On 24th July 2018, officials from the ILO Decent Work Team and Office for the Caribbean, led by the Director, Claudia Coenjaerts, met with the Hon. Minister Soewarto Moestadja, Minister of Labour, Suriname, and his team to discuss the formulation of its country’s second Decent Work Country Programme (DWCP).

They discussed lessons learned from the execution of the first DWCP and explored possible modalities to ensure that the second Programme will be firmly rooted in Suriname’s National Development Plan (2017-21), as well as the 2030 Agenda for Sustainable Development. While the first DWCP primarily focussed on drafting new labour laws and strengthening the Enabling Environment for Sustainable Enterprises (EESE), the next phase would strategically focus on three areas:

- economic diversification and social progress;
- strengthening the rights and compliance agenda; and
- capacity development for national social partners.

A consultant with intimate knowledge of Suriname’s institutions and development programming landscape was selected by tripartite partners to work with the Government and the Social Partners to formulate the DWCP and results framework.

Suriname is one of four countries being piloted to position DWCP’s as a vehicle for implementing the 2030 Agenda for Sustainable Development. Through a highly participatory consultation process which combines engagement with stakeholders to craft solutions that are built on a robust theory of change with capacity-building on topics that are relevant to the national achievement of the Sustainable Development Goals for the ILO constituents (for instance, Results Based Management and Theory of Change) it is expected that a strong and well integrated DWCP will be realized in the first quarter of 2019.

Within the context of capacity-building support, a fellowship was granted to three constituents (representing government, workers and employers) to attend a one-week training course on Decent Work and the 2030 Agenda for Sustainable Development that was organized in September by the ILO’s International Training, Turin (ITC) in collaboration with the MULTILATERAL Unit. Additionally, two fellowships have been granted for national statisticians to attend the 20th International Conference for Labour Statisticians in Geneva in October.

Claudia Coenjaerts, Director, ILO DWT and Office for the Caribbean (front, right), listens intently to the Hon. Minister Soewarto Moestadja (front, left), during the consultations.
ILO conducts Workshops to upgrade constituents skills in conciliation and mediation

The ILO DWT and Office for the Caribbean continued with its training of constituents on conciliation and mediation in Antigua and Barbuda as well as Trinidad and Tobago.

Antigua and Barbuda

From 2-6 July 2018, 30 participants from the Labour Department as well as employers’ and trade union representatives attended. The training was led by ILO Senior Specialist for Social Dialogue and Labour Administration, Mr Rainer Pritzer, with the assistance of former Chief Labour Officer, Mr Vincent Burnett.

Past practice has been that the social partners expected a ‘Recommendation’ and a ‘Report’ from the labour officer at the end of the conciliation session, even if the parties were not able to achieve a mutual agreement. Going through the 5-day standard training course, participants worked out the specificities of conciliation as opposed to arbitration/adjudication, and the possibility of achieving win-win outcomes. It was discussed and agreed that in future – in line with best international practice – more side meetings should be envisaged to assist in finding mutually acceptable solutions, generated by the parties themselves. No more ‘Reports’ would be written and sent to the parties. This represents a major change in how conciliation is conducted and has the potential to change the industrial relations landscape at the Labour Department in this country.

Trinidad and Tobago

The Industrial Court of Trinidad and Tobago offers conciliation services to the parties before it enters into the litigation procedure. The conciliation branch of the Court noted an increase in the demand for, and success with this form of dispute settlement, with roughly half of all Court cases in recent years being settled through the conciliation process.

Taking account of a number of newly appointed judges at the Industrial Court and the success of the conciliation process, the ILO DWT and Office for the Caribbean conducted training on negotiation and conciliation/mediation for Judges.

Thirteen judges from the Court as well as two judges from the Equal Opportunity Tribunal attended the training from 10-14 September 2018. The training was an adapted version of the standard course, given the different audience, and was led by ILO Senior Specialist for Social Dialogue and Labour Administration, Mr Rainer Pritzer, with the assistance of an experienced judge of the Industrial Court, His Honour Albert Aberdeen.

ILO team meets with social partners in Barbados

Hon. Colin Jordan, the new Minister of Labour and Social Partnership Relations, Barbados, met with the Director, ILO Decent Work Team and Office for the Caribbean, Claudia Coenjaerts and her team on 16 July 2018. Discussions centered on the role of social dialogue in addressing the country’s current economic hardship as the new Government came in at a time when serious measures need to be taken in order to restore macro-economic stability that will ensure strong, durable and inclusive growth. Building the green economy will continue to be a priority and added attention will now be given to the blue economy as both have substantial job creation potential. There will also be need for reskilling, career counselling and world of work preparation.

