



**THE ILO DECENT WORK TEAM AND
OFFICE FOR THE CARIBBEAN**

in collaboration with

THE GOVERNMENT OF BARBADOS



International
Labour
Organization



1919-2019



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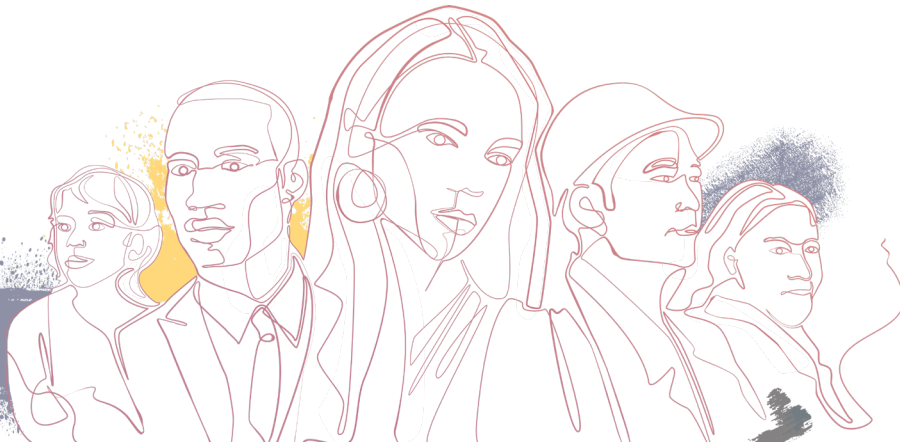
1919-2019

**11TH ILO MEETING OF
CARIBBEAN MINISTERS OF LABOUR**

SHAPING A BRIGHTER FUTURE OF WORK FOR THE CARIBBEAN

Leanna Room, Accra Beach Hotel and Spa
14 May 2019, 9:00 a.m.

OPENING CEREMONY PROGRAMME



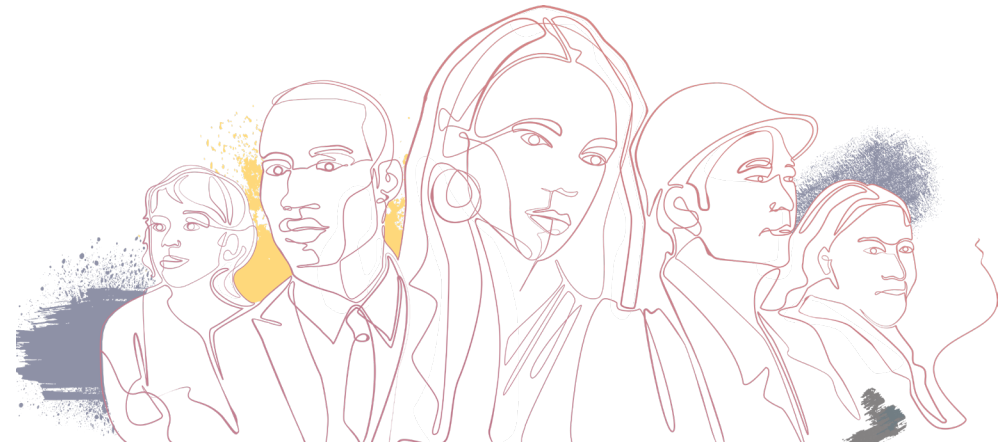
Celebrating the **50th** Anniversary of the ILO Caribbean Office

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Celebrating the **50th** Anniversary of the ILO Caribbean Office

The National Anthem of Barbados

Master of Ceremonies:
Mrs Claudette Hope-Greenidge
Deputy Chief Labour Officer
Labour Department, Barbados

Opening remarks

The Hon. Colin Jordan
Minister
Ministry of Labour and
Social Partnership
Relations, Barbados

Remarks

Mr Guy Ryder
Director-General
International Labour
Organization

Barbados cultural
event

Coffee break



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11TH ILO MEETING OF CARIBBEAN MINISTERS OF LABOUR



The 19th and 20th ICLS resolutions and implications for future of work

Diego Rei

Employment and labour market specialist.

DWT for the Caribbean

What we had ICSE-93

- 2 Substantive Groups (based on economic risk)
- 6 categories

Paid employment jobs	Self-employment jobs	
1. Employees	2. Employers 3. Own-account workers 4. Members of producers' cooperatives 5. Contributing family workers	6. Workers not classifiable by status

What we have

ICSE-18 and ICsaw-18 (integrating 19th ICLS)



A new framework to monitor changes in employment arrangements taking place in many countries. Specifically:

Uncertainty about the boundary between self-employment and paid employment

Non-standard employment arrangements: 'dependent' contractors, short-term and zero hours contracts etc.

2 Classification criteria: type of authority that the worker is able to exercise in relation to the work performed and the type of economic risk to which the worker is exposed

Classification of status based on the type of economic Risk (ICSE-18-R)

2 Substantive Groups (based on economic risk, analogous to self-employment and paid employment)

10 categories

Workers in employment for profit

Independent workers in household market enterprises

- Employers in household market enterprises
- Own-account workers in household market enterprises without employees

Dependent contractors

- Dependent contractors

Contributing family workers

- Contributing family workers

Workers in employment for pay

Owner-operators of corporations

- Employers in corporations
- Owner-operators of corporations without employees

Employees

- Permanent employees
- Fixed-term employees
- Short-term and casual employees
- Paid apprentices, trainees and interns

Classification of status based on type of Authority (ICSE-18-A) and its extension (ICSaW-18)

2 Substantive Groups (based on degree of authority)
10 categories

Independent workers

Employers

- Employers in corporations
- Employers in household market enterprises

Independent workers without employees

- Owner-operators of corporations without employees
- Own-account workers in household market enterprises without employees

Dependent workers

Employees

- Permanent employees
- Fixed-term employees
- Short-term and casual employees
- Paid apprentices, trainees and interns

Dependent contractors

- Dependent contractors

Contributing family workers

- Contributing family workers

Dependent contractors definition

Workers who have contractual **arrangements of a commercial nature**:

Their dependency may be of an operational nature, through organization of the work and/or of an economic nature such as through control over:

- access to the market
- the price for the goods produced or services provided
- or access to raw materials or capital items

The economic units on which they depend may be market or non-market units and include corporations, governments and non-profit institutions which:

- benefit from a share in the proceeds of sales of goods or services produced by the dependent contractor,
- and/or benefit when the work performed by dependent contractors may otherwise be performed by its employees.

The activity of the dependent contractor would potentially be at risk in the event of termination of the contractual relationship with that economic unit

Dependent contractors; examples

Hairdressers who ‘rent’ a chair in a hairdressing salon

- Purchase their materials (shampoos, dyes etc.) from the salon owner
- Owner decides on the price of the services.
- Receive payment from their customers but must pay a portion of that to the salon owner.

Vehicle drivers who works for a transport company but are considered by the company as self-employed

- Transport company provides work and determines the payment
- But takes no responsibility for workers’ compensation insurance, taxes and social contributions,
- or to ensure that the hours worked by the driver fall within the legal limits for professional drivers.

Waiters paid only by gratuities

- Restaurant owner provides capital/working environment to perform work and nothing else

Workers who are paid only by piece or commission AND do not benefit from social security paid by the economic unit paying for their work

A vibrant sunset sky with a bright sun, lens flare, and colorful clouds. The sun is positioned in the upper left quadrant, casting a strong lens flare across the sky. The clouds are a mix of deep reds, oranges, and yellows, with a white cloud layer at the bottom. The overall scene is warm and celebratory.

