

APRIL– JUNE 2025

BEC QUARTERLY PULSE



BEC IN ACTION!

Dear Members,

Through this newsletter, we highlight the **Barbados Employers' Confederation's (BEC)** advocacy efforts and key activities from the second quarter (**April- June**) of 2025.

As the collective voice of employers, we remain committed to championing your interests, influencing policy, and ensuring that your concerns are heard at every level.

● April 2025

BEC Executive Director and Senior Caribbean Labour Officials Meet with ILO Director-General

BEC's Executive Director, Sheena Mayers-Granville was among the region's senior labour officials who met with International Labour Organization's (ILO) General-Director, Gilbert F. Hounbo on April 6th, 2025.

This meeting, which occurred one day ahead of the 13th ILO Meeting of Caribbean Labour Ministers on April 7-8, took place in Georgetown, Guyana.



Photo Credit: ILO Caribbean Office



Talks with the ILO General-Director focused on labour and employment matters and regional priority positions for labour head of the 113th Session of the ILC.

• April 2025



Photo Credit: ILO Caribbean Office

BEC Continues Work with the ILO On Your Behalf!

The **BEC** continued its participation in the work towards the development of the Barbados Decent Work Country Programme (DWCP) during the ILO Decent Work Programme's Validation Workshop was from April 15 - 17. At this session, robust discussion occurred, and major headway was made as tripartite participants discussed and evaluated the major areas to be incorporated in the DWCP.



Caribbean Employers' Input a Must!

The active inclusion of employers—especially Caribbean employers—in the lead-up to the ILO Regional Meeting is essential to ensuring that policies and strategies reflect the realities of our businesses, economies, and workforces.

From March 31 to April 1, 2025, the **BEC** participated in negotiation on the thematic areas to be discussed by Workers, Governments, and Employers at the upcoming October meeting in Punta Cana. As a result, we have secured critical issues on the agenda that directly impact our region's economic and social resilience:

- **The Blue Economy**– Harnessing ocean-based industries for sustainable growth.

- **Skills and Vocational Training**– Equipping workers for the future of work.
- **Job Creation**– Strengthening employment opportunities for all.
- **Sustainable Development**– Balancing economic progress with environmental responsibility.

Caribbean employers must remain engaged in this process to shape policies that support business growth, workforce development, and economic sustainability. Our participation ensures that regional priorities are not just discussed but acted upon in ways that drive long-term success for our economies and people.

• May 2025

Advocating for a Labour Code and Legislative Reform!

BEC continues to advocate for the enactment of a comprehensive Labour Code and the long-overdue revision of labour legislation. These reforms are essential to modernize Barbados' industrial relations framework and provide clarity for both employers and workers. **Find greater details [here](#), [here](#) and [here](#).**



A Look Back at BEC Week 2025

BEC Week 2025 occurred from May 12th to 18th. This year's celebration featured three unforgettable events which received considerable support.

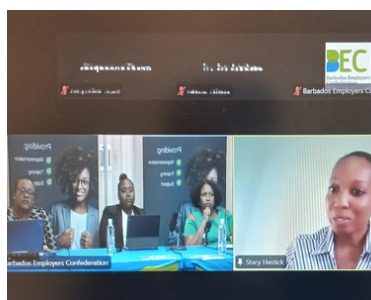
It opened on May 12th with a press conference where our activities for the Week were shared with the representatives of the media present. There was also an opportunity for journalists to ask questions about the latest happenings in the local labour landscape.

This press conference was immediately followed by an interesting Virtual Roundtable on the topic, "Policy Recommendations for a Resilient Barbados Labour Market."

Moderated by Patricia White, our Manager, Employment Relations, the panel discussion brought together top voices in employment relations.

The featured expert panelists included: Kamisha Benjamin, Deputy Director of Industrial Relations, Barbados Workers' Union (BWU), Kristin Turton and Attorney-at-Law Stacy Hastick, former Executive Director of the Grenada Employers' Federation and member of the Labour Advisory Board.

