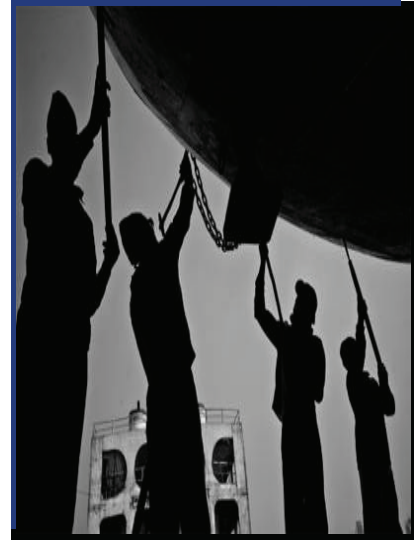
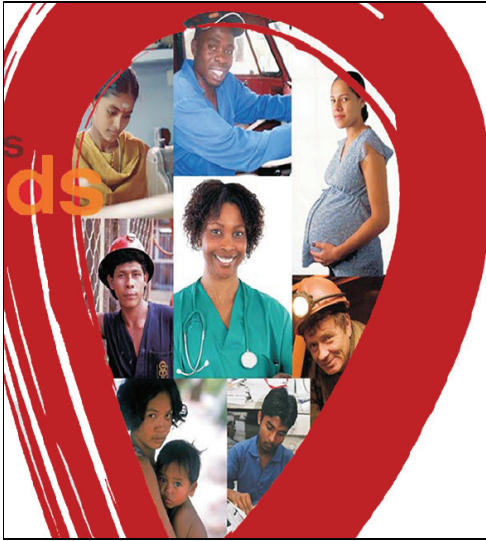


Highlights

of ILO'S work in the Caribbean
April 2010 - June 2013



International Labour Organization
Decent Work Team and Office for the Caribbean

ADVANCING HUMAN AND SOCIAL DEVELOPMENT THROUGH THE DECENT WORK AGENDA

**Highlights of ILO's work in the Caribbean
April 2010 - June 2013**



ILO Decent Work Team and Office for the Caribbean
Port of Spain, Trinidad and Tobago
20 June 2013

Foreword

The Seventh Meeting of Caribbean Labour Ministers was held in Georgetown, Guyana in April 2010. The Meeting constituted a deepening of the close collaboration between CARICOM and the International Labour Organization (ILO), with particular emphasis on the implementation of the Decent Work Agenda. Themed, “Policy Coherence for Human and Social Development in the Caribbean Community: The Contribution of Labour Ministries and the Decent Work Agenda”, the Meeting was organized jointly with the CARICOM Secretariat in the context of the 19th CARICOM Council of Human and Social Development (COHSOD) Meeting. Priorities on the agenda included:

- i. The Contribution of Labour Ministers to Advancing Human and Social Development Through the Decent Work Agenda;
- ii. Managing Labour Migration in the Context of Regional Integration;
- iii. The Role and Functions of Labour Market Information Systems in the Regional Integration Process;
- iv. Harmonizing Labour Legislation to Facilitate Regional Integration;
- v. New challenges for Social Security Systems in the Caribbean;
- vi. Preparing Youth for the World of Work: The importance of Technical Vocational Education and Training and Entrepreneurial Education; and
- vii. Decent Work, Social and Human Development and Policy Coherence

This Report highlights the results achieved by the ILO Decent Work Team and Office for the Caribbean (Office for the Caribbean) since April 2010 within the context of the priorities outlined above.

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The Decent Work Agenda: Strategic objectives¹

Work is central to people's well-being. In addition to providing income, work can pave the way for broader social and economic advancement, strengthening individuals, their families and communities. Such progress, however, hinges on work that is decent.

The ILO Office for the Caribbean works in close collaboration with governments, employers' and workers' organizations, to promote decent work for all. Through the Decent Work Agenda, the ILO promotes rights at work; encourages decent employment opportunities; enhances social protection; and strengthens social dialogue.

ILO's assistance to member States in achieving decent work objectives is implemented through Decent Work Country Programmes (DWCP) developed in collaboration with ILO constituents. The DWCP promote decent work as a key component of national development strategies and define the priorities and targets within national development frameworks. They aim to tackle major decent work deficits through the implementation of results-based programmes developed under each of the strategic objectives.

Ministers of Labour and other high-level representatives of governments, employers' and workers' organizations of the English- and Dutch-speaking Caribbean resolved to advance decent work priorities in their national development agendas at the ILO's Tripartite Caribbean Employment Forum held in Barbados on 10-12 October 2006. The "Tripartite Declaration and Plan of Action for Realizing the Decent Work Agenda in the Caribbean" was adopted by over 150 delegates present at the forum on 12 October 2006.

DWCPs were signed by The Bahamas and Belize in 2008 and 2009 respectively. During the period covered by this Report, the DWCP for Belize was reviewed in 2011, and DWCPs have been developed in the following countries:

- Barbados (2012)
- Guyana (2012)
- OECS Countries
 - Antigua and Barbuda (2010);
 - Dominica (2011);
 - Grenada (2010);
 - Montserrat (2010);
 - Saint Kitts and Nevis (2010);
 - Saint Lucia (2010);
 - Saint Vincent and the Grenadines (2010)



¹ ILO: <http://www.ilo.org/global/about-the-ilo/decent-work-agenda/lang--en/index.htm>

Decent Work Agenda: Caribbean highlights, 2010 – 2013



International Labour Standards (ILS)

Since 1919, the International Labour Organization has maintained and developed a system of International Labour Standards aimed at promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity. In today's globalized economy, International Labour Standards are an essential component in the international framework for ensuring that the growth of the global economy provides benefits to all.

The ILO's Governing Body has identified eight conventions as "fundamental", covering subjects that are considered as fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation. Eleven of the thirteen member States covered by the ILO Office for the Caribbean have ratified all eight Fundamental Conventions.²

During the period 2010 – 2013, several ratifications by Caribbean member States have been registered. These have been ratifications related to occupational safety and health (OSH), employment policy, and the maritime sector.

Ratification of ILO Conventions by Caribbean member States 2010-2013				
Occupational Safety and Health Convention, 1981 (No. 155)	Grenada ratified, June 2012		Guyana ratified, September 2012	
Maritime Labour Convention (MLC), 2006	Antigua and Barbuda ratified, August 2011	Barbados ratified, June 2013	Saint Kitts and Nevis ratified, February 2012	Saint Vincent and the Grenadines ratified, November 2010
	ILO's support to achieve the above ratifications consisted of legal gap analyses; participation of national delegations to the Hemispheric Conference on the Rapid and Widespread Ratification and Effective Implementation of the MLC, 2006, in September 2009, Barbados; and technical advisory services from the ILS Department (HQ) provided to Ministers of Labour and other related authorities.			
Saint Vincent and the Grenadines, ratifications, November 2010	The Employment Policy Convention, 1964 (No. 122)	The Labour Inspection (Agriculture) Convention, 1969 (No. 129)	The Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	
	The ILO's Governing Body has designated four Conventions as "priority" (or "governance") instruments, encouraging member States to ratify them due to their importance to the functioning of the ILS system -- Conventions Nos. 122, 129 and 144 together with Convention No. 81 on labour inspection. In ratifying these three Conventions, Saint Vincent and the Grenadines became the first country covered by the ILO Office for the Caribbean to have ratified the eight "Fundamental" (i.e. "Human Rights"), and the four "Governance" Conventions.			

² Saint Lucia and Suriname have not yet ratified Convention No. 138 on Minimum Age for Employment. Suriname has not ratified the two Conventions on equality and non-discrimination: Convention No. 100 on Equal Remuneration for Men and Women for Work of Equal Value and Convention No. 111 on Discrimination in Employment and Occupation.

According to the ILO Constitution, countries which have ratified ILO Conventions – and non-metropolitan territories to which ILO Conventions have been declared applicable by the United Kingdom or the Netherlands – are required to send reports on their implementation every three or five years (depending on the type of Convention). Some countries and territories have, in the past, experienced difficulties in fulfilling this constitutional obligation. These difficulties are often linked to lack of resources, turnover of staff of labour departments and difficulties in obtaining the necessary information from other governmental institutions. The ILO Office for the Caribbean follows up with countries individually on the submission of reports and provides technical support in the form of training of labour officials and awareness-raising activities involving the social partners and other stakeholders who have to provide information for meaningful reports to be prepared. The delivery of these awareness-raising activities is carried out by the ILO and through South-South and intra-Caribbean cooperation.

Capacity of legal professionals and Ministry of Labour officials strengthened through training in International Labour Standards

Regional legal professionals: Twenty-five legal professionals from the Caribbean strengthened their capacity in relation to domestic case law on labour matters as a result of the “Third Caribbean Course on International Labour Standards for Judges, Lawyers and Legal Educators” in Port of Spain, Trinidad and Tobago, July 2012. This Course provided participants with in-depth insight into the exhaustive use of ILS sources -- the instruments and supervisory machinery of the ILS system; the application of International Labour Standards in the resolution of national labour disputes and the content of ILS on freedom of association; and the right to collective bargaining and equality in employment and occupation. Participants in the Course benefited from the expertise of ILO as well as regional resource persons. Forty-four per cent of the professionals trained were women.

