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# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

**CARIBBEAN MINISTERIAL MEETING ON POVERTY ERADICATION**  
28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

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## DIRECTIONAL PLAN OF ACTION ON POVERTY ERADICATION IN THE CARIBBEAN

3

Conscious attention must be paid to the situations of vulnerable groups such as indigenous populations, persons with special disabilities, the disadvantaged among women, young men, working children, and youths in general. The intention is their integration in a holistic manner into the normal activities of economic and social life at all levels of functioning.

Special policies and action programmes are needed to address the issues of unemployment, underemployment, informalization and casualization of employment and low wage and income levels. While collective bargaining will remain an important instrument for establishing levels of remuneration which can sustain an acceptable standard of living, it should be used in creative ways and not create barriers for those who seek employment. It can incorporate productivity-based systems which can contribute not only to an improved distribution of income, but also to the generation of employment. To remain competitive in the global market, there is need for continuous improvement in the quality of our labour. But in the drive to improve shares in world trade, labour and business must work together to ensure that a harmonious balance is reached between the competing demands of economic efficiency and social protection.

Public policy has an indispensable role to play in setting the agenda and in generating a supportive policy environment for productive employment and growth in order to achieve sustained poverty eradication.

### D. MEETING BASIC HUMAN NEEDS OF ALL: ACCESS TO SOCIAL SERVICES

Notwithstanding relatively reasonable per capita incomes in most of the Caribbean countries, the recognition of the high capital investment needed for infrastructure, and the high cost of public administration required to maintain a stable society, cautions us against proposals for burdensome cost recovery and user fees. The unit cost of access would be unacceptably high. Taxation levels (direct and indirect) are already exceptionally high in most of the Anglophone Caribbean. These two factors make it imperative to exercise other options in improving access by all, but

especially of the poor, to basic social services and infrastructure. A premium is placed on allocative efficiency and accurate targeting of the neediest. The 20/20 initiative, involving stringent domestic action and international donor support is a major device to mobilize financing for social spending. Incorporation of a community-based strategy to incorporate civil society in contributing heart and hand to the solution of these difficult problems is another, but the effort must be comprehensive and sustained.

Access depends on intersectoral coordination; poverty sensitive decisions and actions; universal coverage and access; public awareness raising, public education and social marketing; trade-offs in all actions (some gain, some lose); and the defence of equity in the reform processes.

### E. EMPOWERING COMMUNITIES: PROMOTING STRATEGIES FOR SUSTAINABLE LIVELIHOODS

People live, move and have their being in a physical location. To a large extent that physical location reflects, and often determines, their life opportunities and modes of living. The possibilities for solving the inequities of Caribbean society thus need to be addressed in the context of communities. All communities, even the poorest, possess assets that can and should be valued and built upon. Similarly, all governments already possess assets and resources directed at facilitating communities and specific groups within those communities. However, these resources seldom interact or work together for the well-being of the communities. Facilitation by the State, its agencies and agents, and by civil society is crucial to develop a network of community supports, to promote a diversity of activities guided by the economic possibilities of the community; to encourage the development of suitable technologies and skills, to build initiative, reduce dependence and complement traditional strategies.

Facilitation implies and requires the involvement of the communities in identifying their own issues and in developing their own solutions; the integration of apparently separate issues within a holistic strategy for promoting community well-being;

incrementation to offer affordable solutions and build on what already exists; and experimentation where theory emerges from practice. Poor communities and individuals must be afforded access to incremental micro-financing at preferential rates to build a sustainable stake in the society as a whole. Similarly, they must have easy access to the assets of education, training and information with which they can empower themselves.

The most significant contribution that NGOs can make is in facilitating the process of engagement within communities, and between communities and the State. NGOs work best when they are not forced to compromise their independence in order to access the resources needed for their work. Nor should voluntary work be viewed as a substitute for the allocation of resources by the State to meet the needs of communities. Similarly, communities are more easily mobilized for self-development on the basis of their own values, especially their love of their place, their own needs and interests.

Facilitation and partnership promote community development and involvement, but there is a need for the State to build a new legitimacy in partnership with civil society, to support the shift to community-targeted development. This would involve changes in central government, local government as well as NGO processes and relationships. Legislation, new mechanisms and extensive training are required to release the real potential of community-targeted, social sector-led, holistic development. Mechanisms, and public education for sustainable development, are required to facilitate and influence the evolution of this new approach to public policy.

### F. FORMULATION OF INTEGRATED SOCIAL AND ECONOMIC STRATEGIES FOR POVERTY ERADICATION

While economic growth is fundamental to sustainable development and the eradication of poverty, it is not a sufficient requirement. Social development and environmental protection and management are also necessary conditions. Particularly important is the recognition that all aspects of these necessary conditions are

closely linked and interdependent. Sustainable development and poverty eradication programmes have to be comprehensive and coordinate all the political, technical, economic, institutional and management elements that make up the development process. Policies need to be coordinated so that the implications of the strategies and activities in any one sector are known and understood in the others. The issues of integration and coordination are therefore crucial to every aspect of sustainable development and poverty eradication. In this regard, the establishment of a Change Management Unit would be advantageous.

A critical requirement is a strong State which draws its strength from building strong, not inflexible, institutions and promoting a framework in which they can operate. The framework must include the explicit articulation of the principles which will guide the decisions on development. Included are legal systems, regulatory agencies and the reform of the public administration. Another crucial requirement is planners and managers who can think, plan and implement in a multi-disciplinary way, within the context of inter-sectoral coordination.

## **G. STRUCTURAL AND INSTITUTIONAL MECHANISMS FOR EFFECTIVE POVERTY ERADICATION**

For most countries in the region, the institutions for social development allocate a disproportionate amount of their resources to welfare programmes, as compared to those of a developmental nature. The transition from welfare-oriented services to community-based welfare and developmental services require new skills and capabilities as well as new or revamped institutions and administrative structures. Reform of administrative structures in central government is a major requisite. Neither NGOs, nor local governments, nor business groups, nor organized labour, nor community based organizations (CBOs), nor Credit Unions, can, at anytime, even with the most intensive capacity building, be the agency through which the contradictions of planned change and induced development are primarily or ultimately addressed. These are tasks for the public sector. Therefore, the public sector must

improve its performance in its core activities: maintaining public order, providing infrastructure that cannot be provided by the private sector; improving human resources, and providing a safety net for the poor. This has to be accomplished by keeping expenditures at a sustainable level, improving the sectoral allocation of public spending to encourage growth and equity and strengthening public institutions. Political will and proper management are the most crucial inputs to provide these services.

The coordination of all major aspects of poverty eradication into one ministry and/or ministerial council would be facilitated by a clear mission statement which emphasized social development rather than social welfare. This means consciously shifting the present disproportionate allocation of resources directly to poverty eradication programmes, reducing duplication of services, fully coordinating all programmes, along with a commitment to periodic evaluation of all activities. A total review of management systems, legislation, and human resource capabilities is needed to effect such a major transformation of emphasis.

A new pluri-sector relationship needs to be negotiated and captured in the constitution, national legislation and regulatory decisions. The new governance system which devolves power and authority, decentralizes, and engages in formal collaborative arrangements between central and local government, religious institutions, private and social sectors (labour, NGOs, CBOs, Credit Unions, etc) follows logically from a commitment to social development.

It is through their interrelationship and shared, though not necessarily equal, responsibility within a new system of governance, that a new synergy will be released which will produce better development and better governance. The responsibility of the State for social welfare and, beyond this, social development must not be allowed to decompose.

Indeed, the State has a new opportunity to achieve a deeper and more lasting legitimacy and greater relevance for all sectors of the society. The power and authority of the State must

necessarily be diffused to new centres of action closer to the beneficiaries to be empowered and involve the latter's meaningful participation at all stages.

The responsibility of the State, and its unique capability incorporating all the pluri-sector partners, is to offer in real collaboration within a new governance structure, the sustained and integrated assault needed to eradicate poverty through actions at all levels of the society; as well as regionally, hemispherically and internationally.

## **H. MEASUREMENT AND MONITORING INSTRUMENTS AND MECHANISMS FOR EFFECTIVE POVERTY ERADICATION**

Monitoring of ongoing activities based on accurate mapping of poverty is one effective means of establishing whether progress is being made and of identifying problems as they emerge so that timely corrective action may be taken. The establishment of base line measurements enable the institutionalizing of ongoing planning, implementation and monitoring of all action programmes. The sharpening of social indicators to disaggregate national trends in order to indicate both the real and the relative situation of target vulnerable groups is critical in achieving an integrated approach to sustainable holistic development.

The monitoring of poverty requires the production of appropriate data on a continuous basis. Data is also a prerequisite for designing programmes and identifying target groups precisely. While existing data has to be used more effectively, governments also need to invest in the collection, compilation, analysis and dissemination of additional data, the nature of which should be determined by the actions to be carried out. Ideally, an integrated approach should be taken to the collection and compilation of comprehensive and comparable data. While the primary responsibility for the development of the framework for this information system is that of the State, the social partners can play invaluable roles in the collection and dissemination of the data.

## DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

5

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

### SUBJECT: ENHANCED SOCIAL PROTECTION AND REDUCED VULNERABILITY

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	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
1. Youth - employment, underemployment and integration - 14-24 years	<p>1. One of the major problems faced by youth in Caribbean labour markets is high unemployment rates, which usually exceed those for other groups. Especially in countries with a large youth population, marginalization of the youth especially young male has been on the increase, with young women, especially pregnant teens and teenage mothers, being the hardest hit.</p> <p>2. Various approaches towards improving the employment situation of the youth have been adopted in the subregion, but with varying degrees of success.</p> <p>3. There is the question of sexually exploited young people, especially young male and female 'from low-income family; the attitudes towards the poor are accommodating these practices.</p> <p>4. Marginalization of the youth, especially young men, has been on the increase.</p>	<p>1. Take steps to improve the access of the youth to employment; and to assess the impact of such initiatives, techniques of education and curriculum.</p> <p>2. Restructure the education system geared towards demands of the world of work today (flexible school hours where necessary).</p> <p>3. Act on the demand side to increase the overall demand for labour for young persons and use specific incentives.</p> <p>4. Finance employment and training programmes in a sustainable manner.</p> <p>5. Educate parents (parenting skills).</p> <p>6. Integrate boys back into the school.</p> <p>7. Establish and/or strengthen community-based parenting education.</p>	<p>(i) Adopt a comprehensive and coordinated approach to solving the employment problems of youth. This requires the full participation of a number of actors including workers and employers, organizations, governments, as well as youth organizations and the private sector in decisions regarding policies programmes to include reproductive health and education.</p> <p>(ii) Develop and promote employment opportunities for young persons within an overall employment promotion strategy.</p> <p>(iii) Develop programmes and intervention which enhance the skills of the employable youth (skills, Training, global education).</p> <p>(iv) Establish non-public sector youth employment programmes; political involvement through youth organizations.</p> <p>(v) Foster alliances between NGOs, youth groups, government and communities.</p> <p>(vi) Expand community based parenting education which targets young men/boys and families.</p> <p>(vii) Foster community support/mentor by male figures to provide guidance for school drop outs/truants/unattached.</p> <p>(viii) Foster alliances between NGOs, government, private sector and community leaders to reach out of school and unattached youth and involve them in meaningful activities.</p> <p>(ix) Further develop health and family life curriculum in schools.</p>		

## DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

6

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### SUBJECT: ENHANCED SOCIAL PROTECTION AND REDUCED VULNERABILITY

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2. Full and equal participation of poor men and women in the labour market	<p>1. While women's labour force participation rates are increasing, their unemployment rates are significantly higher than that of men, especially chronic unemployment and seasonal unemployment in either the agri or tourism industry.</p> <p>2. There is the problem of "disguised" unemployment, as women who wish to work are unable to do so because of limited availability of and access to adequate child care and other family supports facilities.</p> <p>3. The position of women in the labour market has been vulnerable, less protected, less secure, less valued than that of men. This vulnerability appears to have been increased by structural adjustment and stabilization processes. (Negative impact on women of structural adjustment measures.)</p> <p>4. Occupational/Industry based segmentation and concentration based on perceived gender roles restrict women's access to the full range of occupations and industries.</p> <p>5. The socialization process limits the occupational choices available to poor boys and girls gearing them towards low paying, gender-restricted occupations.</p>	<p>1. Increase women's participation.</p> <p>2. Reduce unemployment levels</p> <p>3. Promote equal opportunity in employment, occupation terms and conditions, training, guidance</p> <p>4. Increase opportunities for women in non-traditional and productive sectors.</p> <p>5. Expand occupational/industry choices for men and women, boys and girls which target their needs in the world of work.</p>	<p>(i) Analyze, from gender perspective, impact of national programmes and policies to promote equitable distribution of productive assets, wealth opportunities, income and services.</p> <p>(ii) Analyze the personal limitations (perhaps education, attitudes) for access to employment and develop programmes which can make poor men and women employable.</p> <p>(iii) Study labour market trends and prepare for employability of poor men and women in the labour market.</p> <p>(iv) Ensure access to free or lower cost legal services, including legal literacy, designed to reach women in poverty.</p> <p>(v) Provide community-based child care and other support services to disadvantaged poor people. Both men and women should participate in such services.</p> <p>(vi) Promote participation of the male in families and households in the caring and nurturing tasks otherwise resting on the shoulders of women.</p> <p>(vii) Improve the quality and sustainability of social safety nets for SAPs.</p> <p>(viii) Create the environment in pre schools and primary schools so that both boys and girl have the opportunity to make their choices in science or non-science.</p>		

