoral and enterprise level. However, consideration needs to be taken into account that the scope of the NTC is limited. The development of an advocacy campaign for the enactment of regulations to transform the NTC into a Statutory Body with expanded powers should be undertaken.

The ILO will support the Government and the social partners to promote social dialogue and to formulate an agreement which will ensure that the NTC is fully operational and holds meaningful dialogue with representative members. Government and social partners commit to promote social dialogue at national, sectoral and enterprise level to address changes and transitional processes. This can be achieved by placing issues for national development on the agenda of the NTC, such as the Greening the Economy and Transitioning from the informal to the formal economy. It can also be achieved through the establishment and operationalization of social dialogue fora in strategic enterprises, public and private, as well as in specific sectors which play a significant role in advancing the agenda outlined in this Programme. The ongoing economic challenges and structural changes envisioned in the sugar sector are but one example where stronger social dialogue and involvement of social partners could prove particularly useful in finding acceptable and sustainable solutions. In addition, the strategy adopted will encourage active cooperation and collaboration in social dialogue processes with other Government institutions and the media so as to ensure policy coherence and advancing the social and economic agenda.

Outcome 3.2: Institutional capacity of Employers' Organizations is strengthened

The strategic approach to enhancing the Consultative Association of Guyana's (CAGI) capacity would involve strengthening the organization through improvement of its internal governance structures and processes, as well as its research and data collection capacity, which is the foundation of well-researched policy. Additional institutional strengthening would be addressed through sensitization

⁴⁵ Funded by the European Union and implemented by the ILO (2015 – 2018)

and training on relevant policy areas including on social dialogue processes as well as the skills necessary to make these processes effective at all levels.

Outcome 3.3: Institutional capacity of Workers' Organizations is strengthened

The overall strategy is to build cohesion and develop a common agenda within the trade union movement. This would entail assisting trade unions to improve their internal governance structures and processes, as well as bringing all trade union organizations together to plan strategically and adopt an agenda including an agreement on representation of trade union interests within tripartite bodies and at national forums. The strategy would also entail an assessment of infrastructure and resources with a view to assessing and moving towards consolidation of organizations and resources, and at the same time, develop ways to strengthen and enhance their capacity to organize and mobilize. This will be achieved through the development of appropriate systematic education and regular communication interventions to raise awareness within the various stakeholders of the unions and amplify the interests of working people in Guyana.

The Guyana Trades Union Congress (GTUC) and the Federation of Independent Trade Unions of Guyana (FITUG) are committed to working to build a unified workers' voice through the formulation of joint policy positions and common platforms in order to be most effective in social dialogue processes at the national level while ensuring that each member union is strengthened through programmes targeting the education of members, shop stewards, leaders, industrial relations officers as well as the dissemination of information on the various issues to be tackled under the other outcomes. Particular attention will be paid to developing the necessary communication and negotiation skills required to ensure effective and respectful social dialogue at all levels of interaction.

4. Management, Implementation planning, monitoring, reporting and evaluation arrangements

a. Implementation, performance monitoring and evaluation arrangements, including roles of ILO constituents

DWCP implementation will be managed and monitored jointly the Government of Guyana, employers' and workers' organizations, and the ILO. Tripartite constituents will continue to provide strategic guidance during the implementation of the DWCP for the achievement of the outputs and outcomes.

To provide oversight on the management of the DWCP implementation, a tripartite steering committee will be established to monitor the progress of the delivery. The committee will comprise of representatives from government, social partners the ILO. Consideration will be given to the inclusion of other relevant stakeholders.

The tripartite steering committee will hold overall management responsibility for the implementation of the DWCP and will also develop implementation plans for the operationalization of interventions within the overall framework which will be reviewed annually. With respect to monitoring and evaluation, the DWCP Results Framework, Results Monitoring Plan and Implementation Monitoring Plan will provide the guide to monitoring the implementation of the ILO's assistance in Guyana from 2017 – 2021. At least one DWCP review will be undertaken within the DWCP period and an evaluation of the DWCP will be conducted at the end of the DWCP period.

