



Caribbean NEWSLINK

Newsletter of the ILO Decent Work Team and Office for the Caribbean

April - June 2016



ILO sets course to promote decent work in global supply chains and in making poverty history by 2030

The 105th International Labour Conference (ILC) concluded following two weeks of deliberations on key world of work issues, including decent work in global supply chains, employment for the transition to peace, maritime labour issues, basic labour rights and the Social Justice Declaration. A record 5,982 delegates from 187 ILO member States were in attendance. The Conference was presided over by Mildred Oliphant, Minister of Labour, South Africa.

"We worked out what needs to be done to ensure that the ever increasing organization of production in global supply chains contributes to the promotion of decent work. We began the job of delineating the way that decent work can and must contribute to peace and stability in the wake of conflict, crisis or disaster," said ILO Director-General, Guy Ryder, in his closing remarks to the ILC.

He added that the Conference set a compass to guide member States to meet their obligations to apply ratified Conventions, refined the world's maritime labour code, and pointed the way for the ILO to organize its own work. "And if all of that were not enough, we set the course for making poverty history by 2030," he concluded, referring to his Report to the ILC entitled "The End to Poverty Initiative: The ILO and the 2030 Agenda".

The Conference also held a World of Work Summit at which young people and high-level representatives of governments, employers and unions discussed how to shape the future of work for youth. In the run-up to the World Day Against Child Labour (on June 12), another high-level panel discussed child labour in supply chains.

On 7 June, Caribbean Ministers of Labour from The Bahamas, Barbados, Jamaica and Trinidad and Tobago, attending the ILC, met with the Director-General to discuss a wide variety of issues that impact workers in the region and how the ILO can respond to the needs of Caribbean nationals. They also spoke on the relationship between the ILO and CARICOM, the need for the Director-General to support the Social Partners at a regional, national and enterprise level, and the inclusion of Caribbean States in the Director-General's Vision for the ILO over the next five years. *(For more Conference highlights, see pages 2-3).*

Photo: (L to R) The Hon. Shane Gibson, Minister of Labour and National Insurance, Bahamas; Senator The Hon. Jennifer Baptiste-Primus, Minister of Labour and Small Enterprise Development, Republic of Trinidad and Tobago, ILO Director-General, Guy Ryder; Senator Dr. The Hon. Esther Byer-Suckoo, Minister of Labour, Social Security and Human Resource Development, Barbados; and The Hon. Shahine Robinson, Minister of Labour and Social Security, Jamaica.



Global supply chains

The Committee on Decent work in Global Supply Chains held nine days of intense tripartite discussions to explore how global supply chains can effectively contribute to decent work and sustainable development. The Committee adopted a resolution and a set of action-oriented conclusions by consensus. These give a strong mandate to the ILO to lead the global call for action to bridge governance gaps in sectoral, national, regional and international supply chains.

The ILO members called upon the Organization to implement a timely and dynamic programme of action and to convene, by decision of its Governing Body, a tripartite meeting to assess the failures that lead to decent work deficits in global supply chains, identify salient challenges of governance, and consider what programmes, measures, initiatives or standards are needed to promote decent work in global supply chains.

MLC and Convention No. 185 amendments

The Conference voted to approve two amendments to the Code of the Maritime Labour Convention (MLC), 2006.

The first amendment concerned the adoption, in the framework of occupational safety and health, of guidelines for the elimination of shipboard harassment and bullying. It includes a reference to the Guidance on this subject jointly published by the International Chamber of Shipping and the International Transport Workers' Federation.

The second amendment allowed for a five month extension of the validity of Maritime Labour Certificates in circumstances where ships have passed the relevant inspection but where a new certificate cannot be issued and made available on board.

Another vote adopted an amendment to the annexes of the Seafarers' Identity Documents Convention, (No. 185), to align seafarers' identity documents with the specifications of the International Civil Aviation Organization. Concretely, identity documents will, in future, use facial images stored in a contactless chip.

Application of Standards: 24 cases and migrant workers

The Committee on the Application of Conventions and Recommendations of the ILC adopted conclusions on 24 individual cases related to issues arising from the implementation of labour rights. This discussion was based on the annual report of the Committee of Experts on the Application of Conventions and Recommendations which is an independent body composed of legal experts charged with examining the application in law and practice of ILO Conventions and Recommendations by ILO member States.

The Committee also discussed a General Survey concerning migrant workers' instruments. Acknowledging the human dimension of the issue, the Committee considered that it was essential that labour migration benefitted workers, employers and the wider community, and that it was necessary to balance the rights, responsibilities and needs of all stakeholders. Effective management of international labour migration required good global governance and international cooperation to which the ILO could particularly contribute.

105th INTERNATIONAL LABOUR CONFERENCE

Social Justice Declaration

The Committee for the Social Justice Declaration adopted a Resolution which calls for concrete action to achieve the full potential of the ILO Declaration on Social Justice for a Fair Globalization, 2008, through its actions in the framework of the UN's 2030 Agenda and integrating decent work into national sustainable development strategies. The Resolution also calls for the promotion of decent work through partnerships and policy coherence at the country level with international and regional economic and financial institutions. It further underscores the need to strengthen the ILO's capacity and that of its constituents to contribute to the achievement and related goals of the 2030 Agenda.

Employment and decent work for the transition to peace

Delegates to the Conference held a first discussion concerning the revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) to take account of the contemporary context and the need to respond to conflict and disaster situations. The revision widens the focus of the Recommendation on reconstruction and recovery to include prevention, preparedness and recovery. The revision builds on a growing international consensus on the vital role of employment and job creation and the ILO's Decent Work Agenda in responding to crises and for building peace and resilience. It therefore acknowledges the need for increased capacities to deal with situations that are at the crossroads of humanitarian, peace-building, disaster response and development issues. A second discussion, with a view to adopting a revised Recommendation, will take place at the International Labour Conference in June 2017.

World of Work Summit

The ILC addressed the issue of decent jobs for youth at a World of Work Summit.

The Summit opened with a video message from the UN Secretary-General, Ban Ki-moon. The panellists included youth representatives from Kenya, the Philippines and Latin America, as well as the heads of the International Organization of Employers, the International Trade Union Confederation, and the Portuguese Minister of Labour. They were joined, via satellite link, by an internally displaced person and job seeker in Colombia and a young Somalian working in a Kenyan refugee camp.

In his opening remarks, ILO Director-General, Guy Ryder, reiterated the shared concern about the situation of the millions of young women and men around the world who are finding it extremely hard to get a decent job. For many of them their present and future lies in the informal economy.

Mr Ryder reminded the Summit of the recent ILO Global Initiative on Decent Jobs for Youth that was launched in February this year. The Initiative is built on four integrated pillars - ACTION, ALLIANCE, KNOWLEDGE and RESOURCES. It provides a unique template for collective UN partnership, to support member States' efforts to implement the youth employment objectives of the 2030 Agenda for Sustainable Development.