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

7

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: ENHANCED SOCIAL PROTECTION AND REDUCED VULNERABILITY

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2. Full and equal participation of poor men and women in the labour market - Employment ...Cont'd	<p>6. Women tend to produce more yet they earn less income and have disproportionately low share of national income.</p> <p>7. Few women are at high decision making levels in employment structures, particularly in the private sector.</p> <p>8. Trade unions remain male dominated in terms of membership, leadership, focus and culture.</p> <p>9. Labour market statistics do not reflect the actual extent of women's economic contribution, which remains undervalued everywhere. Much of women's work such as in subsistence production, the informal sector, domestic and household labour and related production remains invisible and is therefore not targeted for policy assistance.</p>	<p>6. Ensure equal remuneration for work of equal value where non-existent</p> <p>7. Empower women for participation in the formal sector.</p> <p>1. Increase female participation in trade unions</p> <p>2. Value women's unwaged work.</p> <p>1. Collect gender disaggregated wage statistics.</p>	<p>(ix) Institute programmes which sensitize technical or scientific labour markets so as to be receptive to women.</p> <p>(x) Ensure equal opportunity and non-discrimination in (both direct and indirect) advertising, selection criteria, interviews and actual recruitment.</p> <p>(xi) Establish gender sensitive public employment services to assist women, particularly low income or disadvantaged women, find jobs.</p> <p>(i) Empower and sensitize women in the trade unions to occupy and demand leadership positions in the trade unions.</p> <p>(ii) Direct public wage employment schemes involving acquisition to unemployed women's participation.</p> <p>(iii) Pay evaluation/job appraisal schemes should be applied industry-wide or at enterprises to ensure equal pay for work of equal value</p> <p>(i) Collect gender disaggregated wage statistics by enterprise, occupation, industry.</p> <p>(ii) Conduct gender sensitive surveys and enterprises and conduct gender analysis of findings to identify obstacles to know how to reduce them.</p>		

## DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

8

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

### SUBJECT: ENHANCED SOCIAL PROTECTION AND REDUCED VULNERABILITY

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2. Full and equal participation of poor men and women in the labour market - Employment ...Cont'd			(iii) Adopt methods to calculate unwaged work.  (iv) Conduct gender analysis of women's productive work and labour participation.		
3. Employment, income and social requirements of unprotected and unorganized workers	1. In some countries many persons have entered the informal sectors as a result of the contraction in formal sector employment opportunities. Most have low levels of income and social protection. Most producers and workers in this sector are unorganized.  2. The expanded use of part-time and temporary workers, contract labour and home workers in some countries leaves a large number of persons with limited or no social protection (wage protection, employment protection, health and social security benefits).	1. Address the employment, income and social protection requirements of unprotected and unorganized workers.	(i) Assist the employers and worker organizations in the organization of disorganized producers and workers.  (ii) Explore innovative ways of extending forms of social protection (particularly health insurance and social security benefits) to persons not covered for example, the full-employed and people working in the informal sector; small farmers and people in the small cottage industry.  (iii) Improve the collection of data and information on the situation of such workers in national statistics.  (iv) Improve protection of part-time and home workers in keeping with the provisions of ILO conventions and recommendations on these subjects.		



## DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

9

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

### SUBJECT: ENHANCED SOCIAL PROTECTION AND REDUCED VULNERABILITY

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4. Persons with HIV/AIDS in the society	<p>1. Infection with HIV/AIDS in the society represents a significant regional problem with broad social, cultural, economic, political, ethical and legal dimensions.</p> <p>2. These persons require special interventions to ensure their access to productive employment, housing and other services which is constrained by ignorance, discrimination resulting from ignorance and inadequate legal framework for addressing the problem.</p>	<p>1. Protect more adequately the rights of persons with HIV/AIDS as equal members of society.</p> <p>2. Change attitudes towards HIV/AIDS.</p> <p>3. Improve knowledge of the disease and reduce discrimination against persons infected and affected by HIV/AIDS.</p> <p>4. Promote de-stigmatization of HIV/AIDS.</p> <p>5. Provide non-discriminatory legislative mechanisms</p>	<p>(i) Provide more adequate policy framework and access for addressing HIV/AIDS in the society, in areas such as employment, education, housing and health care.</p> <p>(ii) Conduct public education campaigns to inform employers, workers, trade unions, labour inspectors as well as the public about the disease, the actual risks, and the behaviors to prevent the spread of the disease.</p> <p>(iii) Introduce clearly articulate public education programme to deal with homophobia around human sexuality, depict culturally appropriate messages and sensitise media to transmit the messages.</p> <p>(iv) Encourage trade unions and employers organizations to develop worker education programmes on HIV/AIDS aimed at increasing the level of knowledge about the disease in the workplace, awareness of actual risks, preventive sexual behavior, for the purpose of preventing its transmission and reducing discriminatory practices.</p> <p>(v) Development of AIDS support services by NGOs to provide assistance to persons infected and affected by HIV/AIDS and their families.</p> <p>(vi) Develop and enact legislation for the protection of persons infected and affected by HIV/AIDS from discrimination in areas of employment, housing, and other financial and social services.</p>		

## DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

10

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

### SUBJECT: ENHANCED SOCIAL PROTECTION AND REDUCED VULNERABILITY

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5. Poor black males	1. Poor educational performance; high unemployment; low skills levels; high incarceration rate; low access to opportunities.	1. Influence society in the redefinition of values to inculcate in males a profound consciousness of their cultural identity.	(i) Create opportunities to bring them to levels of equity in society.  (ii) Create an enabling environment that provides for a network of support, interaction and opportunities to instil appropriate roles and responsibilities among the males in our society.  (iii) Create an ethos of well-being that drives the energies of our males to build initiatives, reduce dependence and celebrate achievements as a conscious response to our Caribbean realities for responsible lifestyles and sustainable livelihoods.		
6. Small farmers, agricultural workers and fishermen	1. Lack of investment capital, poor infrastructure, impact of natural disasters.	1. Improve life and work of small farmers; for their self-development and the development of the small farming sector.	(i) Reform and restructure the agricultural sector to accommodate small farmers.  (ii) Promote "buy local, eat local" practices.  (iii) Improve access to credit.  (iv) Develop infrastructure.		
7. Indigent poor (extreme poor)	1. Indigence continues to be addressed mainly by charitable and especially religious organizations, some of which are equipped to perform the task.	1. Better equip and strengthen charitable and religious institutions.	(i) Strengthen the capacity of charitable and religious organizations to address the needs of poor with components of empowerment and an enabling environment.  (ii) Provide financial and technical assistance to those organizations capable of assisting these groups.  (iii) Introduce performance standards and monitoring machinery.		

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

11

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: ENHANCED SOCIAL PROTECTION AND REDUCED VULNERABILITY

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<b>8. Children</b> - under 5 years - Street children	1. The incidence of poverty is highest among children. There are more children in poor households than in other households.  1. Children, including street <u>girls</u> who are <u>not</u> prostitutes, roam the streets.	1. Target children for poverty reduction.  1. Eliminate phenomena of street children.	(i) Follow-up the recommendations of the Belize Accord on the Rights of the Child.  (ii) Coordinate action of communities, governments, private sector, non-governmental organizations, schools to address poverty issues of street children and at the same time provide safety-nets for those who want to leave the streets.		
<b>9. Female heads of households (FHHs)</b>	1. High burden of care which increases the workload of FHHs.  1. Lack of data on female heads of households.	1. Increase support to FHHs for their caring responsibilities.  1. Establish Statistical and other databases on FHH in the region	(i) Develop integrated approaches to poverty needs of the FHH.  (ii) Develop community programmes which include caring and nurturing activities.  (i) Conduct research and build a strong database on issues concerning FHHs; merge the practical gender issues and the strategic gender issues to move FHHs from a state of poverty to a state of well-being.		
<b>10. The instant poor</b>	1. Natural disasters in the context of the fragility of SIDS in the Caribbean have a devastating impact resulting in the emergence of a new instant poor.	1. Reduce the impact of natural disasters on the poor and the instant poor.  2. Develop a national comprehensive framework for disaster preparedness and management	(i) Guide and empower the instant poor for continued participation in productive employment in new living environments.  (ii) Assist vulnerable groups in the construction of disaster resistant homes through the provision of building codes/guideines and access to affordable sustainable human settlements	Ongoing	Planning Ministries/ Ministry of National Security

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

12

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: ENHANCED SOCIAL PROTECTION AND REDUCED VULNERABILITY

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11. Persons with disabilities	1. Persons with disabilities (PWD) are among poorest of the poor, with limited participation in the world of work, are not integrated into society and are negatively labeled.	1. Develop policies and legal framework to protect rights, freedom and integrity of all disabled persons in all States.  2. Ensure full access to employment opportunities, services and the built environment.  3. Integrate persons with disabilities into mainstream training and other activities.  4. Allocate adequate resources to organizations for PWD.  5. Ensure equal access to education and training for persons with disabilities.  6. Change and sensitize societal attitudes towards persons with disabilities.	(i) Increase public sensitization and education at the national and community levels.  (ii) Develop a database of persons with disabilities disaggregated by gender and nature of disability.  (iii) Include participation of disabled persons in a review of existing legislation with a view to removing constraints and facilitating the integration of PWDs into society.		

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

13

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: ENHANCED SOCIAL PROTECTION AND REDUCED VULNERABILITY

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12. Women - Promote sharing of household responsibilities between men and women and assistance to workers with family responsibilities	<p>1. High percentage of FHHs; women have primary responsibility for family and household responsibilities along with income earning responsibilities.</p> <p>2. Inadequate support services e.g. child care services in most countries remain below demand levels.</p> <p>3. Property ownership of women in survey low.</p> <p>4. Women's access to and ownership of land, capital and productive resources are less than men's, their earning levels are lower, while their unemployment levels are higher.</p>	<p>1. Encourage equitable sharing between men and women in the division of labour of household responsibilities.</p> <p>2. Improve family welfare-community based child care services.</p> <p>3. Improve reconciliation of work and family responsibilities.</p> <p>4. Expand maternity and paternity protection.</p> <p>5. Promote women as entrepreneurs; improve productivity and profits of micro and small business activity</p> <p>6. Promote gender equity in the business environment.</p> <p>7. Empower women to improve their status in the informal sector.</p>	<p>(i) Develop public education campaigns on gender roles/division of labour and sharing responsibilities.</p> <p>(ii) Encourage gender equity socialization patterns within the household and in schools</p> <p>(iii) Initiate community based child care programs and facilities.</p> <p>(iv) Provide public/private child care and family support facilities for workers; in particular ensuring access to low income workers.</p> <p>(v) Prohibit employment discrimination on grounds of pregnancy, marital status or family responsibilities.</p> <p>(vi) Introduce gender sensitive approaches into Family Life Education Programmes which focus on sharing domestic and reproductive responsibilities in the household.</p> <p>(vii) Expand maternity protection coverage including establishment of benefit funds.</p> <p>(viii) Promote credit and savings mechanisms that are effective in reaching women in poverty.</p> <p>(ix) Promote alternative strategies for lending significant sums to women, who lack access to traditional sources of lending, for example, through the creation of and/or strengthening intermediate financial institutions.</p>		

## DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

14

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

### SUBJECT: ENHANCED SOCIAL PROTECTION AND REDUCED VULNERABILITY

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13. Indigenous peoples	<p>1. Dispossessed; outside the mainstream; considered among the poorest of the poor; neglected.</p> <p>2. Denied autonomy and self determination.</p>	<p>1. Mainstream into society while regaining cultural identity.</p> <p>2. Empower through education.</p> <p>3. Encourage and support autonomous development in their communities and institutions.</p> <p>4. Develop and review legislation to protect the rights of indigenous people.</p>	<p>(i) Establish boundaries to facilitate obtaining title to traditional lands.</p> <p>(ii) Review and update legislation re rights of indigenous peoples from gender and other perspectives.</p> <p>(iii) Implement recommendations on education and sustainable livelihoods as agreed to in the SIDS Platform for Action.</p>		
14. Elderly	<p>1. Lack of income; poor, alone, poor health; limited access to services; disabilities; unrecognized; some with existing capabilities to participate in productive work; poor nutrition; homelessness; excessive caring tasks.</p>	<p>1. Integrate fully into national development.</p>	<p>(i) Develop social and economic support systems, including old age pension.</p>		
15. Vulnerable groups in general	<p>1. Lack of attention to vulnerable groups and human capacity at the level of local government.</p> <p>1. Pervasive influence of foreign cultural forms on life styles and expectations</p>	<p>1. Enhance the role of local government in addressing issues of poverty in high risk groups.</p> <p>1. Enhance the development of national and regional radio/television programming and other forms of media as vehicles for Caribbean cultural expression</p>	<p>(i) Involve local government in the actual process of determining the <u>needs</u> of poor communities.</p> <p>(ii) Use existing research to implement the recommendations made in the past.</p> <p>(i) Share cultural resources (programmes, expertise, technology, best practices) on a regional basis to promote greater cultural integration</p>		National, regional media houses, advertising agencies, Ministries of Culture, NGOs

## DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

15

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

### SUBJECT: ENHANCED SOCIAL PROTECTION AND REDUCED VULNERABILITY

#### CROSS REFERENCES

Due to the complexity of the issues it was found that the subject areas assigned to the working groups involved some repetition of the recommendations. It was therefore considered instructive to develop cross references to facilitate application of the framework for action on Vulnerable Groups.