The DWCP is aligned with the United Nations (UN) system's goals and objectives in Guyana, which are articulated in the UN Multi-country Stakeholder Development Framework (MSDF) and the Country Implementation Plan (CIP) in Guyana.

b. Risks

The DWCP implementation is dependent on the strong continuous and collaborative engagement between the tripartite constituents and the ILO. There is a medium risk that this collaborative engagement could weaken, which would have a high negative impact on the implementation of the DWCP. To avoid this, it requires steadfast commitment and political will by the Government which will be evidenced by national budgetary allocations. It is assumed that the level of economic growth will continue at its projected rate which would allow for the commitment of resources to the achievement of national goals. A great economic downturn in Guyana Economic constraints will present a serious risk for allocating funding by constituents to implement the priorities. It would also pose a threat to the government's capability to disburse resources. Similarly, the programme was formulated against the backdrop that tripartite partners will continue to display commitment to improving social cohesion. There is a risk that the achievement of national priorities may also be jeopardized by changes in political focus and major policy directions. Finally, as a non-resident agency, one of the most significant challenges involves the cost and logistics associated with the delivery of support to constituents in non-resident countries.

To mitigate against risks discussed above the ILO will work with constituents on the following:

- *Economic Constraints:*
 - *A robust resource mobilization strategy will be developed to showcase the correlation between national objectives and areas of donor interest;*
 - *Relationships with international donors will be fostered and strengthened to secure resources for specific national outcomes or priorities*
- *Social Cohesion:*
 - *Opportunities to advance cohesion and dialogue will be maximized through the promotion of social dialogue amongst constituents*
- *Political Shifts:*
 - *Local progress and developments will be continuously monitored; and*
 - *The close relationship between the ILO and Government and social partners continued*
- *Non-resident Agency:*

- *The work of and support to national constituents will be monitored closely by ILO focal points;*
- *Relationships with the UN resident agencies in Guyana will continue to be developed;*
- *ILO will continue to explore and build on areas for collaboration with constituents, other UN agencies and donors in line with assessments of the existing social networks; and*
- *Joint areas of programming and technical support will be maximised to ensure consistent presence and delivery*

5. Funding Plan

The DWCP will be resourced by the tripartite constituents with the support of the ILO. Domestic resources of the Government of Guyana, employers' and workers' organizations will be mobilized on an annual basis. The Ministry of Social Protection has budgeted for training and other programmes on labour administration and cooperatives, OSH, and social protection programmes. Most of the training it delivers are extended to social partners as well. CAGI has been engaged in providing training to its members on a regular basis and funds are provided from its own budget. The trade unions have the facilities to offer training and support to its members and require broad support in order to implement it. The government also provides annual subventions to trade unions to support their development. Technical support from the ILO and, where feasible, biennial allocations, will be made. The DWCP is aligned with the UN MSDP in order to contribute to the SDGs. The ILO will optimize the synergistic advantages of joint UN programming in Guyana in the interest of achieving more dynamic impact through and reducing overall support costs. Potential donors for extra-budgetary resource mobilization and joint programming which include the Inter-American Development Bank, Organization of American States, European Union and the Caribbean Development Bank, have been identified. Existing and potential South-south cooperation mechanisms will continue to be utilized and explored.

6. Advocacy & Communication Plan

The ILO has worked alongside the Government and social partners to ensure that information regarding the development of the Decent Work Country Programme for Guyana has been made available to the public. The national tripartite consultation held in September 2016 was covered by local and regional press as well as internal (ILO) communication channels. Consistent with the national consultation, the official launch of the DWCP will be a public event which will be attended by a wide-cross-section of constituents and development partners.

Progress will be monitored annually and the Steering Committee will be tasked with the responsibility to ensure that national stakeholders are kept informed of progress and sensitized about the intended impact of the work.

The alignment of the DWCP with the UN MSDF creates an additional and more robust channel through which progress on the Decent Work Agenda in Guyana can be communicated.

Knowledge and information sharing components will be built into the interventions within each of the outcome areas to further strengthen advocacy.