Thank you

11TH ILO MEETING OF CARIBBEAN MINISTERS OF LABOUR



CARE WORK AND CARE JOBS FOR THE FUTURE OF DECENT WORK

Maria Arteta

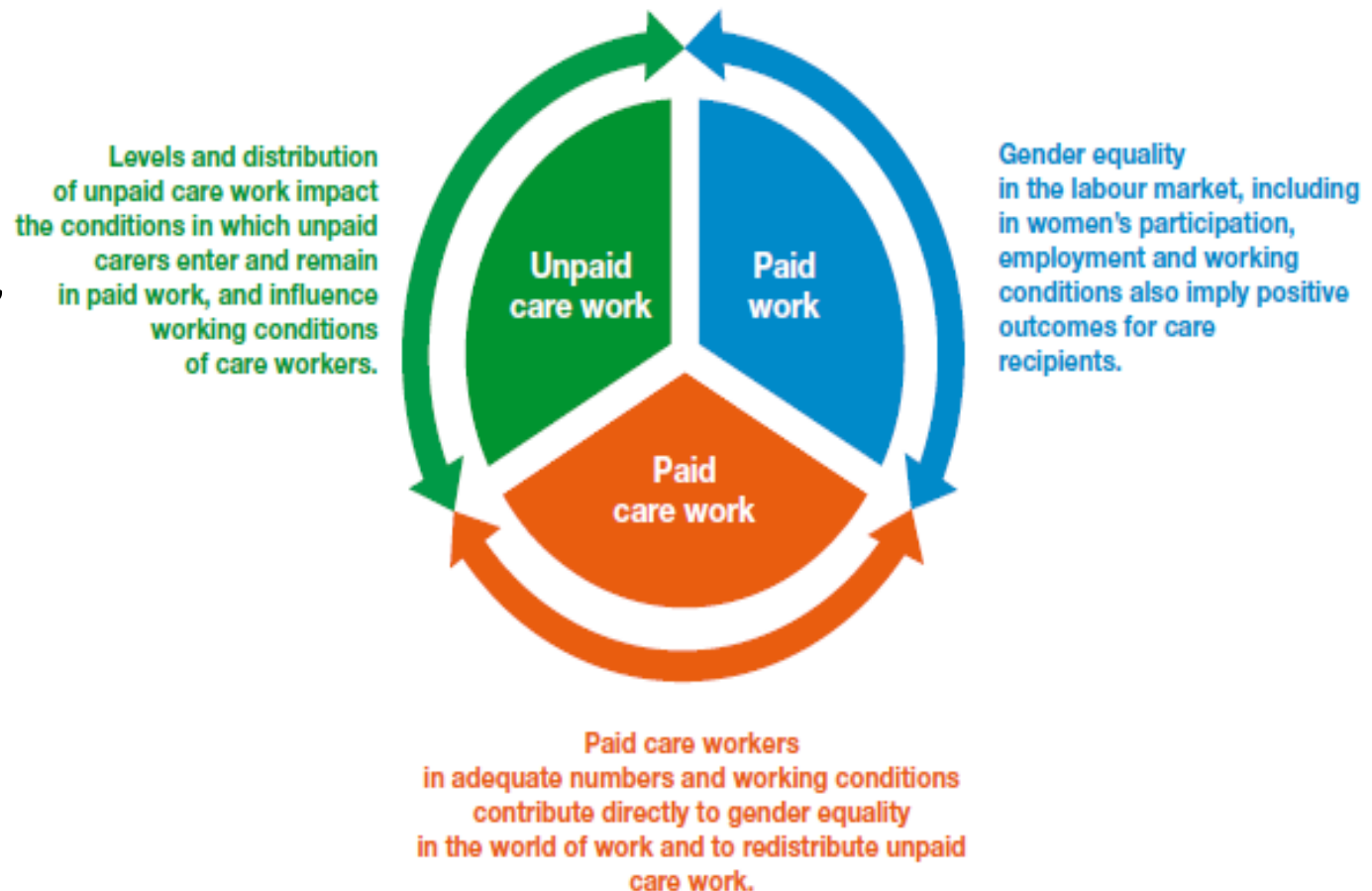
Gender and Non Discrimination Specialist

ILO San Jose

Definitions

- What is care work?
 - Direct personal care and indirect care activities (housework)
 - Unpaid and paid care work
 - Unpaid carers provide care, support and household work within households or in the community, with no monetary reward.
- Who are the care workers?
 - Care workers and non-care workers in care sectors:
 - Health and social work
 - Education
 - Care workers in other sectors
 - Domestic workers

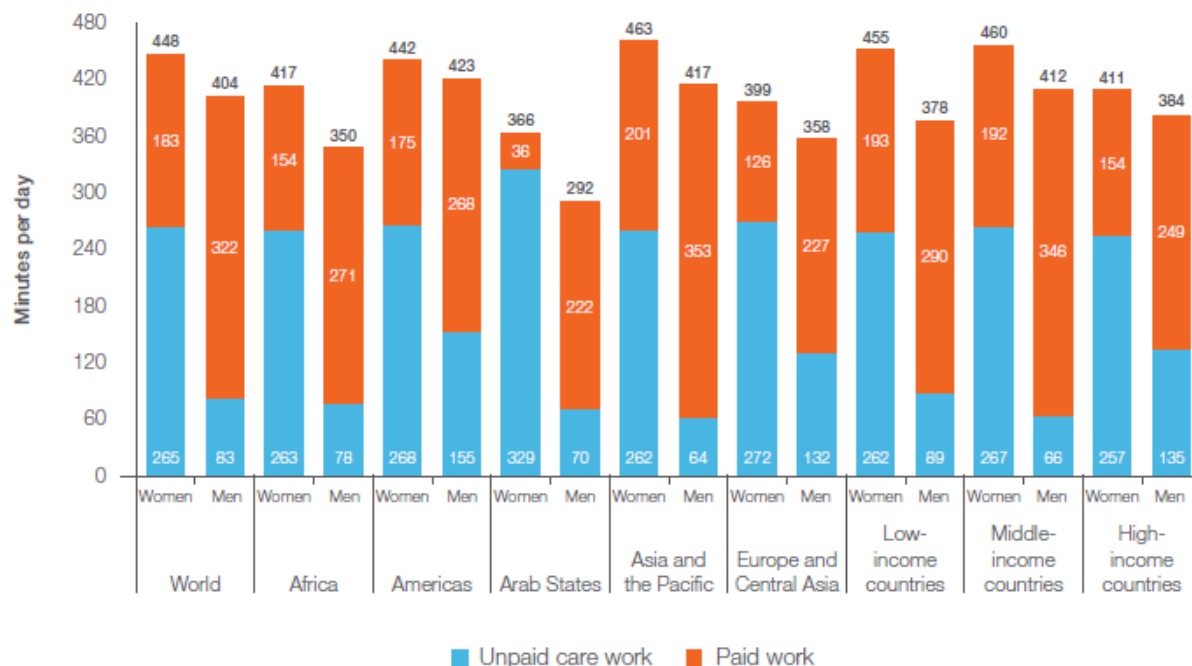
Figure 1.1. The “unpaid care work–paid work–paid care work circle”



Source: Authors' illustration.

Women perform 76.2 per cent of the total amount of unpaid care work, unrecognized

Figure 2. Time spent daily in unpaid care work, paid work and total work, by sex, region and income group, latest year



Note: See Chapter 2, figure 2.8 (64 countries).

Source: ILO calculations based on Charmes, forthcoming (see full report).

Unpaid carers meet the large majority of care needs across the world.

In 2018, 16.4 billion hours are spent in unpaid care work every day. This is equivalent to 2.0 billion people working eight hours per day with no remuneration.