ISSUES	CROSS REFERENCES
Youth - funding of programmes	Issues Nos. 5 and 7 under subject - Employment
Youth and Education Reform	Issues Nos. 1 to 4 under subject - Education
Full and equal participation of men and women in the labour market	Issue No. 6 in subject - Integrated strategies Issue No. 8 in subject - Employment
Women - Promote sharing of household responsibilities between men and women and assistance to workers with family responsibilities	Issue No. 15 under this subject Issue No. 6 in subject - Integrated strategies Issues Nos. 3 to 7 under subject - Population and Development Issue No. 11 under subject - Employment
Persons with HIV/AIDS	Issue No. 12 under subject - Employment
Poor black males	See poor men and women under this subject.
Small farmers, agriculture workers and fishermen	Issue No. 2 under subject - Employment
Children	See the Belize Accord on Implementation of the Convention of the Rights of the Child
Street children	Issue No. 11 under subject - Education See Working Children section under subject - Employment Issue No. 6 under subject - Integrated Social and Economic Strategies
Female headed households	See section under subject - Population and Development
Persons with disabilities	Issue No. 1 under subject - Measurement and Monitoring

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

16

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
16. Promoting economic growth with equity	<p>1. Most countries of the Caribbean still face considerable challenges in implementing economic reforms in order to move towards more open and market-oriented economies. There is also a high social cost associated with the reform process. For some countries the cost and the adjustment period, the cost and the adjustment period have proved to be much more painful and prolonged than at first expected.</p> <p>2. Global economic changes in trade and capital markets are pressuring countries to become more competitive in export markets. Preferential market access is being eroded by implementation of NAFTA by the revised policies on bananas and sugar and by the Uruguay Round. All the same time flows from bilateral sources are being rapidly reduced.</p>	<p>1. Promote and sustain balanced economic growth.</p> <p>2. Remain competitive in a rapidly changing global economy by increasing flexibility and responsiveness of our economies.</p> <p>3. Design programmes to mitigate the negative effects on employment and social development.</p> <p>4. Foster and maintain greater social consensus in the design and implementation of policies and programmes.</p>	<p>(i) Pursue the coordination of macro economic policies so that they are mutually reinforcing and conducive to broad-based and sustained economic and sustainable development, as well as to substantial increases in productive employment expansion.</p> <p>(ii) Promote sound macroeconomic management, effective regulatory measures, measures to protect the environment, labour market flexibility, and support for physical and social infrastructure.</p> <p>(iii) Enable competing claims on resources to be resolved in a non-inflationary manner through the development and use of sound industrial relations systems.</p> <p>(iv) Establish appropriate social safety mechanisms to minimize the adverse effects of structural adjustment stabilization on reform programmes on the workforce, especially the vulnerable, and for those who lose their jobs, creating conditions for their re-entry through, inter alia, continuing education and training.</p> <p>(v) Develop well-defined sectoral policies which not only seek to encourage investment and production in dynamic sectors in order to secure improved export performance and thereby a greater share in world markets, but also seek to enhance domestic efficiency and markets and foster employment-generating growth.</p> <p>(vi) Increase the capacity to select specific and sustainable technologies.</p>		



# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

17

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
16. Promoting economic growth with equity. ...Cont'd.			<p>(vii) Utilize technical assistance more effectively to facilitate the expanded transfer of technology development to integrate technological and employment policies with other social objectives; and establish and strengthen national and regional technology institutions, in particular, the integration of these institutions and their activities to meet the needs of the productive sectors.</p> <p>(viii) Harmonize Caribbean economic policies and taking active steps to advance the Caribbean integration process.</p> <p>(ix) Ensure that trade expansion ultimately results in higher and sustained growth, but without the exploitation of labour. A clause protecting fundamental workers' rights, should be included in international trading agreements such as NAFTA, WTO. Any mechanism to monitor compliance with such a clause should be independent, impartial and objective.</p>		

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

18

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
17. Rethinking policy: pursuing employment-intensive growth	<p>1. The persistence of high unemployment and the increasing incidence of underemployment have been amongst the most daunting and intractable socio-economic problems facing the Caribbean subregion for most of its modern history. Most recently, these problems have been aggravated as a result of economic recession and the adoption subsequently of stabilization and structural adjustment programmes which have taken insufficient account of their social costs.</p> <p>2. The causes of the unemployment problem in Caribbean countries have been both external and internal in origin. The structure of most of these economies (including small size and openness) have always made them highly vulnerable to external shocks and the additional challenges implicit in the new global economic system threaten to marginalize them even further, and serve to aggravate the already severe problems of joblessness, poverty and social exclusion.</p> <p>3. A deterioration in the quality of employment has emerged as another major issue of concern, perhaps most notably with respect to the large and in some cases, growing numbers of "working poor" (persons whose working activities fail to pay a living wage.)</p>	<p>1. Set the creation of productive employment as a central objective and an explicit aim of macroeconomic policies and to seek to reinforce international cooperation to that effect.</p>	<p>Elevate the problems of unemployment and underemployment to the top of national and international policy agenda.</p> <p><u>Actions at the national level</u></p> <p>(i) Ensure greater coordination of policy and programme activities which have an impact on employment between various departments and agencies concerned with development planning at the national and local levels.</p> <p>(ii) Establish appropriate and effective mechanisms in which employment and labour market policies are articulated and regularly reviewed, including through the establishment of institutional focal points.</p> <p>(iii) Improve the capacity to analyze macroeconomic and social policies with regard to their impact on poverty and employment.</p> <p>(iv) Improve capacity to monitor, analyze and report on the magnitude and evolution of the employment problem in Caribbean countries and to examine its nature and composition, due regard being taken of the situations of vulnerable groups such as women, youth, disabled, elderly and the working children.</p> <p>(v) Examine the conditions under which various underproductive sectors can be revitalized to contribute both to production and to employment and income generation which in turn can increase the internal demand and generate a cycle of investment and production.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

19

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
17. Rethinking policy: pursuing employment-intensive growth ...Cont'd			<p>(vi) Adopt targeted strategies to increase the productive employment of specific groups which take account of their distinctive characteristics and the factors which impede their access to such employment. The specific groups will vary from country to country, but will most likely include women, youth, household heads, persons with disabilities, ethnic minorities, indigenous people, and urban and rural poor.</p> <p>(vii) Design rural development programmes which take into account the particular employment and social needs of rural populations. Emphasis to be given to agricultural and infra-structural development.</p> <p>(viii) Explore the possible employment and income effects and training implications of areas of activities such as:</p> <p>(a) Cultural, entertainment and sporting activities.</p> <p>(b) Rural farm and non-farm production, including animal husbandry, forestry, fisheries and agro-processing;</p> <p>(c) The conservation and management of natural resources, promotion of alternative livelihoods in fragile eco-systems, rehabilitation and regeneration of critically affected and vulnerable land areas and natural resources;</p> <p>(d) Economic and social infrastructure</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

20

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
17. Rethinking policy: pursuing employment-intensive growth ...Cont'd	4. Several countries in the Caribbean have used Export Processing Zones (EPZs) as a means of attracting foreign direct investment, promoting export growth and creating employment. However, in some countries, concerns have been raised about the quality of jobs created, their limited stability, the absence of organized labour and in most cases, unacceptable terms and conditions of work as well as working conditions.	2. Attract foreign direct investment, promote export growth and create employment	<p><u>Actions at the national level ...Cont'd</u></p> <p>(i) Explore the employment-creation impact of Export Processing Zones in particular with respect to high wage, high skill activities, taking into account the need to provide protection of workers' rights, within the framework of national labour standards ensuring that safeguards are put in place to protect against "a competitive debasement of labour standards in the drive to improve shares in world trade and attract foreign investment."</p> <p><u>Actions at the regional and international level</u></p> <p>(i) Request international financial institutions to take account of the impact of their programmes on employment and living standards.</p> <p>(ii) Ensure government commitment to the collection of data on a consistent basis.</p> <p>(iii) Conduct training in the analysis of data, and the application of this information for policy decision making.</p> <p>(iv) Strengthen regional collaboration to achieve cost effectiveness in areas such as training and the analysis of household data.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

21

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
<p>17. Rethinking policy: pursuing employment-intensive growth ... Cont'd</p> <p>(a) <u>Strengthening Labour Market Information Systems</u></p>	<p>1. There is a dearth of reliable and timely data and indicators on the labour market in the Caribbean. Even in cases where relevant data are available these are not always used effectively for policy purposes.</p>	<p>1. Ensure the provision of relevant and reliable data on a timely basis.</p> <p>2. Increase the capacity to provide analysis of data in a timely manner.</p>	<p>(i) Improve existing labour market information systems to provide relevant and reliable information and indicators on the labour market.</p> <p>(ii) Use reliable data to provide a better basis for targeting and monitoring programmes.</p> <p>(iii) Explore new ways to provide useful information for planning.</p> <p>(iv) Make investments in new and emerging technologies which can facilitate the collection, processing and analysis of data. Investments should also be made in the development of data collection agencies.</p> <p>(v) Develop a culture of research work on labour market issues in the public and private sectors, working in collaboration with regional universities and regional and international organizations.</p> <p><u>Actions at the regional and international levels</u></p> <p>(i) Ensure greater harmonization of concepts and methodologies and standardization of definitions pertaining to the measurement of employment, unemployment and underemployment in the subregion.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

22

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
<p>18. Promoting the development of small and micro-enterprises and informal sector enterprises</p> <p>(a) <u>Policy Environment</u></p>	<p>1. Small and micro-enterprises have the potential to comprise a significant component of the response to the employment challenge in the Caribbean. Access to credit, training and technical assistance have been experienced as the prime constraints on the growth of small business activity. This is also true for activities developed by social actors in the informal economy.</p> <p>2. There is also an absence of a supporting and enabling policy and legislative framework often serves as a constraint for the sector's development.</p> <p>3. Efforts aimed at addressing the needs of the sector are fragmented.</p> <p>4. National development foundations in most countries are making a significant contribution to the development of the sector. In some countries, special agencies have been established to promote the development of micro- and small enterprises.</p>	<p>1. Provide a supportive policy environment and appropriate institutional framework for the development and growth of enterprises, in particular small- and medium-sized enterprises.</p>	<p>(i) Provide the necessary assistance to small and medium-sized enterprises which can improve their access to finance, new technologies and training in such areas as marketing techniques, accounting and quality control.</p> <p>(ii) Establish national umbrella organizations to coordinate and provide a central thrust to the different players in the sector</p> <p>(iii) Strengthen the organizational and bargaining ability of small business operators through the assistance of both employers and workers organizations.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

23

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
<p>18. Promoting the Development of small and micro-enterprises and informal sector enterprises ... Cont'd</p> <p>(b) <u>Training</u></p> <p>(c) <u>Financial Service Infrastructure</u></p>	<p>1. There exists a shortage of relevant training materials consistent with the level of education of small business operators</p> <p>2. A vacuum on the small business training landscape in the area of technical skill training and upgrading exists.</p> <p>1. Limited access to affordable capital.</p> <p>2. The absence of linkages between small and large producers.</p>	<p>1. Increase the quality and relevance of training.</p> <p>1. Allow for easier access to financing.</p> <p>2. Allow for greater cooperation among different enterprises.</p>	<p>(i) Provide a strengthened training programme based on an assessment of the training needs of the enterprise.</p> <p>(ii) Make relevant information accessible to small enterprise on basic matters like laws, regulations, and standards to alternative sources of supply and alternative prices, market trends and fashions and the latest technologies and techniques must be readily available and in constant circulation.</p> <p>(iii) Provide selective support in upgrading technology and in the development of export markets.</p> <p>(i) Improve the financial service infrastructure to provide accessible and affordable credit through a simplification of loan procedures etc.</p> <p>(ii) Create linkages among small, medium and large enterprises which would allow for the transfer of technology and the use of training facilities etc.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

24

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
<p>18. Promoting the Development of small and micro-enterprises and informal sector enterprises ... Cont'd</p> <p>(d) <u>Informal Sector Integration</u></p>	<p>1. The informal sector has contributed to the increase in the larger number of the "working poor". This sector has served as a "sponge", as modern sector enterprises, and especially the public sector which has been a large employer of labour, were obliged to shed labour or reduce wages. Many of the workers affected, with no (or limited) unemployment insurance or other social benefits, have had no alternative but to seek refuge in the informal sector. For many, the results have been low levels of income, poor working conditions and very limited social protection (minimum income, pensions, health insurance, for example.)</p>	<p>1. Progressively integrate the informal sector and local enterprises into the formal economy.</p>	<p>(i) Design a transparent, coherent and comprehensive strategy towards the informal sector which aims at improving the productivity of informal sector activities and their capacity to provide employment and incomes and provide basic social protection to informal sector producers and workers.</p> <p>(ii) Conduct basic research on the sector in order to facilitate an understanding of the nature, composition and the functioning of this sector and inform the development of policies in support of this sector.</p> <p>(iii) Undertake research to identify specific branches of economic activity which have growth potential and in which informal producers can compete successfully with the modern sector or can have a complementary relationship with the formal sector.</p>		



# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

25

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
19. Facilitating access to productive employment through active labour market policies including education and training	<p>1. There is an absence of empirical work on the impact of several aspects of regulation on the performance of the labour market.</p> <p>2. The relationship between productivity and wages and salaries needs to be closely checked and balanced. The introduction and or strengthening of mechanisms which link wages and salaries to performance, i.e. establish links between real wages and increases in productivity should be considered to ensure that workers benefit from economic expansion. Such a policy could offer incentives to increase productivity, improve income distribution, and reduce inflationary pressures. Consideration should be given to the adoption of social pacts which are arrived at freely by the social partners.</p>	<p>1. Improve the equitable and efficient operation of labour markets, with a view to facilitating labour mobility, enhancing the overall quality of employment and enabling workers to move from low productivity to higher productivity jobs.</p>	<p>(i) Review existing labour regulations with the full participation of employers and workers organizations with a view to removing the constraints on the creation of jobs and the mobility of workers while ensuring adequate social protection.</p> <p>(ii) Promote initiatives to enhance productivity. At the macro-level, this may include more flexible and less restrictive industrial policies and strategies, varied education and manpower planning in both the public and private sectors, and more cooperative industrial relations climate. At the micro level, this may include appropriate training to improve strategic planning and priority setting, and improved research and development and human resource development approaches, and more meaningful workers' participation.</p> <p>(iii) Establish as feasible, national productivity centres to serve as focal points and catalysts for national productivity drives.</p> <p>(iv) Support efforts aimed at introducing and strengthening mechanisms which link wages to performance, i.e. establish links between real wages and increases in productivity to ensure that workers benefit from economic expansion.</p> <p>(v) Review or establish policies to ensure that minimum levels of remuneration are established which serve as a floor for wage structure and serve as a net for social protection.</p>		