The Director, ILO DWT and Office for the Caribbean, Claudia Coenjaerts, expressed appreciation for the role given to social dialogue as Barbados irons out the way forward. She commended the Government for calling several meetings with social partners to craft the response to rising budget constraints. She said that the renaming as the “Ministry of Labour and Social Partnership” demonstrated the level of importance given to social dialogue. Barbados has traditionally spearheaded the important role of social dialogue in the region, even globally.

Ms Coenjaerts pledged the ILO’s continued commitment to supporting the Government and its policies through technical support in building the capacities of the social partners, employment creation, rights at work, social protection and social dialogue. Present on the occasion were Permanent Secretary, Yolande Howard; Chief Labour Officer, Victor Felix; Vanessa Phala, ILO Senior Specialist, Employers’ Activities; Vera Guseva, ILO Specialist, Workers’ Activities; and Ingerlyn Caines-Francis, ILO Programme Officer. The ILO team also held fruitful high-level consultations with the Barbados Employers’ Confederation, the Barbados Workers’ Union, Congress of Trade Unions and Staff Associations of Barbados (CTUSAB), and Mr Stephen O’Malley, the UN Resident Coordinator.
LABOUR STANDARDS

ILO-EU Project wraps up - 15 CARIFORUM countries benefitted from the 3-year Programme

The ILO, the Caribbean Employers’ Confederation (CEC) and the Caribbean Congress of Labour (CCL) concluded the EU Project aimed at facilitating participation of CARICOM civil society in the regional development and integration process. The overall development objective of the three year Project implemented from February 2015 to April 2018 was to allow the employers and workers, through their national and regional organizations, to engage effectively in social dialogue processes, to contribute to the design and implementation of social and economic development policies for Caribbean regional integration, and to drive the monitoring process of the social aspects of the CARIFORUM-EC EPA. The Project included a total of 12 outcomes, 4 joined outcomes for implementation by the CEC and CCL and 3 and 5 specific outcomes to be implemented by the CCL and CEC respectively. The Project beneficiaries included 15 CARIFORUM countries: Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, Saint Lucia, Saint Vincent and the Grenadines, Saint Kitts and Nevis, Suriname, Trinidad and Tobago, the Dominican Republic and Haiti.

An independent evaluation of the project was concluded in August 2018. The methodology included evaluating the project relevance; design; effectiveness and management arrangements; and orientation towards impact and sustainability. The evaluation noted several lessons learned including (i) ensuring broad consultation during the design phase and (ii) utilizing national resources to facilitate sustainable and impactful capacity building. The evaluation further highlighted strengthened collaboration between the CCL and CEC as a result of the project. Recommended action for both the CCL and CEC include amongst others:

- CEC and the CCL should pursue their concerted efforts to influence social and economic policies at the CARICOM level.
- CCL should implement and operationalize the resource mobilization work programme conceptualized in its strategic plan as well as its financial sustainability plan.
- CEC should disseminate information on the implementation of the CARIFORUM-EU EPA and on its social chapters on an ongoing basis using the communication tools developed during the project.
- Given CEC’s and CCL’s comparative advantage does not lie in the provision of trainings, established national institutions with experience designing, implementing and following up on trainings should deliver training-based, capacity-building intervention in partnerships with the CEC and/or the CCL.

The ILO will continue to support efforts by national and regional employers and workers organizations as they continue strengthening their capacity to participate effectively in social dialogue to promote the Decent Work Agenda and realize the Sustainable Development Goals (SDGs) as the 2030 Agenda’s pledge to involve non-state actors in the national development process gives workers’ and employers’ organizations an opportunity to contribute through social dialogue. For more information visit: ilo.org/caribbean/projects/WCMS_357992

Trinidad and Tobago embarks on reforming the Trade Unions Act

On 27 July 2018, a stakeholder consultation took place on the Trade Unions Act (TUA). It was the first consultation on this Act and is part of a series of consultations in the context of ongoing labour law reform.

Ms Claudia Coenjaerts, Director, ILO Decent Work Team and Office for the Caribbean, delivered opening remarks. Mr Shingo Miyake, ILO Labour Law and International Labour Standards Specialist, provided an overview of ILO standards on freedom of association.

Though it was the first round, the participants, particularly trade union representatives, produced specific suggestions on how the TUA could be improved. The points made dealt with concrete issues and included:

- To see the Act modernized and updated to suit the current situation and practice.
- That the Act would contain clearer provisions.
- That the Act should further facilitate union activities, such as provisions on union federations.