Officials of the Ministry of Labour: Labour officials from the following countries benefited from formal training on ILS and the reporting obligations:

- Distance Training Course in Best Practice on Reporting:
Antigua and Barbuda (2010 and 2011); Bahamas (2013); Barbados (2 participants, 2012); Dominica (2013); Grenada (2012); Guyana (2013); Saint Kitts and Nevis (2010); Saint Vincent and the Grenadines (2013); and Suriname (2013).
- Pre-Conference Course on International Labour Standards in Turin, Italy and Geneva, Switzerland:
Dominica (2013); Grenada (2013); Guyana (2013); Jamaica (2013); Saint Kitts and Nevis (2012); Suriname (2 participants, 2011).

Capacity and sensitization of national stakeholders on reporting obligations reinforced through awareness-raising activities

Awareness-raising activities involving the social partners and other stakeholders were organized in the British Virgin Islands (November 2011), Guyana (May 2012), Sint Maarten (December 2012), and Grenada (June 2013).

The British Virgin Islands and Sint Maarten submitted all reports due in 2012. With the support of the ILO, Guyana began in 2012 to address the accumulation of outstanding reports. During the activity held in Grenada, the Labour Department developed a plan of action to submit all reports due by September 2013.

Policy on Green Jobs initiated in Trinidad and Tobago

The Ministry of Labour and Small and Micro Enterprise Development with the support of the ILO, Geneva and ILO International Training Centre, Turin, has commenced the process of formulating a policy on green jobs. This initiative is the result of a tripartite technical and capacity-building Seminar entitled, "Developing Policies and Programmes to Promote Green Jobs and Green Enterprises", May 2012.³

Environment conducive to sustainable enterprises evaluated in Barbados

A complete work plan and logical framework endorsed by the government, employers' and workers' organizations were the main outputs of the Enabling Environment for Sustainable Enterprise (EESE) Programme implemented in Barbados over the period 2011 – 2012. An evidence-based country Report which identified, among other things, the impediments and essential mechanisms of the enabling environment was also prepared. Subsequent to endorsement, the Start and Improve Your Business (SIYB) Programme, one of the goals of the work plan, was implemented in February 2013.⁴ A Steering Committee consisting of social partners and representatives of the ILO to provide support to the EESE was established.

Institutional capacity strengthened through support to small contractors and local stakeholders in Guyana

Key stakeholders of the Community Road Improvement Programme (CRIP) in Guyana were the beneficiaries of a training programme implemented with technical support from the ILO. The training was undertaken on the basis of a training-needs assessment conducted within the framework of the CRIP which was funded by the Caribbean Development Bank (CDB).

Capacity of key stakeholders in the cooperatives sector in Barbados and The Bahamas strengthened

Barbados: Staff of the Cooperative Division, Ministry of Commerce and Trade; representatives of financial and non-financial cooperatives; and self-employed entrepreneurs were the beneficiaries of strengthened capacity as a result of participation in a Workshop on Cooperatives and the Social Economy in March 2013.

While financial cooperatives are currently being regulated by the Central Bank of Barbados, non-financial cooperatives remain under the supervision of the Registrar of Cooperatives where the necessary skills and resources to monitor them are insufficient. It is against this background and the fact that non-financial cooperatives are becoming increasingly important as Barbados seeks to diversify the economy away from dependence on tourism, that the ILO was requested to assist in the development of cooperatives. The training included: rules governing cooperatives; cooperatives and the financial crisis; and cooperatives and the ILO's Decent Work Agenda.

³ ILO: "The ILO Green Jobs Programme promotes a practical and coherent strategy that recognizes a strong interdependence between the need for social development and the urgency to act on climate change" - <http://www.ilo.org/empent/units/green-jobs-programme/lang-en/index.htm>

⁴ ILO: The Start and Improve Your Business programme is a management-training programme with a focus on starting and improving small businesses as a strategy for creating more and better employment in developing economies and economies in transition. <http://www.ilo.org/empent/areas/start-and-improve-your-business/lang-en/index.htm>

The Bahamas: In March 2012, the ILO provided support to the Department of Cooperative Development to conduct an Agri-business Cooperative Forum. The Forum underscored the importance of the Cooperatives Sector in providing food security by creating sustainable linkages between agriculture and business.

Knowledge-base of Cooperatives sector reinforced in Dominica and Guyana

In **Dominica**, tripartite constituents including young entrepreneurs, representatives of Dominica Small Business Association, employers' and workers' organizations and representatives of various government ministries were the beneficiaries of capacity-building activities which targeted the Cooperatives Sector in July and December 2012.

A similar initiative was undertaken in **Guyana** from which thirty-eight representatives of the Ministry of Labour, Cooperative Division, financial and non-financial cooperatives benefited.

Tripartite constituents in both Dominica and Guyana were introduced to the ILO Tool -- The System for Measurement and Improvement of Productivity (SIMAPRO) -- to reinforce the linkages between productivity and decent work. It is important to measure changes in productivity which is an indicator of the country's competitiveness. The need to improve productivity was one area identified by constituents as presenting a continuing challenge.

Occupational Safety and Health (OSH)

Tripartite constituents, by their endorsement of the "Tripartite Declaration and Plan of Action for the Realization of the Decent Work Agenda in the Caribbean" at the Tripartite Caribbean Employment Forum (TCEF) (Barbados, October 2006), committed to undertaking *"a thorough review of existing laws, regulations and codes as regards occupational safety and health to ensure the causes of accidents and illnesses are covered through the regulatory mechanisms."*⁵

Following dialogue with key stakeholders in the region, the Programme on Occupational Safety and Health and Environment in the Caribbean (OSHE Programme) was launched in February 2011. The main objectives are:

- to substantially reduce the number of occupational accidents and diseases; and
- to promote good working conditions, a culture of safety, increased productivity and successful business models among micro, small, and medium-sized enterprises and environmental sustainability through training of labour inspectors.

A network of resource persons comprising over 20 members with specific expertise in the area of OSHE was formed in 2011 to support the Office in responding to diverse requests from social partners for technical assistance on OSHE-related matters.

One of the main roles of labour inspectors in the Caribbean is to ensure and promote compliance on OSH measures at workplaces in line with the national legislation. Under the OSHE Programme, two hundred and forty-two safety and health officers and inspectors (both Members and Non-members of the OECS) to date are better equipped to reinforce OSH standards by applying national and international best practice.

⁵ ILO: Tripartite Declaration and Plan of Action on Realizing the Decent Work Agenda in the Caribbean (adopted by high-level representatives of the governments, and of the employers' and workers' organizations of member States and non-metropolitan territories of the English- and Dutch-speaking Caribbean at the ILO's Tripartite Caribbean Employment Forum, October 2006, Barbados) <http://www.ilocarib.org.tt/cef/> page 5

National and Institutional capacity related to workplace compliance with OSH standards strengthened through training

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

Sixty-two labour inspectors and safety and health officers from Members and Non-members of the Organisation of Eastern Caribbean States (OECS) were beneficiaries of training interventions which specifically targeted the improvement of workplace safety and health through effective OSH inspection. Areas of the improved proficiency included OSH legislation, relevant International Labour Standards, inspection techniques and report writing, HIV/AIDS and World of Work, Industrial hygiene and OSHE in the health sector, ergonomics, accident investigation, and the link between the workplace environment and the external physical environment.

Barbados, The Cayman Islands, Jamaica, Sint Maarten

The use and application of industrial hygiene kits were identified as one of the priority areas for inspector training. In collaboration with the University of the West Indies (UWI), Occupational and Environmental Safety and Health Programme, an industrial hygiene training programme was conducted from 5-9 December 2011, at the UWI Campus, Jamaica. The programme has equipped labour inspectors and officials responsible for evaluating occupational health in the workplace, with the skills and knowledge on occupational health hazards and industrial hygiene, including the use of industrial hygiene kits. The training programme included:

- Recognition of occupational health hazards within the occupational environment;
- Sampling strategies and methodologies;
- Conducting Industrial Hygiene (IH) surveys and analysis of the results;
- Application of IH surveys report at the workplaces, and international standards on IH.

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

A variety of training, seminars and workshops were conducted in response to the needs and requests of tripartite constituents at the national and institutional levels. These activities contributed to increase the awareness on OSH issues and to strengthen the capacity in reinforcing safety and health at work throughout the region, which would serve as the basis of targeting more activities for each country.

