



Barbados



International Labour
Organisation Subregional
Office for the Caribbean

Decent Work Country Programme

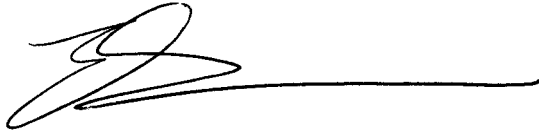
Barbados

2012-2015

Theme: *To become a "fully developed society that is prosperous, socially just and globally competitive".¹*

¹ Government of Barbados (2007). *The National Strategic Plan of Barbados (NSP) 2006-2025: Global Excellence, Barbadian Traditions*, (Bridgetown), p.viii.

We, the tripartite constituents of Barbados, have agreed on this Decent Work Country Programme as our common strategy to provide our fellow Barbadians and CARICOM nationals with decent and productive work. We commit ourselves to working together to implement and support the programme.



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Acronyms & Abbreviations

BIDC	-	Barbados Investment Development Corporation
BSBA	-	Barbados Small Business Association
BSS	-	Barbados Statistical Service
BYBT	-	Barbados Youth Business Trust
CARICOM	-	Caribbean Community
CCL	-	Caribbean Congress of Labour
CEACR	-	Committee of Experts on the Application of Conventions and Recommendations
CEC	-	Caribbean Employers' Confederation
COHSOD	-	Council for Human & Social Development
CSME	-	Caribbean Single Market and Economy
CTUSAB	-	Congress of Trade Unions and Staff Associations of Barbados
CVQ	-	Caribbean Vocational Qualifications
DWCP	-	Decent Work Country Programme
ECOSOC	-	Economic & Social Council
GDP	-	Gross Domestic Product
HDI	-	Human Development Index
ILC	-	International Labour Conference
ILO	-	International Labour Office
IMF	-	International Monetary Fund
LF	-	Labour Force
LFPR	-	Labour Force Participation Rate
LFS	-	Labour Force Survey
MSMEs	-	Medium-sized Enterprises
NACOSH	-	National Advisory Committee on Occupational Safety and Health
NSP	-	National Strategic Plan
NVQ	-	National Vocational Qualification

- PM - Prime Minister
- SHaW - Safety and Health at Work
- TCEF - Tripartite Caribbean Employment Forum
- TVET - Technical and Vocational Education and Training (TVET)
Council
- UNDAF - United Development Assistant Framework
- UNST - United National Sub-regional Team
- WAP - Working Age Population

Executive Summary

The Decent Work Country Programme (DWCP) is the mechanism through which the ILO will support ongoing and planned initiatives by the tripartite constituents to promote Decent Work in Barbados.

Following preparatory consultations both within their respective organizations, and on a tripartite basis, representatives of Government and the social partners reached consensus on five priority areas for the DWCP. A tripartite programming workshop was held on 19 January 2010 in Barbados to design the Programme, which focuses on the following five priority areas:

- (i) strengthening national employment policies as well as laws and policies to facilitate enterprise creation;
- (ii) enhancing competency-based technical and vocational education and training (TVET) and lifelong learning;
- (iii) developing a culture of entrepreneurship and strengthening local entrepreneurs to be competitive in existing and new economic activities;
- (iv) strengthening the capacity of the tripartite partners to contribute to economic and social development and improving public awareness of their roles and functions; and
- (v) promoting policy coherence.

Two factors in the national context influenced the choice of priorities and the identification of activities for implementing the Programme: the effects of the global economic crisis that began to manifest themselves in 2008; and the existence of the National Strategic Plan of Barbados (2006-2025).

By the end of 2008, the public sector, private enterprises, workers and jobseekers in Barbados had been hard hit by the global financial and economic crisis. This middle-income, small island developing state faced a situation that the late Prime Minister David Thompson described as, "... a global economic downturn of the scope and magnitude ... which has placed small, open, vulnerable economies such as Barbados in a proverbial tailspin".¹

¹ Government of Barbados (2009): Financial statement and budgetary proposals, 2009, presented by the late Hon. David Thompson, Prime Minister and Minister of Finance, 18 May 2009 (Bridgetown), p. 1. Barbados hosted the 1994 UN Global Conference on the Sustainable Development of Small Island Developing States (SIDS) at which The Declaration of Barbados and a Programme of Action for SIDS were adopted. They continue to be of relevance to discussions in subsequent international conferences on this subject. Moreover, Goal 8 of the Millennium Development Goals (MDGs), which deals with global partnerships, calls on the international community to address the special needs of SIDS among other groups of countries.

Not surprisingly therefore, the priorities of the DWCP reflect concerns about addressing the effects of the crisis and laying foundations for a robust and sustainable post-crisis recovery.

This Programme aims to put into practice the official position of adopting a 'Decent Work' approach to social and economic development and for dealing with the effects of crisis. For instance, in introducing the national budget for debate in Parliament in May 2009, the Prime Minister (PM), who also holds the Finance portfolio, noted that while there had been no "bail out" in response to the crisis, the solutions were aimed at "... maintaining confidence in [the] financial system and ... saving jobs, pensions and investments".² He called for a strong and flexible "social safety net" to ensure that people, "especially the most vulnerable", would not "slide back into deep poverty".³ He identified jobs and training as being important for ensuring social inclusion, stating: "... I have specifically placed jobs under this heading because we recognize that the protection of jobs is not only an economic initiative but in times of economic challenges, it is a social issue. Our Social Partnership programme to save jobs is the key initiative in this Financial Statement".⁴

The concerns about jobs, social protection and social justice, were reiterated by the Minister of State in the Ministry of Finance at the June 2009 'United Nations Conference on the World Financial and Economic Crisis and its Impact on Development'.⁵ The Foreign Minister, in her address to the UN General Assembly in September 2009, noted the importance of other pillars of the DW Agenda for dealing with the crisis – namely, social dialogue and respect for human rights.⁶

In June 2010, the Honourable Dr. Byer-Suckoo, Minister of Labour, told the International Labour Conference, "... Employment is the bedrock of a modern, functioning economy. It provides a worker with a sense of independence and belonging, so important to the self-actualization process. ... employment is critical to national productivity and competitiveness, and is vital in the struggle against poverty. It is therefore an area for urgent widespread

² *ibid.*, p. 65.

³ *Ibid.*, p. 45.

⁴ *Ibid.*, p. 46

⁵ Permanent Mission of Barbados to the United Nations (2009): Statement by Senator the Honourable Darcy Boyce, Minister of State, Ministry of Finance, Investment, Telecommunications and Energy at the UN Conference on the World Financial and Economic Crisis and its Impact on Development (New York), 25 June.

⁶ Permanent Mission of Barbados to the United Nations (2009): Statement by Senator the Honourable Maxine McClean, Minister of Foreign Affairs and Foreign Trade, Barbados, to the General Debate of the 64th Session of the UN General Assembly, 28 Sep. (New York).

discussion, particularly when the global economic crisis is taken into consideration.”⁷

Perceptions of the Decent Work Agenda as a development goal are progressively being shared across different government ministries. Not surprisingly, therefore, the “promotion of policy coherence” was identified as one of the DWCP priorities. There is also great interest in confronting and overcoming the crisis, by drawing on the 2009 *Global Jobs Pact* which recognizes the *Decent Work Agenda* and the *ILO Declaration on Social Justice for a Fair Globalization* (2008) as appropriate frameworks for dealing with the crisis and long-term recovery.

The second factor that has had a bearing on the priorities chosen for the DWCP is the National Strategic Plan for Barbados 2006-2025 (NSP). Endorsed by Cabinet in 2004, the Plan has been in effect over two government administrations. It is the blueprint for realizing the country’s vision of “... becoming a fully developed society that is prosperous, socially just and globally competitive” by 2025.⁸

Under its guiding theme of ‘Global Excellence, Barbadian Traditions’, the Plan provides a long-term national development framework in which to anchor the DWCP. Gender equality is a cross-cutting objective aimed at having women and men participate as “... equal partners in all aspects of human life and development” in order to achieve “... a just, equitable and prosperous society”.⁹

The relevance of the Plan over the long term is assured. It is to be updated every five years, based on sectoral strategic plans to be prepared by various government ministries/institutions, the social partners and other stakeholders. Indeed, the Labour Minister informed the 2010 International Labour Conference that Government’s initiatives to mitigate the effects of the crisis include the drawing up of “... a Medium-Term Development Strategy 2010–14 with an emphasis on economic recovery through increased productivity and job creation; ...”¹⁰

Not only is the term “Decent work” specifically mentioned in the Plan; its six goals are grounded in the four pillars of the Decent Work Agenda: (i) respect for rights; (ii) employment creation; (iii) social protection; and (iv) social dialogue.

⁷ International Labour Conference: Provisional Record No.19, 99th Session, Geneva, 2010 (Tenth Sitting, 16 June 2010), p. 19/16.

⁸ Government of Barbados (2007): *The National Strategic Plan of Barbados 2006-2025: Global excellent, Barbadian traditions* (Warrens, St. Michael, Ministry of Economic Affairs and Development), February.

⁹ *ibid.*, p. 75.

¹⁰ Statement by The Honourable Dr. Byer-Suckoo, Minister of Labour to the International Labour Conference: Provisional Record No.19, 99th Session, Geneva, 2010 (Tenth Sitting, 16 June 2010), p. 19/16

The work to be done under each of the priorities of the Decent Work Country Programme will support efforts to achieve the Goals of the National Strategic Plan.

Under Priority One of the DWCP, national law and policies that relate to employment and enterprise development will be revised. This exercise will be guided by the ILO Convention on 'Employment Policy' (No. 122 of 1964), the 2007 'Conclusions concerning the promotion of sustainable enterprises' and ILO Recommendation No. 189 (of 1998) on 'Job Creation in Small and Medium-sized Enterprises'.

As part of the process, action will be taken to improve the functioning of the National Employment Bureau and private employment agencies in line with the ILO Conventions on 'Employment Services' (No. 88 of 1948), its complementary Convention on 'Fee-charging Employment Agencies (Revised)' (No. 96 of 1949) and 'Private Employment Agencies' (No. 181 of 1997). Technical advice and support will be provided to enhance those aspects of the labour market information system that constituents identify as critical for matching the supply and demand for labour, planning training and targeting investment and enterprise development.

The aim is to increase opportunities for women and men to obtain decent and productive work both in Barbados and abroad, including through the creation of an environment that is conducive to enterprise development. Social inclusion and progress towards full employment are the long-term objectives. They are supportive of Goal One of the NSP which speaks to the issue of creating "... greater equity and social justice, while building an inclusive society with opportunities for all".

There are direct links between Priority Two of the DWCP and the part of Priority Three that relates to "developing a culture of entrepreneurship", with Goal Three of the National Strategic Plan. The Goal is to develop "... human resources necessary to function in a knowledge-based services economy" as part of the process of building social capital.

At a September 2009 Forum to start the review of the national TVET system, the Director of the TVET Council, Trevor King, called for the "development of a productive, inclusive and quality-driven TVET system". The employers' and workers' representatives concurred that training programmes must produce entrepreneurs and workers capable of functioning in a diversified economy and capable of repositioning Barbados to boost its competitiveness in world markets. They want programmes that build core skills, problem-solving capabilities, expertise in information technology, and higher-level technical, professional and entrepreneurial skills.

Under the DWCP, the ILO will give technical support for developing skills in competency-based education and training and carrying out assessment for the Caribbean Vocational Qualification. The low regard for technical and vocational education and training will be addressed and measures taken with

a view to influencing perceptions and attitudes so that technical and vocational education would not be the “last resort” for youth and adults seeking training and retraining. Moreover, as part of the strategy for fostering a new culture of entrepreneurship, constituents want general education, TVET and entrepreneurial training to be introduced at an early stage of the education process and to be part of an integrated approach to lifelong learning.

Cognisant that competitiveness based on low wages or other low-cost inputs is not a realistic option for Barbados, there is keen interest in innovation and advanced training. Self-employed entrepreneurs, employers and workers must be capable of engaging in new, specialized, high value-added activities in all sectors – i.e. agriculture and food production, manufacturing, tourism and other services. This interest is driven in large part by the prospects for increased movement of capital and labour within the Caribbean Community (CARICOM) Single Market and Economy (CSME), and potential export opportunities under free trade agreements such as the CARIFORUM-European Union Economic Partnership Agreement (EPA).

There are two priorities (One and Three) of the DWCP that would be supportive of Goals Four and Five of the National Strategic Plan. These Goals focus on balancing economic growth and diversification with environmental protection. They also call for an identification of “... areas of economic activity that are viable and competitive, and can contribute to sustainable growth, employment and overall prosperity for everyone”. Productive employment and sustainable enterprises are pivotal to the pursuit of these objectives.

The DWCP opens the way for the review of laws and policies with a view to facilitating enterprise development and job creation in traditional and new sectors in the “real” economy. There will be policy-oriented research, training in entrepreneurship and the strengthening of business development services, especially for micro and small enterprises. All sectors, including potentially new areas of economic activity, will be targeted, in keeping with the NSP which calls for “the building of a green economy” and economic diversification. This work will be guided by relevant ILO tools and instruments including the Conclusions concerning the promotion of sustainable enterprises, Recommendation No. 189 on Job creation in small and medium-sized enterprises.

The entire Decent Work Country Programme for Barbados is driven by the goal of “putting people at the heart of the development process”. The Decent Work Agenda underpins the National Strategic Plan of Barbados, which is further reinforced by the ILO ‘Declaration on Social Justice for a Fair Globalization’ (2008), commitments to promoting Decent Work that have been made in the UN Economic and Social Council (ECOSOC) and the ‘Global Jobs Pact’ of 2009.

Priority Four of the DWCP is intended to support efforts to attain Goals Two and Six of the National Strategic Plan of Barbados which treat with the issues

of strengthening civil society and consolidating the country's reputation for political and social stability and democratic governance. It is noteworthy that at the June 2010 International Labour Conference (ILC), Barbados, represented by Sir Roy Trotman, General Secretary of the Barbados Workers' Union and Vice-Chairperson of the ILO Governing Body, was among the panellists from three countries that took part in an interactive high-level panel discussion on "tripartite experiences in times of global crisis". Representatives of Government and the Employers (Barbados Employers' Confederation) were among the discussants from the three countries that are considered to have good examples of social dialogue in practice.¹¹ The DWCP will focus on strengthening the Labour Ministry and the social partners, which form part of civil society so that they can contribute effectively to planning and decision-making in the social and economic fields. As the Labour Minister noted in her address to the 2010 ILC, there must be "... regular dialogue between those responsible for economic planning on the one side, and the social partners on the other side" with a view to achieving decent and productive work for citizens.¹²

In addition, as part of the Programme, the roles and functions of labour market institutions and social dialogue in the country's overall governance structure will be made better known to the public.