Since the launch, the ILO along with six other UN agencies, have been working at country and regional levels to make the Initiative operational.

The Director-General concluded his remarks by showcasing concrete measures to promote green jobs for youth, support young people in rural areas, and enhance digital skills among youth, including those affected by conflict and migration.

The panel discussion was framed as part of the global debate on the implementation of the 2030 Agenda for Sustainable Development. The aim was to inform the ILO's tripartite constituents about the UN Global Initiative on Decent Jobs for Youth, and the ILO's role in scaling up both action and impact.

Following the Session on youth, President of the European Commission, Jean-Claude Juncker, addressed the Conference. Speaking to over 5000 Delegates at the ILC. Juncker said that if real prosperity is to return to the European Union "social dialogue and the dialogue on economic issues must go together".

In a wide ranging speech, Juncker spoke about the impact of the economic crisis on member states of the European Union, particularly on youth. "The crisis isn't over and isn't going to be over until we have full employment," Juncker said, "young people deserve a job, a career."

Juncker also commended the ILO for having put the Decent Work Agenda at the heart of the international policy debate, at the highest level.



Members of the Bahamian delegation attending the 105th Session of the ILC participated in the general assembly during the morning session on June 7th. Under the theme Building a Future with Decent Work, Social Partners from the Bahamas, which included Government Officials, Representatives from the Bahamas Chamber of Commerce and Employers Confederation, National Congress of Trade Unions Bahamas and Commonwealth of the Bahamas Trade Union Congress, attended a series of Committee Meetings and Multi National Forums regarding Decent Work in global supply chains, Decent Work for peace, security and disaster resilience, and the impact of the ILO on Social Justice for a Fair Globalization.

Front row: Robert Farquharson, Director of Labour (right); The Hon. D. Shane Gibson, Minister of Labour and National Insurance and Minister for the Public Service (3rd from right)



Photo, L to R: Part of Trinidad and Tobago's Delegation led by Minister of Labour and Small Enterprise Development, Senator The Hon. Jennifer Baptiste-Primus; Secretary for Settlements and Labour, Tobago House of Assembly, Councillor Deon Isaac; Mr Devanand Sinanan, Worker Adviser; and Mr Neil Derrick, Employer Representative. (Missing from the photo is Mr Michael Annisette, National Trade Union Centre's General Secretary and Ms Marcia Rampersad, Head, International Affairs Unit at the Ministry of Labour and Small Enterprise Development).



Members of the Surinamese Delegation, L to R: Mr Glenn Piroe, Acting Deputy Director Legal and International Affairs; The Hon. Dr Soewarto Moestadja, Minister of Labour; Mr Steven Mac Andrew, Director VSB; and Ms. Genti Mangroe, Acting Head International Affairs.



ILO team meets with Ministry of Labour and Small Enterprise Development group. ILO Director-General, 2nd from left and Minister of Labour and Small Enterprise Development, Senator the Hon. Jennifer Baptiste-Primus, 1st from right.

ILO DG holds talks with Trinidad and Tobago Government, Employers' and Workers' Organizations on the current employment situation

"The problems facing Trinidad and Tobago are a reflection of what is unfolding globally including the global crisis in the steel industry." Guy Ryder, Director-General of the ILO, said this during his visit to the country on 18-19 April 2016, where he held meetings with the Hon. Dr. Keith Rowley, Prime Minister of the Republic, as well as other key tripartite stakeholders.

Mr Ryder sympathized with the workers who had been laid off and drew the constituents' attention to the Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173) and its accompanying Recommendation, which has not yet been ratified by Trinidad and Tobago, but could serve as a guideline in the current economic climate.

The Director-General said that while job losses will happen, a set of "instruments" should be put in place to ensure that the transition to new jobs is easier and that security for workers is provided. These include:

- the practice of sincere tripartite social dialogue that is focused on tangible results;
- the development of social protection;
- the skilling and re-skilling of the workforce and closing of the mismatch of skills; and
- the improved placement of workers through national employment services.

These "instruments" could help establish greater adaptability in the labour market while making sure security for workers is provided.

"Even as labour markets change, we cannot compromise on respect for fundamental principles and rights at work. We know the world of work changes and that a legislative agenda needs to reflect the 21st century, but it can never mean a race to the bottom. The value of decent work is that it aims to marry sustainable jobs with good quality employment. That is an integral part of the Sustainable Development Agenda which is universal and to which all the Caribbean has subscribed", the Director-General said.

In a situation of worrying job losses, the ILO's tripartite constituents recognized the existence of unfilled vacancies in enterprises, and underlined the advantages to be gained from improved labour mobility and skilling. Both the Employers' and Workers' groups, during their respective meetings with the Director-General, expressed appreciation for the ILO's support, and agreed that there is a need to revise outdated legislation, such as the Industrial Relations Act and the Retrenchment and Severance Benefit Act. During his courtesy visit to the Minister of Labour and Small Enterprise Development, Senator the Hon Jennifer Baptiste-Primus, Mr. Ryder commended the Minister for her leadership in taking this revision forward.

All parties agreed that ILO Conventions and Recommendations should provide guidance and the ILO Director-General assured that the required technical assistance would be made available as needed.

"Hearing the perspectives of labour unions and representatives of employers on the current situation makes it clear that all parties are wedded to the concept of decent work. We need to come to the table with the intent to find agreed solutions and then to act upon them. We need to further nurture the trust of each party that they are working for a common good, as well as defending legitimate interests. Trust is a condition sine qua non and it will come in little steps. Social dialogue will be judged by results", said the Director-General, while recognizing that the National Tripartite Advisory Council could be the avenue to make this happen.

Mr. Ryder expressed his gratitude for the longstanding and excellent relationship between the ILO and Trinidad and Tobago, which is a current Governing Body member. He reiterated the ILO's commitment to working with its tripartite constituents in ensuring decent work for all.



The National Trade Union Centre of Trinidad and Tobago with DG



The Employers' Consultative Association of Trinidad and Tobago, meet with the ILO Director-General and his team.



DG with the Federation of Independent Trade Unions and NGO's



ILO Director-General, Guy Ryder (*centre*), shares a light moment with Dr. The Hon. Keith Rowley, Prime Minister of Trinidad and Tobago (*right*) and Claudia Coenjaerts (*left*), Director, ILO DWT and Office for the Caribbean.



Mr. Ryder with the Joint Trade Union Movement

ILO Director-General meets with staff of the Caribbean Office

During his visit to Trinidad and Tobago, the ILO Director-General met with the staff of the Caribbean Office to discuss the future of work of the ILO in the region, among other things. He gave staff an update on the ongoing ILO reform and stressed the importance of finding new approaches to work that would ensure that the ILO delivers appropriate and superior support to its constituents. The Caribbean Office, established in 1969, serves 22 Caribbean countries and non-metropolitan territories.

