



Workplace issue
within their protection
ages 25-49).
that persons infected
by HIV/AIDS are
stigmatized for discrimination
insure that the rights of workers
in the informal sector are
protected in the absence of
legislation. Inspectors are
guided by ILO Recommendations
and



HIGHLIGHTS

of ILO's Work in the Caribbean
2015-2016

International Labour Organization
Decent Work Team and Office for the Caribbean





HIGHLIGHTS | 2015—2016

ILO DECENT WORK TEAM AND OFFICE FOR THE CARIBBEAN

In 2015, Ministers of Labour of the Caribbean came together at the 9th ILO Meeting of Caribbean Ministers of Labour, held in The Bahamas, and agreed on priorities in six major areas: legislative and regulatory frameworks, the Regional “Free of Child Labour” Initiative, collaboration between the ILO and CARICOM, social dialogue, employment and environmental sustainability. The regional priorities identified by the Ministers were all aligned with regional obligations, of the Caribbean Community (CARICOM), as well as regional and global commitments, (2012 Rio+20 Declaration on Sustainable Development, the 2014 SAMOA Pathway, the 2014 Lima Declaration, the COP 21 Agreement on climate change and the 2015 United Nations Sustainable Development Agenda). Since then, the ILO has continued to work with governments and employers and workers to support the realization of national development objectives.

This document covers the implementation period subsequent to the last meeting of Labour Ministers, 2015 – 2016 and provides an overview of notable results and progress toward country and sub-regional-level results. Achievements have been framed within the context of the ILO’s core pillars: Employment, International Labour Standards, Social Protection and Social Dialogue and highlight how the Organization’s support has redounded on the efforts of tripartite partners at the national and regional levels. The ILO will continue to support member States to navigate the new realities of employment and workplaces in order to provide decent employment opportunities and rights at work and social protection for all.

SET AND PROMOTE STANDARDS AND FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

Respect for and promotion of Fundamental Principles and Rights at Work continue to lie at the heart of the ILO’s advocacy for the protection of workers’ rights and the promotion of a just industrial relations climate. To make this a reality, the Organization works to assist countries develop or update their labour legislation so that they could better respond to current and anticipated changes in the workplace. Since 2015, the ILO has provided assistance to **Jamaica** in its development of an Occupational Safety and Health Bill which is anticipated to be passed soon by Parliament. In addition, technical support is being provided to **Trinidad and Tobago** as it seeks to revise the Industrial Relations Act and Retrenchment and Severance Benefits Act. This support includes serving as a resource for the recently established Labour Legislative Reform Tripartite Working Group, which is intended to ensure stakeholder ownership of the reform process. In **Saint Kitts and Nevis**, the ILO provided support to tripartite constituents in November 2016 on how to effectively restart national social dialogue on the development of a Labour Code utilizing the current draft and existing legislation. Work on the revised Labour Code is expected to continue during 2017.



Ratification and Reporting

The ILO welcomes the decisions of constituents to ratify international labour standards, as it demonstrates a national commitment to improve the quality of life for workers in their countries. **Saint Vincent and the Grenadines** ratified **Convention No. 102 concerning social security minimum standards** in November 2015, while **Jamaica** ratified **Convention No. 189 concerning decent work for domestic workers** in October 2016. In doing so, the ILO stands ready to provide continued support to its constituents as they seek to effectively implement these and other Conventions at the national level.

An important component of the creation and ratification of international labour standards is reporting on ratified and unratified Conventions, as well as Recommendations. These reports help the ILO to better understand the diverse national situations of member States, as well as help governments, workers' and employers' organizations gauge their countries' laws and practices against the standards. In order to assist Caribbean constituents to understand their reporting obligations, the ILO convenes training workshops on reporting on international labour standards, which cover topics such as the ILO reporting schedule and procedures, reporting in collaboration with social partners and report planning and writing. Support of this nature has helped a number of countries to address and resolve their challenges over the last 10 years. In 2016, assistance was provided to government officials in **Grenada**, which resulted in increased timely submission of annual reports. For this training, a Ministry of Labour official from **Trinidad and Tobago** co-facilitated the workshop and shared country experiences and practices related to the submission of reports. To better respond to increasing request from countries the ILO is currently planning a sub-regional workshop with a focus on improving reporting on ILO standards. The workshop is tentatively scheduled for May 2017.

In line with the promotion of international labour standards within a globalized world, the ILO welcomed the creation of the Diplomatic Academy of the Caribbean, located at the St. Augustine Campus of the University of the West Indies. In 2015, the ILO worked with the Academy to convene a one-week course on **Labour Diplomacy**. The course engaged twenty participants in a discourse on the relationship between labour and the global development agenda and the skills needed for effective diplomacy on labour issues at the international level. Topics included, inter alia, ILO history and the Decent Work Agenda, International Labour Standards, the International Labour Conference, labour migration, child labour, youth employment, the informal economy and the United Nations Sustainable Development Goals (SDGs). Facilitators of the course came from government, employers' and workers' organizations from Barbados, Dominica, Jamaica and Trinidad and Tobago.



CREATE GREATER OPPORTUNITIES FOR WOMEN AND MEN FOR DECENT EMPLOYMENT AND INCOME

Among other strategies, decent employment is promoted in the ILO through entrepreneurship, the development of cooperatives, productive employment programmes, as well as the requisite education and skills training needed to achieve sustainable enterprises.

Facilitating the transition to formality

The ILO's work in the area of formalization seeks to assist its constituents in their efforts to understand the barriers and incentives for formalization, to create an enabling environment for enterprise creation and growth, and to provide better working conditions and social protection for workers.