The programming workshop provided an opportunity for key decision-makers in the Labour Ministry and in national employers' and workers' organizations, to reach consensus on the outcomes, indicators, activities and requirements for implementing the DWCP (see Annex 1 – List of Participants). The constituents linked the priorities of the DWCP to certain goals and targets in the National Strategic Plan for the achievement of which they expect the DWCP to provide support to their local initiatives.

In summary, this DWCP will build on past and on-going ILO programmes and projects in Barbados and it will initiate new areas of work in response to constituents' priorities and the National Strategic Plan. It was designed by the tripartite constituents and other key stakeholder institutions with which they collaborate.¹³ The DWCP will be the ILO's contribution to the work of the United Nations Sub-regional Team (UNST) and feed into the UN Development Assistance Framework (UNDAF) for this country.

This Programme is built on tripartism and social dialogue. The Tripartite Committee will be the main internal follow-up mechanism to track progress, identify challenges to be addressed, and recommend adjustments to the work plan, if needed. The tripartite constituents will serve as the link between the

¹¹ The other countries represented in the panel discussion of 11 June 2010 were Belgium and Singapore. The Government of Barbados was represented by Her Excellency, Dr. Marion Williams, Permanent Representative of Barbados in Geneva and Mr. Colin Walcott, Executive Director of the Barbados Employers' Confederation represented the Employers.

¹² Ibid., p. 19/16.

“world of work” issues in national development and the broader social and economic concerns that are addressed in the Social Partnership in which they participate.

Half-yearly reports will be submitted to the ILO. ILO Port of Spain will report on this DWCP, and others, in its biennial programme implementation reports, and in its contributions to the reports of the regional and UN system organizations serving the English- and Dutch-speaking Caribbean.

The ILO meetings of Caribbean Labour Ministers (held every two years) will, as agreed at the Tripartite Caribbean Employment Forum (Barbados, October 2006), provide opportunities for Ministers to exchange information on DWCPs. The Caribbean Employers’ Confederation (CEC) and the Caribbean Congress of Labour (CCL) address these Ministerial Meetings and, although they are present as Observers, they participate actively, thereby opening the way for linkages to be made between developments at the national level and those taking place in the Caribbean Community and the CARICOM Single market and Economy (CSME).

PART A

Introduction

1. Since its inception in 1919, the ILO has been true to its core goal of promoting social justice. As the world has changed, the ILO has adapted its agenda to the new conditions, as in the 1944 **Declaration of Philadelphia** and the 1998 **Declaration on Fundamental Principles and Rights at Work**.
2. The **Decent Work** concept was launched in 1999. It was formulated by the ILO's constituents – governments and employers' and workers' organizations – to set the priorities and respond to the challenges of globalization. The **Decent Work Agenda** has four strategic objectives which reinforce each other. They are:
 - **promoting and realizing standards and fundamental principles and rights at work;**
 - **creating greater opportunities for women and men to secure decent employment and incomes;**
 - **enhancing the coverage and effectiveness of social protection for all; and**
 - **strengthening tripartism and social dialogue.**
3. The aim of the Decent Work Agenda is to create "*opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.*"¹⁴ In order to make this a reality in peoples' lives at the national level, the principles of decent work must be integrated in sectoral and national development policies and programmes. In short, by adopting Decent Work as a development goal in 1999, member states committed themselves to making it central to their "economic, social and environmental policies."
4. Since the ILO's Decent Work Agenda was adopted at the 87th session of the International Labour Conference (ILC), the concept has continued to gain support at the national, regional and international levels. The objective of "Making Decent Work a Global Goal" is now firmly embedded in a number of outcome documents that have been agreed at major multilateral meetings, conferences and summits.¹⁵

¹⁴ ILO, Decent Work: Report of the Director General. Geneva, International Labour Conference, 87th Session (1999).

¹⁵ The ILO's Decent Work Agenda was endorsed at the 2005 World Summit, the 2006 High-Level Segment of the United Nations Economic and Social Council (ECOSOC); the Fourth Summit of the Americas (Mar del Plata, 2005); and the XIV and XV Inter-American Conference of Ministers of Labour (Mexico, 2005 and Port of Spain, 2007).

5. The Decent Work Agenda is now a global development agenda. At the hemispheric level, the *Decade of Promoting Decent Work in the Americas* was declared at the Sixteenth Americas Regional Meeting (Brasilia, May 2006).¹⁶
6. In the context of the Caribbean, there have been a number of activities focusing attention on Decent Work such as the Caribbean Tripartite Workshop on Decent Work and Development Policies (Port of Spain, Trinidad and Tobago, March 2004), at which a number of priority areas were identified including fundamental principles and rights at work, jobs and employment, and productivity and competitiveness.
7. High level representatives of Government, Workers and Employers at the Tripartite Caribbean Employment Forum (Barbados, October 2006), resolved "... to formulate Decent Work Country Programmes, to advance decent work priorities in national development agendas ... with the active participation of the social partners in these processes ..." ¹⁷ This regional commitment was explicitly recognized in the *Declaration of Port of Spain*, adopted by the XV Inter-American Conference of Ministers of Labour (Port of Spain, September 2007).¹⁸
8. After almost 10 years of practical experience with implementing the Decent Work Agenda, the ILC codified the agenda further by adopting the ILO Declaration on Social Justice for a fair Globalization in 2008. According to the 2008 Declaration, all ILO Members must pursue policies based on the aforementioned four strategic objectives.
9. Faced with the unprecedented crisis of 2008, the ILO's constituents saw the crisis as a global employment crisis. They feared that employment would recover much slowly than the financial systems. Therefore they created the Global Jobs Pact.
10. The Pact builds on the Decent Work Agenda and proposes measures and policies to:
 - Retain women and men in employment

¹⁶ ILO: "Decent work in the Americas: An agenda for the hemisphere, 2006 – 2015" Report of the Director-General to the 16th American Regional Meeting, English edition, Geneva 2006

¹⁷ ILO, Tripartite Declaration and Plan of Action for Realizing the Decent Work Agenda in the Caribbean, (adopted by high-level representatives of the governments, and of the employers' and workers' organizations of member states and non-metropolitan territories of the English- and Dutch-speaking Caribbean at ILO's Tripartite Caribbean Employment Forum on 12th October 2006, Barbados), (page 3, Section II, Plan of Action)

¹⁸ Organization of American States (OAS), Declaration of Port of Spain 2007, Making Decent Work Central to Social ;and Economic Development, (paragraph 17)

- Sustain enterprises, especially small, medium and micro enterprise
 - Support job creation
 - Promote investment in employment -intensive sectors, including green jobs
 - Facilitate rapid re-entry into employment
 - Address wage deflation
 - Protect persons and families affected by the crisis through social protection systems
 - Equip the workforce with the skills needed for today and tomorrow
11. The Global Jobs Pact is the Decent Work Agenda for the post-crisis era. Now, the challenge is to anchor decent work in national strategic policies and development frameworks.
 12. The ILO's support for these efforts at the national level will be provided through Decent Work Country Programmes (DWCPs). These are the channels through which the ILO will work with its tripartite constituents to ensure that the Decent Work Agenda is also reflected in the development initiatives of national, regional and multilateral partners.
 13. The ILO's Governing Body Committee on Technical Cooperation, in the conclusions to its report of June 2006, noted that "*Decent Work Country Programmes (DWCPs), developed through tripartite consultations, are a key mechanism for delivering cooperation at the national level ... The DWCP approach provides the ILO with a results-based policy and management framework with which to make a unique contribution to national development plans, based on the ILO's mandate and competence and on dialogue with its tripartite constituents.*" Moreover through the DWCPs "*... the ILO will be able to make a distinct contribution to the broader effort of the United Nations and other development partners to tackle the main development challenges of countries, ...*"¹⁹
 14. Each DWCP is organised around a limited number of country programme priorities and outcomes. These priorities are developed by the government, employers and workers in each member State in a dialogue with the ILO, and thus become the priorities for ILO assistance.

¹⁹ ILO, International Labour Conference, Provisional Record No. 19, Ninety-Fifth, Geneva, 2006 (Conclusions concerning technical cooperation, paragraphs 3, 9 and 10, pages 34 and 35)

PART B

Overview of the context of Barbados

15. Barbados is a small open economy. It used to be a low-income country and dependent on agriculture. Over the decades, it has successfully diversified economic activity and transformed into a services-based, upper-middle-income country. Barbados has fared even better on the social front. With a stable social and political environment, it ranked 37th out of 182 countries on the Human Development Index (HDI) in 2009²⁰.
16. The major contributing sectors to the Barbadian Gross Domestic Product (GDP) are distribution (21.1%), financial services (18.1%), tourism (14.8%), government (14.2%), construction (8.3%) and food and agriculture (5.5%)²¹. On the employment front, General Services are the largest provider of jobs, 21.9% in 2009. Other significant sectors are government services (20.7%), Wholesale and Retail trade (14.6%), tourism (10.3%), quarrying and construction (9.0%) and manufacturing (5.8%)²².

Labour standards and rights at work

17. Barbados has been a member of the ILO since 1967 and has ratified 39 Conventions (36 in force). These include the eight Fundamental Conventions which address four areas considered essential to rights at work:
 - i) Freedom of association and the effective recognition of the right to collective bargaining;
 - ii) The elimination of all forms of forced or compulsory labour;
 - iii) The effective abolition of child labour; and
 - iv) The elimination of discrimination in respect of employment and occupation.
18. Barbados has also ratified three of the four Priority Conventions. They are deemed Priority Conventions because of their importance to the international labour standards system. The only Priority Convention not yet ratified is the Labour Inspection (Agriculture) Convention, 1969 (No. 129). The most recent addition to the list of ratifications was the Worst Forms of Child Labour Convention, 1999 (No. 182), ratified in 2000.

²⁰ UNDP (2009), "Human Development Report", UNDP, New York

²¹ Central Bank of Barbados (2010), "Economic Review of the first quarter of 2010", Central Bank of Barbados, April, 2010

²² See Table 3.d in the Statistical Annex.

Table 1

No.	Fundamental Conventions	Ratification date
C29	Forced Labour Convention, 1930	08.05.1967
C87	Freedom of Association and Protection of the Right to Organise Convention, 1948	08.05.1967
C98	Right to Organise and Collective Bargaining Convention, 1949	08.05.1967
C100	Equal Remuneration Convention, 1951	19.09.1974
C105	Abolition of Forced Labour Convention, 1957	08.05.1967
C111	Discrimination (Employment and Occupation) Convention, 1958	14.10.1974
C138	Minimum Age Convention, 1973	04.01.2000
C182	Worst Forms of Child Labour Convention, 1999	23.10.2000

No.	Priority Conventions	Ratification date
C81	Labour Inspection Convention, 1947 (and Protocol, 1985)	08.05.1967
C122	Employment Policy Convention, 1964	15.03.1976
C144	Tripartite Consultation (International Labour Standards) Convention, 1976	06.04.1983

Source: ILOLEX (2010)

19. In its 2010 report,²³ the ILO's Committee of Experts on the Application of Conventions and Recommendations (CEACR), which reviews reports on the application of ratified Conventions, noted that 16 of the 25 reports requested for 2009 had been received. In comments made on the application of the Social Security (Minimum Standard) Convention, 1952 (No. 102) and the Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128), it expressed its "satisfaction" at the pension reform which introduced indexation of long-term benefits. It also noted "with interest" the Government's statement that it is considering the ratification of the Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173).
20. The Committee also noted that the Safety and Health at Work (SHAW) Act, enacted in 2005, had not yet been proclaimed and expressed the hope that the appointment of more staff would reinforce the labour inspection capacities, particularly with regard to the enforcement of the SHAW Act once it is proclaimed, and requested the Government to take measure to ensure that penalties were dissuasive and effectively enforced.

²³ Reference is made to the Report III (Part 1A), International Labour Conference, 99th Session, 2010 concerning reports received from governments on ratified Conventions

21. Recalling that no penal sanction should be imposed against a worker for having carried out a peaceful strike and that, therefore, measures of imprisonment should not be imposed on any account, the Committee reiterated its invitation to the Government to amend section 4 of the Better Security Act, 1920, according to which any person who wilfully breaks a contract of service or hiring, knowing that this could endanger real or personal property, is liable to a fine or up to three months' imprisonment.
22. The Committee of Experts, in its observation on the application of the Employment Policy Convention, 1964 (No. 122), requested information on employment policies, including with regard to vulnerable categories of workers, technical and vocational education and training and the manner in which consultations on the matters covered by the Convention are ensured.
23. At its thirteenth meeting in April 1995, the CARICOM Standing Committee of Ministers responsible for Labour accepted the draft model labour legislation developed with the technical support of the ILO and recommended that Member States consider it as a basis for tripartite consultation at the national level, with a view to legislative enactment. The subjects covered by these CARICOM Model Harmonization Acts are Termination of Employment; Registration, Status and Recognition of Trade Unions and Employers' Organizations; and Equality of Opportunity and Non-discrimination in Employment; to which was added Occupational Safety and Health and the Working Environment at a later stage. In 2006, in the framework of the *Tripartite Caribbean Employment Forum Declaration and Plan of Action*, countries resolved to "*conduct a thorough review of national legislation and policies, including in the context of ongoing labour market reform, in order to ensure that it is in accordance with fundamental principles and rights at work and relevant ILO conventions*"²⁴. In this regard, the Committee of Experts noted with interest in its 2010 report that new employment rights legislation was being drafted, which would create an independent tribunal to hear cases alleging unfair dismissals and to issue adequate awards.
24. In this context, there is already a good legislative framework for the implementation of the DWCP. Nevertheless, new or revised legislation will need to come into force at an early date to ensure the success of the strategies of the DWCP.

