

Article 22 of the Constitution of the ILO

REPORT

For the period 1 June 2015 to 31 May 2018, made by the States of Guernsey in accordance with Article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the:

FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANISE CONVENTION, 1948 (NO. 87) (extension registered on 27 June 1949)

PART I

The applicable legislation is as follows:

The Employment Protection (Guernsey) Law, 1998,
The Industrial Dispute and Conditions of Employment (Guernsey) Law, 1993, and
The Human Rights (Guernsey) Law, 2001.

This legislation was in force for the duration of the period and continues to be in force at the time of preparing this report. There were no relevant legislative amendments during this period.

PART II

There have been no changes since the last report.

PART III

There have been no changes since the last report.

PART IV

There have been no relevant decisions since the last report.

PART V

There have been no changes or observations since the last report.

PART VI

Copies of this report have been made available on the States of Guernsey's website (<https://www.gov.gg/conventions>) for local employer and worker organisations. We have not received any relevant comments since the last report.

States of Guernsey
Sir Charles Frossard House
La Charroterie
St Peter Port
Guernsey
GY1 1FH

Completed: 1 June 2018

Article 22 of the Constitution of the ILO

REPORT

For the period 1 June 2015 to 31 May 2018, made by the States of Guernsey in accordance with Article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the:

RIGHT TO ORGANISE AND COLLECTIVE BARGAINING CONVENTION, 1949 (NO. 98) (extension registered on 30 July 1950)

PART I

The applicable legislation is as follows:

The Employment Protection (Guernsey) Law, 1998,
The Industrial Dispute and Conditions of Employment (Guernsey) Law, 1993, and
The Human Rights (Guernsey) Law, 2001.

This legislation was in force for the duration of the period and continues to be in force at the time of preparing this report. There were no relevant legislative amendments during this period.

PART II

There is no change since the last report.

PART III

There have been no relevant decisions since the last report.

PART IV

There is no change since the last report.

PART V

Copies of this report have been made available on the States of Guernsey's website (<https://www.gov.gg/conventions>) for local employer and worker organisations.

We have received no observations regarding the practical appreciation of the provisions of the convention.

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Completed: 1 June 2018

Article 22 of the Constitution of the ILO

REPORT

For the period 1 June 2015 to 31 May 2018, made by the States of Guernsey in accordance with Article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the:

EMPLOYMENT POLICY CONVENTION, 1964 (NO. 122) (extension registered on 2 May 1967)

PART I

The following legislation is applicable:

The Supplementary Benefit (Guernsey) Law, 1971,
The Social Insurance (Guernsey) Law, 1978, and
The States Housing (Tenancies, Rent and Rebate Scheme) (Guernsey) Law, 2004.

On 6th July 2018 the Supplementary Benefit (Guernsey) Law, 1971 will be re-named the Income Support Law, 1971.

The Laws listed above have been in force for the duration of the reporting period, any relevant amendments during the period, or soon to be introduced, are described in the response to Part II, Article 1.

PART II

Article 1

Following the development of the progress to work initiative in 2014 (reported previously), Guernsey's means tested benefits will be further developed as of July 2018. This will see the closure of Rent Rebate (a scheme available only to those in social housing) and the transformation of Supplementary Benefit to Income Support which will be the single means-tested benefit available through Social Security. As there was no requirement for a claimant and their partner to work in order to receive Rent Rebate, these changes will effectively extend the progress to work initiatives to all those of working age who are receiving a means tested benefit. Not everyone who is receiving this benefit will be required to work (e.g. people with sickness or disability and single parents of young children) but those who are able to undertake work, or some work, will be expected to seek and undertake work appropriate to their circumstances.

In 2016 Social Insurance legislation was amended to increase pensionable age from 65 to 70. This increase will be staggered from 2020 through until 2049. In response to the expected older workforce, a number of policies have come together under the umbrella of 'Longer Working Lives' (www.gov.gg/longerworkinglives), this will include initiatives to encourage and support the re-training of manual workers as they enter the later stages of their working lives, to ensure that they can seek work which is more suited to their physical abilities.

Article 2

No changes since last report.

Article 3

No changes since the last report.