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

26

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
<p>20. Promoting employment through active labour market policies, including education and training... Cont'd</p> <p>(a) <u>Education and Training</u></p>	<p>3. Active labour market policies are needed to improve the functioning of the labour market and ensure that adequate opportunities are provided for skill development at all levels to meet the demands of increasing productivity.</p>	<p>1. Provide adequate opportunities for skill development at all levels</p>	<p>(i) Ensure broad basic education especially literacy, and promote general education, including values and attitudes, the analytical and critical thinking that is essential to improve learning skills. This is the foundation for acquiring specialized skills and for renewing, adapting and upgrading them rapidly to facilitate horizontal and vertical occupational mobility.</p> <p>(ii) Adapt training policy and vocational training institutions in such a way that they are capable of producing graduates with the skills and attitudes required by the current labour market and can facilitate the process of life-long training and retraining. Attention should be paid to methods which promote flexibility of vocational institutions. Participation in decision making of these institutions by employers and trainees.</p> <p>(iii) Establish appropriate mechanisms involving employer and worker organizations for the coordination of training activities taking account of the needs for standards-setting and certification in the delivery of training.</p> <p>(iv) Promote the development of entrepreneurs and managers utilizing approaches linking training to practical work experience since the competitive edge of the economy.</p> <p>(v) Develop training and upgrading programmes targeted towards the unemployed, women, displaced or retrenched workers and new-comers to the job market.</p>		

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

27

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
<p>20. Promoting employment through active labour market policies, including education and training ... Cont'd</p> <p>(b) <u>Employment Services</u></p>	<p>1. Public employment services in the Caribbean face a number of operational constraints. There are only a limited number of private agencies. But such facilities can play an important role in assisting workers to adapt to changing job markets and provide social safety mechanisms, occupational guidance, employment and job search counselling, placement and information on the labour market.</p>	<p>1. Improve the effectiveness of employment services in the operation of the labour market.</p>	<p>(i) Strengthen job-search, vocational guidance and placement mechanisms through public or private employment agencies. Specific attention should be paid to the needs of those most affected by frictional as well as structural unemployment, and in particular to the needs of women, youth and the disabled.</p> <p>(ii) Establish appropriate modalities to facilitate the re-deployment of displaced workers into the job-market. Elements could include counselling (job and financial), retraining and financial assistance. This effort should be supported by relevant information on existing and emerging opportunities in the job-market.</p>		
<p>21. Community-based employment programmes</p>	<p>1. The development of communities significantly enhances the potential for economic growth based on the initiatives of the people. Opportunities for sustainable development at the community level are often overlooked although they can contribute not only to employment generation but to much needed infra structural development and upgrading.</p>	<p>1. Take advantage of opportunities at the community level which could generate employment and incomes and contribute to poverty reduction.</p>	<p>(i) Build capacity and establish communication mechanisms at the community and non governmental levels to participate in designing and implementing programmes.</p> <p>(ii) Strengthen community-based development planning with special emphasis on employment generation. Specific consideration should be given to the following:</p> <p>(a) Develop programmes for the provision and upgrading of basic services in low income areas, e.g. drinking water, development of low-cost sanitation methods, roads, proper sewerage, drainage, waste management, street lighting, etc., utilizing participatory strategies. Examples could be integrated, community-based infra-structural projects combining construction with employment-generation, in order to attend to deteriorated and non-functioning infrastructure facilities which pose a constraint on economic development and a serious environmental threat to healthy and safe living and working conditions. Such projects could be supported by a partnership of external agencies including United Nations agencies as well as governmental and non-governmental agencies.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

28

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
21. Community-based employment programmes ... Cont'd			<p>(b) Provide production, marketing and other facilities to foster growth of new enterprises and self-employment opportunities. Support for the development of small-scale enterprises in construction, recycling and the production of building materials through the provision of research, credit and training to be involved in the urban development programmes in partnership with large firms and local communities</p> <p>(c) Encourage new housing estates and sites and services utilizing local resources and labour-intensive methods on a self-financing basis and in partnership with local authorities.</p> <p>(d) Provide skill-training at the community level.</p> <p>(e) Improve data collection systems on the local level, especially appropriate economic and demographic data for monitoring growth in the communities and planning for the provision of transport, housing and social services.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

29

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
22. Employment - Youth	<p>1. One of the major problems faced by youth in Caribbean labour markets is high unemployment rates, which usually exceed those for other groups. Youth unemployment stems in part from the problems which they face related to inappropriate education and training, low skill levels, lack of work experience, absence of vocational guidance and counselling, the absence of well functioning job placement mechanisms and inadequate overall demand. One consequence has been the emergence of a large and growing number of young men and women who are increasingly detached from the economic and social mainstream.</p> <p>2. Various approaches towards improving the employment situation of the youth have been adopted in the subregion, but with varying degrees of success.</p> <p>3. Young persons in the Caribbean often lack of experience when looking for jobs.</p>	<p>1. Take steps to improve the access of the youth to employment; and to assess the impact of youth employment initiatives.</p> <p>2. Expand employment opportunities for young persons.</p> <p>3. Finance youth employment and training programmes in a sustainable manner</p>	<p>(i) Adopt a comprehensive and coordinated approach to solving the employment problems of youth with the full participation of a number of actors including governments, workers and employers organizations, as well as youth organizations.</p> <p>(ii) Develop and promote employment opportunities for young persons within an overall employment promotion strategy.</p> <p>(iii) Design appropriate work experience programmes for young people to facilitate their long-term access to the labour market e.g. through internships and mentorships.</p> <p>(iv) Develop and maintain sustainable approaches to funding youth employment programmes on a long term basis with the involvement of all parties - government, private sector and beneficiaries/parents.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

30

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
23. Employment - Full and equal participation of women in the labour market	<p>1. While women's labour force participation rates are increasing, their unemployment rates remain significantly higher than those of men in most Caribbean countries, especially chronic unemployment. There is also the problem of "disguised" unemployment, as women who reach to work are unable to do so because of limited availability of and access to adequate child care and other family support services.</p> <p>2. The position of women in the labour has been vulnerable, less protected, less secure, less valued than that of men. This vulnerability appears to have been increased by structural adjustment and stabilization processes. (Negative impact on women of structural adjustment measures.)</p> <p>3. Occupational/Industry based segmentation and concentration based on perceived gender roles restrict women's access to the full range of occupations and industries.</p>	<p>1. Increase women's participation in the labour market.</p> <p>2. Reduce unemployment levels.</p> <p>3. Promote equal opportunity in employment, occupation terms and conditions, training, guidance.</p> <p>4. Expand women's occupational/industry choices.</p>	<p>(i) Analyze, from a gender perspective, the impact of national programmes and policies to promote equitable distribution of productive assets, wealth opportunities, income and services.</p> <p>(ii) Ensure access to free or lower cost legal services, including legal literacy, designed to reach women in poverty.</p> <p>(iii) Design national policies towards the development and promotion of child-care, family and other support services and facilities, such as care for the elderly, and reproductive rights and choices which could facilitate the increased participation in the labour market of those men and women whose participation is now constrained by the absence of such facilities.</p> <p>(iv) Integrate a gender dimension in the design of the overall policy of social funds and similar initiatives and in the identification and implementation of programme components.</p> <p>(v) Encourage women to enter high tech, science based training.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

31

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
23. Employment - Full and equal participation of women in the labour market .... Cont'd	4. Women earn less income and have a disproportionately low share of national income.	1. Provide equal remuneration for work of equal value	(i) Ensure equal opportunity and non-discrimination in (both direct and indirect) in advertising, selection criteria, interviews and actual recruitment.  (ii) Establish gender sensitive public employment services to assist women, particularly low income or disadvantaged women in finding jobs.  (iii) Include women in the design of public wage employment schemes.		
	5. Few women are at high decision making levels in employment structures, particularly in the private sector.	1. Empower women in the formal sector	(i) Apply pay evaluation/job appraisal schemes industry-wide or at the enterprise level to ensure equal pay for work of equal value.  (ii) Collect gender disaggregated wage statistics by enterprise, occupation, industry with a view to reducing obstacles to career advancement for women.		
	6. Labour market statistics do not reflect the actual extent of women's economic contribution, which remains undervalued everywhere. Much of women's work such as in subsistence production, the informal sector, domestic and household labour and related production remains invisible and is therefore not targeted for policy assistance.	1. Value women's unwaged work.	(i) Adopt appropriate methodologies to calculate unwaged work.		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

32

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
24. Promote sharing of female and household responsibilities between men and women and assistance to workers with family responsibilities	1. There is a high percentage of female headed households. 2. Women have primary responsibility for the family and household responsibilities along with income earning responsibilities. 3. There are inadequate support services e.g. Child care services in most countries remain below demand levels.	1. Promote more equitable sharing of household responsibilities between men and women. 2. Provide for a better reconciliation between work and family responsibilities. 3. Expand maternity protection.	(i) Conduct public education campaigns on gender roles/division of labour and sharing responsibilities. (ii) Provide public/private child care and family support facilities for workers; in particular ensuring their access to low income workers. (iii) Prohibit employment discrimination on grounds of pregnancy, marital status or family responsibilities. (iv) Expand maternity protection coverage including establishment of benefit funds.		
25. Provide women with equal access to savings mechanisms and institutions to credit geared to meet their situational and business needs.	1. Property ownership among women remains low. Women's access to and ownership of land, capital and productive resources are less than men's, their earning levels are lower, while their unemployment levels are higher.	1. Encourage women to become entrepreneurs and improve the productivity and profits of existing micro and small business activities operated by them.	(i) Promote credit and savings schemes that are effective in reaching women in poverty. (ii) Promote alternative strategies for lending significant sums to women who lack access to traditional sources of lending. (iii) Ensure lending approaches designed to increase productivity of business activity (rather than welfare handouts). (iv) Promote cooperatives and other forms of associations of women in micro and small businesses.		



# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

33

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
26. Employment, income and social requirements of unprotected and unorganized workers	<p>1. Many persons in some countries have entered the informal sectors as a result of the contraction in formal sector employment opportunities. Most have low levels of income and social protection. Most producers and workers in this sector are unorganized.</p> <p>2. The expanded use of part-time and temporary workers, contract labour and home workers in some countries leaves a large number of persons with limited or no social protection (wage protection, employment protection, health and pension benefits)</p>	1. Address the employment, income and social protection requirements of unprotected and unorganized workers	<p>(i) Assist the employers and workers organizations in the organization of unorganized producers and workers.</p> <p>(ii) Explore innovative ways of extending forms of social protection (particularly health insurance and pensions) to persons not covered, through among other things, the linkages of formal schemes to indigenous ones.</p> <p>(iii) Improve the collection of data and information on the situation of such workers in national statistics</p> <p>(iv) Improve protection of part-time and home workers in keeping with the provisions of ILO conventions and recommendations on these subjects.</p> <p>(v) Explore schemes for making pensions and other benefits portable not only in the public sector, but in the private sector as well.</p>		
27. HIV/AIDS in the workplace	<p>1. Infection with HIV/AIDS in the workplace represents a significant regional problem with broad social, cultural, economic, political, ethical and legal dimensions.</p> <p>2. These persons require special resources to ensure their access to productive employment which is constrained by ignorance, discrimination resulting from ignorance and inadequate legal framework for addressing the problem.</p>	<p>1. More adequately protect the rights of persons with HIV/AIDS in the workplace</p> <p>2. Improve knowledge of HIV/AIDS</p>	<p>(i) Provide improved protection for persons with HIV/AIDS in the workplace.</p> <p>(ii) Conduct public education campaigns to inform employers, workers, trade unions, labour inspectors as well as the public about the disease, the actual risks.</p> <p>(iii) Encourage trade unions and employers organizations to develop worker education programmes on HIV/AIDS aimed at increasing the level of knowledge about HIV/AIDS in the workplace, and awareness of actual risks in order to reduce discriminatory practices.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

34

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
28. Chronic Diseases in the Workplace	1. High incidence of chronic diseases including diabetes, hypertension, and respiratory tract problems lead to high rates of absenteeism and reduced productivity levels and increased non-wage labour costs.	1. Improve knowledge of these chronic diseases.  2. Assess the costs of these diseases to the workplace and to the economy.  3. Encourage wellness as a contributor to productivity.	(i) Collect systematic data on the incidence of persons affected by chronic diseases in the workplace.  (ii) Develop tripartite codes of behaviour relative to the treatment of workers with chronic diseases in the workplaces particularly in terms of sick leave, access to medical services, screening for the disease and early detection services.		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

