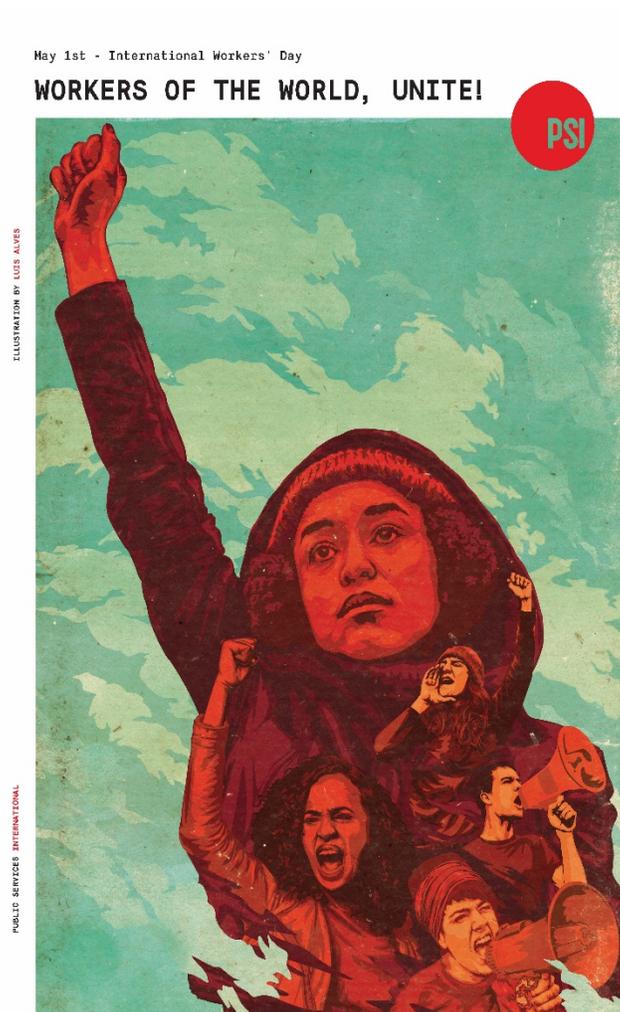


“People Over Profit: Fighting corporate control.”



2019 PSI Caribbean Sub-regional Advisory Committee (SUBRAC) Meeting

May 16 - 17

Meeting Documents

*Sunset Shores Beach Hotel
Villa
Saint Vincent & the Grenadines*

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Public Services International
Internationale des Services Publics
Internacional de Servicios Públicos
Internationale der Öffentlichen Dienste
Internationell Facklig Organisation för Offentliga Tjänster
国際公務労連

“People Over Profit: Fighting corporate control” Caribbean Sub-regional Advisory Committee (SUBRAC) meeting

May 16 and 17, 2019
Sunset Shores Beach Hotel | Villa

About the meeting

The **Caribbean Sub-regional Advisory Committee** (SUBRAC) meets annually. The SUBRAC is a PSI advisory body comprising representatives from affiliates who “facilitate the consultation process at sub-regional level on policy issues and work programme implementation, and who participate in exchange and dialogue on issues relevant to PSI affiliates.”

The meeting will include presentations, small group activities, as well as plenary discussions. We also seek to include PSI allies and partners in the discussions.

These meetings are strategic and have an education element, seeking to increase participants’ knowledge and understanding of key issues. Using information from participants, an important part of the meeting is to highlight emerging trends and help affiliates be proactive in dealing with issues that they face.

With a focus on the importance of evidence-based arguments that promote the rights-based approach, the meeting seeks to **Inform, Educate and Motivate/Inspire** committee members.

The Titular members, *Bro Wayne Jones (JCSA) and Sis Jillian Bartlett (NUGFW TT)*, co-chair the meeting.

Putting people before profit – Fighting Privatisation

PSI supports union anti-privatisation campaigns with research, alliances, as well as with advice on strategy. PSI consistently lobbies in regional and global institutions against privatisation policies.

Sharing information on successful campaigns and strategies adds to the capacity of affiliates to fight privatisation efforts. The [People over Profit platform](#) contains a number of articles and other information that will help affiliates fight privatisation efforts. We also invite affiliates to contribute their experiences to the platform.

Working in the global space PSI works within the United Nations system. In April 2019, the sub-region was again represented on the PSI delegation to the [UN Financing for Development Forum](#) in New York. This forum again had a heavy privatisation component which included a three-day trade exhibition for investors and the promotion of PPPs. The forum seeks to attract private funds to finance the SDGs. But this is distorted into a UN-wide privatisation agenda. Those within the UN who are pushing the privatisation agenda know very little about the dangers of PPPs. They are the ones who also advise governments all over the world. PSI is working with

allies to highlight the dangers of PPPs and other forms of privatisation. The Caribbean Development Bank has a [Regional Public-Private Partnership Support Facility](#).¹ The CDB, with support from the IFIs have launched a toolkit and they have boot camps. In Trinidad & Tobago and Jamaica there are PPP units. The emphasis in the Caribbean is on PPPs for infrastructure – roads, highways, and airports. Hospitals and education seem to be next on the cards.

The UN Special Rapporteur on extreme poverty and human rights, Philip Alston, in his [report on extreme poverty and human rights](#), raised the alarm on the extreme poverty caused by privatisation. At regional conferences and meetings in Jamaica and in the Bahamas, affiliates in Jamaica as well as the sub-regional office raised the concerns and dangers of PPPs to CDB and CARICAD officials, citing the [concerns of staff of UNDESA](#).

While acknowledging the findings in the reports and studies, the officials/technocrats stated that they were putting a people focus on PPPs that should improve the experiences. PSI's recommendation is that in engaging in discussions on this issue it is important to note that while they may invite unions to participate it is important to consult beforehand and get advice on the trade union positions and key messages. Be clear about the terms of engagement and always have a disengagement plan.

¹ The mandate of the facility is to promote PPP policies and projects in CDB's Borrowing Member Countries, by supporting policy development and building capacity. CDB also launched a PPP Helpdesk to help countries to better manage projects and programmes.

The moves to egovernment

It was in 2016 that the sub-regional office placed the Future of Public Services in the Caribbean on the agenda of discussions with affiliates in the Caribbean. In particular, these discussions focussed on the work of the Caribbean Centre for Development Administration's (CARICAD) [Charter for Caribbean Public Services](#).² CARICOM governments endorsed an [egovernment strategy](#) 2010-2014. It is intended to provide "a multi-faceted approach to accelerating sustainable improvements in the delivery of public services through the use of Information and Communication Technologies (ICTs) and the advancement of the pillars of eGovernment in the CARICOM region."