Were such services to be valued on the basis of an hourly minimum wage, they would amount to 9 per cent of global GDP, which corresponds to US\$11 trillion, PPP (purchasing power parity 2011) in 2016.

In 2013, land-marking international labour statistic standards set out that unpaid care is work

Demand for paid care work is rising but there are decent work deficits for care workers



- Changes to family structures, high or unfavourable care dependency ratios and the increase in women's employment.
- In 2015, **2.1 billion people** were in **need of care** (1.9 billion children under the age of 15, and 0.2 billion older persons). By 2030, this number is predicted to increase by 200 million, including 100 million older persons.
- Currently, an estimated 110–190 million people with disabilities could require assistance throughout their entire lives.
- **Working conditions** of paid care workers are poor.
- Policy really does matter in determining the level of employment, working conditions, pay and status of care workers.
- The existence and representativeness of workers' organizations covering care workers, as well as the coverage of social dialogue mechanisms, including collective bargaining, also play an important role.

Investment in care policies jobs makes sense: better educational, health, gender equality and economic outcomes

Care policies allocate resources to recognize, reduce and redistribute unpaid care work in the form of money, services and time.

- **Care services**

- Early childhood care and education, including childcare services
- Long-term care services

- **Care-related social protection transfers and benefits**

- **Labour regulations**

- Leave policies
- Family-friendly working arrangements
- Regulation of domestic workers
- Norms and regulations for paid care workers
- Orderly migration and protection of migrant workers

- **Care-relevant infrastructure**

Figure 6. Public expenditure on selected care policies as a percentage of GDP, and employment-to-population ratio of women with care responsibilities, latest year

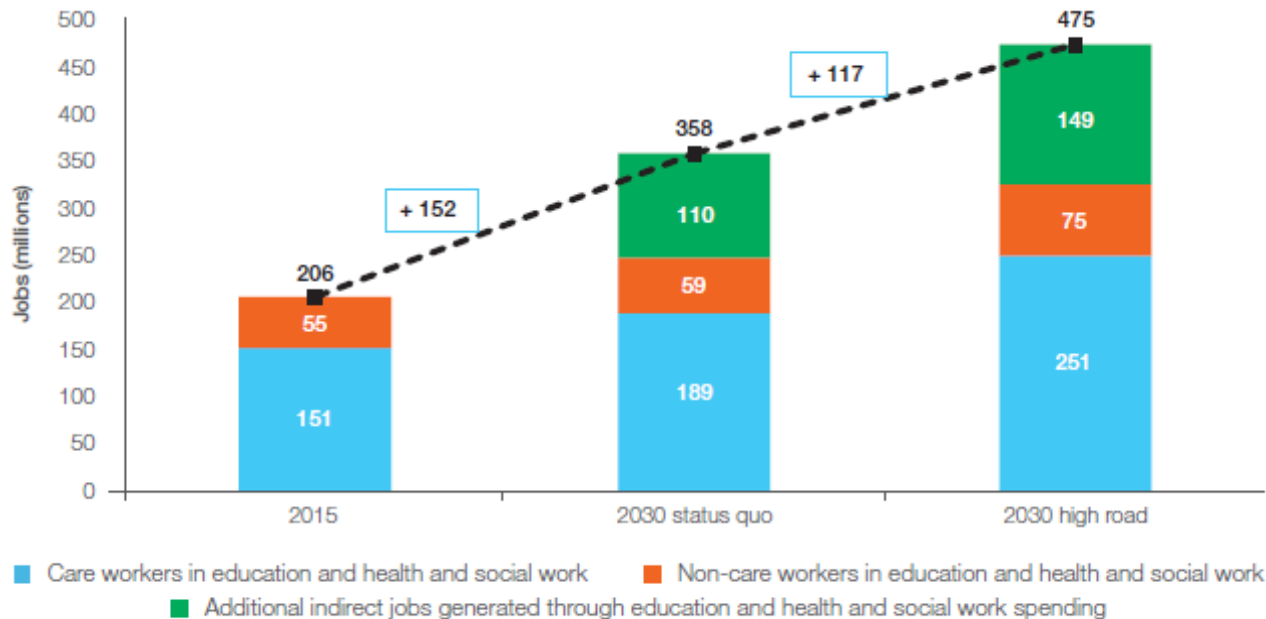


Note: See Chapter 3, figure 3.6. Correlation between investment on care policies and employment-to-population ratio of women with care responsibilities is 0.67. (41 countries).

Source: ILO calculations based on labour force and household surveys data; UNESCO, 2018; ILO, 2017m; OECD, 2017.

Investment in the care economy to achieve the SDGs means 475 million jobs by 2030

Figure 8. Total care and related employment in 2015 and 2030, status quo and high road scenarios



Note: See Chapter 5, figure 5.11 (45 countries). For 2015, ILO calculations based on labour force and household survey microdata.

Source: Ilkkaracan and Kim, forthcoming.

Meeting the SDGs in education and health so as to close the care deficits would result in total public and private expenditures on care service provision of US\$18.4 trillion, corresponding to about **18.3 per cent of total projected GDP** of the 45 countries in 2030.

This job creation potential will be driven by additional **66 million jobs in health and social work** and **54 million jobs in education** compared with 2015 levels. These additional 120 million jobs in the care sectors will in turn generate 149 million indirect jobs.

Recognize, reduce, redistribute, reward and representation - The 5R Framework for Decent Care Work

Main policy areas	Policy recommendations	Policy measures
Care policies	Recognize, reduce and redistribute unpaid care work	<ul style="list-style-type: none"> Measure all forms of care work and take unpaid care work into account in decision-making Invest in quality care services, care policies and care-relevant infrastructure Promote active labour market policies that support the attachment, reintegration and progress of unpaid carers into the labour force Enact and implement family-friendly working arrangements for all workers Promote information and education for more gender-equal households, workplaces and societies Guarantee the right to universal access to quality care services Ensure care-friendly and gender-responsive social protection systems, including floors Implement gender-responsive and publicly funded leave policies for all women and men
Macroeconomic policies		
Social protection policies	Reward: More and decent work for care workers	<ul style="list-style-type: none"> Regulate and implement decent terms and conditions of employment and achieve equal pay for work of equal value for all care workers Ensure a safe, attractive and stimulating work environment for both women and men care workers Enact laws and implement measures to protect migrant care workers
Labour policies		
Migration policies	Representation, social dialogue and collective bargaining for care workers	<ul style="list-style-type: none"> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life Promote freedom of association for care workers and employers Promote social dialogue and strengthen the right to collective bargaining in care sectors Promote the building of alliances between trade unions representing care workers and civil society organizations representing care recipients and unpaid carers

Why should we care about CARE?



- Care work is **vital** to humanity and to economies.
- Quality care is at the heart of development: health, education, economic growth, gender equality- **well being**.
- Major **global transformations are affecting the demand and supply** of both paid and unpaid care work.
- Paid care work is and will **remain an important source of employment**, especially for women.
- Redistribution of unpaid care work is essential **for gender equality** including increased participation of women in the workforce.
- Demand for care is increasing with the **potential of job creation** particularly for women.
- **Transformative care policies yield positive outcomes:** health, economic and gender equality.

THANK YOU!



Find out more about the ILO report

Care work and care jobs for the future of decent work

www.ilo.org/care_economy

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Job Creation and Just Transition towards a Green and Blue Economy

Ana Belen Sanchez
Regional Green Jobs Specialist
ILO

Climate change: Why is a Just Transition to a low carbon and resilient economy so urgent?