The panel tackled key issues shaping the future of Barbados' workforce and posed a critical question, does Barbados need a Labour Code?



Missed It Live?

We've got you covered!

You can now watch our **BEC Week 2025 Virtual Roundtable** on our YouTube channel.

Topic: "Policy Recommendations for a Resilient Barbados Labour Market."

Watch Now On YouTube!



www.youtube.com/@barbadosemployersconfederation4045



• May 2025

The Week continued with our 65th Annual General Meeting & Business Luncheon on May 14th at the Lloyd Erskine Sandiford Centre.

During the AGM, Gail-Ann King was re-elected to serve as **BEC** President for the 2025-2026 year. The other elected and re-elected Council officers were:

- Lisa Ridley-Paul as 1st Vice President
- Sanella Sanford as 2nd Vice President
- Dr. Hensley Sobers and Colin (Tony) Walcott as Trustees.

Also elected during the AGM were the representatives of the Trade Group and Interest Group. The full list of these representatives and their respective Groups can be found in the Governance section on [our website](#).

Discussions during the Business Luncheon centered around the topic, 'Barbados: A Brain Drain Nation or Expat Haven?'



Under the leadership of 2nd Vice President, Sanella Sanford,

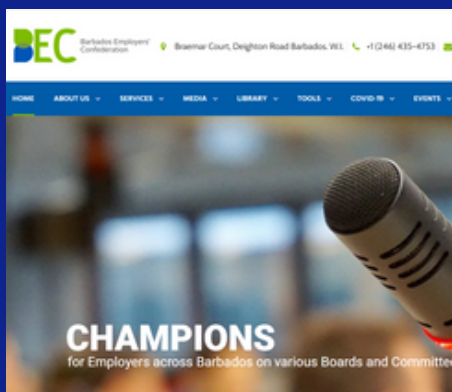
a panel of experts delved into this important topic, offering valuable insights and perspectives.

Members of the panel were Leo Preville, Director of CARICOM, Single Market, CARICOM Single Market and Economy (CSME) Unit, Dwayne Devonish, Professor of Management and Organisational Behaviour at The University of the West Indies, Cave Hill Campus, Jennifer Callender, Officer with the Immigration Department and Senior Immigration Officer, Tricia Lashley.

BEC Week 2025 came to a close with a service of thanksgiving and praise at the Vauxhall Methodist Church on May 18th.



Reverend Ann Yarde officiated the service and commended BEC for its longevity and the work it has been doing over the past 69 years.



Visit Our Website

Check out our **About Us** page, where you'll find a wealth of information about BEC's rich legacy and history.

While you're there, be sure to visit the **Governance** section to read our 2025 Annual Report and view the full list of our 2025–2026 Council members.

See More On Our Website!



<https://barbadosemployers.com>



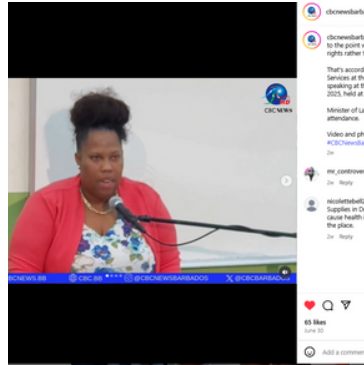
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Barbados Employers' Confederation

LATEST NEWS

BEC IN THE NEWS!



• June 2025



BEC and FLOW Partner for People Leaders Breakfast Initiative



Telecommunications provider, Flow partnered with the **Barbados Employers' Confederation** for a People Leaders Breakfast Meeting on June 10th at the Hilton Barbados Resort.

This session featured impactful remarks by Chief Labour Officer, Wayne Sobers, Vice President/General Manager of Flow Barbados, Desron Bynoe and BEC's 2nd Vice President, Sanella Sanford.