It is expected that further consultations will be held with stakeholders.
The Ministry of Labour and Small Enterprise Development (MOLSED), Trinidad and Tobago, called for a first round of national consultations on the codification of individual employment rights, which took place on 24 August 2018. Just like the consultations on the Trade Union Act, this too is an integral part of a comprehensive labour law reform in the country, which started with the amendment of the Industrial Relations Act (IRA) and the Retrenchment and Severance Benefits Act (RSBA) in 2016. One hundred and fifty participants from all segments of society were present.

The Labour Minister, the Hon. Jennifer Baptiste-Primus, in her opening remarks stated “This Government stands for Decent Work”. She informed that currently there were 5 policy papers for different aspect of labour laws before Cabinet, of which two had already been approved (IRA, RSBA). She emphasized that “in this country, all workers must enjoy at least basic terms and conditions of employment” and the codification of these rights and responsibilities would make them more transparent.

The Minister further mentioned some of the challenges that she hoped would be addressed including: fair rules for hiring and firing; access of all workers to the Ministry’s dispute settlement system and the Industrial Court; clear rules on working time; the right to paid absences; regulating deductions for NIS; inclusion of domestic workers, subcontractors and temporary agency workers; the protection of confidential information; protection of job-seekers from exploitation; non-discrimination and non-harassment at the workplace; etc. She was aware that laws could only show impact when properly implemented and announced a more rigorous system of control and labour inspection.

Rainer Pritzer, ILO Senior Specialist for Social Dialogue and Labour Administration gave an overview on labour law from an international perspective and stressed that the new law should legislate what is perceived as right and wrong in the world of work and based on existing case law, rejecting the fear that a new labour code would bring an entirely new system of rights and responsibilities.

Employers’ representatives, attorneys, trade union representatives, voices from academia, ministries and also court staff complemented the new development and proposed single and detailed points that the new law should take into account. Many comments voiced that the employment standard law should not go below the regulations of the current Minimum Wage Act. Comments also referred to the inclusion of fix-term contracts, the value of the Equal Opportunity Commission, the need to regulate employment agencies, the length of paid annual leave, and the inclusion of penalties for wrongful dismissal.

Following the consultations in Trinidad on 24 August 2018, a one-day consultation was held in Tobago on 21 September. Approximately 70 participants representing government, social partners and different segments of society attended.

Assemblywoman in the Tobago House of Assembly, Ms Marslyn Melville-Jack, gave the Opening Address and noted that currently there were no clear rules regarding the right to paid absences, the necessary deduction and payment of contributions to the NIS system, and a fair process of hiring and firing. Rainer Pritzer gave remarks on behalf of the Director for the ILO DWT and Office for the Caribbean. He also made a presentation on labour laws particularly as it relates to the tourism sector, being significant in Tobago, stating that it may require special consideration in the further discussions of a new labour law.

As at the Trinidad consultations, the participants were all in agreement with this project of codifying the labour legislation.
The ILO Bureau for Workers’ Activities and the International Training Centre in Turin, with the support of the ILO Office in Mexico, conducted the face-to-face phase of the Trade Union Training on the Future of Work for Latin America and the Caribbean in Mexico City from 23-27 July. During the five day activity participants from 10 countries of the region actively engaged in the debates based on presentations delivered around the following topics:

- Sustainable and inclusive development: Addressing structural deficits, informal economy, inequality, the quantity and quality of jobs and public services.
- Non-standard forms of employment: New forms of work, collective bargaining coverage and challenges for trade unions to organize.

ILO addresses the 52nd Annual Delegates Conference of the ABWU

On 16 September 2018, ILO Workers’ Activities Specialist Ms Vera Guseva delivered a feature address during the opening ceremony of the 52nd Annual Delegates Conference of the Antigua and Barbuda Workers Union (ABWU) devoted to Preparing Workers for the Future World of Work.

Ms Guseva’s address highlighted the ILO Future of Work Initiative launched by the Organization in 2013 as part of the Seven Centenary Initiatives in the run-up to the ILO’s 100th Anniversary to be marked in 2019. Speaking to the delegates, she underlined that trade unions have a key role to play in formulating answers to the challenges brought by the profound changes in the world of work by factors like globalization, demography, climate change and technological innovation. In acting for effective social dialogue and workplace cooperation and representation trade unions could contribute to meeting present and future governance challenges. Ms Guseva invited all the delegates to contribute to the debate to shape “the Future of Work we want”.

The ILO Specialist in Workers’ Activities, Ms Vera Guseva, participated in the training, made presentations and facilitated debate on the ILO Centenary Initiatives and International and Regional Governance, including the UN Reform process and the Agenda 2030.

