



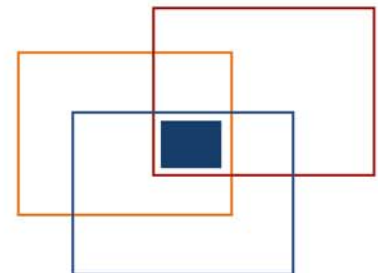
Ministry of Labour and Small and  
Micro Enterprise Development  
Trinidad and Tobago



International Labour Organization  
Subregional Office for the Caribbean

# **THE ROLE OF THE MINISTRY OF LABOUR IN REALIZING THE DECENT WORK AGENDA FOR THE CARIBBEAN**

## **FINAL REPORT**



**Sixth Meeting of  
Caribbean Labour Ministers**

**Hilton Trinidad and Conference Centre  
15-16 May 2007**

**The Role of the Ministry of Labour  
in realizing the Decent Work Agenda  
in the Caribbean**

**Final Report of the  
Sixth Meeting of Caribbean Labour Ministers  
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**ILO Subregional Office for the Caribbean**

1. The International Labour Organization (ILO), Subregional Office for the Caribbean, in collaboration with the Government of Trinidad and Tobago, convened the Sixth Meeting of Caribbean Labour Ministers in Port of Spain, Trinidad and Tobago from 15-16 May 2007. The Meeting brought together 51 delegates and representatives from 18 countries and territories of the English- and Dutch-speaking Caribbean. For many Labour Ministers, with the exception of the Ministers of Aruba and Barbados, this was their first Labour Ministers' Meeting. It was also the first time that the Ministerial Meeting had among its special guests the Regional Director, ILO Regional Office for Latin America and the Caribbean; the Worker Vice-Chairperson of the Governing Body of the ILO; the Executive Director of the Caribbean Centre for Development Administration (CARICAD); and the President of the Industrial Court of Trinidad and Tobago. A full list of delegates, resource persons, and staff of the ILO is attached to this Report.

## Opening Ceremony

2. **Mr. Samuel Goolsarran**, former Senior ILO Specialist on Labour Administration and Industrial Relations extended a warm welcome to all delegates. He stated that the purpose of the Meeting was to encourage Labour Ministers to become more proactive in the development of a Decent Work Agenda at the national and regional levels. The ILO's eight fundamental Conventions embodied internationally-recognized labour standards on basic human rights at the workplace. The key challenge that Caribbean countries faced was to strengthen the institutional infrastructure for the effective promotion of labour standards. Governments' efforts to enforce labour standards needed to be complemented by action on the part of employers and trade unions to promote the application of standards. Mr. Goolsarran said he hoped that the Meeting would stimulate discussions on a range of issues and developments, including regional integration and globalization that were having an impact on the labour portfolio.

3. In his welcome remarks, **Mr. Carl Francis**, Permanent Secretary, Ministry of Labour and Small and Micro Enterprise Development, said that the Labour Ministers' Meeting provided a forum for exploring meaningful solutions to labour issues. In spite of the ever-changing transformation of the world economy, which was marred by increased poverty, increased unemployment and increased occupational safety and health risks, there were still opportunities in the global economy for Caribbean countries to explore. Mr. Francis mentioned that preparations were well under way for the Fifteenth Inter-American Conference of Ministers of Labour (XV IACML) and the First Preparatory Meeting had been convened in early May. He wished participants a productive and rewarding meeting.

4. In his keynote address, **Senator the Honourable Danny Montano**, Minister of Labour and Small and Micro Enterprise Development stated that it was an honour to co-host the Sixth Meeting of Caribbean Labour Ministers, a little over a decade after hosting the First Meeting of Caribbean Labour Ministers in 1996. He expressed his gratitude for the support given to Trinidad and Tobago to host the XV IACML which was to be held on September 11-13, 2007. Trinidad and Tobago would be the first Caribbean country to host the IACML. The theme of the XV IACML was in line with the present Meeting of

making decent work central to social and economic development. The challenges of decent work, however, had become more pronounced with the establishment of the CARICOM Single Market and Economy (CSME). A few of those challenges, such as labour migration and the development of a social floor of rights would be addressed at the Meeting. Mr. Montano reminded delegates of the *Tripartite Declaration and Plan of Action for Realizing the Decent Work Agenda in the Caribbean* that was adopted in October 2006. Since Labour Ministers had committed themselves in that Declaration to formulating Decent Work Country Programmes (DWCPs), they had to be the initiators and catalysts to advance decent work priorities in national development agendas. In the case of Trinidad and Tobago, the Government had already incorporated the goal of decent work in its long-term strategy known as “Vision 2020.” In realizing the Decent Work Agenda, Labour Ministries needed to strengthen their labour administration systems, particularly the labour inspection functions and those relating to occupational safety and health (OSH). Trinidad and Tobago had amended its Occupational Safety and Health Act in February 2006 and expanded its Inspectorate Unit. Its Labour Ministry would be willing to share its experiences with other Caribbean countries. In closing, Mr. Montano urged Labour Ministers to utilize the opportunity to discuss specific labour issues and consolidate their positions with respect to the International Labour Conference (ILC).

5. **Sir Roy Trotman**, Worker Vice-Chairperson of the Governing Body of the ILO and President of the Congress of Trade Unions and Staff Associations of Barbados, said he was very pleased to participate in the Meeting for the first time. He emphasized the need for Caribbean delegations to the ILC to have a common position on labour issues and advised Labour Ministers to take the ILC seriously and not perpetuate the notion that participation in the ILC was an ‘excursion.’ Caribbean representatives at the ILC were charged with presenting a good image of the region, and they had to take their responsibility seriously. Sir Roy urged delegates to reposition themselves in the decision-making processes of the ILC and to demonstrate that the Caribbean had an invaluable contribution to make.

6. **Mr. Jean Maninat**, Regional Director, ILO Regional Office, Lima, brought greetings from the ILO Director-General, Mr. Juan Somavia. This was his second visit to the Caribbean, following his attendance at the Tripartite Caribbean Employment Forum in October 2006, and it demonstrated the importance of the Caribbean to the ILO. Mr. Maninat mentioned the high-level discussions that had been taking place since the Decent Work Agenda was launched in 1999. The Caribbean provided a fertile ground to address decent work since the four pillars of the Decent Work Agenda were already contained in Article 73 of the *Revised Treaty of Chaguaramas*. Those pillars were: providing access to and opportunities for employment; ensuring respect for rights at work; providing social protection; and promoting social dialogue and participation. Mr. Maninat mentioned that on 8 February 2007, the ILO had signed an agreement with the United Nations Development Programme (UNDP) to work closely in developing and delivering programmes for reducing poverty and promoting decent work. Overall, the ILO was committed to assisting the region in implementing the goals of Article 73, which dealt with employment, rights at work, working conditions, social security, industrial relations and social dialogue.