Photo: Mr. Ryder, 5th from left, displays card in support of the UN Sustainable Development Goal 8, on Decent Work and Economic Growth, with staff of the Caribbean Office.





L to R: Joycelyn Francois-Opadeyi, Chief Executive Officer, The Employers' Consultative Association of Trinidad and Tobago (ECATT); His Honour Mr. Albert Aberdeen, Judge, Industrial Court of Trinidad and Tobago, Claudia Coenjaerts, Director, ILO DWT/O POS; and The Hon. Jennifer Baptiste-Primus, Minister of Labour and Small Enterprise Development, Trinidad and Tobago.

ILO engages in discussions on contract labour in Trinidad and Tobago

The Ministry of Labour and Small Enterprise Development hosted a Workshop with members from Government, the Business sector and the Labour Movement on 13 April 2016, entitled *"Contract Labour - Reducing the Dependency"*. The Workshop discussed the recent economic and social developments that have increased the vulnerability of workers and identified ways to combat this. One of its objectives was to engage leaders from the business, labour and government sectors to identify the main economic, financial social and environmental factors that have contributed to the emergence and growth of contract employment in Trinidad and Tobago.

In her address, the Minister of Labour and Small Enterprise Development, Sen. The Hon. Jennifer Baptiste-Primus, stated that the Workshop represented "the start of our collective efforts to understand the phenomenon of contract employment in Trinidad and Tobago, its impacts, and strategies to address the challenges associated with contract employment as well as possible alternatives". She reiterated that this Workshop was not a "talk shop" but was geared to "initiating the development of strategies to address the associated challenges and where relevant, inform legislation". The Minister gave her commitment to address and resolve the inadequacies of the existing labour legislative framework and protect the rights and responsibilities of both workers and

employers in the labour landscape of Trinidad and Tobago.

Ms Baptiste-Primus noted that these issues are not unique to Trinidad and Tobago and that as published in the ILO's World Employment and Social Outlook Report 2015 "there has been a global shift to more insecure jobs from the traditional employment relationship to more non-standard forms of employment since the financial crisis of 2008/2009 which fuelled growing inequality and higher rates of poverty".

The Report revealed that it is estimated that only a quarter of the world's workers, that is one in four workers, are on permanent contracts with the remaining three quarters employed on temporary or short-term contracts, working informally often without any contract, are self-employed or are in unpaid family jobs.

Ms Claudia Coenjaerts, Director, ILO Decent Work Team and Office for the Caribbean, in her remarks congratulated the Ministry on its timely initiative. Ms Coenjaerts said that the issue of contract labour -- or what has been more broadly defined as non-standard forms of employment (NSFE) -- is an old issue but has become an ever more important feature of our labour markets. It can help enterprises adjust labour inputs to volatile labour markets, permit workers to better combine employment with their family needs, but it can also -- and often does -- test existing regulations, erode workers'

rights and even pose existential issues to trade unionism.

Key questions for a good diagnostic of the types of NSFE are: where it is found, what drives it and what are the specific issues, and this Meeting presents a very good start to define how it can meet the legitimate needs of workers and employers, yet not undermine labour rights and decent work. She explained that the ILO has significant history to tap from and referred to the most recent Tripartite Meeting of Experts in 2015 as well as important labour standards such as the Employment Relationship Convention (No 198); The Part Time Convention (No 175); The Private Employment Agencies Convention (No. 181); and The Home Work Convention (No. 177). The ILO Director stated that the problem of contract labour needs our attention, and it is at the heart of the ILO's mandate to work with member States in the promotion of the Decent Work Agenda.

During various panel discussions representatives from each sector identified critical areas for review. It is the intention that these discussions continue in the next few months so that all affected sectors can collaborate in order to develop a framework upon which measures can be derived to regulate contract labour in Trinidad and Tobago.

END CHILD LABOUR IN SUPPLY CHAINS

World Day Against Child Labour, 12 June

IT'S EVERYONE'S BUSINESS!

GRENADA

The Ministry of Labour informed the general public via a public service announcement that 12 June is commemorated as World Day Against Child Labour. The broadcast highlighted this year's theme and informed citizens on what child labour actually is - namely work performed by children and adolescents engaged in economic activities who are under the minimum age to work in accordance with National Law and International Standards and who are deprived of their education. In April 2016 Grenada joined 25 other countries in the Regional Initiative Against Child Labour. This is

an alliance among countries of Latin America and the Caribbean to eliminate the worst forms of child labour by 2020 and have a complete elimination of child labour by 2025. To date there have been no reported cases of child labour in Grenada. However, the Ministry requested the public's cooperation in reporting any incidences of child labour that they may be aware of, to the Ministry @ 1 473-440-2532. Mrs. Elizabeth Pivotte-Cyrus and Ms. Brenda Bain are the two focal points who have been assigned to follow-up on these reports.

JAMAICA

The Ministry of Labour published a full page press advertorial with appropriate messages from the Minister, the ILO Director-General and the President of the Jamaica Employers' Federation (JEF), which was placed in the Jamaica Gleaner on June 12. A thirty second Public Service Announcement focusing on the issue and the 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.

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 targetted 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.

TRINIDAD AND TOBAGO

The Ministry of Labour and Small Enterprise Development embarked on a number of Communications Activities to commemorate the Day. These included:

- A Television Production on the Face of Child Labour in Trinidad and Tobago;
- Sensitization sessions undertaken by labour inspectors from the Labour Inspectorate Unit at marketplaces across Trinidad and Tobago engaging vendors in discussions on the employment of young children.
- A radio panel discussion on Child Labour aired on i95.5fm on 14 June 2016. Panellists included Ms Marylyn Lewis-James, Labour Inspectorate; Ms Danielle McClashie, Associate Professional

with Human Rights expertise, Office of the Prime Minister (Gender and Child Affairs); and Mr Diego Rei, Employment and Labour Market Specialist, ILO DWT and Office for the Caribbean. The discussion was moderated by co-hosts John Wayne Benoit and Wayne Chance

- A World Day Against Child Labour Message from Sen. The Hon. Jennifer Baptiste-Primus was published on the Ministry of Labour and Small Enterprise Development website and Facebook page and in the local newspapers.

For more information on Child Labour contact the Ministry's Labour Inspectorate Unit at 299-0300 option 3.