Legal framework for OSH strengthened

Antigua and Barbuda, Belize and Saint Vincent and the Grenadines

OSH Act drafted:

- Occupational Safety and Health Bill (Antigua and Barbuda);
- The Safety and Health Bill (Belize)
- Occupational Safety and Health Bill (Saint Vincent and the Grenadines)

Barbados

The Safety and Health at Work Act, passed in Parliament in 2005, was proclaimed on 1 January 2013. ILO provided support to the Ministry of Labour and Social Security in awareness-raising and public sensitization in preparation for the proclamation of the Act.

Jamaica	One hundred and fifty stakeholders were sensitized on the scope and content of the OSH Bill at a national Symposium held in April 2013.
Promotional framework approach to OSH reinforced	
Jamaica	Finalization of the national OSH profile is in progress. (The national OSH profile is one of the core tools for a management systems approach to OSH in line with the Promotional Framework for Occupational Safety and Health Convention (No. 187) and Recommendation (No. 197). It is considered by the ILO as an essential first step to building a good national OSH programme. ⁶
Capacity on OSH in the specific sectors developed	
Guyana and Suriname	(Mining industry): In response to requests from Ministries of Labour to improve safety and health in the mining sector, two training workshops specifically targeting small-scale mines were conducted by the ILO in November 2012 and April 2013. Prior to the training, several technical consultations, including site visits to determine the level of need and the most appropriate form of intervention took place. The training workshops provided a forum for the participants with different backgrounds, not only to acquire basic knowledge and skills in OSH in mining, but also to identify current problems and gaps in mining sites in Guyana and Suriname.
Saint Lucia and Sint Maarten	(Hotel and hospitality industry): In order to increase compliance with OSH legislation, representatives from the tripartite constituents in Saint Lucia and the employers' organization in Sint Maarten participated in a 3-day OSH risk assessment training Workshop in May 2013. The objective of the Workshop was sustainable OSH improvement in the workplace through peer training, applying risk assessment and management skills.
National preventative safety and health culture developed	
Subregion	A preventative culture of safety and health has been developed in the region through interventions organized at various levels to raise awareness and to improve the knowledge and competences of constituents on occupational safety and health and environment. In particular, the ILO's World Day for Safety and Health at Work (OSH Day), 28 April, was observed region-wide. A variety of events were organized, coinciding with the OSH Day, by the Government, employers' and workers' organizations, academia and professional associations.
Guyana and Jamaica	The integrated approach to OSH and education has been widely introduced in Europe and the USA since the early 2000s. "Mainstreaming OSH into Education: Towards a Culture of Prevention" was introduced in Guyana and Jamaica, in collaboration with the ILO-EU TACKLE Project. In Guyana, a core working group was established involving the Ministry of Education. Safety and health modules were included in the curriculum in pilot schools selected at the primary level.

HIV and AIDS and the world of work

The ILO's support for workplace interventions in the Caribbean has focused on the development and implementation of national HIV and AIDS workplace policies and programmes to facilitate access within a sustainable framework of prevention, treatment, care, and support services for workers and their families. Barbados, Belize, Guyana, Jamaica and Trinidad and Tobago participated in a three-year Workplace Education Project funded by the United States Department of Labor (USDOL) and

⁶ ILO: http://www.ilo.org/global/publications/magazines-and-journals/world-of-work-magazine/articles/WCMS_099050/lang--en/index.htm

have subsequently implemented measures to address discrimination and behaviour change through the workplace. Guyana continues to implement an ILO Programme through funding from the United States President's Emergency Plan for AIDS Relief (PEPFAR). More than 20 enterprises in 11 sectors -- a combined total of 25,000 employees -- have benefited from ILO's Workplace Programme on HIV and AIDS in Guyana.

Workplace Policies on HIV and AIDS developed and adopted	
Anguilla, Antigua and Barbuda, Montserrat, Saba	National workplace policies on HIV and AIDS drafted.
Saint Kitts and Nevis, Sint Maarten and Saint Vincent and the Grenadines	The policies which serve as national frameworks to guide the response to HIV in all workplaces in these countries formally adopted.
Aruba, Belize, Dominica, Saint Kitts and Nevis, Sint Maarten and Saint Vincent and the Grenadines, Suriname, and Trinidad and Tobago	ILO's skills-building workshops on HIV workplace policy development conducted and resulted in the enhanced capacity to develop HIV workplace policies of approximately 300 persons from governments, employers' and workers' organizations, and non-governmental organizations.
Capacity of workers strengthened to implement a sustainable response to HIV	
Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Lucia, Saint Vincent, Suriname, Trinidad and Tobago	During 2012, the Caribbean Congress of Labour (CCL), in partnership with the ILO and the Pan Caribbean Partnership against HIV and AIDS (PANCAP), successfully reached 97 trade unionists with targeted training. Each union participating in the training workshops now has a team of 4 to 5 persons able to respond to HIV in the World of Work. Seventeen unions from 12 CARICOM countries now have trained leaders, industrial relations officers, focal points and peer educators prepared to expand and reinvigorate trade union activities to address HIV at the workplace. Their commitment was confirmed when all participants signed an agreement for planning and implementing a programme of activities during 2013 on return to their national unions.
Intervention programmes developed to reduce HIV in the informal economy	
Antigua and Barbuda, Barbados, Belize and Trinidad and Tobago	An assessment of the vulnerabilities of migrant workers in the informal economy was conducted in four countries in the Caribbean. Under the Regional Global Fund Grant, ILO, in partnership with PANCAP PCU, provided technical support for the assessment. One-year intervention programmes have been developed to reduce the vulnerabilities of construction workers to HIV in Trinidad and Tobago; agricultural workers in Belize; and CARICOM workers in Antigua and Barbuda and Barbados as a result of the research findings.
Tripartite-Plus representatives sensitized on HIV workplace issues	
Subregion	Under the ILO Programme on OSHE in the Caribbean, more than 200 persons, comprising occupational safety and health officers, labour and factory inspectors, employers, trade union personnel from across the Caribbean, and students in the Masters' OSHE Programme at the St Augustine and Mona Campuses of the University of the West Indies, were sensitized on HIV workplace issues and the inclusion of an HIV response within the broader OSH response in the workplace.

Pilot programme on HIV and AIDS launched

Antigua and Barbuda

ILO launched a six-month pilot workplace Programme on HIV and AIDS in Antigua and Barbuda in June 2013 with the signing of a Memorandum of Cooperation by the Ministry of National Security and Labour, Department of Labour, and 12 participating enterprises (Antigua Public Utilities Authority, A S Bryden and Sons, Antigua Port Authority, Antigua Commercial Bank, Sandals, LIME, Antigua Distillery, Courts, LIAT, Scotiabank, Carlisle Bay and the National Solid Waste Management Authority). In 2010, Antigua and Barbuda and other members of OECS identified HIV in the workplace as one of the four priorities for support under the Decent Work Country Programme, developed in collaboration with the ILO.

Pilot programme on HIV and AIDS implemented in the informal economy

Trinidad and Tobago

Workers in the informal economy in selected communities of Tobago were the beneficiaries of a pilot Programme aimed at providing HIV workplace education. The ILO partnered with the Ministry of Labour and Small and Micro Enterprise Development and the Tobago HIV/AIDS Coordinating Committee to educate workers in the informal economy using reality theatre.⁷ This particular methodology was used to better reach persons in the informal economy who would not be typically accessible in the formal work setting, thereby making it difficult for them to participate in formal sessions and also for whom the other modes of education and sensitization (lectures/PowerPoint presentations etc.) may not be as effective. The choice of approach was based on a previously conducted situation analysis of selected communities. Subsequently, the Ministry of Labour expanded the pilot to other communities in Tobago. There is now a cohort of persons in Tobago with enhanced capacity to use reality theatre as an education tool to promote HIV workplace education in the informal economy. A toolkit has been developed for use in the expansion of the approach in both Tobago and Trinidad.

Capacity of the Ministry of Labour to protect workers strengthened through HIV legal gap analysis

Trinidad and Tobago

ILO is represented on the Advisory Board of the HIV and AIDS Advisory and Sustainability Centre (HASC), established in the Ministry of Labour and Small and Micro Enterprise Development. ILO provides on-going support for the implementation of the workplace programme, guided by the National Workplace Policy on HIV and AIDS. The ILO supported an analysis of the gaps in the legal framework related to HIV in the world of work in 2013. The analysis and the emerging recommendations will guide the development of the Ministry's initiatives to improve the legal and policy environment to protect the human rights at work of persons living with and affected by HIV and AIDS.

Module on HIV and the World of Work developed in Dutch

Suriname

In December 2011, the ILO published a training module on HIV and AIDS and the world of work, which focuses on strengthening the capacity of the Suriname Labour College (SIVIS) to contribute to a sustainable response in the world of work. The publication is in Dutch and entitled "HIV op de Werplek" (HIV in the Workplace).

⁷ Reality Theatre - the use of drama to create an illusion of reality, with the objective of sensitizing persons about HIV and AIDS and issues relevant to the workplace.