The ILO collaborated with **Jamaica** on a pilot project in 2014 – 2015 aimed at building the capacity of nationals who either fully or partially operate in the informal economy, so that they could realize the benefits that come with formalization and have a better understanding of what they can do to formalize their operations. The project sought to facilitate the formalization of SMEs, in two communities, one rural, one urban. Beneficiaries were introduced to the benefits of business registration, as well as opportunities created when informal workers are formalized. A study on linkages between multinational enterprises and SMEs in the hotel sector was also completed. The project explored reasons that some SMEs remain in the informal economy, the findings can now support policy formulation. As a result of the study, a cooperative was developed by the Granville community. This is intended to harness their efforts in job creation for the community.

Enabling Environment for Sustainable Enterprises (EASE)

In **Suriname** the ILO is creating a plan to reform the environment for business creation and growth, through the Enabling Environment for Sustainable Enterprises (EASE) methodology. This process adopts a multidisciplinary approach and requires collaboration between the ILO, government, employers' and workers' organizations. Since 2015, the ILO has been working with tripartite constituents in Suriname to help enhance their understanding of the legislative and institutional barriers to enterprise creation and growth so that they could work together to address these barriers. As part of the EASE process, the ILO provided technical assistance to the Suriname Polytechnic in January 2017, on curriculum development and assessment for better alignment of their training programmes with labour market needs. The Office will continue to work with Suriname to strengthen the business environment and promote diversification. Dialogue with **Guyana** is underway and work on EASE is earmarked to begin in the first quarter of 2017.



Environmental Sustainability and PAGE

The ILO supports **Barbados** in its efforts to promote environmental sustainability and green jobs, which are components of its national development framework. In 2016 Barbados became a partner country of the Partnership on Action for Green Economy (PAGE), which is a global initiative that responds to the Rio+ Declaration on promoting environmentally sustainable policies and strategies. PAGE brings together the expertise of five UN agencies, United Nations Environment Programme (UNEP), ILO, United Nations Industrial Development Organization (UNIDO), United Nations Development Programme (UNDP) and United Nations Institute for Training and Research (UNITAR), in order to work jointly with national governments on mainstreaming green strategies into their national frameworks. In October 2016, Barbados participated in the PAGE Academy, hosted by the International Training Centre-ILO, and worked on its action plan to implement a just transition towards an environmentally sustainable economy. Through PAGE, the ILO is committed to supporting the government of Barbados in its development of a policy framework for the greening of certain sectors of the economy. In addition, the global partnership also affords Barbados the opportunity to share its good practices and experiences in greening its economy.

Technical Vocational Education Training (TVET) and Employability Skills

In December 2015, the ILO renewed its collaboration with the Cipriani College of Labour and Cooperative Studies, located in **Trinidad and Tobago**, in order to continue supporting the education of a new generation of labour professionals through the provision of library services and technical advice and greater visibility of the work of the ILO. In 2016, **Antigua and Barbuda** formed a committee with ILO support to review its national Training and Vocational Education and Training (TVET) policy. **Jamaica** appointed new members to its Apprenticeship Board which the ILO will continue to support in its efforts to strengthen the tripartite commitment to modernize the national apprenticeship system. This is part of a larger goal to improve the responsiveness of training institutions to the needs of the labour market. Technical assistance was provided to the **Barbados** TVET Council to enhance its data collection and analysis in respect of forecasting skills needed by the labour market as skills forecasting contributes to improved human resource development policies. In **Grenada**, the ILO is working with the National Training Agency to develop an Enterprise Training Fund, the overall aim is to safeguard the financial sustainability of its national training and apprenticeship programmes. The Office has been collaborating with the Ministry of Education in **Belize** to strengthen its TVET Council and develop a TVET policy, in line with its national objective to improve the linkages between training programmes and the needs of the economy.



Labour Market Information (LMI)

Reliable labour market information is vital to making sound decisions related to business development and expansion, training, skills education, job forecasting, and worker protections. Since October 2014, the ILO has been collaborating with the CARICOM Secretariat, member States and other institutions on a regional project concerning the “Establishment of a Labour Market Information System for Proper Management of the Regime for Free Movement of Skills within the CSME”. This project is funded by the European Union under its European Development Fund (EDF). The Project’s implementation deadline is March 2017. Its overall objective is to establish a regional labour market information system (LMIS) that would be hosted by the CARICOM Secretariat, to be populated by the national data systems, mainly through the implementation of regular labour force surveys. Sharing of labour force data at the regional level would facilitate the free movement of skills across the CSME by providing member states with updated information on the labour market situations in all CARICOM countries.

In support of this initiative, the ILO participated in three regional member States meetings in October and November 2015 in order to establish the agreed-upon priorities of the project and decide on the platform the CARICOM Secretariat would use to host its LMI. The use of “.Stat,” the central repository “warehouse” originally developed by the Organization for Economic Cooperation and Development (OECD) was agreed. The Caribbean LMIS.Stat web-based platform is a storage and dissemination tool which allows the display and sharing of key labour market indicators. In September 2016, the ILO convened a workshop for the CARICOM Secretariat aimed at building their capacity to install, maintain and support CARICOM member States in using the LMIS.Stat platform. The training helped CARICOM system administrators, statisticians, technical staff and the project manager to familiarize themselves with the LMIS.Stat community model and how to use its various components. The Caribbean LMIS.Stat Platform is expected to go live in 2017. The ILO will continue to support its member States in their efforts to develop robust and coordinated labour market information systems at the national and regional levels.