GENEVA

A high-level panel discussion was held on 8 June 2016 during the 105th Session of the ILC. The panellists included Guy Ryder, Director-General, ILO; MaryAnn Mihychuk, Minister of Employment, Workforce Development and Labour, Canada; Jacqueline Mugo, Executive Director, Federation of Kenya Employers and Secretary General of Business, Africa; Philip J. Jennings, General-Secretary, UNI Global Union; Katharine Stewart, Director, Ethical Trade and Sustainability Division, Primark; Andrews Tagoe, Head of Program, Rural Workers, General Agricultural Workers Union of Ghana and Anglophone African Coordinator for the Global

March Against Child Labour; Vicky Bowman, Director, Myanmar Centre for Responsible Business

The discussion was moderated by Nomia Iqbal from the BBC. Preceding the discussions there was a musical performance by the "Choeur pour l'abolition du travail des enfants", a group of artists and media professionals from Côte d'Ivoire that joined together in 2013 to sensitize the public on the worst forms of child labour.

ILO participates in the 27th CARICOM Heads of Social Security Meeting

The 27th CARICOM Heads of Social Security Meeting took place in the Bahamas on 27-29 April 2016, and focused on the development of strategies and systems aimed at “Building resilience and sustaining social security in the age of economic uncertainty”. The opening ceremony was Chaired by the Minister of Labour and National Insurance of the Bahamas, Hon. D. Shane Gibson, MP, who affirmed that “Caribbean nations must find their own unique method to adopt the innovative strategies in management and administration that help to improve communications with stakeholders and citizen engagement, expand benefits, improve compliance levels, and strengthen their governance structures; all while ensuring the sustainability of their national insurance funds.” Addressing the audience during the opening ceremony, Mr Ariel Pino, Social Protection and OSH Specialist, ILO Decent Work Team and Office for the Caribbean, stated that “[...] the Caribbean is facing challenges which put the Decent Work Agenda of the ILO at the forefront. This means the creation and preservation of jobs, in the framework of more inclusive growth and social dialogue, and the extension and



Participants at the Meeting

maintenance of social protection in the framework of international standards, notably the Convention No. 102 and Recommendation No. 202 of the ILO”.

Mr Pino made a presentation entitled “Social Protection for All – Building Comprehensive Social Protection Systems”, in which he explained that social protection benefits - or social transfers - are powerful tools to combat poverty and inequality, and to invest in social and economic development. As such, they are key to achieving the Sustainable Development Goals (SDG) targets. Social protection, through policies that are aligned with economic and labour policies, is an economic, social and political necessity that has been recognized by several international declarations and agreements as a human right. The ILO’s two-dimensional strategy provides clear guidance on the future development of social security in countries at all levels of development in the framework of social dialogue. Effective national

strategies to extend social security, in line with national circumstances, should aim at achieving universal protection of the population by ensuring at least minimum levels of income security and access to essential health care through the Social Protection Floor (horizontal dimension) and progressively ensuring higher levels of protection guided by up-to-date ILO social security standards (vertical dimension). In line with national priorities, resources and circumstances, such two-dimensional strategies should aim at building and maintaining comprehensive and adequate social security systems.

Other topics discussed during the Meeting included the revision of the CARICOM Social Security Agreement (CASS) and the Memorandum of Understanding on Pooling of Resources. The next CARICOM Heads of Social Security Meeting will take place in Barbados in 2017.

ILO discusses Social Protection

with Ministry of Social Development and Family Services, Trinidad and Tobago



Representatives of the ILO paid a courtesy visit on Permanent Secretary, Jacinta Bailey-Sobers (*In photo, left*), at the Ministry of Social Development and Family Services on 21 April, 2016 to discuss issues surrounding social protection. Ms Claudia Coenjaerts, Director, ILO Decent Work Team and Office for the Caribbean (ILO-DWT/O POS) (*In photo, right*), was accompanied by the Director of

the ILO Social Protection Department, Geneva, Ms Isabel Ortiz and Mr Ariel Pino, Specialist, Social Protection and Occupational Safety and Health, (ILO-DWT/O POS). Ms Ortiz indicated that the ILO is currently engaging with a number of countries to ensure social protection for vulnerable persons. She suggested that the Ministry’s poverty consultations be used to highlight the importance of an integrated social protection response in this country. She also highlighted that while many countries dependent on oil and gas revenue, like Trinidad and Tobago, have felt the impacts of the downturn, it was imperative to develop an overarching system to assist those who are affected.

Mr Pino expressed the ILO’s willingness to assist the Ministry with strategic tools that will help the Ministry to track expenditure and refine its targeted approach to social protection. PS Bailey-Sobers said that evaluating the programmes and initiatives of the Ministry is essential if they are to target individuals who need assistance the most. Bailey-Sobers welcomed the delegation’s offer of assistance and expressed the Ministry’s willingness to collaborate with the ILO in an effort to add value to the lives of the indigent and vulnerable in Trinidad and Tobago.



World Day for Safety and Health at Work, 2016:

WORKPLACE STRESS: A COLLECTIVE CHALLENGE

Antigua and Barbuda: The Labour Department, in partnership with the Crossroads Rehabilitation Centre, Citizens Welfare Division, AIDS Secretariat, Clarendon Psychiatric Hospital, American University of Antigua, Royal Retreat Spa, Health and Fitness Expert Rex James, Mount St. John's Medical Centre and Emergency Medical Services, organized a series of activities which included lectures, a street fair and a staff forum to sensitize the public on the presence, management and prevention of workplace stress. Planned activities are scheduled to continue throughout 2016.



Guyana: The month long observance was kicked off by a health walk and the delivery of World Day messages from the Minister of Labour, the Hon. Keith Scott and Claudia Coenjaerts, Director, ILO Decent Work Team and Office for the Caribbean.

The Ministry of Labour launched a book exhibition at the University

of Guyana (UG). Representatives from the Pan American Health Organization/ World Health Organization (PAHO/ WHO), Ministers of the Government, Members of the Opposition, UG's librarians, Guyana Trades Union Congress officials, representatives and employees from various workers' unions and Massy Group were present. The Ministry also held a training session at their Brickdam Office for its Labour Officers with a focus on integrity, respect, innovation, commitment and professionalism.

The Ministry of Social Protection hosted an exhibition on safety and health in the workplace along Main Street and Avenue of the Republic and featured information booths from the Ministry as well as stakeholders from the private and public sectors.

Workplace stress took the front burner as the Linden Electricity Company Inc. and the LININE Secretariat hosted a workshop to sensitize workers on the topic. This was one of the many activities organized in Region Ten in observance of OSH Day. Among those entities participating were the Ministry of Social Protection Occupational Safety and Health Department, the Mayor and Town Council, the Regional Democratic Council, the Linden Hospital Complex, the Child Protection Agency, the National Insurance Scheme, the Guyana Water Incorporated, Banks DIH Ltd., Bosai Minerals Group, Watooka House, and Kwakwani Utilities.

