



## UPDATE #3 / 1<sup>st</sup> October 2018

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### CONGRATULATIONS!

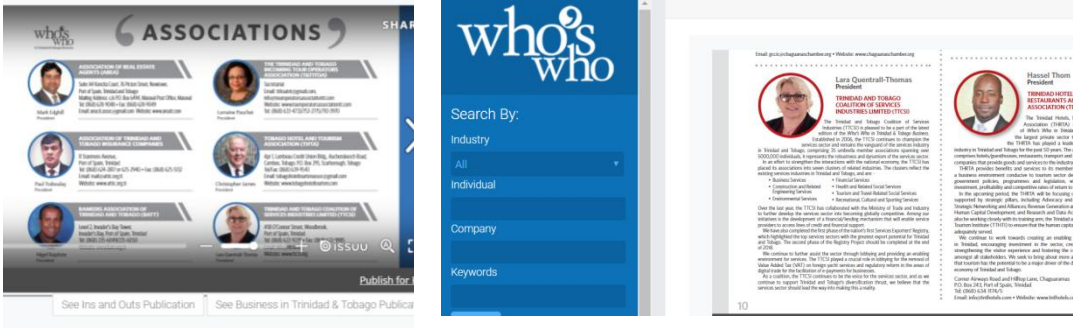
Our Membership Officer, Sherry Hassanali, celebrated her 11<sup>th</sup> anniversary with the TTCSI in September. We all thank her for many years of loyal and dedicated service.







### TTCSI ACTIVITIES AND EVENTS

<b>Recruitment</b>	We are currently interviewing candidates for the position of General Manager.
<b>Public Workshop on Procurement</b>	<p>Our breakfast meeting with Moonilal Lalchan, Chairman of <b>Office of Procurement Regulation</b> at Trinidad Hilton on Friday 7<sup>th</sup> September was very well attended and received excellent reviews.</p> <p>Ms Frances Seignoret, Permanent Secretary with the MTI joined us and commended the TTCSI on this important initiative.</p> <p>Learn more about the work of the OPR and how it impacts your organisation at <a href="http://www.oprtt.org">www.oprtt.org</a></p>
<b>ExportTT and InvestTT</b>	Meetings have been held with both entities to discuss how we can partner to build capacity and provide opportunities to the Services Sector. We expect to sign MOUs soon.



<b>Ministry of Trade &amp; Industry</b>	<p>On 12<sup>th</sup> September we attended a consultation with the MTI and UN ECLAC to discuss the National Trade Policy 2018-2022, which looked at economic structures, e-commerce, trade agreements, challenges and development of Trade in Services. Details of our Services Exporters Registry and PSIP 2019 proposal were forwarded for inclusion in their report.</p> <p>On 26<sup>th</sup> September we attended the quarterly meeting of the MTI Technical Coordinating Committee.</p>
<b>Who'sWho</b>	<p>We have updated our profile in the Who's Who publication:  <a href="http://www.whoswhotnt.com/whoswhopublication.php">http://www.whoswhotnt.com/whoswhopublication.php</a></p> 
<b>Arthur Lok Jack GSB</b>	We are exploring a partnership to undertake a member survey with emphasis on identifying skills and standards gaps.
<b>CCCBA</b>	The Customs Clerks & Customs Brokers Association requested use of TTCSI as their mailing address, which has been confirmed.
<b>FITCE</b>	<b>Florida International Trade and Cultural Expo</b> will be held from 17-18 October and TTCSI is partnering with InvesTT and ExporTT to deliver a presentation at the Expo, highlighting trade and investment opportunities in T&T.
<b>ALES</b>	The Latin American Association of Service Exporters will hold their Annual Convention: "How to develop high value-added service exports" on October 25th and 26th in Santo Domingo, Dominican Republic. TTCSI has proposed 4 potential candidates in animation and management consulting, to Caribbean Export Development Agency (CEDA) in consideration of available sponsorship opportunities.
<b>Services Week</b>	Planning shall begin soon – please contact our Vice President Dianne Joseph if you are interested in serving on this committee: <a href="mailto:diannejoseph123@gmail.com">diannejoseph123@gmail.com</a>
<b>IPO</b>	We have a meeting with Mr Regan Asgarali, Legal Director of the Intellectual Property Office, on 8 <sup>th</sup> October to discuss <b>self governance options</b> for our members.
<b>Hollis Charles</b>	Hollis ended his assignment as a consultant to the TTCSI at the end of August, and we thank him for his service and continued support of the Coalition.
<b>Media</b>	The Board hosted a media luncheon on 18 <sup>th</sup> September, which resulted in a feature on our Strategic Plan in the Trinidad Guardian:

	<div>    </div> <p><b>TTCSI unveils strategic plan</b></p> <p>business</p> 
<b>Membership</b>	<p>Outreach to members continues, and our new Membership Director – Anthony Rostant will chair this committee with a focus on adding value to our membership. You can reach him on <a href="mailto:ectercon@yahoo.com">ectercon@yahoo.com</a> to serve on this important committee.</p>
<b>Ministry of Planning</b>	<p>Syan attended a stakeholder seminar hosted by the CSO and Ministry of Planning on 26<sup>th</sup> September, on the UN <b>International Standard Industrial Classification</b> Revision. The objectives of the session were:</p> <ul style="list-style-type: none"> <li>• To illustrate the use of a common classification system to describe the characteristics and demography of the business population to improve your registers and statistics</li> <li>• To guide participants on the purpose and use of common classification systems to systematically record, interpret and compare data collected on economic activities</li> <li>• To sustain public engagement and promote meaningful discourse on the scope and benefits of using ISIC Rev. 4 classification system to produce business demography statistics</li> <li>• To emphasize your organisation's critical participation as well as benefits to you in the development of a national Integrated Business Register as a source for business unit's population and demographic data.</li> </ul>



## CONSULTANCY OPPORTUNITIES WITH COMPETE CARIBBEAN

Compete Caribbean is seeking a communications consultant to support work being carried out to **improve business climate reform in St Lucia**. Additionally, they are receiving expressions of interest from consultants interested in working in **community-based tourism initiatives**. For more information and to submit your information please go to <http://competecaribbean.org/work-with-us/>



## CARIBBEAN EXPORT INTELLIGENCE PORTAL

Caribbean Export Intelligence Portal is an online platform that provides you information and tools to support the growth of your business into new export markets.

Run a search on best suggested markets to find out where the demand is for your products, then develop a quick market pointer for a customized report on your market of interest. Check the export guides to make sure you are export ready and view our list of finance opportunities across the region.

Read more at <http://www.ceintelligence.com/>



## CEDA and CDB Partner to Provide Greater Access to Finance for Women-Owned Businesses



WE-Xport is designed to support Caribbean women in business to start exporting or increase the exports of their products and services.

Accessing funding for business ventures has long been an issue across the Caribbean, especially for women. Now the Caribbean Export Development Agency and the Caribbean Development Bank (CDB) have joined forces to tackle this challenge, collaborating on Women Empowered through Export (WE-Xport), to support capacity-building for women-owned.

WE-Xport aims to strengthen and support women-owned enterprises to increase their access to finance, improve and build capacity as entrepreneurs, increase access to markets (including networking and being integrated to value chains) and advocate on issues and public policies that negatively affect female entrepreneurs.

Learn more at <https://www.carib-export.com/export-development/we-xport/>

## ITC and CDB Announce Scaled-up Partnership



The International Trade Centre (ITC) and the Caribbean Development Bank (CDB) have announced that they are scaling up their partnership to strengthen support for businesses across the Caribbean Region. The announcement was made by CDB President, Dr. William Warren Smith and ITC Executive Director, Arancha González in Bridgetown, Barbados on July 27. During the meeting, Smith and González signed a partnership agreement, which confirms ITC as one of CDB's key partners for the implementation of trade-led development projects in the Caribbean Region. While having collaborated on a number of projects for several years, it is the first time that the two organizations have formalized a partnership agreement.

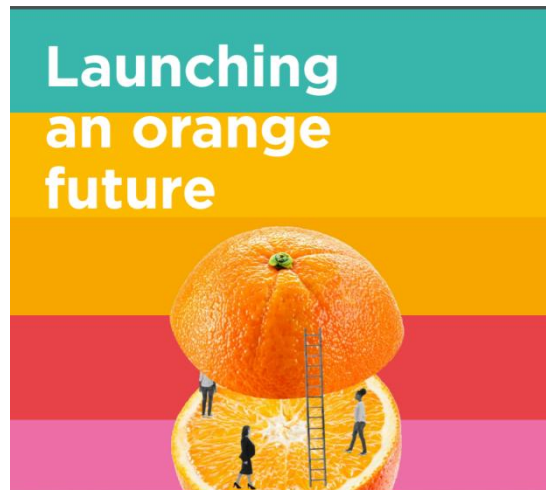


## **Launching an Orange Future - 15 Questions for Getting to Know the Creative Entrepreneurs of Latin America and the Caribbean**

In order to learn how a creative entrepreneurship can flourish in Latin America and the Caribbean, first it is necessary to know the talent that will develop the projects.