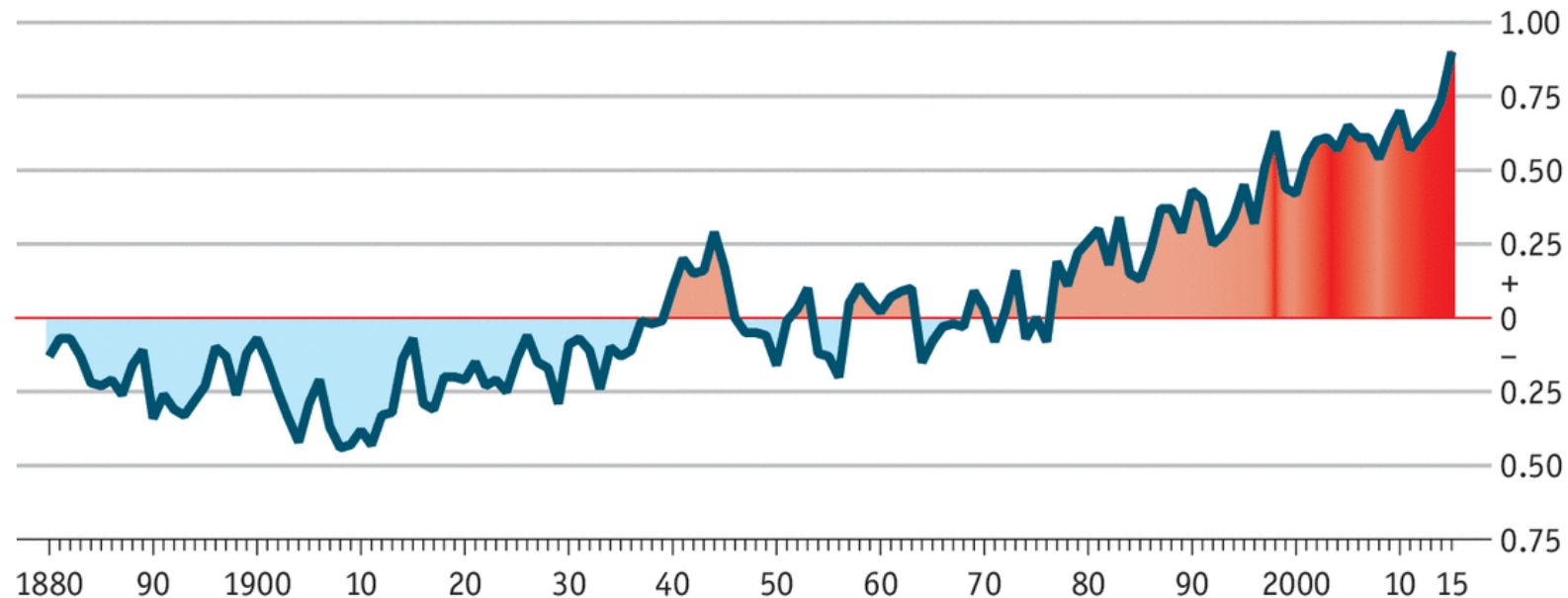
QUESTION:

We all know about climate change and have heard it's caused by us, humanity. But how serious is the problem?

Answer- We only have 7 years to act!

Sizzling

Global surface temperature, deviation from 20th-century average, °C



Source: NOAA

Economist.com

Fact:

Human activities have caused a 1.0°C of global warming already

Challenge to the WoW:

- How to keep creating jobs without increasing global emissions.
- Companies and workers to adapt to increasing climate change impacts
- Social protection systems key to avoid negative impacts of low carbon strategies and to increase country resilience

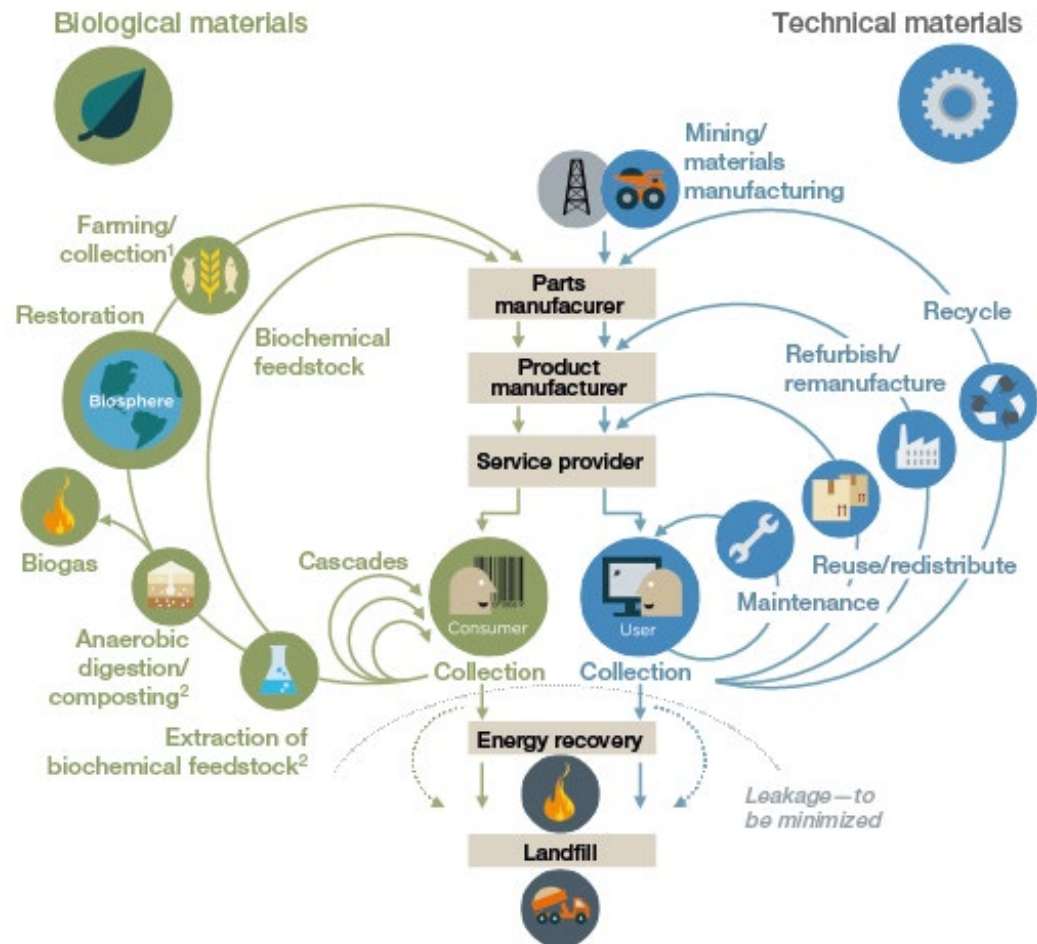
Circular economy as an opportunity to increase competitiveness and go greener

QUESTION:

Our current economies are based on linear thinking: extract-use-waste.

Within this framework, what's the percentage of materials the world re-uses?

Answer- A circular economy to increase competitiveness and create employment



Facts:

- Total material inputs = 90 billion tons/yr, of which **only 9 % recycled back into economy.**
- Current model **leaves too many behind** and exposes future generations to risks and costs of growing environmental and social externalities from over-production and over-consumption
- Economic benefit estimated in **one trillion dollar value**

Challenge to the WoW:

- Create **new business models** along global value chains with a circular economy approach
- **Social dialogue** and collaboration along material flows (beyond paper, card, glass).
- **Training** and capacity development for workers and employers

Promoting a Blue Economy

QUESTION:

Let's talk now about our oceans. Let's see how healthy they are.

What is the level of fish stock that is already fully exploited, overexploited or depleted?

