

ILO Ratifies Standard to combat violence and harassment



The Minister of Labour, Community Affairs and Sports, the Hon. Lovitta Foggo, JP, MP, wrapped up her attendance at the 108th International Labour Conference (ILC) in Geneva Switzerland this weekend and termed the summit as “productive and informative”.

The public will be aware Minister Foggo travelled to Geneva last week to represent the Bermuda Government at the 108th ILC. And Minister Foggo notes that she “looks forward to sharing much of what was covered at the Centenary International Labour Conference with the community and labour stakeholders in an effort to further strengthen Bermuda’s labour practices”.

Last Friday (June 21), Minister Foggo was present for the historic adoption of the Violence and Harassment Convention 2019, and Violence and Harassment Recom-

mendation 2019. According the International Labour Organization (ILO), the new Convention and accompanying Recommendation to combat violence and harassment in the world of work were overwhelmingly approved by many ILC member States.

The Convention outlines and reminds member States that they have a responsibility to promote a general environment of zero tolerance of harassment of all kinds. The new international labour standards aim to protect workers and employees, regardless of their contractual status. The resolution includes persons in training, interns and apprentices, workers whose employment has been terminated, volunteers, job seekers and job applicants.

The Convention meanwhile also recognizes that individuals exercising the authority, duties or responsibilities of an employer can also be

subjected to violence and harassment. The ILO indicated that this is the first new Convention agreed by the International Labour Conference since 2011, when the Domestic Workers Convention, 2011 (No. 189) was adopted.

As a follow on from last week’s ILO Conference and the decisions made, Minister Lovitta Foggo confirmed that there may be policy and legislative changes here in Bermuda. Minister Foggo notes that the Labour Relations Section is currently amending and updating the Employment Act and Bermuda’s Labour laws. She notes that the aim is to ensure that “our labour legislation now takes into account the intentions of the Convention and Recommendation”.

Minister Foggo was accompanied to the Geneva ILC meetings by Gabrielle Cann, Labour Relations

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Government helps fund Future Leaders of Bermuda Programme



The Premier, the Hon. David Burt, JP, MP recently hosted a press conference presenting the Future Leaders of Bermuda organization with \$25,000. This sponsorship will help fund the initiatives of their summer programme, which explores topics such as leadership, poverty, violence, injustice, identity, privilege, and social justice.

The Premier said, "I am excited for another successful programme. This Government is committed to providing our young people with the tools and skills required to position Bermuda for continued success. We must invest in our young people and the Government is determined to lead the effort. The knowledge they will gain over the course of these 3 weeks will help create the foundations for higher learning, and the development of innovative, viable solutions for the future of Bermuda. The future is truly in the hands of our youth, and I cannot wait to see these future leaders apply what they have learned to better Bermudian society."

Future Leaders of Bermuda offers Bermuda's youth the opportunity to develop the knowledge, experience and leadership skills required to make positive impacts in the community through study, service, mentorship and empowerment. The programme allows young persons to voice their ideas, opinions and concerns on critical topics concerning Bermudian society, and the global world, that they would not normally be able to participate in.

The three-week programme provides ongoing support to Bermudian youth and helps cultivate long lasting partnerships beyond the

traditional educational setting. The skills honed and refined throughout the program empower students to fulfill their potential as leaders and change-makers in Bermuda and the world, truly embodying the title of future leader.

Participants this year include Nathan Furbert, Mya Furbert-Jacobs, Roneeyah Jones, Kanye' Raynor-Simmons, Malay Robinson, Sekai Tatem, Taliah Trott, Madison Thompson, Cairo Simmons, Vashti Smith, Zy-Asia Forbes, Ezeqiel Jimenez, Ryan Fleming, Nije' Hypolite, Vincent Darrell, Ywione Darrell, Austin Dowling, Chloe Morton, Jannis Roberts, Rio Russell, Shazaria Francis-Brown, Alaiyah Hayward, Ajani Richardson.

Ryan Robinson-Perinchief, founder and director of the programme, joined the participating students at the Cabinet Office for a press conference where they had an opportunity to meet with the Premier and discuss the summer programme, the success of last year's programme and their experiences.

