

FINAL INDEPENDENT EVALUATION PROJECT – EU SUPPORT TO FACILITATE PARTICIPATION OF CARIFORUM CIVIL SOCIETY IN THE REGIONAL DEVELOPMENT AND INTEGRATION PROCESS



International Labour Office

About the evaluation

In the context of the implementation of the Economic Partnership Agreement, the ILO¹ Decent Work Team and Office for the Caribbean developed this project, with the financial support of the EU², which had the overall development objective to allow 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-EC³ EPA⁴.

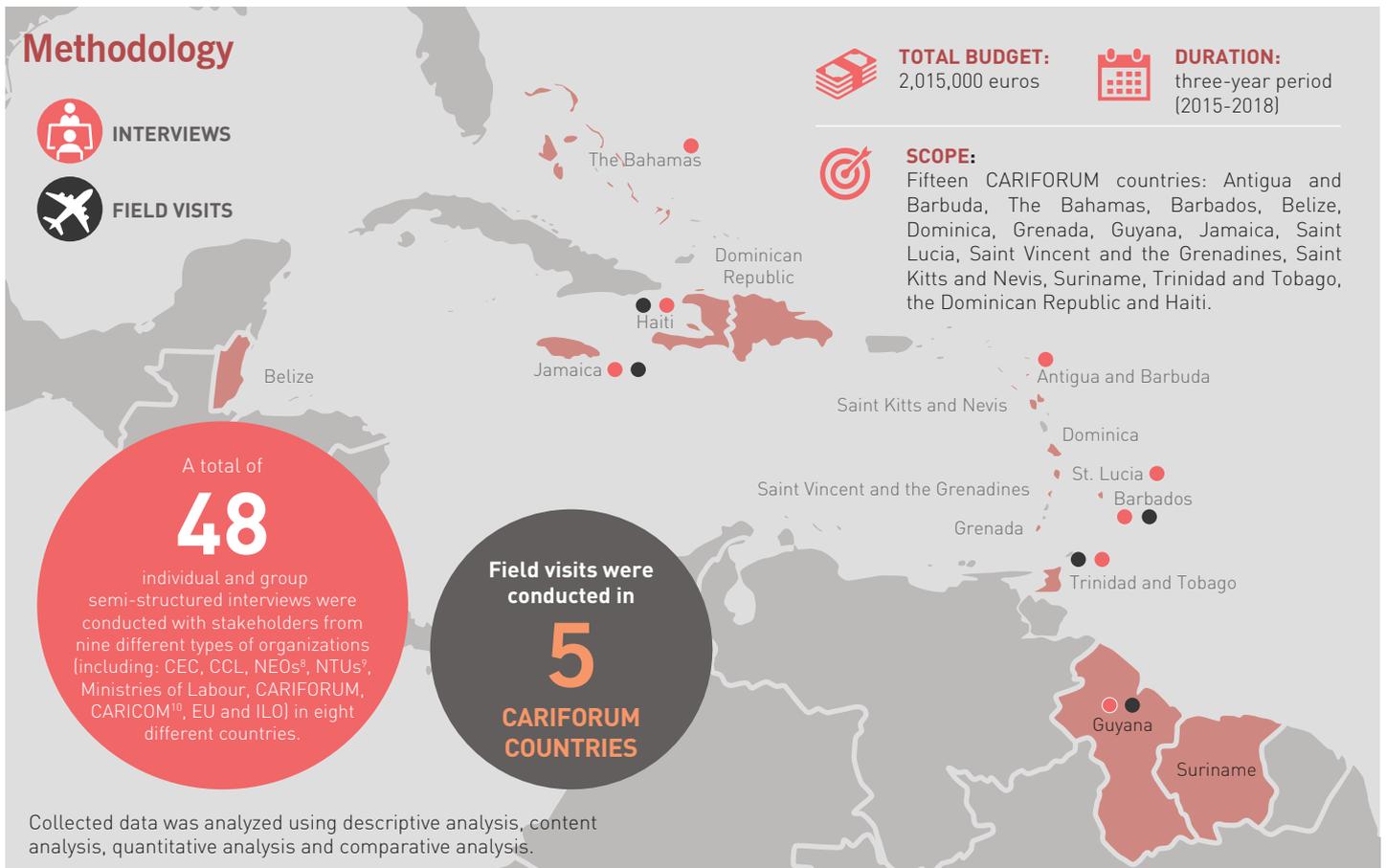
The ILO-EU project⁵ had three specific objectives:

1 “Enhance technical and organizational capacity of the regional organizations of employers and workers to enable them to participate in the harmonization of labour laws and practices to support the free

movement of a skilled and competitive workforce, the development of an enabling environment for sustainable enterprises across the region, and the promotion of the Caribbean Single Market intra and extra regional trade and development”;

2 Put processes and programmes in place to assist the regional and national organizations of employers and workers in building and maintaining the institutional capacity required to promote and implement internationally recognized core labour standards according to Article 191 of the EPA, and the Decent Work Agenda;

3 Establish mechanisms to facilitate the promotion of and participation in dialogue between the CEC⁶ and the CCL⁷ within the CARIFORUM-EC Consultative Committee.



1 International Labour Organization /// 2 European Union /// 3 Forum of the Caribbean Group of African, Caribbean and Pacific States- European Commission /// 4 Economic Partnership Agreement /// 5 Support to Facilitate Participation of CARIFORUM Civil Society in the Regional Development and Integration Process: Challenges to CARIFORUM Labour, Private Sector and Employers to Fulfil their EPA Obligations /// 6 Caribbean Employers’ Confederation /// 7 Caribbean Congress of Labour /// 8 National employer organization /// 9 National trade union /// 10 Caribbean Community



RELEVANCE

Fully aligned with CARICOM's priorities and, most notably, to its Charter of Civil Society and to its Strategic Plan 2015-2019; with the ILO's Decent Work Agenda, the ILO's programme and budget and, more broadly, with the United Nations Multi-Country Sustainable Development Framework 2017-2021 and Sustainable Development Goal 8.

Beneficiaries at the regional and national levels generally considered the project to be **highly relevant** because it responded to national employers' organizations and national trade unions' training needs.

The project **activities were perceived as being relevant for both men and women** despite the fact it did not address specifically the effect of trade policies and trade liberalization on women.



DESIGN

The design of the project was based on the key findings of a 2010 assessment of the social aspects of CARIFORUM's commitment under the EPA. The **design was complemented by a participatory process** that considered the perspectives and needs of the CEC, the CCL and their members.

The overall project design was **coherent** to the extent its 12 intermediate outcomes and underlying activities were broadly linked to the general objectives of strengthening the CEC and CCL, and to promote social dialogue at national and regional level.



EFFECTIVENESS AND MANAGEMENT ARRANGEMENTS

Working with ILO was key given it is the only tripartite international organization, with presence in the region and with close relations with the CEC and the CCL. The strong commitment from the CEC and CCL presidents also had a positive effect on the project.

Most significant results:

- **Early integration of the CEC and the CCL within the Council for Human and Social Development (COHSOD):** they are now in a privileged position to influence the CARICOM's social and economic policies.
- **Increased regional visibility of CEC and the CCL** across the region, improved communication efforts, such as CCL's improved online presence and communication plan.
- **Brussels Study Tour and the Bipartite Meetings at national and regional levels** favoured bipartite dialogue between the CEC and the CCL and their membership.



ORIENTATION TOWARDS IMPACT AND SUSTAINABILITY

Relationship between the CEC, the CCL and their members were revitalized with successful promotion of intra-regional social dialogue.

Many aspects of the project, like websites, communication tools and others could be sustained beyond the lifetime of the project depending on the level of ownership of the CEC and CCL.

The role that the CEC and the CCL can now play in the COHSOD meetings will depend on their willingness to build upon the opportunities that the ILO-EU project created for them.

Main findings



Lessons learned



Broad stakeholder engagement and consultations are necessary when designing and implementing a project involving a multiplicity of regional stakeholders that are not ILO's, employers' and workers' organizations traditional partners.



Using national resources to facilitate training can create a built-in mechanism for post-training follow-up, which in turn can create genuine capacity at the institutional level.



Best practice

Collaboration between the CEC and the CCL around shared interests fomented mutual trust and made their advocacy more impactful.

Some recommendations



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 that were 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.