

**REMARKS TO THE PROMALCO TRAIN THE TRAINERS WORKSHOP
18 JUNE 2003, CASUARINA BEACH HOTEL
BY DENNIS DE PEIZA, GENERAL SECRETARY, CTUSAB**

I am indeed honoured this morning to address you at the start of such an important workshop. It was intended that Senator Sir Roy Trotman, President of the CTUSAB would have been here to address you. At this time he is currently in Geneva attending meetings of the ILO Governing Body.

Let me take this opportunity to convey to you his appreciation for the ongoing efforts of all concerned in the promotion of PROMALCO as a new strategy to work place management relations.

At this time I wish to express thanks to the Labour Department for having extended an invitation to the Congress of Trade Unions and Staff Associations to participate in this 'Train the Trainers' Workshop. In the same vein, the Labour Department and indeed the Ministry of Labour must be credited for taking a lead role in moving the process forward in Barbados. I must say that this approach is what is needed throughout the Caribbean, if the required change is to come about.

We in the labour movement consider that in the promotion of improved Labour Management Relations, it becomes important to have the stakeholders in the employers, workers, government and the trade unions, identifying with fora such as this one.

Further to this, the leadership role they play in giving vent to such an initiative is equally as important.

As you would appreciate, the idea of improved Labour Management Relations is one that holds immense significance for CTUSAB, in as much that the Congress has been in the forefront of promoting the tripartite approach to work place management relations. This speaks to the development of a consultative process, which involves the employer, the employees and the trade union as the workers representative in continuing social dialogue.

This process is linked to the empowerment of employees, the development of a process of consultation between employer and employees, and the participation of employees in decision-making at the level of their various enterprises.

It is accepted that the PROMALCO initiative is tied to enhancing productivity. This is driven by the increasing nature of international competitiveness. However, we must not ignore the fact that this initiative also seeks to promote improvements in human resource management strategies, the development of bench marking systems, increasing trust in the work place, improvements in conflict prevention - management and resolution.

If this initiative is to be successful, there must be a recognition of the fact that the process speaks to cooperation and partnership. I therefore caution that if any of the stakeholders fail to recognize this, then their actions would certainly serve to undermine the cause of maximizing the potential of the region through the use of its human resource.

It is therefore imperative that both labour and management realize the importance of their roles as they seek to achieve the goal of building better labour management relations, of which both parties stand to benefit. Indeed the end product would be reflected in the empowerment of workers and the improvement of workplace productivity.

With the coming into being of the phenomenon known as globalization, the introduction of the PROMALCO initiative could not have been more timely. This initiative must not be seen as an adhoc or short-term measure to meet the challenges of globalization and the competitiveness associated with it. It should however ever be embraced and sustained, not only as a means of enhancing productivity, but also a sure way towards promoting and developing a culture of industrial harmony in the work place, and in building social capital which is important in economic development.

A failure to recognize this by all stakeholders, and particularly so the employers, would be to signal that there is a grave misunderstanding of what PROMALCO is all about, and what it sets out to achieve.

It is my hope that at the end of this ‘Train the Trainers Workshop’, that there would be a better understanding of the work to be done, if we are to achieve the ultimate goal of promoting consultative and participatory mechanisms in the work place.

Added to this, it should also stimulate the minds of all stakeholders that the changing global economic order demands that we change the way that we do business. More so, it should highlight the fact that the reform process should center on the introduction of new compensation schemes that are designed towards creating a stimulus to workers' productivity, by relating individual performance to the performance of the performance of the workplace.

Such schemes are dependent on trust because they can only be implemented successfully where management provides the necessary information, and workers are prepared to accept the credibility of the information.

The aim should be to encourage workplaces that pursue a decent work agenda based on **the four pillars established by the ILO, which are: freedom of association, social protection, equity and social dialogue.**

We wish the facilitators, resource persons and the participants a fruitful workshop, and look forward to this training being spread to many others in the near future.

DENNIS DE PEIZA

General Secretary