In February 2017, heads of government approved a roadmap and vision for a [CARICOM single ICT space](#). The Caribbean Telecommunications Union (CTU)³ describes 21st century governments as "*citizen-centric, seamless Governments that use ICT to enhance their effectiveness, efficiency and transparency in the delivery of services to their citizens.*"

PSI's work on fighting privatisation includes research and analyses on proposals for a Universal Basic Income (UBI), digitalisation and the twin issues of debt and sustainable development.

Workers in the public sector are concerned about the methods used to determine the heavy indebtedness of countries. These methods then determine the use of austerity measures

² See the Implementation Guide at <https://www.caricad.net/wp-content/uploads/2017/01/CPSC-IMPLEMENTATION-GUIDE-V1.pdf>

³ See more on the CTU at <https://www.ctu.int>

to help governments to finance debt large.

PSI is working with the UN Committee on Trade and Development (UNCTAD) to develop information to help unions better understand the signs of debt build-up, and the threats debt default pose.

In short order, affiliates in the Caribbean will need to be ready to engage in the discussions and debates on digitalisation, e government, Universal Basic Income and others. There will be attempts to introduce all or some versions of these in selected countries and territories.

Developing and Emerging issues

In addition to the issues raised above, migration, workers in waste/sanitation, culture workers, prison privatisation, water and sanitation are other areas that affiliates will need to give greater thought and pay closer attention to in terms of growth, and the representation of issues.

Work must continue at the level of CARICOM and its institutions. In the next year, we will need to enhance the involvement of more affiliates in this work. This requires a deeper engagement by affiliates in a broader range of issues. PSI will assist in building capacity: knowledge, skills, and attitudes.

Knowledge building and research

PSI encourages affiliates in the sub-region to place more emphasis and attention on conducting research – either on their own or in collaboration with independent, respected researchers and research institutions.

Developing and presenting arguments in favour of pro-public alternatives

means that evidence must be presented. It also means that affiliates must have in-depth, intimate knowledge and understanding of the (sub) sectors that they represent, or have the potential of representing.

Defending democratic institutions – staying true to our role

In its [May Day message](#), PSI highlighted the fact that the financial crisis of 2008 and the austerity measures that followed have had a profound economic impact on the United Nations system, including the ILO. The consequent lack of resources means that there is no choice other than to do more with less. Unless of course one wants to open the door to private funding. From Antigua & Barbuda to Trinidad & Tobago we have seen corporations – some of them are multinational – taking on the role of states. At a global level, they have managed to get themselves into the UN system.

As a result, the UN is currently exploring “innovative finance” mechanisms: public-private partnerships and market-based financial transactions. “The problem is that, as expected, the “market” and the people behind it do not care about the sustainability or social dimension of their “investment” but rather their own financial gain. And the sooner the money offers a return the better.” One consequence is that UN agencies will be in competition with each other for funds.

To be relevant and justifiable to set the rules for the work of the future, we must keep it [ILO] free from the interests of private capital.

We want an ILO that serves the government, workers and employers of the world– not the capital!



Caribbean Sub-regional Advisory Committee (SUBRAC) meeting “People Over Profit: Fighting corporate control”

May 16: 9:45 am to 6:00 pm

May 17: 9:30 am to 5:45 pm

Sunset Shores Hotel | Villa

Thursday May 16

latest revision May 7, 2019

9:30 am NETWORKING

9:45 am Call to order, *Titulars*
 Welcome, *PSU of SVG*
 Introduction of top table(s)
 Adoption of Agenda, Announcements
 Remarks
 Introduction of attendees

10:10 am Minutes of the 2018 meeting
 – Adoption and confirmation of minutes
 Matters arising (items not otherwise covered in the agenda)

11:00 am NETWORKING BREAK

11:30 am Actions and Initiatives since the last SUBRAC

SUBRAC will note the work undertaken, especially the successes and lessons learnt.

12:00 noon Adaptation, Mitigation, Resilience: Just transition and public services unions in the Caribbean
 Discussants: *Bro Shamir Brown (DGB young worker participant), Sandra Massiah*

Related themes: [Just transition](#); [emergencies and disasters](#); [climate change](#); [financing for sustainable development](#); [Decent work](#); [SDGs](#)

1:00 pm LUNCH

2:20 pm Our time to lead. People Over Profit.
 Discussants: *Sandra Massiah, Roland Ignacio, Helene Davis-Whyte, Steve Joseph*

A discussion on how public services trade unions can and must intervene in deliberations and consultations on sustainable development issues, taxation policies and future of work initiatives.

Related themes: [PPPs and other forms of privatisation](#); [Just transition](#); [SDGs](#); [social dialogue](#); [Financing for sustainable development](#); [Corporate power](#)

3:20 pm Solutions focused. Taking responsibility. Promoting transformational change

Henry Charles, Independent Youth Development Consultant

The session will build on the proposal from 2018 and trade unions' role in integrating young workers. SUBRAC members will use the opportunities to dig further into the recommendations made. This small group discussions and analyses will assist members in identifying gaps, and needs as well as in thinking about ways to encourage and promote young worker participation in public services trade unions.

The small group discussions will provide the opportunity for affiliates to start working through the steps of transformational change.

PARALLEL SESSION Campaign on [ILO Labour Relations \(Public Service\) Convention 151, 1978](#)

4:00 pm Moderators: *Sandra Massiah, Roland Ignacio*
For representatives of ABWU, ABPSA, PSU of SVG

4:50 pm Reports from

- a) Small group discussions**
- b) SUBWOC**
- c) DGB project participants** – Review of actions to date and proposed plans for 2019/2020

6:00 pm

END OF DAY ONE

Friday May 17

9:15 am

NETWORKING

9:30 am **Panel: Strengthening Social dialogue and social partnerships****Moderator:** *Sandra Massiah***Panel:** *Elroy Boucher (PSU of SVG), Carol Jordan (Genus HR Services), Rachel Roberts (Grenada PWU)***Related themes:** [Collective bargaining](#); [Multilateralism](#); [Regional integration](#); [Social contract](#); *Future of Quality Public Services*; [Future of Work](#)

10:30 am

NETWORKING BREAK

11:00 am **Caribbean public services unions working for equality and social justice: a feminist perspective****Presenter:** *Amilcar Sanatan, social justice advocate and youth leader*