In this IADB report you will not only get to know creative entrepreneurs in the region, you will also get to know their perceptions, failures, successes and the health of their entrepreneurship.

- Are you ready to be a creative entrepreneur?
- Who are the creative entrepreneurs in Latin America and the Caribbean?
- How healthy is creative entrepreneurship in Latin America and the Caribbean?
- How can we encourage creative entrepreneurship through a regional brand?



Download the report at <https://publications.iadb.org/handle/11319/9102>



## JOINT CHAMBERS STATEMENT ON EQUITY IN INDUSTRIAL COURT JUDGMENTS



Joint Chambers

September 20, 2018

### Equity in Industrial Court Judgments

The Joint Chambers have noted the comments made by President of the Industrial Court, Justice Deborah Thomas-Felix, at a special sitting to mark the opening of the court's new term.

The statistics presented by Justice Thomas-Felix in relation to judgments handed down by the Industrial Court do not support her contention that the court is not biased. The statistics she quoted cover the period cover the period 2011-2015; she presented no data on judgements after this period.

Our previous analysis of the 2011-2015 data indicated that only 11% of the total cases were won by employers – the remaining 89% were either won by unions, withdrawn, or settled. By the President Thomas-Felix's own admission, in the 2011-2015 period a mere 30% of cases in which judgements were delivered were ruled in favour of the employer; this should immediately signal that more balance must be brought to bear.

Businesses are acutely aware that in order to make our country attractive to investors and increase competitiveness, a stable and equitable labour environment must prevail. We remain concerned that despite findings of fault against employees, businesses are routinely ordered to pay some form of "damages". These awards, in tandem with the nature of the process used to determine cases, continue to undermine competitiveness and make it difficult to run businesses in the country.

Given the current state of the economy, we believe that the time is right for a new approach to labour disputes, which will ensure that business activity is encouraged and competitiveness is placed at the forefront of the national agenda.

-END-



## **WORLD TOURISM DAY MESSAGE FROM THE CARIBBEAN HOTEL AND TOURISM ASSOCIATION**

**By Patricia Affonso-Dass  
President, Caribbean Hotel and Tourism Association**

The Caribbean's tourism sector is uniquely important to economic and social life in the region, and the Caribbean Hotel and Tourism Association (CHTA) will indeed be **celebrating World Tourism Day 2018 when it is launched in Budapest, Hungary on September 27.**

Apart from the importance of tourism to sustainable development, this World Tourism Day highlights the **importance of digital technologies to the sector.** The World Tourism Organization (UNWTO) also hails the power of innovation to boost growth for a more sustainable and responsible tourism sector. Competing, as we do, in a global market, we in the Caribbean are leveraging digital technology to attract visitors and keep them coming, and also transferring those skills to our wider economy. Digital technology helps us to customize our product, so that discerning travellers can decide what they want to do and what they want to experience.

The internet has fostered our economic growth through tourism by shortening the trip planning and purchase process, bridging the gap between dreams and the decision to book, allowing small operators to show their wares and answer questions, and allowing online bookings and follow-up. Data-driven marketing and promotion allow suppliers to understand guest preferences so travellers can connect with our people and our destinations even before they land on our shores.

CHTA members are investing heavily in digital technology and we look forward to the upcoming launch of *The Rhythm Never Stops* marketing campaign as we, along with our partners in the public sector, build our region's brand and let the world know more about the many exciting and diverse travel choices they can experience today throughout the Caribbean. As the preeminent private sector travel and tourism association in the Caribbean, we will continue to lead the search for innovative ways to market our destinations and to improve the product and the profitability of the industry.