PART III

Employment policy as well as disability and inclusion is the responsibility of the Committee *for* Employment & Social Security. Economic Policy is the responsibility of the Committee *for* Economic Development, in conjunction with the Policy & Resources Committee, which is the senior Committee overseeing the others. The Committees form the executive branch of government and their membership is determined by the States of Deliberation, which is the legislative branch of government. Voting members of the Committees must all be members of the States of Deliberation.

This new government structure came into effect from May 2016. Prior to that there was no change since the last report.

PART IV

There were no relevant decisions during this time period.

PART V

This is not applicable.

PART VI

The most recent population, employment and earnings bulletin is available via this link www.gov.gg/population. At the time of drafting the 2017 report was the most recent available. It indicated that 31,195 people were employed or self-employed, with a roughly equal gender division among those who were employed. Using the ILO definition, unemployment stood at 1.0% at the end of 2017.

More information is available in the aforementioned bulletin.

PART VII

Copies of this report have been made available on the States of Guernsey's website (<https://www.gov.gg/conventions>) for local employer and worker organisations.

There have been no observations since the last report.

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Sir Charles Frossard House
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Completed: 1 June 2018

Direct Request (CEACR) - adopted 2017, published 107th ILC session (2017)
Employment Policy Convention, 1964 (No. 122)

Article 1 of the Convention. Implementation of an active employment policy. In response to the Committee's previous comments, the Government provides information on its Progress to Work Initiative, which is aimed at working-age persons receiving supplementary benefit. The Government indicates that the Supplementary Benefit (Guernsey) (Amendment) Law of 2014 amends the eligibility criteria for supplementary benefit, adopting a work-focused approach requiring all beneficiaries, including single parents with children under the age of seven, to engage with the "work requirement". The Government points out, however, that those who are not able or not expected to work will not be under any obligation to do so. The Committee notes the Government's indication that the Initiative's focus on work will take into account barriers to employment, such as lack of appropriate training or qualifications, long-term absence from work or lack of basic application and presentation skills. Thus, in the context of the Progress to Work Initiative, the Social Security Department has worked with the College of Further Education to develop courses to prepare people for work, including a specific framework to help single parents. The Government indicates that, since the initiative began, over 300 people have been referred to the job centre. With respect to training initiatives, the Government indicates that the Skills Guernsey group is pursuing two initiatives: a skills gap analysis based on information gathered through an employer skills survey, which will inform the development of an action plan to address gaps identified, and digital wisdom, which aims to develop all islanders' digital skills. The Government adds that the information gathered through the employer skills survey has been discussed with business groups and providers of training and education. With regard to employment trends, the Committee notes that, according to the Guernsey Quarterly Population, Employment and Earnings Bulletin, issued in April 2017, the total number of persons in employment (employed and self-employed) decreased from the first quarter of 2012 (32,109 persons) to December 2016 (30,851 persons). It notes that there was a slight increase of 0.9 per cent (annual percentage) in the number of people either employed or self-employed for the year ending 31 December 2016. During the same period, there was a slight decrease of 0.2 per cent in the unemployment rate. The Committee also notes that the employment rates for women and men were similar, with 49 per cent of employed people aged 16 to 64 being female and 51 per cent being male. ***The Committee requests the Government to provide information on the impact of employment and training initiatives adopted within the implementation of an active employment policy, including the Progress to Work Initiative and other employment and training measures. It further requests the Government to provide information in its next report on consultations held with the social partners concerning the development and implementation of the skills action plan and its impact.***

"Progress to Work" has been a success at encouraging more people into the work force; the number of job seekers is significantly lower than when the scheme started in 2014. However until this point the Progress to Work initiatives did not apply to everyone receiving a means tested benefit. "Rent Rebate" exists as a separate means tested benefit available for those in social rented housing, to date it has placed less stringent employment and job seeking requirements on those receiving it. From July 2018, Rent Rebate will be phased out over a 3 year period and the only means tested support available from the Committee for Employment & Social Security will be Supplementary Benefit, which is about to be renamed Income Support. As a result the same rules regarding work requirements will be applied to anyone receiving a means tested benefits. In advance of implementation, those who will be affected will be offered support from the Job Centre to ensure that they are aware of, and can action, their rights.