7. **Ms. Myrna Bernard**, Director, Human Development, Caribbean Community (CARICOM) Secretariat brought greetings from CARICOM's Secretary General, Dr. Edwin Carrington. She informed delegates that the 15<sup>th</sup> Meeting of the CARICOM Council on Human and Social Development (COHSOD) had given attention to labour and education issues, and discussed measures for ensuring the application of decent work principles within the Community. It had agreed that there was need for a comprehensive social protection framework for the CSME; a social floor of rights, based on the eight ILO Core Conventions; enforcement of the provisions of the Conventions countries had ratified, and the elimination of discrimination against persons living with HIV and AIDS. Ms. Bernard highlighted the recent approval of the Caribbean Vocational Qualifications (CVQ) scheme and proposed establishment of a Commission on Youth Development. Regarding labour market reform, she felt that such reform would not have the desired effect if all parties concerned did not commit to a framework to facilitate increased productivity and sustained economic growth. Labour Ministries had an important role to play in the development of the CSME and the discussions at the Meeting could help them formulate solutions to labour issues and to interface more effectively at the hemispheric and international levels in the forthcoming IACML and ILC meetings.

8. **Mrs. Linda Besson**, Executive Secretary/Treasurer, Caribbean Employers' Confederation (CEC) conveyed greetings from the CEC President, Mr. Marcel Meyer. Mrs. Besson underscored the importance of developing human capital in the region and expressed support for the Decent Work Agenda. One of her main concerns was the lack of participation by CARICOM countries at the ILC. Of the 13 CARICOM countries, only five or six would normally attend, and many of them would not be adequately prepared. She called for a full complement of CARICOM countries to attend the 96<sup>th</sup> Session of the ILC and to present a unified front. Employers would be pleased to have the Heads of the Region or even Labour Ministers address the ILC. This would help to promote "the greatness of the smallest region in the world." Mrs. Besson promised to make the Decent Work Agenda the Treaty for national and regional development policies in the Caribbean.

9. **Mr. Lincoln Lewis**, President, Caribbean Congress of Labour (CCL) stated that Labour Ministries were no longer confined to settling disputes at the workplace and the Meeting provided a forum for them to redefine their roles as leaders of change and development. Decision-making in the Caribbean had to reflect the needs and aspirations of the majority and Governments should embrace the principles of the *CARICOM Charter of Civil Society*. Mr. Lewis affirmed the CCL's commitment to decent work and outlined a number of priority goals for the region, which included reducing income inequalities through full employment policies and creating regional funds for the eradication of hunger and poverty. He stated that Washington Consensus policies had weakened labour rights, cheapened the cost of labour and made the terms of employment more precarious. It was therefore incumbent upon Governments to take action to, *inter alia*, enforce international labour standards, eliminate the forces that compel workers to migrate and restore the principles of universal access to health and social security benefits for all.

10. **Dr. Ana Teresa Romero**, Director, ILO Subregional Office for the Caribbean extended a cordial welcome to all delegates and indicated that this was the first Caribbean Labour Ministers' Meeting under her tenure. She highlighted two recent developments that provided a basis for enhancing the contribution of Labour Ministries to the development of the region. One was the *Tripartite Declaration and Plan of Action for Realizing Decent Work in the Caribbean*, which was adopted in October 2006 at the Tripartite Caribbean Employment Forum. A second was the adoption of a report by CARICOM Heads of Government in February 2007 entitled *Towards a Single Economy and a Single Development Vision*. That report, which identifies the economic, social, environmental and governance dimensions of the region's development, was particularly significant for labour ministries since in all the areas identified for action, the relevance of the four pillars of the Decent Work Agenda could be seen. For example, the "Single Vision" calls for an economy that provides full employment, a decent standard of living and job opportunities - the Employment Pillar; democratic, transparent and participatory governance - the Social Dialogue pillar; and social equity, social justice, social cohesion and personal security - the Social Protection pillar. Human rights and rights at work constituted the common thread. Both the "Single Vision" document and the *Tripartite Declaration and Plan of Action for Realizing Decent Work in the Caribbean* would be on the agenda of the July 2007 Heads of Government Conference. In closing, Dr. Romero acknowledged the extra-budgetary resources provided to the ILO by the US Government, the Government of Canada and the Organization of Petroleum Exporting Countries (OPEC). She also expressed her gratitude for financial assistance provided by the Trinidad and Tobago Government to help defray a part of the rental costs for the Office's premises, pending relocation to Government premises that were under construction.

## **Session 1: Highlights of the ILO's work in the Caribbean (April 2004-April 2007)**

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

11. **Dr. Romero** mentioned that the ILO report, *Highlights of the work of the International Labour Office in the Caribbean (April 2004-April 2007)*, which contained information on the scope and content of the ILO's work, had been distributed to all delegates. The report outlined the use of extra-budgetary resources and identified the beneficiaries and impacts of all programmes. Dr. Romero stated that the 2004-2007 work programme had been carried out successfully, despite the fire at the previous ILO premises in 2004. The ILO staff was commended for their dedication in maintaining service delivery during the period of disruption before the relocation in 2005. Dr. Romero made two observations on programme implementation: the lack of sustainability of country-level initiatives and resource constraints at the ILO Subregional Office. In several countries, work undertaken by the ILO had not been followed up once specific projects were completed. For example, only four countries had pursued work on labour market information systems, an area that was particularly important for the Caribbean. It was recognized that countries might not have been able to follow up on ILO programmes due to resource constraints. One way in which countries could address that problem was to forge stronger linkages with other ministries and institutions. On the issue of resource

constraints, it was pointed out that several posts at the ILO Subregional Office had been vacant for some time. This was due to budgetary cutbacks, which had affected the region as a whole, and to the ILO's stringent hiring procedures. Such procedures were necessary to ensure that highly competent persons were recruited. In order to ensure programme delivery, the ILO had sought several "creative" alternatives, which included procuring short-term assistance from the Regional Office in Lima as well as Headquarters in Geneva; hiring of ILO-approved consultants; and partnering with organizations such as the Caribbean Congress of Labour.

12. In closing, Dr. Romero invited Labour Ministers to undertake a collaborative effort to chart the way forward and help "build the people of the region." She stated that preparatory work for the design of Decent Work Country Programmes (DWCPs) had already begun and several country policy reviews were completed. They would be used to guide the national tripartite consultations for developing DWCPs.