APPENDIX 1: RESULTS FRAMEWORK MATRIX

DWCP Priority 1: Addressing Poverty and Inequality through improved working conditions and respect for international labour standards				
Relevant National development priority and/or UNDAF Outcome (as applicable): Relevant UNDAF (MSDF CIP) Outcome: - Priority 1, Outcome 2: Access to equitable social protection systems, quality services and sustainable economic opportunities improved - Priority 2, Outcome 1: Capacities of public policy and rule of law institutions and civil society organizations strengthened Relevant SDG Targets: 3.9, 5.1, 5.2, 8.5, 8.7, 8.8, 10.3, 10.4				
	DWCP Outcome 1.1: A modern, responsive labour administration system is developed		Partners: Ministry of Social Protection, Consultative Association of Guyanese Industry (CAGI), Guyana Trade Union Congress (GTUC), Federation of Independent Trade Unions of Guyana (FITUG)	Integrated resource framework
				Estimated to be available
				To be mobilized US\$72,000 US\$ (TBC)
	Indicator 1.1.1 1.1.1a: Number of new or reformed services offered to the public by the Ministry of Social Protection (Labour Administration) 1.1.1b: Number of new initiatives to strengthen the Ministry of Social Protection (Labour Administration)	Baseline: - Number of services offered to the public in 2016 - Number of initiatives to strengthen the Ministry in 2016	Target: - At least <u>N</u> number of new or reformed services offered by 2021 - By 2021 <u>N</u> number of new initiatives will have been introduced to strengthen the Ministry	
	Indicator 1.1.2 (SDG Indicator 8.3.1) Proportion of informal employment in non-agriculture employment, by sex	Baseline: 2016 estimate	Target: Annual estimate	

[Repeat for each priority up to maximum 3 priorities and maximum 3 outcomes per priority]

APPENDIX 1: RESULTS FRAMEWORK MATRIX

	DWCP Outcome 1.2: Tripartite constituents have implemented policies and programmes to promote safety and health at work	Partners: Ministry of Social Protection, CAGI, GTUC, FITUG	Integrated resource framework	
			Estimated to be available	To be mobilized
			US\$76,000	US\$ (TBC)
	Indicator 1.2.1 A revised OSH policy is adopted by the Government and implemented nationally.	Baseline: The existing OSH Policy is outdated in 2016.	Target: By 2018 a revised OSH policy has been adopted by the Government and implemented nationally.	
	Indicator 1.2.2 Number of small and medium enterprises that have incorporated a systems approach to OSH management (i.e. a method to assess and improve performance in prevention of workplace incidents and accidents) into their organizational frameworks	Baseline: Number of enterprises in 2016	Target: At least N% of enterprises with more than N employees have adopted a systems approach to OSH management by 2021	
	Indicator 1.2.3 (SDG Indicator 8.8.1) Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	Baseline: 2016 rate	Target: At least N% reduction on a year to year basis	

APPENDIX 1: RESULTS FRAMEWORK MATRIX

	DWCP Outcome 1.3: Tripartite constituents are better equipped to protect all workers from unacceptable forms of work	Partners: Ministry of Social Protection, Ministry of Education, CAGI, GTUC, FITUG, Red Thread	Integrated resource framework	
			Estimated to be available	To be mobilized
			US\$36,000	US\$ (TBC)
	Indicator 1.3.1 Number of gender-sensitive policies, programmes and initiatives taken by government, employers' and workers' organizations to prevent and eliminate forced labour and child labour, including the worst forms of child labour	Baseline: - Number of policies, programmes and initiatives in 2016: 4 1) 5 year Strategic Plan on Rights of the Child 2012-2017 2) National Education Policy 3) Action Plan 2014-2015 on Trafficking in Persons 4) National Youth Policy adopted in 2016	Target: By (year) at least 3 new or revised gender-sensitive policies, programmes or initiatives will be adopted to address the prevention and elimination of forced labour and child labour	
	Indicator 1.3.2 (SDG Indicator 8.7.1) Proportion and number of children aged 5-17 years engaged in child labour, by sex and age	Baseline: 2014 estimate (18.3 percent)	Target: At least N% decrease	

APPENDIX 1: RESULTS FRAMEWORK MATRIX

	Indicator 1.3.3 Number of initiatives implemented by government, workers' and employers' organizations aimed at raising awareness of rights of specific groups of vulnerable workers on unacceptable forms of work and non-standards forms of employment, including domestic workers and estimated outreach of each (headcount disaggregated by sex).	Baseline: Number of national initiatives in 2016: X	Target: At least <u>N</u> new initiatives implemented by 2021
	Indicator 1.3.4 Number of new or reformed laws adopted by the Parliament to bring national legislation in line with international labour standards.	Baseline: Number of existing laws ensuring compliance with ILS in 2016: X	Target: Number of legislation (new or reformed) adopted by 2021: X

