

**Annex A – Country presentations on labour dimensions of integration
Country: Antigua and Barbuda**

**XII Inter-American Conference of Ministers of Labour
XII Conférence interaméricaine des ministres du Travail
XII Conferencia Interamericana de Ministros de Trabajo
XII Conferência Interamericana de Ministros do Trabalho**

Country presentation by Antigua and Barbuda

**"INNOVATIVE MANAGEMENT- LABOUR RELATIONS FOR ENTERPRISE
"COMPETITIVENESS**

Antigua and Barbuda has evaluated the Declaration of Ottawa and the dedicated efforts of the working groups in providing the force to discuss and analyze the real and emerging issues related to the Labour and social dimension of globalization.

As part of the Caribbean diaspora, we continue to support and agree that the fundamentals of businesses, government and workers solidarity in the ILO concept of "decent work" is crucial to socio-economic advancement in countries, and that such collaborating is advantageous to our citizens. This collaborative advantage will work towards the promotion of respect for the basic rights of workers established by the ILO Declaration on Fundamental Principles and Rights at Work and its follow-up.

The Caribbean is serious about the effective application of the core Labour Standards and Antigua and Barbuda is one of those countries that have ratified all the core conventions with a high level of application.

We have been working together to build the capacity of our small economies and institutions to effectively monitor and sustain equality of opportunity in employment, training and life-long learning of our human resource.

We are submitting that at this time, the Caribbean, and in the case of Antigua and Barbuda, we have instituted and implemented laws and regulations, which have drastically curtailed Child Labour, and its Worst Forms in connection with conventions 138 and 182.

These laws and regulations are consistent with the deliberations of the Ottawa Declaration and its output since 2001, leading up to the XIII Inter-American Conference of Ministers of Labour in Rio de Janeiro, Federative Republic of Brazil in 2003.

Small Island States must express appreciation to the Canadian Government through the instrumentality of the present chair for affording the opportunity to participate in these meetings. Further, the commitment of the United States of America, through USDOL has been crucial to the operationalization of the "Labour dimensions of the Summit of the Americas process." Collectively, they have assisted our Labour Modernization processes and structure.

In our region, we have been improving on our "best practices" in Labour Administration, which have included statutory, and public service appointments, which provide and independent management of the Labour and Industrial portfolio. In the case of Antigua and Barbuda, the system now offers a comprehensive coverage of labour matters, including:

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- General Administration
- Basic Employment
- Commencement, Elementary Requirements, and Termination of Employment
- Leave Privileges
- Remuneration and Hours of Work
- Severance Pay
- Unfair Dismissals
- Work Permits
- Registration of Trade Unions and Bargaining Agents
- Women, Young Persons and Children (Employment)
- Employee - Representation Questions (Resolution)
- Self - Organizational Rights
- Industrial Relations (regulations)
- Industrial Action
- Collective Agreements (enforceable)

At this time, the region is excited about the US funded programme for the Promotion of Labour-Management Cooperation (PROMALCO) managed by ILO. This program promotes innovative management-labour relations as an effective mechanism for harnessing the power of workplace partnerships. It encourages governments to give higher priority to supporting and facilitating workforce productivity, through the educational system and through the development and improvement of Labour market competencies; and through promoting better work attitudes and opportunities for skilled upgrading and multi-skilling.

In this vein, it is hereby suggested that the "labour dimensions of the Summit of the Americas", adds the matter of training and certification to its mandate. This is crucial to the equality of access to the opportunity aspect of our mandate, but especially so to the free movement of skills within the framework of the Free Trade Agreement of the Americas. As such, it has become imperative that Labour and Education Ministries be guided/projected to work more closely in the development of our human resource within the cultural and standards of Globalization.

The result of such a project is the hemispheric collaboration, which would ensure clinical management of the human resource, leading to innovative management and enterprise competitiveness.