The Job Centre operates a number of employment skills programs which are aimed at developing

skills and providing qualifications for those who may not have sufficient skills or experience to easily find suitable employment. In 2017 the Job Centre received 1831 referrals (1807 in 2016), of which 348 took part in training courses (505 in 2016).

The Committee for Employment & Social Security runs the Community and Environmental Projects Scheme (CEPS), which provides experience and training for job seekers. Participants engage with projects that have an impact on the local community, for instance assisting with landscaping work on public land, collecting and distributing donated furniture and maintaining children's play equipment in local parks. In Q1 2017 over 40% of the hours worked were spent assisting charitable and voluntary organisations, and over 30% was spent on work placements and trials. The work is overseen by established staff with relevant experience. Courses in first aid and similar valuable skills can also be undertaken as part of the scheme. A portion of the working day is allocated to job seeking and the intention is to transition those enrolled into meaningful and remunerative employment. While on this scheme participants are paid the minimum wage (presently £7.20 per hour for those 18 and older) and the cost of any training or equipment is fully funded by the Government. This scheme helps develop job seekers' skills and helps to equip them for future employment opportunities.

“Kickstart” placements are organised with selected employers. The aim is to encourage employers to give less qualified job seekers a trial. The financial support of the *Committee for Employment & Social Security*, and the structure of a Kickstart placement, reduce the economic risk to employers of providing these training opportunities to job seekers, while simultaneously providing job seekers the opportunity to demonstrate their skills to prospective employers. This program is largely targeted at the long term unemployed who have limited qualifications to demonstrate their value to potential employers. Some placements have had direct benefits for the employer and job seeker. Firstly, several job seekers have secured ongoing employment with their Kickstart employer at the conclusion of their placement. Secondly, in other cases, the endorsement of the employer has been a significant factor in some other job seekers successfully gaining employment elsewhere.

To supplement the regular employment services described above, other ad hoc vocational courses are provided and are targeted at high demand areas of employment. For instance, there is a demographic trend toward an aging population, consequently there is a growing demand for employment in the care sector. In 2017, a scheme was operated in conjunction with the College of Further Education and the Institute for Care to provide a bespoke course, which was attended by 15 people. Courses such as these are provided free of charge to job seekers, which helps encourage them to participate in training, which can help them to secure future employment

The table below gives a full breakdown of training course attendance in 2017:

CEPS	-	75
Health and Safety	-	44
Kickstart	-	39
Flexi IT	-	32
First Aid	-	30
Work2Benefit	-	29
Prepare to Work	-	25
Unpaid voluntary work	-	23
Employability Skills Passport	-	22
Prepare to Care	-	15
5 Ways to Wellbeing	-	7
Long term IT Courses	-	6
Kitchen Skills	-	1
Total		348

Back to work benefits allow for the Job Centre to assist job seekers with costs associated with returning to work, for instance the purchase of specialist equipment like steel toed boots or the procurement of a criminal background check. They also provide an economic incentive to businesses who hire individuals who have been unemployed for over 6 months. A grant of up to £2,000 is available with an additional training grant of up to £500. The grant is paid in tranches over a period of six months. In 2017, 17 of these grants were paid (2016: 29), of which 10 (2016: 13) received the final tranche of the grant, indicating the job seeker remained in employment for at least 6 months. These grants help to reduce potential financial barriers to employment.

Job seekers may also be referred to the College of Further Education¹, which provides vocationally focused education across a wide array of subjects. Tuition fees are not usually charged to those under the age of 22 and those aged 20 or older may be able to access a means tested maintenance and /or tuition fee grant. These grants help ensure that job seekers can access training, which in turn should help them in their future employment searches.

Skills Guernsey is an umbrella term which involves organisations across the civil service, including public provided training providers who both coordinate and deliver training, helping to enable the local business community to achieve and maintain a competitive edge in the global marketplace.