Child Labour

Subregional: Regional Child Labour Initiative

According to ILO statistics published in 2013, 13 million children in Latin America and the Caribbean (LAC) are involved in Child Labour and of this number 9.5 million are in hazardous work. At the Third Global Conference on Child Labour held in Brasilia in 2013, countries expressed their concern about the pace of eradication and launched the Regional Initiative (RI) aimed at making the Caribbean the first region free of Child Labour in the developing world. Progress in this regard will be shared at the Fourth Global Conference on Child Labour, to be held in Argentina in 2017.

The Regional Initiative relies on local coordination through a network of national and regional focal points. The work of the RI focuses on eight (8) agreed 'Acceleration Factors' or priority issues: labour migration, youth employment, indigenous communities, education, school-to-work transition, value-chains, agriculture, and information technology. Interventions are largely implemented through South-South and Triangular Cooperation and are designed to increase the rate of reduction of Child Labour through the exchange of good practices.

There are currently 25 signatories which include seven Caribbean countries: The Bahamas, Jamaica, Grenada, Guyana, Saint Lucia, Suriname and Trinidad and Tobago. In 2016, within the framework of the RI, the project "Support for Caribbean Members: Enhancing School-to-Work Transition for the Elimination of Child Labour" was launched with funding provided through the Brazil-ILO South South Cooperation Programme. Under this project, which aims to build national capacity through sharing of good practices and lessons from the Brazilian apprenticeship system, rapid assessments have been completed in Guyana, The Bahamas, Saint Lucia and Trinidad and Tobago, allowing for updated information on the situation of child labour and youth employment in the respective countries. Labour and Education representatives of Caribbean countries subsequently participated in a Regional Initiative meeting held in Fortaleza, Brazil in December 2016. This meeting provided a 'first-hand' introduction to the Brazilian apprenticeship system, its laws and the implementation experiences in the State of Ceará. Discussions held in the meeting also revealed that Ministries of Labour and Education in the Caribbean needed to strengthen their information-sharing mechanisms on the issue of child labour/youth employment. The next phase of this project in 2017 will include missions to each participating Caribbean country in which representatives from Brazil's Ministries of Education and Labour will share more technical details, tailored to the identified needs of each country, such as the incorporation of apprenticeship systems in secondary schools.

Suriname: Country Level Engagement and Assistance to Reduce (CLEAR) Child Labour Project

CLEAR is a five-year multi-country joint project of the ILO Fundamental Principles and Rights at Work (FPRW) and the International Programme for the Elimination of Child Labour (IPEC) funded by the United States Department of Labour (USDOL). The Project is designed to reduce incidence and improve detection of child labour by building national capacity in three major areas: National Action Plan (NAP), National Child Labour Survey (NCLS) and enforcement of laws. Since the project's launch in Suriname, a NAP was drafted by tripartite constituents in October 2015 containing 4 objectives: awareness raising, research, capacity building and support of children. In keeping with the third area of focus, 30 labour inspectors were trained in ILO Standards for Labour Inspection and Child Labour;



policies and procedures for labour inspection and Child Labour monitoring and enforcement skills in March 2016.

The third component, the NCLS, is intended to expand the availability of national data. It will cover 8 out of 10 districts in Suriname and is on track to be rolled out in the first quarter of 2017.

The CLEAR Project provides enhanced capacity which represents a significant contribution to the Government of Suriname's fulfilling its broader commitment under the Regional Child Labour Initiative.

Belize: National Child Activity Survey (NCAS) Report 2013

The final report of the 2013 National Child Activity Survey was launched in May 2015. The NCAS was the second of this type to collect comprehensive data on children engaged in economic activities. The survey was actualized through the collaborative support of the Ministry of Labour and the ILO-IPEC funded by USDOL.

The Government of Belize, in commemoration of World Day Against Child Labour, launched a public education campaign. The campaign sought to raise awareness about the various forms of child labour and was built around the 2015 theme, "Child Labour is a No No". The campaign was carried out through the National Child Labour Committee, which is comprised of several government authorities, including the Labour Department and the National Committee for Families and Children. During the official launch a new educational video was shown that featured the ILO Conventions ratified by Belize.

Jamaica:

As a signatory to the Regional Child labour Initiative, Jamaica continues to raise public awareness through a national educational initiatives and community outreach. The ILO continues to support the Child Labour Unit of the Ministry of Labour and Social Security. In June 2015 the Unit collaborated with the Child Development Agency (CDA) in hosting a series of community consultations across the island. The first consultation resulted in an assessment of social and economic conditions of Cambridge, St. James. There was also a National Consultation on the Elimination of Child Poverty in Jamaica.

The Jamaica Employers' Federation (JEF) organized two sensitization workshops for business owners/ producers/ enterprises and other key partners. A minimum of 150 business organizations/enterprises and individuals benefitted by having a clear understanding of what constitutes child labour, how the supply chain impacts it and on alternatives to keep child labour out of supply chains. The Workshops targeted companies operating in the Kingston and Montego Bay Free Zones. In developing and executing these 'Sensitization Workshops' JEF collaborated with the Ministry of Labour and other stakeholders to ensure adequate follow-up support to the participants in Policy development and implementation.

For World Day Against Child Labour 2016, the Ministry of Labour published a full page press advertorial with appropriate messages from the Minister, the ILO Director-General and the President of JEF. A thirty second Public Service Announcement focusing on the issue and the World Day observance was produced and aired on radio throughout the day.