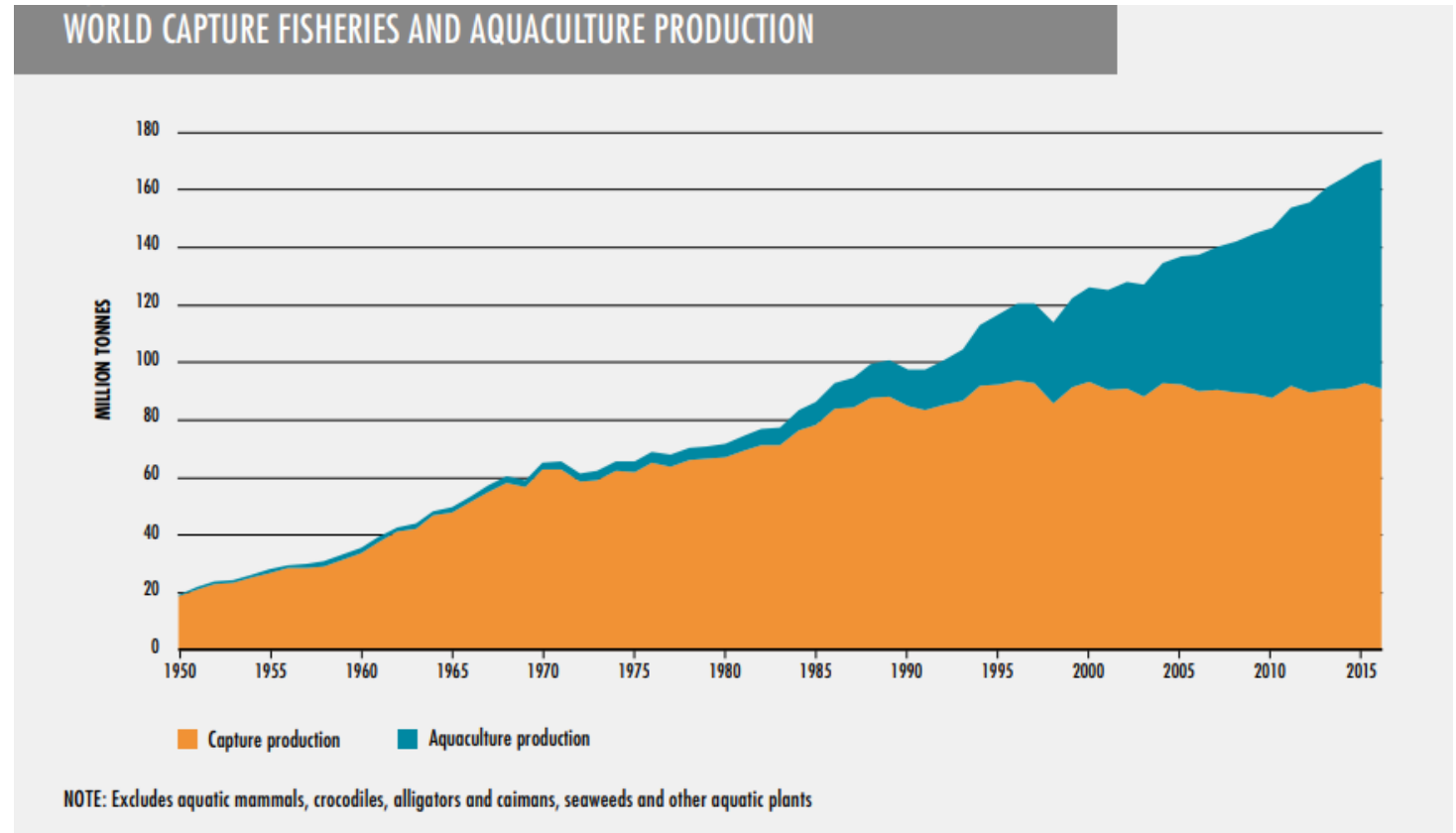
Answer - 90% of fish stock depleted and increasing pollution of oceans

Facts:

- Nearly **90% of the world's marine fish stocks are now fully exploited, overexploited or depleted.**
- About 8 million metric tons of plastic are thrown into the ocean annually .
- **By 2050 there will be more plastic in the oceans than there are fish.**

Challenge for WoW:

- Impacts on economy, on jobs, on poverty, on food security.



The ILO Future of Work Commission on Environmental Sustainability



FoW Commission said:

- The greening of our economies **will create millions of jobs** as we adopt sustainable practices and clean technologies but **other jobs will disappear** as countries scale back their carbon- and resource-intensive industries.
- We need to **seize the opportunities** presented by these transformative changes to create a brighter future and deliver economic security, **equal opportunity and social justice** – and ultimately reinforce the fabric of our societies.

FoW Commission recommendations:

- **Increase transformative investments** in decent and sustainable work, in line with UN 2030 Agenda, that will advance **gender equality** and can **create millions of jobs and new opportunities** for micro-, small and medium-sized **enterprises**.
- Prioritize the **rural economy**
- **Reshaping business incentive structures** for longer-term investment and new measures of country progress to incorporate environmental degradation

Call for Action and Commitment

UN CLIMATE ACTION SUMMIT, 23 SEPTEMBER 2019



Crosscutting commitments:

- **Generating decent jobs, and strengthening climate adaptation strategies and protect workers and vulnerable groups** as part of the social and Political Drivers to advance commitments in areas that affect people's well-being. **Just transition policies** to be developed together with climate strategies.
- **Mitigation Strategy:** to generate momentum for ambitious long-term strategies to achieve the goals of the Paris Agreement.
- **Youth Engagement and Public Mobilization**

Green and Blue Economy: Decent Work Impacts and Solutions



- **New Jobs:** decarbonizing the economy can create at least 24 million new jobs, according to the ILO
- **New skills** are needed (new ILO report 6th June)
 - New skills provision, on-the-job training and apprenticeship programmes
- **Value chain approach:** waste management and recycling, clean energies, energy efficiency, sustainable construction, organic food production, sustainable tourism.
- **Climate change labour impact assessments and social protection**
- **Dialogue and tripartism** for discussion and agreement on the way forward.
- Empowerment and support of workers and employers active in the green economy

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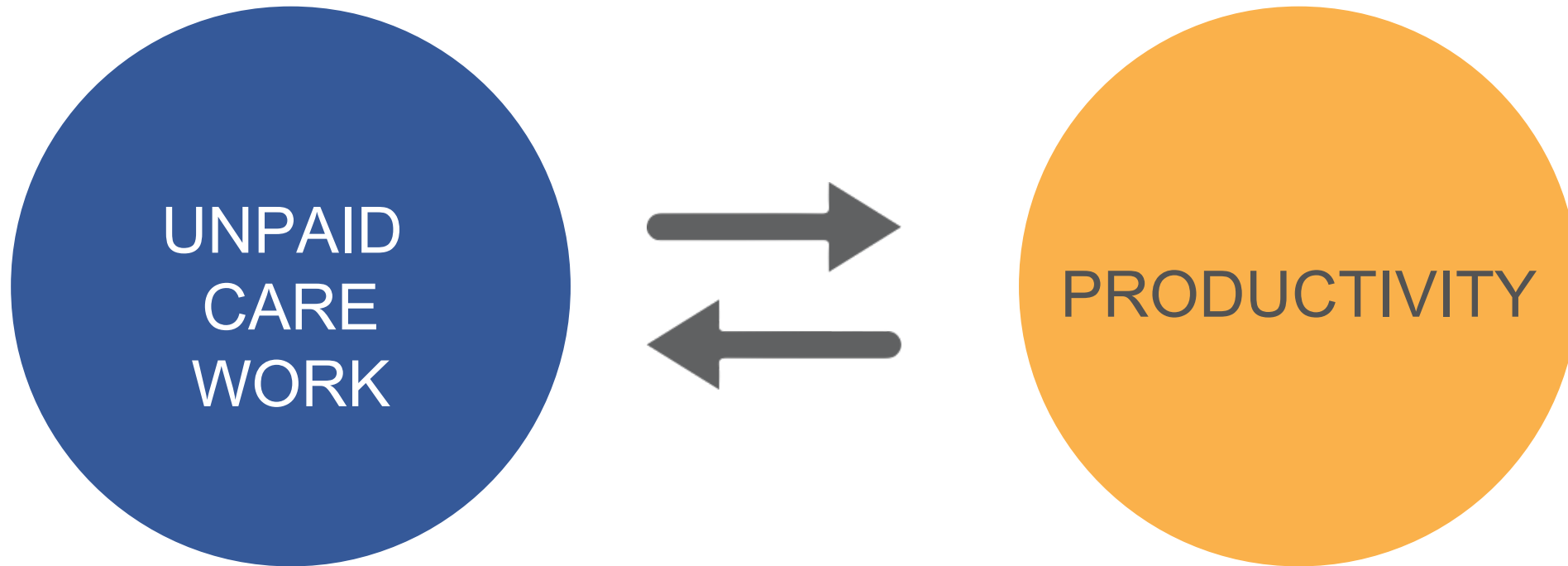
The Care Economy : Opportunities for a Brighter Future for Work in the Caribbean