Opportunities for persons with disabilities to access decent work created through the review of the Employment Section of the National Policy for Persons with Disability

Bermuda and Saint Lucia: The Decent Work Country Programme for Saint Lucia, signed in September 2010, lists the development strategies to improve access to decent work for persons with disabilities as one of its priority areas of work, for which ILO is providing technical assistance. The ILO has received a similar request for assistance from the Ministry of Health, Bermuda, through the National Office for Seniors and the Physically Challenged.

To this end, a two-day training Workshop was conducted on 4-5 July 2012 in Saint Lucia and on 25-26 June 2012 in Bermuda by two ILO Officials. The objectives of the Workshops were to review international standards, identify barriers to decent work, and identify specific actions and steps for moving forward by addressing policies, laws, services, and strategies for mobilizing stakeholders.

In both Bermuda and Saint Lucia, the outcome of the two-day capacity-building Workshops was the formation of a task force to review the country's national policies on employment of persons with disabilities and to develop plans to implement the policies.

Social dialogue and labour administration

Mechanisms for labour dispute settlement strengthened and revitalized in six Caribbean countries

Ministries of Labour play an essential role in the prevention and resolution of labour disputes. Labour officers are the backbone of a Government service to ensure social peace and harmonious industrial relations in a country. The ILO supported these series of training courses on conciliation, mediation and negotiation for labour officers and also employers and workers in **Antigua and Barbuda**, December 2012, **The Bahamas**, March 2011, **Grenada**, May 2010, **Saint Kitts and Nevis**, November 2011, **Saint Lucia**, December 2011 and March 2012, **Saint Vincent and the Grenadines**, November 2011, and **Trinidad and Tobago**, March and May 2013. The training courses equipped labour officers with the necessary skills to prevent disputes from escalating. As a result of the training it was reported that labour disputes are being settled faster and with a higher number of agreements reached, avoiding further delay and submission to labour courts.

Labour administration services strengthened in Saint Kitts and Nevis and Suriname

Following a request from the Ministry of Labour, Suriname, the ILO Office for the Caribbean conducted an intensive training course on labour administration services for labour officials and representatives of the social partners. The training addressed the interlinkages of the various disciplines and included labour inspection; employment policies and employment services; tripartism and social dialogue; national and international labour standards; as well as policy coherence and policy approaches at the Government level. In Saint Kitts and Nevis, a tripartite training course on conciliation and mediation was preceded by a labour administration seminar in order to expose the entire labour department to new approaches and methods of work in a globalized world. Training workshops in both Saint Kitts and Nevis and Suriname were conducted in November 2011.

Social dialogue promoted and social dialogue institutions revitalized

Subregional: In response to strong calls from within the region to assist in the promotion of social dialogue, several high-level tripartite meetings were organized by the ILO Office for the Caribbean, including a tripartite Subregional Symposium on Social Dialogue in Barbados, May 2011 and a subregional seminar on Occupational Safety and Health, Productivity and Social Dialogue, in Trinidad and Tobago in October 2012. More details about these subregional meetings are given in Chapter 7. The Symposium, as well as several subsequent national events to promote social dialogue, benefited from South-South cooperation where the ILO could mobilize tripartite delegations from Barbados and as far as Mauritius and Singapore to share their success stories and first-hand experience with the Caribbean constituents.

Aruba: Aruba established a new social dialogue mechanism under the guidance of the Prime Minister. Following a request from the social partners, the ILO undertook an audit of the social dialogue situation in Aruba in January 2012, and assisted the constituents in fine tuning the newly established national social dialogue mechanism to address a number of economic and social issues, including consolidating support from the Aruban Parliament on this new development.

Saint Lucia: Saint Lucia is in the process of creating a new national tripartite social dialogue mechanism. The ILO supported the first national tripartite conference, February 2013, convened to develop a framework for the social dialogue forum. Delegates at the Conference agreed unanimously on all aspects relevant to the creation of a new mechanism which is expected to become operational in 2013. Subsequently a tripartite meeting in Saint Lucia on OSH further confirmed the readiness of constituents to discuss other national priorities within the framework of this new social dialogue mechanism.

Trinidad and Tobago: Trinidad and Tobago convened a two-day national Workshop on the Social Dialogue Process in June 2012, with almost 200 participants, including Members of Cabinet, with a view to fostering the social dialogue process at the national level. The ILO assisted with technical inputs and also through south-south and triangular cooperation from within the Caribbean region, Mauritius and beyond. Subsequent to this national event, several tripartite meetings took place and existing tripartite bodies were strengthened and their roles reviewed. These included the Convention 144 - Committee; Industrial Relations Advisory Committee; and the National HIV/AIDS Workplace Advocacy and Sustainability Centre.

Curacao, Grenada and Guyana: ILO constituents in Grenada and Guyana have expressed interest in revamping the national social dialogue mechanisms in order to find adequate responses to the new challenges.

Workers' activities

Workers' representation strengthened through the creation of a regional network of domestic workers

Subregional: In November 2010, the National Union of Domestic Employees (NUDE), with the technical support of the ILO Office for the Caribbean, developed a Strategic Plan for the period 2011 – 2015, and an Action Plan for the period November 2010 – December 2012. The Strategic Plan and Action Plan have guided the organization and recruitment activities implemented by NUDE since November 2010 to present. One major achievement of the work undertaken by NUDE, with technical support from the ILO Office for the Caribbean, was the bringing together of organizations from across the region, that were either interested in or actually working with domestic workers to create a regional network of domestic workers. In November 2011, the Caribbean Domestic Workers Network (CDWN) was launched with founding member organizations from Antigua and Barbuda, Barbados, Guyana, Jamaica, Saint Lucia, and Trinidad and Tobago. The Network has been working in these six countries to campaign for the ratification of ILO Convention 189 and to mobilize and organize domestic workers. In March 2013, the Jamaica Household Workers' Union (JHWU) was launched to mark the transition of the Jamaica Household Workers' Association from an Organization which brought domestic workers together to an Organization which would now actively represent them and

take its place in the trade union movement. In May 2013, domestic workers agreed to organize as an arm of the Antigua Trades and Labour Union (ATLU); both these unions are member organizations of the CDWN.

Trade union policies on OSH formulated

Antigua and Barbuda and Grenada: A joint trade union Policy on Occupational Safety and Health (OSH) was developed and endorsed by the Antigua and Barbuda Workers' Union (ABWU) and the Antigua and Barbuda Public Service Association (ABPSA). In March 2010, during a regional training of OSH Focal Points for trade unionists conducted by the ILO Office for the Caribbean in collaboration with the ILO International Training Centre, Turin, the two unions jointly requested a workshop to develop a trade union policy on OSH. After the formulation of the joint trade union Policy using the OSH standards stipulated in Conventions 155 and 161, each union obtained endorsement at its annual conference. Subsequently, training workshops on the policy for officers and shop stewards were held. The Policy has been published and disseminated widely in both unions. In addition, both unions are represented on the National Labour Board where they are able to make inputs into the formulation of new legislation dealing with OSH.

In October 2011 the Grenada Trades Union Council (GTUC) formulated and adopted a trade union OSH Policy with technical assistance from the ILO.

Employers' Activities

Capacity of employers to understand the implications of market access requirements related to labour standards strengthened

Subregional: The ILO Office for the Caribbean supported a series of national workshops from February to March 2013 designed to develop the capacity of employers to support the Caribbean Single Market (CSM) approach through wide understanding and compliance with International Labour Standards. To date workshops have been conducted in Anguilla, Antigua and Barbuda, Barbados, Grenada, Saint Kitts and Nevis, Saint Lucia, and Saint Vincent and the Grenadines.

With the ever-increasing focus on the impact of globalization on business activity, it is important that the countries which form part of the CSM for the purposes of intra- and extra-regional trade and development, not only understand, but also implement and enforce core Labour Standards. It is envisioned that engagement from employers in actively promoting core Labour Standards in their business practices will contribute to strengthening the CSM.

National Employers' Organizations (NEOs) strengthened through organizational reviews

Over the three-year period the ILO has been focused primarily on supporting Employers' Organizations in reviewing their organizational structure to identify strengths, weaknesses, opportunities and threats, and provide recommendations on effectiveness and sustainability. Reviews were conducted in Belize, The Bahamas, Barbados and Saint Lucia in 2010; Saint Kitts and Nevis and Trinidad and Tobago in 2011; Jamaica, Antigua and Barbuda and Grenada in 2012 and Saint Vincent and the Grenadines in 2013.

The Bahamas: On 1 January 2011 the Bahamas Employers' Confederation and the Bahamas Chamber of Commerce and Industry ceased to exist as separate entities and became the Bahamas Chamber of Commerce and Employers' Confederation (BCCEC). This was the result of an organizational review in January – February 2010 which recommended a merging of the two key employer-representative organizations. A new organizational chart was developed and a full strategic plan and accompanying action plans were adopted by the new Board. In March 2011 a Workshop for the merged Organization on the role and function of an effective employers' organization was held to

ensure a complete understanding by the Board and staff of the expectations of the new Organization, particularly in social dialogue fora.