A community sensitization initiative to reach young people, parents and community leaders on the issue of child labour took place in an inner city community. Residents, youth clubs, parent-teachers



association and businesses in the area were mobilized to participate in this Forum: 'Community united against child labour'. Officials of the Ministry of Labour and JEF, along with representatives from the Ministry of Education, the Child Development Agency, the Police, Office of the Children's Registry, Youth Upliftment Through Employment and others, also participated in the forum. Specially produced material on the issue was distributed.

HIV and AIDS

Trinidad and Tobago: Workplace HIV and Wellness Voluntary Counselling and Testing campaign (WVCT@WORK)

Trinidad and Tobago became the first Caribbean country to join the global voluntary and confidential HIV counselling and testing (VCT@WORK) initiative in August 2015 when a Workplace HIV and Wellness Voluntary Counselling and Testing campaign called WVCT@WORK was launched. The initiative targets at least 5,000 workers in participating workplaces in the public, private and informal sectors, such as taxi drivers and domestic workers, to provide access to HIV testing, counselling and treatment, as well as other health related services, such as blood pressure, body mass index and blood sugar testing in the workplace. It is jointly supported by the ILO and UNAIDS, Ministry of Labour and Small Enterprise Development (through its national HIV/AIDS workplace Advocacy Sustainability Centre (HASC)) and Ministry of Health.

The ILO supported the training for wellness educators and facilitators using the SOLVE methodology¹ which addresses health promotion issues at the workplace focussing on the prevention of work-related stressors.

In January 2016, the national HASC signed a Memorandum of Understanding (MOU) with the Employers' Consultative Association of Trinidad and Tobago (ECATT). The MOU signals ECATT's intention and readiness to develop and implement HIV and AIDS workplace policies as well as the Government's commitment to implement the national workplace policy. To date more than 20 MOUs have been signed between the HASC and various stakeholders in Trinidad and Tobago to implement HIV and AIDS workplace policies. Labour inspectors received training on the importance of understanding HIV/AIDS as an inspection/ workplace issue as well as practical application of Recommendation No.200.

Between 2005 and 2008 the ILO in collaboration with the United States Department of Labour (USDOL) implemented a project to strengthen the tripartite response to HIV and AIDS in Trinidad and Tobago. The WVCT@WORK campaign supports the implementation of Trinidad and Tobago's National Workplace Policy on HIV and AIDS which incorporates the 10 key human rights principles affirmed in the ILO HIV and AIDS Recommendation, 2010 (No.200). In 2015, the ILO participated in the review of the Policy. A revised draft was prepared by the Government and submitted in 2016 for stakeholder review.

Meetings between the ILO and Ministry of Labour Jamaica are scheduled to take place in the first quarter of 2017 to outline a plan of action to support work on HIV and AIDS.

¹ The ILO SOLVE training package focuses on the prevention of psychosocial risks and the promotion of health and well-being at work through policy design and action - http://www.ilo.org/safework/info/instr/WCMS_178438/lang--en/index.htm



Occupational Safety and Health (OSH)

National OSH Policies are an important part of the ILO's strategic approach to the promotion of safety and health at work. They are part of an integrated approach to OSH management in line with ILO Convention No.155 (OSH Convention, 1981) and Convention 187 (Promotional Framework for OSH, 2006). ILO support also focusses on the development of OSH profiles which provide, thorough assessments of national OSH situations. Once the policies and profiles are developed and in place OSH programmes are developed as a means of consolidating national tripartite efforts in the continuous improvement of national OSH systems.

In 2016, the ILO provided support to **Grenada** to achieve their goal to develop a National OSH Policy, Profile and Programme.² A tripartite workshop was held in November and constituents were consulted on the contents of the policy. In **Guyana**, the ILO has been working with the government and social partners in order to finalize a number of draft OSH Regulations in various sectors, including for manufacturing and mining.³ The ILO also supported a workshop on the development of an OSH Policy. This is part of a larger approach to improve the national OSH system. In October, the Partnership Forum on OSH was established, whereby 21 private and public enterprises signed an agreement to develop or review policies, practices, programmes and processes that are designed to eliminate or reduce the incidence of workplace accidents and injuries, and strengthen OSH management systems in the workplace. Support was provided to **Saint Lucia** within the context of developing an OSH Policy, Profile and Programme. The process is ongoing and it is envisioned that the capacity of labour officers and inspectors will be strengthened so that they will be in a better position to implement a culture of safety and prevention of accidents in the workplace. The ILO provided support to **Saint Vincent and the Grenadines** for development of an OSH Policy. National consultations on the final draft are ongoing.

Social Protection and Inclusion

Social Protection was the focus of a 2016 tripartite consultation convened by the CARICOM Single Market and Economy (CSME) of the Caribbean Community (CARICOM). Thirteen member States, Caribbean Employers' Confederation (CEC) and Caribbean Congress of Labour (CCL) participated in the exchanges which led to 3 major recommendations that:

- CARICOM Council of Human and Social Development (COHSOD) XXXI engage in a general discussion on Social Protection;
- COHSOD XXXI consider adoption of a Statement of Commitment on Social Protection to guide the development of a Social Protection Strategy for CARICOM; and
- The Secretariat and the COHSOD continue to partner with the social partners and the ILO in the development of the Social Protection Strategy

² Grenada ratified ILO Convention No. 155 on OSH in 2012

³ Guyana ratified Convention No. 155 in 2012



Actuarial Reviews

Dominica

The Dominica Social Security (DSS) requested technical assistance to undertake the Twelfth Actuarial Review of the Dominica Social Security Fund as of December 2014. A review of the current financial situation of the schemes as well as an actuarial valuation of the status-quo situation of the schemes are being carried out. A set of reform options of the scheme and actuarial assessment of the reform options will be presented to ensure its long-term financial sustainability.