Trade Unions from the Caribbean were represented by participants from Barbados Workers’ Union (BWU) and the National Trade Union Centre of Trinidad and Tobago (NATUC).
Bahamas Chamber of Commerce and Employers’ Confederation host the 2018 Labour Law Workshop in partnership with the ILO

The Bahamas Chamber of Commerce and Employers’ Confederation in partnership with the ILO hosted the first labour law workshop in Nassau, Bahamas on 5 September 2018. The workshop was attended by over 200 persons which included the Minister of Labour, The Hon. Dion Foulkes (in photo right); the President of the Industrial Tribunal, Judge, Indira Francis; the Chair of the National Tripartite Council, Mr. Robert Farquharson; the CEO of the Chamber, Mr Edison Sumner (in photo left); members of the Chamber and union leaders.

Ms Vanessa Phala, ILO Senior Specialist for Employers’ Activities presented opening remarks emphasizing the business case for good labour practices and benefits that can be enumerated for promoting better labour practice in business management. Ms Phala further encouraged the Chamber to convene similar workshops in other islands of the Bahamas considering the keen interest from employers and workers to understand the new labour law provisions.

Additionally, the ILO contributed by supporting the printing of 100 Employment Guidebooks which explain how the new provisions should be applied. The Guidebook was developed in partnership with Higgs and Johnson Counsel and Attorneys at Law who presented on the respective Acts and answered questions from the participants.

The Hon. Dion Foulkes, in his keynote address, congratulated the Chamber for its visionary and innovative leadership in driving this initiative. He further highlighted the process undertaken by the National Tripartite Council as an excellent execution of ILO Convention No. 144 and a victory for social dialogue. On 4 April 2017 the Employment Act and the Labour Relations Act as amended came into force following consultations facilitated by the National Tripartite Council.

The ILO, UN Women and the EU form a strategic partnership to implement ‘Win-Win: Gender Equality means Good Business’ programme

From January 2018 to December 2020, the ILO, UN Women and the European Union (EU) will collaborate on the implementation of the Win-Win Programme: ‘Gender Equality means Good Business.’ The aim of the Programme is to promote the business case for gender equality through the private sector and increase women’s economic empowerment and leadership as the basis for sustainable, inclusive and equitable growth. The overall objective of the Programme is to promote EU and international shared principles and values of gender equality and women’s economic empowerment through the cooperation of the EU and participation of six select Latin-American and Caribbean countries (Argentina, Brazil, Chile, Costa Rica, Jamaica and Uruguay).

On 25 September 2018, UN Women launched the Jamaica component of the Project. Several stakeholders were invited to participate and deliver remarks.

The ILO, in partnership with Jamaica Employers’ Federation, hosted the Gender and Diversity Workshop which was facilitated by Dr Leith Dunn from the Institute for Gender and Development Studies, Mona Campus, UWI, Jamaica on 27 September 2018. Strategies and interventions used by employers’ organizations to promote gender diversity in leadership were presented by the ILO Senior Specialist for Employers’ Activities, Vanessa Phala. The Workshop further provided participants with the skill-set to understand gender and power dynamics in private sector organizations, and helped them develop an action list to promote gender diversity in leadership and decision-making within their own organizations geared towards gender inclusivity.

Another Workshop on Productivity Improvements is carded for October 2018 to be facilitated by the Jamaica Productivity Centre. Additional activities including an expanded Women in Business and Management Survey and an ILO Women Entrepreneurship Development Assessment which will be conducted before the end of year as part of the Win-Win: Gender Equality means Good Business’ Programme.
ILO Launches the 2018 Women in Business and Management Report for Antigua and Barbuda

The ILO, in partnership with Antigua and Barbuda Employers’ Federation, launched the 2018 Women in Business and Management Report at the Hospitality Institute on 31 August 2018. The launch was attended by members of the Federation including the President, Vice President and the CEO as well as representatives from the Ministry of Social Transformation, Human Resource Development, Youth and Gender. Ms Vanessa Phala, ILO Senior Specialist for Employers’ Activities, presented opening remarks and highlighted the importance of data collection in advancing the mandate of the Federation in policy advocacy. Additionally, Ms Phala indicated that the survey was part of global research and publication of data on the status of women in business and management. It aims to demonstrate the benefits of enhanced gender diversity for business outcomes.

