



The Bahamas commits to advancing decent work - launches first Decent Work Country Programme in the Caribbean

The Government of The Bahamas will implement the first Decent Work Country Programme in the Caribbean.

The official signing ceremony to launch the programme took place on 10 April at the office of the Ministry of Maritime Affairs and Labour at which Senator the Honourable Dion A.

Foulkes, Minister of Maritime Affairs and Labour and the social partners, including the two representative trade unions, pledged their commitment.

and economic development strategies.

The ILO will support the efforts of the Government and the social partners of the Bahamas in three areas shaped by

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.

ILO Caribbean Newslink is produced by the Information Unit of the ILO Subregional Office for the Caribbean. Please email all enquiries to ilocarib@ilocarib.org.tt



Signatories to the Decent Work Country Programme were Senator the Honourable Dion A. Foulkes, (centre) Minister of Maritime Affairs and Labour, Brian Nutt, President, Bahamas Employers' Confederation; John Pinder, President, Bahamas National Congress of Trade Unions; Obie Ferguson, President, Bahamas Trade Union Congress; and Dr. Ana Teresa Romero, Director, ILO Subregional Office for the Caribbean.

The Decent Work Country Programme (DWCP) is the mechanism through which the ILO will support the efforts of governments, employers' and workers' organizations in anchoring the goal of decent work in national development policies and strategies. The Decent Work Agenda focuses on ways in which creating jobs, while promoting respect for rights, social protection, and consensus-building through social dialogue, can be made central to social

discussions held at the national Tripartite Forum (TRIFOR) held on 22 October 2007 and agreed at a tripartite programming workshop and consultation held following the TRIFOR.

The Decent Work Country Programme for the Bahamas will focus on (i) institutional strengthening of the Department of Labour; (ii) making social dialogue central to policy-making in the area of education and training; and (iii) revising labour legislation and

promoting respect for labour standards.

The DWCP will build on past and on-going ILO programmes and projects in the Bahamas.



The Bahamas Decent Work Country Programme Team

Stimulating Barbados' tourism sector through decent work standards and social dialogue

The tourism industry in Barbados is being given a boost through the promotion of decent work in the industry using a participatory consultative approach. A series of workshops were held for managers, supervisors, employees and school leavers from December 2007 to May

2008 aimed at raising awareness of the importance of decent work and social dialogue in enhancing the long-term viability of the tourism industry. The last in the series of workshops was held on 20-21 May 2008 at the Sherbourne Conference Centre, Barbados, at which Dr. Wolfgang Weinz, ILO's Senior

Technical Specialist on Hotels, Catering and Tourism, addressed participants on the topic of "Social Dialogue and the EU Social Model in Tourism." ILO's consultant, Clive Pegus also presented on the "Application of labour legislation and standards." The workshops are part of an action programme entitled "Addressing decent work issues in the tourism sector through social dialogue" funded by the ILO and executed by the Ministry of Labour and Civil Service, in collaboration with its tripartite stakeholders.



Dr. Wolfgang Weinz, ILO Senior Technical Specialist on Hotels, Catering and Tourism addresses workshop participants. At the head table from left to right are Mr. Carston Simmons, Permanent Secretary, Ministry of Labour and Civil Service; Senator the Hon. Arni B Walters, Minister of State, (Labour & Civil Service); Sir Roy Trotman, President, Congress of Trade Unions and Staff Associations of Barbados (CTUSAB); and Mr. Harcourt Husbands, Executive Director, Barbados Employers' Confederation.

REGIONAL INTEGRATION

Status report on labour legislation in the region revealed at ILO workshop

The findings of an ILO report on the status of compliance of national labour legislation with CARICOM Model Labour Laws in the Caribbean region was the focus of an ILO Caribbean Tripartite Workshop on Labour Legislation held from 15-16 May 2008 in Trinidad and Tobago. The workshop

showcased recent advances in national legislative reform processes, the challenges faced and the region's good practices. The workshop represented the culmination of the ILO project on the Harmonization of Labour Legislation in the ILO's 13 member States of the English-speaking Caribbean, funded by the Labor Program of the Canadian Government. It brought together representatives of Ministries of Labour and employers' and workers' organizations of the 13 ILO member States.