Future Leader Ywione Darrell, who is participating in this year's programme, spoke during the press conference about his decision to apply. "Personally, I find myself most excited to learn about poverty and privilege so that I can get a broader understanding of how we as a country are affected by this issue and how we can sustainably fight against it. I am sure that my fellow students have different areas of interest in due to different opinions which I look forward to learning about soon" he said.

More information about the Future Leaders Programme is available at <https://www.futureleaders.bm/>.

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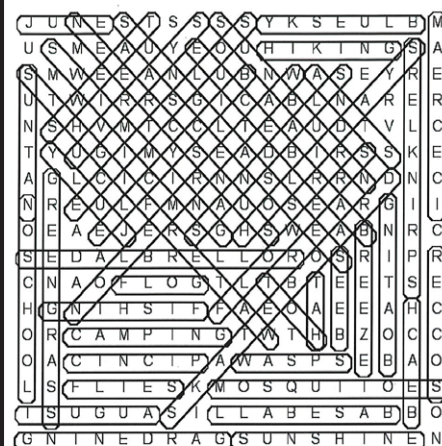
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PUZZLE • SOLUTION

SUMMER

This is the solution to the puzzle located [here](#).



ANTS	FISHING	JULY	SUNBURN
AUGUST	FLIES	JUNE	SUNGLASSES
BARBECUE	FLOWERS	MOSQUITOES	SUNSCREEN
BASEBALL	GARDENING	NO SCHOOL	SUNSHINE
BEACH	GOLF	PICNIC	SUNTAN
BEES	GREEN GRASS	ROLLER BLADES	SWEAT
BICYCLE	HAT	SANDALS	SWIMMING
BLUE SKY	HIKING	SKATEBOARD	U V RAYS
BOATING	HOLIDAYS	SOCCER	WASPS
BREEZE	HOT	SOLSTICE	WATER FIGHTS
CAMPING	ICE CREAM	SPRINKLERS	WATERMELON

The hidden message is: SUMMER VACATION

Corbishley's Out of Order

In my opinion, it is bizarre, to say the least, the Police Commissioner, Stephen Corbishley would announce that the BPS would be involved in the LGBTQ Pride Parade to be held on August 31, 2019. As I see it, the BPS should definitely be in attendance at the Parade as they are at all public gatherings, however it is strange that Commissioner Corbishley would announce that the BPS “want to be alongside LGBTQ people to celebrate their identity”.

In a press statement from the BPS dated June 21, 2019 it was announced that “The Bermuda Police Service (BPS) have confirmed they are in dialogue with “OutBermuda” to support Bermuda’s first parade to celebrate Gay Pride this summer.

The Commissioner of Police Stephen Corbishley saying: “The BPS represents and supports all aspects of our diverse communities and we want to be alongside LGBTQ people to celebrate their identity and have confidence that their police service is there when they have need.

We have many in Bermuda, particularly young people, who may feel alone or isolated due to their sexual orientation or are subject to hateful comments or actions.

This is not right and all communities deserve respect and equality. The Pride Parade can help change attitudes and is a celebration of the progress that LGBTQ communities have made all over the world.

I am also aware of a minority of social media comments currently in circulation that threaten or suggest violence towards the LGBTQ community.

We are now investigating these posts and action will be taken against those responsible.”

If that statement wasn’t bizarre enough, Commissioner Corbishley then penned an op-ed piece for the Royal Gazette on June 25, 2019, which was more bizarre than his first statement. In that “essay” Commissioner Corbishley writes”

“Last week I sent a release to the media to announce the Bermuda Police Service would be involved in the LGBTQ Pride Parade on August 31, 2019.

However, this was not just to say we would provide some officers to help with any route taken or traffic management. This was to say the BPS support Bermuda’s LGBTQ community and that a number of officers, including myself and other senior officers, will be attending the parade.

The primary function of policing is to ensure local communities are safe and free from any form of victimisation. This may be the resulting acts of criminal or antisocial behaviour, but victimisation can also include marginalisation and discrimination. Reading some of the online posts circulating on social media this weekend concerns and upsets me, but sadly does not surprise, either.

The BPS will address the acidic posts by a very small few that suggest violence towards those that are LGBTQ. However, there are others that infer being LGBTQ is “not normal” or something that should, and I excuse the pun, be kept in the closet, let alone have the audacity to hold a parade.