In addition, the work being undertaken will assess Dominica's ability to introduce a distinct and sustainable social non-contributory pension programme expected to take into account, all existing social programmes in order to avoid duplication of coverage efforts. Finally, actuarial training to the DSS staff will be provided.

Saint Lucia

The National Insurance Scheme of Saint Lucia (NIS) requested technical support to undertake the Eleventh Actuarial Valuation of National Insurance Fund as of 30 June 2015 and a Feasibility Study on the Extension of the Social Insurance Scheme to Self-employed Persons. A review of the current financial situation of the schemes as well as an actuarial valuation of the status-quo situation of the schemes is being carried out. A set of reform options of the scheme and actuarial assessment of the reform options will be presented to ensure its long-term financial sustainability.

In addition, a feasibility study on the extension of the social insurance scheme to self-employed persons will be performed. This study will assess the cost of the coverage extension and will provide recommendations on legal and administrative issues for the extension of the coverage to this specific group of workers.



TRIPARTISM AND SOCIAL DIALOGUE

Subregional: ILO-EU Programme with CEC and CCL launched

The ILO, supported through funding from the European Union (EU), officially launched a three-year programme with regional partners, Caribbean Congress of Labour and Caribbean Employers' Confederation titled, "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 Economic Partnership Agreement (EPA) obligations" on 04 March 2015.

The Programme, which covers the 15 CARICOM countries, is dedicated to the reinforcement of CEC's and CCL's human and institutional capacity to contribute to the effective implementation of the CARIFORUM-EU EPA signed in 2008. This strategy will ensure that the perspectives of both business and labour are sought and taken on board wherever the region's policy-related, social and economic issues are being discussed.

- Significant progress to date:
 - Representatives of CEC and CCL executive boards gained insights into effective social dialogue practices during a Study Tour to Brussels, Belgium. The Tour afforded an opportunity for both partners to meet with Business Europe, European Trade Union Confederation (ETUC), Federation of Belgian Employers and three major trade union centres to discuss strategies, methods and avenues for collaboration;
 - CEC and CCL signed a Memorandum of Understanding on a collaboration to work together on legislative agenda. The MOU establishes a common agenda which includes the formulation of principles facilitating the operation of business and the free movement of labour within the CSME. Additionally, both organizations have agreed to uphold and advocate for the principles enshrined in ILO Fundamental Conventions;
 - Fourteen national bipartite meetings held since July 2015 to inform national organizations affiliated to CEC and CCL about the project and launch greater collaboration at the national level between employers and workers beyond the workplace. These interventions resulted in the formulation of joint actions to be undertaken by employers' and workers' organizations;
 - The first regional bipartite 'round-table' was held in November 2016. At the close of the regional meeting the partners announced agreement to establish formal bipartite fora in each of the CARICOM member countries.⁴ Another significant outcome of the Round Table, was joint feedback from the Social Partners of the 15 member countries (after a review of the main provisions of the fundamental conventions) on how the provisions of the conventions are applied in practice. This input formed a vital part of the Project's review of national legislation to see where the gaps are in law and practice in respect of the ILO core Conventions;
 - Gap analyses of national labour legislation have been completed in 9 of the 15 countries covered under the Project. These analyses play a critical role in determining gaps between national legislation and the provisions of the eight fundamental Conventions of the ILO (also known as the 'Core' Conventions). The objective is to determine where it may be necessary to amend or adjust national legislation or

⁴ ECATT and National Trade Union Congress (NATUC) held their first Bipartite Forum in February 2016 in Trinidad and Tobago.



- practice in order to comply with international minimum requirements laid out in the ILO Conventions;
- CCL's Five-year Strategic Plan and Communication Strategy was formulated following a strategic planning workshop held in Barbados in March 2016; in October the CCL Triennial Delegates Congress adopted a revised Constitution in keeping with a Project target. The Board and Staff of the CEC participated in a Strategic Planning Workshop in Port of Spain in March 2016 which resulted in a new and reformulated vision, mission and objective. A review to update the CEC Constitution and By-laws was initiated and Board members recommitted to the Plan of Action under the Project;
 - Twenty-two CEC representatives received training in research methodology in September 2016 with a view to improving the data collection and research capacity of national employers' organizations that will, in turn, enhance regional employers' capacity to develop advocacy strategies to support evidence-based policy positions;
 - In October 2016, CCL published the first issue of its biannual publication, CCL Today, with contributions from current and past trade unionists focusing on trade union relevance, their challenges and opportunities.

The Bahamas: National Tripartite Council Act, 2014

The National Tripartite Council Bill was enacted in March 2015. Prior to its enactment the ILO provided technical advice to the tripartite partners as they worked on its formulation. The Act establishes a National Tripartite Council to practise and promote tripartism in The Bahamas through cooperation, consultation, negotiation and compromise in order to create and shape national social and economic policies and programmes. Since its first meeting in June 2015, the nine-member Council has been meeting regularly and addressing issues related to labour law reform.