Jamaica: The Ministry of Labour and Social Security planned several activities to mark the Day throughout Jamaica. Booths displaying information on OSH were stationed at the Ministry's North Street location. The public was invited to interact with staff to raise areas of concern. This initiative was designed to educate members of the public about important workplace safety and health issues and the role

of the Occupational Safety and Health Department.

The Minister of Labour and Social Security, Ms Shahine Robinson, joined the HEART Trust/NTA as a guest speaker for its OSH seminar. Members of the Ministry's OSH Department were panellists at a discussion to examine this year's theme at the University of the West Indies.



Hon. Shahine Robinson

Saint Kitts and Nevis: The Department of Labour, in partnership with the Saint Kitts-Nevis Trades & Labour Union, the St. Kitts and Nevis Chamber of Industry and Commerce and the St. Christopher and Nevis Social Security Board, celebrated the Day with a week of activities, namely:



- 24 April: Corporate Worship at the St. Peter's Anglican Church
- 25 April: Rap-Session with Tertiary Level Students
- 26 April: Symposium with workers who are in High Risk Stress Jobs
- 28 April: Health and Safety Rally in Independence Square and Panel Discussion on ZIZ Radio and Television
- 29 April: Safety and Health Rally in Nevis
- 30 April: Retreat and Fun Day at Timothy Beach Resort

Suriname: Suriname Labour College, in collaboration with Optima Curacao, held a Conference to raise safety awareness and collectively create a culture of safety and health at the workplace. The Conference was attended by a wide cross section representing trade unions and federations, Government, safety experts, trade and industry representatives, businesses, HR Managers and college staff. ILO Specialist Mr Deigo Rei delivered the Keynote address outlining the ILO's continued promotion of decent work for all. He informed participants that the economic burden of poor OSH practices in workplaces has been estimated at 4% of global Gross Domestic Product (GDP) each year. It is against this backdrop that work-related stress can also negatively impact on an already serious and worrisome situation. Presentations were made on trends in work related stress in Curacao; creating a culture of safety and health in the workplace for the reduction of occupational accidents; emotional safety in the workplace, a universal Right and Best Practice overview by the Suriname State Oil Company.



ILO Specialist, Diego Rei (Right)

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ILO conducts Tripartite Workshop on Improving Productivity and Competitiveness

On 18-19 May 2016, the ILO conducted a technical Workshop for tripartite constituents on improving productivity and competitiveness in Suriname. Recent ILO consultations with the tripartite constituents had identified productivity and competitiveness as a major problem for the country. The ILO was therefore requested by the Vereniging Surinaams Bedrijfsleven (VSB) and the Competitiveness Unit of Suriname, to undertake a training Workshop on how to benchmark productivity, and how to measure and compare productivity indicators. Constituents also requested assistance to develop systems or programmes for continuous and sustainable improvements in productivity. Assistance was further requested to determine the policies required to improve competitiveness in the supply of goods and services.

The Workshop, facilitated by Kelvin Sergeant, ILO Sustainable Enterprise and Job Creation Specialist and Vanessa Phala, ILO Senior Specialist, Employers' Activities, attracted over 70 participants, representing agencies the Ministries of Trade

Industry, Labour, Agriculture, Tourism, Foreign Affairs; members of VSB; members of the trade union movement; micro small and medium enterprises; business owners and consultants.

The Hon. Minister Soewarto Moestadja, Minister of Labour, in opening the Workshop, recalled that Suriname had signed a Decent Work Country Programme with the ILO and reiterated that the issue of productivity was very much on the agenda. He mentioned the importance of the Labour Market Information System, particularly as it relates to data which would help to improve productivity. The Minister made the point that he was fully aware that productivity in Suriname was very low and saw a very important relationship between the skills gap and productivity. He called for standards related to TVET as mechanisms to contribute to productivity improvements. He also spoke on the OSH review and informed participants that the OSH Commission was recently set up to review legislation and promote best practices.

Kelvin Sergeant, during the opening, provided the participants with an overview of the objectives and scope

ILO to support Guyana and Suriname to upgrade contents of labour force survey

The ILO has launched a technical assistance plan to support Guyana and Suriname in their endeavour to design more comprehensive labour force surveys. The end goal in both cases is to allow users to compute state of the art labour market indicators with a specific focus on informal employment and wages and other forms of income. Both countries expressed interest in the topic and highlighted the lack of complete, reliable data as one of the obstacles undermining the design of suitable policy solutions.

In both Guyana and Suriname, the ILO assistance will not be limited to a new questionnaire design, but will also focus on a comprehensive assistance package to include pilot-testing and capacity-building for data analysis and policy design. Both projects have a time horizon of approximately 18 months. The exercise will be instrumental to ongoing joint efforts undertaken with the CARICOM Secretariat aimed at designing a harmonized system of labour force surveys within the region.

In Guyana, ILO's support is included within the framework of an Inter-American Development Bank led Project. The Project is an encouraging example of productive collaboration and coordination in the field of labour market information.





Workshop participants engage in discussions with ILO Specialist, Kelvin Sergeant



Dagmar Walter, Deputy Director, ILO DWT/O POS

of the Workshop. Participants were then introduced to issues such as productivity and competitiveness indicators; measurement; data requirements; and measures to improve productivity at organizational levels -- inclusive of social dialogue -- utilizing ILO's tools such as SYMAPRO, SCORE and WISE.

After many plenary discussions, participants recommended the following actions for future work:

1. The need for a roadmap towards the establishment of a tripartite productivity council/institution;
2. A SCORE or SYMAPRO project for companies to introduce an appropriate ILO productivity tool;
3. A training of trainers programme in productivity; and
4. A high level study to address productivity at the Caribbean level. This study is to look at benchmarks, sectors, and solutions to productivity improvements in general.

CARICOM and ILO sign MoU to set up an LMIS for the CSME

Claudia Coenjaerts, Director, ILO DWT and Office for the Caribbean, signed a Memorandum of Understanding (MoU) with CARICOM Secretary-General, Ambassador Irwin LaRoque, on 16 June, 2016, in Guyana. The MoU allows CARICOM Member States to utilize a software called .Stat, for the facilitation of labour market analysis and other related functions, which will be referred to as LMIS.Stat within CARICOM.

This MoU is critical to achieving the objectives of a Project under the 10th European Development Fund (EDF) which involves CARICOM Member States, participating in the CSME, to establish an LMIS for the proper management of the regime for free movement of skills within the CSME.

The ILO, presented the software at a regional consultation hosted by the CARICOM Secretariat in October 2015. This was attended by representatives of Ministries of Labour, Statistical Departments and Social Security Agencies from the member States. Coming out of subsequent meetings with member States, it was agreed that this software tool was appropriate to facilitate the setting up of a CARICOM LMIS, and would avoid developing a standalone software tool from scratch.