Diana Thorburn

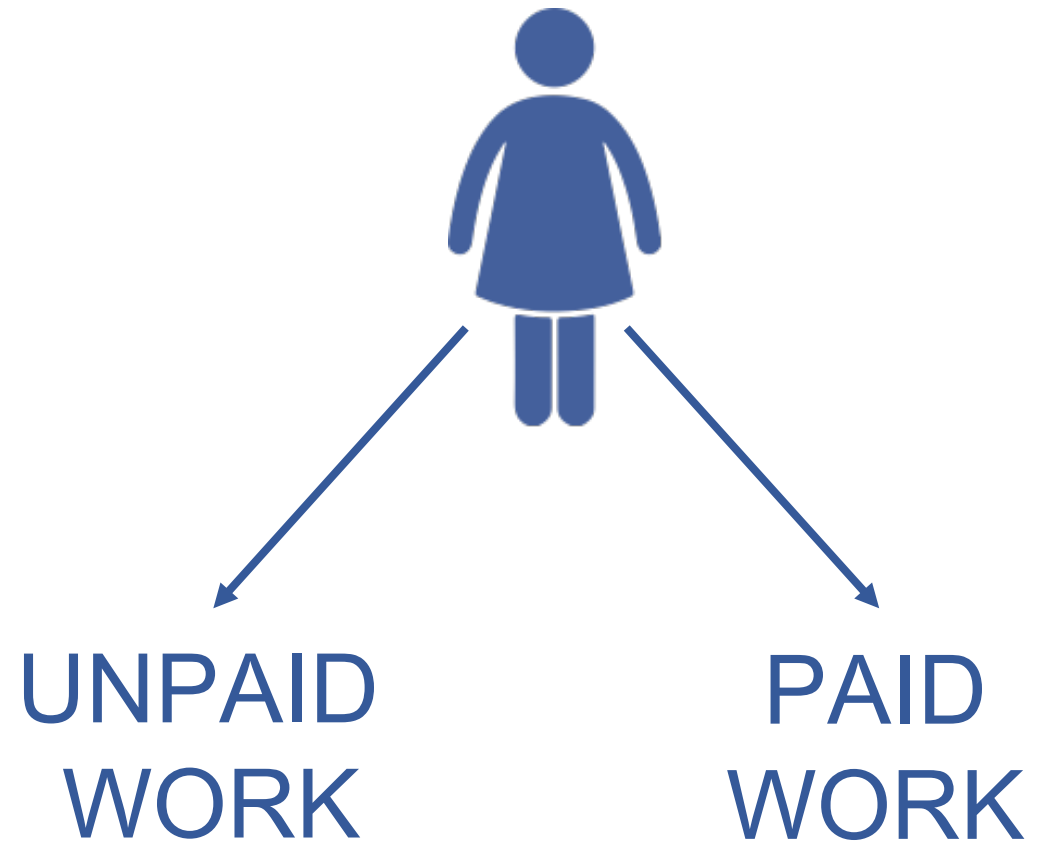
Director of Research

Caribbean Policy Research Institute (CAPRI)

