



## Message from Dr. Ana Teresa Romero, Director, ILO Subregional Office for the Caribbean on the occasion of its 40th anniversary

For ILO constituents in the Caribbean, 2009 calls for a “double celebration” - the International Labour Organization is

90 years old and the Office that was set up to serve the Caribbean is 40.

Established in Port of Spain, Trinidad and Tobago on 20 October 1969, the ILO's Subregional Office for the Caribbean serves 13 countries and eight territories in the English- and Dutch-speaking Caribbean.

Whether you are a child, apprentice, job seeker, self employed person, worker, employer or pensioner, our work touches important aspects of your life that you tend to take for granted. For example, the right to join or form trade unions and employers' associations; the right to bargain collectively; protection against child labour and discrimination in employment; paid vacation, maternity and sick leave; occupational safety and health; and pensions.

On 12 October 2006 at the Tripartite Caribbean Employment Forum held in Barbados, governments, employers and workers recognized the importance of the Decent Work Agenda for national development – namely, employment promotion, social protection, social dialogue and respect for rights at work and labour standards.

They said: “We, as tripartite representatives of the English- and Dutch-speaking Caribbean, resolve to formulate Decent Work Country Programmes, to advance decent work priorities in national development agendas.” They also noted that: “... Decent Work Country Programmes should adequately reflect tripartite priority setting, engagement and ownership.”

The Subregional Office is working with constituents of these small island developing states (SIDS) to draw up and implement programmes that will promote economic development with social justice, as well as keep them on track for achieving the Millennium Development Goals (MDGs).

Over the decades, thousands of Caribbean citizens have benefited from the ILO's presence in the region. Policy advice, advocacy, training and technical support have been provided in all areas related to the world of work. The ILO's Caribbean Team is reinforced, as required, by: in-house expertise at ILO Headquarters (Geneva, Switzerland); the Regional Office for Latin America and the Caribbean (Lima, Peru); other field

offices in the Americas; the International Training Centre (Turin, Italy); the Inter-American Centre for Knowledge Development on Vocational Training (ILO-CINTERFOR) in (Montevideo, Uruguay); and networks of international experts involved in ILO projects.

As Caribbean constituents deal with the current financial and economic crisis, and post-crisis recovery, the



*Dr. Ana Teresa Romero  
Director, ILO Subregional Office for the Caribbean*

relevance of the Decent Work Agenda has become even more evident. In April 2009, at a Tripartite Caribbean Conference on the global financial crisis in Kingston, Jamaica, they called for sustainable recovery and economic growth, with full and productive employment and decent work. The same message was delivered by the ILO's Director-General, Juan Somavia, at the G-20 Summit in Pittsburgh; and indeed those leaders committed to “Putting Quality Jobs at the Heart of the Recovery”.

The ILO's Subregional Office for the Caribbean looks forward to more decades of collaboration with governments, employers' and workers' organizations, as they strive to realize decent work in the Caribbean. By so doing, they will contribute to efforts to achieve both the Hemispheric Agenda for Promoting Decent Work in the Americas and the MDGs by 2015.

Promoting decent work for all



The International Labour Organization (ILO) is the United Nations agency devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity.

Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work-related issues.

The ILO works through its tripartite membership in 183 countries - governments, employers and workers, all of whom jointly shape its policies and programmes. ILO is the global body responsible for drawing up and overseeing international labour standards.

The ILO Subregional Office for the Caribbean, based in Trinidad and Tobago, serves 13 ILO member States and 8 non-metropolitan territories of the English- and Dutch-speaking Caribbean. The Office works closely with United Nations agencies, including through five UN Country Teams, and regional organizations such as CARICOM.

### Member States:

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

### Non-metropolitan territories:

Anguilla, Aruba, Bermuda, British Virgin Islands, Cayman Islands, Montserrat, Netherlands Antilles, Turks and Caicos Islands.

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## ILO's new Maritime Labour Convention good for seafarers

Over 1.2 million seafarers stand to benefit from ILO's new Maritime Labour Convention, 2006, once the Convention enters into force and is implemented by ILO member States.

ILO's Maritime Labour Convention, 2006, (MLC 2006) sets out comprehensive rights and protection for seafarers while also providing a level playing field for shipowners in an industry that handles 90 per cent of the world's trade. The Convention was officially launched in the region at an ILO Tripartite Hemispheric Conference held on 7-10 September 2009 in Barbados.