## Discussions

13. As the Meeting unfolded, the discussions on the ILO's work programme were lively and delegates took the opportunity to gain clarification on three main issues: child labour, the minimum age for employment and decent work. **Minister Savarin (Dominica)** made reference to the ILO Subregional Office's programme on child labour and questioned its relevance to the Caribbean since child labour seemed to be a problem in other parts of the world but not in this region. Minister Savarin and **Minister Montano (Trinidad and Tobago)** called for empirical evidence to support the claims that child labour existed in the region. In responding to the query, an ILO representative explained that the ILO had carried out two types of studies on child labour in the Caribbean. One type was a qualitative, 'rapid assessment,' which was conducted in some countries, for example, Suriname, Barbados, and Trinidad and Tobago; and another type was a detailed, large-scale survey, which was conducted in Belize and Jamaica. The ILO studies confirmed that child labour was significant in certain countries such as Belize. Although all the statistical evidence had not been acquired as yet, it was not unlikely that child labour existed in the Caribbean, particularly in its more modern forms such as drug trafficking, prostitution and pornography. Delegates agreed that child labour should be taken seriously, for although the Caribbean did not appear to be affected by traditional forms of child labour, increasingly "people were being encouraged, at different levels to engage themselves in things that we thought would never happen in the Caribbean." Should there be interest in carrying out more comprehensive surveys to ascertain the incidence of child labour, the ILO had the Statistical Information and Monitoring Programme on Child Labour (SIMPOC) methodology that could be used.

14. The query on the minimum age for employment was raised in the context of labour mobility within the region. **Minister Osborne (Montserrat)** stated that his territory had an open door policy towards CARICOM nationals but he was unsure of the appropriate measures required to deal with 14- and 15-year old persons from the region coming to Montserrat to work. Since the minimum age for employment in Montserrat was 16, should those 'under age' persons be sent back to school? An ILO representative referred to ILO Convention No. 138 which states that "the minimum age shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15." She noted that for developing countries, the age could exceptionally be 14

years. This meant that persons were bound by the requirements of national legislation in the countries where they worked. The Meeting agreed that the issue should be discussed further as it might be necessary to establish a minimum age for employment in the region.

15. One delegate asked for clarification of the term “decent work” since some people understood it to mean white-collar jobs or jobs where workers could earn an ‘adequate’ income. An ILO representative explained that the term “decent work” captured all workers, regardless of occupation, employment relationship or whether the employee was a part of the formal or informal economy. The term referred to the quality of work and not to whether it was white- or blue-collar work. The four pillars of decent work were: the right to employment and to incomes which ensured that the employed remained above their domestic poverty lines; respect for rights and the dignity of the individual to employment, including freedom from discrimination; provision of adequate social protection such as adequate insurance coverage and safety in the workplace; and the capacity to engage in social dialogue.

## **Session 2: Summary review of major developments in Labour Ministries**

*Chairperson:* Mr. Samuel J. Goolsarran, former ILO Senior Specialist on Labour Administration and Industrial Relations; *and* Labour Management Consultant, SJG and Associates

16. During this session, delegates presented reports of major developments in their respective Labour Ministries. Those reports would be compiled and circulated to all Labour Ministries as a separate document. They are a rich source of up-to-date information and provide useful insights into changes that had taken place since the Fifth Ministerial Meeting (2004).

17. In general, countries expressed their support for the ILO’s Decent Work Agenda and commitment to tripartism and social dialogue. Although developments had varied across countries, many Labour Ministries had carried out work in a common set of areas. These included the conduct of organizational and functional reviews of labour departments with a view to improving efficiency; the updating of labour legislation and strengthening of the capacity to enforce labour laws; the development of labour market information; workforce development, particularly in countries where there were skills deficits; and expansion of technical and vocational education and training (TVET). In terms of specific initiatives, a few countries had established National Advisory Committees to facilitate dialogue among social partners, while others had focused on specific issues such as occupational safety and health. In February 2006, Trinidad and Tobago proclaimed its Occupational Safety and Health (OSH) Act. The delegation offered its support to countries which were in the process of revising and updating their legislation. Other countries, such as Dominica and Grenada, had taken steps to improve their reporting on the ratification and application of ILO Conventions.

### **Session 3: Special presentation on CARICOM Single Market and Economy**

*Presenter:* His Excellency Mr. Jerry Narace, Ambassador Extraordinary and Plenipotentiary (At Large), Head, CARICOM Single Market and Economy (CSME) Unit, Trinidad and Tobago

18. In a special presentation on the Caribbean Single Market and Economy (CSME), **Ambassador Narace** identified key labour issues to be job creation, social protection, labour mobility, competitiveness and industrial relations. The main objectives of the CSME were to improve standards of living and work, achieve full employment of labour, maximize factors of production, enhance levels of international competitiveness and increase production. They were facilitated by the free movement of persons, goods, services and capital, the right of establishment and supporting laws and institutions.

19. The removal of discriminatory and restrictive measures could facilitate increased job creation, business development and labour mobility. CARICOM was committed to the free movement of all nationals by 2009 and steps had been taken to streamline the free movement of artisans, domestics and hospitality workers. Regarding social protection, there was the CARICOM Social Security Agreement which provided for insurance contributions to be aggregated, regardless of the member State in which a national had previously made contributions. The Intra-Regional Double Taxation agreement prevented self-employed nationals from paying taxes twice on the same earnings. Ambassador Narace pointed to the Regional Development Fund as a source of financial and technical assistance to countries, regions and sectors that would suffer disadvantages from the CSME integration process. The intention was to capitalize the fund at US\$250 million, with an interim objective of US\$125 million. As regards human capital, he noted that human resource development and the creation of a culture of entrepreneurship were critical for maintaining international competitiveness. In Trinidad and Tobago, for example, the Government had undertaken a number of education and training programmes for skills development.

20. The Report of the Technical Working Group, which was appointed to review the recommendations of the Prime Ministerial Expert Group on Governance at the Eighteenth (18<sup>th</sup>) Inter-sessional Meeting of the Heads of Government, will inform the preparation of a Draft Protocol and Interim Report for presentation at the CARICOM Heads of Government meeting in July 2007. Regarding industrial relations and labour laws, the applicable laws were expected to cover issues such as non-discrimination and equality in employment, occupational health and safety, and matters of relevance to trade unions and employers' organizations. In concluding, he emphasized the importance of an effective, inclusive system of regional governance to deal with labour market issues.

## Session 4: Panel on 'The challenges of managing labour migration in the Caribbean'

*Chairperson:* Senator the Honourable Charles Savarin, Minister Responsible for Labour, Ministry of Foreign Affairs, Trade and Labour, Dominica

*Panellists:*

Dr. Ibrahim Awad, Director, International Migration Programme, ILO, Geneva; Dr. Reynold Simons, Senior Specialist, Employment and Labour Market Policies, ILO Subregional Office for the Caribbean; Mr. Lincoln Lewis, President, Caribbean Congress of Labour; and Mrs. Linda Besson, Executive Director, Employers' Consultative Association, Trinidad and Tobago.