The report provides comprehensive data collected between 2017 and 2018 from 71 companies on the status of women in management and business and initiatives to promote gender equality that were implemented by the private sector. The survey, conducted in partnership with SACODA Serv., contains responses from major corporations across all sectors with some concentration in financial services, general services and trade related activities. According to the findings of the survey:

- 43 per cent of women are represented at senior management majority -- 51 per cent) and (56per cent -- in HR and corporate social responsibility;
- A total of 63 per cent of the sample stated their organization had a Chief Executive Officer (CEO), while 35per cent did not have a CEO. Women accounted for 18 per cent of the CEOs in the sample;
- More than three quarter of the sample -- 78 per cent -- had a Board of Directors. Where a Board of Directors was present, 71 per cent of the chairmen were male;
- More than half of all board members were male -- 53 per cent;
- Approximately 65 per cent of the entire sample had an equal employment opportunity policy or diversity and inclusion policy;
- Over 40 companies had policies in respect of maternity leave (legal requirement), recruitment, retention and promotion, executive training, mentorship, sexual harassment and paternity leave and they were viewed as most effective in supporting women in business and management;
- Very few companies had policies on flexible work (15), remote work or telework (8) and child care (1);
- More than half of the sample held the view that gender equality initiatives helped improve an organization’s bottom line through the ability to attract and retain talent and enhance the company’s reputation.

The President of the Federation and the Director for Gender Affairs participated in the signing ceremony of the Pledge, committing the members of the Federation to working together by enhancing their efforts in understanding of the realities, challenges and opportunities facing women in business and management and to design programmes that facilitate an enabling environment for gender equality and non-discrimination. Companies were encouraged to sign up and get involved with the UN Women Empowerment Principles developed by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact both provide guidance on how to empower women in the workplace.
The world of work plays a crucial role in addressing HIV and AIDS. It offers a valuable entry point to reach working women and men in the setting where they spend much of their lives: the workplace. Recognizing this fact, the Ministry of Labour and Small Enterprise Development launched the National Workplace Policy on HIV and AIDS in 2017, which is a revision of the previous Policy of 2008.

The new Policy incorporates the latest international developments— notably it mainstreams the principles and actions of the ILO Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200). The implementation of the Policy is a major contribution to meet the “90-90-90 targets” and the Sustainable Development Goals (SDGs).

The HIV Workplace Advocacy Unit (HWAU) in the Ministry of Labour has the mandate to work diligently to equip both employers and employees with the necessary resources to develop a proactive safety culture that will reduce the occurrence of near misses, incidents and accidents that may result in personal injury and/or damage to property and the environment within the State of Grenada.

Social security coverage for the self-employed in Belize started in 2002 under the Social Security Board (SSB) on a voluntary basis. The contribution rate is 7 per cent of weekly income ranging from BZ$55 to BZ$320. To qualify for any benefit, not less than 26 contributions need to be paid as a self-employed person. The retirement age is 60 years and the minimum pension is BZ$47 per week. In 2017, the self-employed represented 45,270 persons or 30.2 per cent of the employed population (Statistical Institute of Belize, 2018). To date, only 1,464 persons or 3.2 per cent of the self-employed persons in the country are actively insured persons in the SSB self-employed scheme.

The ILO is providing technical support to the SSB to assess the current scheme and make recommendations to close the coverage gap. A technical mission led by Mr. Ariel Pino, Social Protection and OSH Specialist of the ILO DWT and Office of the Caribbean met with over 80 key stakeholders from the Government, and employers’ and workers’ organizations, including the self-employed. A technical report will be submitted to the SSB later in 2018 and reforms are to be progressively implemented in 2019. This initiative is framed under the 2018-2022 Strategic Plan of the SSB of Belize, which calls for a strategy to be developed to evaluate the self-employed scheme as well as a policy recommendation paper by end of 2019.

The ILO has been providing support to the Ministry of Labour to develop the OSH Policy. A first tripartite consultation was held in November 2016 where views and recommendations were provided by workers’ and employer’s representatives as well as other key stakeholders. A draft Policy was shared with key stakeholder for comments and amendments. Finally, the OSH Policy was validated in a tripartite workshop on 26 September 2018. The final draft, which includes recommendations of the stakeholders, was sent to the Ministry of Legal Affairs. The adoption of the OSH Policy will allow the State of Grenada, with the support of the ILO, to upgrade the OSH legislative framework and develop an OSH Profile and Programme to implement the Policy and the new OSH Act.
ILO participates in Caribbean Forum on population, youth and development

