



## The Organisation of Eastern Caribbean States and the International Labour Organization sign Memorandum of Understanding

The Organisation of Eastern Caribbean States (OECS) Secretariat and the International Labour Organization have signed a Memorandum of Understanding (MOU) to cooperate on labour market issues to support national development efforts and the integration process within the OECS Economic Union.

The MOU was signed on 20 August



2008. Signing the MOU were Dr. Len Ishmael, Director General, OECS Secretariat and Mr. Jean Maninat, Regional Director, ILO Regional Office for Latin America and the Caribbean.

The MOU formalizes ongoing and future joint initiatives, projects and programmes

businesses and people on the availability of skills and employment opportunities both of which are important for the movement of labour in the sub-region. The labour market information is also intended to be used in social, macro-economic, labour and employment analysis and policies throughout the sub-region.

between the OECS Secretariat and the ILO Subregional Office for the Caribbean, based in Trinidad and Tobago.

Having signed the MOU, the OECS Secretariat and the ILO's Subregional Office for the Caribbean are collaborating in the first instance, on the design and implementation of a Labour Market Information (LMI) strategy and a harmonized system. The LMI system is being designed to provide information to



Mr. Jean Maninat, ILO Regional Director for Latin America and the Caribbean



Dr. Len Ismael, Director General, OECS Secretariat

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 182 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 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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## Barbados PM launches media campaign on child labour

The Prime Minister of Barbados, the Hon. David Thompson, launched the Ministry of Labour's Mass Media Sensitization programme on Child Labour on 12 June 2008. The launch of the campaign coincided with the commemoration of the World Day against Child Labour which is observed annually on June 12.

The campaign, which involves print, radio and television ads, brochures and posters, seeks to inform members of the public as to what constitutes child labour and its worst forms, as well as to help them to understand that child labour is a violation of children's rights. UNICEF provided invaluable assistance in the development of the campaign.

The media campaign builds on earlier work carried out by the Ministry



Barbados PM David Thompson at the launch of the child labour media campaign. On the right is Shelley Carrington, Deputy Permanent Secretary, Ministry of Labour and Civil Service.

under the ILO's Regional Child Labour Project, which targeted specific groups such as the media, church, teachers, parents, community groups and law enforcement officials. Barbados was among six countries which were beneficiaries of the ILO's Regional Child Labour Project which was implemented from 2001 to March 2008.

**ILO supports SME development in Saint Kitts and Nevis through training of trainers**

The ILO teamed up with the Government of Saint Kitts and Nevis on 14-18 July 2008 to facilitate a five-day Small and Medium Enterprise Development Training of Trainers Workshop: Improve Your Work Environment and Business (I-WEB Programme). The workshop was jointly organized by the Saint Kitts and Nevis Department of Labour within the Ministry of National Security, Immigration and Labour, the Ministry of International Trade, Industry, and

Commerce, and the ILO Subregional Office for the Caribbean.

The training programme utilized ILO's Improve Your Work Environment and Business (IWEB) training programme which is designed to develop the skills of microentrepreneurs in managing their business and improving the work environment. Facilitators of the workshop were Ms. Felicity Richards, ILO-certified IWEB Trainer and Ms. Luesette Howell, Senior Specialist for

Employers' Activities at the ILO Subregional Office for the Caribbean.

The small and medium business sector in Saint Kitts and Nevis is a growing sector. It has been the focus of attention over the past few years resulting in the development of draft legislation. The Saint Kitts and Nevis Chamber of Industry and Commerce has been at the forefront of efforts to develop the sector after it recognized that 65% of its membership were small business owners. The closure of the sugar industry and the displacement of workers provided further impetus for the development of the sector.

*The organizing team for the workshop: (left to right) Wendy Phipps, Executive Director, SKN Chamber of Industry and Commerce; Luesette Howell, ILO; L. Spencer Amory, SKN Labour Commissioner; Felicity Richards, ILO-certified IWEB Trainer; Ivor Blake and Astona Browne, Permanent Secretary, Ministry of Labour, and Ambassador Roslyn Hazelle, Ministry of International Trade, Industry and Commerce.*



**Caribbean labour training institutions benefit from ILO training on globalization and international labour standards**

Labour colleges as well as trade unions and employers' organizations offering structured training programmes are now better equipped to enhance their curricula to reflect the social and labour dimensions of globalization, including the use of international labour standards as valuable benchmarks. From 29 September to 2 October 2008, the Subregional Office for the Caribbean, in collaboration with the International Training Centre (ITC) of the ILO and the Hugh Shearer Lawson Trade Union Education Institute (University of the West Indies, Jamaica), organized in Jamaica,

a course entitled "International Labour Standards and Globalization: Tools for a Globalized World of Work". This course, which is usually offered by the ITC only in Italy, was organized in the Caribbean as a follow-up to consultations held in July 2007 in Port-of-Spain and to respond to the expressed desire of training institutions of the region to have a better knowledge and understanding of international labour standards. Sixteen participants attended the course from the Bahamas, Barbados, Jamaica, Suriname and Trinidad and Tobago. They were addressed by a mix of regional experts and ILO officials from the



