TECHNICAL ASSISTANCE IN LABOUR MATTERS
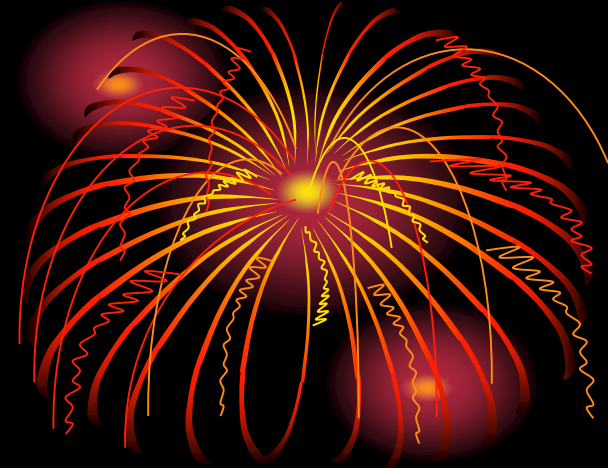
TRINIDAD AND TOBAGO: EXPERIENCES, CHALLENGES AND RECOMMENDATIONS

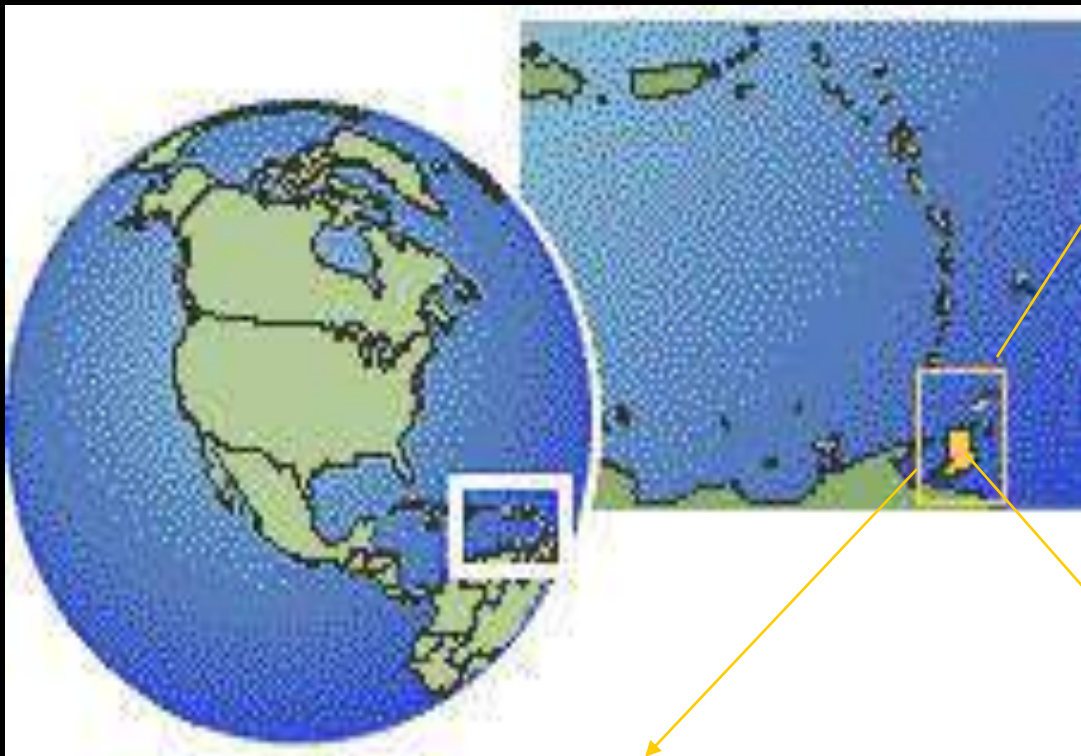**Technical Assistance Workshop for the IACML**

May 8, 2007

San José, Costa Rica

Presentation Outline

- A brief profile
- Highlights of technical assistance experience
- Challenges experienced
- Recommendations
- Priority areas for technical assistance

Brief Profile – Trinidad and Tobago

☞ Republic of Trinidad and Tobago – two most southerly isles of Caribbean archipelago

☞ Member State of CARICOM and part of the CSM

Most diversified and industrialized economy in English speaking Caribbean

Technical Assistance Experience – Highlights (2000-2007)

Recipient of Technical Assistance in a number of areas – *Thanks to our donors!*

- ☛ Public Employment Service (Labour Exchanges)
- ☛ Labour Market Information
- ☛ Child Labour
- ☛ Labour Inspection
- ☛ HIV/AIDS

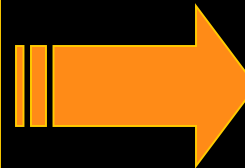# Technical Assistance Experience – Highlights (2000-2007)

Public Employment Service

Donor: USDOL (2000-2002)

One of 13 recipient countries in the English speaking Caribbean and Suriname

Aim: Modernization of the Public Employment Service comprising a number of Labour Exchanges

Outputs:

- Training
- Equipment
- Management Support
- Automated One Stop Career Resource Centres

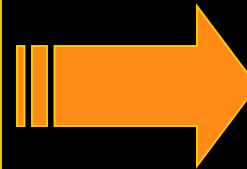# Technical Assistance Experience – Highlights (2000-2007)

Labour Market Information System – CLMIS Project (2002-2004)