**We welcome World Tourism Day with vibrant Caribbean enthusiasm and pledge our region's support for, and involvement in, technological innovation.**




CARIBBEAN  
HOTEL & TOURISM  
ASSOCIATION

### About the Caribbean Hotel and Tourism Association (CHTA)


The CHTA is the Caribbean's leading association representing the interests of national hotel and tourism associations. For more than 50 years, CHTA has been the backbone of the Caribbean hospitality industry. Working with some 1,000 hotel and allied members, and 32 National Hotel Associations, CHTA is shaping the Caribbean's future and helping members to grow their businesses. [www.caribbeanhotelandtourism.com](http://www.caribbeanhotelandtourism.com)



## UPCOMING HR CONFERENCE



TRINIDAD AND TOBAGO  
**CHAMBER**  
OF INDUSTRY AND COMMERCE



EMPLOYMENT & LABOUR RELATIONS  
COMMITTEE


# November 9, 2018

# The Future of Work is Now

*Trends, Challenges and Strategies for an Evolving Workplace*

**Target Audience:**

- CEOs
- HR Professionals
- Managers and Supervisors seeking to develop their HR competencies
- Public and private sector leaders, directors, decision makers, persons desirous of entering the HR field



Space is limited.  
Book Early!

	STRATEGIC HRM & LEADERSHIP	TALENT MANAGEMENT	TOTAL REWARDS	EMPLOYEE RELATIONS
TRACK I	<p><b>The 4 B's of Management:</b> How Boss, Bully, Buff and Blame restrict the development of a disruptive organizational culture.</p>	<p><b>Who's / How's Your Bench?</b> The success of your organization is not only going to be based on your first team but by the quality of your bench.</p>	<p><b>How To Compensate Tomorrow's Workforce?</b> Benefits à la carte, beyond the paycheck, "Mars vs Venus" - Pay Equity.</p>	<p><b>Good Industrial Relations:</b> How does business avoid its decisions being deemed harsh and oppressive?</p>
TRACK II	<p><b>HR Analytics:</b> How to use HR analytics for strategic business decision making.</p>	<p><b>Technology &amp; The Workplace Of The Future:</b> This is what you can expect.</p>	<p><b>Pay Transparency:</b> Is it the future of Compensation Management?</p>	<p><b>Performance Management:</b> No more performance appraisals. Developing continuous performance assessments programmes that move away from yearly performance reviews.</p>

The Employment and Labour Relations Committee (ELR) of the Trinidad & Tobago Chamber of Industry and Commerce proudly presents its first HR Conference on **November 9, 2018** at the **Trinidad and Tobago Chamber of Industry and Commerce**.


This conference shall enhance the Human Resource Management function for HR professionals and line managers, as we provide strategies and tools that focus on the **future needs** of our organizations, with the ultimate goal of increased innovation, productivity, efficiency, effectiveness and by extension further wealth development in the Caribbean.

**Time:** 8:00am to 4:00pm  
**Cost to Attend:**  
**Members** - \$1,500.00 (+Vat)  
**Potential Members** - \$1,800.00 (+Vat)  
**Students (Masters & Bsc)** - \$1,000.00 (+Vat)

**For further information:**  
**Cheryl Lyn Kurban**  
**Project Assistant**  
**Operations Unit**  
**Trinidad & Tobago Chamber of Industry and Commerce**  
 ☎ 868.637.6966 Ext. 1228  
 📠 868.637.7425  
 ✉ [ckurban@chamber.org.tt](mailto:ckurban@chamber.org.tt)

To register please email [ckurban@chamber.org.tt](mailto:ckurban@chamber.org.tt)

## MINISTRY OF HEALTH PREQUALIFICATION NOTICE



Government of the Republic of Trinidad and Tobago  
Ministry of Health

### PREQUALIFICATION NOTICE

The Ministry of Health (MOH) invites applications from suitably qualified companies and individuals who are interested in prequalifying for the supply of goods and services for the period 2018 to 2020.

Application Forms may be downloaded from the MOH's website [www.health.gov.tt](http://www.health.gov.tt) or obtained upon request from:

Ms. Aviann Boodoo-Redhead  
Clerk III, (Ag.)  
2nd Floor, Ministry of Health  
63 Park Street  
PORT OF SPAIN  
**Contact: 627 -0010 ext 1323**  
Email: [aviann.boodoo@health.gov.tt](mailto:aviann.boodoo@health.gov.tt)

Further information may also be obtained from this Officer.

Applicants may apply for as many categories as they wish.

The original and four (4) copies and a soft copy (USB flash drive) of the completed Application Form together with all required documentation must be enclosed in sealed envelopes addressed to:

The Permanent Secretary  
Ministry of Health  
63 Park Street  
Port of Spain

and clearly marked:

"Prequalification/Registration of Suppliers/Contractors"

The envelope(s) must be deposited by hand in the Tenders Box located in the Ground Floor of the Ministry of Health at the above address on or before **1:00 p.m. on October 30, 2018**. Electronic applications may also be accepted.

September 2018