*Pierre-Francois Recoing, ILO Specialist on International Labour Standards and Labour Law presents a certificate to Yvonne Davis of the Jamaica Employers' Federation. Looking on is Marva Phillips of the Hugh Shearer Lawson Trade Union Education Institute.*

Subregional Office, ILO Headquarters and the Turin Centre.



*Martin DeGannes, Chairman, ECA presents the award to the overall winner, Phoenix Park Gas Processors Ltd accepted by Ria Jajkaran, HR Officer.*

**ECA introduces Champion Employer of the Year Award**

This year, the Employers' Consultative Association of Trinidad and Tobago introduced a novel award for its membership - the Champion Employer of the Year Award. The Award was the ECA's way of acknowledging the contributions of its members (small, medium and large) who remain exemplary in their business dealings, who adhere to the principles and practices of good industrial relations and who strive to maintain good employer practices, while supporting the communities in which they operate.

Participants were required to complete application forms highlighting key areas of good employment practices and provide substantial evidence to support the ensuing answers. Some of the key areas included Occupational Safety and Health, Corporate Social Responsibility and Human Resource Management. Judging was done by an independent firm, Quality Consultants.

Three winners emerged in three categories: AIC Financial Group Limited (Small Category), Phoenix Park Gas Processors Limited (Medium Category) and Scotiabank Trinidad and Tobago Limited (Large Category). The overall Champion Employer of the Year Award was granted to Phoenix Park Gas Processors Limited, a natural gas processing company located on the Point Lisas Industrial Estate for their innovation, accident prevention and corporate social responsibility.

## Trade union leaders call for re-negotiation of EPA and greater participation in trade negotiating process

Trade union leaders and senior union officials attending the ILO-Caribbean Congress of Labour (CCL) Round Table from 23-25 June 2008 have called for a review and re-negotiation of the CARIFORUM-European Union Economic Partnership Agreement (EPA) and greater participation of labour in the negotiations for external trade agreements. The call was made in the "Caribbean Congress of Labour Declaration and Plan of Action on Regional Integration and the Economic Partnership Agreement and their Social and Labour Dimensions" which was adopted by participants of the ILO-CCL Round Table at the Accra Beach Hotel and Resort, Barbados.

Hosted jointly by the ILO Bureau for Workers' Activities, the ILO Subregional Office for the Caribbean and the Caribbean Congress of Labour, the Round Table provided an opportunity for trade unions to discuss the provisions and implications of the CARICOM Single Market and Economy (CSME) and the EPA. The EPA was concluded on 6 December 2007 between CARIFORUM (CARICOM and Dominican Republic) and the European Community (EC).

A distinguished panel of speakers, including prominent trade union leaders, addressed the forum. Speakers included Sir Roy Trotman, Worker Vice-Chair of the Governing Body of the ILO and President of the Congress of Trade Unions and Staff Associations of Barbados; Jacqueline Jack, President, and Lincoln Lewis, General-Secretary, of the Caribbean Congress of Labour; Claire Courteille,

Policy Officer, International Trade Union Confederation; Henry Gill, Head, Caribbean Regional Negotiating Machinery (CRNM); Professor Norman Girvan, University of the West Indies, St. Augustine; and Dr. Steven Mac Andrew, Specialist, Movement of Skills/Labour, CSME Unit.

Economic Partnership Agreements or EPAs are the new



Members of the head table at the Opening Ceremony: (left to right): Sir Roy Trotman, Worker Vice-Chair of the ILO Governing Body, Senator The Honourable Arni B. Walters, Minister of State, Ministry of Labour and Civil Service, who delivered the keynote address, Jacqueline Jack, and Dr. Mohammed Mwamadzingo, Senior Economist, ACTRAV. Missing are Dr. Ana Teresa Romero and Dr. Steven Mac Andrew.



Round Table participants

forms of trade partnerships being developed to govern the economic relations between the European Union (EU) and the African, Caribbean and Pacific (ACP) states. CARIFORUM is the first group within the ACP to conclude a comprehensive agreement that covers not just trade in goods and services, and investment, but also

development cooperation and new areas such as public procurement, innovation and intellectual property.

The EPA was subsequently signed on 15 October 2008 in Barbados.