1:00 pm

LUNCH

2:20 pm **Social protection systems: Policy guidelines, Priority actions****Moderator:** *Sandra Massiah***Discussants:** *Bro Dennis de Peiza (CTUSAB), Sis Rachel Roberts (Grenada PWU) and Bro Elroy Boucher (PSU of SVG)***Related themes:** [Quality public services](#); [Pensions](#); [Social inclusion](#); [SDGs](#); [Universal Social Protection](#); [Corporate power](#)3:30 pm **Human and Trade Union Rights****Moderator:** *Sandra Massiah***Discussants:** *Sis Linda Bogle-Mienzer (Bermuda PSU), Bro Yvel Admettre (CTSP Haïti), Sis Dareth Obermayer (PSU of Belize)***Related themes:** [Social Inclusion](#); [SDGs](#); *Populism*; [Multilateralism](#); [Decent work agenda](#); [ILO Labour standards](#)4:30 pm **A Healthy Caribbean: Health and Social Services****Moderators:** *Sis Winnifred Meeks (JALGO), Sis Rose Felix (DPSU)*

This is an important sector in PSI Caribbean. Globally, the sector represents 8 million of PSI's members. The vast majority of workers in the HSS sector are women. It is the sector that will require increased workers in order to fulfill the worldwide demand. The challenges are great. At the same time, the opportunities are even greater and public services trade unions have a critical role in representing the interests of the health workforce while at the same time advocating for improved health outcomes.

*The moderators will present the work of the Steering Group, its focus/priorities. The discussion will also provide opportunities for SUBRAC members to **highlight issues** and **make recommendations**.*

Related themes: [SDGs](#); [Decent work](#) agenda; [Health and Safety](#); [Violence and harassment in the world of work](#); [Standard setting discussion at 108th ILC](#)

5:15 pm SUBRAC nomination(s) to the [regional conference \(IAMRECON\)](#)

1. [Regional Executive Committee \(REC\)](#) (see amended annexes 5 and 8)
2. Regional committees [*Titular and one (1) substitute*] each
 - I. [LGBTQI](#)
 - II. Anti-Racism and Anti-xenophobia
 - III. [Persons with disabilities](#) (*tbc*)

5:45 pm

END OF 2019 SUBRAC MEETING

Call to order

Welcome

Introduction of top table(s)

Adoption of Agenda, Announcements

Remarks

Introduction of attendees

In addition to learning more about who is attending the meetings, we will present some interesting information gathered from the registration process and other information shared by affiliates.

Minutes of the 2018 meeting

- Adoption and confirmation of minutes

Minutes circulated separately.

Matters arising (items not otherwise covered in the agenda)

Updates and follow-up from points raised at the 2018 meeting

Note that where information is available the details are given in the Remarks/Comments section of the minutes.

Actions and Initiatives since the last SUBRAC

We invite members to note the on-going activities and actions by affiliates in the sub-region. Some of these started in 2015 and have deepened and developed over time. Others started in 2018 and they continue to build momentum and reach.

In all instances, affiliates and activists have developed skills, knowledge and attitudes resulting in increased capacity with their unions.

(See presentation on various activities and actions.)

Adaptation, Mitigation, Resilience: Just transition and public services unions in the Caribbean

Discussants: *Bro Shamir Brown (DGB young worker participant), Sandra Massiah*

Related themes: [Just transition](#); [emergencies and disasters](#); [climate change](#); [financing for sustainable development](#); [Decent work](#); [SDGs](#)

This session will help SUBRAC participants make the linkages and clarify the role of public services and public services unions in issues related to the title of the session. This means that it will draw on the work being done in the Union to Union project: *Building Trade Union Capacities for Quality Public Service for a Just Transition to Climate Change*.

PSI's project with Swedish affiliates 2018 to 2022 (Union to Union)

The 5-year project is designed to build upon the intervention points made in the 2017 workshops held in Jamaica with the participation of affiliate leaders in Dominica and Antigua & Barbuda. In addition, it will enhance public sector trade unions' understanding of the challenges posed by climate change for the world of work and sustainable development. The project is expected to contribute towards public sector trade unions' technical and organisational capacities for effective social dialogue for policy development on climate change mitigation and adaptation.

Key (sub)sectors

The governments in Jamaica, Dominica and Antigua & Barbuda have identified the following priority sectors; Health, Tourism, Agriculture and Fisheries. At the same time, they have recognised the important role of the renewable energy sector, utilities and their impact on the priority sectors.

Starting point is the NDCs

With the coming into force of the [Paris Agreement](#) countries have turned their attention to implementing the agreement. For individual countries, this means translating the climate change targets outlined in [NDCs](#) into concrete actions to be implemented at the national or sectoral level. The period 2017 to 2020 is a window of opportunity to refine the NDCs to ensure that they achieve the dual objective of controlling global warming, while safeguarding pathways to sustainable development.

A strong public sector is critical

PSI's position is that a strong public sector and enhanced investment in quality public services are essential elements of the strategy for addressing climate change.

Evidence shows that the public sector remains central to developing Renewable Energy (RE). In developing countries, there are big opportunities to use renewables to extend systems that can provide universal access. However, the transition from fossil to RE sources might leave some people behind. The green transition will create a lot of job opportunities and it is important that those who might lose their current job in the

process can have access to these opportunities and not become the casualties of the green transition.

The [debate on just transition](#) has developed over the years and involves much more than originally conceived. It suggests a transformation of societies and the socio-economic models on which many of the Caribbean SIDS depend for their current development agendas. Especially after the devastating hurricanes in late 2017 as well as the severe weather conditions that SIDS continue to experience, it is clear that SIDS must go beyond the obvious in the quest to become climate resilient. National and local government structures must be reviewed, local government workers must be involved at every stage of the process and inhabitants must also be involved in designing local adaptation measures.

The climate chaos has created more cases of migration: examples are evident in the case of Antigua & Barbuda and Dominica. With more emergencies and disasters, the workers in this sector are dealing with increasing levels of stress as they are called on more frequently to deal with more intense weather events. In some cases without the much needed training and resources.

With the coming into force of the [Paris Agreement](#) countries have turned their attention to implementing the agreement. For individual countries, this means translating the climate change targets outlined in [NDCs](#) into concrete actions to be implemented at the national or sectoral level. Until 2020, there is a window of opportunity to refine the NDCs to ensure that they achieve the dual objective of controlling global warming while safeguarding pathways to sustainable development.

Impact on Caribbean SIDS

In commenting on the meaning of the report for Small Island Developing States in the Caribbean, the Caribbean Community Climate Change Centre noted, ⁴

“The report clearly outlines the risks of exceeding 1.5°C above pre-industrial levels; this is the upper limit of warming that small islands states have advocated for many years.”