DWCP Priority 2: Increasing prospects for sustainable livelihoods through improved social protection and better economic opportunities

Relevant National development priority and/or UNDAF Outcome (as applicable):

Relevant MSDF CIP Outcome:

- Priority 1, Outcome 1: Access to quality education and life-long learning increased, for enhanced employability and sustainable economic development
- Priority 1, Outcome 2: Access to equitable social protection systems, quality services and sustainable economic opportunities improved

Relevant SDG Targets: 1.3, 4.4, 8.b 8.3, 8.5, 9.3

	DWCP Outcome 2.1: Tripartite constituents have developed national frameworks or policies for the creation of an environment conducive to sustainable enterprises	Partners: Ministry of Business, Ministry of Social Protection, CAGI, GTUC, FITUG	Integrated resource framework	
			Estimated to be available	To be mobilized
			US\$99,300	US\$ (TBC)

APPENDIX 1: RESULTS FRAMEWORK MATRIX

	Indicator 2.1.1 2.1.1a Number of legislative changes approved by the Parliament with respect to the cooperatives regulatory framework 2.1.1b Number of new or expanded enterprise (including cooperatives) development initiatives implemented in line with the country's green development strategy, disaggregated by geographical coverage and target population (young men and women and rural population)	Baseline: - Outdated cooperative framework in 2016 - Number of enterprise development initiatives in 2016: x	Target: - Revised Cooperative Act approved by the Parliament - By 2021, at least X Number of new or expanded enterprise development initiatives implemented
	Indicator 2.1.2 Number of new tools or products, including ILO tools, for entrepreneurship promotion, enterprise support and improvement of the sustainable business enabling environment which have been integrated into new or existing public enterprise promotion programmes or activities.	Baseline: In 2016, x number of tools or products were integrated into new or existing programmes or activities	Target: By 2021, at least x new tools or products have been integrated
	Indicator 2.1.3 World Bank <i>Doing Business</i> ranking, which rates a sum of factors which contribute to an enabling environment for business operations in Guyana.	Baseline: 124/188 in 2017 Report	Target: By 2022 report, the ranking of Guyana has improved by X places.

APPENDIX 1: RESULTS FRAMEWORK MATRIX

	DWCP Outcome 2.2: A coherent and integrated national social protection system is developed through tripartite consultation	Partners: Ministry of Social Protection, CAGI, GTUC, FITUG	Integrated resource framework	
			Estimated to be available	To be mobilized
			US\$ (TBC)	US\$ (TBC)
	Indicator 2.2.1 Number of social protection programmes created or enhanced (disaggregated by target population (including age, gender and income level) and regions covered)	Baseline: Number of social protection programmes existing in 2016: 29	At least N number of social protection programmes created or enhanced by 2021	
	Indicator 2.2.2 Number of social protection programmes jointly managed through the sharing of data on beneficiaries by one or more government agency or ministry (disaggregated by regions covered).	Baseline: <u>N</u> number of programmes in 2016	Target: <u>N</u> number of programmes by 2021	
	Indicator 2.2.3 (SDG Indicator 1.3.1) Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable	Baseline: x%	Target: x% increase	

APPENDIX 1: RESULTS FRAMEWORK MATRIX

DWCP Priority 3: Improving the climate of industrial relations and social dialogue				
Relevant National development priority and/or UNDAF Outcome (as applicable): Relevant MSDF CIP Outcome: Priority 1, Outcome 2: Access to equitable social protection systems, quality services and sustainable economic opportunities improved Relevant SDG Targets: 16.7				
	DWCP Outcome 3.1: Government and social partners have strengthened capacity to effectively engage in tripartite discussions on social and economic matters and advocate on relevant policy issues		Partners: Ministry of Social Protection, CAGI, GTUC, FITUG	Integrated resource framework
				Estimated to be available
				To be mobilized
				US\$ (TBC)
				US\$ (TBC)
	Indicator 3.1.1 Number of functional tripartite and bipartite mechanisms in place at the national, regional, sectoral and enterprise levels		Baseline: - Number of functioning tripartite mechanisms in 2016 - Number of functioning bipartite mechanisms in 2016	Target: <u>N</u> number of functioning tripartite mechanisms annually by 2021 <u>N</u> number of functioning bipartite mechanisms annually