Mr. Réal Gagnon, Senior Policy Analyst, Office for Inter-American Labour Cooperation, Labour Program, Human Resources and Social Development, Canada addresses participants at the opening session.

showcased recent advances in national legislative reform processes, the challenges faced and the region's good practices. The workshop represented the culmination of the ILO project on the Harmonization of Labour Legislation in the ILO's 13 member States of the English-speaking Caribbean, funded by the Labor Program of the Canadian Government. It brought together representatives of Ministries of Labour and employers' and workers' organizations of the 13 ILO member States.

The project conducted an analysis of the extent to which existing national labour legislation was in compliance

with ILO Conventions and the four CARICOM Model Labour Laws which were adopted in 1995 and 1997. CARICOM Model Labour Laws were developed with the ILO's support and adopted in four areas: (i) termination of employment; (ii) registration, status and recognition of trade unions and employers' organizations; (iii) equality of opportunity and non-discrimination in employment; and (iv) occupational safety and health. Last year, capacity-building workshops were held for ministry representatives responsible for drafting and revising labour laws as well as representatives of employers' and workers' organizations taking part in labour advisory boards.

The ILO's work on labour legislation



Representatives from Suriname

and its support of capacity-building efforts are in keeping with calls made at the level of CARICOM for harmonized labour legislation as part of the regional integration process.

For more, please visit: http://www.ilocarib.org.tt/oldwww/projects/labour_legislation/

TUCA - New ITUC regional organization for the Americas founded

The new International Trade Union Confederation (ITUC) Regional Organization for the Americas was created at its founding Congress in Panama, from 27 - 29 March 2008. The Trade Union Confederation of the Americas (TUCA), has 68 affiliated organizations from 26 countries in the Hemisphere, including the Caribbean, with a total membership of more than 50 million workers.

The Guyana Trades Union Congress (GTUC) and the National Trade Union Centre of Trinidad and Tobago (NATUC) were elected as titular members of TUCA while GTUC and Central Trade Unions of Curacao (SSK) were elected as first alternates. Second alternates were de Moerderbund, Suriname, and Waterfront and Allied Workers' Union (WAWU), Dominica.

In October 2006 the International Trade Union Confederation (ITUC) was formed bringing together former global federations into a unified global union confederation.

ILO convenes high-level meeting of Caribbean employers' organizations

The need to strengthen national capacities to enable increased participation in the wider regional operating environment was the focus of the 11th ILO Round Table for Caribbean Employers' Organizations, held in St. George's, Grenada, 15-17 April 2008. Under the theme, "The Impact of Caribbean Regional Integration on Employers and their Organizations", the 11th ILO Round Table was organized through the collaborative efforts of the ILO's Bureau for Employers' Activities, its Subregional Office for the Caribbean in Port of Spain, Trinidad and Tobago, and the Grenada Employers' Federation (GEF), the host organization.

At the 11th ILO Round Table national employers' organizations of the region took stock of what they have encountered, accomplished, and still

from the national employers' organizations (NEOs) of 15 Caribbean countries and territories. The employer executives were joined by 11 officials from the ILO's Caribbean Subregional Office in Port of Spain, Trinidad and Tobago, the ILO's Bureau for Employers' Activities and the International Organization of Employers (IOE) based in Geneva, Switzerland, the Caribbean Community (CARICOM) CSME Unit based in Barbados, as well as the Caribbean Employers' Confederation, the regional body with a membership of 16 employers' organizations.

The findings of the recent worldwide survey "Trends in the Workplace 2008", launched by the IOE on 17

March 2008, was presented.