Barbados: A three-year strategic plan was developed as a direct output of a membership survey following a review of the Barbados Employers' Confederation (BEC) in 2010. The membership survey assessed employment practices; industrial relations; the policy framework of the companies; compensation practices; employee benefits programmes; the safety and health practices of companies; human resource development philosophy and practices of companies; levels of environmental consciousness; as well as the extent to which the companies were socially responsible. Another result of the organizational review was the acceptance into membership of the Small Business Association (SBA) of Barbados to enable collaboration in research and training. The BEC hired two additional Industrial Relations Officers in 2011 to help carry out research, conciliations, and representational work identified as needed under the strategic plan.

Belize: The capacity of social partners on key concepts of economics and finance was reinforced at a 2011 Workshop to support the Belize Chamber of Commerce and Industry (BCCI) in their restructuring process to become a more proactive and effective private sector organization. The restructuring was based on recommendations of its organizational review. The number of staff members was increased to strengthen the overall capacity of the Organization with core functions for staff defined and annual work plans drafted and adopted.

Trinidad and Tobago: The Industrial Relations Solutions Centre ("the Solutions Centre") -- a new initiative geared towards resolving workplace-based conflict among employers and workers throughout Trinidad and Tobago through the promotion of the principles and practices of good industrial relations -- was established following the organizational review of the Employers' Consultative Association of Trinidad and Tobago (ECATT) in 2011. The Solutions Centre offers nine major services including:

1. Mediation
2. Industrial relations audit
3. Ombudsman services
4. Representation at the Industrial Court and Ministry of Labour
5. Publications
6. Retainer
7. Collective bargaining
8. Representations at meetings with trade unions
9. Research

Jamaica: A commercial strategy for improved operations, in line with the continued relevancy and sustainability of the Jamaica Employers' Federation (JEF), was developed at a Planning Seminar in August 2012. The Seminar followed an organizational review of the JEF in February 2012.

Antigua and Barbuda, Grenada, Saint Kitts and Nevis, Saint Lucia: Strategic plans were developed and adopted following organizational reviews conducted in Antigua and Barbuda, Saint Lucia, Saint Kitts and Nevis and Grenada. The development and adoption of strategic plans included the establishment of training programmes for members. The programmes focus on adding value to members' enterprises and assist the NEOs in retaining and attracting new members to become more widely represented.

Caribbean Academy for the Management of Employers' Organizations (CAMEO)

Subregional: The CAMEO is an intensive, five-day capacity-building Programme for executives of Caribbean NEOs, which mirrors the extremely successful Latin American Institute for the Management of Employers' Organizations (ILGO).⁸

The third round of the CAMEO (CAMEO III) was conducted in collaboration with the Cave Hill School of Business, University of the West Indies (UWI), Cave Hill, Barbados, June – July 2011. An impact

⁸ Barbados-CAMEOIII-Joint Mission Report, ILO-DWT/O-POS June-July 2011

assessment of the CAMEO III was conducted in January 2012. An expanded knowledge- and skills-base of NEOs was amongst the significant results

Child Labour

The International Labour Organization is spearheading worldwide action to combat child labour, particularly its worst forms. It has been working closely with governments and workers' and employers' organizations of its member States to ensure that international treaties on child labour, such as ILO Convention No. 182 on the Worst Forms of Child Labour and ILO Convention No. 138 on the Minimum Age for Employment, are adopted and applied in national legislation and programmes.

Subregional: The ILO organized the "Tripartite Workshop for Eliminating Hazardous Child Labour" in St. George's, Grenada in October 2011 at which the ILO Convention No. 182, and the term "hazardous work", was presented and interpreted in the Caribbean context. Since economies, industries, customs, and production processes differ from place to place, the types of hazardous work in which children are engaged, differ too, as will the best ways of addressing the problem. This Workshop focused on developing the capacity of participants to categorize hazardous work in its national context and establish a Hazardous Work List in line with ILO Convention No. 182,⁹ which has been ratified by all Caribbean countries.

Tackling Child Labour through Education (TACKLE) in African, Caribbean and the Pacific (ACP) States

TACKLE is an ILO Project launched with funding from the European Commission (EC) to fight Child Labour in 12 countries across the African, Caribbean and Pacific Group of States (ACP). The objective of TACKLE is to contribute to the withdrawal of children engaged in child labour and to prevent the entry of children into employment by offering alternative education and training opportunities and thereby contributing towards poverty reduction. TACKLE Jamaica was launched in 2009 and TACKLE Guyana in 2010.

National policy on child labour reinforced	
Guyana:	As part of ILO's World Day Against Child Labour Campaign in 2012 government, workers' and employers' representatives signed a Communiqué which outlines their commitment to continue to tackle the issue of child labour. The Government specifically agreed <i>"to ensure that there is enforcement of National legislation and to facilitate sufficient budgetary allocations to address the issue"</i> , while the social partners agreed <i>"to ensure effective monitoring is in place to embrace the fight against child labour in supply chains"</i> .
Jamaica:	A comprehensive review of all national legislation in relation to ILO Convention Nos. 182 and 138 was undertaken to promote harmonization in the laws and improved enforcement. The Trade Union Confederation developed and adopted a Child Labour Policy while the employers' organization and government drafted policies. In addition, child labour was included in other relevant national policy frameworks such as National Education Policy and the corporate plan and activities of the Poor Relief Department thus ensuring policy coherence.
Institutional capacity strengthened	
Guyana	<ul style="list-style-type: none"> Core trade union groups were established to promote increased school attendance rates by monitoring the activities of children in the communities and networking with key actors, influencing school attendance.

⁹ Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour Convention 182 calls on ratifying States to "take immediate and effective measures to prohibit and eliminate all the worst forms of child labour." Article 3 of the Convention establishes the "unconditional worst forms" (points a, b and c: slavery or similar practices; prostitution or pornography; and illicit activities such as production and trafficking of drugs) but leaves the definition of hazardous work (point d) to be defined by the countries. Article 4 requires that each country prepare its own list of hazardous work.

Jamaica	<ul style="list-style-type: none"> • National Child Labour Steering Committee, Project Advisory Board and Thematic Sub-Committees focused on specific results were established. • Light Work and Hazardous Work Lists were drafted and reviewed by stakeholders. • Labour inspectors, legal officers, staff of the Statistical Institute as well as key stakeholders were sensitized and trained. In addition, thirty-one sports coaches and guidance counsellors were sensitized about child labour and trained on the use of the ILO Supporting Children's Rights through Education, the Arts and the Media (SCREAM) tool.
Workplace compliance reinforced	
Guyana	<p>ILO, IPEC, and the Ministry of Labour, Human Services and Social Security School Retention and Child Labour Prevention Programme, launched in September 2011 resulted in:</p> <ul style="list-style-type: none"> • improved attendance rates of students and teachers. • increased student retention with low attrition rate for teachers. • increased numbers of students participating in National Grade 6 Examination. • improved performance in national competitions.¹⁰ • improved support and participation of parents in school activities.
Jamaica	<ul style="list-style-type: none"> • In February 2013, the ILO-EU TACKLE Project in Jamaica launched a Handbook on Child Labour. The publication aims at enhancing the knowledge-base on child labour, and is designed to provide guidelines for professionals who encounter instances of child labour in the course of their work. • One hundred and thirty children were withdrawn from child labour and prevention activities were conducted with 670 children through remedial education, skills building, awareness raising, rehabilitation, and helping children and families access social support mechanisms in both urban and rural settings. • The Jamaica Employers' Federation (JEF) undertook a five-day summer camp for 30 child labourers to give them exposure to various skills required for successful entry into the formal labour force. A network of JEF, government agencies and another NGO was created out of this initiative. • Of four hundred children from urban areas enrolled in the Sports Mentorship Programme (football clinic and football league), thirty were identified as child labourers and referred to local NGOs and the government. Follow-up was carried out by Guidance and Counselling staff to assess attitude and behaviour of seventy-six parents and guardians regarding child labour. • A Survey on Knowledge, Attitude, Practice and Behaviour was undertaken in thirty schools and the Jamaica Constabulary Force with the aim of developing an education module and training programme on child labour.

¹⁰ Following the introduction of the SCREAM module in the Kuru Kuru Primary School, the school entered the National Poetry competition and won a Prize

Managing labour migration in the context of regional integration



Capacity of employers and workers reinforced to contribute meaningfully to matters related to the CARIFORUM-European Commission (EC) Economic Partnership Agreement (EPA)

Employers' and workers' representatives from thirteen CARICOM countries participated in workshops on "International Trade Negotiations, Trade Agreements and the Decent Work Agenda". The workshops were organized with a view to enhancing the capacity of employers' and workers' organizations in the Caribbean to contribute meaningfully to preparations for future international trade negotiations and to understand and maximize the benefits of the CARIFORUM-EPA Agreement. The training activities were organized by the ILO Office for the Caribbean in collaboration with the Office of Trade Negotiations of the CARICOM Secretariat in 2009 – 2010.