²⁴ ILO 2006. Tripartite Declaration and Plan of Action for Realizing the Decent Work Agenda in the Caribbean (page 4, paragraph 2)

Gender equality

25. Gender equality is a core element of Decent Work. The elimination of discrimination in respect of employment and occupation is one of the four areas covered by the *ILO Declaration of Fundamental Principles and Rights at Work (1999)*, and is enshrined in two core ILO Conventions (C 100 and C 111, both ratified by Barbados in 1974).
26. The *ILO Declaration on Social Justice for a Fair Globalization (2008)* states: "The four strategic objectives are inseparable, interrelated and mutually supportive.²⁵ The failure to promote any one of them would harm progress towards the others. To optimize their impact, efforts to promote them should be part of an ILO global and integrated strategy for decent work. Gender equality and non-discrimination must be considered to be cross-cutting issues in the abovementioned strategic objectives."
27. The *Global Jobs Pact (2009)* calls for responses to the financial and employment crisis that "promotes gender equality" (paragraph 7), and explicitly calls for "Increasing equal access and opportunities for skills development, quality training and education to prepare for recovery" (Principle 5 in paragraph 9).
28. As a cross-cutting issue, there is no direct reference to gender in the DWCP matrix. But the whole of the DWCP is guided by the above principles as well as the National Strategic Plan for Barbados 2006 – 2025 (NSP). The strategies outlined under NSP Objective 3.11 – To Achieve Gender Equity and Equality – should apply to the implementation of the DWCP.²⁶

²⁵ The four objectives of the *Social justice declaration (2008)* are quoted in paragraph 8.

²⁶ Government of Barbados (2007). *The National Strategic Plan of Barbados (NSP) 2006-2025: Global Excellence, Barbadian Traditions*

Employment

29. The most recent population estimate for Barbados's total population (2008) was 275,338.²⁷ Falling fertility levels since the eighties resulted in a slow-down of population during the nineties and that continued in the first decennium of the millennium. Over time, this altered the population structure and Barbados and the ageing of the population is reflected in the Working Age Population (WAP), which accounted for more than 77.3 per cent of the total population in 2008. The changing age structure of the population also affected both the rate of growth and the structure of the Labour Force (LF).

Table 1: The number of persons in the total Population, Working Age Population (WAP), and the Labour Force (LF), and the related average annual growth rates in Barbados (1991-2015)

	1991		2001\ a		2005		2009\ a	
	Persons	Rate\ b	Persons	Rate\ b	Persons	Rate\ b	Persons	Rate\ b
Total Population	258.6		267.9				275.3	
Working Age Population	198.8	0.5	208.8	0.4	211.0	0.2	213.1	0.3
Labour Force (LF)	129.4	1.1	142.4	0.7	146.8	-0.5	142.7	0.03
LF Participation Rate*		65.1		69.6		69.6		67.0

Source: Results from the Labour Force Survey (LFS) , provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

* Average (geometric) annual per cent change; '92-'00; '01-'04;'05-'09

** Labour force participation rate

\|a: Total population estimates: the estimate for 2000; The population estimate is for 2008 the most recent official population estimate

\|b: Growth rates relate to 2001-2009

30. Slow growth of the WAP and the LF is a typical trait of the Barbadian economy (*See Table 1*). On average the WAP increased annually by 850 persons in the period 1991 to 2000 or by an annual average growth of 0.5 per cent. The LF increased more rapidly by 1,287 persons or an annual average growth of 1.1 per cent (*See Table 1*). However, at the turn of the millennium the WAP and the LF growth further slowed down. The annual average increase of the WAP and the LF growth dropped to 0.3 per cent and almost zero (0.03) per cent respectively in the period 2001 to 2009. A closer look the period 2001 to 2009 shows that in the second half of the this period (2005 to 2009) the average annual growth of the WAP was reduced to 0.2 per cent and labour supply fell on average with -0.5 per cent per annum. The latter resulted is an actual decline of the number of persons in the LF from 146,800 in 2005 to 142,700 persons in 2009. In 2001, the LF was estimated at 145,200 persons.
31. A significant source of the expansion of the LF during the nineties was the increase in labour force participation: the Labour Force Participation

²⁷ Source: Barbados Statistical Service

Rate (LFPR)²⁸ steadily increased from 65.1 per cent in 1991 to 69.5 per cent in 2001 (*Statistical Annex table 5.a*). The trend in labour force growth was reversed in the period 2001 to 2009 as the LF in Barbados actually contracted by 2,551 persons or -1.8 per cent. Underlying this change are the slow-down of the WAP to 0.2 per cent annually in the period 2005-2009, a lower LFPR (67.0 per cent) as well as other developments in the labour market.

32. The male labour force contracted by -2.9 per cent in 2009 as compared to 2001 which is more than the decline of the female labour force of -0.7 per cent in the same period. The gender specific LFPRs show a similar pattern in this period: the male labour force participation rate for 2001 (75.9 per cent) fell by 3.6 percentage points while this decline for females was only 1.7 points down from 63.9 per cent in 2001 (*Statistical Annex: Tables 2a & 5a*).

Table 2: Average Annual increase of the Labour Force (LF) by age group

	Average Annual % change				2001-09 increase in the LF (X 1000)	
	92-00		01-09		Male	Female
Age/Sex	Male	Female	Male	Female	Male	Female
15-24	-0.6	-1.6	-4.0	-3.6	-2.8	-3.0
25-44	-0.1	0.8	-1.4	-1.9	-6.1	-5.4
45-64	4.6	5.2	3.4	5.0	5.7	7.3
65+	-3.6	-4.4	7.4	14.2	1.0	0.6
Total	0.8	1.3	-0.1	0.2	-2.2	-0.5

Source: Results from the Labour Force Survey (LFS), provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

33. The demographic changes in the population structure in Barbados, and their impact on the age structure of labour force, became more pronounced in the period 2001-2009. As the Barbadian LF is "ageing", the most important trend is the steady increase of the 45 to 64 age group in the labour force. Compared to 1991, the share of this group in the LF almost doubled: it increased from 19.8 per cent in 1991 to 39.8 per cent in 2009. The decline of youth (15-24 years) as a share of the LF is another significant aspect of this process (*See Table 3*). By 2009, the share of youth in the labour force was almost halved: it declined by 21.0 per cent in 1991 to 11.8 per cent in 2009. The share of the age group 25-44 years in the LF also declined by -11.2 per cent, down to 45.8 per cent in 2009. These trends are quite consistent for males and females.

Table 3: Percent share of age groups in the Labour Force by sex in 1992, 2007 and 2015

Age	Both Sexes			Males			Females		
	1991	2001	2009	1991	2001	2009	1991	2001	2009
15-24	21.0	15.6	11.8	21.6	16.2	12.8	20.4	14.9	10.6
25-44	57.0	52.9	45.8	55.3	51.7	44.9	58.9	54.0	46.7
45-64	19.8	30.1	39.8	20.5	30.2	38.9	19.2	30.0	40.7

²⁸ The LFPR expresses the Labour Force as a share of the Working Age Population (in percentages).

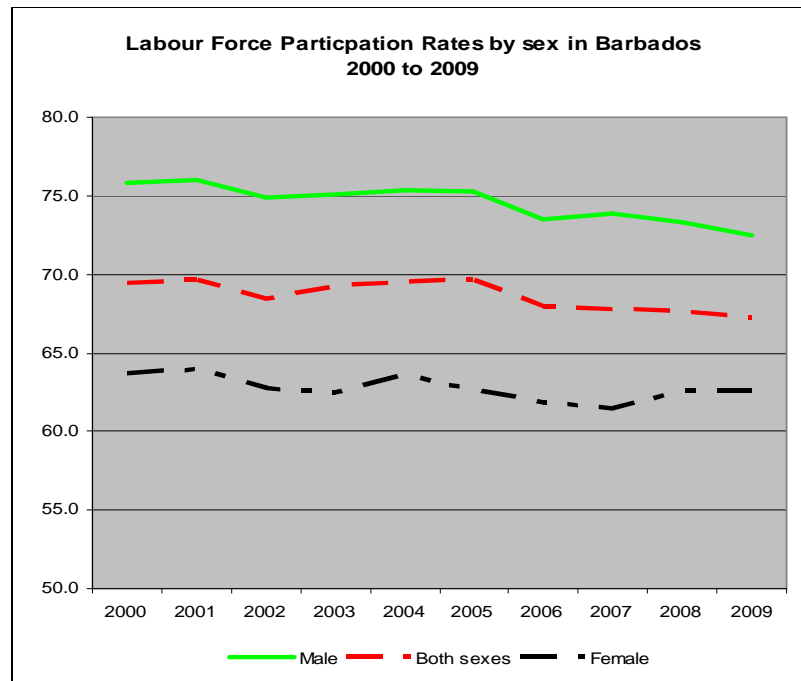
65+	2.1	1.4	2.7	2.6	1.9	3.3	1.5	1.1	2.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Persons X1000	129.5	145.2	142.7	68.2	75.0	72.9	61.30	70.33	69.84

Source: Results from the Labour Force Survey (LFS) , provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

34. A further slow-down of the growth of the WAP and labour supply in Barbados is likely as the "ageing process" of the population further impacts on the structure of the LF. The impact of migration on this process could not be analysed because of the lack of reliable data. However, it is clear from the trends that immigration has not been able to counterbalance this process of ageing of the Barbadian population.

35. The slow down of the growth of labour supply and the ageing of the LF will pose serious challenges on the labour market in the areas of enterprise level social policies, employment related social protection systems, and the Barbadian economy as whole. Considering the underlying demographic mechanisms, the relatively high LFPR of 67.2 per cent, and the recent downward trend in the rate, increasing labour force participation may prove to be difficult and offers only limited options.

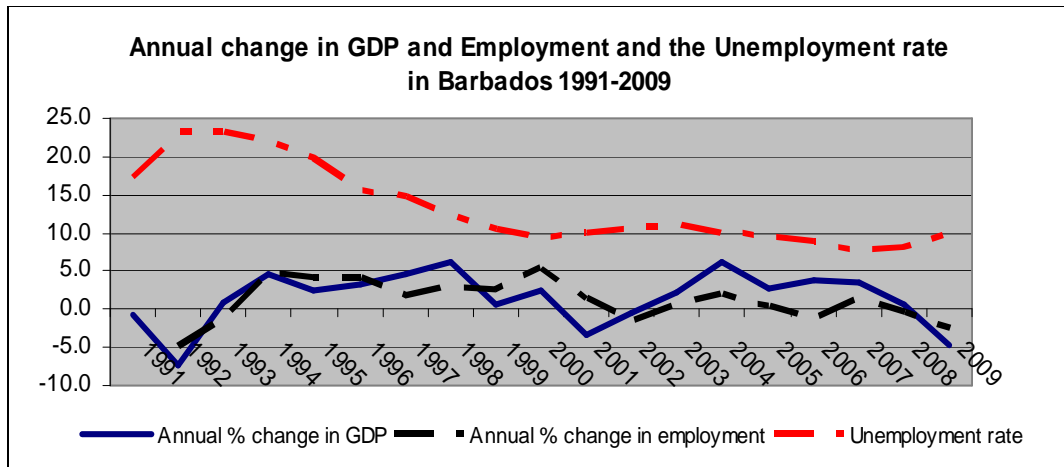
Figure 1



Source: ILO Subregional Office for the Caribbean, based on information from official national sources

36. Policies for Decent Work must address the shortfall of labour supply, “ageing” of the labour force, and the impact on the social and economic infrastructure, and will require an appropriate and sophisticated mix of labour market policies that are integrated in the country’s population and economic policies.
37. After the recovery from the crisis in the early nineties, Barbados experienced 8 years of uninterrupted employment growth from 1994 to 2001. Despite this crisis, the total number of employed persons in the period 1991 to 2000 increased by 20.4 per cent or 21,900 persons. Annual average employment growth was approximately 2.1 per cent as the economy expanded at an annual rate of 1.7 per cent per year.
38. In the period 2001 to 2009, the expansion of employment in Barbados showed a completely different pattern. In this period, the country experienced four years of negative employment growth: -1.8 per cent in 2002; -1.2 per cent in 2006; -0.5 per cent in 2008; and -2.8 per cent in 2009. As a result, total employment declined by -2,430 persons in 2009 compared to 2001 a decline of -1.9 per cent. Annual employment growth in this period averaged -0.1 per cent, which is much less than GDP growth which averaged 1.2 per cent per year.

Figure 2

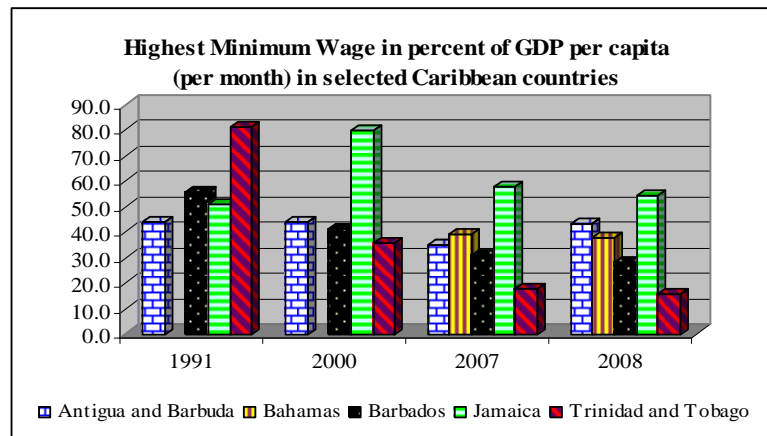


Source: ILO Subregional Office for the Caribbean, based on information from official national sources

39. Underlying this employment performance, are two major external shocks the country experienced: the 9/11 attacks in 2001 and the global financial crisis in 2008/9. The impact of the latter shock was more severe. In 2002, GDP contracted by -0.5 per cent while contraction of GDP in 2009 was -4.8 per cent.

40. During the nineties, moderate employment growth and slow growth of labour supply allowed the country to reduce its unemployment rate from a high of 23.2 per cent in 1993 to 10.3 per cent in 1999. Despite zero per cent average annual growth of labour supply in the recent decennium, less than zero per cent growth of employment resulted in a slight increase (0.1 per cent) of the unemployment rate to 10.9 per cent by the end of the period 2001 to 2009. The employment impact of the global financial crisis proved to be quite severe as employment contracted two consecutive years by -0.5 and -2.8 per cent in 2008 and 2009.