The Round Table was preceded by the 48th Annual General Meeting of the Caribbean Employers' Confederation, that took place on 14 April 2008, during which Mrs. Jacqueline Coke-Lloyd, Executive Director of the Jamaica Employers' Federation, was nominated to serve as the Caribbean employers' representative to the ILO Governing Body for the next 3-year term as from mid-2008.

The Round Table is held every three years.



Ferdinand Weltzin of the Caribbean Employers' Confederation addresses participants at the opening session.



Dr. Steven Mac Andrew, (left) Specialist, Movement of Labour/Skills, CSME Unit joins employer representatives in the panel discussion on regional integration issues.

require to compete in the new operating environment, including the CARICOM Single Market and Economy (CSME). Delegates agreed to take further action with regard to information exchange/sharing; business development; networking and partnering; data collection, analysis, and dissemination; as well as matching skills for employability.

The Round Table brought together 23 high-level employer representatives



Brian Campbell and Cecil Edwards of the Grenada Employers' Federation, the host organization, with Luesette Howell and Ilka Schoellmann of ILO and Brent Wilton of IOE.

ILO and IOE support for JEF Convention



Minister of Labour and Social Security - Honourable Pearnell Charles in conversation with Audrey Hinchcliffe, President, (left) JEF and CEO, Jacqueline Coke-Lloyd at the exhibition opening.

This year, the Jamaica Employers' Federation celebrated its 50th anniversary and staged its 26th annual Business Convention. The JEF Convention is part of the Jamaica Employers' Federation's effort to entrench Jamaica's private sector as a dependable engine of national growth and business development. This year's Convention with its theme: GOING FOR GOLD: "Repositioning for Global Competitiveness", was aptly focused on the adequate tools and required



thinking to ensure success in this direction. Brent Wilton, Deputy Secretary General, International

Organization of Employers was the featured guest speaker at the opening of the JEF Business Convention held from 8-11 May 2008 in Ocho Rios. Luesette Howell, ILO Senior Specialist, Employers' Activities based at the ILO Subregional Office was one of the presenters at the Convention and judge of the business exhibition. In February, JEF celebrated its 50th anniversary with a gala event at which Prime Minister Bruce Golding, was the guest speaker. JEF used the occasion to launch its Employers' Centre.

Promoting safe, healthy and decent work Caribbean countries join in global commemoration of the World Day for Safety and Health at Work

The World Day for Safety and Health at Work, commemorated on 28 April of each year, is an international campaign initiated by the ILO in 2003 to promote safe, healthy and decent work. It is the day that the world's trade union movement has long associated with remembering victims of occupational accidents and disease.



This year, the observance of the World Day for Safety and Health at Work in the Caribbean was marked with a significant increase in activities. They ranged from messages by Labour Ministers, symposia, exhibitions, safety award ceremonies, workshops and

seminars to public lectures, workplace activities and media outreach. Some countries took the commemoration a step further by mounting a National Safety Week (Trinidad and Tobago) and a National Safety Month (Guyana) while others had one-off activities on the Day or prior to the Day. Generally, the Ministries of Labour took the lead in organizing the activities and invited the participation of the social partners - employers' and workers' organizations. Other activities were initiated by employers and trade unions. The theme for this year's World Day "Managing risks in the work environment" was used as the main theme for all organized activities.

The following is a synopsis of the reported activities in some Caribbean countries and territories:

Antigua and Barbuda

The hosting of an OSH Fair at Judgement Square by the Labour Department in collaboration with the Trade Union Congress and Employers' Federation with a speech by Dr. the Honourable Jacqui Quinn-Leandro, Minister of Labour, Public Administration and Empowerment.

Bermuda

The Bermuda Industrial Union asked members to turn on their vehicle lights on the way to work and to light candles during their lunch periods in remembrance of dead and injured workers.