21. **Dr. Ibrahim Awad** stated that in 2005 international migrants were estimated at 190 million, about one-half of whom were migrant workers. In view of its increasing importance, the issue was addressed by the 92<sup>nd</sup> Session of the International Labour Conference 2004 and the Global Forum on Migration and Development 2007 as well as various regional and academic conferences. Labour migration presented both challenges and opportunities. In the Caribbean, the main challenge was the brain drain. The health and education sectors had been seriously affected as a result of the extra-regional migration of skilled persons to the USA and the UK. Migration, however, allowed countries to benefit through remittances, which were the second largest source of income for the developing world. These remittances also had a better distribution than foreign direct investment. Remittances could reduce poverty since recipients typically invested more in education and health, particularly women. In some Caribbean countries remittances were the largest source of foreign exchange and female migration was quite significant. On the negative side, however, remittances could lead to exchange rate overvaluation, a reduction in exports and an increase in the competition of imports with local production – a kind of 'Dutch disease' phenomenon.

22. Dr. Awad emphasized the need for receiving countries to invest in sectors where the labour force was dwindling due to ageing populations or in sectors where personnel were declining. Sending countries should consider entering into agreements with receiving countries to curb recruitment in areas where there were skill shortages. In general, countries should seek to reduce the costs and maximize the benefits of migration and measures to manage migration should be devised within a policy framework. There were two international Conventions on migrant workers: ILO Convention No. 97 and No. 143, which provide for the rights of migrant workers. The ILO Multilateral Framework on Labour Migration (2006) represents a set of non-binding principles and guidelines for use by member States in formulating migration policies. An Annex to the Framework provides examples of good practices.

23. **Dr. Reynold Simons** considered the role of Labour Ministries and posited that they should be more proactive on migration issues. Currently, most Ministries were involved in activities such as migrant worker programmes, the granting of work permits, labour inspections, minimum wage-setting and technical and vocational training. Given the increasing importance of migration, however, Labour Ministries needed to be more involved in migration management. Available data revealed that the smaller countries in

the region had a higher share of migrants in their populations. Seven countries/territories with populations of less than 100,000 had a high share (more than 15%) of migrants. They included Anguilla, Antigua and Barbuda, Aruba, Bermuda, British Virgin Islands, the Cayman Islands and the Turks and Caicos Islands.

24. In order to manage migration, countries should have an appropriate framework, exchange country experiences, collect and analyse data, and formulate an employment policy response consisting of institutional development, capacity-building and policy design. The first step, however, should be the establishment of an information base of basic migrant worker statistics. An information strategy, led by the Ministry of Labour as the driver and in collaboration with National Statistical Offices, would help with this exercise.

25. In her presentation, **Mrs. Linda Besson** focused on three key issues: education, youth unemployment and labour mobility. On the education front, she said there was an urgent need to build the productive skills and competencies to allow both men and women to create work and maintain their jobs. Mechanisms should be put in place to build the requisite skills and allow for periodic assessments to ensure relevance, effectiveness and responsiveness to technological change. With the rapid growth of information and communication technologies (ICT), computer skills acquisition should be compulsory in a country's educational system. Regarding youth unemployment, this was one of the most challenging economic problems. Caribbean youth were not adequately equipped with the basic skills and knowledge to meet the needs of employers; many lacked work experience and there was a mismatch problem between skills demand and the educational system. In Trinidad and Tobago, several programmes had been implemented to address the youth employment problem. The main ones were the Youth Training and Employment Programme Partnership Ltd. (YTEPP), Multi Sectoral Skills Training (MUST) and the On-the-Job Training (OJT) programme. These short-term measures, financed by Government, would not be sustainable in the long run. Expansion in the private sector is the key to a sustainable level of employment. Regarding labour mobility, the core problem was the 'brain drain,' which was caused by the movement of highly skilled labour to the USA and the UK. The migration of skilled labour not only generates immediate gaps in the labour force but also nullifies efforts to reduce specific skill shortages. The general perception was that the 'brain drain' had lowered productivity and reduced economic growth, but more research is needed to evaluate its full impact on the local economy. The Government should not ignore this phenomenon.

26. **Mr. Lincoln Lewis, President of the Caribbean Congress of Labour (CCL)** noted that the challenge of managing labour migration in the Caribbean was an issue about development and the problem was essentially one for the source country. While the region might have migration statistics, the numbers alone were not of much help. It was necessary to first develop a philosophical position and then use the numbers to provide guidance on how to proceed. Overall, the goal should be to reduce the tendency to emigrate. Countries should not train nurses and have no work for them in the hospitals; nor train mechanics and have no jobs in the plants. Training had to be consistent with the process of development. Regarding decent work, the Caribbean had to safeguard not only peoples' rights to emigrate but also the right not to emigrate. The destination society had

to guarantee equal treatment for both nationals and foreigners in order to support the enforcement of the rights of mobility.

27. Mr. Lewis raised the issue of global warming and its contribution to natural disasters, a problem to which Caribbean countries had not given adequate attention. For instance, scientists had said that there was a volcano in the sea outside Grenada. If it erupted, it would hit the coasts of Guyana and Suriname. Yet in those countries development had continued to take place on the coastline. It was necessary for the region to undertake the requisite planning to deal with migration in the context of natural disasters. Other situations, such as border disputes, could also encourage persons to migrate. One example of a border dispute was 'the flying fish issue.' If fishermen were prevented from earning a livelihood, they might consider leaving the region. Mr. Lewis said that the time had come for countries to begin the process of managing migration and Labour Ministries had to take the lead. The CCL supported the call for a redefining of the Labour Ministries' role since migration was at the core of national development.

## Discussion

28. **Sir Roy Trotman** initiated discussions on labour migration by posing a provocative question: were CARICOM leaders going in the wrong direction by first allowing professionals to move within the region and then gradually opening up to other categories of workers? He noted that technical and vocational workers would have to be certified in order to gain employment in other jurisdictions. This pattern of mobility and emphasis on certification could marginalize groups such as unskilled workers, and ultimately generate inequalities within Caribbean societies. Sir Roy's question elicited a range of responses from persons with varying perspectives.

29. Some delegates felt that there should be complete labour mobility and all workers should be allowed to move freely. Regional integration and free movement were about people and people's development and the time had come to remove all barriers. According to **Minister Osborne (Montserrat)** free movement of people already existed in certain parts of the region e.g. among Montserrat, Saint Kitts and Nevis and Antigua and Barbuda. Countries were urged to follow those examples. Delegates offered a few suggestions on how to speed up the movement of people. One was for workers and employers to lobby their Ministries and CSME units. Labour Ministries could champion the cause. One delegate felt, though, that although Labour Ministers had a role to play in free movement, lobbying would be more effective through Trade Ministers since it is the Council for Trade and Development (COTED) that had primary responsibility for the CSME. Another suggestion was to mount effective public education programmes to explain what free movement meant. Previous education programmes might not have been very successful and legislation alone would not allay the fears that many people had.