While I do respect the views of others, when expressed constructively, I fundamentally do not agree that LGBTQ communities should be subject of criticism or anything other than being seen as a normal part of our society. However sadly,



discrimination and stigma do exist in small pockets, which, if applied to others on the basis of ethnicity, gender or culture, would be universally condemned.

So why are the BPS keen to be involved in the Pride parade? The answer for that is simple in that the BPS represent all communities in Bermuda. We are there to protect people, but also we are there to build confidence and trust.

Importantly we will be there to stand alongside our LGBTQ community to celebrate their identity, not least if it can help to change some of the minority views that being LGBTQ is both normal and an important part of the fabric that makes Bermuda a great — and safe — place to live, work and socialise.” In both statements, Bermuda’s Commissioner of Police has made it quite clear that he is in total support of Bermuda’s LGBTQ community, which I believe is his right. However, I do not believe it is the Commissioner’s right to involve other officers of the Bermuda Police Service in an event organized by the LGBTQ community in Bermuda, just as it would not be his right to involve other officers of the BPS in an event organized by any other community in Bermuda, whether

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Mirrors and Dellwood Middle School Partner for Success



Attorney-General and Minister of Legal Affairs, Senator the Hon. Kathy Lynn Simmons, JP, recently announced the end of year celebration for the inaugural All In! 8 Keys of Excellence Programme at Dellwood Middle School, held yesterday (June 20) at St. Johns Church, Pembroke.

Also in attendance was Minister of Tourism and Transport, the Hon. Zane DeSilva, JP, MP, Minister of Labour, Community Affairs and Sports, the Hon. Lovitta Foggo, JP, MP, and Senator Jason Hayward. The programme which launched in September 2018, provided teachers the tools needed to incorporate the Quantum Learning System. Quantum Learning is a practical application that uses brain science to create a vibrant and productive student learning experience. Alongside Quantum Learning, the 8 Keys of Excellence, developed by Bobbi DePorter and others at the Quantum Learning Network, was used to inspire students to model excellence in and out of the classroom.

The 8 Keys of Excellence stand for:

1. Integrity – Match behaviour with values

2. Failure leads to success – Learn from mistakes
3. Speak with good purpose – Speak honestly and kindly
4. This is It! – Make the most of every moment
5. Commitment – Make your dreams happen
6. Ownership – Take responsibility for actions
7. Flexibility – Be willing to do things differently
8. Balance – Live your best life

The programme continued throughout the school year, providing further learning experiences for teachers, parents and students. Students in particular, received weekly advisory lessons to deepen their understanding of the “8 Keys of Excellence”.

At the celebration ceremony, Minister Simmons said, “Throughout this journey, our students and teachers have improved their ability to understand and relate to one another, thus strengthening their relationships. The programme has given Dellwood teachers and students the ability to communicate with each other in a way that is meaningful for all those involved and has had a positive impact on the school’s

culture.”

Minister Simmons also thanked teachers for their openness and willingness to incorporate the Quantum Learning curriculum into their classrooms stating, “We appreciate your commitment and dedication to excellence, and helping to transform the lives of the students before us. Students, we thank you for internalizing the “8 Keys” and exploring how you can use them to be your best selves. Parents, thank you for supporting your child and including the teachings in your home life.”

Dellwood School Principal, Mrs. Tina Duke, and Mirrors Programme Coordinator, Ms. Kimberley Jackson were recognized for their vision, and creating a partnership of excellence for teachers, students and parents. Mirrors Committed Partner Manager, Ms. Jeanene Todd, was also recognized for her leadership and technical support provided to Dellwood throughout the school year.

Ms. Todd closed the celebrations with a challenge to all the students, parents and the broader community, saying, “We are what we repeatedly do. Excellence, then, is not an act, but a habit” - (Aristotle). If excellence is a habit, I challenge you to learn how to be an excellent parent, an excellent student, an excellent teacher, and an excellent friend by living the 8 keys of excellence in your everyday life so it becomes a habit!”

For more information on the Mirrors Programme call 294-9291 or email mirrors@gov.bm.

“Join the transformation of a generation”.

