



## EMPLOYERS CONSULTATIVE ASSOCIATION OF TRINIDAD & TOBAGO

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### MEDIA RELEASE

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#### ECA Responds to Claims of “Industrial Terrorism”

The Employers Consultative Association of Trinidad and Tobago (ECA) notes with grave concern statements made by the President of the Bankers, Insurance and General Workers Union, Mr. Vincent Cabrera, as it relates to the ECA’s role in what was termed “Industrial Terrorism”.

The ECA wishes to put on record that our Association has always urged employers, by way of public statements and in consultation with its members, that **retrenchment should always be an absolute last resort after all possible alternative measures and strategies have been explored and exhausted**. As a matter of fact, the ECA commenced engagement sessions with its membership as early as January 2016 on the topic where our position as articulated above was shared. Moreover, the ECA continues to share the view that retrenchment of workers will only serve to perpetuate the current period of decline and further derail the country’s chances of experiencing a turnaround in growth and development.

However, as a representative body and an Association that continues to advocate for the employer community, the ECA is guided not only by local industrial relations laws, rulings and practices, but also by policies and best practice guidelines from international bodies like the International Organisation of Employers (IOE) in addition to conventions and protocols from the International Labour Organisation (ILO), of which Trinidad and Tobago is a member. It is in this context that should an employer deem retrenchment an unavoidable exercise, the ECA is

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obligated to provide the resources and professional guidance necessary to ensure that it is done correctly and in accordance with best practice standards.

The ECA therefore wishes to censure any insinuation that it is an advocate for the retrenchment of workers or that it is contributing to any perceived 'industrial terrorism'. Instead, the ECA remains committed to ensuring the success of the employer community and more importantly, the socio-economic wellbeing of the nation.

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