Saint Kitts and Nevis: Social Dialogue capacity

A tripartite workshop was conducted in November 2016 in response to a request from Saint Kitts and Nevis to support the strengthening of the labour department. The full cadre of labour officers were present at the workshop which concluded with a completed analysis of the internal and external environment and factors impacting the department. This analysis now forms the foundation for a labour administration strategy and internal training scheduled that will be developed with ILO support.

A separate meeting was convened between the ILO and members of the Saint Kitts and Nevis Chamber of Industry and Commerce to also review the Labour Code's compliance with ILO Conventions and recommendations of the Committee of Experts.



Conciliation and Mediation

Trinidad and Tobago: enhanced Alternative Dispute Resolution capacity

Twenty-three judges from the Industrial Court of Trinidad and Tobago participated in a three-day exercise to upgrade their conciliation and mediation skills in September 2015. This training fit within the plans of the Court to promote Alternative Dispute Resolution as a less expensive, more integrative approach to preventing and settling conflict. The workshop, which covered: dispute resolution, conciliation process, conflict and the negotiation process, was facilitated by the ILO.

Jamaica: increased conciliation and negotiation skills

In response to a request from the Government of Jamaica, the ILO facilitated a training workshop on Negotiation and Conciliation Skills in November 2016. The training was based on the ILO's International Training Centre's (ITC) course: Conciliation/mediation – Consensus building skills for Third Parties which was adapted to better reflect the Caribbean realities. Twenty-eight tripartite constituents benefited from training in several dispute resolution processes, understanding conflict dynamics, different approaches to negotiation, the specificities of conciliation procedures and specific negotiation skills.

Workers' Activities

Fundamental Principles and Rights at Work (FPRW)

Saint Lucia: Social Dialogue and Decent Work

A series of four training activities were delivered in Saint Lucia in 2015 as part of a commitment by the ILO to support the capacity building needs of the Saint Lucia Trade Union Federation (TUF) affiliate union leaders and activists. The first of the four was conducted in March 2015 and saw the participation of 30 representatives from six TUF affiliated organizations. Participants explored the concept of Decent Work and the Decent Work Agenda as well as the platform of fundamental rights necessary to promote and build "decent work" for all. Other themes included: ILO Fundamental Conventions, tripartite social dialogue, CARICOM instruments such as the Charter of Civil Society and the Declaration of Labour and Industrial Relations Principles Act (April 1995), which reflected ILO Fundamental Principles and Rights at Work.

The Bahamas: Freedom of Association examined by Bahamas trade unions

Bahamas workers reached consensus that workers' education programmes through the Labour College need to be institutionalized so that more members could understand the context and value of the union movement. This conclusion came at the end of three-day workshop in June 2015 convened by the National Congress of Trade Unions of the Bahamas (NCTUB) and supported by the ILO, to examine freedom of association and the trade union constitutions. Thirty participants from 15 affiliated and observer unions representing different levels of union leadership participated in the workshop. To better understand the legal context within which Bahamas trade unions operate,



participants did an in-depth study of the provisions of the Industrial Relations Act and their implications for and limitations on trade union activity.

Conciliation

Trinidad and Tobago: Negotiation and Conciliation skills for Trade Unions

ILO responded to a request from the Seamen and Waterfront Workers' Trade Union (SWWTU) for capacity building in negotiation and conciliation with five-day course in February – March 2016. Based on the ILO International Training Centre (ITC) course, "Conciliation/mediation – Consensus building skills for Third Parties". The training covered the application of the conciliation process to interpersonal as well as workplace conflict, and the improvement of negotiation skills. Thirty-five participants, drawn from seven different workplaces, successfully completed the five-day course. The participants assessed that the workshop offered important learning in areas such as the importance of preparation; displaying respect for negotiating parties; understanding the underlying needs of the negotiating parties; and employing dialogue to prevent the escalation of conflict.

Building Institutional Capacity

Saint Lucia

The second of four activities planned by the Saint Lucia Trade Union Federation (TUF) to enhance their institutional capacity to better serve their membership was held in May 2015. At the end of a three-day strategic planning workshop the TUF developed a five-year strategic plan (2015 – 2020). The ILO supported the exercise which involved an assessment of the Federation's strengths, limitations and brainstorming on strategies and actions to best position the union to represent its members.

The third activity saw the development of a protocol to guide joint negotiations under the umbrella of the TUF. In October 2015 a two-day workshop was convened to formulate the protocol which is a framework agreement that will govern the procedures within the TUF and the individual affiliates leading to the formulation of a joint claim proposal for TUF members. The Protocol also provides for the timing of the individual proposals, the appointment of the joint negotiation team, rules of engagement under negotiations and an evaluation of the negotiations process. Formulation of the protocol was followed by a final training activity in November 2015 aimed at enhancing members' negotiation skills. Technical support and advice for both initiatives were provided by the ILO.

Jamaica

Eleven leaders from five parishes in Jamaica came together in June 2016 to determine the strategic direction of the Jamaica Household Workers' Union (JHWU). With the technical advice and support of the ILO the three-day workshop yielded an outline of the five strategic priorities, an examination of existing organizing and recruitment strategies and a plan for extending representing in all fourteen of the island's parishes.⁵ Additionally, a model contract and plan for widespread distribution (to establish minimum standards for the occupation in compliance with Convention No. 189 were drafted. A plan was formulated to work with the Jamaica Confederation of Trade Unions and the Jamaica Employers'

⁵ At June 2016 membership in the JHWU reached 5700 spread over 11 chapters in 8 parishes



Federation to negotiate a national code of minimum standards to present to the Ministry of Labour and Social Security for endorsement and implementation.