The ILO developed and published two Guides¹¹ in response to requests by Caribbean umbrella employers' organizations and trade unions expressing the need for materials to support awareness-raising activities for their members on the EPA. More recently the ILO has assisted the Caribbean Congress of Labour (CCL) and the Caribbean Employers' Confederation (CEC) with the formulation of a proposal for funding under the 10th European Development Fund (EDF) for civil society.

Labour migration policy placed on the agenda

The ILO has collaborated with the United Nations Economic Commission for Latin America and the Caribbean (UNECLAC), and the International Organization for Migration (IOM), on a number of national-level meetings and training seminars in Trinidad and Tobago. These activities have led to a broader perspective on migration issues to include not only security issues but also the economic, social and human rights dimensions. As a result of this a larger number of Governmental stakeholders have become involved and are paying close attention to this policy area. These discussions and consultations are taking place in a newly formed National Consultative Committee on migration. Within the framework of the Caribbean Single Market and Economy (CSME), the free movement of labour and services will place labour migration policies high on the agenda of Caribbean governments and particularly the agenda of ministries of labour.

¹¹ "A Guide for Caribbean Employers on the CARIFORUM-European Community Economic Partnership Agreement" and "A Guide for Caribbean Trade Unionists on the CARIFORUM-European Community Economic Partnership Agreement"

The role and functions of LMIS in the regional integration process



In formulating their response to the sustained impact of the global financial and economic crisis on their labour markets, many Caribbean Governments are moving to an evidence-based approach in the design of their employment policies. This is necessary because of their limited resources to fund employment programmes and the immediate impact labour market policies have on the living standards of the population. The corner stone of evidence-based approaches is a reliable information system. All stakeholders want to know what employment challenges there are, who in the labour market is affected, and where and how they are affected. Such information will allow them to analyze the situation, and design and monitor policies. Therefore, the demand for Labour Market Information Systems (LMIS) to support employment and labour market policies has steadily grown.

In implementing the Memorandum of Understanding between the ILO and the Organisation of Eastern Caribbean States (OECS) the LMIS piloted by the ILO Office for the Caribbean in Saint Vincent and the Grenadines was integrated in a joint work plan on Labour Market Information. The ILO Office for the Caribbean formally established the Caribbean LMIS (CLMIS) Project in August 2010. After the initial deployment of the system in Saint Vincent and the Grenadines, and Saint Lucia, the deployment of the CLMIS is an ongoing activity that is part of the Decent Work Country Programmes in the subregion, but it is at the same time part of the ILO-OECS collaboration on LMI.

The core of the system is a centralized National Labour Administration Database (NLAD) that assists labour administration officers and managers to process, report on, or monitor all ongoing labour administration procedures in real-time. A web-based dissemination system for Labour Market Information (LMI) is the second major component of the CLMIS. This application allows the participating producers of labour market information¹² to disseminate a nationally agreed package of LMI to the public using the internet.

In addition to the OECS, the CLMIS is being deployed in other countries of the English- and Dutch-speaking Caribbean. In Trinidad and Tobago the system is piloted in selected units of the Ministry of Labour and Small and Micro Enterprise Development. Full deployment of the system is planned in Suriname, Sint Maarten and the Bahamas.

The key role of the LMIS has also intensified the communication and collaboration between the ILO and other development partners who are actively supporting the ILO constituency in their response to employment and labour market challenges. These include the European Union (EU), World Bank (WB), Inter-American Development Bank (IADB), and Canadian International Development Agency (CIDA). The ILO Office for the Caribbean has developed working relations with all these Agencies to avoid duplication of efforts and generate synergies in order to get optimal support for the development efforts of the peoples of the Caribbean.

¹² These include the Departments of Labour, the National Statistical Offices, The National Insurance Boards, Trade Unions, Employers' Organizations, TVET Institutions, Special Employment (job creation) Programmes, Labour Inspectorates or Occupational Safety and Health Authorities, and various line Ministries.

Template for Labour Market Analysis in the OECS Developed	
Labour Market Analysis in the OECS countries developed	<ul style="list-style-type: none"> The harmonized template for Labour Market Analysis in the OECS was developed and is to be adopted at the OECS Labour Commissioners meeting carded for June 2013
Advanced Caribbean LMIS developed and implemented	
Labour Force Surveys (LFS) in the region	<ul style="list-style-type: none"> Standardized output for the LFS Harmonized OECS-LFS: questionnaire, field manual/tools, data processing and tabulation
Technical Assistance to Vacancy (job openings) Surveys in the region	<ul style="list-style-type: none"> Completed in Trinidad and Tobago and Saint Lucia. On-going in Antigua and Barbuda (Limited) Vacancy Survey part of the Caribbean LMIS Labour Administration module
Computerization of the Labour Departments	<ul style="list-style-type: none"> Completed in 5 countries: Antigua and Barbuda, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines and Suriname; Partial installation in Trinidad and Tobago Arrangements made for installation in: Dominica, Grenada, Sint Maarten, Anguilla
Computerization of Technical and Vocational Education and Training (TVET)	<ul style="list-style-type: none"> Computerization of TVET data administration services, registration and monitoring of trainees integrated in the system
Internet-based LMI dissemination facilities installed	<ul style="list-style-type: none"> Operational in Saint Lucia and Saint Vincent and the Grenadines Scheduled to become operational in 2013: Antigua and Barbuda, Saint Kitts and Nevis, Suriname

Harmonizing labour legislation to facilitate regional integration



Framework created for labour administration to provide effective services and apply labour legislation through new or amended labour legislation

Most of the countries covered by the ILO Office for the Caribbean were once colonies of the United Kingdom and are members of the Commonwealth of Nations. The legal system of these Commonwealth Caribbean countries is therefore one of common law but with some variations. Whereas Barbados has retained a system very close to the original common law system of Great Britain, some other countries have departed from this original model. Guyana and Saint Lucia are examples of such variations. The legal system of Suriname, a former Dutch colony, follows more closely the civil law tradition of the Netherlands.

In recent years, several countries have shown interest in the development of updated labour legislation, including labour codes. In addition to Suriname, whose Civil Code contains two chapters covering labour issues, Antigua and Barbuda and Grenada have labour codes, adopted in 1975 and 2004 respectively. Saint Lucia developed an extensive labour code which was proclaimed in 2012. Saint Kitts and Nevis, in accordance with its DWCP, requested the support of the ILO to draft a Labour Code. Similarly, the ILO continues to lend its technical support to the drafting of a labour code in the Anguilla, British Virgin Islands and Montserrat.

Legislation: Regional update	
Antigua and Barbuda	<ul style="list-style-type: none"> • Amendments to the Labour Code are before Parliament. • The Safety and Health Bill is under review by social partners at the National Labour Board.
Barbados	<ul style="list-style-type: none"> • The Safety and Health at Work Act, 2005 was proclaimed in January 2013.
Belize	<ul style="list-style-type: none"> • The ILO provided technical comments on the draft amendments to the Labour Act of Belize in September 2010. The Labour (Amendment) Act (Act No.3 of 2011) came into effect in May 2011. • In September 2011, the ILO provided technical comments on the draft Occupational Safety and Health Bill which is currently under review by Cabinet before transmission to Parliament.
British Virgin Islands	<ul style="list-style-type: none"> • The Labour Code, drafted by a legal consultant identified by the ILO, was proclaimed in July 2010.
Montserrat	<ul style="list-style-type: none"> • The Labour Code, drafted by a legal consultant contracted by the ILO, was passed in the Legislative Assembly in December 2012.
Saint Kitts and Nevis	<ul style="list-style-type: none"> • Labour legislation of Saint Kitts and Nevis was reviewed and a new Labour Code is being drafted with technical assistance from the ILO. The ILO contracted the services of a legal consultant to facilitate the process of reviewing the Federation's labour laws and providing support to draft the Labour Code (October – December 2011 and March – May 2013). Technical comments on the draft Bill were also provided (April 2013).
Saint Lucia	<ul style="list-style-type: none"> • The Labour Code of Saint Lucia, adopted in 2006, was proclaimed in August 2012. • The Saint Lucia Employers' Federation (SLEF), with the support of the ILO developed a Guide¹³ on the implementation of the new Labour Act.
Saint Vincent and the Grenadines	<ul style="list-style-type: none"> • In April 2010, the ILO provided technical comments on the Bill to establish the Labour Relations Act, 2010. The bill is currently being reviewed by the Office of the Attorney General. • In November 2011, an ILO-funded consultant visited Saint Vincent and the Grenadines to review Occupational Safety and Health (OSH) laws and identify gaps within the context of applicable ILS and comparable regional standards; and to engage in consultations with stakeholders and the authorities with a view to prepare the legislative framework. The consultant prepared an OSH policy on the basis of which an OSH Bill could be prepared. An additional consultancy was funded by the ILO in May – June 2012 in order to have further consultations with stakeholders and to draft a Bill. In July 2012, the ILO communicated to the Government of Saint Vincent and the Grenadines: a) the draft Bill on Occupational Safety and Health; b) ILO's technical comments on the Bill and c) recommendations on OSH regulations. Stakeholders' consultative review of the Draft Bill was held in November 2012 and group meetings are being held before forwarding the draft Bill to the Office of the Attorney General.

