



EMPLOYERS' CONSULTATIVE ASSOCIATION OF TRINIDAD & TOBAGO

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MEDIA RELEASE

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ECA to Address Absenteeism in T&T

Absenteeism is a common and persistent evil that has plagued Employers in all sectors in Trinidad and Tobago for many years. Not only is it a disruptive phenomenon, but an extremely costly one. The Employers Consultative Association (ECA) is taking a fresh approach to finding practical, workable solutions at its Absenteeism Conference on October 29th and 30th to be held at the Hilton Trinidad and Conference Centre.

"Absenteeism complaints rank among the most common negative workplace issues communicated to us by businesses" explained CEO, Joycelyn Francois-Opadeyi, "this is particularly true of businesses in the manufacturing, catering and construction industries where physical presence and consistency of the employee is critical to the successful conduct of the job. The issue has been explored by many institutions and practitioners over time. The fact is, however, that the problem is still in existence and this fact has led the ECA to conclude that the old, familiar strategies are no longer relevant and are not effective. The ECA therefore strongly believes that there is need for a new approach and fresh perspective."

The ECA's conference, to be held over two days, will engage participants in intensive but practical sessions that will use a cultural lens to view the issue of absenteeism, with particular focus on the Trinidad and Tobago reality. "This perspective has not been explored before," Francois-Opadeyi continued, "and we are confident that our presenters and analysts will provide unique insights by analysing national and organisational culture as well as leadership paradigms and individual psychology. This will all be underscored by practical tools and strategies presented by some of the few local companies who have been successful at overcoming the issue of absenteeism."

In preparation for this important conference, the ECA conducted a survey among its membership to ensure that current figures and trends on absenteeism are used as the basis for the analysis and strategies. "As an incentive, participants of the survey were offered an

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opportunity to attend the Conference free of charge. After a random draw, we are happy to extend warm congratulations to Meera Persad-Mohammed of R&C Enterprises Limited, a Central-based manufacturer of plastic, paper and packaging products, on winning this draw.”

The ECA’s absenteeism conference is themed **Culture Shock: Exploring New Strategies Towards a Reduction of Absenteeism in the Workplace** and will be held on October 29th and 30th at the Hilton Trinidad and Conference Centre. Employers are encouraged to contact the ECA directly or visit their website for more information or to register online.

About the Employers Consultative Association (ECA)

The ECA is a not-for-profit organisation that provides quality representation as the leading national voice in public and legislative debates on Industrial Relations-related issues affecting the Employer community. Through its Subsidiary, the Employers’ Solution Centre (ESC) it provides Industrial Relations and Human Resource Advisory services and Training. The company’s Academy of Industrial Relations and Labour Studies is also highly acclaimed locally and regionally.

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