Figure 3

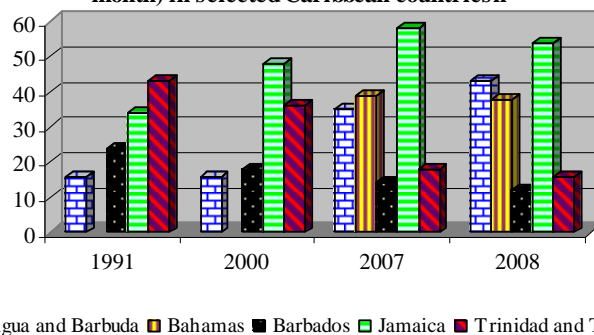


Source: ILO Subregional Office for the Caribbean, based on information from official national sources

41. In the absence of a time series of real wages the evolution of minimum wage was used as an indicator of how the floor of the wage distribution developed over time (see graph 3 and 4 and tables 9a and b). In 1991 the minimum wage was 56 percent of GDP per capita (per month). This indicator shows a long term decline and successively dropped to 28 percent a decline of 50 percent. At least from this indicator, wage increases in the bottom section of the wage distribution are not expected to have been a major, negative influence on the evolution of employment. However, more information on the number of workers earning the statutory minimum wage would indicate how the evolution of the minimum wage affected on the wage distribution and particularly the bottom 10 or 20 percent of this distribution. In comparison to the other Caribbean countries for which this indicator was available, the data show that the highest and lowest minimum wage in Barbados are conservatively set at 28 and 12 percent of GDP per capita (per month) respectively.

Figure 4

Lowest Minimum Wage in percent of GDP per capita (per month) in selected Caribbean countries



Source: ILO Subregional Office for the Caribbean, based on information from official national sources

42. Barbados' recovery from the global Financial and Economic Crisis is closely tied to the rebound of tourism demand in its major markets in Europe and the USA/Canada. However, considering the nature of this demand, consumers in these countries are likely to prioritise their expenditure so tourism demand will most likely rebound with a lag. This is reflected in the statement of the Central bank of Barbados that: "The prospects for a revival of demand in tourism, international business and financial services, and exports of manufactures and agriculture have not come any closer. The industrial countries from which we derive the demand for our exports and services are now reporting real growth, and the US has at last recorded a month of net employment gain in March. However, the spill-over to increased demand for Barbados' output is not yet evident."²⁹

²⁹ Press release on the "Review of the Economy First quarter 2010" of the Central Bank of Barbados (Pg. 6)

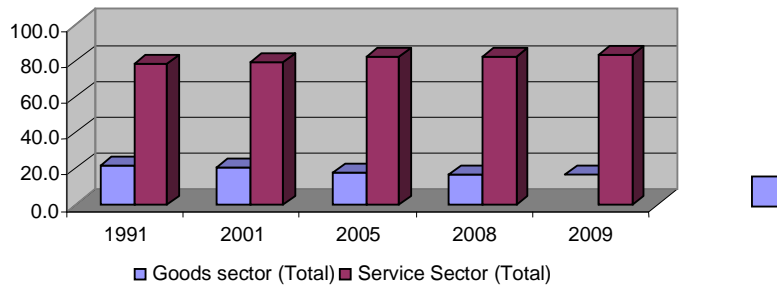
43. Stay-over tourist arrivals in Barbados were up by 2 per cent in the first quarter of 2010 but income from tourism remained below previous levels as a result of discounted prices offered in the sector to maintain international competitiveness. The Barbadian Central Bank forecasted a small decline in tourism arrivals for 2010 and the International Monetary Fund (IMF) projected a slight drop in GDP of -0.5 per cent by the end of 2010 and full recovery by 2011 with 3 per cent GDP growth.³⁰ Considering the trend in employment growth in the recent decennium and its relation to GDP growth and if the IMF estimates materialise the outlook for the employment situation is as follows (*see table 8 in the Statistical Annex*):³¹
- Employment will continue to decline in 2010 by -0.4 per cent but show a slight positive increase of 0.4 percent in 2011.
 - Unemployment which stood at 10.0 per cent in 2009, will increase by an estimated 0.4 per cent in 2010 to 10.4 percent but will decline slightly to 10.1 percent in 2011.
44. During this decennium, the Barbadian economy continued to evolve into a service sector dominated economy as the service sectors, in particular tourism, continued to expand. The GDP and employment contribution of the agricultural sector continued to decline as did the goods-producing sectors of the economy. The impact of these trends is different for employed males and females as their respective share in employment in the various sectors differ.
45. In 1991, the share of agriculture in total employment was 5.7 per cent and declined to 4.2 per cent in 2001 and 3.1 per cent in 2009. The sector employed 6,100 persons in 1991 and this steadily declined by -33.2 per cent to 4,000 persons in 2009. In contrast to the agricultural and other goods-producing sectors, the share of employment in the service sector expanded further to 81.5 per cent of non-agricultural sector employment, up from 79.4 per cent 2001 and 78.5 per cent in 1991.

³⁰ IMF World Economic Outlook database (21 April 2010)

³¹ IMF World Economic Outlook database (21 April 2010)

Figure 5

Percent share of goods and service sectors employment in total non-agricultural employment in Barbados



Source: ILO Subregional Office for the Caribbean, based on information from official national sources

46. The upward trend in service sector employment is a very long-term trend in Barbados as is clear from *Figure 3* above. The role of the service sector in the structure of employment was more apparent in the period 2001-2009 and its role in employment creation consolidated this trend. In this period, net job creation only took place in service sector activities. The only economic sectors where employment did not decline in the Barbadian economy were Finance, Insurance and Business Services and the General Services. Combined, these sectors were also the fastest growing, showing average growth rate of 2.4 and 1.9 per cent per year. This resulted in adding 5,552 persons to the employed population, 723 and 4,828 persons respectively the Finance, Insurance and Business Services and the General Services sector. However, employment growth in these sectors was volatile, peaking in 2006 while shedding labour since 2007. In addition, and by its nature, employment in the General Service tends to be dominated by own account employment and micro, small and medium-sized enterprises. Consequently, informality may be an important challenge to Decent Work of the workers involved and the jobs created.
47. In the sectors, Wholesale and Retail Trade and Government Services, employment slightly decreased but the numbers of persons employed proved to be relatively stable throughout the period 2001 to 2009. These two service sectors and the General Services sector are the three largest economic sectors in terms of their share in total employment. Similar to the concerns about Decent Work in the General Services, the Wholesale and Retail Trade Sector may pose a challenge with respect to Decent Work. Therefore, more in dept analysis is required to assess the quality of jobs in this sector. However, the lack of (recent) data on informality in the labour market in Barbados and/or information on the working poor must be dealt with in order to review these aspects of employment. The only readily available (crude) indicator of the size of the informal sector available, the share of own account employment, shows almost no change for the period 2001 to 2009.

Table 5: Total numbers employed in 2001, in 2009 minus in 2001, and the average annual per cent increase between 2001 and 2009 in Barbados

Economic activity	Total number of persons employed		Average % increase
	2001	Increase: 2009 minus 2001	
Sugar	983	-660	-13.6
Other agriculture, fishing	4,473	-797	0.5
Manufacturing	9,305	-1,859	-3.4
Electricity, gas, water	1,962	-238	-1.1
Construction and quarrying	14,383	-2,837	-2.0
Wholesale and retail trade	19,380	-594	0.1
Tourism	13,904	-612	-0.7
Transport and communications	5,813	-392	1.1
Finance, insurance and business services	10,544	723	2.4
General services	23,250	4,828	1.9
Government services	26,656	-11	0.9
Not stated	208	58	3.2
All sectors	130,862	-2,4	0.2

Source: Results from the Labour Force Survey (LFS), provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

Table 6: The average annual increase and the increase of the number of employed persons by type of economic activity (1992 – 2000 and 2001-2009)

Economic activity	Average annual increase		Increase	
	1992-2000	2001-2009	1992-2000	2001-2009
Sugar	-7.0	-13.6	-47.8	-67.1
Other agriculture, fishing	-0.9	0.5	-7.9	-17.8
Manufacturing	-0.6	-3.4	-5.6	-20.0
Electricity, gas, water	1.2	-1.1	11.8	-12.2
Construction and quarrying	4.6	-2.0	50.0	-19.7
Wholesale and retail trade	1.3	0.1	12.7	-3.1
Tourism	4.6	-0.7	49.5	-4.4
Transport and communications	-0.4	1.1	-3.9	-6.8
Finance, insurance & business services	9.0	2.4	116.7	6.9
General services	2.2	1.9	21.6	20.8
Government services	0.0	0.9	-0.4	0.0
Not stated		3.2	100.0	27.7
Total	1.8	0.2	17.5	-1.8

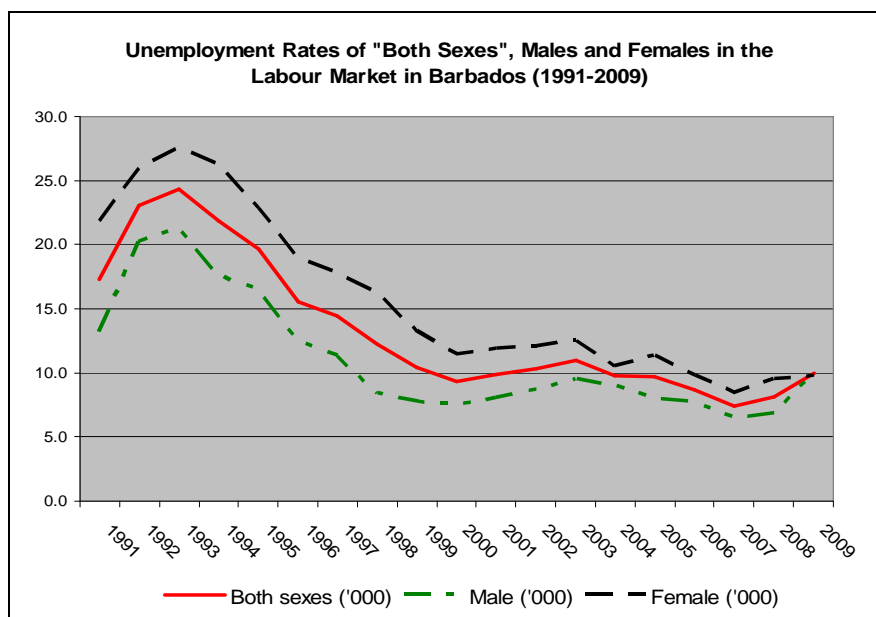
Source: Results from the Labour Force Survey (LFS), provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

48. The most significant job losses occurred in the goods-producing sectors where employment declined by 6,390 persons in 2009 when compared with 2001. Job losses were the largest in the Construction and Quarrying sector where employment fell by 19.7 per cent or -2,837 persons. In fact, the drop in employment in this sector is 33.4 per cent, when compared with the peak in employment that the sector reached in 2007.

The other major economic sector where significant job losses occurred was the Manufacturing sector. Employment in Manufacturing fell by 20.0 per cent or 1,859 persons and this shows a consolidation of the long-term decline in manufacturing employment that really started in 2001.

49. During the crisis in the early nineties almost one in four persons in the labour force of Barbados was unemployed. In 1993, the unemployment rate stood at 24.3 per cent and a record 32,300 persons were unemployed. Within seven years after this peak the unemployment rate rapidly declined to 9.3 per cent in 2000 and 7.4 per cent in 2007. However, while the decline of unemployment continued in the new millennium up to 2007, in 2008, unemployment started to increase. The unemployment rate was 8.1 per cent in 2008 and 10.0 per cent in 2009. Based on the IMF forecasts for GDP growth in Barbados, it is expected to reach 10.4 percent in 2010 and drop slightly to 10.1 percent in 2011.

Figure 6



Source: ILO Subregional Office for the Caribbean, based on information from official national sources

50. While these trends are similar for males and females as well as for the age groups used in this analysis, they are not the same. Differences resulted in changes in the impact of unemployment for both gender and age groups, but the most important reduction is the difference in the unemployment rate by gender, as is clear from the converge of the trend of these rates in Figure 4.
51. The rise in unemployment in 2008 and 2009, is definitely linked to the shock resulting from the global economic and financial crisis, however, other factors cannot be ignored in the design and evaluation of labour market and employment policies. These include the impact of the general slow-down of the rate of employment creation between 2001 and 2009 compared to the nineties, and the easing of the construction boom which was in part related to the Cricket World Cup in 2007.

52. Of particular importance for policy-design and implementation are the changes in the composition of the unemployed population. As the share of youth in the unemployed population in Barbados is declining (*See Table 7*), employment and labour market policies and programmes must adapt to take into account the special needs of the increasing numbers of the unemployed in the age groups 45-64 and 65 and older. New (additional) tools and instruments should reflect this since within a little more than five years this group is expected to become the second largest (age) group among the unemployed.

