

**R.Leander. Ministry of Labour - Guyana**

Participation in RIAI workshop on Public Employment Services in Panama.

Response:

Panel 1-

**Public Employment Services (PES) and Local development: Linkage with productive environment to ensure access to quality and productive employment.**

**Is there a process of decentralization of the PES in your country? If yes, how is this process taking place and how far has it progressed?**

There is a process of decentralization. Guyana is divided into 10 administrative regions that functions like states. In four of these regions there are officers of the CRMA, or PES in the other regions the central office works with the regional administrators to promote the service.

- + There is no effort to expand the services at this time, the reasons being
- + There are financial constraints
- + The service provided at present covers 90% of the population

**What efforts are being made by the PES to address the needs of the productive environment and contribute to local economic development?**

- + The CRMA agency has embarked upon a comprehensive campaign to promote its services to businesses and job-seekers.
- + This has paid dividends as placements have increased by over 60% in the last two years.
- + There is also more dialogue between the productive sectors and the PES.

**Are there strategies or initiatives in place to achieve closer coordination with local productive actors, in particular, closer ties with employers? If yes what are the successful components of these strategies?**

- + Direct mailing and persons visit work well.
- + The Employers Representatives sit on the National Tripartite Committee, the works and efforts of the PES is reported there.
- + Certainly we can also do more.

**How can effective collaborative relations with employers be achieved? What services does the PES provide to employers?**

- + The service while available to most of the population can be improved via. More workplace visits.
- + Better and more consultations between the PES and employers

- ✚ Reaching out to the informal sector.
- ✚ Training programmes for workers to meet needs of employers.
- ✚ This has began with a very close relationship between the government's Training arms and the PES.

Panel 2-

Articulation of PES with workforce development (training) systems and information systems.

**In your country, what is the role of the PES in vocational and job counseling? Is there any coordination with the workforce development (training) systems? If yes, how is this coordination taking place and what are its achievements and lessons learned?**

- ✚ The PES in Guyana is not involved in vocational training. This is done via programmes through.
- ✚ Board of Industrial Training (sister agency to the PES) under the Ministry of Labour Human Services & Social Security.
- ✚ Ministry of Youth Culture & Sport.
- ✚ Ministry of Education
- ✚ Ministry of Agriculture
- ✚ Ministry of Health

The Ministry of Labour acts as a clearing house among these providers

**Are the PES in your country playing a more active role in job Counseling and in Follow-up after job placement?**

- ✚ The PES agency does not do any general job counseling.
- ✚ It assists those job seekers with tips on dealing with the interview.
- ✚ This is an area where the PES can be more proactive and where we can learn from the experiences of others

**Is there any relationship between the Labour Market Information System or the observatory (if one exists) and the PES?**

- ✚ While there exist the LMIS
- ✚ We need to have better coordination between agencies.
- ✚ This is another area where we look for good examples to duplicate.

**Is the work of the PES receiving feedback in the form of information from the observatories or information system? If yes, how this feedback taking place what have its effects been?**

- ✚ Not operational at this time.
- ✚ This can be implemented.

Panel 3

**Public Employment Services' approach to addressing vulnerable groups or persons with greater barriers to employment.**

**Do the PES in your country work in some way the social protection system to address the needs of vulnerable groups or groups facing serious difficulties entering the labour market? If yes, what are the lessons learned difficulties, and results of this relationship?**

- ✚ This has been so,
- ✚ However, because of setback from a destructive fire in 2001, the systems need to be reviewed.
- ✚ We have recently completed a data base with all single parents in the Country, and have been able to identify those who are vulnerable.
- ✚ Training programme will be developed for those vulnerable parents.
- ✚ PES would then work with the vulnerable parents placing them in employment.

**Are there any successful experiences or good practices in your country for overcoming the discrimination faced by persons in accessing employment, based on their gender, race, ethnicity, migration status?**

- ✚ There will always be cases where people feel that discrimination has caused them not to get a job.
- ✚ We would have to look at what is the general view on this.
- ✚ Guyana does not have a problem with discrimination as stated.
- ✚ There are culture issues involved, it is reported that only 39% of women work in paid job, a rate lower than the vast majority of countries.

**Which measures, programs or strategies are being implemented by the PES to support groups facing serious difficulties entering the labour market?**

- ✚ The programmes via the ministries above.
- ✚ In addition the Government of Guyana has secured funding from UNDP and the IDB to implement more such programmes in the next four years.
- ✚ This is an area that is being given priority attention.

Thank You.