The Caribbean and Latin American region is already home to two of the world's largest flag States – Panama and The Bahamas, accounting for approximately 10,000 registered ships. Both Panama and The Bahamas ratified the Maritime Labour Convention, 2006. Other countries such as Argentina, Antigua and Barbuda, Belize, Bermuda, Chile and Saint

Vincent and the Grenadines are also important flag States in the hemisphere, accounting for a significant percentage of the world's merchant fleet.

The Convention has been designed to become a global legal instrument that, once it enters into force, will be the "fourth pillar" in international shipping regulation complementing the major maritime Conventions of the International Maritime

Organization (IMO) on ship safety and security, and environmental protection.

Organization (IMO) on ship safety and security, and environmental protection. According to Dr. Cleopatra Doumbia-Henry, Director, ILO's International Labour Standards Department, "the MLC 2006 was expressly designed to build upon the existing maritime regime for enforcing IMO Conventions through port State control. In addition to flag State inspection and certification obligations, the Convention will strengthen the power of port state control officers to detain ships on the grounds of unsatisfactory working and living conditions for their crews. Under its provisions, every ship must carry on

board, for the first time, a Maritime Labour Certificate, and a Declaration of Maritime

Labour Compliance to prove that the ship complies with the standards contained in the Maritime Labour Convention, 2006."

The Convention consolidates and updates 37 ILO Conventions related to the maritime sector. Government, employer and trade union representatives of Canada, and Caribbean and Latin American countries, as well as representatives of international and regional organizations, including the International Maritime Organization, International Transport Workers' Federation, Caribbean Memorandum of Understanding on Port State Control, and the Caribbean Shipping Association, attended the ILO Hemispheric Conference in Barbados.

(For more information, please visit the webpage of the ILO Hemispheric Conference on the ILO website at: <http://www.ilocarib.org.tt>)



Participants of the Hemispheric Conference on the Maritime Labour Convention, 2006



Dr. Cleopatra Doumbia-Henry, (second from right) Director, ILO's International Labour Standards Department has the attention of Senator the Hon. Arni Walters, Minister of State, Ministry of Labour and Immigration (fourth from right) and Hon. John Boyce, Minister of Transport and Works (third from right) and other members of the Head Table at the opening of the conference.



obliged to report regularly on measures taken to implement ratified ILO Conventions. In photo above, Catherine Brakenhielm (centre), of ILO's International Labour Standards Department reviews the work completed by participants of Saint Vincent and the Grenadines, Steve Stewart and Cherry-Ann Delpheche.

### ILO Report Writing Workshop on International Labour Standards

In August, representatives of Ministries of Labour of the OECS countries underwent hands-on training on how to report on ratified ILO Conventions. Member States are

### Decent work for domestic workers

At its 301st Session (March 2008), the ILO's Governing Body took a decision to put on the agenda of the 99th Session (2010) of the International Labour Conference, an item on decent work for domestic workers for a double discussion leading to the possible adoption of a Convention supplemented by a Recommendation.

A report entitled "Decent work for domestic workers" has been prepared and is available at [http://www.ilo.org/global/What\\_we\\_do/Officialmeetings/ilc/ILCSessions/99thSession/reports/lang=en/index.htm](http://www.ilo.org/global/What_we_do/Officialmeetings/ilc/ILCSessions/99thSession/reports/lang=en/index.htm)

A questionnaire has been sent out by the International Labour Office to solicit the views of member States on the scope and content of the proposed instruments. Based on replies received, the ILO will prepare a report for the Conference in 2010.

**Employers' organizations and trade unions benefit from trade negotiation training**

Representatives of employers' organizations and trade unions of Barbados, Guyana, Suriname and

representatives of employers' and workers' organizations at their respective Round Tables in 2008 as well as calls by tripartite delegates of the Tripartite Caribbean Employment Forum in 2006, to ensure that decent work is adequately addressed in regional and bilateral trade agreements. Since policies and agreements that regulate trade and investment have a great impact on the world of work, affecting employment and the survival or growth of enterprises, it was strongly recommended that employers' and workers' organizations be equipped to participate meaningfully in discussions on trade.

to the Less Developed Countries of CARICOM, Office of Trade Negotiations of the CARICOM Secretariat; Lawrence Placide, President of the Trinidad and Tobago Coalition of Services Industries and Trade Negotiator; Dr. Kusha Haraksingh, Lead Negotiator, Legal and Institutional Issues, College of Negotiators for the CARIFOUM-EU Negotiations for the Economic Partnership Agreement; Dr. Elizabeth Parsan, Trade and Development Expert; Dr. Deryck Brown, Director, Regional Development Division, CARICOM Development Fund; and Kathrin Renner, Trade Officer, European Commission. ILO experts, Geir Myrstad, Senior Adviser, Technical Assistance (Workers' Activities), and Rainer Pritzer, Senior Specialist, Social Dialogue and Labour Administration provided ILO's perspective on trade and development, and the Decent Work Agenda.