The question of land ownership in Bermuda

Recently the PLP government stated that it will reopen the question of land ownership in Bermuda. This comes after the failure of a bill that they attempted to pass which would have examined the question, but was vetoed by the current governor.

The question of land ownership in Bermuda has long been a bone of contention with many people charging that they or their family had been cheated out of land or houses. This question of land ownership is a very complex issue and ranges from internal conflicts within families as to the ownership of the land and houses, to the loss of land to commercial land grabs such as what took place in Tuckers Town, to government appropriation of land to widen a road as happened to the house of the Wainwright brothers in Flatts, to land taken to develop hotel property to the British/American land lease agreement. Speaking of the British/American land lease agreement to do with Bermuda: this was a form of a land grab despite the romantic notion that surrounded this agreement such as Bermuda was lucky that Americans built the base since this allowed Bermuda to have a national airport run by the Americans which we did not have to pay for? And furthermore this was Bermuda's contribution to the so-called motherland Britain in its hour of need during World War II.

But of course Bermuda was not the only country involved in this land lease agreement. Besides Bermuda, there was a total of seven other territories that were used in this land lease agreement: Trinidad, Newfoundland, British Guiana (Guyana), Antigua, St. Lucia

Jamaica and the Bahamas. With the exception of Newfoundland which is in Canada, all these territories had one thing in common at that time, and that is that they were still British colonial territories. I would suspect that part of the reason the Governor vetoed the original bill that the PLP Government was hoping to pass had everything to do with the land the British leased to the Americans in Bermuda.

The Governor does not want the people of Bermuda to examine the issue of land in Bermuda as they would have to bring up the issue of the land lease agreement which was not totally agreed to by the people of Bermuda. I found out the nature of this disagreement by reading the newspaper archives of the Royal Gazette which was at the Bermuda library. However, those records seem to have disappeared for some reason as I discovered when I went back there for further investigation. But the full report is recorded in an important book titled "Base colonies in the Western Hemisphere 1940-1967" by Steven High. The Americans had appointed a Rear Admiral Greenslade who laid out the plans for the American base in Bermuda which would have included naval facilities for aircraft carriers, cruisers, destroyers; aircrafts and submarines. This would have been a massive military base and the Americans would have set it up in the middle of Bermuda taking in one of Bermuda's largest parish Southampton. This came as a shock to the British who were in talks with the Americans and it came as a greater shock to the politicians in Bermuda's Parliament who had plans to develop

THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

Bermuda into a tourist resort in the aftermath of the war. They rushed off to England begging them not to agree to such a plan. After all they were white, even though Bermuda had a black majority population. But they were in control and should not suffer the fate of Britain's other black majority colonies such that which would overtake the peoples of the Chagos Islands off the coast of East Africa in the Indian ocean which the Americans wanted for a base but did not want any people there.

The British set about to remove those people from their homeland, but Bermuda was another situation and to remove such a population which would include many of their kith and kin and that would have been a problem. For a long time the Americans were determined that is where they wanted their Atlantic base even their President Roosevelt wanted the site as he had appointed the Admiral to push the plan. Bermuda's white politicians had no qualms in displacing the 400 black Bermudians including farmers, fishermen, ship builders and the like from an area they had lived on for generations. But this was really stepping on their toes against

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Snippets of Bermuda's Black History

Wesley Leroy Tucker

Wesley Tucker played an extremely important role in Bermuda's business and political spheres, particularly in the 1950's and 1960's but had made an impressive start on that trajectory in the 1920's and 1930's. Wesley Tucker was better known by his nickname of "Bip".

He was born in Hamilton in 1907 and attended Matilda Crawford's School on Till's Hill and The Berkeley Institute. He then attended Ontario Business College. Such training was unusual for a young man of any race in Bermuda. White boys could rely on family or friend connections and black boys knew their ethnicity would be an impediment regardless of qualifications. "Bip" was, however, offered a job selling insurance by a white-owned business. The pay was good but he refused as he would be required to work in an office where he would not be seen by white customers. Instead he accepted a position at the Quality Bakery eventually becoming manager of the black-owned enterprise. In 1935 he left the Quality Bakery to start his own business Tucker's Commission House, a wholesale entity. His business steadily grew and he moved the locations to better serve his customers. He eventually purchased property on King Street from which he operated the business. His success did not come easily. He pedaled from Somerset to St. George's collecting orders. There were numerous small grocery stores in each parish. The vast majority of these outlets were owned by two grocery chains operated by O.R. Loblein Ltd. and A-One Ltd. The managers



were usually from the community in which the outlet was located but those managers did not have complete autonomy when ordering.