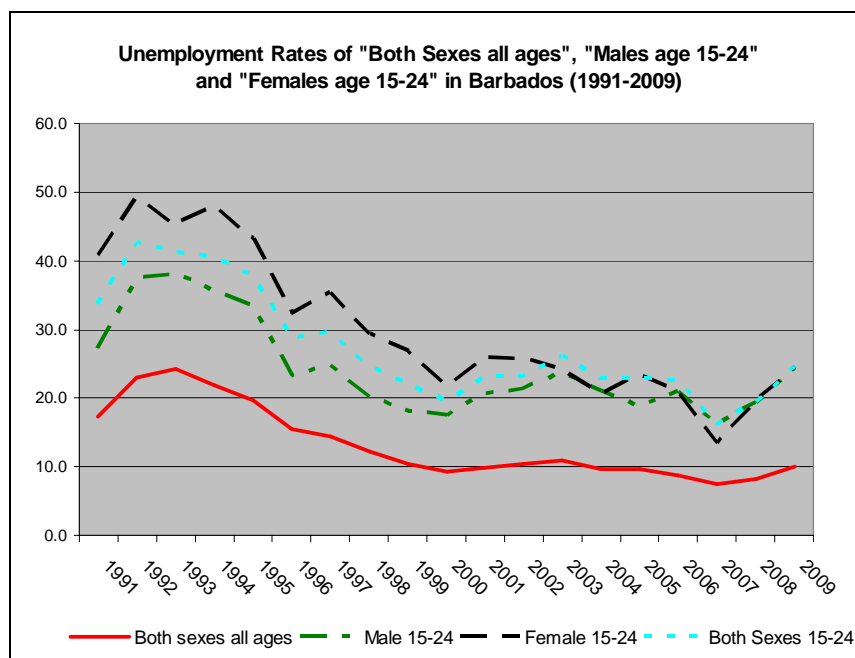
Table 7: Unemployed persons and the age-specific unemployment rates by age group in Barbados in 2001, 2005 and 2009

Age	2001		2005		2009	
	Persons	Unemp. Rate	Persons	Unemp. Rate	Persons	Unemp. Rate
15-24	5,223	23.1	4,596	22.8	4,125	24.6
25-44	6,494	8.5	6,827	9.2	6,308	9.7
45-64	2,592	5.9	2,639	5.3	3,627	6.4
65+	33	1.6	134	4.9	163	4.3
Total	14,341	9.9	14,196	9.7	14,224	10.0

Source: Results from the Labour Force Survey (LFS), provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

53. Young unemployed persons represented 41.1 per cent of all unemployed in Barbados in 1991. This fell to 36.2 per cent in 2000 and 29.0 per cent in 2009 in part because of the decline of share of youth in the WAP and the LF.
54. In line with the general trend in unemployment, youth unemployment declined throughout most of the period under analysis (1991-2009), reaching a low of 16.3 per cent in 2007 but up to 24.6 per cent in 2009. However, the unemployment rate of youth compared to the "all-ages-rate" deteriorated - on average the youth unemployment rate was 1.9 times the "all-ages-rate" in the period 1991 to 2000 but increased to 2.3 times the "all-ages-rate" in the period 2001-2009. In 2008 and 2009, this indicator jumped from 2.2 in 2007, to 2.4 and 2.5 indicating that the increase in unemployment due to the crisis, impacted harder on the youth than the adult labour force.

Figure 7



Source: ILO Subregional Office for the Caribbean, based on information from official national sources

Sustainable Enterprise development

55. According to the Central Bank of Barbados there is a predominance of micro, small and medium-sized enterprises (MSMEs),³² which may be attributed in part to the small size of the economy.³³ These small enterprises operate in diverse sectors of the economy. They play an important role in generating income and new jobs as well as harnessing the entrepreneurial potential of the population.³⁴ Although there is no official estimate on the contribution of small enterprises to national GDP, the President of Barbados Small Business Association (BSBA) is of the view that the small business sector contributes some 50 per cent of GDP.³⁵
56. The regulatory and support system for small enterprises in Barbados is well developed. The Small Business Development Act of 2002 provides a framework for the development of the sector. A number of government agencies and programmes provide support for small enterprise development and growth.³⁶ They include the Barbados Investment

³² Referred to as “small enterprises” hereafter

³³ Central Bank of Barbados (2008), “Structure of the Barbados Economy”, presentation made by Dr. Kevin Greenidge of the Central Bank of Barbados for the meeting of Honorary Consuls of Barbados in Latin America

³⁴ CDB (2002), “Working paper on a New Private Sector Development Strategy” Caribbean Development Bank, Barbados

³⁵ <http://www.barbadosadvocate.com/newsitem.asp?more=business&NewsID=8151>

³⁶ Knight, T and Hossain, F, (2008), “Helping the Needy: Factors influencing the development of Microfinance in Barbados”, Brooks World Poverty Institute (BWPI) Working Paper No. 29, Manchester

Development Corporation (BIDC), the Barbados Agency for Micro Enterprise Development (also referred to as 'Fund Access'), the Urban Enterprise Programme, and the Rural Development Commission. Business development services are also provided by the BSBA and Barbados Youth Business Trust (BYBT).

57. Small enterprises face some challenges despite a well-functioning business support system in Barbados. According to the Central Bank, the small size of the Barbados economy translates into higher unit costs of production or higher service delivery costs for small enterprises. In addition, Barbados is concerned about improving productivity and competitiveness. The Honourable David Thompson, the Prime Minister of Barbados, has recognized the need for creating an enabling environment for business and for making enterprises more competitive.³⁷
58. Evidence-based information is needed for policy formulation in support of small enterprise development. To this end, a national database on MSMEs has been launched.³⁸ In addition, there is need for a systematic way of collecting, collating, analyzing and sharing data on the start-up and growth of small businesses. The President of BSBA, in an interview opined that the availability of data and research-based information is the key to knowing the reasons behind successes and failures as well as devising policies for small enterprise development in Barbados.³⁹
59. Small enterprises operating in the informal economy also face many challenges. A study by the Central Bank has estimated that 38.33 per cent of the GDP comes from the informal economy. It confirms that a large number of persons are employed in "small business and trading".⁴⁰ Small enterprises that remain a part of the informal economy cannot access bank loans and do not avail themselves of professional business development services. Moreover, the institutional capacity of small business development organizations to service the informal enterprises is also limited.⁴¹
60. Barbados is still going through the global financial and economic crisis. The 2009 estimates show that the unemployment rate remains around 10 per cent.⁴² The Government recognizes the potential of entrepreneurship and small enterprise development in stimulating the

³⁷ Address by the Honourable David Thompson, Prime Minister, at the Barbados Chamber of Commerce on January 25, 2010

³⁸ Speech made by the Honourable David Estwick, Minister of Economic Affairs, Empowerment, Innovation, Trade, Industry and Commerce on the theme "Using technology to promote entrepreneurial and economic development" at BIDC on March 30, 2009

³⁹ Browne, S (2009), "Research the key to propelling small business sector", *The Barbados Advocate* of 27 February, 2009

⁴⁰ Greenidge, K, Holder. C., and Mayers. S, (2005), "Estimating the size of the underground economy in Barbados", Central Bank of Barbados

⁴¹ IDB (2005), "IDB Country Strategy with Barbados", Inter-American Development Bank, Barbados Country Office

⁴² Barbados Statistical Service (2009), *op .cit*

economy and reducing unemployment.⁴³ The Prime Minister of Barbados has made it clear that his Government was poised to providing incentives to small and medium-sized enterprises as well as creating a genuine enterprise culture in Barbados to enhance the country's potential to be an export leader.⁴⁴

61. The National Strategic Plan (NSP) of Barbados seeks to boost national prosperity and competitiveness and to build an innovative economy. It envisages creating an entrepreneurial culture and an environment where opportunities could be turned into sustainable businesses. The strategies elaborated in the NSP include strengthening of entrepreneurship education and training at primary, secondary and tertiary levels and a focus on continuous development of young entrepreneurs and sustainable new businesses.⁴⁵ The DWCP will be supportive of these strategies.

Skills and employability

62. The 1988 CARICOM Survey report on Technical and Vocational Education Training (TVET) in the sub-region highlighted areas of concern for the development and improvement of TVET which include the harmonization of occupational certification; improving the image and negative perception of TVET; and the need for schools and the workplace to jointly play a critical role in skills development and training. These issues are relevant today and impact skills development across the sub-region.⁴⁶
63. Following this report, the 1990 Regional Strategy for Technical and Vocational Education and Training was developed to provide policy guidance for countries in the sub-region in their efforts to develop their technical and vocational education programmes. Some of the policy issues outlined for action include the preparation of instructors to use a variety of training mechanisms such as competency-based performance programmes and apprenticeship training systems to develop skills that are relevant to the labour market.⁴⁷
64. Similarly, the integrated development strategy envisioned by the Caribbean Single Market and Economy (CSME) to allow for the movement of persons within the CARICOM member States demands

⁴³ The commitment of the Government of Barbados was reiterated by the Minister of Economic Affairs and Empowerment, Innovation, Trade, Industry and Commerce -Dr. The Hon. David Estwick at the recently held "Entrepreneurship, Innovation and Renewable Energy Symposium 2010" on 5th March, 2010

⁴⁴ *op. cit*

⁴⁵ Government of Barbados (2007), "Global Excellence and Barbadian Traditions – The National Strategic Plan of Barbados 2006-2025", Ministry of Economic Affairs and Development

⁴⁶ Caribbean Community (CARICOM). 1988. CARICOM Survey Report presented to the Standing Committee of Ministers responsible for Education (SCME) at its Seventh Meeting in Saint Lucia, May 1988.

⁴⁷ Caribbean Community (CARICOM). 1990. Regional Strategy for Technical and Vocational Education and Training. Caribbean Community Secretariat, Georgetown, Guyana. May, 1990

labour that is skilled and certified. The introduction of the Caribbean Vocational Qualification (CVQ) by COHSOD in 2006, in addition to the existing National Vocational Qualification (NVQ) in some of the countries in the sub-region was aimed at achieving quality and relevance of education and training.

65. The sub-regional demand for certification is in line with ILO Recommendation No. 195 (2004) which calls for member countries to develop a national qualification framework to facilitate lifelong learning, assist enterprise and employment agencies to match skill demand with supply, guide individuals in their choice of training, facilitate the recognition of prior learning acquired through competencies and experience. The Recommendation also calls for a credible system of certification which will ensure that skills are portable and recognized across sectors, industries, enterprises, and educational institutions.⁴⁸ The implementation of such skills development policies is in line with the Barbados National Strategic Development Plan 2006-2025 for education to “expand the level and quality of education and training” implementing a strategy of enhancing adult education, training and lifelong learning.⁴⁹
66. The ‘Hemispheric Agenda for the Americas’ (2006-2015) also called for the design and implementation of vocational training programmes to meet the needs of young people and unemployed adults. This requires a national qualification system that enables general education and vocational training to be more closely aligned, and includes the recognition of prior training and the promotion of lifelong learning.⁵⁰ The separation of general education from TVET limits access to and opportunities for learning, especially for young people. These problems were underscored in the 2009 Report of the Commission on Youth Development, some of which include the low relevance of educational curricula resulting in a mismatch between the skills learnt in schools and those required by employers.⁵¹
67. These findings and recommendations point to the need for training institutions in the sub-region to improve the quality and delivery of their education and training, and to award national and regional certification in occupational areas. This is in line with the UNESCO-ILO Recommendation 2002 on technical and vocational education and training as an aspect of general education,⁵² and the Declaration and Plan of Action adopted at the Tripartite Caribbean Employment Forum

⁴⁸ Recommendation Concerning Human Resources Development: Education, Training and Lifelong Learning Recommendation, 2004 (No. 195)

⁴⁹ Ministry of Economic Affairs and Development, 2007. The National Strategic Plan 2006 -2025. The Government of Barbados.

⁵⁰ ILO: Decent Work in the Americas: An agenda for the Hemisphere, 2006 – 2015. Report of the Director-General, at the Sixteenth American Regional Meeting (Brasilia, May, 2006)

⁵¹ CARICOM, 2010. Report of the CARICOM Commission on Youth Development, Summit on Youth Development, 29-30 January 2010, Paramaribo, Suriname.

⁵² UNESCO and ILO: Technical and vocational education and Training for the Twenty-first Century Recommendations, 2002.

(Barbados, October 2006). It was reiterated at the Nineteenth Meeting of the Council for Human and Social Development (COHSOD) and the ILO Seventh Meeting of Ministers of Labour (April 2010).⁵³

68. The priority on skills and employability for the DWCP is in line with ILO Recommendation No. 195. This deals with improving the quality and standards of trainers, and ensuring that TVET systems provide appropriate opportunities for the development and certification of skills relevant to the labour market. The Barbados Technical and Vocational Education and Training Council recognized the value of strengthening the capacity of instructors, trainers and assessors in their education and training institutions to develop TVET curricula; deliver instruction using the competency-based education and training methodology; and assess students using competency-based assessment methodology for the award of NVQ and CVQ certification.
69. In addition to strengthening the capacity of instructors and trainers, there is the need to modernize the Barbados Apprenticeship Programme to provide skills training to the level of competence required by industry. To this end, a review of the Barbados Apprenticeship Programme is to be undertaken.
70. Similar to other countries, TVET in Barbados suffers from a negative image especially among young people. Closing the gap between the need for TVET and the current perception of it, will require changing the image of TVET. This can be achieved by creating a positive profile of TVET graduates through the sharing of data on retention rates and number of graduates, on the percentage of graduates who found employment, and testimonials by employers and graduates.⁵⁴ Within the framework of the DWCP, the ILO will provide technical advice on strategies to improve the image of TVET in Barbados. Strategies will target and involve students, social partners, government and non-governmental agencies, and the general public.

Social Protection

This section focuses on social security, occupational safety and health, security of employment and working conditions.

Social Security

The Barbados National Insurance Scheme which was established under the provisions of the National Insurance and Social Security Act, 1966, recognizes that Barbados' greatest asset is its people. It covers all working people

⁵³ COHSOD, 2010. Working document for the Nineteenth Meeting of the Council for Human and Social Development –Labour in collaboration with Seventh ILO Meeting of Caribbean Labour Ministers, Georgetown, Guyana. April, 2010.

⁵⁴ G. Gamerding, Innovation: A process TVET systems need to developed. (2010) pp1-6.

whether they are self-employed or engaged under a contract of service in Barbados. The Scheme is administered by the National Insurance Department.

The Scheme provides for the payment of the following benefits:

- Maternity
- Unemployment
- Funeral Grant
- Survivors
- Non-Contributory Old -Age Pension
- Old-Age Contributory Pension
- Invalidity
- Sickness
- Employment Injury (Injury benefit, Disablement benefit, Medical Expenses)

The Scheme is comprehensive and gives excellent protection. Persons who are under the age of sixteen (16) or over pensionable age are eligible only for employment injury. These benefits are revisited from time to time to ensure that prospective beneficiaries are not disadvantaged.

A major challenge for the National Insurance Department is the fact that many self-employed persons and members of the informal sector do not register with the Department. They therefore do not fulfil their financial obligations to the Scheme and run the risk of becoming a burden to the state at pensionable age. The National Insurance Department through its educational thrust tries to reach this segment of the population. This is an ongoing, challenging task.