35

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: PRODUCTIVE EMPLOYMENT AND SUSTAINABLE LIVELIHOODS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
29. Employment opportunities for the disabled	<p>1. Conservative estimates place the number of disabled persons in the Caribbean at 200,000 with a majority of those of working age, unemployed and dependent on the welfare of government, society, families or the public. On average, disabled persons are among the poorest groups in the Caribbean.</p> <p>2. A major constraint is lack of access to education and training - constraints include public transport systems which do not cater to their needs, inaccessible building, lack of adequately trained teachers, insufficiency of schools to provide training, and discrimination.</p>	1. Expand and enhance employment opportunities for the disabled.	<p>(i) Develop national policies on disability which give recognition to the rights of disabled persons to equal opportunity and treatment in all aspects of life, including vocational training and employment in keeping with ILO Convention No. 159 on Vocational Rehabilitation and Employment (Disabled Persons).</p> <p>(ii) Improve access of disabled persons to education and training by addressing constraints.</p> <p>(iii) Include disability as a variable in national statistics, as appropriate.</p> <p>(iv) Educate employers and the public in general about the potential contribution of disabled persons by among other things, emphasizing the work done by disabled persons.</p> <p>(v) Provide opportunities for retraining workplace adaptation and redeployment for workers injured on the job.</p> <p>(vi) Promote public awareness regarding the impact of the negative stereotyping of persons with disabilities on their participation into the labour market.</p> <p>(vii) Make appropriate adjustments in the workplace to accommodate persons with disabilities.</p>		
30. Elimination of child labour	1. The issue of child labour appears to be on the rise in some countries of the Caribbean. This is linked to the increase in poverty which not only forces children to work for their own survival and that of their families but makes it nearly impossible for families to invest in education.	1. Eliminate child labour.	(i) Design a national plan of action against child labour giving attention to research, awareness raising, the creation of a broad social alliance, and the establishment of the required institutional capacity to implement the plan.		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

36

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: HEALTH**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
31. Basic Health Services and Health Care Reform	1. The movement from primarily public assistance towards mixed models whereby services are financed by combinations of public providers, private schemes and national health insurance leave the poor extremely vulnerable. One of the concerns with user fees implemented in these systems is that the poor will not be able to afford health care.	1. Ensure that governments maintain their commitment to the provision of health care services for all in the emerging health care reform initiatives.	<p>(i) Ensure that health care reform includes a combination of the following:</p> <p>(a) Where the implementation of financing arrangements is required:</p> <ul style="list-style-type: none"> <li>* General revenues/earmarked taxes</li> <li>* User fees</li> <li>* Social/National Health Insurance</li> <li>* Private Health Insurance</li> </ul> <p>(b) Ensure that the state retains responsibility for free universal access to 'public-good' type services for the poor and the unemployed in services such as national child-health and family planning, immunization, sanitation, control of communicable diseases, maternal and child health care etc., as well as cover the cost of care of the indigent. Where there are user fees ensure that it does not become prohibitive to access by the poor.</p>		

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

37

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: HEALTH

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
31. Basic Health Services and Health Care Reform ...Cont'd	<p>2. A country's health sector and the health status of its people are primarily affected by the structure and performance of its economy which in adverse times, may result in the decreasing ability of governments to maintain the health sector. The poor depend heavily on care from public hospitals and clinics and therefore reductions in health expenditure affect the poor more severely.</p> <p>3. Structural adjustment measures leading to cutbacks in government spending in the health sector has lead to the decline of basic health care services. This has resulted in:</p> <p>(a) short clinic hours which limit available services;</p> <p>(b) unavailability of critical staff to provide these services;</p> <p>(c) insufficient drugs, medical supplies and equipment etc which affect the quality of service;</p> <p>Resource constraints have therefore led to incidences such as infant deaths, maternal mortality, and also an increase in the communicable diseases, etc.</p>	<p>2. Develop new strategies to improve access to the health care services for poorer groups.</p> <p>3 Improve efficiency of resource allocation through increased attention to planning and human resource development.</p> <p>4 Increase the level of regional collaboration in the procurement of essential drugs.</p>	<p>(i) Strengthen Primary Health Care - which is seen as the key to the Health Reform process - to attain the following objectives:</p> <p>(a) <b>Equity and access:</b> providing greater opportunities for access to a minimum level of health care on the basis of need for care and not solely on the ability to pay;</p> <p>(b) <b>Effectiveness and quality:</b> establishing the basis for a well integrated health care system offering quality services at the primary, secondary and tertiary levels;</p> <p>(c) <b>Financial sustainability:</b> establishing procedures to reduce the expenditure gap between increasing costs and limited resources, and to ensure ongoing feasibility of the system.</p> <p>(d) <b>Intersectoral collaboration and community participation:</b> Fostering cooperation between the Ministry of Health and other public sector agencies, NGOs and private sector, and involving communities in monitoring and implementing the reform agenda.</p> <p>(ii) Develop mechanisms to ensure that essential drugs are made available to the poorest segments in the region.</p>		

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

38

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: HEALTH

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
32. Community-based Health	<p>1. The poor do not seek out primary and preventative care.</p> <p>2. The character of health problems and diseases have changed in the past 10-15 years, with the poor being more vulnerable because of their inability to finance their own health care and limited knowledge of the nature of the diseases and accessing health care. The indigenous populations and those in very remote rural areas are the worst affected. Demographic and epidemiological transition leads to increases in disease of the elderly and chronic diseases. These require expensive, long-term treatment and affect the earning capacity of the poor. In particular high maternal deaths are occurring and the children of teenage mothers are at greater risk of infant mortality. Between 60 and 80% of all infant deaths occur during the first week of life, pointing to the inadequate pre-natal care as shown by low percentage of women being tested before the 16th week of pregnancy.</p> <p>3. Many of the communicable and other diseases associated with poverty and poor environmental health have begun to show an upward trend.</p>	<p>1. Strengthen efforts to draw the poor and vulnerable groups into the primary health care networks.</p> <p>2. Utilize the capacity and experience of NGOs in the provision of leadership especially at the community level and in poor and remote areas.</p> <p>3. Devise preventive strategies that address lifestyle diseases.</p>	<p>(i) Ensure that health programmes place emphasis on:</p> <p>(a) preventative health care and better targeting of the poor and vulnerable;</p> <p>(b) improved coordination of public/private sector roles as well as measures to counteract negative health impact of urbanization without job opportunities;</p> <p>(c) health and family life education both in and out of school.</p> <p>(d) Strengthening the capacity of NGOs and public and private sector in providing community-based health services. Integration of partnerships with NGOs in the health system.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

39

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: HEALTH**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
33. Nutrition	1. Nutrition is part of primary health care. Nutritional deficiencies and anaemia are diseases normally associated with poverty - The poor simply do not have the money or means to maintain nutritional standards.	1. Ensure national and household food security  2. Establish basic nutritional standards	(i) Link food production to nutritional needs; (ii) Establish residual provision mechanisms for good security; (iii) Implement nutritional education; (iv) Promote regional efforts in distribution of foods. (v) Provide the poor with facilities to live according to basic nutritional standards.		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

40

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: EDUCATION**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
34. Education reform linked to economic as well as social development goals	<p>1. The education sector in the Caribbean is in need of reform in order to ensure that Caribbean countries are adequately equipped to meet development goals.</p> <p>It is characterized by:</p> <p>(a) Inappropriateness of curricula and teaching methods including very few linkages between the world of study and that of work;</p> <p>(b) Little emphasis on education for development, life skills education;</p> <p>(c) Lack of a proper family life education programmes;</p> <p>(d) Inadequate secondary school places;</p> <p>(e) Critical shortages of trained and qualified teachers, school books and other instructional materials etc.</p>	<p>1. Prepare children for life, for their social integration and for their participation in society.</p> <p>2. Develop human capital for the purpose of economic and social development.</p> <p>3. Provide children with life skills, gender and family life education.</p> <p>4. Increase access to secondary school and education</p>	<p>(i) Implement educational and curriculum reform which focus on:</p> <p>(a) Education for living in the school curriculum</p> <p>(b) Science and Technology and Technical and Vocational Education and Training;</p> <p>(c) Modernizing and restructuring the education sector to build up Research and Development capacities in a wide range of activities;</p> <p>(d) Initiating and sustaining efforts to promote widespread development and diffusion of entrepreneurial skills;</p> <p>(e) The institutionalization of family life education into the school curriculum</p> <p>(f) Provision of access to basic education to those who are not transferred to secondary schools</p> <p>(g) Improvement of the quality of teacher training</p>		



# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

41

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: EDUCATION**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
34. Education reform linked to economic as well as social development goals...Cont'd	<p>2. Up to 60% of children in some countries fail to transfer from primary to secondary school and are subsequently provided with low quality education. Of the few who transfer, only a small amount pass CXC.</p> <p>3. Poor performances of students at both primary and secondary levels - the highest risk of low academic achievement include boys (who do not perform as well as girls), rural children, and the poor.</p> <p>4. The education system is totally exam-centred with rote-learning methods and selection of "bright" children from as early as six years of age.</p> <p>5. Lack of attention to the emotional needs (health) of students.</p>	5. Improve the quality of the learning process	<p>(i) Make the age transfer from primary to secondary school flexible.</p> <p>(ii) Investigate sex differential performance in exams.</p> <p>(iii) Reform the exam system.</p> <p>(iv) Expand the role of schools in counselling, preparing students for entering the labour market, and in teaching coping and socialization skills which students may not have received at home.- Increase investment in pre-school education.</p> <p>(v) Increase teacher training with methods which are more participatory and child-centered and which pay attention to the emotional needs of the child.</p>		
35. Empowerment	1. Low level of self-confidence on leaving school.	1. Induce a high level of self confidence.	(i) Develop techniques which would generate confidence, skills in negotiation, conflict resolution, critical analysis at all levels of the education system.		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

42

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: EDUCATION**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
36. Continuing education	<p>1. Most students from poor households leave school at the primary or secondary level with few skills to enter the labour market. This is detrimental not only for the poor, but also for the longer term growth prospects of the Region.</p> <p>2. Many students have to drop out of the school system because of lack of financial assistance or because of pregnancy, in the case of young females and are therefore not prepared to face the challenges of life.</p> <p>3. (a) Many adults have not acquired the necessary literacy and numeracy skills that would permit them to function to their fullest.</p> <p>(b) A large number of persons who have responsibility for quality work in the industrial system and maintenance of existing equipment have not had effective secondary education.</p> <p>4. (a) Extremely low coverage of Early Childhood Education particularly day care and very low pre-primary in many countries.</p> <p>(b) Low participation of families and communities in school management.</p>	<p>1. Place emphasis on mechanisms to meet the educational requirements of students from poor households.</p> <p>2. Encourage the re-integration of drop outs into the school system.</p> <p>3. Use informal education and communication mechanisms to meet the educational needs of these groups</p> <p>4. Empower the community in the education process</p>	<p>(i) Make continuing education available to all who wish to avail themselves of these facilities and encourage drop-outs in particular to use these opportunities</p> <p>(i) Provide education facilities for re-entering dropouts - especially young females after giving birth</p> <p>(i) Make continuing education and training available and upgrade skills at the work place</p> <p>(ii) Facilitate training or retraining opportunities in partnership with the private sector for those who do not have adequate skills for employment.</p> <p>(iii) Encourage adults who possess low level functionally literacy to make use of the available opportunities in continuing education programmes</p> <p>(i) Strengthen participation of parents and communities in education management at all levels.</p>		

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

43

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: EDUCATION

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
37. The role of the mass media in education	1. Currently, insufficient use is made of the mass media as a tool for education programmes and the re-ordering of values	1. Maximise the positive aspects of mass media in the education process.  2. Streamline and regularize TV and mass media programmes, utilize as a resource for distance learning, etc.	(i) Use mass media as tool for education programmes (re-ordering of values)		
38. Inequities in education	1. (a) The current system often determines at a very early age, the child's lifetime opportunities making it very difficult to break the cycle of poverty. Inequities begin at an early age in the form of limited access to early childhood education as many pre-schools are privately run and the poor cannot afford tuition;  (b) Inequities continue throughout the system, with a wide variation in the quality of primary and secondary schools;  2. The poor often cannot afford out-of pocket educational expenses such as textbooks, tutoring, and uniforms.  3. Currently children with various academic capabilities are integrated into the classroom. The system makes no provision for identifying and dealing with children with special needs such as learning disabilities.	1. Eliminate existing inequities.        2. Recognize the differences in capabilities in the classroom	(i) Increase access to the secondary level and encourage curriculum reform to eliminate inequities;  (ii) Increase access to early childhood education;    (i) Institute special welfare programmes which would ensure availability of text etc. to the poor  (i) Devise special programmes to ensure such children acquire necessary educational tools for integration into society (diagnostic testing).		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

44

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: EDUCATION**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
39. Financial constraints	<p>1. Limited financial resources for input into the education sector;</p> <p>2. Concentration of resources at the tertiary level;</p> <p>3. Poor physical state of schools reflecting inadequate maintenance, security etc.</p>	<p>1. Increase investment in education thereby raising the skill levels and productivity.</p>	<p>(i) Determine overall strategies and policies to allocate sufficient public funds;</p> <p>(ii) Provide sufficient investment in the primary and secondary sectors;</p> <p>(iii) Monitor the performance of schools and the use of resources.</p> <p>(i) Improve the training of educational administrators to encompass matters such as budget management, maintenance of physical plant, inventory control, procurement, fund-raising etc.</p> <p>(ii) Encourage the private sector and community to play a continuing role in education. Parents should be able to participate in the development of schools as far as possible.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

45

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: POPULATION AND DEVELOPMENT**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
40. Demographic transition and population growth	1. Countries which have had an early demographic transition and have now a slow natural population growth rate are benefiting from the resulting slowing growth of needs and demands for social and basic services and reduced pressures on the environment. Economic development and/or high priority to social development, accompanied in most cases by population policies and programmes aimed at reducing mortality as well as fertility levels, have contributed to create these present favourable conditions to implement a comprehensive strategy to eradicate poverty.	1. Mainstream population and sustainable development policies and programmes into the new institutional arrangements which have been promoted to address social development, and poverty eradication.  2. In the case of countries which have had late demographic transition, to establish population policies and programmes aimed at accelerating this process as useful tools in the future to eradicate poverty.	(i) Incorporate population issues in development planning process and strategies for poverty eradication. Population policies should guide and direct the use of resources towards the goal of poverty eradication.  (ii) Integrate Population Councils or such entities, where they exist, into the new high level government bodies which have been or are being established to deal with poverty eradication as a follow up to the Social Summit (such as national councils for social development or for sustainable development)  (iii) Use population data for socio-economic planning, health and education reforms, human development strategies, economic restructuring and safety net programmes.		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