W.L. Tucker was first elected to Parliament in 1953. This was no easy feat. Out of a population of 39,000-odd persons only 5,066 could vote. In order to vote, a person had to own property in the parish. "Certain" assessed values were just below the threshold, depriving the owner of the right to vote. This had an adverse effect on black persons and was exacerbated by certain others who would form alliances whereby a large property would temporarily have many "owners", each of whom could vote. In theory it was possible for 9 persons to cast 81 votes throughout Bermuda. In 1963 when the PLP was formed Blacks comprised 60% of the population, but less than 20% of the Parliamentarians.

In 1953 blacks fared better because they got 25% of the seats. W.L. Tucker's maiden speech was to

support a proposal by Russell Levi Pearman to set up an inter-racial committee to consider the injustices heaped on black Bermudians. In 1954 the committee was set up chaired by Henry Tucker, a banker. When it was submitted to The House of Assembly the Recorder newspaper said black Bermudians came off with the short end of the stick. The report was critical of the black MCPs and averred that segregation would not be changed and access to higher posts within Government would be denied. Tucker regretted that the black MCPs did not write a minority report expressing their views.

Tucker was one of those who fought for the Tennis Stadium to be available for black children to play on. It was reluctantly agreed that Black children could play only on Saturday mornings, but the right was withdrawn after two months.

In 1959 when the Theatre boycott started "Bip" Tucker stated he had been boycotting theatres for 20 years and none of his children would attend movies and be subjected to the discrimination..

When there was labour disquiet on the Docks in 1959 he was appointed as mediator. His greatest contribution was to diplomatically encourage white MCPs to gradually broaden the franchise. His parliamentary tactic was aided when Roosevelt Brown returned from college and held several meetings about the franchise throughout the island and eventually evolving into the Committee for Universal Adult Suffrage. In 1961 Mr. Tucker was appointed as Chairman of the Transport Control Board, thus becoming one of the

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“Commission of inquiry - promises kept”

Serving in Opposition can be a long and frustrating process under the Westminster System. Victories tend to be more few and far between and often more symbolic than real. Back in July 2014, the PLP successfully overrode the then OBA Government's opposition to a Commission of Inquiry into the “land grabs” of Bermuda's history. With the support of the OBA's Suzanne Roberts Holsouser in the House of Assembly, the will of Bermuda's duly and democratically elected representatives over the will of the government of the day, should have prevailed. Instead, the Governor refused to sign the bill saying that the rationale for a Commission was, “... not clear enough or urgent enough to require a Commission of the type proposed.”

In our election platform of 2017, the PLP pledged to set right this injustice and make sure that this dark period in our history gets the proper airing, analysis and justice, that for decades Bermudians have been crying out for and that they deserve.

I welcome the news that Premier



David Burt has fulfilled our pledge to the people and is moving forward with the Commission of Inquiry. We have an opportunity to help correct some of the wrongs of the bad old days, when justice was a fleeting illusion for many and the rich, powerful and connected acted with impunity. While some have dismissed land grab claims as urban legend or even disparaged them as fairytales, Bermuda's working class community knows that some of our courts, some of our banks and some of our lawyers have not always operated in an honest and just manner.

For the families that have long felt that their voices were not being heard, this presents an opportunity for their stories to be told.

For the families that have felt that justice has been denied them for so long, this presents a potential opportunity for justice to finally be done. It has been said that those who do not learn from the past are doomed to repeat it. The actual displacement of Bermudians and the fear of displacement from our homes, our economy and our culture remains a reality to many of us. This Commission should not be viewed as an opportunity for payback or revenge, but as an opportunity for all of us to learn the truth about our history and for some measure of a healing process to begin.