The Strategic Framework was later approved by the JHWU Executive Committee and two Model Contracts (one for non-resident domestic workers and one for live-in domestic workers) were endorsed. The possibility of including the Model Contracts in the regulations being developed for Jamaica's regulatory framework to be in compliance with the provisions of the Domestic Workers' Convention, 2011 (No. 189) is being discussed with the Ministry of Labour.

The Prime Minister of Jamaica announced in September 2016 that he had signed off on the ratification of the ILO Domestic Workers' Convention, 2011 (No. 189). The JHWU had been advocating since June 2011 for the ratification of the Convention. The Convention will enter into force in October 2017 for Jamaica which became the second Caribbean country to ratify this Convention.⁶

Trinidad and Tobago

In June 2015 the Executive Committee of the Transport and Industrial Workers' Union, Trinidad and Tobago with the guidance and facilitation of the ILO Workers' Specialist elaborated a mission, vision and values statement and formulated strategic plan to guide the work of the organization over the next five years.

Legislation

Antigua and Barbuda: Enhanced capacity on modernizing labour laws on OSH and Workers' Compensation

Members of the Antigua and Barbuda Workers' Union (ABWU), Antigua and Barbuda Public Services Association and the Antigua Trades and Labour Union participated in November-December 2016 workshop entitled: "Modernizing Labour Laws on OSH and Workers' Compensation: Developing Trade Union Policy and Strategy". The ILO facilitated and supported the workshop which concluded with 20 participants that are better equipped to compare existing laws and regulations against ILO standards with a view to determining what reforms are desirable from a worker perspective and would be in keeping with international labour standards. The group of mainly shop stewards were better informed on Social Protection arrangements, workers' compensation for injury and the scope of the Workmen's Compensation Act. A working group was formed to develop and finalize a coherent trade union policy platform by end February 2017 which would be used to influence discussions on the formulation of an OSH Act and reform of the Workmen's Compensation Act.

The Bahamas: Strengthened social dialogue capacity in relation to the National Tripartite Council Act

The National Congress of Trade Unions of The Bahamas (NCTUB) with the support of the ILO convened a workshop in March 2015 which fostered a deeper understanding of the implications of the National Tripartite Council Act on Social Dialogue in The Bahamas. Twenty trade union leaders and two representatives of The Bahamas Chamber of Commerce and Employers' Confederation participated.

⁶ Guyana ratified in August 2013



The Employers' representatives, who participated, were also members of the National Tripartite Council.

Domestic Workers

Trinidad and Tobago: Service Workers' Cooperative strengthened

The ILO provided support to the National Union of Domestic Employees (NUDE) and the Service Workers Centre Cooperative Society Limited (SWCCS) through a needs assessment to determine a short- and medium-term implementation plan for strengthening the two organizations. This support is in accordance with an overarching goal of providing improved access to decent employment opportunities and related services, to improve livelihoods and to advance the socio-economic well-being of its members. NUDE established the SWCCS in 2014 to seek more and better contracts for domestic workers. A Multi-Stakeholder meeting was convened in May 2016 and recommendations for improving the functioning of the union and cooperative were subsequently delivered.

A four-year work plan (2017 – 2020) was formulated and plans for further collaboration between the ILO, NUDE and SWCC include the development of a new business plan for the cooperative as well as a wider national implementation strategy for the development of domestic workers' cooperatives in Trinidad and Tobago.

Subregional: Caribbean Domestic Workers' Network Training

The Caribbean Domestic Workers' Network (CDWN) convened a training activity for its members 4-6 December 2015 in Kingston, Jamaica. Twenty one women from its four members, namely: Antigua Trades and Labour Union Domestic Workers' Branch, Barbados Workers' Union, Red Thread Guyana and the Jamaica Household Workers' Union participated in a training exercise aimed at addressing areas of need identified by the Network.

The Network had determined that domestic workers needed to improve their skills in order to build their organizations and advance their agenda; the December training activity focused on the following areas: Leadership and Influence; Assertiveness and Negotiating Skills; Communication Skills and Conflict Resolution; Fund-raising and Elements of Proposal Writing.

Members from the Caribbean Domestic Workers Network (CDWN) held another in Georgetown, Guyana, 11-13 December 2015, to deepen their knowledge of ILO standards most pertinent to their situation, namely, the Domestic Workers Convention, 2011 (No.189), the Maternity Protection Convention, 2000 (No.183) and the ILO eight Fundamental Conventions.

The training sessions were held in the library of Red Thread, a founding member of the Network. Participants numbered 21 and this time around, one attendee was a male domestic worker, an active member of the Jamaica Household Workers' Union.



Employers' Activities

Building strong and effective employers' organizations is the main goal of the ILO's Bureau for Employers' Activities (ACT/EMP) institutional capacity programme. Employers' organizations are effective when they add value to their member enterprises and meet their representation, advocacy and services delivery needs.

Business improvement and enterprise development

The Bahamas: Business Development

The ILO provided support to The Bahamas Chamber of Commerce and Employers' Confederation (BCCEC) to host a three-day workshop on Entrepreneurial and Enterprise Skills in September 2015. There were 28 participants in the workshop which was based on the practical application of strategic, marketing, financial and business planning principles. The BCCEC launched a Help-Desk on 08 September to provide professional services and advice to Small- and Medium-sized Enterprises (SMEs).

From November – December 2016, 16 nationals became certified to deliver the ILO's Improve Your Business (IYB) training programme. The training was provided by the ILO in partnership with the BCCEC. The goal of the Training of Trainers programme is to build capacity within the Chamber's SME Help Desk to provide future training to members on a sustainable basis as a new service.