Vincent Atkins of the Office of Trade Negotiations, CARICOM Secretariat addresses participants at the Opening of the trade negotiation workshop. At the Head Table is Dr. Ana Teresa Romero, Director, ILO Subregional Office for the Caribbean and Rainer Pritzer, (partially hidden) ILO Senior Specialist, Social Dialogue and Labour Administration.

The workshop was

Trinidad and Tobago now have a better insight into the trade negotiation process, how the labour provisions of the Economic Partnership Agreement can be implemented and how they may be able to influence future negotiations of free trade agreements.

On 16-18 September 2009, the ILO Subregional Office for the Caribbean and the Office of Trade Negotiations of the CARICOM Secretariat launched the first in a series of trade negotiation workshops for representatives of employers' and workers' organizations in Port of Spain, Trinidad and Tobago.

The initiative follows calls made by



Workshop facilitators (left to right): Rainer Pritzer, Dr. Kusha Haraksingh, Geir Myrstad, Lawrence Placide and Dr. Elizabeth Parsan.

facilitated by trade negotiation experts and practitioners in free trade negotiations. The panel of trade experts for the workshop included Vincent Atkins, Trade Policy/Technical Adviser

A similar workshop for representatives of employers' and workers' organizations of OECs countries is planned for 1-3 December 2009 in Grenada. Other workshops will follow for other countries in 2010.

Workshop participants from Guyana (top left and centre), Barbados (top right), Suriname (bottom left) and Trinidad and Tobago (bottom right)



# ILO in the Caribbean...

*On the occasion of the ILO's 40th anniversary in the Caribbean region, we take a look at some of the important milestones as ILO strived to promote decent work for men and women in the Caribbean. Guided by international labour standards and on the basis of research and analysis, the ILO has provided technical advice and support as well as training to its constituents - governments, and employers' and workers' organizations. The implementation of technical cooperation projects has served to give impetus to the ILO's work in the region while the hosting of major tripartite conferences was instrumental in keeping ILO's constituents on the cutting edge of the latest developments affecting the labour portfolio. Evidence of the ILO's work can be seen in existing legislation, policies, practices and institutions such as tripartite bodies, national insurance schemes and labour colleges.*

## 1960s

Starting in the 1960s, Caribbean countries became members of the ILO following their Independence from the United Kingdom. Jamaica was the first country to join the ILO in 1962.

**1969** - The ILO Caribbean Office was established on 20 October 1969 on Keate Street, Port of Spain, Trinidad and Tobago. Cedric Matthews, a Guyanese, was the first Director.

## 1970s

Beginning in the late 1960s and into the 1970s and onwards, one of the early areas of ILO's influence has been the technical assistance provided in establishing and strengthening social security systems in the Caribbean through financial studies and actuarial reviews.



*Regional Meeting of Caribbean Workers' Educators in Jamaica, 1991.*

**1974** - One of the first major projects implemented in the region was a workers' education project with the financial assistance of the Danish International Development Agency (DANIDA). The project continued until 1980 with the addition of special programmes for women trade unionists. Regional Meetings of Caribbean Workers' Educators also began from 1974 serving to develop a strong network in the area of workers' education.

**1975** - The first Round Table for employers' organizations was held.

**1978** - The ILO established the Caribbean Labour Administration Centre (CLAC) to provide technical support



*Juan Somavia, ILO's Director General attends OAS Labour Ministers' Meeting in Trinidad and Tobago, 2007.*



*HIV/AIDS Marketplace for World AIDS Day, 2007.*



*Caribbean delegates at the International Labour Conference, 2003.*

and training to officials of the Ministries and Departments of Labour. The Centre was closed in 1993 and its functions were eventually absorbed by the ILO Caribbean Office after the establishment of the Caribbean Multidisciplinary Advisory Team (CAMAT) in 1994.