“This report is a wake-up call for governments and the world, that we no longer have time for playing-around. It is time for hard-work to avert climate change and the small islands states need significant financial help to make it happen” said Dr Ulric Trotz, science advisor and deputy executive director at the CCCCC.

Where are we now?

The trade union movement and especially public services trade unions must increase their visibility and voices in the debates and policy formulation process. There are many actors involved in the discussions: UN agencies, international and regional financial institutions, the private sector, governments, Civil Society Organisations, environment NGOs, the University of the West Indies and academic institutions with which it is in partnership, all

⁴ <https://www.caribbeanclimate.bz/ipcc-releases-1-5-report-with-dire-warning-for-the-caribbean-and-the-world/>

with their varying interests. The challenge is to ensure that the proposals, policies and actions are truly people-centred and are gender responsive.

The regional financial institutions, in addition to pushing the concept of the “green economy” are now talking about the growth potential of the “[Blue economy](#)”⁵.

Key concepts and issues

- Gender equality and gender equity
- Gender indicators and climate change
- [Public health for all](#) and the role of the health workforce
- [Sustainable Development Goals](#) (SDGs)
- Decent work
- Social dialogue
- Public Emergency Services
- Just transition

Building the capacities of public sector trade unions

With the multiplicity of actors, the varying interests and real threat of private sector take over, it is crucial that trade unions build their knowledge, not necessarily or only of the science behind climate change, but also be able to critically analyse the policies and road maps being proposed and the actions being contemplated. Trade unions must be able to use social dialogue and collective bargaining to propose alternatives and more practical and sustainable strategies to protect workers, societies and the planet.

Workers in Public Emergency Services

A representative from the sub-region was among the 8 workers’ group experts that worked to develop new ILO guidelines on [Decent work for workers in Public Emergency Services \(PES\)](#). It is important that affiliates representing these workers learn more on how trade unions can use the guidelines in [social dialogue and specifically collective bargaining](#).

“Resilience must be seen as an investment and not a reaction or response.”

⁵ <http://jamaica-gleaner.com/article/news/20180604/blue-economy-economic-driver-cdb-study>

Our time to lead. People Over Profit.

Discussants: *Sandra Massiah, Roland Ignacio, Helene Davis-Whyte, Steve Joseph*

A discussion on how public services trade unions can and must intervene in deliberations and consultations on sustainable development issues, taxation policies and future of work initiatives.

Related themes:

[PPPs](#) and [other forms of privatisation](#); [Just transition](#); [SDGs](#); [social dialogue](#); [Financing for sustainable development](#); [Corporate power](#)

Steering group co-chairs will lead discussions and provide briefings on a number of regional and global activities/events in which they participated on behalf of the sub-region. These include:

1. *IA regional meeting/seminar in November 2018*
2. *Financing for Sustainable Development Forum – April 2018 and April 2019*
3. *Taxation, Public sector financing and Anti-corruption*
4. *Proposal for working group on Debt and Financing for Sustainable Development ([Castries Declaration](#))*
5. *Future of Work in Quality Public Services*

Some other references

[Paris Agreement](#)

[Sendai Framework for Disaster Risk Reduction](#)

[New Urban Agenda](#)

Solutions focused. Taking responsibility. Promoting transformational change

Henry Charles, Independent Youth Development Consultant

The session will build on the proposal from 2018 and trade unions' role in integrating young workers. SUBRAC members will use the opportunities to dig further into the recommendations made. This small group discussions and analyses will assist members in identifying gaps, and needs as well as in thinking about ways to encourage and promote young worker participation in public services trade unions.

The small group discussions will provide the opportunity for affiliates to start working through the steps of transformational change.

References

Presentation - [*Public Policy must drive decent work for young people: Exploring the role of Public Services Unions in the Caribbean*](#) by Henry Wallace Charles, UWI SALISES 50/50 Youth Research Cluster

[Child labour and the youth decent work deficit in Jamaica](#), January 2019

[CARICOM Youth Development Action Plan](#)

PARALLEL SESSION - Campaign on [ILO Labour Relations \(Public Service\) Convention 151, 1978](#)

Moderators: *Sandra Massiah, Roland Ignacio*
For representatives of ABWU, ABPSA, PSU of SVG

During the 2018 SUBRAC, Carlos Carrion presented (via Skype) on ILO Convention 151.

Two affiliates, the Antigua & Barbuda Public Service Association (ABPSA) and the Public Service Union of Saint Vincent & the Grenadines (PSU of SVG) indicated their interest in developing campaign activities.

This session provides the opportunity for affiliates in these countries/states to make further plans.

[Convention 151](#) and its accompanying [Recommendation 159](#).

There are only 54 ratifications of this convention. The most recent was the [Philippines](#) in 2017 after a 7-year campaign led by PSI affiliates. It is the first Asian country to ratify the convention.

Ratifications of C151 in the Caribbean

| Country | Date of ratification |
|-------------------|-----------------------------|
| Antigua & Barbuda | 16 September 2002 |
| Belize | 22 June 1999 |
| Guyana | 10 January 1983 |
| Suriname * | 29 September 1981 |

*No PSI affiliates in the country
 Netherlands ratified the convention on 29 November 1988
 UK ratified the convention on 19 March 1980

Useful ILO references

[Manual on Collective Bargaining and Dispute Resolution in the Public Service](#), ILO Sectoral Activities Department

[Promoting Collective Bargaining and Dispute Resolution in the Public Service: An ILO Training Workbook](#), ILO

[Promoting constructive approaches to labour relations in the public service](#)

[The contribution of collective bargaining in addressing challenges facing the public service, including the impact of the economic and financial crisis](#)

[Collective Bargaining in the Public Service: A Way Forward - General Survey concerning labour relations and collective bargaining in the public service](#), ILO 2013

Reports

a) Small group discussions

Group reporters will present the main points and their recommendations.

b) SUBWOC

The main outcomes from the SUBWOC meeting of May 15.

c) DGB project participants (*Cindy Pierre Charles, Jamal Charles, Regina Bell, Linda Bogle-Mienzer and Patrick Yarde*)

Review of actions to date

Proposed plans for 2019/2020

Reference

See [2018 SUBRAC Documents booklet](#) (pp 24 – 26)

Panel: Strengthening Social dialogue and social partnerships

Moderator: Sandra Massiah

Panel: Elroy Boucher (PSU of SVG), Carol Jordan (Genus HR Services), Rachel Roberts (Grenada PWU)

Related themes:

[Collective bargaining](#); [Multilateralism](#); [Regional integration](#); [Social contract](#); *Future of Quality Public Services*; [Future of Work](#)

The guiding question

“What are the measures that must be taken to strengthen social dialogue and social partnership to better address the challenges arising from the changing world of work in the public services/public service sector in the Caribbean?”