From 24-26 July 2018, the Government of Guyana was host to officials and youth representatives attending the Caribbean Forum on Population, Youth and Development from across the Caribbean Region. The Forum was jointly convened by the United Nations Economic Commission for Latin America and the Caribbean (UN ECLAC), the CARICOM Secretariat (Youth Programme), the United National Population Fund (UNFPA), and the Caribbean Development Bank (CDB). Other collaborators included the Commonwealth Secretariat, the CARICOM Youth Ambassadors Corps (CYAs), the Caribbean Regional Youth Council and the UWI Students Today Alumni Tomorrow (UWI STAT). The event also received additional high-level support from the Government of Suriname. The event was designed to involve key regional youth stakeholders and development partners in activities aimed at, among other things:

• Reviewing of the Sustainable Development Goals (SDGs) and the Montevideo Consensus on Population and Development.
• Identifying actions to further the implementation of the Montevideo Consensus in the Caribbean, with a particular focus on the way in which population and development issues impact upon youth.
• Advocating consultation on the design of a Caribbean Youth Platform for the SDGs, to support Member States and youth in the implementation, monitoring and follow-up of the 2030 Agenda.

The documented recommendations were presented at the 3rd Session of the Regional Conference on Population and Development in Latin America and the Caribbean, 7-9 August 2018, in Lima Peru, where the first regional draft report on the implementation of the Montevideo Consensus on Population and Development was examined.

The National Project Coordinator (Child Labour) from the ILO DWT and Office for the Caribbean, Resel Melville, was moderator and presenter on the panel, examining ‘New and Emerging Youth Employment Opportunities.’ She introduced the UN Caribbean Virtual Policy Network on Youth Education and Employment (VPNYEE), which was launched in 2017, to Caribbean youth activists and youth development officials. The VPNYEE is co-convened by the ILO, the CARICOM Secretariat, the Caribbean Employers’ Confederation, and UNESCO. It is a virtual, knowledge sharing platform and collaborative space established with the intent to foster and further national and regional discourse on policy, and to serve as a networking hub and Community of Practice for youth development stakeholders across all sectors.

Ms Melville issued an invitation for participants to join the VPNYEE and also shared the ILO’s plans of to undertake a participatory evaluation of national youth employment and education programmes in various countries in the coming months, deploying innovative Information and Communication Technologies (ICTs). Participants were urged to consider and submit recommendations for programmes within their respective territories which could be included in this exercise.

Other panellists included Caribbean Development Bank (CDB) Research Analysts, Raquel Frederick and Wayne Elliot; Commonwealth Secretariat Programme Manager Ram Sushil; Creativity for Employment and Business Opportunity (CEBO) Lead Facilitator and Youth Development Specialist Richard Berwick; and CARICOM Deputy Programme Manager, Culture, Riane De Haas Bledoeg.

ILO facilitates training in Suriname on functions of employment services

The ILO Office for the Caribbean conducted intensive training in Paramaribo during 3-6 July to the benefit of 20 officers from the Ministry of Labour, social partners and national stakeholders on employment services functions. The training, organized at the request from the Ministry of Labour, was aimed at enhancing the capacity of the staff of the National Employment Bureau to offer state-of-the-art services to job seekers and employers. In addition, it allowed the National Employment Services to draft a results-oriented strategy for the functioning of the Public Employment Service (PES), based on a simple but efficient performance evaluation framework.

The PES is geared towards the provision of a public service of general interest and represents a collective good while contributing to define the identity and cohesion of a country. In line with this function, Diego Rei, ILO Employment and Labour Market Specialist noted that as participants were exposed to a number of good practices from around the world, it could help them develop or refine new operational tasks. The training allowed them to go beyond the simple job brokering model to include:

• employability enhancement advice for job seekers;
• different services to employers;
• supervision of private employment agencies; and
• collection of labour market information to the benefit of clients and for the provision of career guidance.
Government of Jamaica continues its programme on the elimination of child labour with support from the ILO and the Government of Brazil

From the 2-6 July 2018, as part of its concerted strategy to advance the country’s efforts to eliminate child labour and to deepen intra-regional and South-South Cooperation on this challenging issue, the Ministry of Labour and Social Security of Jamaica (MLSS) hosted a Training of Trainers Workshop. The training addressed labour inspection in relation to child labour as well as occupational safety and health (OSH), at the Terra Nova Hotel in Kingston, Jamaica. On the basis of invitations extended by the Ministry to fellow Caribbean Countries -- Guyana, Trinidad and Tobago and the Bahamas -- the Workshop included not only officials of the local Labour Inspectorate and other Departments of the MLSS, but also colleagues from Guyana and the Bahamas.