APPENDIX 1: RESULTS FRAMEWORK MATRIX

	DWCP Outcome 3.2: Institutional capacity of employers' organizations is strengthened	Partners: Ministry of Social Protection, CAGI, GTUC, FITUG	Integrated resource framework	
			Estimated to be available	To be mobilized
			US\$5,700	US\$ (TBC)
	Indicator 3.2.1 CAGI has a strengthened internal governance structure	Baseline: Internal governance structure is outdated in 2016	Target: By (year) the internal governance structure of CAGI is strengthened.	
	Indicator 3.2.2. Number of initiatives implemented to strengthen research and data collection capacity (including sex-disaggregated data) of CAGI	Number of initiatives implemented in 2016: x	By (year) at least x number of initiatives implemented to strengthen research and data collection capacity	
	Indicator 3.2.3 Proportion of women represented in employers' organizations	Number of women representatives in employers' organizations in 2016:	By (year), the number of women represented in the employers' organizations has increased by N.	

	DWCP Outcome 3.3: Institutional capacity of workers' organizations is strengthened	Partners: Ministry of Social Protection, CAGI, GTUC, FITUG	Integrated resource framework	
			Estimated to be available	To be mobilized
			US\$ (TBC)	US\$ (TBC)

APPENDIX 1: RESULTS FRAMEWORK MATRIX

		Indicator 3.3.1 Number of workers' organizations with reformed organizational practices and processes	Baseline: Number of workers' organizations in 2016	Target: <u>N</u> number of organizations that have introduced new or reformed organizational practices and processes by 2021
		Indicator 3.3.2 Proportion of women represented in workers' organizations	Number of women representatives in workers' organizations in 2016	By (year) the number of women represented in workers' organizations has increased by N.

APPENDIX 2: LIST OF SOCIAL PROTECTION PROGRAMMES IN GUYANA

Programme Name	Institution Responsible for Oversight
Target Population: Children	
School Feeding programme	Ministry of Education
School Uniform and Voucher programme	Ministry of Social Protection
adoption and foster care programme	Ministry of Social Protection
Buses, boats, breakfast, books, bicycles programme	Ministry of Social Protection
Children's Home	Ministry of Social Protection (Child Care Agency)
Public Assistance Programme for Children	Ministry of Social Protection
Difficult Circumstances Assistance programme	Ministry of Social Protection
Immunization Programme	Ministry of Health
Legal Aid for Children	confirm Ministry / organization which oversees it
Skills Development programmes for youth	Ministry of Social Protection; BIT; Social Cohesion
New Opportunity Corps (social service)	Ministry of Social Protection
Scholarship for Amerindian children in the Hinterland	Ministry of Indigenous Affairs
Target Population: Working Age	
Maternity benefits (paid to parents for children's benefit)	National Insurance Scheme
NIS benefits and pension (e.g. widower's pension) (social security)	National Insurance Scheme
Dependent Pension Fund (contribution based for public servants; can obtain loans; dependents can receive funds when employee stops working)	Ministry of Finance
Women's Leadership Institute	Ministry of Social Protection
Credit unions, cooperatives and Friendly Societies	Ministry of Social Protection
NIS pension	National Insurance Scheme
Private health insurance companies	
Private life insurance companies	
Private pension plans	
Public sector pension fund	
Target Population: Old Age	
Citizen's old age pension	Ministry of Social Protection
Senior citizen's homes	Ministry of Social Protection
Army veteran's home	Guyana Defence Force

Target Population: Vulnerable persons	
Women of Worth	Ministry of Social Protection
Power men's programme (confirm full name of programme)	Ministry of Social Protection
Night Shelter	Ministry of Social Protection
Hugo Chavez Centre for homeless persons	Ministry of Social Protection

