



CDCC/PWG:M/81/2  
 Distribution: Limited  
 12 August 1981

ECONOMIC COMMISSION FOR LATIN AMERICA  
 Office for the Caribbean

CARIBBEAN DEVELOPMENT AND CO-OPERATION COMMITTEE

AD HOC WORKING GROUP FOR MANPOWER PLANNING

First Meeting of the Ad Hoc Working Group for  
 Manpower Planning



BACKGROUND AND MANDATE OF AD HOC WORKING GROUP  
 FOR MANPOWER PLANNING



**UNITED NATIONS**

ECONOMIC COMMISSION FOR LATIN AMERICA Office for the Caribbean



BACKGROUND AND MANDATE OF THE AD HOC WORKING GROUP  
FOR MANPOWER PLANNING

The Second Meeting of Planning Officials held in Kingston, Jamaica from 29 May to 2 June 1980 proposed the formation of six Ad Hoc Planning Working Groups to cover Agriculture, Energy, Physical and Regional Planning, Transport, Manpower, and Training.

It was envisaged that the groups would comprise\*officials and experts from the relevant government organizations of CDCC member countries and experts and consultants from relevant regional institutions.

The concept of working groups was approved by CDCC Ministers at the Fifth Session of the CDCC, held in Jamaica from 4-10 June 1980.

The Mandate for the Ad Hoc Working Group for Manpower Planning, which was agreed by CDCC Ministers, meeting from 4-10 June 1980, directed that the Group develop a programme - "taking special account of the problems of data availability both in the qualitative and quantitative sense in labour market statistics; and also noting the impact of intra-Caribbean labour migration on a number of countries". Subsequently, it was also suggested that there was need for a training course in Manpower Planning.

The Ministers decided that the Working Groups would comprise officials and experts from CDCC member governments as well as experts and consultants from Universities and multilateral organizations. The CDCC Secretariat was designated to service the Working Groups.

Despite the fact that some papers on the subject had been presented to previous meetings of planners, it was decided that a more comprehensive evaluation of the state of the art of Manpower Planning in the Caribbean would be necessary in order to guide the deliberations of the Working Group. Financial assistance was therefore sought from the ILO to commission the appropriate in-depth study, the terms of reference of which were as follows:

"The basic situation in Manpower Planning in the Caribbean would include an overview and bibliography of the current situation in Manpower Planning, Training and related research, an analysis of current efforts and proposals for joint action including the fullest data on Trinidad and Tobago, Guyana, Suriname, Barbados, Antigua and Jamaica".

In the course of compiling his monograph, the consultant visited the following CDCC member states: Guyana, Suriname, Barbados, Jamaica, as well as the CARICOM Secretariat. He had discussions with various functionaires in these institutions and collected the necessary data. Questionnaires were also sent out to all Caribbean states not visited, in order that the surveys would be complete. Responses to the surveys, however, have not been received prior to completion of the monograph.

The monograph sets out the various approaches to Manpower Planning as pursued by some CDCC countries. An attempt is made to group these approaches in accordance with the general economic models guiding them.

Section V of the monograph provides a theoretical framework which may be used to analyse the previous examples and to guide future policies.

Section VI provides proposals and recommendations for future action, i.e. the future programme of the Working Group.

Participants will be asked to give their comments on the document and particularly to amplify on their individual country performance. They are also invited to contribute to the analysis and discussion on Section V.

The major task of the Working Group will, however, be to formulate the future Work Programme of the Group which will be submitted to Ministers for their approval. The Working Group will need to decide on its working methods and possible sources of finance for implementing the Work Programme.

These issues are outlined in Document CDCC/PWG:M/81/4, entitled Draft Work Programme for Ad Hoc Working Group on Manpower Planning.