Grenada

The Department of Labour joined forces with the Trade Union Council and Employers' Federation to observe the Day. A speech was delivered by the Honourable Clarice Charles, Minister of Education and Labour.

Montserrat

The World Day marked the start of the annual Workers' Week which culminated on Labour Day, 5 May 2008. The Honourable Rosalind Cassell-Sealy, Minister of Labour delivered a radio and television address on the World Day.

St. Vincent and the Grenadines

The Department of Labour, in collaboration with the tripartite committee, organized a public exhibition on OSH. The Honourable Rene Baptiste, the Minister of Urban Development, Labour, Culture and Electoral Matters delivered a public address on OSH through radio and TV.

Guyana

The month of April was commemorated as Occupational Safety and Health month, as is customary in Guyana. A series of activities, including workshops, seminars, media programmes, mounting of banners, were organized by multiple stakeholders, including the Ministry of Labour, Human Services and Social Security and other Ministries, the National Advisory Council on Occupational Safety and Health (NACOSH), workers' and employers' organizations and enterprises. Hospital visits were also made by the members of NACOSH and the Ministry to those who were injured on the job. Small tokens were distributed.



Bahamas

The Labour Department and the social partners conducted several activities to disseminate OSH information, including exhibitions and participation in radio talk shows. In the run up to the World Day, the Labour Department entered into a public-private partnership with business communities of several Family Islands to train workers in cardiopulmonary resuscitation (CPR) and first aid.





Dr. Benjamin Alli, Technical Cooperation and Advisory Service Coordinator, ILO HIV/AIDS Global Programme, addresses participants at UWI symposium.

Jamaica

In Jamaica, the Occupational Safety and Health Department (OSHD), of the Ministry of Labour and Social Security and University of the West Indies (UWI) took the lead in organizing events. A major event was the OSH symposium using the World Day theme, organized by the Occupational and Environmental Safety and Health Programme, UWI, in collaboration with the Ministry of Labour and Social Security, Ministry of Health, workers' and employers' organizations and ILO. In addition, the OSH Department staged several activities to mark the occasion: a message by the Honourable Pernel Charles, Minister

of Labour and Social Security was broadcast in print and radio, a two-page newspaper feature on OSH was printed in the Daily Gleaner with tripartite inputs, a live 3-hour radio broadcast by Radio Jamaica (RJR) which featured interviews by OSHD and UWI representatives, and an OSH exhibition. During April, the Department placed emphasis on auditing enterprises enrolled in the Voluntary Compliance Programme, which aims to help enterprises develop and implement OSH and HIV/AIDS programmes.



Clifford Thomas, former Labour Commissioner, and Consultant, one of the speakers at the symposium.

St. Kitts and Nevis

A multi-sector symposium was organized by the Social Security Board, the Labour Department and the Ministry of Health to mark the World Day. It brought together a wide cross section of persons representing the Ministries, public and private sector, trade unions, and non-governmental organizations. The Honourable G. A. Dwyer Astaphan, Minister of Labour delivered the keynote address while the Minister of Health Hon. Rupert Herbert delivered remarks at the opening ceremony.

ILO VACANCIES

Please visit the ILO webpage at <https://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.

Trinidad and Tobago

This year, the World Day for Safety and Health at Work was used to formally launch the National Safety Week. A formal ceremony organized by the OSH Authority and Agency of the Ministry of Labour and Small and Micro Enterprise Development as well as a 14-page newspaper insert on 'Safety and Health at Work,' in two daily newspapers kick-started the week of activities. The newspaper insert featured messages by the Honourable Rennie Dumas, Minister of Labour and Small and Micro Enterprise Development and Dr. Ana Teresa Romero, Director, ILO Subregional Office for the Caribbean. The week's activities included exhibitions, demonstrations and public lectures at three locations and the hosting of the National Safety Awards Ceremony. Activities were also organized by the social partners and enterprises. The ILO along with the Cipriani College of Labour and Cooperative Studies joined forces with the OSH Authority and Agency for the commemoration.