### ILO adopts landmark Declaration on Social Justice for a Fair Globalization

Governments, workers and employers of the ILO adopted a landmark Declaration designed to strengthen the ILO's capacity to promote the Decent Work Agenda and forge an effective response to the growing challenges of globalization. The "Declaration on Social Justice for a Fair Globalization" and an accompanying Resolution, were adopted by tripartite delegates attending the 97th International Labour Conference following months of negotiations.

Through the Declaration, governments, employers and workers from all 182 ILO member States call for a new strategy to sustain open economies and open societies based on social justice, full and productive employment, sustainable enterprises and social cohesion.

### CEO - Cayman Islands Chamber of Commerce earns certified Chamber Executive Certification



Wil Pineau (centre) receives the CCE designation from Mr. Mike Neal, CCE Commission Chairman (left) and Mr. Douglas Kinsinger, CCE, President.

The American Chamber of Commerce Executives (ACCE) has designated Wil Pineau, Chief Executive Officer of the Cayman Islands Chamber of Commerce, Certified Chamber Executive (CCE). The CCE is the only international

certification for chamber professionals. Will Pineau is the first Chamber professional in the Caribbean to ever receive the designation.

*Coming soon...*

### CARIBLEX, new online database on labour legislation



Model Labour Laws: Termination of employment; Registration, status and recognition of trade unions and employers' organizations; Equality of opportunity and non-discrimination in employment; and Occupational Safety and

The ILO Subregional Office for the Caribbean will soon launch CARIBLEX, a database of labour legislation of the member States of the English- and Dutch-speaking Caribbean on its website. In this first version of the database, emphasis is being placed on legislation pertaining to the subjects covered by the CARICOM

Health and the working environment. The database will contain many of the full texts of national labour laws and will be searchable by country and subject. The database is being developed with funding provided by the Labour Program of the Government of Canada. The database will also be available on CD-ROM.

### Suriname initiates process of updating its labour laws

The Ministry of Labour, Technological Development and Environment, Suriname has initiated the process of modernizing its labour legislation in accordance with relevant ILO standards and CARICOM Model Labour Legislation. On 2 June 2008, four committees were established in the framework of the project "Labour Legislation Modernization" in the areas of Freedom of Association, Collective Bargaining Agreement, Labour Inspectorate and Employment Agencies. The Committees are responsible for amendments or new legislation in relation to the respective topics. The Labour

Inspectorate Committee has one year to complete its work while the three other Committees have six months.

Suriname was one of the participating countries in the ILO's Labour Legislation Project. The Project analysed the extent to which existing national labour legislation was in compliance with ratified ILO Conventions and the four CARICOM Model Labour Laws which were adopted in 1995 and 1997. Capacity-building workshops were also held for tripartite representatives on drafting and revising labour laws.

### Briefing for ILO Desk Officers

ILO Desk Officers based in the Ministries of Labour throughout the region met in Port of Spain, Trinidad and Tobago on 30 June-1 July 2008 for a formal briefing on the mandate and work of the ILO as well as training on the reporting on International Labour Standards. Desk officers play a pivotal role in preparing and submitting reports on International Labour Standards ratified by their respective countries, and act as the ILO liaison within the Ministry.

### ILO VACANCIES

Please visit the ILO webpage at

<https://recruit.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.

### ILO and UWI Centre for Gender and Development Studies launch report on reconciling work and family

Reconciling work and family in Trinidad and Tobago was the focus of an ILO-sponsored study which was launched on 22 July 2008 at the University of the West Indies (UWI) Learning Resource Centre, St. Augustine Campus.

Hosted by the UWI Centre for Gender and Development Studies and the ILO, the launch featured a presentation of the study's main findings and recommendations by authors Professor Rhoda Reddock and Dr. Yvonne Bobb-Smith, followed by a panel and open discussion. Representatives of the Ministry of Labour and Small and Micro Enterprise Development; Ministry of Community Development, Culture and Gender Affairs; Ministry of the Attorney General;

National Trade Union Centre; Employers' Consultative Association of Trinidad and Tobago and the Network of NGOs of Trinidad and Tobago for the Advancement of Women, were on hand to provide their own perspectives on reconciling work and family at the workplace.

One of the good practices highlighted was the daycare centre set up by the Attorney-General's Office at its premises for children of employees. Using this centre as a model, the Government is now developing a policy in which daycare/homework centres will be established in all Government buildings where appropriate. In the 2008 Budget Statement of the



Professor Rhoda Reddock (centre) and Dr. Yvonne Bobb-Smith (right), authors of the report at the launch. At left is Monica Williams, Director, Gender Affairs Division.

Government of Trinidad and Tobago, it was announced that there would be tax incentives for companies that provide daycare facilities and/or homework centres at the workplace.