ILO participates in empowerment and job exposition in Trinidad and Tobago

To mitigate the effects of retrenchment, the Ministry of Labour and Small Enterprise Development, through its National Employment Services (NES), staged an impressive Job Exposition on 5 April 2016 that featured a large number of partners from ministries, the business sector, finance, training, retraining and certification institutions, social partners, psychological and wellness advisors. Over 1000 job seekers came to benefit from all the information provided, making contacts and registering for jobs.

Senator The Hon. Jennifer Baptiste-Primus, Minister of Labour and Small Enterprise Development, delivered the feature address, which focused on the concerns currently at the forefront of the country's labour agenda and has dedicated time to review several pieces of legislation to provide further protection for employees. Minister Baptiste-Primus cited that the main objective of the Plan is to "provide a facilitating environment to enable unemployed persons to access guidance and advice on employment opportunities, financial management, social support and wellness, set up cooperatives and small businesses, and training, re-training and upskilling opportunities". She further stated that its aim is therefore to empower workers to access decent work opportunities and reintegrate into the labour market in the shortest possible time.

The Minister thanked the ILO DWT/O POS for its continued support over the years and for

funding the recent training for its frontline staff of the NES to serve, with sensitivity, workers who will be accessing its services.

Ms Dagmar Walter, Deputy Director, ILO DWT/O POS, in her remarks at the opening session, asserted that the Government's ten point plan on "empowering retrenched workers, reintegration into decent work, and turning adversity into opportunities" certainly is moving in the right direction and ILO stands ready to offer its expertise to minimize the impact on individuals and to pave the way for a sustained recovery.

She highlighted that this type of event can bring hope, and in practical terms, it demonstrates the multidimensional approach that is required to overcome the difficulties linked to job loss and a successful reintegration in to labour market.

Other speakers who addressed the Exposition were The Hon. Minister of Trade and Industry, Paula Gopee-Scoon; and The Hon. Minister of Social Development and Family Services, Cherrie-Ann Crichtlow-Cockburn.

The ILO has supported training for NES staff on how to deal with retrenched persons and has provided technical advice through its Employment and Labour Market Specialist, Mr Diego Rei.

JHWU leaders meet to plan strategic direction with ILO's support

With the support and collaboration of the ILO, leaders and organizers of the Jamaica Household Workers' Union (JHWU) met during 22-24 June 2016, to determine the strategic direction of the Organization and plan an intensive membership recruitment programme.



This initiative brought together eleven leaders from across five parishes, namely Kingston, Saint Andrew, St. Catherine, Saint Mary and Portland. The participants have many years experience in domestic work as well as knowledge of the challenges of organizing domestic workers.

On the first day of the Workshop, the five strategic areas of work were identified as: institutional strengthening, capacity building, raising public awareness, advocacy and the equally important area of support, self-improvement and well-being of the members, which is a selling point for the union.

On the second day the Workshop examined existing organizing and recruitment strategies, determined the most effective strategies as well as devised a plan aimed at establishing chapters in all fourteen parishes of the island. At present the JHWU counts 5,700 members in eleven chapters present in eight parishes.

On day three, the Workshop focused on the working conditions of domestic workers and how to improve them while continuing to advocate for the ratification of the Domestic Workers' Convention, 2011 (No. 189). After sessions on domestic workers' rights under Convention No. 189 and the existing Jamaica Labour Law were facilitated respectively by Ms Paula Robinson, ILO Senior Specialist for Workers' Activities and Mr Clifton Grant, IUF Caribbean Secretary, the participants drafted a model contract and a plan for widespread distribution to establish minimum standards for the occupation in compliance with Convention No. 189. They also made a plan to work with the Jamaica Confederation of Trade Unions and the Jamaica Employers' Federation to negotiate a national code of minimum standards to take to the Ministry of Labour and Social Security for endorsement and implementation.

The JHWU President was present at the adoption of Convention No. 189 during the 2011 International Labour Conference, a milestone which is etched vividly in her memory. Therefore the union leaders are disappointed that five years later Jamaica has not yet ratified the Convention despite the tireless advocacy and work that has been done. Nevertheless, the JHWU leaders' commitment to organize, represent and inform domestic workers, remains strong and resolute as they continue to pursue their vision of a society where domestic workers are recognized as workers with the same rights as every other worker.

ILO provides Technical Support to NUDE and the SWCCS

At the request of the National Union of Domestic Employees (NUDE) and the Service Workers Centre Cooperative Society (SWCCS) Limited, the ILO provided technical support for a needs assessment to determine a short and medium-term



Photographer: Osseiran Nadine

implementation plan for the strengthening of the two organizations in the current biennium.

The Domestic Workers Convention (No. 189) confers legal rights to domestic workers. In 2014, NUDE established the SWCCS to have greater control over the terms and conditions for domestic workers. To strengthen the Cooperative, the ILO is looking at the role and functioning of NUDE itself and its relationship with the Cooperative. In this regard, a Multi-Stakeholders Meeting, facilitated by the ILO, was held on 23 May 2016.

The Meeting was attended by thirty persons comprising the President of the Industrial Court; Cooperative Division officers, Fairshare representative, labour inspectors and representatives of employers' and workers' organizations. The opening was facilitated by Ms Ida Le Blanc, General Secretary, NUDE and Ms Althea Coombs-Rivas, President of the SWCCS, who gave an overview of the services provided, its membership, the challenges and accomplishment. Mr Colin Bartholomew, Cooperative Development Specialist, represented the Cooperative Division of the Ministry of Labour and Small Enterprise Development and Mr Kelvin Sergeant, Specialist, Sustainable Enterprise Development and Job Creation represented the ILO. The lead consultant on the ILO Project is Ms. Vanessa Bransburg.

Following the stakeholders Meeting, it was agreed that the Consultant would use the inputs to prepare the final report to the ILO. These recommendations will guide the ILO's further support to the Cooperative.

ILO conducts training to assist Grenada in its reporting obligations on ILS

At the request of the Government of Grenada, the ILO conducted a Training Workshop on Reporting on ILO Conventions and Recommendations during 21-23 June, 2016. The Workshop provided information and tools immediately relevant for the Ministry's officials to meet their reporting obligations and to improve their methodologies and existing tools for this purpose. Representatives from other Ministries working with the Labour Ministry on reporting, as well as the social partners, were also invited so that they would be sensitized about the reporting process, obligations and their roles in these.

ILO Specialist for International Labour Standards (ILS), Mr Shingo Miyake, facilitated the Training. The ILO also sought the cooperation of the Ministry of Labour and Small Enterprises Development of Trinidad and Tobago. The Ministry responded positively in the spirit of south-south cooperation, and Ms Marcia Rampersad, Head of the International Affairs Department, participated as a resource person. Ms Marva Andrew, Ministry of Labour, Grenada, who benefited from the Best Practices in ILS Reporting course in 2015, an online training programme of the International Training Centre of the ILO, also served as a presenter.

