

St. Vincent and the Grenadines

ANSWERS - GUIDING QUESTIONS

Theme 1 - Promotion of safety and health in the workplace and worker protection: Guaranteeing decent work

1. There is no national policy at present in St. Vincent and the Grenadines on OHS. However a number of private sector establishments have developed their own individual OHS policy procedure and Guidelines.
3. The Government of St. Vincent and the Grenadines is in the process of drafting a new OHS legislation. An OHS committee was set up to examine the ILO CARICOM model on Occupational Health Safety and the Working Environment and, the recommendations from the committee with respect to the terms and conditions in the model law would be incorporated into the OHS bill.
4. Yes I am aware. In St. Vincent and the Grenadine, the enactment of new legislation has been and on going process since the Unity Labor Party Government took office in 2001.
5. Yes there is coordination between the Ministry of Health, Planning, Labour and the National Insurance Service to implement OHS interventions and policies.

Strengths

Highly qualified and motivated personnel

Challenges

Officers being assigned other task

Reluctance to share information due to breach of code of ethics

6. By organizing workshop/seminars on OHS and participating in OHS committee.
7. Launching OHS policy procedure guidelines witness by the tripartite partners. OHS week of activities

Government has established a tripartite OSH Committee.

A number of trade Unions' Collective Agreements have a clause on OSH policy and procedure. There are OSH Committees in a number of work places in St. Vincent and the Grenadines. The Committee comprises of management personnel, trade union representative and an employee representative who meets on a regular basis to discuss prevention and control of occupational injury/illness.

Theme 2 - Expansion and strengthening of schemes to prevent and control occupational hazards

1. The St. Vincent Electricity service has an OSH week annually and invites qualified personnel in the field to have discussions with workers

4. Labour Inspection is carried out on a regular basis to sensitize workers of potential hazards on the job that can result in occupational injury and how to prevent such injuries. Workers ensure that they put into practice the information that they receive from labour inspectors and this has certainly helped to minimize some occupational injury.

Theme 3 - HIV/AIDS in the workplace

1. St. Vincent and the Grenadines does not have specific legislation or policy that address the issue of HIV/AIDS at the workplace.
2. The St. Vincent Employers Federation is currently trying to implement a National Workplace Policy for their members based on the ILO Code of Practice.
3. Other than the efforts being made by Employers Federation, the Code is not being implemented in St. Vincent and the Grenadines.
4. The Code cannot be applied because they have not been accepted as the National Guidelines.
5. To overcome this problem they must be part of a policy sanctioned by Government or the Labour laws must be amended to reflect the code.
6. Discrimination and stigmatization can only be reduced through education. Information must be shared repeatedly - so that behaviour change can be effected (which is really difficult to achieve).

When AIDS is not the main issue it may seem less threatening.

Behaviour change programs that educate workers on use of condoms and reducing number of sex partners.

There should be easy access to testing and counseling facilities.

The environment where help is offered must be free of stigma so that rejection does not prevent people from using the services.

Develop an overall health and wellness policy and include HIV/AIDS as part of that policy. Get workers to buy into the policy. When everyone becomes involved in something they see as their own, it can be very effective.