## 1980s

**1982** - ILO and CARICOM signed a Cooperation Agreement in May 1982. The Agreement was amended in 2000 to improve collaboration in light of new international and regional developments. One of the fruits of the collaboration has been the development of CARICOM Model Labour Laws. In the same year, the ILO introduced the DANIDA-funded project on Occupational Safety and Health in Workers' Education. It was implemented until 1987.

**1983** - The first annual meeting of Heads of Vocational



*Staff of the ILO Caribbean Office and Multi-Disciplinary Team with the ILO Director-General, Michel Hansenne (front centre) in 1994.*

subsequent meetings facilitated the professional development of vocational training in the Caribbean.

**1985** - The ILO Office was relocated to 11 St. Clair Avenue, Port of Spain on 1 October 1985. The staff expanded by then to include Regional Advisers and Administrative/



Training Institutions and the first annual meeting of the Technical Committee of the Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR) were held in Jamaica. Those meetings and

# ...40 years of dedicated service

Finance, Programme and Information Units. Technical cooperation for regional employers began that same year.



First Labour Ministers' Meeting in Trinidad and Tobago, 1996.

## 1990s

**1994** - Following the introduction of the ILO Director-General's policy of Active Partnership, a Caribbean Multidisciplinary Advisory Team (CAMAT) was established at the ILO Subregional Office for the Caribbean, bringing ILO's expertise closer to its constituents.

**1996** - The ILO held the first Meeting of Labour Ministers on 18-19 April 1996 in Trinidad and Tobago. Subsequent meetings of Labour Ministers have been held to discuss regional and international developments as well as key issues affecting the labour portfolio.

**1999** - The ILO hosted a major labour symposium on economic integration and free trade.

## 2000s

**2001** - Three major ILO Caribbean projects were introduced: The ILO Programme for the Promotion of Management and Labour Cooperation (PROMALCO) (2001 - 2005) and the Caribbean Labour Market Information System (CLMIS) project (2001-2004), both funded by the United States Department of Labour as well as the Regional Project on the worst forms of child labour (2001-2008) funded by the Government of Canada.



First Caribbean Enterprise Forum, organized by the PROMALCO project, 2001.



Workshop for judges on international labour standards, 2007.



Tackling gender issues - reconciling work and family, 2008.

**2002** - History was created on 13 June 2002, when then Prime Minister of Barbados, the Rt. Honourable Owen Arthur became the first Caribbean Head of Government to address the International Labour Conference in Geneva, Switzerland. Later in 2007, the then Prime Minister of Jamaica, Portia Simpson-Miller became the first Caribbean woman Head of Government to address the Conference.

**2003** - From 2003 onwards, the ILO launched HIV/AIDS Workplace Education Programmes in Barbados, Belize, Guyana, Suriname and Trinidad and Tobago.

**2006** - The *Tripartite Declaration and Plan of Action for Realizing the Decent Work Agenda in the Caribbean* was adopted at the Tripartite Caribbean Employment Forum, held in Barbados on 10-12 October 2006. This Declaration and Plan of Action serves as the blueprint for guiding the development of Decent Work Country Programmes in the Caribbean.

**2007** - The first Caribbean Academy for the Management of Employers' Organizations (CAMEO) was introduced in Jamaica.



Participants of the first Caribbean Academy for the Management of Employers' Organizations (CAMEO) in Jamaica, 2007.

**2008** - The first Decent Work Country Programme in the Caribbean was launched in The Bahamas.

**2009** - In response to the global financial crisis, the ILO convened a Tripartite Caribbean Conference on the global financial crisis on 1-2 April 2009 in Jamaica. The meeting adopted an action plan to help countries through the crisis.



First Decent Work Country Programme signed in The Bahamas, 2008



Schoolchildren march against child labour, 2003.

### The Bahamas launches training initiative for laid-off workers

The Government of The Bahamas has moved to cushion the impact of the recession on approximately 1000 tourism sector employees who have lost their jobs. Under the National Insurance Scheme, unemployment benefits are being paid to 1000 workers for a period of 13 weeks. This unemployment relief is being complemented by a retraining programme. The retraining programme was launched on 7 September 2009 and will run for 10-15 weeks. The programme seeks to give each of the selected participants new or additional skills to regain employment or become entrepreneurs. The training is being provided in occupations for which there are demands from the business sector and where participants are more likely to secure employment. These areas include masonry, basic carpentry, welding, electrical, landscaping, accounting, diesel mechanics and computer applications. The training is being delivered by the Bahamas Technical and Vocational Institute (BTVI) and the College of the Bahamas. The programme was created in conjunction and consultation with the Bahamas Christian Council, the Bahamas

Chamber of Commerce, the Bahamas Employers' Confederation and trade unions. The lead Ministry is the Ministry

of Labour and Social Development. A tripartite-plus Implementation Committee has been established to coordinate the programme.