The Safety and Health at Work Act

The regulation of the important area of Occupational Safety and Health in Barbados is governed by the Factories Act Cap 347 of the Laws of Barbados. Since this legislation only relates to factory-defined operations, a significant number of businesses and operations is not covered under the existing legislation. New legislation sought to correct this situation. The Safety and Health at Work Act was laid in Parliament and given assent by the Governor General in 2005. The Act makes provision for securing the health, safety and welfare of persons at work; for protecting other persons against risks to health and safety in connection with the activities of persons at work; for controlling certain emissions into the environment; and generally, for consolidating the law relating to health, safety and welfare in the workplace and related matters. The Act relates to practically every sphere of economic activity.

The Safety and Health at Work Act has not been proclaimed. The Ministry of Labour is cognizant that the interest of all Barbadians would be served through the proclamation of this legislation. Efforts are underway to address

the administrative matters which are currently hindering the proclamation of the Act.

Employment Rights

Acknowledging that the Decent Work objectives can only be achieved through the modernization of existing labour legislation and the introduction of new legislation, an Employment Rights Bill is currently being drafted by the Chief Parliamentary Counsel. This Bill seeks to confer on persons, primarily employed persons, new employment rights. Among the rights provided for is a right to a statutory minimum amount of notice of termination for both employers and employees. For employees, the following are among the proposed rights:

- The right to be consulted before they are laid off or placed on short time;
- The right, if dismissed for redundancy or laid off, to priority or rehiring in certain circumstances;
- The right, where employment has ended, to a certificate giving particulars of the employment including, where the employment ended by dismissal (should the employee so wish), a statement of the reasons why he was dismissed;
- The right not to be unfairly dismissed;
- The right to register a complaint of unfair dismissal, the infringement of the other employment and for an Employment Rights Tribunal to make a determination on such matters.

The Employment Rights Bill also establishes a Tribunal called the Employment Rights Tribunal to determine issues relating to employment rights. This legislation will bring far-reaching benefits to Barbados industrial relations landscape.

Working Conditions

Proposed amendments to the Shops Act and the Holidays with Pay Act address the important issue of working conditions.

The Shops Act is being amended to consider the direction of the economy towards a focus on services which includes the convenience of a liberalized shopping regime.

An important feature of the amendments is the proposal that all shops be allowed to open on a 24-hour basis where the operators so desire except on Saturdays and Sundays which will involve shorter hours. The Order, at the same time, in an effort to ensure that workers are not disadvantaged by the new arrangements, seeks to provide adequate arrangement and facilities for workers rostered on shifts between 2300 hrs and 0700 hrs with respect to:

- (i) Transportation to and from work
- (ii) The taking of meals and rest breaks and
- (iii) Illness.

This Act also provides for minimum interval for rest of 12 hours between shifts, in accordance with ILO Recommendation 103 Weekly Rest (Commerce and Offices).

The Holidays with Pay Act, Cap.348 of the Laws of Barbados is currently being amended to bring clarity to certain aspects of the legislation including the process for calculating average pay to prevent some categories of the workers from being disadvantaged. It also protects workers when a public holiday falls within their vacation. With the present Act, while it can be assumed that this extra day is with pay, the Act is not explicit. As a result, implementation over the years has presented many challenges with respect to hourly and daily paid workers. This Act also seeks to bring clarity to the current legislation by insuring that the Chief Labour Officer can institute proceedings in his own name.

Social dialogue

71. Tripartite consultation and social dialogue in Barbados is not a new concept. Barbados has traditionally experienced vibrant collective bargaining in both the private and public sectors of the economy. The signing of the Tripartite Protocols⁵⁵ in the 1990s was a milestone in social dialogue; and added to the cordial environment in the country. Representatives of the Government, BEC and CTUSAB entered into a partnership agreement in the early nineties, and have over the years continued to negotiate similar national agreements. These partnership agreements have had a positive impact on the socio-economic life of the country.
72. In keeping with ILO Convention No. 144: Tripartite Consultation (International Labour Standards) Convention, 1976, a tripartite committee was established by the Government in August 2004. The committee comprises representatives from the Congress of Trade Unions and Staff Associations of Barbados (CTUSAB) and from the BEC. Barbados has, traditionally, had a strong trade union movement and well-developed system of social dialogue.
73. Over the years, the tripartite constituents have benefited from the ILO's capacity-building workshops and technical cooperation programmes. High-level government delegations have been regular participants at the ILO's Meetings of Caribbean Labour Ministers. Barbados was the host of the Tripartite Caribbean Employment Forum (TCEF) from the 10-12 October 2006. It is at this meeting that the outcome document, called the *Tripartite Declaration and Plan of Action for Realizing the Decent*

55 The Barbados Protocols for the Implementation of a Social Partnership of the 1900's is an amalgamation of all the efforts of the Social Partners of Barbados, in "... recognizing that the success of any social and economic progress in Barbados will depend to a considerable extent upon their on-going individual and collective commitment to a philosophy of governance which is characterised by participatory democracy and the subjugation of their sectoral interests to the national good."

Work Agenda in the Caribbean was adopted, and is now used as a framework document for ILO's Subregional Office for the Caribbean and its constituents.⁵⁶

The social partners

74. The Congress of Trade Unions and Staff Associations Barbados (CTUSAB) is the national trade union centre in Barbados. It was officially registered on 4th August 1995. Its forerunner, the Coalition of Trade Union and Staff Associations of Barbados, dates back to 1991. The affiliates of CTUSAB are:

- Barbados Workers Union (BWU)
- National Union of Public Workers (NUPW)
- Barbados Union of Teachers (BUT)
- Barbados Secondary Teachers Union
- Police Association
- Fire Service Association
- Prison Officers Association
- Barbados Registered Nurses Association
- Barbados Association of Medical Practitioners
- Barbados Association of Principals of Public Secondary Schools
- Sugar Industry Staff Association
- Barbados Association of Public Primary Schools Principals
- Nurses' Assistants Aides Association of Barbados

The BWU was founded in 1941 and has around 25,000 members. The NUPW was founded in 1944 and has around 10,000 members. The BUT was founded in 1974.

75. The Barbados Employers' Confederation (BEC) was founded in 1956. It is registered as a trade union of employers and is the only membership based private sector organization specializing in industrial relations and human resource management in Barbados. Having more than 40 years experience in these fields, the BEC is recognized as the premier organization for social and labour related issues by the Government of Barbados and the various Workers' Organizations of Barbados.

76. The BEC represents employers in a number of national organizations, boards and committees, such as the Barbados Private Sector Association (BPSA), the Committee of Social Partners, The National Productivity Council, the National Insurance Board, the National HIV/AIDS Commission, the Technical Vocational Education and Training (TVET) Council, and the National Advisory Committee on Occupational Health and Safety (NACOSH).

⁵⁶ The Tripartite Deceleration and Plan of Action for Realizing the Decent Work Agenda in the Region was adopted by high-level representatives of the governments and of the employers' and workers' organizations of member States and non-metropolitan territories of the English and Dutch-speaking Caribbean at ILO's Tripartite Caribbean Employment Forum (TCEF)

77. In addition to negotiating collective agreements, the BEC is also focusing on advocacy for the stability of social/labour relations, to help establish an appropriate investment climate, and to provide adequate services to its members (e.g. information and training). In a bid to reshape its image, the BEC has stepped up efforts to improve its capacity to advocate on labour-related issues as its core competency and to provide demand-driven services to its members. In response to the BEC's request for assistance in this process, the International Labour Office (ILO) carried out an organizational review in April 2010, with the objective of assessing whether the operations of the BEC are set up and conducted in the most effective way with a view to long-term sustainability.

ANNEX 1**LIST OF PARTICIPANTS****Workshop to Align Priorities Identified by Tripartite Constituents
for the Decent Work Country Programme for Barbados**

Lloyd Erskine Sandiford Centre, 19 January 2010

Name	Designation	Contact Information
Mr. Martin Cox	Permanent Secretary (Labour)	Ministry of Labour and Immigration
Miss Shelley Carrington	Deputy Permanent Secretary (Labour)	Ministry of Labour and Immigration
Mr. Mark Franklin	Chief Research and Planning Officer	Ministry of Labour and Immigration
Ms. Joan Glasgow	Senior Administrative Officer	Ministry of Labour and Immigration
Mrs. Chauntel Watts-Challenor	Administrative Officer I (Labour)	Ministry of Labour and Immigration
Mrs. Shernell Marshall	Administrative Officer II (ag.)	Ministry of Labour and Immigration
Mrs. Juliet Clarke	Administrative Officer I (ag.)	Ministry of Labour and Immigration
Mr. Randolph Outram	Personal Assistant to Minister	Ministry of Labour and Immigration
Mr. Vincent Burnett	Chief Labour Officer (ag.)	Labour Department
Mrs. Claudette Hope-Greenidge	Assistant Chief Labour Officer (ag.)	Labour Department
Mr. Trevor King	Executive Director	Technical and Vocational Education and Training (TVET) Council
Mr. Geoffrey Yearwood	Manager, Employment Training Fund	Technical and Vocational Education and Training (TVET) Council
Miss Merna Jordan	Assistant Director	Barbados Vocational Training Board
Sir Roy Trotman	President	Congress of Trade Unions and Staff Associations of Barbados
Mr. Dennis DePeiza	General Secretary	Congress of Trade Unions and Staff Associations of Barbados
Mr. Patrick Frost	-	Barbados Secondary Teachers' Union/Congress of Trade Unions and Staff Associations of Barbados
Ms. Anne-Marie Burke	Executive General Treasurer	Congress of Trade Unions and Staff Associations of Barbados
Ms. Veronica Griffith	Deputy General Secretary/Member	Barbados Workers' Union/Congress of Trade

		Unions and Staff Associations of Barbados
Ms. Toni Moore	Senior Assistant/General Secretary	Barbados Workers' Union/Congress of Trade Unions and Staff Associations of Barbados
Mr. Erskine Padmore	General Secretary	Barbados Secondary Teachers' Union
Ms. Mary Redman		Barbados Secondary Teachers' Union
Mr. Tony Walcott	Executive Director	Barbados Employers' Confederation
Mr. Magnus Whitehead	Chief Executive Officer	Barbados Private Sector Association
Mr. Ben Arrindell	Chairman	Barbados Private Sector Association

Statistical Annex

**Table 1.a. Working Age population in Barbados by Age and Sex, Both sexes (1991-2009)
(X '000)**

Age	Total	15-24	25-44	45-64	64+
1991	198.9	0.0	0.0	0.0	0.0
1992	199.6	0.0	0.0	0.0	0.0
1993	200.2	0.0	0.0	0.0	0.0
1994	200.5	42.9	81.7	43.6	32.3
1995	200.8	43.0	82.8	43.0	31.9
1996	201.3	41.6	82.3	45.3	32.1
1997	203.1	40.9	83.6	46.1	32.5
1998	204.5	38.7	84.8	47.8	33.2
1999	205.7	40.2	83.7	49.1	32.8
2000	207.4	39.2	83.5	52.8	31.9
2001	208.8	38.1	83.3	56.4	31.0
2002	209.4	38.1	82.5	56.6	32.3
2003	210.1	36.1	82.9	59.2	31.9
2004	210.6	35.9	81.8	60.9	31.9
2005	211.0	35.3	80.0	63.1	32.5
2006	211.6	35.2	76.8	65.3	34.3
2007	212.1	34.8	74.7	67.7	34.9
2008	212.7	34.9	73.2	68.8	35.8
2009	213.1	33.8	71.0	71.5	36.7

Table 1.b Working Age population in Barbados by Age and Sex (1991-2009)

Age	Male ('000)					Female ('000)				
	Total	15-24	25-44	45-64	64+	Total	15-24	25-44	45-64	64+
1991	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1992	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1993	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1994	92.7	21.7	38.2	19.6	13.2	107.8	21.2	43.5	24.0	19.1
1995	92.9	21.6	38.2	19.7	13.4	107.9	21.5	44.5	23.4	18.5
1996	93.2	20.6	38.8	20.9	13.0	108.1	21.0	43.5	24.5	19.1
1997	95.5	21.1	39.7	21.4	13.3	107.6	19.8	43.9	24.6	19.2
1998	96.4	19.2	41.0	21.9	14.3	108.1	19.5	43.9	25.9	18.9
1999	97.1	19.8	40.6	23.1	13.7	108.6	20.4	43.1	26.1	19.0
2000	98.0	19.6	40.5	24.7	13.2	109.4	19.5	43.0	28.1	18.7
2001	98.7	19.5	40.3	26.2	12.7	110.1	18.7	43.0	30.1	18.3
2002	99.0	19.6	39.3	26.8	13.3	110.4	18.5	43.2	29.7	19.0
2003	99.3	18.7	39.1	28.4	13.1	110.8	17.4	43.8	30.8	18.8
2004	99.6	18.0	40.1	28.2	13.2	111.0	17.9	41.7	32.7	18.7
2005	99.8	17.4	38.6	29.6	14.2	111.2	17.9	41.4	33.6	18.3
2006	100.1	17.9	36.6	30.6	14.9	111.5	17.3	40.2	34.6	19.4
2007	100.3	17.8	36.3	31.7	14.5	111.8	16.9	38.4	36.0	20.5
2008	100.6	17.3	35.1	32.7	15.5	112.1	17.7	38.1	36.1	20.3
2009	100.8	17.5	34.7	33.1	15.5	112.3	16.4	36.4	38.4	21.2

Source: Results from the Labour Force Survey (LFS) , provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

Table 2.a: Labour force by sex and age in Barbados
Both sexes ('000)

Age	15-24	25-44	45-64	64+	Total
1991	27.2	73.8	25.7	2.7	129.5
1992	26.7	75.5	27.6	2.5	132.1
1993	28.1	72.9	29.5	2.3	132.8
1994	26.9	75.1	31.2	2.2	135.4
1995	27.8	76.5	30.5	2	136.8
1996	26	74.4	33.3	1.8	135.4
1997	25.1	75.7	33.6	1.5	135.8
1998	23.2	77	34.5	1.5	136.3
1999	23.8	75.3	35.9	1.6	136.6
2000	24.7	76.2	39.6	1.9	142.37
2001	22.6	76.8	43.8	2.1	145.24
2002	22.2	75.3	43.7	2	143.24
2003	20.6	76.1	46.4	2.4	145.48
2004	20.6	74.9	48.3	2.5	146.3
2005	20.2	73.9	50.0	2.8	146.81
2006	18.6	69.6	52.2	3.1	143.49
2007	20.3	68.3	51.7	3.2	143.47
2008	18.2	67.1	55.2	3.3	143.82
2009	16.8	65.4	56.7	3.8	142.69
2010a/					142.74
2011a/					142.79

a/ Estimates by the ILO sub-regional Office for the Caribbean utilising the Labour Force Participation Rate and the projected Working Age Population