46

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: POPULATION AND DEVELOPMENT**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
41. International Migration	<p>1. International migration has been playing a very important role in lessening the pressures brought on by the acceleration of natural population growth which resulted from high fertility and declining child mortality in past decades.</p> <p>2. Out-migration has resulted in reduced pressures on the labour market facilitating the task of reducing unemployment and under-employment, which are at the very core of poverty. It has also generated income for poor families in the form of remittances.</p> <p>3. International migration has allowed for the most dynamic services-based economies in the Caribbean to expand their labour force according to their needs, resulting in rapid growth both in the demographic and economic terms.</p> <p>4. Nevertheless, international migration has also some negative connotations; among them, the drain of professional and skilled labour force, as well as family instability due to the split in families for prolonged periods of time.</p> <p>5. Return migration from metropolitan countries is an emerging phenomenon that needs to be addressed.</p>	<p>1. To have developed by the turn of the century national policies and multilateral as well as bi-lateral international agreements aimed at maximising the benefits which can be obtained from international migration in the context of globalization.</p>	<p>(i) Implement policies with regard to international migration aimed at facilitating:</p> <p>(a) the movement of labour force;</p> <p>(b) just treatment to migrants in the recipient countries;</p> <p>(c) the transfer of remittances to and investment in their home country of the savings accumulated by the migrants, assuring the access of poor families to these mechanisms;</p> <p>(d) the development of favorable conditions, both political and economic, that will encourage nationals abroad to bring their skills and resources back to the region;</p> <p>(e) the economic, social and cultural integration of return migrants, particularly those with skills and capital that would contribute to the eradication of poverty through technological transfer and employment generation;</p> <p>(f) fostering professional linkage with the motherland.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

47

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: POPULATION AND DEVELOPMENT**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
42. Adolescent sexuality and unwanted pregnancies	<p>1. Poverty is significantly affecting youth in terms of their chances for a quality life and upward mobility, further reinforced by their sexual and reproductive health behavior, their lack of sufficient education and employment opportunities responsive to their needs, and their housing problems.</p> <p>2. Lack of mechanisms to prevent inter-generational transmission of poverty has led to a major concern in the Caribbean about adolescent fertility, drug abuse, and increase of HIV/AIDS among the youth population.</p> <p>3. Poor households are on average significantly larger than those of medium and high income, with a younger composition and a much higher economic intra-household dependency ratio.</p>	<p>1. Develop mechanisms to prevent intergenerational transmission of poverty.</p> <p>2. In this frame, to delay initiation of reproductive activity among adolescents and significantly reduce the incidence of unwanted pregnancies in order to contribute to the reduction of the intra-household dependency ratio and intergenerational poverty.</p> <p>3. To delay early sexual activity among adolescents</p>	<p>(i) Promote gender socialization processes and mutual responsibility in the relations between men and women from childhood through general education, family life education, reproductive and family planning services.</p> <p>(ii) Provide youth sexual and reproductive health services which are based on mutual respect, responsible sexual and reproductive health behavior among men and women, and respect for their rights.</p> <p>(iii) Encourage teenage girls to continue their education, to view educational attainment as a priority and as a vehicle for independence (financial).</p> <p>(iv) Promote education for adolescents on the consequences of early sexual activity</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

48

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: POPULATION AND DEVELOPMENT**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
43. Female headed households	1. Single mothers and women have a higher rate of poverty than the general population. In the Caribbean 34 percent of households are headed by women. The intra-household economic dependency ratio is the highest in the households headed by women. Female unemployment in the Caribbean is 30 percent higher than male unemployment.	1. Reduce the rate of poverty among single mothers and women.  2. Provide employment opportunities for women.  3. Promote equity and equal opportunities in employment.  4. Create mechanisms to develop the full potential of women as agents of the development process.	(i) Create appropriate wage structures, status and appropriate working environments, and support services, including provision of day-care through the workplace  (ii) Support the empowerment of women and community participation.  (iii) Use the collective bargaining process to eliminate the wage inequities between men and women and address the issue of unwaged work.  (iv) Remove all legal, cultural and social barriers to achieving equity and equal opportunities in employment		



# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

49

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: POPULATION AND DEVELOPMENT

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
44. Sexual and reproductive health and rights	<p>1. Social sector services have been severely affected by economic cutbacks, privatization of health services and payment for services schemes for those unable to pay. This has led to limited and unequal access to quality services for sexual and reproductive health, thereby encroaching upon the human rights framework founded on individuals and couples right to health and freedom from poverty.</p> <p>2. Policy and legislation often lack coherence, nor do they provide an adequate basis to meet the needs of particularly young people for information, education, guidance, counseling and clinical services.</p>	<p>1. Improve programme and service sustainability of quality sexual and reproductive health services, which are appropriate, available, accessible and affordable for all population groups.</p> <p>2. Develop mechanisms to exercise sexual and reproductive rights. Create the conditions and/or environment for the private sector and NGO's to support the provision of RH services.</p>	<p>(i) Strengthen and support the placement of sexual and reproductive health services within primary health care in the public and private sectors.</p> <p>(ii) Promote gender equity and equality in all decision making processes.</p> <p>(i) Devise mechanisms which will make sexual and reproductive health services available to vulnerable groups.</p> <p>(ii) Promote cooperation with FPA's, women's groups and other providers of reproductive health services.</p> <p>(iii) Institutionalize sexual health education both in formal and informal education sector.</p> <p>(iv) Remove legal, cultural and policy barriers to the provision of services, in particular for adolescents.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

50

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: POPULATION AND DEVELOPMENT**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
45. Women and poverty	1. Economic, social and family responsibilities of women in the Caribbean are starkly contrasted by participation in national development often on inequitable terms. Experience has also shown that they have been more severely affected by economic adjustment programs, with the highest incidence of poverty among rural and indigenous women. Increased numbers of women are being affected by violence both in the public and private sphere. These factors despite their social and economic gains have hampered the development of their full potential and their contribution as development partners.	1. Attain equitable and equal participation of women in all decision making processes.  2. Ensure that women are benefactors and actors of poverty eradication measures.  3. Promote gender socialization for the creation of partnerships among men and women	(i) Develop alternative paradigms for human development based on gender equity and equality.  (ii) Encourage acquisition of employment oriented skills.  (iii) Promote empowerment of women and respect for women's rights.  (i) Develop a structured program to eliminate violence against women.  (ii) Remove legal, cultural and policy barriers which hinder the advancement of women.  (iii) Establish educational programmes which highlight male responsibility.		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

51

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: ENVIRONMENTAL REALITIES**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
46. Costal Zone Protection and Marine Pollution	<p>1. Land-based sources of pollution impact on coastal ecosystems which serve as nurseries and habitats for fisheries generally utilized by artisanal fishermen. Loss in productivity of the resources such as fisheries, on which the poor depend can cause reduction in their real income.</p> <p>2. The complexity of human activities, natural systems and ownership of coastal areas, results in user conflicts and the further marginalization of the poor who rely on these areas for their livelihood.</p>	1. Devise a broader, more holistic coastal zone management approach.	(i) Develop comprehensive regulatory guidelines and policies that protect the interests and livelihoods of the poor and people who, if denied equal access to coastal areas, may descend into poverty.		

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

52

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: ENVIRONMENTAL REALITIES

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
47. Waste Management	<p>1. The Caribbean environment is pictured as being on the threshold of destruction in areas of environmental health.</p> <p>2. Problems are experienced in all areas of solid waste management: storage, collection and disposal.</p> <p>3. The disposal of raw or inadequately treated sewage into marine environments contributes to the reduction of dissolved oxygen in localized areas, threatening corals, fishes and other animals, as well as humans who use the coastal waters. The poor suffer disproportionately from these problems.</p> <p>4. In the past the importance of wetlands was not appreciated, resulting in the location of 'dumpsites' on wetlands. Many of these 'dumpsites' are public nuisances and health hazards. Some of the poor often scavenge these sites for items of food and other "reusables."</p> <p>5. The quality of water is a concern in most countries</p> <p>6. The wide use of agro-chemicals, the type and quantity are harmful. The coastal water ecosystem is particularly at risk from out-washed chemicals and contaminated sediments.</p>	<p>1. Devise a comprehensive policy framework and national plan of action for each environmental health area which includes actors outside of Government.</p> <p>2. Develop a holistic approach to waste management.</p> <p>3. To minimise the discharge of effluent into the environment.</p>	<p>(i) Prepare and enforce National waste management plans, covering ten to twenty years which should include:</p> <p>(a) Formulate and implement public education and awareness programmes</p> <p>(b) Formulate and enforce legislation that serve to protect the eco-system from industrial and other harmful mass produced waste</p> <p>(ii) Identify resources for financing Waste Management plans.</p>		

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

53

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: ENVIRONMENTAL REALITIES

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
47. Waste management Cont'd	<p>7. There are no real systems in place for a comprehensive tackling of the problem of toxic chemicals and hazardous substances.</p> <p>8. Environmental legislation is outdated, inadequate or not enforced.</p>	4. Ensure the prevention of dumping of toxic wastes	<p>(i) Monitor and test for imported chemicals that are banned in the country of origin</p> <p>(ii) Implement national and international laws to prevent dumping of toxic waste</p>		
48. Forest and Watershed Management	<p>1. The forests are coming under pressure from cultivation practices by peasant farmers. (The most critical function of forested areas is to ensure a reliable source of domestic water). This interferes with their continued ability to farm and sustain their livelihoods. This also impacts on the country as a whole.</p> <p>2. In some instances, critical watersheds have been heavily deforested, and mangrove forests have also been heavily degraded.</p>	<p>1. Manage water sources</p> <p>2. Achieve sustainable exploitation of forest resources</p>	<p>(i) Promote efficient use of water resources through public education.</p> <p>(ii) Promote community-based participatory approaches for watershed management and forest development</p> <p>(iii) Implement cost-sharing measures between international community and the country in question</p>		
49. Natural and Environmental Hazards	<p>1. The countries of the Caribbean are prone to natural disasters resulting from hurricanes, volcanic eruptions and earthquakes; as well as to floods, droughts and landslides which tend to be more localized.</p> <p>2. Caribbean countries have very limited disaster/spill contingency planning and in-country response capabilities to deal with such disasters.</p> <p>3. The cost of rehabilitation is high, and is becoming increasingly difficult given the limited availability and high cost of insurance protection. The poor are even more vulnerable during times of disaster.</p>	<p>1. Establish institutions, National Disaster Plans, mobilize resources for planning, training and managing a disaster or emergency.</p> <p>2. Make provision for insurance protection for the socially and economically vulnerable groups, chief among which is the poor.</p>	<p>(i) Update and revise National Disaster Plans, fully testing for effectiveness and response time. Assess the need for critical skills required to alleviate post-disaster distress and of the manpower requirements.</p> <p>(ii) Encourage self-reliance and management</p> <p>(iii) Elaborate disaster management planning e.g. Housing regulation</p> <p>(iv) Enforce regulations regarding building codes</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

54

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: HOUSING, SETTLEMENT & INFRASTRUCTURE**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
50. Provision of shelter or basic housing for the needy	1. Squatting and problems of land use are current concerns in the Caribbean. 2. Rural-urban migration often leads to overcrowding in urban settlements	1. Provide housing for all. 2. Reiterate the principles of the Habitat recommendations.	(i) Draft and implement appropriate land use management plans. (ii) Decentralize the delivery of services.		
51. Low cost housing	1. Affordability of housing for the poor	1. Provide access to affordable housing for the poor.	(i) Formulate a clear and definite housing policy for the poor.		
52. Construction of housing able to withstand natural disasters	1. A large percentage of houses are built without approval and are vulnerable to destruction when natural disasters occur	1. Ensure that the impact of natural disasters is lessened by building houses that are better able to withstand these disasters	(i) Institute and enforce building codes taking into account the need for disaster preparation.		
53. Infrastructure	1. Prohibitive cost of providing infrastructure to poor communities.	1. Develop strategies for providing infrastructure to the poor.	(i) Adopt a self-help approach to the provision of housing and infrastructure to poor communities, as well as introduce strong local government bodies in order to give back ownership to the communities. Implement land reform where possible.		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

55

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: MANAGEMENT/FINANCIAL RESOURCES FOR SOCIAL DEVELOPMENT PROGRAMMES**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
54. Mismanagement and Inefficiency	1. Mismanagement of social development programmes includes duplication of efforts and lack of programme coordination among agencies (international and local) of public funds and corruption continue to plague our region. Lack of accountability and transparency are endemic.	1. Eliminate practices of mismanagement and enforce accountability and transparency 2. Decentralize budgets	(i) Introduce integrity legislation and ensure an independent justice system. (ii) Establish mechanisms for programme coordination among agencies (international and local).		
55. Provision of resources for the poor	2. Access to credit and resources for the poor is a major constraint.	3. Promote equitable distribution of financial resources	(i) Restructure the budgetary process to enable more effective participation of all stakeholders. (ii) Provide the poor with access to financial resources for purposes of entrepreneurial activity, housing, small business, training and credit and capacity building.		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

56

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: VIOLENCE, DRUGS AND CRIME**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
56. Violence against women and children	1. Violence against women and children when silently condoned by society will be transmitted intergenerationally and has adverse effects on the chances of its victims to break the poverty cycle.	1. Eliminate all forms of violence against women and children	(i) Provide education on adverse effects of violence against women and children through mass media communication.  (ii) Create laws aim at the prevention of violence against women and children and their protection .  (iii) Sensitize the judicial and social system and institutionalize support mechanisms.  (iv) Ensure that the poor and vulnerable have access to support services.		



# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

57

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: VIOLENCE, DRUGS AND CRIME

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
57. Crime and violence	1. The situation of crime and violence is one that has been a source of concern for many, if not all, the countries in the region. Different methods of dealing with the crime situation have been attempted in different countries, with varying degrees of success.	1. Reduce the incidence of crime and violence.	(i) Devote more attention to youth who drop out of school because of failure at the Common Entrance Examination and expand opportunities for their continuing education  (ii) Reduce crime by providing:-  (a) Youth employment (b) Family counselling (c) Probation and rehabilitation services through more effective probation officers. (d) Access to "drop in youth-centres" where youths could get assistance in coping with difficulties (e) Alternative prison situations so that youth, particularly those who are vulnerable, are not influenced by the more hardened criminals. (f) Improved relations with the police and vice versa (g) Neighbourhood watch groups (h) Counselling: parenting skills, community relations, drug addiction, family planning, youth involved in gun violence (i) Work more closely with social extension workers (j) Provide assistance to victims of crime and violence		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

58

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: VIOLENCE, DRUGS AND CRIME**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
57. Crime and violence ...Cont'd	<p>2. Concerns of offenders have been put forward as follows:</p> <p>a. The failure of the school system to meet the needs of students who fail the common entrance exam and have large amounts of unstructured time</p> <p>b. High unemployment makes them vulnerable to the remunerative drug trade.</p> <p>c. Money laundering.</p> <p>d. Vulnerability.</p> <p>e. Trends in exposure in performance enhancing drugs.</p> <p>f. Violence against women.</p>	<p>1. Assist families of offenders to cope financially on account of having a breadwinner incarcerated.</p> <p>2. Ensure that inmates are provided with the opportunity to re-enter society upon their release.</p>	<p>(i) Assist inmates by providing:-</p> <p>(a) Social welfare for families of inmates while they are in jail</p> <p>(b) Skills training for inmates to make them employable upon discharge</p> <p>(c) Drug information and rehabilitation to inmates</p> <p>(d) Community service as an alternative to imprisonment</p>		

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

59

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: INTEGRATED SOCIAL AND ECONOMIC STRATEGIES

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
58. Limited integration of social aspects in national planning	<p>1. Due to undeveloped institutional capacities, both human and informational - of the countries of the region, the ability to deliver effective multi-year, centrally directed and State-led social planning does not exist, nor is it often necessarily desirable. In most plans currently in use in the region, social issues are dealt with in isolation, or are based on traditional areas of social concern, such as health, education, housing, youth, etc.</p> <p>2. Social plans and programmes have therefore tended to exist on their own, and as a result are often seen as antagonistic to macroeconomic discipline and vice versa</p> <p>3. As a result macro economic policies often result in increased number of the poor, do not fully utilize the human resources available from the poorest sectors of the society, and do not provide adequate opportunity for meeting their needs, or for advancement.</p>	1. Improve and strengthen the integration of social and economic strategies	<p>(i) Review the composition, operation and mandates of the Ministry of Planning to facilitate an integrated approach to all planning.</p> <p>(ii) Design and adapt systems which support the integration of social and economic strategies.</p> <p>(iii) Continue to lobby for technical assistance and support in the transition from focusing on macroeconomic planning to an integrated planning approach.</p> <p>(iv) Ensure that social planning avoids planning only for welfare but is directly focussed on development.</p> <p>(v) Involve all social stakeholders in integrated, indicative and strategic planning for the social sector.</p> <p>(vi) Encourage policy-makers and planners to develop and analyze macroeconomic and social policies from a people centered perspective.</p> <p>(vii) Integrate the policies and programmes for economic growth and the maintenance of macroeconomic balance with the promotion of equity and social justice.</p> <p>(viii) Retool economic planners to enable them to embrace an integrated approach to sustainable human development.</p>	Med. Term	National Regional International

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

60

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: INTEGRATED SOCIAL AND ECONOMIC STRATEGIES

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
59. Need to improve access to resources for measurement, monitoring and evaluation	1. The multidimensional character of poverty has resulted in different measurement approaches. Integration of the two most commonly used methods has allowed users to produce a consistent topology of poor group. However, limited resources for basic data collection, research and the derivation of policy indicators constrain the ability of policy makers to see the basic facts of social development presented in an aggregated form that depicts policy relevant indicators of progress. Monitoring of ongoing activities based on accurate mapping of poverty is also the only secure way of establishing whether progress is being made, and of identifying problems as they emerge. In addition, it is the only means available of keeping track of changes in household characteristics and behavior through the various phases of economic activity and adjustment programmes.	1. Increase and improve the monitoring of social development and poverty eradication.	(i) Implement regionally comparable methodologies for the measurement of poverty.  (ii) Establish an appropriate monitoring and evaluation system for social and economic development.  (iii) Increase allocation of resources for basic data collection, research and the derivation of policy indicators.  (a) Review the budgets of the Central Statistical Offices and all relevant research departments to ensure that they reflect the real needs of the social sector.  (b) Increase allocation for NGOs, private sector and research institutions to engage in data collection and research.	Med. Term	National Regional International
60. Limited role of the private sector in fostering social progress	1. Since most jobs in the near future are likely to be created in the private sector, well-designed incentive structures have an important role to play in attracting and channeling private sector investment for employment growth. One of the tasks of the State is to create the enabling environment for the private sector to create more and better jobs.	1. Facilitate the contribution of the private sector to the fostering of social progress.	(i) Provide income and employment opportunities to small-farmers, small business and community and female-based enterprises, by means of contractual arrangements for the purchase of goods and service, supplemented by the provision of technical assistance and credit for upgrading their production capabilities.  (ii) Encourage private sector involvement in support, sponsorships or partial funding for high demand community projects and social programmes.  (iii) Provide incentives for private sector contributions to specific areas of social development including job creation.	Med. to long term	National

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

61

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: INTEGRATED SOCIAL AND ECONOMIC STRATEGIES**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
61. Critical role of NGOs in poverty reduction efforts.	1. NGOs and community-based organizations (CBOs) play a central role in empowerment of people in the subregion. Many serve as intermediaries between private and public sector decision-makers and ordinary members of the society. They give people a voice and an opportunity to articulate their needs, preferences and vision of a better society. They provide a mechanism for various groups of people to be better integrated into their society.	1. Strengthen and support NGOs in their role as facilitators for the involvement of the poor in the development process.	(i) Strengthen and support non-state actors, including grass-roots peoples' movements and non-governmental organizations (NGOs). (ii) Establish liaison mechanisms to facilitate consultation and collaboration with NGOs. (iii) Provide subventions, training and other resources such as tax and duty concessions for NGO programming. (iv) Ensure NGO representation on national delegations where appropriate. (v) Contract the services of NGOs for community project implementation. (vi) Strengthen the institutional capacities of NGOs.	Short-Term	National Regional, International, NGOs, CBOs.

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

62

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: INTEGRATED SOCIAL AND ECONOMIC STRATEGIES

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
62. The need for technological innovation, adaptation, transfer and development as a tool for poverty reduction.	<p>1. It is critical to highlight the advantages of the technological dimension in strategies to overcome poverty. Technology has to be developed, deployed and shared not just for promoting growth, but also for environmental management and poverty alleviation.</p> <p>2. Despite the fact that a characteristic of the informal economy has been an endemic low productivity, policy makers have not integrated the technological variable in an attempt to stimulate the informal/popular economy.</p>	<p>1. Enhance the role of technological innovation in development strategies.</p>	<p>(i) Employ proactive strategies for technological innovation which move beyond passive mechanisms such as on-the-job training and buying of used machinery.</p> <p>(ii) Promote co-operation at the national and regional level in research and dissemination of existing appropriate technologies to the popular economy.</p> <p>(iii) Enhance technological capacities through early introduction to technology in the educational system.</p> <p>(iv) Create mechanisms to allow for the application of technology for commercial benefits.</p>	Med. to long-term	National Regional International
	<p>1. Technological information is not easily accessed. This limits the potentially large contribution of the small and medium-sized enterprises to employment generation, by limiting their competitiveness.</p>	<p>1. Increase access to appropriate technologies for the stimulation of the popular economy</p>	<p>(i) Increase and support the use of TCDC approaches to the transfer of appropriate technologies.</p> <p>(ii) Strengthen capacities of relevant institutions for technological assessment.</p> <p>(iii) Ensure appropriate technology transfer.</p> <p>(iv) Upgrade the technological capacity in community outreach and extension offices and institute mechanisms for the transfer of this capacity to the communities.</p>	Med. to long-term	National Regional International

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

63

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: INTEGRATED SOCIAL AND ECONOMIC STRATEGIES

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
63. Critical role of gender equity in poverty reduction	<p>1. Incorporation of the gender dimension into actions for poverty eradication is critical</p> <p>2. Relations between men and women in different social strata constitute the gender issue and require examination to ensure that they don't entrench inequalities in the society and act as a hindrance to the full participation of women and men in the process of sustainable human resources. These inequalities are evidenced by lower wages, participation in the informal sector, and contribution to domestic labor and other forms of unremunerated work.</p>	1. Incorporate the restructuring of gender relations in the long-term planning process.	<p>(i) Increase the use of gender analysis in policies and programmes.</p> <p>(ii) Provide training in gender analysis and planning.</p> <p>(iii) Produce and increase the quantity of data disaggregated by gender.</p> <p>(iv) Address cultural practices that reinforce gender inequities between male and female through education.</p> <p>(v) Devise suitable statistical means to recognize and make visible the work of women and all their contributions to the national economy, including their contribution in the unremunerated and domestic sectors, and examine the relationship of women's unremunerated work to the incidence of, and their vulnerability to, poverty.</p> <p>(vi) Sensitize politicians, policy-makers and all stakeholders on the need for incorporating gender equity consideration in poverty reduction efforts.</p> <p>(vii) Review and enact legislation which provides for gender equity.</p>	Long term	National Regional International NGOs CBOs

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

64

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: INTEGRATED SOCIAL AND ECONOMIC STRATEGIES

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
63. Critical role of gender equity in poverty reduction ...Cont'd	<p>3. Housing and settlements do not take into consideration the significantly high proportion of households headed by women in the sub-region. They do not include special facilities such as day care centre and safety considerations which may be viewed as a change in priorities for a more comprehensive development.</p> <p>4. Current social safety nets do not adequately reconcile the right to work, and the reproductive tasks of child bearing, rearing and home-making.</p>	2. Address gender inequalities currently requiring action.	<p>(i) Remove inequalities in the sexual division of labor markets.</p> <p>(ii) Require settlements to incorporate facilities which take into consideration high proportions of female-headed households, such as day care centres, community laundries, etc.</p> <p>(iii) Formulate and implement policies to address shared family responsibilities and violence against women, and to provide day care homes and other community services for working mothers.</p> <p>(iv) Increase young males' participation in the productive sector of the economy through exposure to skills training opportunities.</p> <p>(v) Ensure educational policies that provide for the continuing education of young mothers.</p>	Short to medium term	National Regional International NGOs CBOs



# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

65

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: INTEGRATED SOCIAL AND ECONOMIC STRATEGIES**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
64. Insufficient attention to socio-cultural factors in the development process.	1. Failure to pay sufficient attention to the socio/cultural factors in the development process is seriously jeopardizing the effectiveness of various development projects and programmes.	1. Enhance the role of socio/cultural factors/practices in the development process	<p>(i) Take advantage of elements of culture which have the potential of strengthening effort and productivity and for informing more acceptable principles and practices for social decision-making, equity and social justice.</p> <p>(ii) Research, document and apply indigenous practices which can assist in the implementation of the development process.</p> <p>(iii) Strengthen, support and value cultural products which have the potential for facilitating sustainable livelihoods.</p> <p>(iv) Increase allocation of resources to enhance the capacity of the poor to maximize the earning potential of indigenous art forms.</p> <p>(v) Use our extended socio-cultural centres abroad to market regional products.</p> <p>(vi) Develop of cultural products for export to international markets.</p>	Short to medium	National Regional CBOs NGOs

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

66

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: INTEGRATED SOCIAL AND ECONOMIC STRATEGIES**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
65. Inadequate participation of target groups in poverty eradication activities	<p>1. The role of the recipients of poverty relief is in the most cases, not central to the process of either the design or implementation of the actions;</p> <p>2. Insufficient work has been done to reduce the cynicism which is prevalent among the population at large, about the objectives of many of the programmes;</p> <p>3. In some instances there has been a tendency to substitute public relations exercises for solid project work;</p> <p>4. The charity-based approach typical of social policy in most of the countries, has acted as an impediment to mass participation by the population in the promotion of social development, since this approach fosters a passive attitude on the part of the poor;</p> <p>5. Some NGOs engaged in advocacy and the delivery of social services have prompted the envy of politicians in the smaller countries, to the detriment of the collaborative efforts required for successful programmes;</p>	1. Increase people's and community participation in programmes, plans, implementation and evaluation	<p>(i) Encourage and facilitate holistic planning processes.</p> <p>(ii) Facilitate the acquisition of necessary skills for the effective and meaningful participation of beneficiaries in poverty eradication activities.</p> <p>(iii) Increase public awareness and understanding of poverty issues through educational programmes via the media and community outreach with the participation of the target group.</p> <p>(iv) Increase people's knowledge and participation in activities designed to create wealth.</p> <p>(v) Promote collaboration among governments, regional development agencies, NGOs, and the private sector through the development of national and regional consultative mechanisms.</p>	On-going	National NGOs CBOs