Labour Minister, Hon. Rennie Dumas presents the award to the team winner of the National Safety Awards - the South Chamber of Commerce.



(Photo left) Dr. Ana Teresa Romero, ILO Director presents the ILO's OSH Encyclopaedia to the Chairman of the OSH Authority, Wayne Bertrand.



XVIII World Congress on Safety and Health at Work - World Summit on Safety and Health, Seoul, Republic of Korea, 29 June – 2 July 2008

The Congress, which meets every three years, is the largest international event of its kind and will address the current state of safety in the world of work and global efforts to improve it.

(For more, please visit <http://www.safety2008korea.org/>)

Caribbean rising to the challenge of HIV and AIDS in the world of work - new report cites recent developments in Barbados, Belize, Guyana, Jamaica and Trinidad and Tobago

New programmes designed to step up action against HIV/AIDS in the workplace are becoming increasingly common in the Caribbean, according to a new report issued by the International Labour Office (ILO).

Five Caribbean states- Barbados, Belize, Guyana, Jamaica and Trinidad and Tobago – have worked with the ILO's SHARE (Strategic HIV/AIDS Responses in Enterprises) project to put in place policies and programmes addressing discrimination and behaviour change in and through the workplace.

Ministries of Labour, as well as employers and workers and their organizations from the region, play leading roles in initiating action on HIV/AIDS in the workplace, according to the ILO's report "Saving lives, protecting jobs".

The report was launched in Barbados along with a companion film entitled "Creating change". The film features success stories from SHARE project countries around the world.

The report highlights the progress being made in the implementation of HIV workplace policies and programmes at the enterprise and national levels in the 24 countries covered by the project.

Among the Caribbean stories highlighted in the report are the following:

Barbados

Several large corporations have pledged US\$ 150,000 in-cash and in-kind to the AIDS Foundation for the next three years to build the capacity of this business coalition responsible for coordinating the private sector response to HIV/AIDS in the country and to support companies' HIV workplace initiatives.

Belize

The Ministry of Labour, Local Government and Rural Development is now playing a

leading role in coordinating the workplace response as a result of the SHARE project. Working hand in hand with national partners, the project paved the way for the development of a national tripartite workplace policy on HIV and helped formulate the workplace components of the Belize National Policy on HIV/AIDS.

Guyana

The Guyana Sugar Corporation (GuySuCo), the largest employer in Guyana, with 17,500 staff members, benefited from the ILO interventions financed by the United States Department of Labor and the United States President's Emergency Plan for AIDS Relief (PEPFAR). Along with 17 other enterprises collaborating with the project in Guyana, GuySuCo has adopted an HIV/AIDS workplace policy and offers HIV services to workers and managers.

Jamaica

A key output of the project in Jamaica has been the successful transition from donor-funded activities to a

national programme. The Ministry of Labour and Social Security has developed a Voluntary HIV/OSH Workplace Compliance Programme managed by the Occupational Safety and Health Department that has scaled up the work of the ILO SHARE project. Over 25 enterprises have signed up since the launch of the national programme in November 2007.

Trinidad and Tobago

One of the key outputs of the project has been the Government's recent adoption of a National Workplace Policy on HIV and AIDS. The Policy was launched on 14 April 2008 with inputs from key stakeholders. Additionally, the National Barbering Association uses on-site theatre productions to stimulate discussions among clients and barbers. Barber's aprons with HIV/AIDS messages, as well as posters, are used to continue spreading HIV prevention messages.