Over 30 persons completed the 5-day training which was designed to:

- build the capacity of Labour Inspectorates in Jamaica and other participating countries to design and deliver local training programmes on labour inspection to address child labour;
- promote a better understanding of the role of labour inspection in the prevention and elimination of child labour and in the enforcement of national laws on child labour; and
- share good practices and lessons learnt from the programmes and experiences of Brazil.

Financial and technical support for the Workshop were provided by the Government of Brazil and the ILO within the framework of the ILO-Brazil South-South Cooperation Programme’s Caribbean Support Project, which was initiated in 2016 with the aim of building the capacity of the Caribbean countries, members of the Regional Initiative Latin America and the Caribbean Free of Child Labour (RI). Training was provided by a team comprised of Specialist Labour Inspectors from the Ministry of Labour and Employment of Brazil, the Brazilian National School for Labour Inspection (ENIT), the National Project Coordinator on Child Labour at the ILO Caribbean Office and the South-South Programme Coordinator from the ILO’s Brazil Office. At the end of the workshop, participants received their certificates of completion, issued by ENIT.

Copies of the training programme and presentations from the workshop are available online at:

[ilo.org/caribbean/events-and-meetings/WCMS_633592](ilo.org/caribbean/events-and-meetings/WCMS_633592)

For more information on the Regional Initiative Project visit: [ilo.org/caribbean/projects/WCMS_525556](ilo.org/caribbean/projects/WCMS_525556)
Kelvin Sergeant takes up new post in Delhi Office

Kelvin Sergeant worked with the ILO Decent Work Team and Office for the Caribbean from October 2011 to August 2018 as Sustainable Enterprise Development and Job Creation Specialist. His technical portfolio for the Caribbean region covered a number of areas such as formalization, cooperative development, productivity, SME Development, and Multinational Enterprise Engagement. He was actively involved in the work that the Caribbean Office undertook in Guyana in supporting an assessment of the enabling environment for sustainable enterprises and mainstreaming the ILO’s Just Transition Guidelines into the Green State Development Strategy.

He successfully collaborated with ILO Geneva on the development of Cooperative Manuals specific for the Region and lent invaluable expertise to Anguilla on the resilience of the cooperative model in times of crisis.

As September 2018 Mr Sergeant took up the post of Sustainable Enterprise Development Specialist with the ILO Decent Work Technical Support Team South Asia and Country Office in New Delhi, India.

The Director and staff of the ILO DWT and Office for the Caribbean extend best wishes to Kelvin in his future endeavours and thank him for his service to the Caribbean region to which he is always attached.

TOWARDS THE ILO CENTENARY!

The countdown has begun to the 100th Anniversary of the founding of the International Labour Organization. With multiple events and commemorations planned, 2019 will be a year of global celebrations to mark the ILO’s vision of universal peace based on social justice and to highlight the achievements of the organization and the role it plays in everyone’s lives.

It will also be an opportunity to reaffirm the ILO’s core values and vision as it prepares for its second century of work.

The first major highlight will be the launch of the Report of the Global Commission on the Future of Work on 22 January 2019. The Report is the culmination of a process that began in 2016 with a series of national dialogues in ILO member States on the Future of Work. The Global Commission was set up with the aim of examining the output from the dialogues as part of an in-depth examination of how to achieve a future of work that provides decent and sustainable work opportunities for all.

The Centenary International Labour Conference which runs from 10 to 21 June 2019 in Geneva will discuss the Report, and is also expected to adopt new landmark standards to fight violence and harassment in the world of work.

A live 24-hour “Global Tour” of national events in 24 countries will celebrate the work of the ILO on four continents from Suva to Lima on 11 April 2019. The date of the ILO100 Global Tour coincides with the Anniversary of the Plenary Session of the Paris Peace Conference on 11 April 1919, which accepted the draft ILO Constitution. The latter became part of the Treaty of Versailles which was signed on 28 June 1919 to end World War I.

From 26-28 June, a special event in Paris will celebrate the contribution of the ILO on the occasion of the 100th Anniversary of the signature of the Treaty of Versailles. A Social Protection Week is planned at ILO Headquarters in Geneva from 24-29 November featuring “100 years of social security: the road to universal protection”. STAY TUNED!