Aims of the discussion

It aims at encouraging reflection and discussion among PSI affiliates on the current state of social dialogue/social partnership arrangements in the Caribbean with particular reference to just and sustainable development in individual countries and throughout CARCOM. This is especially in consideration of the various changes in the world of work and the on-going ‘transformation’ of the public services sector throughout the sub-region. What will these changes mean for public services trade unions in the Caribbean?

Some background

In recent years, there have been statements from public services trade unions about the lack of consultation and social dialogue in their respective countries. At the same time, in some countries, there is a practice/tradition of involving and inviting trade union organisations (especially national centres) in a wide range of national issues.

In 2013, the International Labour Conference (1LC) debated the report, of the CEACR “[Collective Bargaining in the Public Service: A way forward](#)”. Note the general conclusions and final observations in the report (from page 208). Also in 2013, note the ILO resolution and conclusions on the follow-up discussion on social dialogue⁶. In 2014/15, the Monetary Authority of the OECS [met collectively with public services unions](#) on collective bargaining in the public service.

There is also the oft referred to model of [social partnership in Barbados](#). What have been the experiences? What are the lessons learnt? Are there any changes needed?

⁶ See especially pages 61 to 66 for the Resolution and Conclusions of the discussion at https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_216305.pdf

Some questions (and follow-ups) for the panel

1. How do you think the rise of technological innovations will shape the future of work in your country?
⇒ How will this affect the policy commitment to full and decent employment?
2. What are some of the new [employment relationships](#) that you can see emerging in the public services sector?
⇒ How can social dialogue help to implement existing laws and regulations and/or create new ones that will help regulate these new employment relationships in an effective/meaningful way?
3. What measures should the social partners take to strengthen social dialogue and the social partnership system to better address the challenges associated with the changing world of work in your country and in the various countries of the CARICOM?
⇒ What specific measures should public services unions take?

Caribbean public services unions working for equality and social justice: a feminist perspective

Presenter: *Amilcar Sanatan, social justice advocate and youth leader*

“Yes, I am a Rasta, Socialist, Feminist Caribbean Man. Above all, I am an Artist.”

Amilcar Sanatan is a son of three boys to his beautiful mother, he adds pepper to his food as if his life depended on it and he is a proud descendent of Africans who helped emancipate and abolish slavery.

Blending his spoken word poetry, music and colourful designs, he continues to be an underpaid, undervalued, artist in his homeland.

His dream in life is to be a whole-wheat doubles vendor and he hopes to retire as an umpire for International Test Cricket. Sanatan looks forward to meeting people who were born in the year 2000 because it is easier to work out their age. He also enjoys being a morning person on December 25th and for Jouvert. And lives by his watchwords “Take life a bit easy. Sometimes we take the “L” and the “R” on our headphones too seriously”.

Social protection systems: Policy guidelines, Priority actions

Moderator: *Sandra Massiah*

Discussants: *Bro Dennis de Peiza (CTUSAB), Sis Rachel Roberts (Grenada PWU) and Bro Elroy Boucher (PSU of SVG)*

Related themes:

[Quality public services](#); [Pensions](#); [Social inclusion](#); [SDGs](#); [Universal Social Protection](#); [Corporate power](#)

In this session, we will examine the work at global level on [social protection systems](#).

Since its establishment, the ILO has provided advice, guidance and tools to tripartite partners on social protection. The main instruments are:

1. [Convention concerning Minimum standards of social security, 1952 \(No. 102\)](#); and
2. the [Social Protection Floors Recommendation, 2012 \(No. 202\)](#).

The ILO launched The World Social Protection Report 2017 to 2019 in late 2017. See the [Executive Summary](#).

There is a human right to social security for all. Universal social protection is essential if we want to realise this. It is also a necessity if we truly want to advance social justice, promote inclusive growth, and accelerate progress towards achieving the globally agreed 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs).

This [report](#) gives a global overview on recent trends in social protection systems, including social protection floors. Using new data, it offers a broad range of global, regional and country data on social protection coverage, benefits and public expenditures on social protection.

“The report follows a life-cycle approach, starting with social protection for children, followed by schemes for women and men in working age, including protection in case of maternity, unemployment, employment injury and disability, and those for older persons, including pensions.”

Global Social Protection Week is November 24 to 29, 2019. This event will celebrate 100 years of social protection: the road to universal social protection

In this session we will examine some specific cases in the Caribbean, identifying the challenges, threats and possible outcomes. Discussants will also present their thoughts on strategic approaches to deal with current and future challenges.

See also - [General Survey concerning the Social Protection Floors Recommendation, 2012 \(No. 202\)](#)

A critique of the IMF's new policy framework on social protection

The Global Coalition for Social Protection Floors (GCSPF) has prepared and highlighted a number of [policy considerations](#) that the IMF should take into account in its review of its policy framework on social protection. The IMF's own Independent Evaluation Office and critics have drawn attention to the failures of IMF policies.

ActionAid Primers on Social Protection

These papers are excerpts from ActionAid's preliminary report, Youth, Gender and Social Protection: Rebuilding Systems for the 21st Century. Social protection is intended to enable young people to expand their choices and enjoy their right to self-determination. The existing frameworks for social protection must be radically changed if they are to meet the needs of young."

"The development of international guidelines and recommendations in the context of the ILO and the SDGs provide guidelines for national social protection floors, and provide a basis for designing programmes tailored for young people."

"Achieving universal social protection floors is a basic minimum to ensure social justice. But even that requires action on multiple fronts, not only economic policy, but also the elimination of social discrimination and exclusion against disadvantaged groups, such as racial and indigenous minorities, people with disabilities, migrants and refugees, LGBTQIA+ and non-binary people. Understanding social protection as a transformative economic and political project to realise the right to self-determination is key to its success. It cannot be emphasised enough that social protection and social security are rights, not charity or handouts. They are universal, indivisible, interrelated and inalienable according to international law."

We must recognise and accept that Social Protection is part of an agenda for social, economic, gender and ecological justice. It is not a system to simply make the status quo/ the current situation more tolerable for the poor.

See the primers prepared by Action Aid on [youth, gender and social protection](#).

Some questions for the discussants

1. What is your union's report card on Universal Social Protection in your country?
⇒ What are the burning issues?
2. What are some of the more recent demands from the International Financial Institutions (IFIs) and national governments? What is the rationale for their prescriptions?
⇒ What is your analysis of the impact on workers and those living in the country?
3. What are you aiming for? What have been the results thus far?