Honourable Rennie Dumas, Minister of Labour and Small and Micro Enterprise Development delivers the keynote address at the launch of the Trinidad and Tobago National Workplace Policy on HIV/AIDS



The National Barbering Association of Trinidad and Tobago uses barber's capes for HIV prevention messages

Bermuda's Minister of Labour pays courtesy visit to ILO

The Honourable David Burch, Minister of Labour, Home Affairs and Housing, (right) and Milton Scott, Director of Labour and Training, with Dr. Ana Teresa Romero (right) and Mrs. Mary Read, Deputy Director, of the ILO, during a courtesy visit to the ILO Subregional Office for the Caribbean on 4 April 2008. The Minister was in Trinidad and Tobago for the meeting of the CARICOM Council of Ministers responsible for National Security and Law



Enforcement . Bermuda is one of the eight territories covered by the ILO Subregional Office for the Caribbean.

PARTNERSHIPS

T&T's Labour Ministry collaborates with strategic partners in capacity-building initiative

Over the past year, the Ministry of Labour and Small and Micro Enterprise Development of Trinidad and Tobago has engaged with several of its strategic partners, including the ILO, to facilitate in an ongoing capacity-building programme, in keeping with the development pillars of Vision 2020.

The programme, which has targeted staff of the Labour Administration Division, was delivered via a presentation/discussion type format on a monthly basis and sought to sensitize staff to emerging trends in the employment relationship, the collective bargaining process, managing diversity in the workplace, pay equity, HIV and AIDS in the workplace, sexual harassment and occupational safety and health.

Participants have included Labour Relations Officers, Labour Inspectors, Manpower Officers, On-the-Job Labour Relations Trainees and members of staff, who are final year students of the Cipriani College of Labour and Co-operative Studies.

The strategic partners involved in this initiative included the ILO as well as

Winning the war for talent - recruiting and retaining employees including HIV positive workers

Recruitment and the retention of employees were the focus of a one-day seminar put on by the Arthur Lok Jack



Graduate School of Business, University of the West Indies on 16 April 2008. Entitled "Winning the War for Talent", the seminar targeted employers and Human Resource Managers. Among the presenters at the seminar was the National Coordinator of the ILO/USDOL HIV/AIDS Workplace Education Programme for Trinidad and Tobago, Ms. Carol-Ann Senah who highlighted the relationship of HIV/AIDS and the World of Work as part of the Decent Work Agenda of the ILO. She placed in context the recruitment and retention of HIV positive workers as contributing to employers' ability to maintain a productive workforce and ensure that the workplace provides a supportive environment for all workers.

Tuvalu becomes 182nd ILO member State

Tuvalu, a small Polynesian island nation, has become the 182nd member State of the International Labour Organization (ILO).

representatives of the Industrial Court of Trinidad and Tobago, the private sector and the trade union movement.

ILO presenters/facilitators were Mrs. Luesette Howell, Senior Specialist for Employers' Activities and Ms. Paula Robinson, Senior Specialist, Workers' Activities.



Luesette Howell, ILO Senior Specialist, Employers' Activities addresses participants at the Ministry's training session.

New ILO Caribbean team members

The ILO Subregional Office for the Caribbean is pleased to introduce the latest members of its technical team.



Dr. Hassan Bata Ndahi - Senior Specialist in Skills and Employability

Dr. Ndahi, a citizen of the United States, holds a Doctor of Education Degree in Vocational and Technical Education, and a Master of Science Degree in Trade and Industrial Education, from Oklahoma State University (US). Prior to joining ILO Port-of-Spain, Dr. Ndahi worked as an Associate Professor in the Department of Occupational and Technical Studies, Old Dominion University in Norfolk Virginia, USA (1998 to May 2008). Between 1994 and 1998, he was a Research Associate at the Independent and Correspondence Study office at Oklahoma State University, and from 1982-1992 he taught vocational and technical education at the secondary school level in Nigeria.

Mr. Pierre-Francois Recoing - Specialist in International Labour Standards and Labour Law

Mr. Recoing, a French national, holds a Master's Degree in Law (International Administration) from the Law School of the University of Paris (Panthéon-Assas). He joined the ILO (Headquarters, Geneva) in 1996 and has worked in the capacity of Legal Officer, first with the Human Resources Department, and then with the Administrative Tribunal of the ILO until August 2007. Prior to his transfer to Port of Spain he was attached to the International Labour Standards Department and the Social Dialogue Department.