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

67

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: INTEGRATED SOCIAL AND ECONOMIC STRATEGIES

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
66. The need for improved programme structure and institutional mechanisms	<p>1. The role which international actors play in social development measures and programme delivery is far too dominant, often resulting in programmes that are not sensitive enough to the local context;</p> <p>2. The complementary and dynamic linkages between short term measures, such as social assistance and poverty relief and the longer term dynamic considerations of sustainable development, need to be better articulated;</p> <p>3. The various social safety net institutions are inadequately conceptualized in relation to their tasks and reactive in their conceptualization and their drive;</p> <p>4. There exists serious overlapping in responsibilities and actions among different agencies both at the national and regional levels;</p> <p>5. Administrative and logistical delays and bottlenecks have caused frustration and fatigue among beneficiaries;</p> <p>6. Funding for the tasks required in the area of social development has been inadequate.</p>	1. Enhance coordination and linkages between and among institutions working for poverty eradication	<p>(i) Institute permanent, official mechanisms for consultation, collaboration and coordination between the non-state sector and the government.</p> <p>(ii) Establish high-level government cabinets or social commissions to coordinate policy on poverty eradication, and at the same time decentralize the implementation of social action to provincial and/or local authorities.</p> <p>(iii) Form multi-partite national organizations of professionals concerned with poverty eradication.</p> <p>(iv) Establish regional umbrella organizations of national multi-partite organizations.</p>	On-going	National

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

68

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: INTEGRATED SOCIAL AND ECONOMIC STRATEGIES**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
66. The need for improved programme structure and institutional mechanisms ...Cont'd		1. Develop a process of intervention which is locally driven, sets out to serve the needs of the local population, solves local development problems, while simultaneously interacting closely with external factors.	(i) Encourage more technical, managerial and continuous approaches in the social sphere, rather than the paternalistic or charity-based concepts of social policy held in the past.  (ii) Develop national and regional social funds  (iii) Develop linkages between policy-makers, academics and community organizations to facilitate the development of appropriate solutions.  (iv) Increase dialogue, information sharing and the use of case studies among development practitioners.	Short to medium	National Regional International

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

69

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: INTEGRATED SOCIAL AND ECONOMIC STRATEGIES**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
67. Need for better conceptualization, structuring and management of poverty eradication efforts	<p>1. The conceptualization and framework for the eradication of poverty has often been externally driven, leading to poorly focussed programmes and a waste of limited resources. Social policies and programmes have also been paternalistic or charity-based, and therefore have not been as effective as possible in the long-term.</p> <p>2. Constraints to making programmes more relevant and effective include inadequate, or non-existent information systems for data gathering and processing.</p> <p>3. In the context of sound national plans for the eradication of poverty, training is required for planners.</p>	1. Facilitate the formulation, implementation, monitoring and evaluation of sound national action plans.	<p>(i) Institutionalize and strengthen ongoing planning, implementation and monitoring of action programmes</p> <p>(ii) Establish suitable information systems to help improve social policy planning and the conduct of pre-planning of poverty eradication and equity building programmes, where that is not presently happening, and improved pre-planning where activity in the area already exists.</p> <p>(iii) Institutionalize and improve ongoing data gathering analysis and dissemination processes, which includes the establishment of base line measurements</p> <p>(iv) Set quantitative targets for poverty reduction</p> <p>(v) Design evaluation tools and the sharpening of social indicators</p> <p>(vi) Train social planners and development practitioners both within government and the non-state sector</p> <p>(vii) Establish a coordinating mechanism for effective planning for implementation of poverty eradication efforts.</p>	Short to medium	National

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

70

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: INSTITUTIONAL MECHANISMS

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
68. Creating/enhancing/enabling institutional structures and conceptual frameworks for Social Development and Poverty Eradication	1. Absence of institutional mechanisms to coordinate and integrate social policy, planning and services; where they do exist, they are very weak.	1. Develop and implement a participatory national social policy	(i) Initiate national debate on the ordering of the countries' priorities in the context of available resources	June 1997	Relevant Government Ministry/ Agency
	2. Duplication of activities and aims	2. Introduce/restructure the institutional machinery to address the requirements of the national social policy	(i) Undertake institutional and management reviews and restructuring, embracing all stakeholders	June 1997	Relevant Government Ministry/ Agency
	3. Insufficient popular participation		(i) Increase resources allocated for special services in keeping with governments' commitment, to allocate 20 per cent of annual budget to the social sector		
	4. Weak policy guidelines for stakeholders	3. Attain the full limit of the 20:20 initiative	(ii) Establish a social planning function in the Ministry of Planning and Social Development		
	5. Lack of clearly defined management systems and staff configurations				
	6. Inadequate integrated databases for decision-making				
	7. Inadequate institutional capacity				

# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

71

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: INSTITUTIONAL MECHANISMS

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
69. Integrated Community Development	<ol style="list-style-type: none"> <li>1. Integrated community development is being recommended as the preferred approach for achieving sustainable national development</li> <li>2. Changes in leadership among the stakeholders may adversely affect integrated community development</li> <li>3. Fragmented application of the concept of an integrated approach among the stakeholders</li> <li>4. Lack of decentralization to local government levels</li> </ol>	<ol style="list-style-type: none"> <li>1. Develop a framework to ensure the effective coordination of the integrated community development approach</li> <li>2. Build capacity at the community level</li> <li>3. Build capacity at local and government levels</li> </ol>	<ol style="list-style-type: none"> <li>(i) Review management systems and human resource capabilities needed to coordinate the integrated community development</li> <li>(i) Introduce empowerment programmes to communities to strengthen their governance capacity</li> <li>(i) Carry out coordinated programmes at central and local government levels</li> </ol>	June 1997	Relevant Government/ Ministry/ Agency
70. Social Safety-Net	<ol style="list-style-type: none"> <li>1. Every country in the region has some form of social safety-net for those individuals or households who may take a long time to benefit from growth, or may never be able to do so</li> <li>2. A formal safety-net is inadequate in terms of coverage and benefit levels</li> <li>3. Very few programmes have a rehabilitative component</li> <li>4. Programmes are not demand driven</li> <li>5. Programmes are not sufficiently targetted</li> <li>6. Programmes are not prioritized</li> </ol>	<ol style="list-style-type: none"> <li>1. Establish a framework for the effective and efficient delivery of social assistance</li> <li>2. Design effective targetting mechanisms to ensure that priority groups are identified for assistance.</li> </ol>	<ol style="list-style-type: none"> <li>(i) Evaluate safety nets programmes and develop participatory approach to design and prioritize adequate safety-net programmes.</li> <li>(ii) Develop a system which helps beneficiaries to maintain their dignity</li> <li>(iii) Update legislation</li> </ol>	June 1997	Relevant Ministries/ Agencies

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

72

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: INSTITUTIONAL MECHANISMS**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
71. Enabling International Environment	1. Unequal terms of trade 2. Benefits of growth accruing to the rich disproportionately to the poor 3. Inadequate resources for social development from donor governments and donor international agencies 4. International institutions provide funding based on their agenda	1. Obtain new and additional resources to achieve poverty eradication through social development	(i) Identify sources of financing in cash and kind; local and foreign NGOs; communities; South/South; donor governments, their agencies and international organisations  (ii) Design programmes and projects to secure new and additional resources, at least to the amount of the 20:20 initiative  (iii) Establish a regional information centre for networking among international and regional agencies and national governments	June 1997	Relevant Ministries/ Regional and International Agencies
			(iv) Ensure that funding from international agencies for social development be demand driven, and determined through a coordinated mechanism	June 1997	Relevant Ministries/ Regional and International Agencies



# DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN

73

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## SUBJECT: MEASUREMENT AND MONITORING INSTRUMENTS AND MECHANISM FOR EFFECTIVE POVERTY ERADICATION

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
<p>72. Measurements of Poverty</p> <p>(a) Identify causes and characteristics of poverty in each country</p>	<p>1. In certain countries data is inadequate and in others unavailable. In those countries for which data is available, collection often occurs infrequently.</p>	<p>1. Process census data in a more timely manner.</p> <p>2. Make greater use of census data</p> <p>3. Regularize the conduct of national household surveys including household budgetary, labour force, surveys of living conditions and poverty assessments</p> <p>4. Incorporate the findings of these studies into the formulation of economic and social policies</p>	<p>(i) Institutionalize the process of analysis and make adequate provision for the allocation of financial and human resources.</p> <p>(i) Ensure that census data is available to institutions engaged in poverty analysis by identifying criteria and mechanisms for increasing access to data</p> <p>(ii) Use census data for "poverty mapping"</p> <p>(i) Build capacities in each country to undertake household studies at the national and community levels</p> <p>(i) Develop a mechanism for integrating findings from household studies into the economic and social policy formulation and overall national planning process.</p>	<p>Time-frame depending on availability of resources and priorities at national level</p>	<p>Collaborative effort between all groups - national, regional, international</p>

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

74

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: MEASUREMENT AND MONITORING INSTRUMENTS AND MECHANISM FOR EFFECTIVE POVERTY ERADICATION**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
<p>(a) Identify causes and characteristics of poverty in each country ...Cont'd</p> <p>(b) Lack of consistency in the definitions of and methodologies used to measure poverty.</p>	<p>2. Insufficient use is made of administrative data from social sector agencies e.g. education and health</p>	<p>5. Acquire a reliable and as complete as possible database to identify and monitor poverty in every country</p>	<p>(i) Establish a multi-disciplinary and inter-agency committee to conduct poverty studies and monitor incidence and extent of poverty.</p> <p>(ii) Refine poverty definitions, indices and modes of measurements e.g. the food basket method.</p> <p>(iii) Disaggregate data according to gender, race, age and occupational characteristics, etc.</p> <p>(iv) Incorporate as appropriate participatory methodologies in the studies.</p>		<p>Collaborative efforts of international, regional and national institutions</p>
	<p>1. Different definitions and methodologies are used which make it impossible for cross country comparisons.</p>	<p>6. Better utilize administrative statistics</p> <p>7. Harmonize, as much as possible, indicators and measurements used.</p>	<p>(i) Standardize data collection methods</p> <p>(ii) Harmonize indicators used</p> <p>(iii) Improve access for intersectoral use</p> <p>(i) Identify common definitions of indigence, absolute and relative poverty.</p> <p>(ii) Identify specific indicators for use across and within countries to measure and monitor different dimensions and incidence of poverty.</p> <p>(iii) Develop methodologies for the conduct of poverty studies consistent with the experience gained from survey of living conditions, institutional analysis and community situational analyses in the region.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

75

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: MEASUREMENT AND MONITORING INSTRUMENTS AND MECHANISM FOR EFFECTIVE POVERTY ERADICATION**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
<p>73. Institutional measurements</p> <p>(a) Need for greater clarity in government budgetary allocations and social investment to improve equity.</p> <p>(b) Need to determine and to improve the capability and effectiveness of government and non-governmental organizations in data collection, analysis and application.</p>	<p>1. Insufficient financial data to analyze social investment allocation.</p> <p>1. Lack of institutional capacity to facilitate reliable, timely and competent collection, analysis and use of data</p>	<p>8. Provide more detail and definition in budgetary allocation to social sector programmes.</p> <p>9. Build institutions' capacities in data collection, analysis and use</p>	<p>(i) Establish a mechanism for greater intersectoral coordination during the budget formulation process and clearly identify resources allocated for poverty eradication.</p> <p>(i) Demonstrate the value of measuring, monitoring and evaluating social development.</p> <p>(ii) Establish integrated data and information systems to help in the decision-making process in the social sector.</p> <p>(iii) Share expertise regionally.</p>		

# **DIRECTIONAL PLAN OF ACTION FOR POVERTY ERADICATION IN THE CARIBBEAN**

76

Caribbean Ministerial Meeting on Poverty Eradication, 28 October to 1 November 1996, Port of Spain, Trinidad and Tobago

## **SUBJECT: MEASUREMENT AND MONITORING INSTRUMENTS AND MECHANISM FOR EFFECTIVE POVERTY ERADICATION**

ISSUE	BASIS FOR ACTION	RECOMMENDED ACTION			
	Current Situation, Constraints/Opportunities	Goals/Targets	Strategies/Actions	Time Frame	Responsibility (national, regional, international, NGO)
<b>74. Impact measurement</b>  <b>(a) Need to improve development, implementation and evaluation of social programmes/projects</b>	<p>1. Social programmes/projects tend to be:</p> <ul style="list-style-type: none"> <li>a. Inadequately developed and targetted.</li> <li>b. Focused on welfare and not on human development issues</li> <li>c. Designed without cost/impact analysis</li> <li>d. Not informed by lessons learnt</li> </ul> <p>2. Macroeconomic policies give insufficient importance to their impact on the poor.</p> <p>3. Insufficient participation of stakeholders in programme/project design implementation and evaluation.</p>	<p>10. Improve the efficiency and impact of social programmes/projects</p> <p>11. Link macroeconomic policies with issues of inequity and social deprivation</p> <p>12. Enhance participation of beneficiaries and other stakeholders in all stages of programmes/projects.</p>	<p>(a) Provide training to professionals in governmental and non-governmental agencies in the formulation and evaluation of social programmes/projects</p> <p>(i) Introduce appropriate mechanisms to change organizational culture in national planning agencies involved in economic and social development.</p> <p>(i) Develop a mechanism for information exchange and coordination on programmes/projects at national and community level.</p> <p>(ii) Introduce appropriate mechanisms to ensure the active participation of beneficiaries in the continuous monitoring and evaluation of programmes/projects</p>		