Suriname: Entrepreneurial Skills training

In July 2015 34 participants benefited from a three-day training workshop hosted by the Suriname Trade and Industry Association (STIA) in conjunction with the ILO. Such interest was piqued at this workshop that participants called for a further course which was held in October 2015. The activity received high publicity and led to a request by the Suriname Aluminium Company (SURALCO) for the STIA to conduct 10 workshops for its staff who were at the time, facing redundancy.

In March 2016, the ILO met with the STIA to discuss the status of the Enabling Environment for Sustainable Enterprises (ESEE) work programme and to agree on next steps and needs for support. The meeting concluded with agreement that the ILO would provide assistance in:

- The provision of information on business incubators and mentoring;
- The provision of assistance to the Suriname National Training Authority (once it became operational);
- Assistance to embed entrepreneurship in secondary and tertiary schools;
- Review of the Cooperative Sector;
- Tripartite workshops on engendering an entrepreneurial culture and ESEE awareness
- Productivity improvement workshops



Aruba: Employers' Organizations in the Dutch-speaking Caribbean

An ILO workshop for Employers' Organizations in the Dutch-speaking Caribbean was held in Aruba in November 2014. Twenty-two participants from Aruba, Suriname, Bonaire, Curacao and Sint Maarten participated in discussions that focused on governance structures, strategic planning, attracting and attaining membership, service development and delivery, research activities and communication.

Trinidad and Tobago: Managing absenteeism

The Employers' Consultative Association of Trinidad and Tobago (ECATT) convened a two-day conference in November 2015 to address the impact of absenteeism on productivity. The conference brought together input from the ILO as well as a range of Human Resource practitioners to present strategies for reducing absenteeism to over 120 participants.

Training Courses

Barbados and Cayman Islands: Greening Economies, Enterprises and Jobs

The capacity of employers' representatives from Barbados and the Cayman Islands were enhanced through fellowships at the ILO International Training Centre in December 2014. Specifically, the training focused on increasing the capacity to effectively participate in national, regional and international policy debates on green growth and green enterprise and to provide relevant services in this field for their company members.

Aruba, Barbados, Trinidad and Tobago:

Representatives from Employers' Organizations in Aruba, Barbados and Trinidad and Tobago participated in a nine-day training programme on Labour and Social Policies in Geneva, Switzerland in May 2015. The course introduced participants to the ILO and addressed economic and social policies to promote decent and productive work for women and men.

Customer Relations Management

Barbados and Belize: Customer Relationship Management (CRM) Database

A software programme to assist employers' organizations to manage relations with their members was developed as a global tool by ACT/EMP Turin in conjunction with a French software company. In May 2015 a specialist user training workshop was held in Turin in which members of the Barbados Employers' Confederation and Belize Chamber of Commerce and Industry participated. The software was then installed in each of the organizations and customized to their membership lists. Two-day workshops were then held for both organizations in their respective countries to ensure that it was fully operational.



Jamaica and Trinidad and Tobago: CRM software installation

In October 2016, the ILO participated in the training and installation of CRM software for the Jamaica Employers' Federation (JEF) and the Employers' Consultative Association of Trinidad and Tobago. The training was delivered in two phases:

- Phase 1: overview of the CRM software, use and benefits;
- Phase 2: training on data entry and retrieval

Legislation

Saint Kitts and Nevis: Labour Legislation training

The ILO provided technical assistance when members of the Saint Kitts and Nevis Chamber of Industry and Commerce came together at a workshop on labour legislation in November 2016. The dialogue was framed within the context of the proposed Labour Code and its compliance with the ILO Conventions in line with recommendations made by the Committee of Experts.



POLICY COHERENCE

Decent Work Country Programme (DWCP)

Guyana

In September 2016 the Ministry of Social Protection invited stakeholders to participate in a national Decent Work Country Programme consultation. The previous DWCP for Guyana ended in 2015. Tripartite participants spent two-days considering the ways in which the Decent Work Agenda could be used as the vehicle to realize joint national visions. At the end of the consultation, a drafting team comprised of tripartite representatives, was established to continue working on the outline of priorities that emerged from the joint consultation. These priorities will form the foundation of the next DWCP. The ILO is supporting the process and the DWCP is expected to be completed in the first half of 2017.

UNMSDF

Subregional

The United Nations has adapted its planning and programming for the period 2017 – 2021 to pool the comparative advantages of agencies, funds and programmes within a single strategic framework called the UN Multi-country Sustainable Development Framework (UN MSDF).

The MSDF defines how the UN will provide support to the 18 English- and Dutch-speaking countries and Overseas Territories in the Caribbean. The ILO Office for the Caribbean covers 5 UN Country Teams (Belize, Jamaica, Barbados and the Organisation of Eastern Caribbean States (OECS), Trinidad and Tobago and Guyana and Suriname). The ILO has prioritized its participation as well as the contributions of its constituents in the overall process of developing the MSDF and continues to work to ensure that constituents will benefit from the synergistic advantages of the Framework.

The MSDF is divided into four areas of priority which together, seek to safeguard agreed commitments reflected in the conventions and treaties as key strategies to accelerate progress towards the Sustainable Development Goals (SDGs). At present, Priority Area 1, “An Inclusive, Equitable and Prosperous Caribbean” is most closely aligned with the mandate of the ILO, however, there is considerable scope to expand implementation into Area 4, “Climate Change and Environmental Sustainability”.