¹³ Frequently asked questions about the Labour Act, 2013.

New challenges for social security systems in the Caribbean



The Bahamas: In response to the economic and financial crisis, the Bahamas introduced a new Unemployment Benefit Programme in 2009 that was kick-started with Government funds. During the reporting time (2010 – 2013), and in close collaboration with the social partners, this Programme was expanded and consolidated with further Government support to ensure its long-term sustainability as a contributory unemployment insurance system which was successfully achieved. Attendance of tripartite representatives at, and exposure to, several ILO meetings and seminars on related issues, proved beneficial to the genesis and development of the new system. This new social security pillar in the Bahamas is now administered by a tripartite body and implemented through Government services.

Barbados: On 12-13 May 2011, the ILO collaborated with the Cave Hill School of Business, UWI, Barbados, to offer an Executive Training Programme on Social Security and the Social Protection Floor. Participants included representatives of government, the National Insurance Scheme, employers' and workers' organizations, as well as postgraduate candidates at the Business School.

Jamaica: Jamaica has, with support from the ILO, progressed in the development and implementation of its active labour market policies, including a school-to-work transition programme and the introduction of a new electronic system to improve labour exchange, with enhanced database and internet capabilities. Furthermore, advisory services were provided to promote the integration of ILO's concept of a Social Protection Floor in a National Social Protection Strategy as well as in the development of a new unemployment insurance system.

Saint Vincent and the Grenadines: The National Insurance Services of Saint Vincent and the Grenadines underwent an actuarial valuation as of 2011 which benefited from an ILO peer review in order to ensure the appropriateness of the methodology used as well as the use of sufficient and reliable data from the study.

Trinidad and Tobago: An International Labour Organization Seminar on social security for professional staff of the National Insurance Board of Trinidad and Tobago (NIBTT) was held on 4 and 5 November 2010, in Port of Spain. The Seminar was attended by professionals from all units of the NIBTT as well as by its top management. The Seminar addressed social security policy issues, social security financing, the role of social security, social assistance and social protection schemes in the construction of a "Social Protection Floor" for all, and the new trends in social security development. In addition to this upgrading of professional staff capacity the ILO continues to provide support to the NIBTT in the conduct of its Actuarial Reviews.

"The Future of the Pension Industry in the Caribbean" was the theme of a Seminar hosted by the Caribbean Centre for Money and Finance on 4 May 2012. The Seminar sought to discuss global developments in pension schemes; pension reforms in the region; the sustainability of private pensions and social security schemes after retirement; and the governance of funded pension funds. ILO Senior Specialist on Social Protection based at the ILO Costa Rica Office was among the panelists leading the discussion at the Seminar. His presentation entitled "Towards a possible Social Protection Floor" focused on the new ILO Recommendation on the Social Protection Floor, which was subsequently adopted at the International Labour Conference in June 2012.

The importance of TVET and entrepreneurial education

Preparing youth for the world of work



Recommendations on design of national youth employment policies formulated

Saint Lucia: A “Regional Seminar on Youth Employment” was organized in Saint Lucia in March 2012, by the Commonwealth Youth Programme of the Commonwealth Secretariat with the technical support of the ILO. This Seminar was attended by senior officials of youth ministries and departments, as well as leaders of National Youth Councils from thirteen Caribbean countries, who formulated recommendations related to the design of national youth employment policies to be submitted to the Caribbean Ministers of Labour.

Trinidad and Tobago: A National Youth Employment Forum was held in March 2012 under the theme: “My work, my future, my life.” The Forum was hosted by the Ministry of Labour and Small and Micro Enterprise Development and the Ministry of Gender, Youth and Child Development, with the support of the ILO Decent Work Team and Office for the Caribbean, to mark March as Youth Employment Month. Approximately two hundred and sixty youth met to exchange their views on the issues and challenges impacting on their access to employment opportunities.

Capacity of Policy-Makers strengthened to influence the review of the CARICOM Regional Strategy for Technical and Vocational Education and Training (TVET)

The 1990 CARICOM Regional Strategy for TVET was developed to provide a cohesive framework for improving and coordinating skills development across the region. The Policy document acknowledged the need for countries to take action to reform their TVET systems. While the Policy document is still relevant today, social, economic, and technological changes in the last twenty years have had a significant impact on skills development for a competitive workforce, which requires a review of the Policy.

At the request of CARICOM, the ILO initiated the process of reviewing the regional TVET policy. To this end, a Workshop was organized by the ILO Office for the Caribbean and ILO International Training Centre, Turin, in collaboration with the Caribbean Development Bank (CDB) and United Nations Educational Scientific and Cultural Organization (UNESCO), to review the regional Strategy for TVET. The Workshop, held in Barbados in 2011, was attended by senior policy staff from the TVET Councils, National Training Agencies, Ministries of Education and representatives of employers' and workers' organizations. Participants who attended are currently providing inputs to the document review through the CARICOM Education for Employment (C-EFE) project.

Policy to design and deliver quality TVET developed

Guyana: An important initiative undertaken by the Guyana Council for TVET is the development of a policy to guide the design and delivery of quality TVET. At the request of the Guyana Council of TVET, the ILO Office for the Caribbean delivered a five-day training workshop on entrepreneurship education and curriculum implementation to instructors of the TVET Council which equipped them to

teach the Know About Business (KAB)¹⁴ module. This has resulted in the implementation of entrepreneurship training in the technical and vocational education curriculum for all students in an effort to develop their entrepreneurial skills, thus enabling them to consider self-employment.

Leadership and business capacity of young employees strengthened in the cooperative industry

Grenada: The Grenada Cooperative League requested support from the ILO to provide training on the management of cooperatives and small businesses. Officials of the League benefited from training that showcased the cooperative model as a means of job creation and the Start and Improve Your Business (SIYB) Programme as a means of self-employment. The training aimed to attract more young persons to start and improve their own business.

¹⁴ ILO-KAB is a training programme for trainers and teachers in vocational education, secondary education and also higher education. <http://www.ilo.org/public/english/region/eurpro/moscow/areas/kab.htm>

Decent work, social and human development and policy coherence



The Decent Work Agenda (DWA) provides a useful framework for governments in consultation with social partners to formulate national development policies. The Caribbean has recognized that social dialogue mechanisms are the appropriate vehicle for advancing social and economic development at the national level. Policies and programmes developed through social dialogue have demonstrated greater sustainability through increased commitment and ownership by the actors. In addition, effective tripartite consultations addressing a range of policy areas ensure policy coherence.

Social dialogue as a tool for national policy-making

The use of social dialogue as a vehicle for policy-design was supported in a number of targeted national and regional initiatives:

- National workplace policies on HIV and AIDS benefited from the input of social partners and other stakeholders;
- Amendments to labour legislation were adopted following consultations with the social partners;
- Design and implementation of the Caribbean Labour Market Information System could only be achieved with the active collaboration of social partners and all relevant stakeholders.
- Social partners trained on trade issues and international trade agreements are better prepared to participate in fora dealing with these issues.

Moreover, national consultations involving the social partners and other civil society organizations have also proven valuable in the identification of significant national concerns and development of national strategies. This was demonstrated in the post-2015 discussions on the new Sustainable Development Goals (SDGs). Grenada, Jamaica, Saint Lucia and Trinidad and Tobago organized national consultations which addressed a number of policy areas including poverty reduction, labour migration, human security, human rights and food security.

Social dialogue as a tool to promote policy coherence

Subregional Meetings: Several tripartite meetings during the reporting period addressed policy areas significant to the region in an effort to promote policy coherence.

1. More than 100 participants attended a tripartite Caribbean symposium jointly convened by the Caribbean Development Bank (CDB) and ILO Office for the Caribbean on the theme, “**Addressing the effects of the global economic crisis on Labour Markets in the Caribbean and preparing for sustainable Decent Work: The role of the Global Jobs Pact**”, held in Barbados in January 2011.

High-level participants were sensitized on the relevance of the Global Jobs Pact to the Caribbean region. Jamaica shared experiences of adapting and applying the Jobs Pact at the national level, while other delegations outlined their engagement in applying the principles of Decent Work to mitigate the adverse social and labour impacts of the crisis. The Symposium facilitated close collaboration of Ministries of Labour with Ministries of Finance, Economy, Planning and Investment on crisis-related measures at the national level. Equally, collaboration at the international level was strengthened through an agreement signed by the CDB and the ILO to work together on various aspects of the DWA. This collaboration contributes to stronger policy coherence at various levels.

