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2013 Caribbean SUBWOC Proposals on Sectoral networks in the sub-region

1. SUBWOC confirmed that given present union membership across affiliates, priority (sub)sectors for the sub-region are:
 - 1) Health and related services
 - 2) Public and state administration (including local government and uniformed services that are within local government ministries and departments)
 - 3) Renewable and non-renewable energy *instead of electricity*
 - 4) Water and sanitation
2. Committee members also noted that there is potential for new membership in some of the above (sub)sectors. The SRO called on committee members to gather and provide the necessary information so that PSI could assist them more effectively in this area of work.
3. Border control and protection officers and first responders (part of the local government or uniformed services sectors) are facing new challenges. In most countries in the sub-region, affiliates already count them among their membership. There is however potential for increasing and deepening/broadening that membership.
4. SUBWOC members also noted the proposal for the new sector of Education, culture and media. In some instances, affiliates already have members working in one or all three areas of this new sector. However there are no detailed statistics. Some members suggested that given the general trend, perhaps there are more women than men in these areas. SUBWOC recommended that Culture be a priority for the sub-region. The committee saw the issues linked to national national/regional heritage and national/regional identity and therefore the importance that these culture industries be seen as public services.
5. *Organising sectoral networks*: The sub-region had set up two steering groups in 2007: Public & State Administration; Health and related services. SUBRAC had approved working methods and terms of reference.
 - i. The sub-region recommends to continue the system of steering groups/working groups (comprising a small group of no more than 5 or 7 persons) to guide the sectoral networks. All affiliates will participate in the wider networks.
 - ii. Steering groups/working groups will comprise lead persons on various issues (these are members/activists who have special skills/talents, capacity and contacts in the (sub)sector).
 - iii. Steering group members will aim to physically meet at least once a year. Preferably just prior to sub-regional meetings. This depends on budget allocations.
 - iv. Most of the consultation and follow-up work of the wider network will be done using Information and Communications Technology (ICT).
 - v. Terms of Reference previously approved will be amended to be appropriate to the respective steering group.

6. *Composition of steering groups/Methods of collaborating:*
- i. Respect the 50/50 and 30% young worker rules in defining the composition of steering groups. Important to ensure that there is no over-representation in male- or female-dominated occupations
 - ii. Ensure that there are representatives of equity-seeking groups in the steering groups.
 - iii. Steering group advises SUBRAC.
 - iv. Capacity building will be an integral part of steering group work and activities.