



## Launch of 'Productivity Champions'

The Hugh Lawson Shearer Trade Union Education Institute and the Jamaica Productivity Centre will be launching a programme entitled: "Workplace Productivity Champions: Creating a New Culture". The programme will be launched on Tuesday, January 25, 2011 at 1:00pm at the Mona Visitors' Lodge, Mona Campus, UWI.

The programme is conceived to address the issues of low productivity within the workplace by focusing on four critical areas of productivity improvements, namely, developing a culture of productivity, developing a highly motivated and skilled workforce, developing smart organizational structures and increasing investments in appropriate technology, innovation and productivity enhancing techniques.

Workers from various workplaces will be selected to be empowered to develop, instill and sustain a productivity culture at their respective workplaces. Head of the Hugh Lawson Shearer Trade Union Education Institute Danny Roberts said that "the programme should enhance worker-management relationship through the development of advocates and practitioners who will work in co-operation with management in promoting and facilitating productivity improvements at the enterprise level." He noted that a critical success factor will be the equitable sharing of the productivity gains.

The Executive Director of the Jamaica Productivity Centre Dr. Charles Douglas noted that "the fundamental goal of the programme is that adoption of methods and techniques for sustained productivity growth will significantly improve enterprise efficiency, effectiveness, product or service quality, competitiveness and profitability." He argued that the productivity champions will be supported with research information and data so that they can adequately and effectively demonstrate the important links between productivity, socio-economic and cultural advancement of a country."



Phase two of the programme will focus on supplementing the knowledge and attitude with the skills and tools needed to improve productivity performance. The productivity champions should be able to contribute, with the help of the Jamaica Productivity Centre, to the development and utilization of productivity improvement initiatives at the workplace, be able to set priorities for implementing productivity improvement initiatives, demonstrate the ability to build a proactive and problem solving workplace culture and identify and eliminate wastes in all its forms and manifestations as well as quantifying the derived benefits.



According to information provided by the JPC the country has been caught in a slow-growth trap over the past thirty-five years, where "gross domestic product (GDP) grew by a meager 0.5 percent per annum. Studies done by both JPC and the Inter-American Development Bank reveal that low growth is a feature of low productivity.



**Danny Roberts, Head of the Hugh Lawson Shearer Trade Union Education Institute and Officers from the Jamaica Confederation of Trade Unions in discussion with a delegation from the All-China Federation of Trade Unions.**

## All-China Federation Delegation Visit

A delegation from the All-China Federation of Trade Unions visited Jamaica in December last year and paid a courtesy call on the offices of the Hugh Lawson Shearer Trade Union Education Institute



(HLSTUEI). Head of the HLSTUEI Danny Roberts in welcoming the delegation to the Open Campus outlined the work of the Institute and highlighted the significant role it continues to play in providing expert training, leadership courses, seminars and workshops to trade union officers and delegates throughout the Caribbean.

Mr. Roberts said that the Institute is working towards developing a number of certified professional courses to be delivered in multi-mode and offered to as wide a cross section of the working class as possible. He stressed the importance the Institute places on providing a bridge for workers who fall outside the matriculation requirements of the University to be incorporated into the academic mainstream through these professional development courses. He pointed to the Introduction to Labour Studies Courses and the Certificate in Labour Studies as two mainstream programmes the Institute is offering

He spoke of the HLSTUEI's work in promoting productivity culture and the added emphasis which is being placed on research and innovation in industrial relations and labour studies in the region.

Mr. Wang Ruisheng, Vice-Chairman and Member of Secretariat of the All-Federation of Trade Unions (ACFTU) expressed his delegation's delight at visiting Jamaica and the Institute and spoke of the work of the China Institute of Industrial Relations. Mr. Ruisheng pointed to the importance of teaching and research in providing higher education and professional skills training for the working population, and the need to expand the Institute's work in the wider community.

He pointed out that the Institute has been transformed into a regular University offering several diploma and degree programmes to trade union officials. Mr. Ruisheng said that the Chinese authorities recognised the importance of making this transformation in order to meet the needs of labour education and union professionals in a socialist market economy.

## Trade Union Leaders exposed to On-line Social Networking



Trade Union officers and delegates have been exposed to the world of cyberspace and the importance of social networking through the internet to connect with local, regional and international groups to benefit from information sharing and strengthening communication linkages with other trade union organisations and International Trade Secretariats.

During the months of October and November last year nearly 40 officers and delegates have been exposed to the various ways in which the internet can be used to advance the work of their organisations through the forming of on-line communities, real-time communication, networking, information access and job opportunities.



### Calendar Events

- Launch of **“Productivity Champions”** programme, Mona Visitors’ Lodge, Tuesday, January 25, 2011 starting at 1:00 pm
- Workshop **Pension & Social Protection Benefits in a Era of crisis** , HLSTUEI Classroom, February 9& 10, 2011 @ 9:00 am
- **Introduction to Labour Studies Course**, HLSTUEI Classroom, March 2011.
- **First Basic Computer Course** , offered on Saturday starting April 9,2011