APPENDIX 3: Application of International Labour Standards

1. Conventions ratified by Guyana (status as of 8 May 2017)

Convention		Ratification date	Note
Freedom of association, collective bargaining, and industrial relations			
Right of Association (Agriculture) Convention, 1921 (No. 11)	08 Jun 1966		
Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	25 Sep 1967	Up-to-date Convention ¹	
Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	08 Jun 1966	Up-to-date Convention	
Workers' Representatives Convention, 1971 (No. 135)	10 Jan 1983	Up-to-date Convention	
Rural Workers' Organisations Convention, 1975 (No. 141)	10 Jan 1983	Up-to-date Convention	
Labour Relations (Public Service) Convention, 1978 (No. 151)	10 Jan 1983	Up-to-date Convention	
Forced labour			
Forced Labour Convention, 1930 (No. 29)	08 Jun 1966	Up-to-date Convention	
Abolition of Forced Labour Convention, 1957 (No. 105)	08 Jun 1966	Up-to-date Convention	
Elimination of child labour and protection of children and young persons			
Minimum Age (Industry) Convention, 1919 (No. 5)	08 Jun 1966	Automatically denounced on 15 Apr 1999 by convention C138	
Minimum Age (Agriculture) Convention, 1921 (No. 10)	08 Jun 1966	Automatically denounced on 15 Apr 1999 by convention C138	
Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)	08 Jun 1966	Automatically denounced on 15 Apr 1999 by convention C138	
Minimum Age Convention, 1973 (No. 138)	15 Apr 1998	Up-to-date Convention	
Minimum age specified: 15 years			
Worst Forms of Child Labour Convention, 1999 (No. 182)	15 Jan 2001	Up-to-date Convention	
Equality of opportunity and treatment			
Equal Remuneration Convention, 1951 (No. 100)	13 Jun 1975	Up-to-date Convention	
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	13 Jun 1975	Up-to-date Convention	
Tripartite consultation			
Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	10 Jan 1983	Up-to-date Convention	
Labour administration and inspection			
Labour Inspection Convention, 1947 (No. 81), and Protocol of 1995 to the Labour Inspection Convention, 1947 ratified on 15 Apr 1998 Excluding Part II. Has ratified the Protocol of 1995.	08 Jun 1966	Up-to-date Convention	

¹ Status determined by the Governing Body. For a full list of up-to-date Conventions and Recommendations, please visit <http://www.ilo.org/dyn/normlex/en/f?p=1000:12020:::NO::>

Labour Inspection (Agriculture) Convention, 1969 (No. 129)	19 Jan 1971	Up-to-date Convention
Labour Administration Convention, 1978 (No. 150)	10 Jan 1983	Up-to-date Convention
Employment policy and promotion		
Unemployment Convention, 1919 (No. 2)	08 Jun 1966	
Vocational guidance and training		
Paid Educational Leave Convention, 1974 (No. 140)	10 Jan 1983	Up-to-date Convention
Human Resources Development Convention, 1975 (No. 142)	10 Jan 1983	Up-to-date Convention
Wages		
Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	08 Jun 1966	
Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	08 Jun 1966	Up-to-date Convention
Protection of Wages Convention, 1949 (No. 95)	08 Jun 1966	Up-to-date Convention
Minimum Wage Fixing Convention, 1970 (No. 131)	10 Jan 1983	Up-to-date Convention
Working time		
Part-Time Work Convention, 1994 (No. 175)	03 Sep 1997	Up-to-date Convention
Occupational safety and health		
Underground Work (Women) Convention, 1935 (No. 45)	08 Jun 1966	
Radiation Protection Convention, 1960 (No. 115)	08 Jun 1966	Up-to-date Convention
Benzene Convention, 1971 (No. 136)	10 Jan 1983	
Occupational Cancer Convention, 1974 (No. 139)	10 Jan 1983	Up-to-date Convention
Occupational Safety and Health Convention, 1981 (No. 155)	17 Sep 2012	Up-to-date Convention
Social security		
Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)	08 Jun 1966	
Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	08 Jun 1966	
Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42)	08 Jun 1966	
Migrant workers		
Migration for Employment Convention (Revised), 1949 (No. 97)Has excluded the provisions of Annexes I to III	08 Jun 1966	Up-to-date Convention
Seafarers		
Minimum Age (Sea) Convention, 1920 (No. 7)	08 Jun 1966	Automatically denounced on 15 Apr 1999 by convention C138
Seafarers' Identity Documents Convention, 1958 (No. 108)	08 Jun 1966	
Repatriation of Seafarers Convention (Revised), 1987 (No. 166)	10 Jun 1996	Up-to-date Convention
Dockworkers		
Dock Work Convention, 1973 (No. 137)	10 Jan 1983	
Indigenous and tribal peoples		