Tianjin joins ILO’s Global Business and Disability Network (GBDN)

On 14 September 2018 Volkswagen Automatic Transmission (Tianjin) Co. Ltd., announced their decision to join the ILO’s GBDN, making them the 15th member of the Chinese Chapter of the Global Network. At the request of its members, the European Chamber Tianjin Chapter organized the “CSR Celebration & Network Night” during which the GBDN was officially presented. During the event, companies share their practices and experience. One of the speakers, Standard Chartered Global Business Services CO. Ltd, a founding member of GBDN-China, explained how they build disability confidence at the workplace. “We are making progress: from having 4 employees with disability in 2016, we now have 23. We can count on the great support from the Tianjin University of Technology which has programmes for students with hearing impairs. We are promoting linkages. Line managers, HR teams, students, employees with disability and their parents are all learning from each other!” recounts Ms. Milly Zhang, Head of HRBP Banking Operations, of Standard Chartered Global Business Services CO, Ltd.

The GBDN, an initiative of the International Labour Organization, gathers the expertise and support of companies willing to promote the employment of people with disabilities.
### ILO Subregional tripartite Meeting: Key selected topics for the future of work in the Caribbean - 1 October 2018

Organized by the ILO Office for the Caribbean, the event will focus on current developments and how countries can institute a proactive approach in designing strategies that would respond to the changing world of work – with particular focus on youth unemployment, building resilient societies and social partnerships in the Caribbean region. The ILO Director-General, Guy Ryder will address the Opening Ceremony along with the Hon. Luis Ernesto Carles Rudy, Minister of Labor and Labor Development, Panama. For more information visit: [ilo.org/caribbean/events-and-meetings/WCMS_645694](http://ilo.org/caribbean/events-and-meetings/WCMS_645694)

#### UP COMING EVENTS

**19th American Regional Meeting (ARM) of the ILO - Panama City from 2-5 October 2018**

Representatives from 35 countries of Latin America, North America and the Caribbean to attend. Delegations will include Labour Ministers and other Government Officials, as well as representatives from employers’ and workers’ organizations. Topics to cover: the labour market situation, employment policies, social dialogue and the application of international labour standards, among other issues. The meeting will be inaugurated on October 2 by the ILO Director-General, Guy Ryder. For more information visit: [ilo.org/global/meetings-and-events/regional-meetings/americas/19amrm/lang--en/index.htm](http://ilo.org/global/meetings-and-events/regional-meetings/americas/19amrm/lang--en/index.htm)

### INFORMATION RESOURCES

**Employment Working Paper No. 242 - Does work-based learning facilitate transitions to decent work?**

This paper examines the different forms of work-based learning, and takes stock of available data on the labour market impact such schemes where they exist. It considers structured apprenticeships, internships, traineeships and other programmes that include a work-based learning component. The paper finds evidence of positive impacts of formal structured work-based learning, and argues that future efforts should encourage engagement with private sector firms in creating and expanding such structured opportunities for young people.

ISSN 1999-2939; 1999-2947 (web .pdf)

**Employment Working Paper No. 247 - New technologies and the transition to formality: The trend towards e-formality**

This paper focuses on how technologies can enhance the impact of institutional public policies addressing informality. Today, an increasing number of governments are promoting the application of new technologies to simplify and facilitate the transition from the informal to the formal economy. These “e-formality policies”, as in some cases, are related to e-government initiatives. It analyses some emerging public policies or public-sector practices and tools where technologies have already been implemented directly or indirectly for the transition to formality. This raises the questions if these policy innovations will transform the way formalization policies will be implemented in the future.

ISSN 1999-2939; 1999-2947 (web .pdf)

**Women in Business and Management: Gaining Momentum in the Caribbean**

This report provides new insights into the experiences of women in Caribbean economies. Drawing on the latest research and results of a survey conducted by the ILO in 2017 of 675 companies in the private sector across 13 countries and territories in the Caribbean, the report takes stock of progress for women in business and management to date, outlines company initiatives on gender diversity, and priority areas for future improvement.


**Digital labour platforms and the future of work**

This report provides one of the first comparative studies of working conditions on five major micro-task platforms that operate globally. It is based on an ILO survey covering 3,500 workers in 75 countries around the world and other qualitative surveys. The report recommends 18 principles for ensuring decent work on digital labour platforms.

ISBN:9789220310243

### INTERNATIONAL OBSERVANCES

- **International Day of Rural Women - 16 October**
- **World Food Day - 17 October**
- **International Day for the Eradication of Poverty - 20 October**
- **United Nations Day - 24 October**
- **Universal Children's Day - (third Sunday in November)**
- **International Day for the Elimination of Violence against Women - 29 November**
- **World AIDS Day - 2 December**
- **International Day for the Abolition of Slavery - 3 December**
- **International Day of Persons with Disabilities - 5 December**
- **Human Rights Day - 11 December**
- **International Migrants Day - 20 December**

#### ILO VACANCIES @ [http://erecruit.ilo.org](http://erecruit.ilo.org)