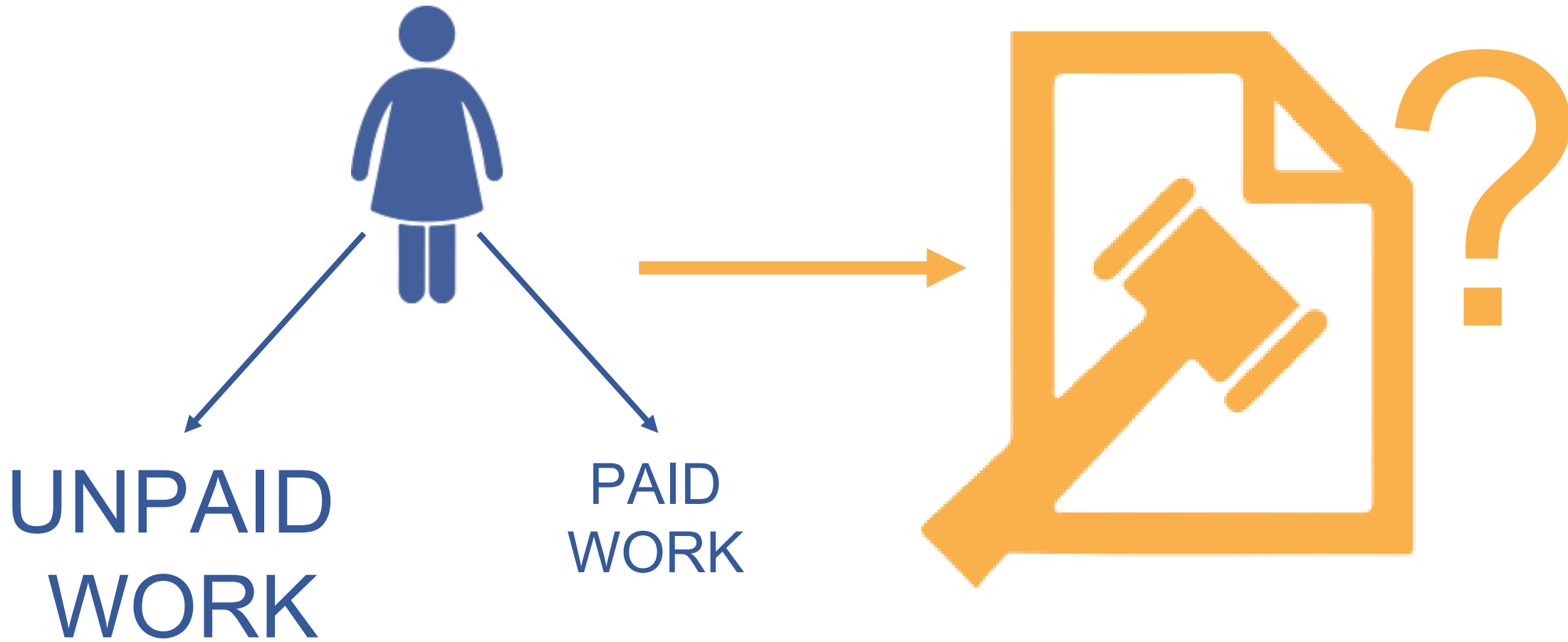
CAPRI's study on the care economy



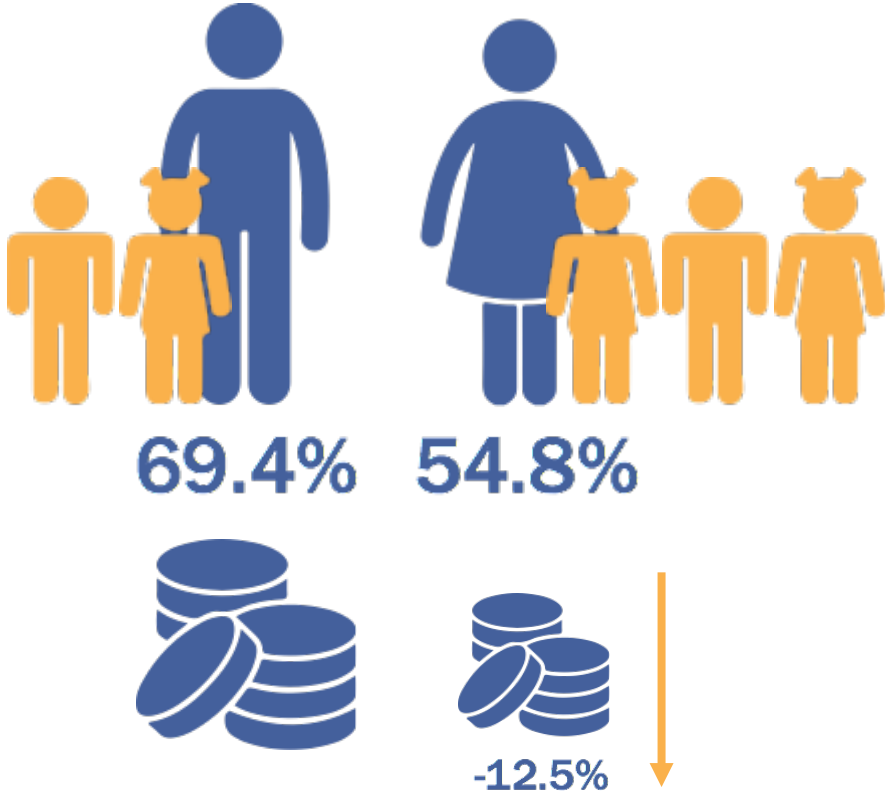
CAPRI's study on the care economy



CAPRI's study on the care economy



What we know



What we know



Time use surveys & the care economy

TARGET **5.4**



**VALUE UNPAID CARE
AND PROMOTE SHARED
DOMESTIC
RESPONSIBILITIES**



TIME USE SURVEY

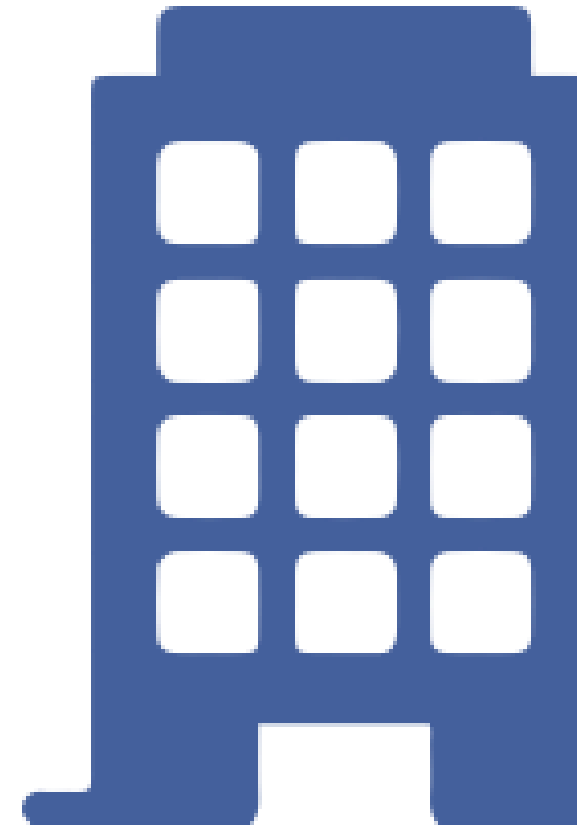
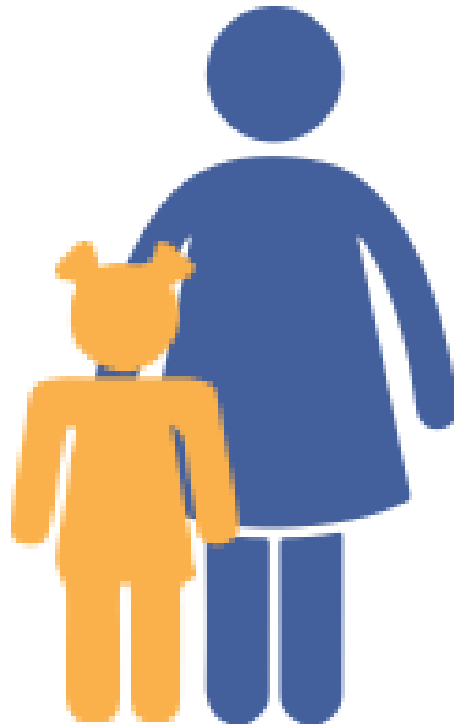
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Findings



- Spend almost half the time spent by males on SNA production
- Spend almost three times the amount of time males do on non-SNA production.
- Spend a large proportion of their productive time on non-SNA production
- Spend most of their time on personal care and maintenance, followed by household maintenance, management and shopping for own household
- Spend more time on unpaid care work the more children and elderly in the household.
- Spend twice the amount of time on unpaid community service/service others than men do.
- Spend twice the amount of time, on average, as men do on learning.
- Spend less time than men on social and cultural activities, but slightly more time than men on mass media
- Spend less time than men engaged in work for establishments.


Supporting workers with care obligations



Supporting workers with care obligations



New & better quality jobs for careworkers

- 
- Formalize existing care services through training and standards
 - Encourage entrepreneurship in the care sector by providing grants and subsidized loans, guidelines, and training