30. Other delegates were in favour of the more gradual approach towards free movement. An influx of migrant workers could have serious social consequences on a country, depending on its population size, geographical area, crime levels and available resources. Adopting a gradual approach would allow countries to put measures in place to address social issues and prepare well for the free movement of labour in 2009. The requirement for certification should be viewed as a positive development since it would

allow the average mason or carpenter with many years of experience to obtain an assessment and certification.

31. The ILO panellist placed the debate in perspective by identifying the varying objectives in integration movements, which might all be valid but at the same time conflict with each other. One objective might be to open labour markets and increase the efficiency of the allocation of resources. The method of progressive opening is quite acceptable. Another objective might be to prevent disruptions in the labour markets of receiving countries. A third objective might be to protect migrant workers, ensuring they had a certain quality of life and were not discriminated against. In the European integration process, there was a heavy investment in structural funds and cohesion funds. Those were set up to create cohesion among regions that were largely labour-sending ones and those that were on the receiving end. This was necessary since it might take too long for markets to expand and jobs to be created – hence the need for investment in regions where there were deficits in employment. Favourable results could be achieved not only by opening markets but also by acting on markets.

32. The migration of highly skilled workers was an international phenomenon. Highly skilled persons were moving to Europe and the USA where there were better prospects. Although one would want highly skilled people to move within the region, most of the movements were taking place at the low-skilled and semi-skilled levels. CARICOM would have to find ways to facilitate the kind of movement needed by the economies. In order to ascertain the categories of workers that were in demand, countries would have to collect and analyse comprehensive migration and labour market statistics. Many of the smaller countries and territories, which had a great demand for migrant workers did publish migrant statistics but the larger ones did not. In closing the session, the chairperson stated that the question as to whether the correct approach had been adopted was a matter for continued debate. Delegates should remember, however, that the objective was for all CARICOM nationals to move freely by 2009.

## **Session 5: Panel: 'The development of the CARICOM Social Floor'**

*Chairperson:* The Honourable Rawle Eastmond, Minister of Labour and Civil Service, Barbados

*Panellists:* Sir Roy Trotman, Worker Vice-Chairperson of the Governing Body of the ILO; *and* President of the Congress of Trade Unions and Staff Associations of Barbados; Dr. Cleopatra Doumbia-Henry; Director, International Labour Standards Department, ILO, Geneva; Ms. Myrna Bernard, Director, Human Development, Caribbean Community, (CARICOM)

33. **Ms. Myrna Bernard** provided delegates with an update of the 15<sup>th</sup> Meeting of the CARICOM Council on Human and Social Development (COHSOD), which addressed the development of a social floor in CARICOM. The social floor was viewed as “the minimum set of standards one would expect to ensure decent work.” Member States had already made a commitment to promoting decent work through Article 73 of the *Revised Treaty of Chaguaramas* and that provided the impetus for the development of

a social floor. Several initiatives had already been undertaken: *the 1995 Declaration on Labour and Industrial Relations Principles*; *the Charter of Civil Society*; and *CARICOM's Agreement on Social Security* in 1997. Future emphasis should therefore be on co-ordinating existing policies. One key recommendation of CARICOM was that the Community should aim towards achieving the harmonization, rather than unification, of labour legislation since harmonization was sufficient to ensure that workers enjoyed similar rights and protection within the Community. Four model labour laws had been adopted, with the support of the ILO, and those had been enacted in varying degrees within the Community. Other key recommendations of COHSOD Meeting were that: (a) the eight ILO core Conventions and the Migration Conventions No. 97 and No. 143 should constitute the social floor in the CSME and all member States should enact supporting legislation; (b) the ILO should provide the technical assistance required by member States to facilitate the ratification and enactment of the above Conventions into domestic legislation; and (c) the CARICOM Secretariat should prepare a Draft Agreement on the Establishment of the Social Floor for submission to the Conference of Heads of Government and the Lead Head responsible for Labour.

34. Ms. Bernard addressed the issue of contingency rights, which was closely related to workers' rights and the development of a social floor. Contingency rights afforded principal beneficiaries the right to exercise other rights available to them in the *Revised Treaty of Chaguaramas*, particularly in Article 239. Work on a Protocol on Contingency Rights had just begun and a preliminary report on Contingency Rights in the Community was being prepared. Whereas that report would cover a wide range of issues, the Community would focus initially on select areas such as: the definition of a spouse and the rights of a spouse; access to public housing; access to primary and tertiary education; and access to primary healthcare. In closing, Ms Bernard listed a few issues that are yet to be addressed in the context of a social floor and contingency rights: the approach to implementation; feasibility of including a social floor of rights in the Protocol on Contingency Rights; and the role of Labour Ministries in advancing those issues.

35. **Sir Roy Trotman** started his presentation by saying that he did not believe labour standards could be regionalized or nationalized. Certain states were attempting to lower ILO standards in order to be more competitive with China; other countries were arguing that global standards did not match their local realities and that new standards should replace them; and even within the ILO there were advocates for "soft standards." At the 1996 World Trade Organization (WTO) Ministerial Conference in Singapore, governments agreed that trade union rights and standards ought not to be used in any way that might adversely affect competitiveness and the Declaration on Fundamental Principles and Rights at Work was adopted in 1998.

36. Regarding the development of a social floor, Sir Roy made a few concrete suggestions. Firstly, extensive public consultations should be carried out in order to garner support "from the ground up." Secondly, a Social Development Fund should be set up, with subscriptions from reparations to be paid by former colonial powers as compensation to those in the region who had been enslaved or exploited in the past. The fund could help finance the preparatory work that was necessary in some countries in order to establish a social floor. Thirdly, since the ILO's eight core labour standards were not sufficient to establish a social floor, others could be added as follows:

- a) right to security of employment and respect for the principles of ILO Convention No. 158 on Termination of Employment;
- b) rights of persons with family responsibilities (ILO Convention No.156)
- c) decent housing, access to running water and primary health care;
- d) occupational safety and health at work legislation;
- e) tripartism and social dialogue;
- f) quality of education and access thereto;
- g) a regional floor that requires minimum wage-setting at the national level; and
- h) national insurance arrangements that would provide coverage for persons who were ill, retired or who were migrant workers.

