



SURVEY TO FOLLOW UP ON RIAL COOPERATION FUND ACTIVITIES

INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION (RIAL)

General information on the cooperation activity:

Type of activity: (on-site or experts visit)	Experts Visit
Requesting institution: (completing this survey)	Bahamas Ministry of Labour
Providing institution:	US DOL, OSHA The U.S. Federal Mediation and Conciliation Service
Area and general objective of cooperation:	To exchange ideas and best practices in the area of Occupational Safety and Health as well as conciliation and Mediation of Industrial Disputes
Date and city or cities where carried out:	December 8 th -12 th 2008 Washington D.C.
Names and titles of the participating officials of the requesting institution: (please indicate if the officials are jointly completing this survey)	Althea Albury Deputy Director of Labour Tyrone Gibson Deputy Director of Labour Veronica Nairn Assistant Director of Labour Michael Colebrooke Chief Labour Officer Leslie Curtis Chief Labour Officer

Section I - General follow-up

1. Following the cooperation activity, was the information received disseminated in your Ministry or outside it?

Yes__ YES

No ____

If yes, please indicate below how the information was disseminated, to whom, and whether training activities were carried out.

The information was disseminated to subordinate staff through personal presentations and through a report submitted by the group

2. Is communication ongoing with the providing institution?

Yes____ **YES**

No ____

3. Have you received additional technical assistance from the providing institution specifically in follow-up to the cooperation activity?

Yes ____ **This process is being finalized**

No ____

If yes, please specify what and how this technical assistance was given.

We are currently in discussions with US DOL with a view to finalizing a follow up activity that will involve workshops and seminars being held in The Bahamas and facilitated by US DOL

4. Have new cooperation actions been carried out with the providing institution?

Yes **Plans are underway**

No

If yes, please indicate what these actions are.

Section II - Follow-up to "Next Steps"

In answering the following questions, please consult the Final Report prepared by your institution on the activity.

5. Which of the "Next Steps" specified in the report were taken and how was this done? Please indicate how much progress has been made and how these actions were implemented.

Owing to the financial crisis The Bahamas was unable to proceed with plans as was initially intended. Additionally US DOL had expressed some concerns regarding format and the benefits to be experienced by their organization. We then decided to include a disaster preparedness element to our format that would involve USDOL touring our facilities and taking note of our National disaster preparedness plan We anticipate that we will be able to complete our plans at the meeting in Dominican Republic since all the players will be in attendance

6. In connection with the preceding question, what conditions or circumstances made it possible to take the "Next Steps"?

Please see answer at # 5

7. Which of the "Next Steps" specified in the report were not taken? What reasons or circumstances prevented them from being taken?

Please see answer at # 5

8. Have actions resulting directly or indirectly from the cooperation activity been taken that were not included in the "Next Steps"?

Yes The Bahamas Department of Labour has upgraded its legal division and attorneys working with the department have participated in OAS initiatives in the area of gender mainstreaming and the Safety and Health issues that affect women in the workplace This has resulted in a renewed effort to address major Gender issues that arise within the Bahamian Workforce
Additionally, we are expanding our safety and health laws to include much needed regulations that will strengthen our inspectorate

Section III - Results

9. What were the main benefits to your Ministry of this cooperation activity?

Our officers were exposed to the latest developments in the area of OSHA within the construction industry as well as the methodologies to be applied to dispute resolution efforts

10. Please indicate what specific results arose in your Ministry from this cooperation activity:
Please place an 'X' next to all applicable results:

- _YES___ Development of new products, services, or activities
- _YES___ Creation of new areas, offices, or units
- _YES___ Reform of internal procedures or redefinition of functions
- _NO___ Definition of new internal procedures
- _YES___ Design or modification of training activities
- _YES___ Proposed amendments to regulatory or legislative framework
- _YES___ Definition or reformulation of public policies
- ___ Other (please specify below)

Please provide additional information on the results selected, including specific areas and procedures, specific actions carried out to achieve these results, and degree of progress. We would be grateful for an exhaustive list to enable us to gain an in-depth awareness of results achieved:

- a) The Bahamas Department of Labour is engaged in activities Ahmed at strengthening and expanding the OHS training of the labour inspectorate so it may provide guidance to enterprises in implementing effectively the requirements of the national OHS regulatory system. This effort is currently underway and is outlined in our Decent Work Country Program with the ILO**
- b) We are promoting the establishment and implementation at the enterprise level of a systems approach to the management of OHS, based on the principles of the 2001 ILO Guidelines on OSH Management Systems, or other similar internationally recognized technical standards. This involves meetings with our Social Partners to accomplish this objective across various economic sectors**
- c) Involvement in the RIAL has enabled us to participate in regional OHS networking systems designed to facilitate exchange of information and best practices.**
- d) Through the CARICOM single market and economy we envisage the promotion of the professional certification of OHS practitioners in order to ensure that skills and experiences in various sectors are updated periodically through recognized evaluation mechanisms. The provision of diplomas and degrees in the area of OSH by the National education system is also under**

active consideration.

- e) **With the asistance of the ILO and as an expected outcome of our next stops Exchange with the USDOL, The Bahamas Department of Labour will undertake to prepare a national OHS profile designed to assess the strengths and weaknesses of the national OHS system, identifying areas, and serve as a baseline for measuring future improvements made through national programmes developed to address these areas.**

11. At the personal and professional level, what are the main benefits or results of this cooperation activity? Were new capacities or skills acquired?

Yes as indicated earlier we realize that there is a need for us to strengthen our legislative regime and to train and retrain our labour Inspectors as well as to continue to improve and retool our mediation and conciliation officers

Section IV - General evaluation

12. To what extent did the cooperation activity meet your expectations? (Choose one)

(YES - Exceeded) ___ Largely ___ Somewhat ___ Little ___ Did not meet

13. How satisfied were you with OAS facilitation efforts. (Choose one)

___ (Very highly) ___ Highly ___ Moderately ___ Little ___ Not satisfied

14. Please provide below comments and suggestions regarding OAS efforts in connection with the clarity of Fund procedures, logistical arrangements, speed of response, and any other aspect you deem relevant.

The only comments we have is that the OAS secretariat has done and continues to do a magnificent job in assisting the various member states to provide necessary information on a timely basis and that the information is in keeping with the standards of the OAS Additionally their knowledge of the procedures and the requirements have served as an invaluable asset to our efforts and for this we are indeed grateful They are very efficient and extremely effective in providing member states with the information as to the activities and agenda items of the OAS and more specifically the IACML

15. Suggestions to improve planning and implementation of the RIAL Cooperation Fund:

Continue to inspire and encourage the RIAL staff providing them with the tools and facilities necessary to continue to grow and provide us the constituents with the best possible assistance