The overall objective of Skills Guernsey is to develop a skills strategy for the Bailiwick of Guernsey. In its implementation, this will seek to ensure a workforce that is well educated, highly skilled and sustainable (equipped with transferable skills) that supports the Island's competitiveness and prosperity; and enables opportunities for, and fully utilise the potential workforce, at all levels through a focus on lifelong learning and lifetime employability.

Market intelligence, including consultation with relevant social partners, gathered by Skills Guernsey is used to ensure training offered by public funded training providers is coordinated, minimising duplication of provision to ensure the efficient use of public funds, and that training and course offering recognises industry demand.

¹ <http://www.guernseycollege.ac.gg/wp/>

Skills Guernsey recently agreed to undertake further research to support and understand the continued relevance of skill gaps identified in previous employer skills surveys, as well as to understand new challenges industry face and key trends that have impacted upon skills shortages.

This research was undertaken through numerous interviews with industry. These interviews covered all sectors of industry, through various sector groups, forums and representatives, as well as calling on the knowledge of local entrepreneurs and employers with an interest in skills development.

Findings from this form the basis of the Skills Strategy, and have been used by Skills Guernsey to inform the development on an action plan, which will look to address skill gaps identified and areas that require further investigation.

Skills Guernsey has continued to engage with industry as it developed the action plan to ensure that industry is supportive of the skill gaps and areas that the plan will focus on.

Guernsey also identified the need for a digitally skilled workforce, which is recognised in the Digital Framework, published by the States of Guernsey in 2016.

Since the Digital Framework's publication, there have been significant developments in work streams that focus on developing digital skills on the Island. This includes changing the Bailiwick Curriculum to include digital skills, signposting and promoting pathways to digital careers, and offering a very successful internship scheme. This scheme has been developed in partnership with local businesses and has already achieved some notable successes for businesses which have been able to obtain locally qualified students

Many of these work streams have been run through the Guernsey Digital Greenhouse². The Guernsey Digital Greenhouse has been established by the States of Guernsey to act as a focal point for the growth of the digital and creative sector. It is designed to support effective collaboration, co-working, networking and learning to enable successful innovation to thrive in Guernsey. As such, this is yet another way that the Government is encouraging employment on-island.

² <http://www.digitalgreenhouse.gg/>

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REPORT

For the period 1st June 2013 to 31 May 2018, made by the States of Guernsey in accordance with Article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the:

HUMAN RESOURCES DEVELOPMENT CONVENTION, 1975 (NO. 142) (extension registered 20 February 1979)

PART I

Relevant legislation:

Education (Guernsey) Law 1970 – unchanged

No changes have occurred in respect of any legislation affecting the application of the Convention since the previous report, however the States of Guernsey has resolved that the Education (Guernsey) Law, 1970, as amended, must be repealed and replaced with legislation setting out, inter alia, the educational aims and aspirations of a modern democratic society, educational policies adopted by the States in recent years and the powers and duties expected of a government in relation to education as it approaches the third decade of the 21st century.

The States of Guernsey have also committed to development in the following strategic policy areas:

Policy and Resource Plan - November 2017

- Lifelong Learning Policy: “the establishment of an Adult Careers Information Advice & Guidance Strategy (ACIAGS)”
- Secondary and Post-16 Education Transformation
- Digital Connectivity: “Developing the digitally skilled workforce of the future”
- Economic Development: “Support the development of skills, talent and entrepreneurialism within firms and the workforce”
- Longer Working Lives – February 2018. Mid Life career reviews, offering advice on education and re-training
- Job Centre support including training programmes for those who do not have skills required to gain suitable employment.

PART II

Article 1

Skills Guernsey is an umbrella term which involves organisations across the civil service, including public provided training providers who both coordinate and deliver training, helping to enable the local business community to achieve and maintain a competitive edge in the global marketplace.

The overall objective of Skills Guernsey is to develop a skills strategy for the Bailiwick of Guernsey. In its implementation, this will seek to ensure a workforce that is well educated, highly skilled and sustainable (equipped with transferable skills) that supports the Island's competitiveness and prosperity; and enables opportunities for, and fully utilise the potential workforce, at all levels through a focus on lifelong learning and lifetime employability. Market intelligence gathered by Skills Guernsey is used to ensure training offered by public funded training providers is coordinated, minimising duplication of provision to ensure the efficient use of public funds, and that training and course offering recognises industry demand.