37. In the final presentation, **Dr. Cleopatra Doumbia-Henry** addressed the concept of a social floor and highlighted the Community's progress in ratifying ILO Conventions. She stated that in order to achieve the goals of both economic growth and equity, there was a need to establish a social minimum or a social threshold. At the global level, the social threshold represented a commitment to the eight fundamental ILO Conventions. Depending on the realities in each country, however, more than the minimum (that is, the eight ILO Conventions) might be desirable. At the regional level, a social floor for CARICOM should incorporate a commitment to the eight ILO fundamental Conventions. Regarding the ILO priority Conventions, Dr. Doumbia-Henry reported that 11 of the 13 ILO member States had ratified the Tripartite Consultation Convention No. 144. The Labour Inspection Convention No.129 provided the tools to ensure national legislative protocol and elements of Convention No. 122 on employment policy could be found in the *Revised Treaty of Chaguaramas*. There were other elements, which were being discussed in CARICOM with regard to the social floor, such as migration, occupational safety and health, and social security. Nine countries had ratified Convention No. 97 and no country had ratified Convention No. 143, both of which were on migration; two countries had ratified Convention No. 155 on occupational safety and health and one country had ratified Convention No. 107 on social security.

38. On the issue of harmonization, Dr. Doumbia-Henry stated that the CARICOM Labour Laws Harmonization project was being carried out with the technical assistance of the ILO. In the regional context, harmonization was defined as the scope and enforcement of national laws to comply with CARICOM's four model labour laws as well as the international Conventions. Harmonization would ensure the objectives of the Treaty, avoid discrepancies between legal systems and eliminate existing differences. The ILO review of national labour legislation shed light on and had made recommendations to address them. In closing, Dr. Doumbia-Henry emphasized the important role of social dialogue since many countries had ratified ILO Convention No. 144. Member States should review their legislation and bring it into line with the CARICOM four model labour laws and international labour standards. The aim is to promote growth and economic development with equity and social justice.

## **Discussion**

39. The discussions on the development of a social floor revolved around two key issues: (i) the need to address a social floor of benefits alongside a social floor of rights; and (ii) the establishment of a minimum wage. The CARICOM representative agreed that it was important to address both benefits and rights in the context of a social floor.

The initial discussions in CARICOM, however, focused on the rights issue. Benefits would be addressed in the course of developing the social floor. An ILO representative said that the Minimum Wage Convention was a wage-fixing mechanism and could be a useful tool. The ILO was currently carrying out a major cost-benefit analysis of international labour standards, which would assess economic impacts, including benefits. It would therefore be able to supply useful information in this area soon.

40. On the minimum wage issue, several delegates expressed concern over the region's declining international competitiveness and the fact that wages were a source of advantage to its competitors. Some countries had opted to offer "less than a living wage" to its workers and that, together with other production cost advantages, could squeeze the region out of its goods and service markets. An ILO representative stated that their research had shown that low wages were not a source of sustainable comparative advantage in the long term. In fact, their Decent Work Programme in Morocco showed that the implementation of international labour standards and the existence of a minimum wage could turn around the export performance of a highly competitive industry such as textiles. Further, the advanced regional integration model in the European Union had demonstrated that differences in minimum wages between countries need not precipitate an exodus of labour if there were appropriate collective bargaining and/or legislation. The Convention on Minimum Wage Fixing, though not widely ratified, provided useful guidelines for setting a minimum wage based on social dialogue. Each country and territory needed to establish its own tripartite wage-determination mechanism. Economic conditions and social norms should inform its minimum wage standards. Other international organizations could support this process (such as the World Health Organization, which undertakes work to establish basic living standards).

## **Session 6: Discussion on 'The role of Labour Ministries in realizing the Decent Work Agenda in the Caribbean: The views of, and proposals from Ministers'**

*Chairperson and Presenter:* Mr. Samuel J. Goolsarran, former ILO Senior Specialist on Labour Administration and Industrial Relations; *and* Labour Management Consultant, SJG and Associates

41. **Mr. Samuel Goolsarran** identified the challenges that Labour Ministries in the Caribbean faced in carrying out their core labour administration services. ILO Convention No. 150 and ILO Recommendation No.158 provided guidelines, principles and an organizational framework for effective labour administration. They require member States to provide an adequate number of suitably qualified persons and sufficient material and financial resources for labour administration. However, many Labour Ministries in the Caribbean were considerably under-resourced, with numerous vacancies due to frequent staff turnovers of the more experienced and qualified personnel. The main reasons cited for this were the inability of the civil service to recruit and retain high-quality staff, the comparatively lower priority accorded to labour administration and the unattractive remuneration packages. In recent years, the ILO in collaboration with Governments and social partners had conducted several diagnostic studies of Labour

Ministries and Departments. Those studies had recommended that Labour Ministries should be equipped with a full complement of suitably qualified staff, adequate office accommodation and conference facilities and modern technology. They should also have a more strategic focus.

42. Given adequate resources and enhanced capability of staff, Labour Ministries in the Caribbean would be able to provide a wider range of labour administration services. These included: labour policy formulation; promotion of tripartism and social dialogue; participation in national employment/manpower planning; human resource development, particularly technical and vocational training; outreach programmes to employers, trade unions, workers and the national community; and promotion of decent work.

## Discussion

43. In commenting on the role of Labour Ministries, several Ministers and other delegates engaged in a lively discussion of three main issues: the trade union-Government link; the need for human resource planning/management; and the importance of inter-agency collaboration at both the national and regional levels. On the trade union issue, **Sir Roy Trotman** stated that in many Caribbean countries trade unions were splintered into various groups, depending on the political party that they supported. While there was nothing inherently wrong with supporting a political party, problems arose when one trade union decided to work with the Government. They were perceived as “selling out their constituents.” Increasingly, the region was finding itself in a position where a trade union might be anxious to work with Government in the pursuit of national development, but were being highlighted as having “sold out.” The Caribbean Congress of Labour was working hard to build the confidence of the trade union movement. In Guyana, for example, it was trying to bring the trade unions under a single umbrella. Governments, and in particular Labour Ministries, could assist that effort by facilitating the debate in a manner that was not adversarial. More generally, Labour Ministries could help all parties understand that the struggle for development had to be carried forward not only by the Government, or by the Government controlling trade unions, but rather by the Government harnessing the energies of the social partners to promote national development.

44. On the subject of human resources, several delegates emphasized the role of Labour Ministries in both human resource development and human resource management. Whereas labour market information systems could help countries to analyse skill needs and deficits, the real challenge was to develop the human resource base and protect fundamental rights. There was an urgent need to improve education and training to meet the needs of industry. Trinidad and Tobago, for example, had invested heavily in pre-tertiary education and introduced 19 different training programmes. Stipends were also given to trainees to motivate them to participate in training programmes. According to one delegate, the “bad attitude” and behaviour of employees was a problem that had to be addressed. It was important for Labour Ministries to address that problem, not only because of the numerous complaints that were coming from employers but because of the negative impact on output.

45. On the question of inter-agency collaboration, there was a general consensus that Labour Ministries had to be proactive in collaborating with other agencies to sensitize

them to the importance of labour. Delegates provided several examples of the kinds of linkages that could be made, both at the national and regional levels. Ministries of Finance and Economic Development should be involved in the setting of a minimum wage; Ministries of Education, Youth and Gender should be involved in human resource planning; and Ministries of Health, on occupational safety and health. In fact, it was pointed out that Labour Ministries needed to collaborate with the entire social sector.