Chief People Officer, Liberty Latin America (LLA), Kerry Scott also delivered a presentation, which was followed by a Fireside Chat discussing the topic, 'The Future of Work: What's Next for HR?'.

Attendees left more knowledgeable on key areas including remote work strategies and structures as well as the integration of AI policies in the workplace. We were pleased to partner with Flow to present such a meaningful and successful event.

• June 2025



BEC: Your Representative at the 113th Session of the International Labour Conference (ILC)

The 113th Session of the International Labour Conference (ILC) was held from June 2-13 in Geneva, Switzerland, and attended by **BEC's** Executive Director, Sheena Mayers-Granville and BEC's Manager, Administrative Services, Aleika Walker.

This year's Conference covered complex and emerging issues, including standard-setting for platform work, biohazard protections, and the role of Artificial Intelligence (AI) in shaping the future of work.

We express sincere thanks to our corporate sponsors, whose support helped offset costs associated with the participation of the delegation.

At the technical level, Walker actively participated in the Committee on the General Discussion on "Innovative Approaches to Addressing Informality and Promoting the Transition to Formality for Decent Work". Meanwhile, Mayers-Granville contributed to and followed discussions in the Committee on Decent Work in the Platform Economy and played a lead role in regional coordination, national representation, and employer advocacy on climate and AI policy.

On June 5th at the 113th Conference, Barbados Government ratified the following conventions:

- P155 - Protocol of 2002 to the Occupational Safety and Health Convention, 1981
- C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
- C185 - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) (ratified March 2025)

BEC Speaks at Opening of Occupational Safety and Health (OSH) Week 2025

BEC remains committed to advocating for systems that make compliance accessible and for a culture that places worker wellbeing at the core of its operations.

Manager, Administrative Services, Aleika Walker shared this point while addressing the Labour Department's Opening Ceremony for Occupational Safety and Health Week 2025 on June 30th in the Professor Henry Fraser Auditorium, The University of the West Indies, Cave Hill Campus.

This Ceremony was the second activity for the biennial Week which ran from June 29 -July 3rd.

Photo Credit: ILO Caribbean Office



HIGHLIGHTS

- **Standard-Setting Committee on Decent Work in the Platform Economy**
- **General Discussion Committee on Promoting Transitions towards Formality**
- **The Adoption of Generative AI by Business**
- **Caribbean Regional Meeting**
- **Sustainability of Social Protection and Pension Systems**
- **Global Coalition for Social Justice**
- **IOE Business Alliance for AI**

From the Floor: Voices at ILC 113



Caught on Camera !

Sometimes words just don't cut it! Check out our curated gallery of conference candids and speaker shots.



Promotion of Transitions Towards Formality

Within the global workforce, many persons operate informally, lacking legal protections and social security.

Employers Position

Create an enabling environment (e.g., access to finance, simplified registration)

Focus on productivity and sustainable enterprises

Decent Work in the Platform Economy

The platform economy has blurred the lines of traditional work. It's rapid growth, and different forms can create challenges for existing workers' rights and decent work.

Employers Position

Creation of a guidance instrument on platform work that protects workers, supports innovation and correctly defines the responsibilities of platforms.

Caribbean Regional Meeting

This session reinforced the value of regional coordination and peer learning across Caribbean employer organizations.

Key Regional Issues Raised:

- Minimum wage-setting mechanisms
- Labour migration trends
- Cost barriers to training access at ITC Turin

Proposed Regional Training Areas:

- Social Security
- Climate Negotiations
- Economic Analysis

IOE Business Alliance for AI

"As AI reshapes labour markets & industrial relations, this timely Alliance will be a vital platform for collaboration, helping employers adapt while keeping people at the heart of transformation." - IOE

Benefits of Alliance

- AI training and fluency programs for SMEs
- Targeted support for national secretariats and employer organizations

UPCOMING!



Barbados Employers'
Confederation

Honouring Years of Legacy!

JULY 31ST, 2025

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