It is unlikely that everyone will be happy with the results of this Commission. But that doesn't negate the fact that it must be done. Our living elderly, and those that have passed on, deserve this commission of inquiry for all they sacrificed.

– MP Walton Brown

Snippets of Bermuda's Black History *(continued from page 6)*

first black persons selected for such a position.

In 1963 he was awarded a C.B.E. (Commander of the British Empire) in the Queen's Birthday Honours. Two months later he died.

Black and white MCPs spoke highly of him after his passing and recently arrived Governor, Sir Julian Gascoigne led the mourners at the funeral service of this fallen giant of a man.

Tucker's belief in the potential of

black persons is evidenced not only by his personal successes but also by his desire to uplift and create opportunities for others. He refused to be the “back room boy” for the white insurance company, he managed the black owned Quality Bakery, he competed against two major wholesale imported who supplied their own branded neighbourhood grocery stores. He refused to allow his children to be subjected to the indignity of theatre discrimination. He served

as Chairman of the Board of Governors of the Berkeley Institute. Yet when he purchased his King Street property to house his business he got a white man to buy the property on his behalf as he believed the vendors would be averse to selling to a black man.

He accomplished much and passed away in his 56th year. August 2019 marks 56 years since he left us. Let us remember him with thanks.

- By Wentworth Christopher

UWI Scholarship Offerings

The Minister of Education, the Hon. Diallo Rabain, gave the following Ministerial Statement in the House of Assembly on Friday, June 21, 2019

Mr. Speaker,

It gives me great pleasure today to rise and give notice of the renewal of the relationship between the Bermudian people and the University of West Indies. Starting immediately, the Ministry of Education will provide scholarship opportunities for Bermudian students to attend the University of West Indies.

Mr. Speaker,

The Ministry of Education is serious about seeing the relationship between Bermuda and the University of West Indies grow. As a result, the Ministry of Education is dedicating \$35,000 from our current scholarship budget to assist students in attending one of the three University of West Indies campuses. This funding will cover 80% of the educational expenses of students with the student paying the remaining 20%.

Applications are being accepted from now up until July 26th for the 2019 Fall Term with additional information on the application process to be found on the MOED website.

Mr. Speaker,

The University of West Indies or UWI has three main campuses across the Caribbean with locations in Cave Hill, Barbados, Mona Campus in Jamaica, St. Augustine in Trinidad and Tobago and the Open Campus an online Campus which services the remaining English speaking islands.



They offer courses at the undergraduate and graduate level in a wide variety of fields with medicine being a popular course for students to take in the past. However, medicine is not the only area of student for students with fields such as Science and Technology, Engineering, the Social Sciences and Humanities and Education being areas of focus.

UWI has had a long relationship with Bermuda, as Bermuda has been an Associate Country member of UWI since 2010. Although we have had students attend UWI over this period the number of students has not been consistent, and this is something the College, the Ministry of Education and the University of West Indies have sought to change.

Mr. Speaker

Sir Hilary Beckles, Vice-Chancellor of the University of West Indies recently visited Bermuda, and we discussed how we could encourage our Bermudians Students to take advantage of the preferred pricing we currently enjoy as an Associated Country. As a result of these and on-going discussions, the Ministry

of Education is happy to announce that a scholarship provision will be made to sponsor at least 3 students to attend the UWI this Fall.

Mr. Speaker,

I recognise that to some; it may be considered late in the year to be applying to a university; in fact, UWI's registration date closes June 30th. I am pleased to let this Honorable House and the public know that the University of West Indies has extended its application deadline for Bermudian students to attend class this academic year to August 9th because they too want to see our Bermudian students thrive and expand their knowledge. This extension, Mr Speaker, is an example of the great relationship between the Bermuda Government and the University of the West Indies. A relationship that we will continue to nurture.

Mr. Speaker,

The Ministry of Education remains dedicated to creating new opportunities for our students to pursue their educational goals. This means thinking outside the box and revisiting pre-existing relationships to make them more applicable to our needs today.

I want to take this opportunity to thank the Bermuda College, Ministry staff and Sir Hilary Beckles, who has worked diligently to make this opportunity a reality for our students. These efforts will have a huge impact on at least three students' future now and more in the years to come.

Thank you, Mr. Speaker.