Table 2.b: Labour force by sex and age in Barbados (X 1000)

Age	Male('000)					Female('000)				
	Total	15-24	25-44	45-64	64+	Total	15-24	25-44	45-64	64+
1991	68.2	14.7	37.7	14.0	1.8	61.3	12.5	36.1	11.8	0.9
1992	68.4	14.7	37.7	14.7	1.4	63.8	12.0	37.8	13.0	1.0
1993	68.6	15.5	36.6	15.3	1.2	64.2	12.6	36.3	14.2	1.1
1994	68.8	14.6	36.8	16.1	1.3	66.6	12.3	38.3	15.1	0.9
1995	69.2	14.7	36.7	16.5	1.3	67.8	13.2	39.7	14.2	0.7
1996	69.0	13.7	35.9	17.8	0.7	66.3	13.1	36.8	15.8	0.7
1997	69.8	13.7	37.5	17.7	0.8	66.0	11.3	38.1	15.9	0.7
1998	70.3	12.3	38.6	18.2	0.9	66.2	10.9	38.4	16.3	0.6
1999	71.0	12.8	38.2	18.9	1.1	65.8	11.2	37.1	17.1	0.4
2000	73.5	13.9	37.3	21.0	1.3	68.9	10.8	38.9	18.6	0.6
2001	75.0	12.2	38.8	22.7	1.4	70.3	10.5	38.0	21.1	0.8
2002	74.2	12.2	37.5	23.0	1.4	69.3	10.0	37.8	20.7	0.8
2003	74.6	11.2	37.3	24.5	1.5	70.9	11.3	39.1	24.5	1.4
2004	75.0	11.3	37.4	24.8	1.5	71.3	11.2	38.3	24.8	1.5
2005	75.0	10.6	36.6	26.0	1.8	71.8	11.2	37.9	26.3	1.8
2006	73.5	10.1	34.7	26.9	1.8	70.0	10.0	35.7	27.1	1.8
2007	73.9	11.4	34.0	26.6	1.9	69.6	11.0	35.0	27.0	2.0
2008	73.7	9.7	33.4	28.4	2.2	70.1	8.4	33.7	26.8	1.1
2009	72.9	9.4	32.7	28.3	2.4	69.8	7.4	32.6	28.4	1.4

Source: Results from the Labour Force Survey (LFS) , provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

Table 3.a: Employed persons by sex and age, Barbados (Both sexes: X 000)

Age	15-24	25-44	45-64	64+	Total
1991	18.1	62.8	23.5	2.6	107.1
1992	15.3	60.1	24	2.4	101.7
1993	15.9	57.3	25.1	2.1	100.5
1994	15.6	60.7	27.1	2.1	105.5
1995	17.3	63.8	26.9	1.9	109.8
1996	18	64.2	30.3	1.7	114.3
1997	17.7	66.1	31	1.5	116.1
1998	17.5	68.6	32.1	1.5	119.6
1999	18.6	68.6	33.8	1.5	122.4
2000	19.9	70.1	37.1	1.9	129.0
2001	17.4	70.3	41.2	2.1	130.9
2002	17.1	68.4	41.0	2.1	128.6
2003	15.3	68.4	43.5	2.3	129.5
2004	15.9	68.0	45.7	2.4	132.0
2005	15.6	67.1	47.3	2.6	132.6
2006	14.4	64.1	49.5	3.0	131.0
2007	17.0	63.3	49.4	3.1	132.8
2008	14.6	61.7	52.5	3.2	132.1
2009	12.7	59.1	53.1	3.6	128.5
2010a/					127.9
2011a/					128.4

a/ Estimates by the ILO sub-regional Office for the Caribbean utilising the employment to GDP elasticity to project employment growth

Table 3.b: Employed persons by sex and age, Barbados

Age	Male('000)					Female('000)				
	Total	15-24	25-44	45-64	64+	Total	15-24	25-44	45-64	64+
1991	59.2	10.7	33.7	13.0	1.7	47.9	7.4	29.1	10.5	0.9
1992	54.6	9.2	31.4	12.7	1.4	47.1	6.1	28.7	11.3	1.0
1993	54.0	9.4	30.2	13.3	1.1	46.5	6.6	27.1	11.8	1.0
1994	56.7	9.3	31.7	14.2	1.3	48.8	6.4	29.0	12.9	0.8
1995	57.7	9.8	32.0	14.7	1.2	52.1	7.5	31.8	12.2	0.7
1996	60.4	10.5	32.9	15.9	1.0	53.9	7.5	31.3	14.3	0.7
1997	61.9	10.4	34.2	16.6	0.7	54.3	7.4	31.8	14.4	0.7
1998	64.4	9.9	36.1	17.4	0.9	55.2	7.5	32.3	14.7	0.6
1999	65.5	10.5	35.9	18.0	1.1	56.9	8.2	32.6	15.8	0.4
2000	68.0	11.4	35.2	20.0	1.3	61.0	8.5	34.9	17.1	0.6
2001	68.9	9.6	36.4	21.6	1.3	61.9	7.7	33.9	19.6	0.7
2002	67.7	9.6	34.9	21.8	1.4	60.9	7.4	33.5	19.1	0.8
2003	67.4	8.6	34.4	23.1	1.4	62.0	6.7	34.0	20.4	0.9
2004	68.3	8.9	34.4	23.4	1.5	63.8	7.0	33.6	22.2	1.0
2005	69.0	8.6	33.8	24.9	1.7	63.6	7.0	33.2	22.5	0.9
2006	67.8	8.0	32.4	25.7	1.8	63.2	6.4	31.6	23.9	1.2
2007	69.1	9.5	32.0	25.7	1.9	63.7	7.5	31.3	23.8	1.2
2008	68.7	7.8	31.3	27.4	2.1	63.4	6.8	30.5	25.1	1.1
2009	65.5	7.1	29.7	26.5	2.3	63.0	5.6	29.4	26.7	1.3

Source: Results from the Labour Force Survey (LFS) , provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

Table 3.c: Employed persons by type of economic activity in Barbados (1991-2009)

Economic activity	Total	Sugar	Other agriculture, fishing	Manufacturing	Electricity, gas, water	Construction and quarrying	Wholesale and retail trade	Tourism	Transport and communications	Finance, insurance and business services	General services	Government Services	Not stated
1991	107.1	2.3	3.8	10.8	1.7	9.2	16.6	9.5	5.1	4.2	19.4	24.6	0.1
1992	101.7	2.7	3.9	10.4	1.7	7.6	15.1	9.8	4.7	4.7	18.9	22.3	0.0
1993	100.5	2.2	3.5	10.7	1.4	7.1	15.5	9.4	4.7	5.7	19.2	21.0	0.0
1994	105.5	2.3	3.3	10.8	1.0	8.0	15.9	11.1	4.7	7.0	19.3	21.9	0.1
1995	109.8	2.1	3.0	11.7	1.0	8.8	16.6	11.9	5.1	7.6	19.3	22.9	0.0
1996	114.3	1.5	5.0	10.0	1.1	8.9	15.0	12.3	4.5	8.6	22.6	23.9	0.9
1997	116.1	1.0	5.1	10.7	1.4	10.2	15.9	12.3	4.6	8.1	21.1	25.2	0.5
1998	119.6	1.3	3.9	10.7	1.8	12.5	18.2	13.8	5.1	7.5	19.9	24.5	0.4
1999	122.4	1.1	4.1	10.3	2.0	14.0	17.2	12.3	4.5	7.0	23.3	26.4	0.2
2000	125.8	1.2	3.5	10.2	1.9	13.8	18.7	14.2	4.9	9.1	23.6	24.5	0.2
2001	130.9	1.0	4.5	9.3	2.0	14.4	19.4	13.9	5.8	10.5	23.3	26.7	0.2
2002	128.6	0.6	4.6	9.0	1.9	13.2	19.6	14.2	4.7	10.9	21.8	27.7	0.3
2003	129.5	0.6	5.3	7.9	2.6	12.3	19.6	14.0	4.8	9.0	25.2	27.9	0.3
2004	132.0	0.4	4.0	7.6	1.8	13.4	19.6	12.2	5.2	10.8	28.9	27.5	0.5
2005	132.6	0.7	3.8	7.0	2.1	13.2	18.5	12.9	5.7	10.8	29.5	28.2	0.2
2006	131.0	0.4	4.3	5.5	2.3	14.5	16.7	13.5	4.4	9.8	32.0	27.1	0.2
2007	133.1	0.4	3.6	6.2	2.0	15.4	18.1	14.0	5.2	9.6	31.7	26.3	0.5
2008	132.1	0.3	3.4	6.7	1.6	13.6	19.0	14.0	5.8	10.6	30.1	26.6	0.4
2009	128.5	0.3	3.7	7.4	1.7	11.5	18.8	13.3	5.4	11.3	28.1	26.6	0.3

Source: Results from the Labour Force Survey (LFS) , provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

Table 3.d: Employed persons by type of economic activity in Barbados in per cent of total employment (1991-2009)

Year	Total	Sugar	Other agriculture, fishing	Manufacturing	Electricity, gas, water	Construction and quarrying	Wholesale and retail trade	Tourism	Transport and communications	Finance, insurance and business services	General services	Government services	Not stated
1991	100	2.1	3.5	10.1	1.6	8.6	15.5	8.9	4.8	3.9	18.1	23.0	0.1
1992	100	2.7	3.8	10.2	1.7	7.5	14.8	9.6	4.6	4.6	18.6	21.9	0.0
1993	100	2.2	3.5	10.6	1.4	7.1	15.4	9.4	4.7	5.7	19.1	20.9	0.0
1994	100	2.2	3.1	10.2	0.9	7.6	15.1	10.5	4.5	6.6	18.3	20.8	0.1
1995	100	1.9	2.7	10.7	0.9	8.0	15.1	10.8	4.6	6.9	17.6	20.9	0.0
1996	100	1.3	4.4	8.7	1.0	7.8	13.1	10.8	3.9	7.5	19.8	20.9	0.8
1997	100	0.9	4.4	9.2	1.2	8.8	13.7	10.6	4.0	7.0	18.2	21.7	0.4
1998	100	1.0	3.3	9.0	1.5	10.5	15.2	11.5	4.2	6.3	16.6	20.5	0.4
1999	100	0.9	3.3	8.4	1.6	11.4	14.1	10.0	3.7	5.7	19.0	21.6	0.2
2000	100	1.0	2.8	8.1	1.5	11.0	14.9	11.3	3.9	7.2	18.8	19.5	0.2
2001	100	0.8	3.4	7.1	1.5	11.0	14.8	10.6	4.4	8.1	17.8	20.4	0.2
2002	100	0.5	3.6	7.0	1.5	10.3	15.2	11.0	3.7	8.5	16.9	21.5	0.3
2003	100	0.4	4.1	6.1	2.0	9.5	15.1	10.8	3.7	7.0	19.5	21.5	0.2
2004	100	0.3	3.1	5.8	1.4	10.2	14.8	9.2	3.9	8.2	21.9	20.8	0.3
2005	100	0.5	2.9	5.3	1.6	9.9	14.0	9.7	4.3	8.2	22.2	21.3	0.2
2006	100	0.3	3.3	4.2	1.8	11.1	12.8	10.3	3.4	7.5	24.5	20.7	0.2
2007	100	0.3	2.7	4.7	1.5	11.6	13.6	10.5	3.9	7.2	23.8	19.8	0.3
2008	100	0.3	2.5	5.1	1.2	10.3	14.4	10.6	4.4	8.0	22.8	20.2	0.3
2009	100	0.3	2.9	5.8	1.3	9.0	14.6	10.3	4.2	8.8	21.9	20.7	0.2

Source: Results from the Labour Force Survey (LFS) , provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

Table 4.a: Unemployed persons by sex and age, Barbados, both sexes ('000)

Age	Total	15-24	25-44	45-64	65+
1991	22.4	9.2	11.0	2.2	0.1
1992	30.4	11.4	15.4	3.6	0.1
1993	32.3	11.6	14.9	4.2	0.1
1994	29.6	10.9	14.6	4.0	0.1
1995	26.9	10.5	12.6	3.7	0.1
1996	21.1	7.4	9.6	2.5	0.0
1997	19.6	7.4	9.6	2.8	0.0
1998	16.7	5.7	8.7	2.4	0.0
1999	14.2	5.2	6.7	2.1	0.1
2000	13.3	4.8	6.1	2.5	0.0
2001	14.3	5.2	6.5	2.6	0.0
2002	14.8	5.2	6.8	2.8	0.0
2003	16.0	5.4	7.7	2.9	0.1
2004	14.3	4.7	6.8	2.7	0.1
2005	14.2	4.6	6.8	2.6	0.1
2006	12.5	4.2	5.6	2.7	0.1
2007	10.7	3.3	5.0	2.3	0.1
2008	11.7	3.5	5.4	2.7	0.1
2009	14.2	4.1	6.3	3.6	0.2
2010a/	14.8				
2011a/	14.4				

a/ Estimates by the ILO sub-regional Office for the Caribbean utilising the estimates of the Labour Force and projected employment growth to estimate unemployment