Skills Guernsey recently agreed to undertake further research to support and understand the continued relevance of skill gaps identified in previous employer skills surveys, as well as to understand new challenges industry face and key trends that have impacted upon skills shortages.

This research was undertaken through numerous interviews with industry. These interviews covered all sectors of industry, through various sector groups, forums and representatives, as well as calling on the knowledge of local entrepreneurs and employers with an interest in skills development. Findings from this form the basis of the Skills Strategy, and have been used by Skills Guernsey to inform the development on an action plan, which will look to address skill gaps identified and areas that require further investigation.

Skills Guernsey has continued to engage with industry as it's developed the action plan to ensure that industry is supportive of the skill gaps and areas that the plan will focus on.

Guernsey also identifies the need for a digitally skilled workforce, which is recognised in the Digital Framework, published by the States of Guernsey in 2016. There have been significant developments in work streams that focus to develop digital skills on the Island since the Digital Framework was published. This includes changing the Bailiwick Curriculum to include digital skills, signposting and promoting pathways to digital careers, and offering a very successful internship scheme. This scheme has been developed in partnership with local businesses and has already achieved some notable successes for businesses which have been able to obtain locally qualified students. Many of these work streams have been run through the Guernsey Digital Greenhouse. The [Digital Greenhouse](#) has been established by the States of Guernsey to act as a focal point for the growth of the digital and creative sector. It is designed to support effective collaboration, co-working, networking and learning to enable successful innovation to thrive in Guernsey.

Article 2

No change

Article 3

In September 2017 a new curriculum was introduced. The Bailiwick Big Picture Curriculum has been written with a view to preparing the children and young people of our Islands for the opportunities and challenges of living in the 21st century.

All children and young people should have the same opportunities and entitlement. We want our young people to grow into healthy, successful adults. They will know about their islands and the big wide world and learn the skills to manage their own lives. This will enable them to gradually understand the world of work – a key element of the Big Picture.

A Careers Education Information Advice and Guidance Strategy ([CEIAG](#)) was established in 2015. The aims of which for CEIAG in schools/Post-16 are to enable school/post-16 leavers to:

- develop their aspirations and broaden their horizons
- acquire a clear understanding of the impact of their education, training and employment choices and make career choices, which are informed and considered
- become lifelong learners and be motivated to pursue continuous professional development to achieve their own potential
- become effective employees and to make a valuable contribution to the local economy
- have developed digital literacy and information handling skills and be aware of career opportunities locally, nationally and internationally
- have developed the skills such as adaptability and resilience to manage planned and unplanned career change
- have access to good quality careers education provision and impartial information, advice and guidance in conjunction with up-to-date labour market information
- have support if they are at risk of disengaging and becoming vulnerable to being not in education, employment or training.

A new Committee *for* Education, Sport & Culture was elected in February 2018. The previous report referenced the Vision for Education which has been further developed into a States agreed policy of structural changes to the delivery of Education in Guernsey, which includes the closer collaboration of post 16 and adult learning and training providers. This is reported in the most recent Committee Policy Plan published 30th April 2018.

[The Policy & Resource Plan \(2017 Review and 2018 Update\)](#)

Article 4

See Article 1.

Article 5

See Article 1.

PART III

Education legislation is now the responsibility of the States of Guernsey's Committee *for* Education, Sport & Culture, which oversees the operation functions in relation to this convention that were performed by the States of Guernsey's Education Department prior to 1st May 2016.

Employment rights and unemployment, including initiatives to support the unemployed into meaningful work, are now the responsibility of the Committee *for* Employment & Social Security. The Committee oversees the operation of these functions in relation to this convention which were performed by the States of Guernsey's Commerce & Employment Department and Social Security Department respectively, prior to 1st May 2016.

PART IV

None

PART V

None

PART VI

Attachments:

- Careers Education, Information, Advice and Guidance Strategy 2015
- Policy & Resource Plan 2017

PART VII

Copies of this report have been made available on the States of Guernsey's website (<https://www.gov.gg/conventions>) for local employer and worker organisations.

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20th June 2018