### Online Caribbean Jobs Crisis Observatory launched



The ILO Subregional Office for the Caribbean has launched an ILO Caribbean Jobs Crisis Observatory on its website at [www.ilocarib.org.tt](http://www.ilocarib.org.tt).

The Observatory tracks Caribbean countries' responses to the crisis, including measures being taken to retain persons in employment, to promote retraining and job creation, to sustain enterprises and to enhance social protection systems, with social dialogue generally underpinning these initiatives.

The initiative is part of the follow-up of the outcomes of the ILO Tripartite Caribbean Conference that was held in Kingston, Jamaica. The Conference, held under the theme "Promoting Human Prosperity beyond the Global Financial Crisis: Seeking Sustainable Solutions through Social Dialogue," adopted the "Kingston Action Plan" on 2 April 2009. The Plan envisaged, along with other pledges, the collection and compilation of relevant information from across the region, identifying good practices with respect to responses to the crisis.

Country fact sheets were developed based on a questionnaire sent to tripartite constituents to elicit information on responses to the crisis. The data collection and collation processes are ongoing. More country fact sheets will be uploaded as and when more information is received.

The ILO Subregional Office for the Caribbean wishes to thank the respondents for their cooperation and also encourages others - who have not submitted information so far - to do so.

## YOUTH ENTREPRENEURSHIP

### ILO and YTEPP partner for youth entrepreneurial training

The International Labour Organization, Subregional Office for the Caribbean and the Youth Training and Employment Partnership Programme (YTEPP) Ltd. have partnered to introduce for the first time in the Caribbean, the ILO's "Know About Business (KAB)" training of trainers programme.

The KAB programme, a two-week entrepreneurship education programme, was offered to 26 small business development trainers from various institutions - YTEPP, the Ministry of Labour and Small and Micro Enterprise Development, NEDCO, Ministry of Education, Central Bank's National Financial Literacy Programme and Youth Business Trinidad and Tobago. The training programme was held over the period 7-18 September 2009 at YTEPP's Training Centre in Trincity. It was facilitated by Professor Robert Nelson of the Academy for Entrepreneurial Leadership, University of Illinois, and Dr. Nabeel Goheer, ILO's Enterprise Development and Job Creation Specialist based at the ILO Subregional Office for the Caribbean in Trinidad and Tobago.

The KAB programme was created by the ILO for teachers and trainers in



Participants of the ILO's Know About Business training of trainers programme. Seated left to right are Christo Cave, Manager, YTEPP's Micro Entrepreneurial Programme; Nigel Forgenie, CEO, YTEPP; Dr. Ana Teresa Romero, Director, ILO Subregional Office for the Caribbean; Dr. Nabeel Goheer, ILO Specialist on Enterprise Development and Job Creation; and Professor Robert Nelson, KAB Master Trainer.

secondary and vocational education. It has been implemented in 47 countries. The programme is aimed at creating a culture of entrepreneurship in society. It is based on a learner-centred methodology which ensures

participation and productive engagement of the trainees and helps them to build confidence, become innovative and hone their leadership and teamwork skills.

## Guyana: ILO's Second Longest Running HIV/AIDS Workplace Education Project takes stock

The Honourable Manzoor Nadir, Minister of Labour, Guyana, has warned against complacency in the face of significant achievements of the HIV/AIDS Workplace Education Project being implemented in a collaborative arrangement between the Government of Guyana and the International Labour Organization. Minister Nadir was speaking at the opening ceremony of the workshop on *Expanding Circles of Sharing and Learning* held at the Pegasus Hotel, Guyana 5-7 October 2009. The workshop brought together representatives from the Ministry of Labour, employers' and workers' organizations, enterprises engaged in the workplace response, trainers, and representatives of the ILO to discuss the achievements, challenges and lessons learned from the project since its commencement in October 2003.