4. What are the biggest challenges that you face in your struggle?
5. What do you think you need in order to win your struggles?

Human and Trade Union Rights

Moderator: *Sandra Massiah*

Discussants: *Sis Linda Bogle-Mienzer (Bermuda PSU), Bro Yvel Admettre (CTSP Haïti), Sis Dareth Obermayer (PSU of Belize)*

Related themes:

[Social Inclusion](#); [SDGs](#); [Populism](#); [Multilateralism](#); [Decent work agenda](#); [ILO Labour standards](#)

The PSI's PoA identifies that violations of trade union rights are increasing and must be resisted. These attacks constitute fundamental and existential threats to the [human rights](#), dignity and economic interests of our affiliates and their members. They also undermine democracy and the provision of QPS. While we continue to have successes in defending human and trade union rights, we have to find better ways to defend our affiliates and their members.

We will continue **fighting erosions and violations of trade union rights** and defend trade unionists imprisoned or persecuted for trade union activity by pressuring governments and employers using all available tools including the media, ILO, national and international actions. We will always seek to negotiate and promote social dialogue. We will integrate trade unions rights work into each sector workplan.

This means that at a time when the ILO is under attack by corporate power, we will defend the ILO, its tri-partite foundations and its authority as the only legitimate international body with a mandate to deal with labour issues. At the ILC we will focus on standard setting and the [Committee on Freedom of Association \(CFA\)](#). Priorities include: Conventions [151](#) and [154](#), and work on a [new convention on violence in the world of work](#), and a new convention on whistleblowing.

We will continue the struggle for equal opportunities for all and the elimination of discrimination, and will follow up on the implementation of Conventions [100](#), [111](#), [156](#) and [183](#). We will defend the right to strike at the ILO, in national and international jurisprudence and legislation. This means that we will build capacities to ensure that affiliates are well prepared to support this work.

Human Rights

The aim of human rights instruments is the protection of those vulnerable to violations of their fundamental human rights. There are particular groups who, for various reasons, are weak and vulnerable or have traditionally been victims of violations and consequently require special protection for the equal and effective enjoyment of their human rights.

The Committee on Economic, Social and Cultural Rights (CESCR) has repeatedly stressed that the [ICESCR](#) is a vehicle for the protection of vulnerable groups within society, requiring states to extend special protective measures to them and ensure some degree of priority consideration, even in the face of severe resource constraints.

There are 12 listed vulnerable groups:

- women and girls
- children
- refugees
- internally displaced persons
- stateless persons
- national minorities
- indigenous peoples
- migrant workers
- persons with disabilities
- elderly persons
- HIV positive persons and AIDS victims
- lesbian, gay and transgender people

DGB-PSI Project

The themes of the DGB project are especially important in this discussion: LGBTQI, racism and xenophobia, and discrimination against young workers. The project builds the capacities of participating affiliates to use international instruments to fight discrimination at all levels.

In this session, we will take a look at the UN systems and the ILO supervisory mechanisms and how unions can use these instruments to monitor situations and make reports on violations and infringements of human and trade union rights. Equally important, unions can use these mechanisms to and make representation on behalf of those affected and fight their cases.

The discussants will focus especially on infringements of trade union and human rights in their countries. Discussants will highlight the actions taken by their unions, and the lessons learnt.

A Healthy Caribbean: Health and Social Services

Moderators: *Sis Winnifred Meeks (JALGO), Sis Rose Felix (DPSU)*

This is an important sector in PSI Caribbean. Globally, the sector represents 8 million of PSI's members. The vast majority of workers in the HSS sector are women. It is the sector that will require increased workers in order to fulfill the worldwide demand. The challenges are great. At the same time, the opportunities are even greater and public services trade unions have a critical role in representing the interests of the health workforce while at the same time advocating for improved health outcomes.

*The moderators will present the work of the Steering Group, its focus/priorities. The discussion will also provide opportunities for SUBRAC members to **highlight issues** and **make recommendations**.*

Related themes:

[SDGs](#); [Decent work](#) agenda; [Health and Safety](#); [Violence and harassment in the world of work](#); [Standard setting discussion at 108th ILC](#)

Among other things, the discussion will highlight:

- The Revised ToR of the Steering group
- The members of the Steering Group and their roles (be specific)
- Global issues on Health and Social Services (see [PSI's webpage on Health and Social Services](#))
- The main areas/focus of work for 2019/2020

SUBRAC nomination(s) to the [regional conference \(IAMRECON\)](#)

1. [Regional Executive Committee \(REC\)](#) (see amended annexes 5 and 8)
2. Regional committees [*Titular and one (1) substitute*] each
 - a) [LGBTQI](#)
 - b) Anti-Racism and Anti-xenophobia
 - c) [Persons with disabilities](#) (*tbc*)

The regional conferences for the Americas, Asia Pacific and Africa and Arab countries are being held this year. The Inter-American Regional Conference will be held in Buenos Aires June 24 to 28.

Regional Executive committees (RECs) are governance bodies and comprise:

- a) “two titular representatives from each of the regional sub-regions (see Annex 12, “List of PSI regions and sub-regions”).
- b) one titular representative from any affiliate with more than 500,000 paid-up members;
- c) two titular members representing young workers of the whole region, who shall be less than 30 years old at the time of election and come from different sub- regions;
- d) the President, the General Secretary and the respective Regional Secretary shall be ex officio members.

There is an elected substitute for each titular member. The substitute is entitled to act as a titular member at regional executive committee meetings and has a voting right, only in the absence of the respective titular member. A 2nd substitute may be named.

Guidelines, rules, administrative arrangements, and any other responsibilities for each such regional executive committee are in Annex 8, “Internal rules of regional bodies” of the [Constitution](#). The November 2018 Executive Board meeting approved the amendments to Annexes 5 and 8. The latter provides the internal rules of the regional bodies and guidelines for the elections at the regional conferences (pp 23 to 28).

Nominations and voting require that the affiliates nominated and voting must be in good financial standing (up-to-date with affiliation fees, including 2018).

Since 2006/2007, the sub-region has used a set of guidelines to manage the election process. The SUBWOC may wish to use these guidelines to nominate its representatives to the IAMREC and regional committees.

Annex

The Future of Public Services in the Caribbean

At the 104th session of the ILC (2015), the Director General’s report was on “[The Future of Work Centenary Initiative](#)”.