In his opening remarks to the Workshop, The Hon. Elvin Nimrod, Minister of Labour, informed participants that the Government would soon ratify the Domestic Workers Convention, 2011 (No. 189). He also reiterated Government's commitment to implementing the National HIV/AIDS Workplace Policy already launched on 15 June this year, achieving gender equality and removing the stigma against persons with disabilities.

The participants then reviewed main reporting obligations on ratified Conventions, on unratified Conventions and Recommendations, and on submission of new Conventions and Recommendations to the competent authority. During their discussions on ways to improve existing processes and methodologies related to the planning and preparations of reports, they examined in detail the experiences and tools of Trinidad and Tobago shared by Ms Rampersad. In conclusion, the participants recommended the following:

- All stakeholders, in particular the Minister of Labour, should be reminded of the importance of participating in the ILC. While Grenada has not been participating in this body for a long time, it would be beneficial to be present at this highest decision-making body, even for a limited duration, such as one week.
- The electronic reporting system of the ILO should aim for the next stage. Presently, it only has limited utility to have report forms in the pdf/Word format as currently done so. There should be a system of interactive reporting forms allowing reporting directly on the ILO's website.

ILO
participates
in Stakeholder
consultation
on the Retrenchment
and Severance
Benefit Act of Trinidad
and Tobago



The Ministry of Labour and Small Enterprise Development hosted a National Tripartite Stakeholder Consultation on 18 May 2016 at the National Energy Skills Centre, Couva. The Consultation focused on principles, policies and issues to be considered in the development and the advancement of the process of revising and amending the Retrenchment and Severance Benefit Act. The discussions addressed the following topics:

- Definition of redundancy;
- Scope of application of the Act;
- Procedure for retrenchment;
- Contract employment and the Act; and
- Rank of severance benefits at the closure of a company.

Sen. The Hon. Jennifer Baptiste-Primus, Minister of Labour and Small Enterprise Development declared that the Retrenchment and Severance Benefits Act, Chapter 88:13 was "in dire need of amendments". She also acknowledged that it was just one of the several pieces of legislation currently engaging the attention of her Ministry.

The Minister indicated that the Ministry has already begun to dissect the Act and had highlighted some of its deficiencies. Mrs Baptiste-Primus continued that one of its major shortcomings was that it did not address the issue of workers who lose their jobs when the employer declares bankruptcy of the company. It is also recognized that under Section 435 of the Companies Act, "severance and other terminal benefits" are ranked third in order of priority for preferential payments. Consequently, the Companies Act, in "its current form is deficient in addressing the problem of workers being laid off due to insolvency".

During the Consultation, Ms Claudia Coenjaerts, Director, ILO Decent Work Team and Office for the Caribbean said that "job losses will happen as it is an inevitable feature of economies. What is needed is to have the tools in place to make the transition easier. They include social protection, dialogue, skills training and placement of workers [...]."

The ILO Director emphasized the importance of a "strong labour market and the availability of social plans, re-employment, retraining and outplacement [...]. It is also important, that funding is available for these".

Ms Coenjaerts asserted that "We have heard the topic of unemployment insurance broached more often in recent times. I believe it is a feature that Trinidad and Tobago can start thinking about, maybe following the steps taken by the Bahamas and Barbados, the only two countries in the Caribbean that have introduced such schemes." While addressing the gathering, she also noted that if such a suggestion "sounds too ambitious and the choice is to remain more narrow in the context specifically of insolvency", there is a possibility of setting up a Wage Guarantee Fund for that purpose as laid out in ILO Convention No. 173.

Review of Technical and Vocational Educational and Training Policy Antigua and Barbuda

The provision and access to quality education and training is central to moving women, men and youth out of poverty and increasing income growth and development. The 1990 CARICOM Regional Strategy for Technical and Vocational Education and Training (TVET) was developed to provide an articulated framework for improving and coordinating skills development across the region. The policy document acknowledged that member States need to reform their TVET systems and recommended that they develop a national TVET policy in line with the regional strategy. The lack of well-articulated skills development policies has implications for the labour market i.e., skills mismatch (skills shortage, skills gap, and over and under qualification). To keep education and training effective, efficient, responsive and relevant, institutional arrangements must build solid bridges between the world of learning and work by bringing together business and labour, government and training providers, at the local, industry and national levels.

In 2015 the Chief Executive Director of the National Training Agency (NTA) of Antigua and Barbuda sought the technical assistance of the ILO Decent Work Team and Office for the Caribbean to review its draft National TVET Policy.

In March 2016, the ILO Senior Specialist, Skills and Employability, Mr Hassan Ndahi, met with officials of the NTA, some members of the NTA Board, including officials of the Ministry of Education, to review the work that is to be undertaken. Issues and priority areas identified included: Public-private funding strategy for the NTA; Antigua and Barbuda draft TVET Policy review; accreditation of training programmes; the use of information and communication technology in TVET; management of TVET system; NTA Board reporting mechanism to the Minister of Education; and the establishment of a Skills Advisory Committee.

The ILO Specialist recommended a capacity-building workshop for the NTA Board and officials of the Ministry of Education on quality management of TVET, skills policy development; review of the draft TVET policy; understanding the functions of a skills advisory committee, and the typologies of training funds.

On 8-9 June 2016, such a capacity-building Workshop was held in Antigua and Barbuda. Discussions covered the following areas: Quality technical and vocational education and training; skills policy development; Historical perspectives of the CARICOM 1990 Regional Strategy for TVET; Functions of the National Training Agency; Skills development and global drivers of change; Skills mismatch; Skills for improved productivity - tripartite call for action 2008; Financing skills development; and a Comparative analysis of Barbados and Jamaica training levy.

Following the two-day Workshop, a committee was formed to work on the review of the draft National TVET Policy with the assistance of the ILO Senior Specialist. It was agreed that the review process be completed by the end of November 2016, whilst the ILO Specialist will continue to provide technical advice to the NTA on levy financing and the establishment of a Tripartite Skills Advisory Committee.

Participants considered both workshops very useful and informative, especially the NTA Board members who are responsible for providing policy advice on technical and vocational education and training to the Minister of Education.

2016 Youth citizen entrepreneurship competition: Mobilizing youth-led innovations on the SDGs

@ www.youth-competition.org
Deadline for submission: 31 July, 2016

The Youth Citizen Entrepreneurship Competition invites young entrepreneurs (age 15-35) from around the world to submit their innovative ideas and projects with a societal impact, which champions and implements one or more of the 17 Sustainable Development Goals (SDGs).