Recruiting of Indigenous Workers Convention, 1936 (No. 50)	08 Jun 1966
Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)	08 Jun 1966
Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)	08 Jun 1966
Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)	08 Jun 1966

Specific categories of workers

Nursing Personnel Convention, 1977 (No. 149)	10 Jan 1983	Up-to-date Convention
Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)	20 Aug 1996	Up-to-date Convention
Domestic Workers Convention, 2011 (No. 189)	09 Aug 2013	Up-to-date Convention

2. Main issues arising from applying ratified Conventions

The Committee of Experts on the Application of Conventions and Recommendations (CEACR) is a body composed of 20 independent jurists appointed by the Governing Body for three-year terms. It examines regularly the application of Conventions and Recommendations based on reports submitted by governments of member States and information provided by workers' and employers' organizations. The Committee expresses its views about progress made or the need for improvement in the application of Conventions and Recommendations, and recommends means for amelioration.

The CEACR raised the following main points concerning some of the up-to-date Conventions ratified by Guyana between 2011 and 2016. The full texts of comments of the Committee can be consulted in the country profile for Guyana on the ILO's NORMLEX database.²

Freedom of association, collective bargaining, and industrial relations

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

The Trade Union Recognition Act recognizes only those unions claiming 40 per cent support of workers as collective bargaining unit. The law should grant collective bargaining rights to all the unions in the bargaining unit, at least on behalf of their members, if no union covers more than 40 per cent of the workers in the bargaining unit.

Elimination of child labour and protection of children and young persons

Minimum Age Convention, 1973 (No. 138)

National Plan of Action for Children (NPAC) should be finalized.

² Under the section "Comments of the Committee of Experts (CEACR)". The database is located at http://www.ilo.org/dyn/normlex/en/f?p=1000:11110:0::NO:11110:P11110_COUNTRY_ID:103086

In addition, Act No. 9 of 1999 should be amended so as to ensure that the protections from hazardous work is provided to all young persons under the age of 18 years.

Equality of opportunity and treatment

Equal Remuneration Convention, 1951 (No. 100)

Section 2(3) of the Equal Rights Act No. 19 of 1990, which provides for “equal remuneration for the same work or work of the same nature” should be amended in order to bring it into conformity with the provisions of the Convention and to align it with the Prevention of Discrimination Act No. 26 of 1997, which both provide for the principle of equal remuneration for work of equal value.

In addition, training and awareness-raising campaigns concerning the principle of equal remuneration for work of equal value should be organized for labour inspectors and judges, as well as workers’ and employers’ representatives.

Labour administration and inspection

Labour Inspection Convention, 1947 (No. 81)

The Government may avail itself of technical assistance of the ILO to set up a register of workplaces liable to inspection, and of the number of workers employed therein, so that all the subjects listed in Article 21(a) to (g) of the Convention would be collected and included in an annual report on labour inspection.

Labour Inspection (Agriculture) Convention, 1969 (No. 129)

Measures should be taken to enable the labour inspectorate to collect all the information required by Article 27(a)-(g) of the Convention, so that it would be included in an annual report on labour inspection.

Vocational guidance and training

Paid Educational Leave Convention, 1974 (No. 140)

Policies and measures should be adopted in order to promote the granting of paid educational leave for the purpose of occupational training at any level, as well as for the purpose of trade union education.

Occupational safety and health

Radiation Protection Convention, 1960 (No. 115)

Measures should be taken to ensure that workers are protected against ionizing radiation at work, particularly through issuing regulations under section 75 of the Occupational Safety and Health Act.

Occupational Cancer Convention, 1974 (No. 139)

Draft Regulations on the safe use of chemicals at work should be adopted as soon as possible in order to apply the Convention.