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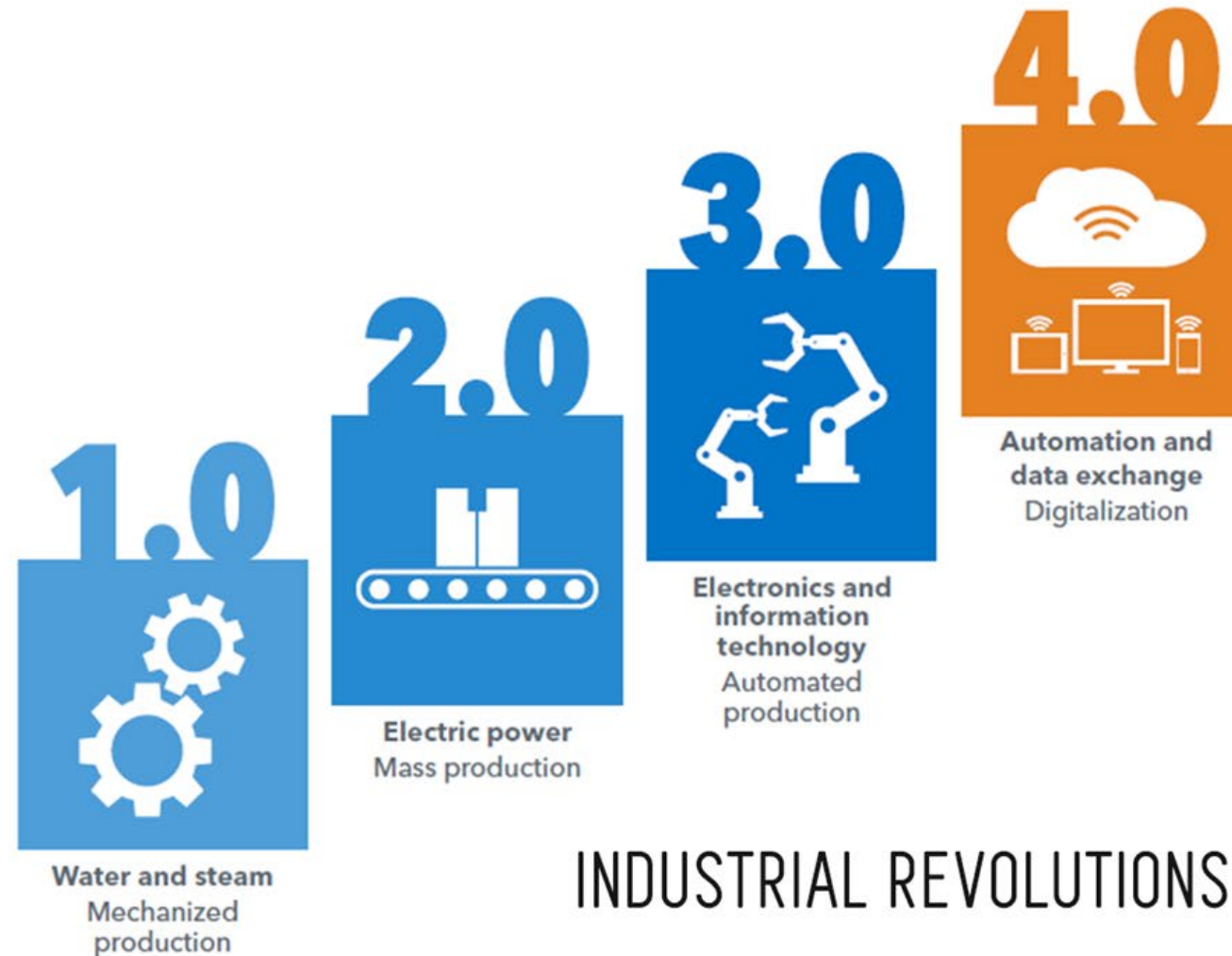
The Future of Job Creation and Decent Work In The Digital Economy

Roland Haggins

CARICOM DIRECTOR, AION FOUNDATION

EXECUTIVE IN RESIDENCE, CAVE HILL SCHOOL OF BUSINESS, UWI

Industrial Revolutions



BLOCKCHAIN | Data-Driven Decisions



Challenges & Opportunities

CHALLENGES

JOB LOSS

RETRAINING

CULTURAL
SHIFT

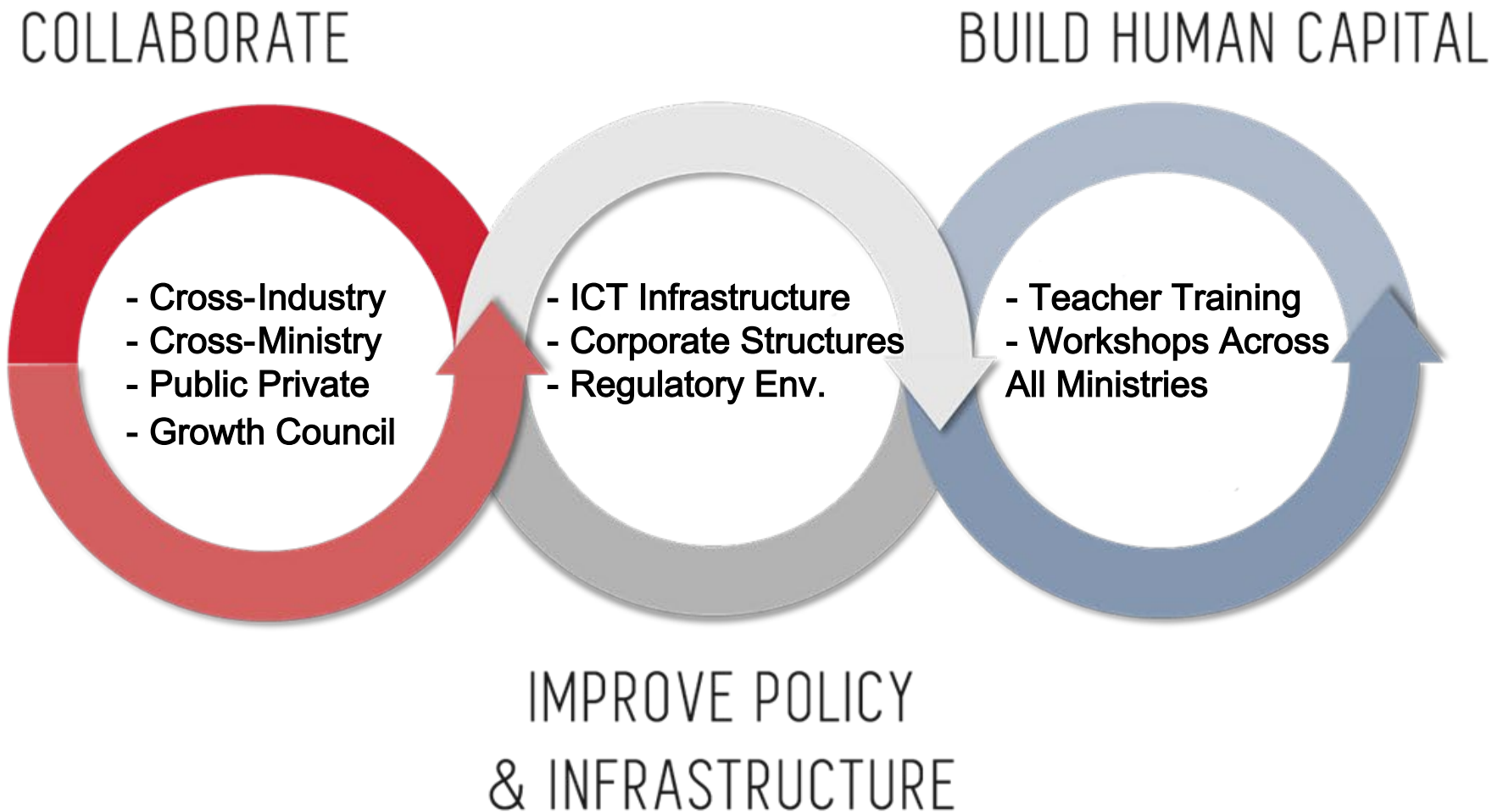
JOB CREATION

INNOVATION

LEADER

OPPORTUNITIES

Recommendations



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Thank You

Roland Haggins

CARICOM DIRECTOR, AION FOUNDATION

EXECUTIVE IN RESIDENCE, CAVE HILL SCHOOL OF BUSINESS, UWI

11TH ILO MEETING OF CARIBBEAN MINISTERS OF LABOUR



WORLD CAFE

DISCUSSION ON THE GREEN AND BLUE, CARE AND DIGITAL ECONOMIES

QUESTION 1: 5 MINUTES

What concrete **advantages** does a specific country/ the region have to ensure it creates more and better jobs in this specific economy in the next 5 to 10 years?

QUESTION 2: 5 MINUTES

What are the main **constraints** the country/region will face in putting those advantages into strategic use?

QUESTION 3: 5 MINUTES

What **actions** can the Ministry of Labour concretely take to prepare the country to take full advantage of the new opportunities within this economy?