Table 4.b: Unemployed persons by sex and age, Barbados

Age	Male ('000)					Female ('000)				
	Total	15-24	25-44	45-64	64+	Total	15-24	25-44	45-64	64+
1991	9.0	4.0	6.9	1.2	0.1	13.4	5.1	6.9	1.2	0.0
1992	13.8	5.5	9.1	1.7	0.0	16.6	5.9	9.1	1.7	0.0
1993	14.6	5.9	8.7	2.4	0.1	17.7	5.7	8.7	2.4	0.1
1994	12.1	5.2	9.4	2.2	0.0	17.5	5.9	9.4	2.2	0.1
1995	11.4	4.9	7.9	2.0	0.1	15.5	5.7	7.9	2.0	0.0
1996	8.6	3.2	6.0	1.6	0.0	12.6	4.2	6.0	1.6	0.0
1997	7.9	3.4	6.3	1.5	0.0	11.7	4.0	6.3	1.5	0.0
1998	5.9	2.5	6.0	1.5	0.0	10.8	3.2	6.0	1.5	0.0
1999	5.5	2.3	4.5	1.3	0.0	8.7	3.0	4.5	1.3	0.0
2000	5.5	2.4	4.0	1.5	0.0	7.9	2.4	4.0	1.5	0.0
2001	6.0	2.5	4.1	1.5	0.0	8.3	2.7	4.1	1.5	0.0
2002	6.4	2.6	4.2	1.6	0.0	8.4	2.6	4.2	1.6	0.0
2003	7.1	2.7	4.8	1.4	0.0	8.9	2.7	4.8	1.4	0.0
2004	6.7	2.4	3.8	1.3	0.1	7.5	2.3	3.8	1.3	0.0
2005	6.0	2.0	4.0	1.5	0.1	8.2	2.6	4.0	1.5	0.0
2006	5.6	2.1	3.3	1.5	0.0	6.9	2.1	3.3	1.5	0.1
2007	4.8	1.8	3.0	1.3	0.0	5.9	1.5	3.0	1.3	0.1
2008	5.1	1.9	3.2	1.7	0.1	6.6	1.7	3.2	1.7	0.0
2009	7.4	2.3	3.2	1.8	0.1	6.9	1.8	3.2	1.8	0.0

Source: Results from the Labour Force Survey (LFS) , provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

Table 5.a: Labour Force Participation Rate by sex and age, Barbados
Both sexes

Age	Total	15-24	25-44	45-64	65+
1991	65.1				
1992	66.2				
1993	66.3				
1994	67.5	62.7	91.9	71.6	6.8
1995	68.1	64.6	92.3	70.9	6.3
1996	67.3	62.5	90.4	73.5	5.6
1997	66.9	61.4	90.5	73.0	4.6
1998	66.7	59.9	90.8	72.2	4.5
1999	66.4	59.2	90.0	73.1	4.9
2000	68.6	63.1	91.2	74.9	6.0
2001	69.6	59.3	92.2	77.6	6.8
2002	68.4	58.4	91.3	77.3	6.2
2003	69.2	57.1	91.8	78.3	7.4
2004	69.5	57.3	91.5	79.4	7.9
2005	69.6	57.1	92.3	79.2	8.5
2006	67.8	52.8	90.6	80.0	9.0
2007	67.6	58.5	91.4	76.3	9.0
2008	67.6	52.1	91.7	80.3	9.2
2009	67.0	49.6	92.0	79.4	10.4

Table 5.a:L Labour force Participation rate by sex and age, Barbados

Age	Male					Female				
	Total	15-24	25-44	45-64	65+	Total	15-24	25-44	45-64	65+
1994	74.2	67.3	96.3	82.1	9.8	61.8	58.0	88.0	62.9	4.7
1995	74.5	68.0	96.0	83.7	9.7	62.9	61.5	89.1	60.8	3.8
1996	74.0	66.8	92.6	85.5	5.0	61.4	62.4	84.5	64.3	3.5
1997	73.1	64.9	94.5	82.7	6.0	61.4	57.0	86.8	64.7	3.6
1998	73.0	64.0	94.2	83.3	6.3	61.2	55.9	87.5	62.9	3.2
1999	73.1	64.7	94.1	82.0	8.0	60.6	55.0	86.1	65.6	2.1
2000	75.0	70.7	92.1	85.1	9.9	63.0	55.6	90.4	65.9	3.2
2001	76.0	62.4	96.3	86.4	11.0	63.9	56.0	88.4	70.0	4.4
2002	74.9	62.3	95.5	85.9	10.5	62.8	54.2	87.5	69.6	4.2
2003	75.1	60.0	95.4	86.5	11.2	64.0	64.9	89.4	79.4	7.7
2004	75.3	62.6	93.4	87.7	11.5	64.2	62.8	91.7	75.9	8.0
2005	75.2	60.7	95.0	88.0	12.7	64.5	62.5	91.4	78.5	9.6
2006	73.4	56.4	94.8	87.7	12.0	62.8	58.0	88.8	78.3	9.4
2007	73.7	63.9	93.7	83.8	13.4	62.2	65.0	91.1	75.0	9.5
2008	73.3	56.5	95.1	86.7	14.4	62.5	47.8	88.6	74.4	5.4
2009	72.3	53.5	94.4	85.5	15.7	62.2	45.4	89.7	74.0	6.5

Source: Results from the Labour Force Survey (LFS) , provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

**Table 6.a: Employed to population ratio by sex and age, Barbados
Both sexes**

Age	Total	15-24	25-44	45-64	64+
1991	53.8				
1992	51.0				
1993	50.2				
1994	52.6	36.4	74.3	62.2	6.5
1995	54.7	40.2	77.0	62.5	6.0
1996	56.8	43.3	78.0	66.9	5.3
1997	57.2	43.3	79.0	67.3	4.6
1998	58.5	45.2	80.9	67.2	4.5
1999	59.5	46.3	82.0	68.9	4.6
2000	62.2	50.9	84.0	70.3	6.0
2001	62.7	45.6	84.4	73.0	6.8
2002	61.4	44.8	83.0	72.4	6.5
2003	61.6	42.2	82.5	73.5	7.2
2004	62.7	44.3	83.2	75.0	7.7
2005	62.8	44.1	83.8	75.0	8.1
2006	61.9	40.9	83.4	75.9	8.7
2007	62.6	49.0	84.8	73.0	8.7
2008	62.1	41.9	84.3	76.4	8.9
2009		37.4	83.1	74.3	9.9

Table 6.b: Employed to population ratio by sex and age, Barbados

Age	Male					Female				
	Total	15-24	25-44	45-64	64+	Total	15-24	25-44	45-64	64+
1994	61.2	42.9	83.0	72.4	9.8	45.3	30.2	66.7	53.8	4.2
1995	62.1	45.3	83.7	74.6	9.0	48.3	34.9	71.4	52.2	3.8
1996	64.8	51.1	84.8	76.3	7.7	49.9	35.7	72.0	58.4	3.7
1997	64.8	49.3	86.2	77.5	5.3	50.5	37.3	72.4	58.6	3.6
1998	66.8	51.5	88.1	79.6	6.3	51.0	38.5	73.6	56.8	3.2
1999	67.4	53.0	88.4	78.1	8.0	52.4	40.3	75.7	60.6	2.1
2000	69.4	58.3	87.0	81.1	9.9	55.8	43.5	81.1	60.7	3.2
2001	69.8	49.5	90.4	82.3	10.2	56.2	41.5	78.8	65.0	3.8
2002	68.4	49.1	88.9	81.3	10.5	55.2	40.3	77.7	64.4	4.2
2003	67.9	45.7	87.8	81.4	10.9	56.0	38.5	77.7	66.2	4.7
2004	68.6	49.5	85.9	83.0	11.1	57.5	39.0	80.5	68.1	5.2
2005	69.2	49.3	87.7	84.0	12.1	57.2	39.0	80.2	67.0	5.0
2006	67.8	44.6	88.5	83.8	11.9	56.6	37.2	78.7	68.9	6.3
2007	68.9	53.5	88.3	80.9	13.1	57.0	44.2	81.4	66.0	5.7
2008	68.3	45.5	89.0	83.8	13.8	56.6	38.4	80.1	69.6	5.3
2009	65.0	40.4	85.6	79.9	14.8	56.1	34.2	80.8	69.5	6.3

Source: Results from the Labour Force Survey (LFS), provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

Table 7.a: Unemployment rate by sex and age, Barbados, Both sexes

Age	Total	15-24	25-44	45-64	64+
1991	17.3	33.8	14.9	8.6	3.7
1992	23.0	42.7	20.4	13.0	4.0
1993	24.3	41.3	20.4	14.2	4.3
1994	21.9	40.5	19.4	12.8	4.5
1995	19.7	37.8	16.5	12.1	5.0
1996	15.5	28.6	12.9	7.6	0.0
1997	14.4	29.5	12.7	8.3	0.0
1998	12.3	24.6	11.3	7.0	0.0
1999	10.4	21.8	8.9	5.8	6.3
2000	9.3	19.4	8.0	6.2	0.0
2001	9.9	23.1	8.5	5.9	1.6
2002	10.3	23.2	9.1	6.4	0.0
2003	11.0	26.1	10.2	6.2	2.3
2004	9.8	22.8	9.1	5.5	3.3
2005	9.7	22.8	9.2	5.3	4.9
2006	8.7	22.5	8.0	5.1	2.8
2007	7.4	16.3	7.3	4.4	3.3
2008	8.1	19.5	8.0	4.9	3.2
2009	10.0	24.6	9.7	6.4	4.3
2010a/	10.4				
2011a/	10.1				

a/ Estimates by the ILO sub-regional Office for the Caribbean utilising the estimates of the Labour Force and projected employment growth to estimate unemployment and the unemployment rate

Table 7.b: Unemployment rate by sex and age, Barbados

Age	Male					Female				
	Total	15-24	25-44	45-64	64+	Total	15-24	25-44	45-64	64+
1991	13.2	27.2	18.3	8.6	5.6	21.9	40.8	19.1	10.2	0.0
1992	20.2	37.4	24.1	11.6	0.0	26.0	49.2	24.1	13.1	0.0
1993	21.3	38.1	23.8	15.7	8.3	27.6	45.2	24.0	16.9	9.1
1994	17.6	35.6	25.5	13.7	0.0	26.3	48.0	24.5	14.6	11.1
1995	16.5	33.3	21.5	12.1	7.7	22.9	43.2	19.9	14.1	0.0
1996	12.4	23.2	16.7	9.0	0.0	18.9	32.3	16.3	10.2	0.0
1997	11.3	24.8	16.8	8.5	0.0	17.7	35.4	16.5	9.4	0.0
1998	8.4	20.3	15.5	8.2	0.0	16.3	29.4	15.6	9.2	0.0
1999	7.7	18.0	11.8	6.9	0.0	13.2	26.8	12.1	7.6	0.0
2000	7.5	17.6	10.7	7.1	0.0	11.5	21.8	10.3	8.0	0.0
2001	8.0	20.7	10.6	6.6	2.4	11.9	26.0	10.8	7.1	0.0
2002	8.7	21.3	11.3	6.8	0.0	12.1	25.7	11.2	7.5	0.0
2003	9.6	23.8	12.8	5.8	2.9	12.6	24.1	12.2	5.8	0.9
2004	9.0	21.0	10.2	5.4	3.7	10.6	20.6	10.0	5.4	1.9
2005	8.0	18.8	11.0	5.7	5.0	11.4	23.3	10.6	5.6	2.5
2006	7.7	21.0	9.4	5.4	1.6	9.8	20.7	9.2	5.4	3.2
2007	6.5	16.2	8.8	5.0	2.3	8.4	13.4	8.6	4.9	3.0
2008	6.9	19.4	9.7	6.1	4.1	9.5	19.6	9.6	6.4	1.4
2009	10.1	24.5	9.9	6.2	5.5	9.8	24.7	10.0	6.2	2.2

Source: Results from the Labour Force Survey (LFS), provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

Table 8: Gross Domestic product in constant 1974 prices, annual percent change in GDP, Annual percent change in employment and the unemployment rate (1990-2009)

Year	GDP*	Annual % change in GDP	Annual % change in Employment	Unemployment rate (%)
1990	850.4			
1991	845.1	-0.6		17.3
1992	784.1	-7.2	-5.0	23.0
1993	790.5	0.8	-1.2	24.3
1994	826.7	4.6	5.0	21.9
1995	846.5	2.4	4.1	19.7
1996	873.5	3.2	4.1	15.5
1997	913.6	4.6	1.6	14.4
1998	970.6	6.2	3.0	12.3
1999	975.4	0.5	2.3	10.4
2000	998.6	2.4	5.4	9.3
2001	964.4	-3.4	1.5	9.9
2002	959.9	-0.5	-1.8	10.3
2003	981.3	2.2	0.7	11.0
2004	1,043.0	6.3	2.0	9.8
2005	1,072.1	2.8	0.4	9.7
2006	1,113.9	3.9	-1.2	8.7
2007	1,154.0	3.6	1.4	7.4
2008	1,159.8	0.5	-0.5	8.1
2009	1,104.1	-4.8	-2.8	10.0
2010a/	1,098.6	-0.5	-0.4	10.4
2011a/	1,131.6	3.0	0.4	10.1

Source: Results from the Labour Force Survey (LFS), provided by the Barbados Statistical Service (BSS) and the Central Bank of Barbados' publication Economic and Financial Statistics, May 2010

*Gross Domestic Product in constant 1974 prices (BD\$M)

a/ Estimates by the ILO sub-regional Office for the Caribbean utilising:

- Estimates of the Labour Force (table 2.a)
- Estimates of employment growth based on employment to GDP elasticity and the IMF GDP growth rates for 2010 and 2011 (IMF World Economic Outlook database (21 April 2010))
- Projected labour force and employment growth to estimate unemployment

Tabel 9.a: Minimum wages (highest*) in percent of GDP per capita (per month) in selected Caribbean countries

Country	1991	2000	2007	2008
Antigua and Barbuda	44.0	44.0	35.0	43.0
Bahamas			39.0	38.0
Barbados	56.0	41.0	31.0	28.0
Jamaica	51.0	80.0	58.0	54.0
Trinidad and Tobago	81.0	36.0	18.0	16.0

Sources: Minimum Wage data and texts of Minimum wage legislation provided by the Departments of Labour, and GDP data provided by national Statistical Offices or Central Banks

* In multiple minimum wage systems the highest (minimum) wage was used

Tabel 9.b: Minimum wages (lowest*) in percent of GDP per capita (per month) in selected Caribbean countries

Country	1991	2000	2007	2008
Antigua and Barbuda	16	16	35	43
Bahamas			39	38
Barbados	24	18	14	12
Jamaica	34	48	58	54
Trinidad and Tobago	43	36	18	16

Sources: Minimum Wage data and texts of Minimum wage legislation provided by the Departments of Labour, and GDP data provided by national Statistical Offices or Central Banks

* In multiple minimum wage systems the highest (minimum) wage was used