Donor: USDOL / Technical Expertise – ILO

One of 13 recipient countries in the English speaking Caribbean and Suriname

Aim: Enhancement of capacity for the production and use of LMI. Activities at institutional, national and regional levels

Outputs at national level :

- LMI Plan

- National Labour Market Information Library

- Partial update of DOTT

- Productivity index

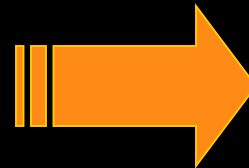# Technical Assistance Experience – Highlights (2000-2007)

Child Labour – Pilot project to withdraw and rehabilitate child labourers in scavenging (2003-2006)

Donor: ILO/ Canadian Government

Part of the ILO/CIDA Regional Child Labour Project

Aim: Rehabilitation of child labourers in Beetham landfill site and provision of education and training opportunities

Outputs:

- Withdrawal of 45 children and adolescents
- Provision of educational training
- Provision of vocational training
- Homework assistance

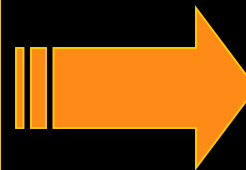# Technical Assistance Experience – Highlights (2000-2007)

Labour Inspection – Phase I of project "Enhancement of the Labour Inspection Function in Selected Caribbean Countries" (2005-2006)

(TT, Antigua and Barbuda, Dominica, Belize and Barbados)

Donor: OAS

Aim: Evaluation of the Labour Inspection Systems in five Caribbean countries and development of Action Plans

Outputs:

- Evaluation reports with recommendations

- National Action Plans

- Train the Trainers programme

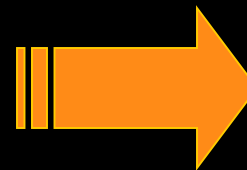# Technical Assistance Experience – Highlights (2000-2007)

HIV/AIDS

Donor: USDOL/ILO

International HIV/AIDS Workplace Education Programme – An Accelerated Response (2005-2008)

Aim: Reduction in level of HIV/AIDS employment-related discrimination and reduction in HIV/AIDS risk behaviours among targeted workers

Outputs to date:

- Project Advisory Board established to provide policy and programme guidance

- Training to social partners

- Draft National Tripartite Policy on HIV/AIDS and the World and Work

Challenges

- **Customization of projects/programmes**

  There is no 'one size fits all'. Projects which do not take into consideration the specific cultural and traditional situation of the country have low implementation success

- **Marketing of projects/programmes**

  This Phase of technical assistance projects is usually overlooked and poses problems in obtaining stakeholder 'buy-in'

Challenges

- **Setting of realistic timelines**

  Usually the preparatory phase takes longer than anticipated and the technical aspects of the project/programme are not allocated sufficient time for execution

- **Disbursement of funds**

  Differing fiscal periods for donors and recipients can result in funds not being disbursed in a timely manner or funds having to be expended at inappropriate times

Challenges

- **Sustaining projects/programmes beyond technical assistance**

  Inadequate mechanisms may exist at national level to ensure sustainability of project eg. Project Advisory Board comprising stakeholders and social partners

- **Evaluation of outcomes of technical assistance**

  In most cases the success of the technical assistance is evaluated based on the outputs and little emphasis is placed on the outcomes (impact on target groups)

Challenges

- **Unclear definition of terms**
  Differing definitions of terms used by recipient and donor

- **Stakeholder Involvement**
  Where stakeholders are not involved from the conceptualization and planning stages, implementation becomes difficult

Recommendations

- **Recipients and donors need to undertake a thorough cultural assessment of target groups and customize the activities under technical assistance**

- **Deadlines for activities in projects should be established only when certain preparatory activities have been completed. This allows for more realistic timelines to be set**

Recommendations

- **Include a phase for sensitization of stakeholders and social partners in projects/programmes**

- **Clear guidelines on disbursement of funds must be established taking into account different fiscal periods**

Recommendations

- **Project plan should include mechanisms for follow-up action and continuation of project beyond technical assistance**

- **Greater use of the logical framework approach for project cycle management. Facilitates better evaluation of project – its objectives, outputs and outcomes**

Recommendations

- **A glossary of terms should accompany every project plan**

- **Training in project management should be provided to recipients of technical assistance and implementing agencies**

Priority Areas

- Training Areas:
- 🌎 Interest-based negotiations
- 🌎 Labour Market Forecasting (demand for labour and supply of labour, demographic forecasting)
- 🌎 Labour Inspection techniques including OSH inspection
- 🌎 Incorporating labour issues in trade negotiations

Priority Areas

- **Survey Design and Implementation**
- **Equal Pay for Work of Equal Value in the Private Sector**

- **Informal Economy – nature and extent**

- **Child Labour – nature and extent**

- **Migrant workers – enhancing statistical capability**

Priority Areas

- Follow-up to previous technical assistance projects

☛CLMIS project – Phase II

☛Enhancement of functioning of Labour Exchanges

☛Enhancement of the Labour Inspection Function in Selected Caribbean countries (Phase II - preparatory work has begun)

Priority Areas

- **Policy/Strategy Development and Implementation**
- **Labour Policy**
- **Employment Policy**
- **Child Labour Policy**
- **Productivity Policy**
- **HIV/AIDS - Communication and Behaviour Change Strategy formulation and implementation**
- **Social Partnership arrangement**