Since then, the ILO has organised a number of consultations throughout the world. The [Caribbean Future of Work Forum](#) was held in February 2017 in Jamaica.

Through the [Caribbean Leadership Project](#) much work has been done on building transformational leadership skills in the public services of various countries in the Caribbean.

And more recently, [the CARICAD](#) has worked on a [Charter for Caribbean Public Services](#) that deserves greater attention from public services unions in the sub-region. Our initial discussions with affiliates just looked at the surface of the issues. It is now time to dig deeper and explore what kind of future for Caribbean public services. The [Implementation Guide](#) is a document that requires critical analysis by Caribbean public services unions.

There is lots of talk about robotics, and technology (à la Amazon) that seem to be on everyone’s mind, but we have to create our future. We may use some of these new ideas, but we in our countries of the Caribbean have to create the future we want and this means using our unique experiences and lessons learned to have a hand in creating the jobs we want that contribute to the future we want.

Think piece – What is the future for public services in the Caribbean?

Public services are diverse and can include the arts and culture, transportation, airlines, air traffic control, banking, food subsidies, forestry, prisons, telecommunications, extractive industries ...

“Public services are those which are universally provided to the public and available equally to all; they affect life, safety and the public welfare and are vital to commercial and economic development; they involve regulatory or policy-making functions; the service is incompatible with the profit motive or cannot be effectively or efficiently delivered through market mechanisms.”

Our experiences in the Caribbean clearly point to and demonstrate the **value of public services**. Public services transformed the quality of life for many in the post-colonial period. After independence these public services (taken for granted by many) created a strong middle-class. The underlying principles for modern public services are mutual support across all communities and shared social objectives.

Communities expect more from less

Budget constraints are driving a push for efficiency gains and rationalisation of both services and service providers. However, the expectations of customers are only increasing. More than ever, public sector organisations need to demonstrate the value they offer and become truly customer centric.

This is not always easy. Legislation or regulation may oblige public sector organisations to act, but is often silent on the outcomes being sought. This can create confusion around what services are provided, the levels of such services and who should pay.

The neoliberal agenda and public services

In the current global context which is dominated by market ideology, there is a significant shift in the nature of the state based on pro-market neoliberal principles. Characterised by the primacy of market forces and the adoption of market-driven policies and programs, the role of the public service has also changed in terms of an increasing concern for streamlining public sector activities, enhancing economic efficiency and improving customer satisfaction, as well as other areas. A key question: what are the socio-political consequences of this changing role, especially in developing countries of the Caribbean?

“In recent years, the role of the public service has undergone significant changes due to the contemporary transition in the nature of the state based on neoliberal beliefs in market-led policies and reforms. As some scholars observe, the emergence of such a neoliberal state—often viewed as the market state or competition state—has led to a corresponding shift in the nature and role of its public service (Ainley, 2004; Bobbitt, 2002; Pownall, 1999). These new directions in the formation of the state and the role of public service emerged largely in developed capitalist nations with diverse catchwords, such as “reinventing government,” “good governance,” “entrepreneurial government,” and so on (O’Flynn, 2004; Pownall, 1999). Under these major initiatives for transforming the system of governance in these countries, the public service has gone through significant reforms based on the principles and standards of business management, which are encapsulated as the so-called New Public Management or NPM.”

The common features of this NPM model of public service include the downsizing of public sector, privatisation and deregulation, outsourcing and public-private partnerships, and customer

Is there still a public sector ethos in the Caribbean?

What is the role of the state in Caribbean societies?

How valuable is the state in the Caribbean setting?

Especially in times of crisis we need public services. High quality public services are key to strong sustainable societies. They provide opportunities for growth and development. They are key to the achievement of the [Sustainable Development Goals](#) (SDGs) and the [SAMOA](#)

[Pathway](#)⁷ as well as the realisation of the goals contained in global agreements made in late 2015 and 2016. ([The Addis Ababa Action Agenda](#) and the [Paris Climate Change Agreement](#)).

The future of public services

Throughout the Caribbean, there is the urgent call to “transform the public sector” to “modernise” the public sector and there have been many attempts to do so over the years. The incomplete processes have in many cases created fear, and there is a lack of trust, as workers in many ways feel targeted and that their jobs are threatened. Current discussions in the sub-region on the Future of Work⁸, initiated through the [ILO’s seven Centenary Initiatives](#), bring into sharp focus for many what needs to be done to create the kind of future that we want.

As Caribbean policy-makers seek to reverse the low growth and high debt situation, productivity comes into stark focus. Given the fact that governments in the region are the largest employers, then the public sector is called upon to play its part. But how do we measure productivity in the public sector?

Undoubtedly, public services cannot be unchanging. They need to deal effectively with a constantly and rapidly changing environment. Some changes are as a result of changing politics: fewer resources as a result of reduced financial resources; the current crises and policies of global institutions that impose their will on regional institutions and local governments. Some changes are also internal: some services may be ineffective or badly managed; the presence of corruption; or political interference in regulatory functions. Undoubtedly, we all have a vision of prosperity in our various countries and a prosperous Caribbean. That vision must speak to the development and maintenance of equitable societies, the improvement and expansion of quality public services, and the further promotion of sound democratic traditions. What will the public service of the 21st century look like? What do **you** want it to look like?

*Charter for Caribbean Public Services and the Implementation Guide*⁹

More recently, the Caribbean Centre for Development Administration (CARICAD) has drafted a [Charter for Caribbean Public Services](#). According to Charley Browne, Director of the Office of Public Sector Reform in Barbados,

⁷ The SIDS Accelerated Modalities of Action (SAMOA) Pathway/Action Platform was developed to support the follow up to the Third International Conference on Small Island Developing States (SIDS Conference),