Winners of the competition will be announced in the Entrepreneurship Summit in Berlin in October 2016 and will receive international recognition.

Visit the interactive website to submit entries that will be posted for online voting and feedback from the public. Through the competition process, youth entrepreneurs will have the opportunity to optimize their ideas and develop their enterprise by receiving online training and support from the global online community.

Hurry and be a part of a global community of creative youth entrepreneurs!



The ILO DWT and Office for the Caribbean welcomes two new technical Specialists to its team



Vanessa Phala,

a national of South Africa, joined the ILO as the Senior Specialist for Employers' Activities at the ILO Decent Work Team and Office for the Caribbean in April 2016.

Prior to joining the ILO, Ms Phala was the Executive Director for Social and Transformation Policy at Business Unity South Africa (BUSA). In this capacity she was responsible for

policy advocacy and participated in negotiations of various labour legislation at the National Economic Development and Labour Council. She also represented BUSA at a number of ILO engagements including the International Labour Conference, and was spokesperson for the employers group during the Tripartite Meeting on Sustainable Development, Decent Work and Green Jobs in October 2015.

Ms Phala was named one of the Winning Women in April 2014 by City Press, one of the biggest newspapers which recognizes young women making meaningful contributions to the business sector in South Africa. She was also nominated for the 2015 Most Influential Women in Business and Government in South Africa. On 8 December 2015, she was conferred the Global Sustainability Leadership Award by the World Sustainability Congress. Ms Phala's working experience also extends to the public sector. Before joining BUSA, she was the acting Chief Director in the Ethics and Integrity Management Unit at the Department of Public Service and Administration in South Africa, and was appointed Head of the Special Anti-corruption Unit in November 2010 by the Minister of Public Service and Administration.

Ms Phala graduated from the University of the Witwatersrand in 2004 where she obtained a Master's Degree in International Relations.



Ariel Pino,

a national of Argentina, joined the ILO Decent Work Team and Office (DWT/O) for the Caribbean in April 2016, as the Social Protection and Occupational Safety and Health Specialist.

Previously, he was the Regional Coordinator for the Americas at the International Social Security Association (ISSA) in Geneva. Mr Pino was also the Social Security Specialist of the Decent Work Country Programme of the ILO Office for West Africa based in Dakar, Senegal; he worked in the ISSA as Coordinator of Technical Commissions; and the Senior Analyst at the Secretariat for Social Security of the Ministry of Labour, Employment and Social Security of Argentina. Mr Pino has been working in the area of Social Protection for the past 18 years.

In his new capacity, Mr Pino will assist governments, employers' and workers' organizations of ILO Caribbean member States and non-metropolitan territories to strengthen Social Protection and OSH policies and practices.

Ariel Pino has a degree in Economics and postgraduate degrees in Public Economics and in Pension Plans and Funds.



The Office bids farewell to Kanae Tada

Ms Tada joined the Office in June 2014 as a Junior Professional Officer with particular focus on employment policies, skills training and labour market policies, with a focus on youth. During her two-year assignment, she also served as the Child Labour Focal Point, where she worked with a number of ILO Constituents and other key players to advance the fight against the exploitation of children and to end child labour in the Caribbean.

The Director and staff take the opportunity to wish her every success in her future endeavours.

WORLD DAY FOR OCCUPATIONAL SAFETY AND HEALTH

Continued from page 9:

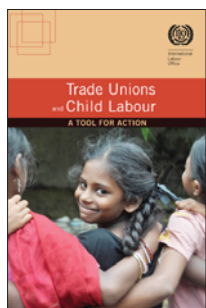
Trinidad and Tobago: The Health and Safety Committee, Ministry of Housing and Urban Development organized a Seminar to raise staff awareness on workplace stress. The Seminar was seen as a vehicle to:

- bring health and safety issues to the attention of staff;
- highlight the issue of workplace stress as a real and present threat to maintaining health and safety;
- provide staff with useful information on ways of managing stress in the workplace; and
- demonstrate techniques for alleviating stress.

The Committee used a mix of presentations, video clips, Q&A session, followed by a Workplace Safety Slogan Scramble Game to end the planned activities.



INFORMATION RESOURCES



Trade Unions and Child Labour: A tool for action

The eradication of child labour is a necessary step on the path to decent work for all and for sustainable development. It requires political will at the national and global levels, implementation of all ILO Conventions (particularly Conventions 138 and 182), investment in education and universal social protection, as well as decent work for adults. Trade unions have a vital role to play in bringing about these changes.

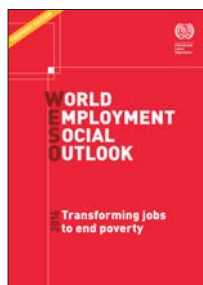
ISBN: 978-92-2-130827-0



IAO Instrumenten voor de rechten van het kind/ ILO Instruments concerning the rights of the child

This Booklet contains a compilation of ILO legal instruments in both the Dutch and English languages, to be used by governments, employers' and workers' organizations, civil society, and all those who wish to join the fight to end the exploitation of children, and live in a world free of child labour.

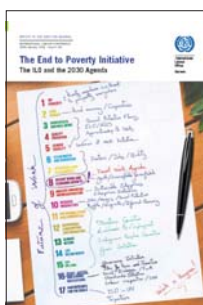
ISBN: 9789220310809;
9789220310816 (web pdf)



World Employment and Social Outlook 2016: Transforming jobs to end poverty

This edition WESO looks at poverty reduction and how it has been influenced by income inequality and the availability of quality jobs in developing and developed countries. The Report shows that decent work is paramount in the fight to reduce poverty. One key finding is that poverty has tended to decline in many emerging and developing countries, whereas it has tended to increase in the majority of advanced economies, including in terms of working poverty.

ISBN: 978-92-2-130387-9



The End to Poverty Initiative: The ILO and the 2030 Agenda Report of the Director-General Report I(B)

This Report addresses a theme of key strategic significance to the ILO and the future direction of its work. It examines the responsibilities and opportunities of the ILO and its constituents in the implementation of the United Nations 2030 Agenda for Sustainable Development. It does this with three specific objectives in mind: to inform constituents about the decent work implications of the 2030 Agenda and the challenges they present; to advocate for the full and committed involvement of constituents in the implementation of the Agenda; and to seek guidance from constituents on what the ILO itself must do in support of those efforts.

ISBN: 978-92-2-129703-1

INTERNATIONAL OBSERVANCES

11 July	World Population Day
15 July	World Youth Skills Day
18 July	Nelson Mandela International Day
30 July	World Day against Trafficking in Persons
9 August	International Day of the World's Indigenous Peoples
12 August	International Youth Day
19 August	World Humanitarian Day
23 August	International Day for the Remembrance of the Slave Trade and Its Abolition

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