COMPLIANCE OF LABOUR LAWS, EFFECTIVE EXERCISE OF FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK AND STRENGTHENING OF LABOUR INSPECTION IN TRINIDAD AND TOBAGO

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Outline of Presentation

• Profile of Trinidad and Tobago (TT)
• General Measures on Compliance of Labour Laws and Exercise of FPRW
• TT Labour Inspection System
• Legislative Framework
• Structure and Operations of the Labour Inspectorate
• Current Initiatives
• Future Plans
• Recommendations
Profile of TT

- Two most southerly islands in the Caribbean chain
- Size – 5,128 sq. km
- Population – 1.3 million
- GDP:
  - Per capita: US$20,418 (2013)
  - Petroleum: 40%
  - Services: 50%
- Unemployment rate – 3.7% (2013)
- No. of registered businesses – 30,000
- No. of micro and small enterprises – 20,000 (est.)
General Measures on Compliance of Labour Laws and Exercise of FPRW

- Ratified 8 core Conventions
- Establishment of National Social Dialogue Process
- Advocacy on rights and responsibilities in the workplace
- Strengthening of dispute resolution system
- Strengthening of Labour Inspection system
- Continuous modernizing of labour laws
- Establishment of National Social Dialogue Process
TT Labour Inspection System

OSH Inspections

Labour Inspections (Social Inspections)
Legislative Framework

- Wages Council Ordinance
  - Sectoral Minimum Wages
  - Other terms and conditions of employment
- National Insurance Act (1972)
  - Gives effect to the creation of the National Insurance Board and the National Insurance Scheme
- Minimum Wages Act (1976)
  - Introduced National Minimum Wage
  - Some sectoral ordinances remain in effect (terms and conditions)
- Maternity Protection Act (1998)
  - 14 weeks paid maternity leave
- Ratified ILO Convention C81 (2007)
  - Strengthens framework for action
- Children Act (2012)
  - Stipulates minimum age for employment (16 years)
- Occupational Safety and Health Act (2004)
  - Sets standards/floors for OSH in TT
Structure and Operations

• Head – Chief Labour Inspector Specialist
• 14 Labour Inspectors
• Proposal for 14 additional Inspectors to be recruited in the short-term
• Inspections:
  - routine
  - in response to complaints made via telephone or in person
Structure and Operations

• Role of Inspectors:
  - monitor compliance with labour legislation
  - provide advice to employers and workers
  - recommend litigation for continuous breaches of labour laws
  - particular attention also paid to migrant workers, cases of forced labour and child labour

• On average, approximately 1,000 inspections are done each year
Structure and Operations – Key Partnerships

- Employers
- OAS/IACML
- LIU
- ILO
- Min. Of National Security
- Min. of Community Development
- Occupational Safety and Health Agency
- Trade Unions
- National Insurance Board
Current Initiatives

- Workplace Inspection Management System
- National Labour Inspection Policy
- Labour Advocate Training Programme
- Domestic Workers Register
- Decentralization of Services
Current Initiatives

Workplace Management Inspection System
- Managerial tool
- Computerized system to manage, monitor and control labour inspection activities
- Has proven to be quite effective

National Labour Inspection Policy
- Work to commence shortly
- To include an Operation’s Manual and Code of Conduct for Inspectors
Current Initiatives

Labour Advocate Training Programme

- Started in April 2012
- Training of community advocates in partnership with CCLCS and Min. of Community Development
- Advocates are focal points for information on services of the LIU and the Ministry of Labour
- 5 day programme: child labour, forced labour, maternity protection, minimum standards of employment, HIV and AIDS in the workplace
- 117 Community Advocates trained to date
Training of Labour Advocates
Training of Labour Advocates
Current Initiatives

Domestic Workers Register

- Launched in September 2012
- Aim: to capture data on demographics and working conditions of domestic workers to assist in monitoring
Launch of Domestic Workers Register
Launch of Domestic Workers Register
Domestic Workers and their Representatives at Launch of Domestic Workers Register
Labour Inspection Information Brochures
Current Initiatives

- Established satellite offices, including in rural areas, to make services more accessible

Decentralization of Services
Future Plans

- Review & Revise Structure
- MoUs with Key Stakeholders
- Legislative Reform
- Training
- Increased use of ICT
Recommendations

- Deepen horizontal co-operation on labour inspection
- Sharing of good practices and effective tools and policies in labour inspection
Thank you