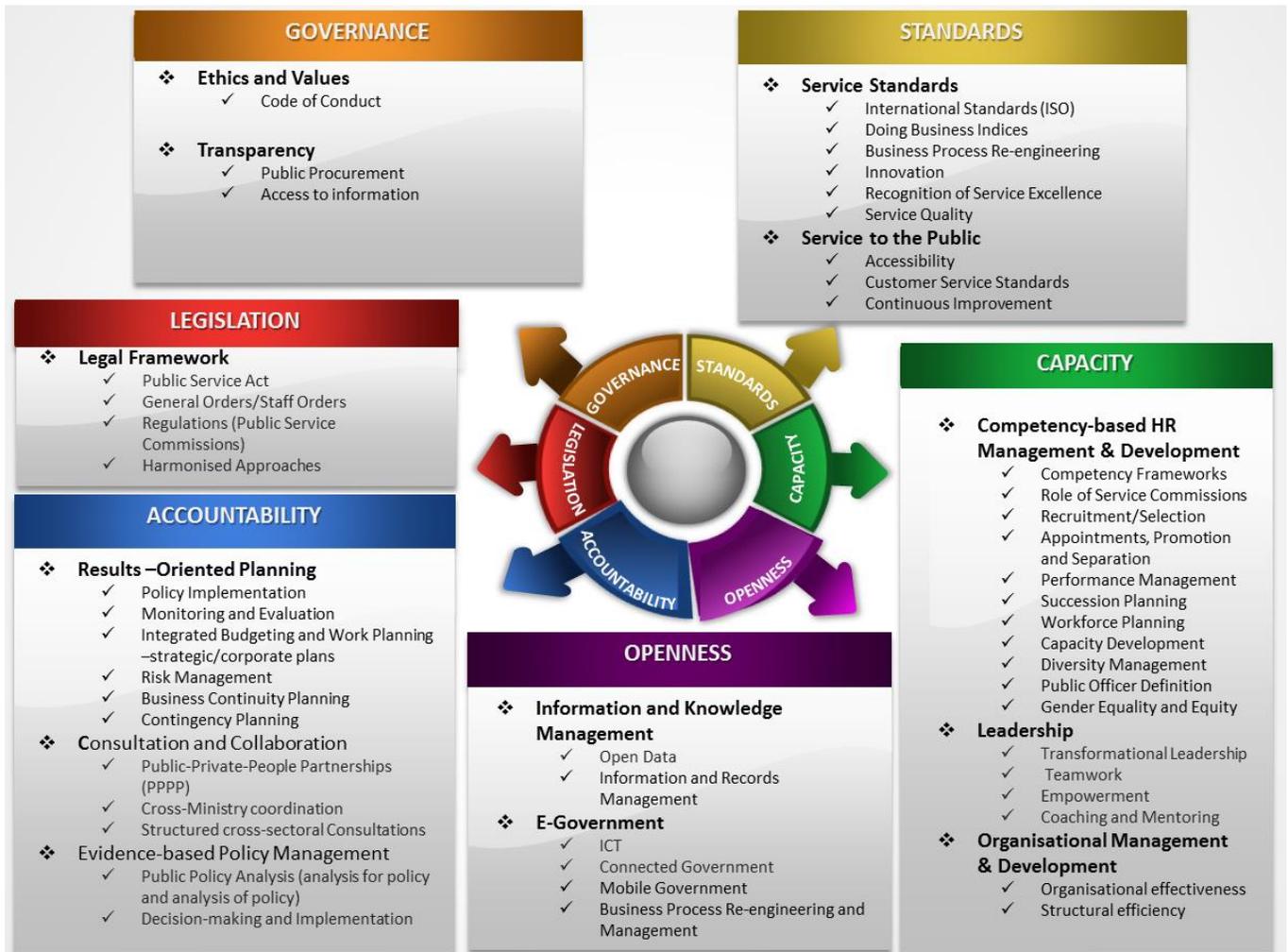
⁸ See the Report on the Caribbean Future of Work Forum held in Kingston, Jamaica on February 22, 2017 - http://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/---sro-report_of_spain/documents/meetingdocument/wcms_550131.pdf

⁹ The two documents are available for download at <http://www.caricad.net/index.php/resources/>

“It establishes a general framework of guiding principles, policies and management mechanisms, reflecting a common commitment of the public services of the Caribbean region. It is intended to serve as a catalyst for the reform, modernisation and transformation of national public sector entities within the context of the country’s realities and priorities.”

The Charter has six (6) Pillars, thirteen (13) Core Principles and fifty (50) Strategic Priorities.

Will this lead to greater productivity in the public sector?



The [Public Service of the Future as seen by the UNDP](#)¹⁰ is dramatically different from what we are accustomed. And it promotes that neoliberal agenda that suggests that government should serve as a platform rather than deliver services.

Public funding/tax justice

There is an urgent need to stop corporate tax dodging. This missing money is key to the problems with finding the resources to fund public services.

Around the world, PSI is calling for public country-by-country reporting to increase tax transparency, protection for whistleblowers who expose abuses, the establishment of a UN global tax body to set global tax standards and monitor shady capital flows and a minimum corporate tax rate to stop the race to the bottom.

[Estimates](#) put the total amount in offshore tax havens at over \$20tn (£15.8tn). Economist Jeffrey Sachs [calculated](#) the total cost of ending extreme poverty worldwide would be a fraction of this amount – around \$3.5tn (£2.8tn).

Many are beginning to see, and expose, the fact that corporate profits have soared since governments bailed out the banks and other large companies. Yet many of our governments are struggling to properly fund schools, health, housing, infrastructure, social services and other valuable public services. And the result is that everyday citizens have once again to shoulder the burden.

<http://www.world-psi.org/en/23-june-want-fund-better-public-services-end-corporate-tax-dodging-0>

Some questions

- Having examined the documents, what is missing? What more do you need to connect with the Charter and the Guide?
- What is your analysis and reaction from a sectoral perspective? For example, how will this work in the health and social services sector, or the education sector, or the justice sector, or the municipal/local government sector?
- What is the capability of the civil/public service in your country? How would you describe it?
- What is your understanding of staff skills in the public service? What is missing?
- Where are the people? What is the people strategy?
- Can you describe your vision of the future public service in your country? Give soe examples of one or two ministries or departments

¹⁰ UNDP working paper, “Work in the Public Service of the Future”
http://www.undp.org/content/dam/undp/library/capacity-development/English/Singapore%20Centre/WorkingPaper_Work-PS-Future.pdf

Some other resources

- Public sector reform and demand for human resources for health (HRH) - <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC538275/>
- The road ahead for public service delivery, PwC - https://www.pwc.com/gx/en/psrc/pdf/the_road_ahead_for_public_service_delivery.pdf
- PSI's website page on Quality Public Services - <http://www.world-psi.org/en/issue/quality-public-services>
- PSI's website page on privatisation - <http://www.world-psi.org/en/issue/privatisation>
- PSI's website page on public funding/taxation - <http://www.world-psi.org/en/issue/public-fundingtaxation>



Public Services International
Internationale des Services Publics
Internacional de Servicios Públicos
Internationale der Öffentlichen Dienste
Internationell Facklig Organisation för Offentliga Tjänster
國際公務勞連

“Defending a strong democratic state and an inclusive society, committed to ensuring gender equality, respect and dignity for all, economic development for the benefit of all, redistribution of wealth and strengthened workers’ power, will be our objectives for the next five years.”