2. The **Tripartite Caribbean Symposium on Social Dialogue and Tripartism**, held in Barbados in May 2011, convened over 70 high-level tripartite representatives from the Caribbean. At the Symposium themed, “**Comparative experiences in dealing with economic development and social development issues**”, governments and the social partners discussed social dialogue within the context of national economic and social development, productivity enhancement and the roles of governments, employers’ and workers’ organizations in the regional integration process. The Symposium also benefited from exchanges with tripartite delegations from Singapore and Mauritius. It concluded with a strong call to strengthen social dialogue in the region, including:¹⁵
 - i. *Heads of Government should take the lead in promoting tripartism and social dialogue in the design and implementation of economic and social policies aimed at achieving full and productive employment and Decent Work;*
 - ii. *National social dialogue mechanisms should be institutionalized and consultations should be convened on a regular basis with a mutually agreed agenda;*
 - iii. *A tripartite mechanism should be put in place at the regional level with the participation of the CEC and the CCL as well as other relevant non-State actors of a regional character with a view to having meaningful participation in regional integration processes, trade and investment negotiations, their implementation, monitoring and evaluation.*
3. The **Sub-regional high-level Tripartite Meeting on Occupational Safety and Health, Productivity and Social Dialogue**, held in Port of Spain, Trinidad and Tobago in October 2012, showcased the role of effective social dialogue in harmonizing the agendas of both OSH and productivity. The Meeting was designed within the framework of three key elements of the DWA: OSH, Productivity and Social Dialogue. It demonstrated clearly the interlinkages between different policy areas and the efficiency and synergies being created through a coherent approach to policy-making. The meeting resulted in the adoption of 15 conclusions viewed as critical to the advancement of the ILO’s DWA in the region and in the selection and development of priorities linked with National Plans of Action and DWCPs. These Conclusions¹⁶ emphasize, inter alia, that:
 - i. *Governments should place the attainment of a preventative culture as related to safety and health on the national agenda;*
 - ii. *Social dialogue promotes Decent Work and deepens trust and understanding of common objectives and goals;*
 - iii. *Productivity based on social dialogue and safe and healthy work is the ideal model for real and sustainable development;*
4. Caribbean media professionals were provided with an understanding of labour and workplace issues within the context of international labour standards at a workshop entitled, **Communicating Rights at Work: A Training Workshop for Media Professionals**, held in Port of Spain, Trinidad and Tobago in September 2011. The role of the media in raising public awareness of internationally-recognized human rights at work is of paramount importance to promoting the objectives of the DWA through analytical reporting on workplace and labour-related issues.

¹⁵ Conclusions of the Tripartite Caribbean Symposium on Tripartism and Social Dialogue: Comparative Experiences in Dealing with Economic and Social Development Issues. Barbados, 18 May 2011

¹⁶ Conclusions of the ILO Tripartite Meeting on “Optimizing Productivity at Safe and Healthy Workplaces Through Social Dialogue in the Caribbean”. Port of Spain, Trinidad and Tobago: 17 – 18 October 2012

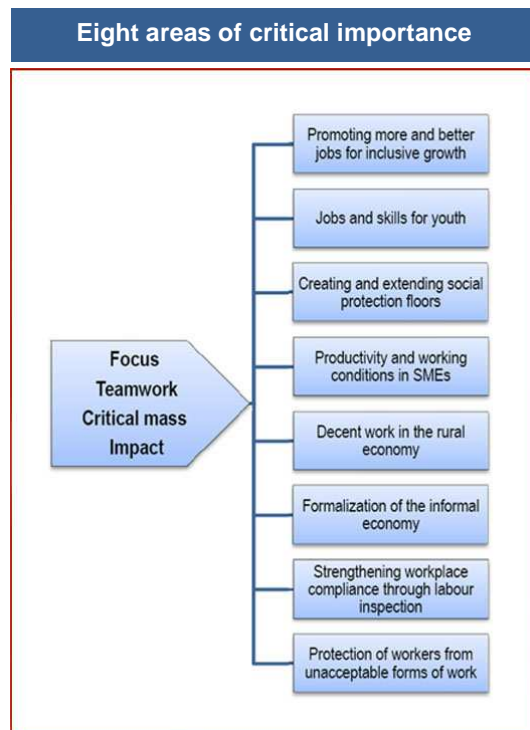
Conclusions

The reporting period 2010 – 2013 has been a difficult time for practically all countries in the Caribbean as the consequences of the global economic and financial crisis were hard-felt in an increasingly competitive economic environment where Caribbean Governments' have found themselves with a severely restricted fiscal space.

The ILO Office for the Caribbean has continued to support the constituents in addressing the new challenges and responded to the numerous demands that it received from the Ministries of Labour and the social partners in the region. The Office successfully managed to balance direct support to the constituents at the national level with a number of subregional events that allowed for continuous exchange of experience and ideas at the highest political level. A major subregional project on occupational safety and health (OSH) and several activities related to regional trade and trade agreements received additional financial support without taking away from work accomplished in many other areas of the Decent Work Agenda. This work has been important in alleviating some of the negative aspects of the crisis. ILO's support has contributed to valuable impacts in methodologies and the adoption of new policies at the national level.

The ILO is also going through a reform since the election of the new Director-General who took office in October 2012. While the Decent Work Agenda remains the framework for collaboration with the constituents, it should be noted that as of 2014, the Programme and Budget will also include 8 areas of critical importance (See graphic) which will constitute the focus of the Programme and Budget 2014/15.

Through this 8th Meeting of Caribbean Ministers of Labour, the ILO is seeking the Ministers' advice in determining the outcomes and results which would be considered most relevant to advancing the Decent Work Agenda and their national priorities during the next biennium. It is also important to ensure that these priorities take into consideration and respond to the challenges and opportunities for sustainable development as identified by Small Island Developing States (SIDS) and the global agenda set in the Consultation post 2015.



**ANNEX I: Overview of Decent Work Country Programmes
(signed between 2008 and 2012)**

Country/Countries	Programming workshop date	Date signed	Agreed priority areas
The Bahamas	23–24 Oct 2007	10 Apr 2008	<ol style="list-style-type: none"> 1. Institutional strengthening (labour administration and social partners). 2. Social dialogue. 3. The revision of labour legislation.
Belize	<p>Initial meeting: 26–28 Jan 2009;</p> <p>Review of the DWCP: 7–8 Jul 2011</p>	<p>Initially signed in Oct 2009;</p> <p>Review and recommitment Oct 2011.</p>	<p>Agreed Priority Areas (2012–2015):</p> <ol style="list-style-type: none"> 1. Modernization and harmonization of national labour legislation. 2. Strengthening the public employment service and enhancing its linkages with national initiatives for skills development, with a special focus on disadvantaged groups. 3. Institutional strengthening of the tripartite partners.
<p>Members of the Organisation of Eastern Caribbean States (OECS):</p> <p>Antigua and Barbuda</p> <p>Dominica</p> <p>Grenada</p> <p>Montserrat</p> <p>Saint Lucia</p> <p>Saint Kitts and Nevis</p> <p>Saint Vincent and the Grenadines</p>	<p>12 Oct 2009</p> <p>2–3 Mar 2011</p> <p>30 Nov 2009</p> <p>24–27 Feb 2010</p> <p>17 Nov 2009</p> <p>12–13 May 2010</p> <p>24 Nov 2009</p>	<p>2010</p> <p>2011</p> <p>2010</p> <p>2010</p> <p>2010</p> <p>2010</p> <p>2010</p>	<ol style="list-style-type: none"> 1. Review and update of labour legislation. 2. Strengthen labour market information systems. 3. Promote inclusive workplace policies on HIV and AIDS. 4. Increase dialogue among government, employers and workers on national and regional social and economic issues.
Guyana	25–26 Mar 2010	18 Apr 2012	<p>Priority areas agreed (2012 – 2015):</p> <ol style="list-style-type: none"> 1. The creation of green jobs and decent work; 2. The enhancement of technical and vocational education and training; 3. The promotion of entrepreneurship education and training and the development of cooperatives; 4. (a) The strengthening of the capacity of the labour administration system; and (b) The strengthening of the capacities of the employers' and workers' organizations
Barbados	19 Jan 2010	2012	<p>Priority areas agreed (2012 – 2015):</p> <ol style="list-style-type: none"> 1. strengthening national employment policies as well as laws and policies to facilitate enterprise creation; 2. enhancing competency-based technical and vocational education and training (TVET) and lifelong learning; 3. developing a culture of entrepreneurship and strengthening local entrepreneurs to be competitive in existing and new economic activities; 4. strengthening the capacity of the tripartite partners to contribute to economic and social development and improving public awareness of their roles and functions; and 5. promoting policy coherence.