46. At the regional level, one delegate noted that whereas labour issues were prominent in the CSME, it was COTED and not COHSOD that had the responsibility for that portfolio. The CARICOM representative informed the meeting that the region had recognized the need for increased collaboration between the two bodies and a joint COHSOD-COTED meeting would be held later in the year. The question of who should initiate the linkages between Ministries brought the issue of “turf” to the fore. There was a consensus, however, that in spite of the difficulties involved in forging inter-agency linkages, Labour Ministries should take the lead role. It provided an opportunity for them to enhance their profile and make them key components in national development.

## **Session 7: Information session on major labour-related events**

*Presenters:* Mr. Carl Francis, Permanent Secretary, Ministry of Labour and Small and Micro Enterprise Development, Trinidad and Tobago; Sir Roy Trotman, Worker Vice-Chairperson of the Governing Body of the ILO; Ms. Mary Read, Deputy Director, ILO Subregional Office for the Caribbean; and Dr. Cleopatra Doumbia-Henry, Director, International Labour Standards Department, ILO, Geneva.

47. **Mr. Carl Francis** provided a brief overview of the preparations to date for the XV IACML. The First Preparatory Meeting was held in Costa Rica (8-11 May 2007) where the Ministry presented the proposed Agenda and draft Declaration. Both proposals were accepted, and timelines set for the completion of preparations for the IACML. The OAS would create a virtual forum that could be accessed by participants between 25 April and 25 June. The final text of the Agenda and Declaration would be negotiated at the Second Preparatory Meeting, to be held in Port of Spain in July 2007. The Draft Plan of Action would be based on recommendations from the working groups. Mr. Lincoln Lewis informed the meeting that it was customary for provisions to be made for the social partners to interface with the Ministers at such fora. He also stressed the importance of holding consultations with the partners on the draft Declaration. Mr. Francis gave the assurance that the stakeholders and other members of the tripartite group would be included in the preparatory process.

48. The second part of the session dealt with items on the Agenda of the 96<sup>th</sup> Session of the ILC. **Sir Roy Trotman** noted that it was necessary for the ILO to review its operations from time to time. He pointed out that as a follow-up to the World Commission’s Report, *A Fair Globalization - creating opportunities for all*, a decision was taken to review the work of the ILO and its capacity to provide support to constituents in regard to implementation of the recommendations. As a result of that decision, the 2007 ILC will be discussing this item on the Agenda with a view to making recommendations for improving the effectiveness of the ILO both in terms of its structure

and programmes. Sir Roy Trotman encouraged delegates to participate more actively in the committees of the ILC, and to seek to influence the deliberations by playing a critical role at every level.

49. **Ms Mary Read** summarized the ILC documentation on the Promotion of Sustainable Enterprises. She provided a synopsis of each of the ten chapters in the document and highlighted a few points for further discussion. These included the identification of the key elements of an environment conducive to developing sustainable enterprises; requirements for the successful operation of enterprises; the roles of governments and the social partners in implementing policies and programmes for the promotion of sustainable enterprises; and the type of support which the ILO could provide to constituents to create sustainable enterprises that provide opportunities for decent work.

50. **Dr. Doumbia-Henry** discussed the proposed Convention on the fishing sector and new procedures with respect to the application of Conventions and Recommendations. She explained that the ILC provided the forum for member States to set the agenda for the ILO's work and labour standards. She informed delegates that the instrument to be discussed at the 2007 ILC concerned the fishing sector. The Maritime Convention adopted in 2006 excluded the fishing sector instrument. Only the Recommendation was adopted in 2005 because there was no quorum. Issues related to the instrument had been examined over a two-year period, and it was hoped that the document would have broad support and be adopted at the 2007 ILC. Dr. Doumbia-Henry encouraged delegations to include an expert on fishing in their delegations, wherever possible. With respect to ratifications, she explained that the Committee on the Application of Standards undertook an annual review, examining about 2,500 reports each year. Twenty-five countries would be selected for examination at the 2007 ILC. Under the new procedure member States were being given better opportunities to prepare for the Committee. Dr. Doumbia-Henry informed delegates that no Caribbean country was among countries selected for examination.

## **Session 8: Closing Remarks, and Main Conclusions and Proposals for Follow-Up**

### **Closing Remarks**

51. **Sir Roy Trotman** expressed his appreciation for the invitation to participate in the Meeting and said he was touched by the passion, vision and commitment of the Caribbean delegates. He was also encouraged by the knowledge that representatives of Caribbean governments, employers and workers were committed to speaking with one voice.

52. **Mr. Lincoln Lewis** stated that the labour movement had been in the forefront of crafting the region's quest for self-governance. He acknowledged the contribution of several delegates, now Ministers, who had previously held key positions in the CCL, including a number of former politicians who had emerged from the labour movement. He reminded Labour Ministers of the need to redefine their role and reiterated the call for delegations to participate in the ILC in a unified way.

53. **Dr. Ana Teresa Romero** noted that the meeting was an enriching experience. She acknowledged the presence of Sir Roy Trotman and the delegation from CARICAD with whom the ILO expected to collaborate on training and advisory services. From the country reports, it was possible to identify countries that would need training, including refresher courses for long-serving personnel. Other issues to be addressed in the context of Decent Work Country Programmes (DWCPs) had also been raised. The country reports demonstrated the need to focus on labour market information since it was important for evidence-based policy-making. Dr. Romero affirmed the ILO's commitment to institutionalizing its support to Labour Ministries and the social partners by concluding Memoranda of Understanding with institutions such as the University of the West Indies, labour colleges, the training bodies within employers' organizations, and with productivity centres. Dr. Romero expressed her gratitude to the delegates for their stimulating contributions; to the Government of Trinidad and Tobago for its support and hospitality; to the Chairman for his invaluable support; and to the staff of the ILO, both from Headquarters and the Subregional Office, who had contributed to the success of the Meeting.

54. **Mr. Carl Francis** thanked all delegates who had contributed to the success of the Meeting. For him, it was a pleasure to interact with his labour colleagues over the two days and he knew that they were all committed to moving forward and doing things differently. He emphasized the need for intra-Caribbean, intra-CARICOM collaboration on many of the issues raised, including for the preparation of the forthcoming IACML. He felt that there would be a new dynamic at the 2007 ILC in Geneva and looked forward to participating in that event.