Guyana's HIV/AIDS Workplace Education Project is the second longest running HIV project of the ILO, the longest being a similar project in India. Currently funded by the US President's Emergency Plan for AIDS Relief (PEPFAR), the Guyana project was funded earlier by the United States Department of Labor (USDOL). Thirty-one enterprises, located in 11 sectors and covering 28,500 workers are participating in the project and 23 have developed and adopted workplace

policies on HIV/AIDS, all guided by the *ILO Code of Practice on HIV/AIDS and the world of work*. An additional 26 enterprises are partnering with the Ministry of Labour, the Guyana Trades Union Congress (GTUC) and the Federation of Independent Trades Unions in Guyana (FITUG). The two trade union bodies have been active partners in the implementation of the project and GTUC, in particular, has been successful in bargaining for the integration of HIV/AIDS into the collective labour agreements of its constituents.

Some notable initiatives have been taken by the Ministry of Labour, clearly demonstrating its intention to assume leadership for the national workplace response to HIV. The Ministry launched the National HIV/AIDS Workplace Policy on 30 March 2009. HIV has been streamlined into the Ministry's Inspectorate function and the Labour, Occupational Safety and Health (LOSH) Officers have been trained to offer technical assistance in policy and programme development at the enterprise level. In November 2009, the Ministry expects to launch its website and an electronic database designed to capture LOSH-related data, inclusive of HIV information related to the workplace.

Among the companies that shared their good practices, challenges and solutions were the Republic Bank Guyana, Barama Company Ltd,

Digicel, Property Protection Services and Guyana Sugar Corporation.

The next step for the partners in the project will be to finalize a comprehensive three-year Sustainability Plan for implementation, guided by the lessons learned and the achievements to date.

### Trinidad and Tobago moves to establish an HIV/AIDS Centre at the Ministry of Labour

A National HIV/AIDS Workplace Advocacy and Sustainability Centre will be established at the Ministry of Labour and Small and Micro Enterprise Development in Trinidad and Tobago. The main focus of this Centre will be to implement the provisions of the National Workplace Policy on HIV/AIDS and the complementary sustainability plan, both products of the ILO HIV/AIDS Workplace Education Project which concluded in December 2008 and which was funded by the United States Department of Labor (USDOL). A complement of 16 persons, six of whom will be located in Tobago will staff the Centre while a tripartite-plus advisory board will oversee the work of the Centre.

## HIV/AIDS Workplace Education Project in Suriname comes to an end - ILO HIV/AIDS Workplace Material now available in Dutch

The first ILO HIV/AIDS project to be implemented in the Dutch-speaking Caribbean has now come to a close. The ILO Workplace Education Project in Suriname, funded by the Organization of Petroleum Exporting Countries (OPEC), was implemented in collaboration with the Ministry of Labour, Technological Development and the Environment and with support from the employers' and workers' organizations. This two-year project has been successful in building capacity among key stakeholders and developing important tools and materials,

A workplace poster against stigma and discrimination, in Dutch, was presented to the Honourable Minister of Labour, Drs. Joyce Amarello-Williams at the formal handing-over ceremony of the project to the Ministry, held in Suriname on 30 July 2009. The Minister signalled the intention of her Ministry to develop a billboard of the poster in order that the message could reach a wider audience. She assured the meeting

that the Ministry would continue from where the project ended. To assist the Ministry and the key constituents in the



The Hon. Drs. Joyce Amarello-Williams, Minister of Labour, Technological Development and the Environment (right) is presented with HIV/AIDS workplace posters by Yolanda Souprayen-Yorks, Chair, Project Advisory Board and Daniella Amadsalipan-Eiloof, National Project Coordinator.

continued workplace response, the project has developed a post-project sustainability plan to expand the national workplace response.

In addition, the project built the capacity of a number of labour officers, HIV focal points, representatives of

employers' and workers' organizations and non-governmental organizations to understand and implement a workplace response to HIV and AIDS. A cadre of peer educators and several persons were trained in the application of the Behaviour Change Communication approach to programme development and implementation in the workplace.

The peer educators' HIV and AIDS handbook for the workplace, available in Dutch for the first time in the ILO, is one product of the project that stands out. This handbook undoubtedly, will be a valuable tool for the Dutch-speaking workplace population in the wider Caribbean and beyond.

(The Dutch version of the Handbook is available on the ILO Caribbean website at [www.ilocarib.org](http://www.ilocarib.org))

## CHILD LABOUR

### Trade unions better equipped to tackle child labour

The ILO's International Programme on the Elimination of Child Labour (IPEC) and the ILO's Bureau for Workers' Activities (ACTRAV) joined forces to



"Give girls a chance" was the theme of the World Day against Child Labour on June 12 this year.

host a subregional workshop for workers' organizations on "Social Dialogue and Child Labour."