Dr. Yuka Ujita - Technical Officer on Occupational Safety and Health (OSH)

Dr. Ujita, a Japanese national, is a medical doctor by profession and holds a Ph.D in Preventive Medicine from the University of Occupational and Environmental Health, Japan (UOEH), as well as a Diploma of Occupational Health. Her work experience in the medical field spans over fifteen years. As a certified occupational physician, she offered OSH services to both workers and employers in various settings. In 2003, she joined the ILO Subregional Office for East Asia as the Technical Officer on Occupational Safety and Health, providing policy and technical advice and technical backstopping for various OSH projects in East Asia.

Labour Ministry Conciliators and Mediators better equipped to handle labour disputes through ILO training

In response to the growing need for improved conflict management skills,



Honourable Manzoor Nadir, Minister of Labour, Human Services and Social Security, Guyana (left) converses with Samuel Goolsarran, workshop facilitator at the opening session of the workshop.

Facilitated by ILO Consultant, Samuel J. Goolsarran, with the assistance of Justice Vernon Ashby of the Industrial Court of Trinidad and Tobago and Mohammed Akeel, Chief Labour Officer, the course aimed to enhance the skills of those involved in conciliation and mediation of labour disputes. Utilizing an interactive approach, including role-playing, participants were able to gain a better understanding of the styles, techniques and approaches used in conflict management and dispute resolution processes, negotiation, and conciliation and mediation. Over 30 representatives of Ministries of Labour of 19 Caribbean countries and select

employers' and workers' organizations participated in the training.

Last year, training workshops were held on the following subjects:



Role-playing during the workshop

Essential Labour Administration; Labour Inspection; and Advanced Labour Administration and Industrial Relations.

the ILO hosted a regional training course on Conciliation and Mediation in Labour Disputes, in collaboration with the Ministry of Labour, on 24-30 April 2008 at the Le Meridien Pegasus, Guyana. The workshop was the last in a series of four ILO regional training workshops designed to enhance the capacity of labour ministry officials as well as representatives of employers' and workers' organizations to perform their roles and responsibilities as they relate to various aspects of labour administration.



Course participants

Addressing the needs of persons with disabilities

The Government of the Netherlands Antilles is seeking to develop a more inclusive labour market policy to address the needs of persons with disabilities. At the request of the Department of Labour, the ILO provided an expert, Ms. Ilene Zeitzer, President, Disability Policy Solutions, Brazil, to facilitate a seminar held on 21 February 2008 in Curacao and hosted by Totolika, the association of parents and friends of persons with a mental disability. Ms. Zeitzer addressed seminar participants on the right to work for persons with disabilities and also met with key stakeholders, including the

Honourable Elvis Tein Asjoe, Minister of Economic and Labour Affairs, to discuss



Photo - (left to right) Mr. Dennis Dare, Mr. Roland Ignacio, Mrs. Saida Sulvaran, Ms. Ilene Zeitzer, Mr. Ruud Thuis.

ways of better integrating persons with disabilities into the labour force. Totolika offers education and vocational training to children and youth with disabilities.

ILO conducts 7th Actuarial Review of the T&T's National Insurance System (NIS)

An increase in monthly pension and a slow, gradual increase in the contributions over a five-year period were among the recommendations, emanating from the 7th Actuarial Review of the National Insurance System of Trinidad and Tobago, conducted by the ILO. The main objectives of the 7th Actuarial Review were to evaluate the financial status and assess the long-term financial sustainability of the NIS while maintaining an adequate level of protection for insured persons and their dependants. The conduct of this Actuarial Review is in compliance with the National Insurance Act. The ILO's pension valuation model was applied.