55. The vote of thanks was moved by the **Honourable René Baptiste** of Saint Vincent and the Grenadines who stated that the ILO's work in the Caribbean demonstrated its commitment and stewardship in the region. Labour Ministers were highly appreciative of the active role of the Subregional Office. Mrs. Baptiste encouraged countries to establish inter-ministerial committees at the national level to advance labour issues and highlighted the need for them to work closely with the Ministries of Legal Affairs to ratify the ILO Conventions. She also made an appeal for the CARICOM Secretariat to keep Labour Ministers informed about the activities of COTED and COHSOD. High commendation was given to the excellent presentations made and Labour Ministers were praised for their continued commitment to the region. In closing, Minister Baptiste thanked the Hilton Hotel for the excellent conference arrangements and the facilities. She expressed great appreciation for the assistance throughout the Meeting by the host Government and its cadre of liaison officers, and to the Director and staff of the ILO Subregional Office for their support.

### **Main Conclusions and Proposals for Follow-up**

56. **Mr. Carl Francis** gave a brief synopsis of the deliberations of the meeting over the two-day period. He provided an overview of each session and highlighted key points that were made by delegates. Labour Ministers were encouraged to continue the dialogue among themselves and with the social partners, and to give particular consideration to the various suggestions made at the Meeting. The following are the main proposals for action in specific areas.

## **1. Labour Ministries**

- 1.1 assume a more proactive role in labour policy and administration, particularly in areas such as migration and the development of a social floor;
- 1.2 take the lead in forging linkages with other government agencies to advance labour issues (e.g. Ministry of Finance and Economic Development on a minimum wage, the Ministry of Trade on the CSME and the Ministry of Health on OSH. Labour Ministries should also ensure that they are represented at COHSOD meetings;
- 1.3 follow up on country-level initiatives carried out by the ILO such as the development of labour market information systems;
- 1.4 lobby heavily for the provision of qualified staff, adequate accommodation, training opportunities and modern technology to carry out their mandates and promote the Decent Work Agenda; and
- 1.5 collaborate with the social partners to strengthen mechanisms for social dialogue on labour matters as well as economic and social policy issues.

## **2. Migration**

- 2.1 develop principles and frameworks for managing migration that are responsive to the labour requirements and development objectives of the region;
- 2.2 explore ways to encourage skilled labour to move within the region, rather than extra-regionally;
- 2.3 explore possibilities for concluding arrangements with labour-receiving countries to curb the use of aggressive recruitment practices in areas where there were serious skill shortages;
- 2.4 mount effective public education programmes to explain labour mobility within the CSME and remove existing fears about its effects;
- 2.5 establish systems for collecting and disseminating statistics on migration, particularly in the larger CARICOM countries where these tend to be lacking;
- 2.6 conduct policy-oriented studies on the impact of migration and address the implications of skill shortages for employers; and
- 2.7 undertake planning for migration in the context of natural disasters and possible large-scale displacement of persons.

## **3. Youth, Education and Training**

- 3.1 pay particular attention to the education, training and employment of boys who appear to be "falling out of the school system" after Grade 5;
- 3.2 undertake comprehensive surveys to ascertain the incidence of child labour, and focusing on the more modern forms such as drug trafficking and prostitution; and
- 3.3 conduct periodic assessments of education and training systems to ensure their relevance, effectiveness and responsiveness to technological change and the demands of business; make basic computer literacy and the acquisition of computing skills compulsory in schools.

**4. Social Floor**

- 4.1 carry out extensive public consultations to garner support “from the ground up” for a social floor for the Caribbean Community;
- 4.2 discuss both “rights” and “benefits” simultaneously, and their resource-related implications, in the development of a social floor;
- 4.3 consider setting a Minimum Age for Employment in the CSME; and
- 4.4 establish a Social Development Fund and seek external funding, including from former colonial powers, to assist countries and sectors that might experience severe disadvantages from the CSME.

**5. The ILO**

- 5.1 countries should increase substantially their participation in the International Labour Conference and prepare adequately in order to contribute meaningfully in the discussions;
- 5.2 the ILO Subregional Office should deepen its collaboration with CARICOM affiliated institutions such as the Caribbean Centre for Development Administration (CARICAD); and
- 5.3 the Subregional Office should, to the fullest extent possible, institutionalize such collaborative arrangements through formal agreements, with a view to ensuring their sustainability.

## Sixth Meeting of Caribbean Labour Ministers

15-16 May 2007

Hilton Trinidad and Conference Centre

### List of Participants

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#### ANTIGUA AND BARBUDA

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PETERS, Zane Sharon, Mrs.  
Labour Commissioner (Ag.)  
Ministry of Labour, Public Administration  
and Empowerment

DALEY, Jacinta, Mrs.  
Deputy Labour Commissioner (Ag.)  
Ministry of Labour, Public Administration  
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#### BARBADOS

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*Minister attending the Meeting*

EASTMOND, Rawle, The Hon.  
Minister of Labour and Civil Service

SIMMONS, Carston, Mr.  
Permanent Secretary  
Ministry of Labour and Civil Service

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#### BELIZE

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*Minister attending the Meeting*

CASTILLO, Valdemar, The Hon.  
Minister of State  
Ministry of Education and Labour

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#### DOMINICA

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*Minister attending the Meeting*

SAVARIN, Charles, Senator The Hon.  
Minister responsible for Labour,  
Ministry of Foreign Affairs, Trade and  
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FERROL, Steve, Mr.  
Permanent Secretary  
Ministry of Foreign Affairs, Trade and  
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#### GUYANA

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PERSAUD, Yoganand, Mr.  
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#### JAMAICA

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KELLIER, Derrick, The Hon.  
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McINTOSH, Alvin, Mr.  
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#### SAINT KITTS AND NEVIS

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AMORY, L. Spencer, Mr.  
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**SAINT VINCENT AND THE  
GRENADINES**

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DEFARES, Rosemarie, Drs.  
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PEREZ, Yvonne Lee, Mrs.  
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SWANN, Willette, Mr.  
Labour Commissioner  
Ministry of Labour and Home Affairs

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**OFFICER OF THE ILO GOVERNING  
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TROTMAN, Roy, Sir  
Worker Vice-Chairperson of the  
Governing Body of the ILO; President  
of the Congress of Trade Unions and  
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Director  
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**OBSERVERS**

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NARACE, Jerry, His Excellency  
Ambassador Extraordinary and  
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PARGASS, Gaietry, Ms.  
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**ILO OFFICIALS**

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**ILO REGIONAL OFFICE, LIMA**

MANINAT, Jean, Mr.  
Regional Director  
ILO Regional Office for Latin America and  
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**SUBREGIONAL OFFICE FOR THE  
CARIBBEAN, PORT OF SPAIN**

**SECRETARIAT OF THE MEETING**

HOWELL, Luesette, Mrs.  
Senior Specialist for Employers' Activities  
**Preparation of Report/Note Taker**

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Technical Officer, Occupational Safety and  
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**Preparation of Report/Note Taker**

AGARRAT, Sandra, Mrs.  
Programme Officer  
**Preparation of Report/Note Taker**

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