Held from 17-19 August 2009, the workshop sought to strengthen the role of

workers' organizations in tackling child labour by training its network of Child Labour Focal Points. Twenty-eight representatives of 14 trade unions from 12 Caribbean countries attended the workshop, which was held at the Barbados Workers' College, Barbados.

It was facilitated by IPEC officials, Noortje Denkers and Nidia Zuniga based at the ILO Costa Rica Office, and Paula Robinson, Senior Specialist, Workers' Activities, ILO Subregional Office for the Caribbean. Similar workshops have been held in Central and South America.

## G20 commit to putting jobs at the heart of the recovery

Leaders of the G20 have welcomed the ILO Global Jobs Pact and the building of "an employment-oriented framework for future economic growth." At the conclusion of the G20 Summit on 25 September 2009 in Pittsburg, USA, the leaders announced a new Framework for strong, sustainable and balanced growth to ensure "a durable recovery that creates the good jobs our people need."

The ILO's Director-General, Juan Somavia, was invited to present a report on policies and prospects for jobs and social protection to the Pittsburg Summit.

Under the heading "Putting Quality Jobs at the Heart of the Recovery", the leaders "commit to implementing recovery plans that support decent work, help preserve the environment and prioritize job growth. In addition, we will continue to provide income, social protection and training support for the unemployed and those at risk of unemployment."

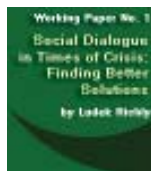
## INFORMATION RESOURCES

The following is ILO's latest titles for 2009. To place orders, please contact the Information Unit of the ILO Subregional Office for the Caribbean for special discounted prices for the region.



**The Promotion of Sustainable Enterprises**  
Graeme Buckley, Michael Henriques and José-Manuel Salazar-Xirinachs, 2009  
US\$26.00

This volume provides detailed guidance on the requirements for a conducive environment for sustainable enterprises. Such an environment combines the legitimate quest for profit with the need for development which respects human dignity, environmental sustainability and decent work.



**Social Dialogue in times of crisis: Finding better solutions**  
Ludek Richley, 2009  
Working Paper No. 1

This working paper discusses the lessons that can be learned in the sphere of industrial relations from past crises, highlights recent industrial relations developments at the national, sectoral and enterprise levels since the beginning of the current crisis in late 2008, and suggests some preliminary policy options.

(Full text downloadable at [www.ilocarib.org.tt](http://www.ilocarib.org.tt))



**Building Decent Societies- Rethinking the role of social security in state building**  
Peter Townsend (ed.), 2009  
US\$58.00

This book makes the case for a comprehensive social security system to be developed in all countries, including the poorest ones, in order to eliminate extreme poverty, to reverse growing inequality and to sustain economic growth.

## ILO VACANCIES

Please visit the ILO webpage at

<http://erecruit.ilo.org>

for a list of current ILO vacancies throughout the world. Qualified candidates from under-represented ILO Caribbean member States are encouraged to apply: Antigua and Barbuda, The Bahamas, Barbados, Belize, Grenada, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines.

## New Deputy Director appointed



*Dr. Giovanni di Cola  
Deputy Director, ILO  
Subregional Office for  
the Caribbean*

Dr. Giovanni di Cola, a national of Italy, was appointed Deputy Director of the ILO Subregional Office for the Caribbean with effect from 1 September 2009.

He started his career with UNESCO as Assistant to the Regional Director in 1983 in Dakar, Senegal, and subsequently worked with UNICEF in Niger as Information and Communication Officer in emergency programmes before joining the ILO in 1988.

His work in the ILO spans two decades, holding positions in the Employment Department in Geneva, the ILO Subregional Office in Senegal and the ILO Regional Office for Latin America and the Caribbean in Peru. His last position was that of Coordinator of an interregional ILO programme (Universitas) which promoted decent work through training, innovation and knowledge-sharing among

ILO's tripartite constituents, UN agencies and networks of universities. As ILO's Focal Point on Sport and Development he published various publications on skills development and employment in the sports sector.

He is the holder of a Doctorate (PhD) in Development Economics from the University of Paris (Nanterre) as well as undergraduate and master degrees in Political Sciences from the Universities of Rome and the Institut d'Etudes Politiques de Paris (IEP).