ILO Ratifies Standard to combat violence and harassment at work *(continued from page 1)*

Manager, Shannon James, Vice President of Bermuda Trade Union Congress and Keith Jensen, President of the Bermuda Employer's Council.

This year's session brought together over 6,000 delegates from

around the globe to find solutions to the challenges of the future of the world of work, and celebrate the Centenary of the International Labour Organization (ILO). The annual conference took place from June 10 – 21, and was aligned with

the recently released ILO Global Commission on the Future of Work Report titled "Work for a Brighter Future".

More info about last week's conference can be found at www.ilo.org.

Corbishley's Out of Order *(continued from page 3)*

it be the Christian community, the Muslim community, the Portuguese community or the Black community. What we have not been told by Commissioner Corbishley is whether or not the members of the BPS had a choice in the matter, or whether an edict was handed down from on high instructing the officers to participate in the event. The operative word here is "participate" as opposed to "police" the event.

It is interesting that the Bermuda Police Association is a member of the Bermuda Trade Union Con-

gress, but I have never known them participate in the Joint Labour Day March which will be held two days after the LGBTQ March. Will Commissioner Corbishley instruct his officers to support the Labour Day March this year?

In my opinion, Governor Rankin must have agreed to Commissioner Corbishley's decision. In fact, keeping in mind His Excellency's remarks at the end of 2017 Throne Speech, it would not surprise me if the Governor did not instruct the Commissioner

to make the bizarre request of his officers. For those who may have forgotten, or who were unaware of the Governor's remarks at that time, they were as follows: "As Governor I will continue to do all I can to support the work of Bermuda's services inline with my responsibilities under the Constitution for security and compliance with international obligations, including in the areas of aviation and maritime security and respect for the human rights of all Bermudians."

The question of land ownership in Bermuda *(continued from page 5)*

their economic interests and some of those debates in the house were very intense. St David Islands was an afterthought and the great compromise for the American base. We came close to having a divided country, a Bermuda divided in two.

The Americans still had a base in the West End, the Naval Operating Base (NOB) where they based their seaplanes. The British had used its colonies' land to pay off its war debt to America who had given it fifty (50) World War I destroyers. The main base in the East End did not happen without protest. Once again a Bermudian community had to be removed and they did not take

it too kindly. In the end it took the Governor of the day to go to the east end to convince St. David's Islanders to give up their land for the base. My dear departed grandmother, Mrs. Mary Williams, told me a story of one man who was determined that he was not going to be removed and so commenced a death watch so to speak, and the people would ask "Has he gone yet?". And then as my grandmother said the people stated "He is gone now" as the Americans moved in their earth-moving machines, sweeping his hut and home into the sea. Much of this story is not in writing, but the older generation, those that are still here still

have their resistance in their hearts, much like the woman named Dinah who lived in Tuckers Town who composed a song which she sang every time those white politicians who passed the law taking her house and land appeared in the neighborhood, reminding them of the great injustice and crime they had engaged in.

By the way, I wrote about this in the Royal Gazette but they blocked me, but they are not going to stop me from writing the truth; I am always going to expose the boast made by their former editor the late David White that the Royal Gazette sets this country's agenda.

Joint Statement by Diverse Community Personalities



Ms. McKenzie Tuckett, Mrs. Marva Phillips, Mr. and Mrs. Gerald Harvey and students.

We the Undersigned, wish to express our commitment to fostering an appreciation of the Bermuda Story of Social Progress throughout all sectors of our Island- especially the period of fundamental transformation. We understand the role of history in enhancing the sense of self on both personal and societal levels.

'Story' is essential to being human. This reality in a small community offers both opportunities and dangers. While there are 'various chapters' to Our 'story', the richness of the connections to be found, provide a vital potential for us all.

Appreciating the 'Theatre Boycott' as a gateway to understanding 'modern' Bermuda, is important.

As we conclude the observance of this 60th Anniversary; we invite the whole Island to be involved in the following ways:

"Roll Call" Weekend – 28th – 30th: A 'Family-Friendly' exercise

in Appreciation. Families can find the list of Progressive Group members and some Activists on Facebook Page of the Human Rights Commission. A first-step in awareness of the Story. (The Senate conducted a 'Roll Call' at this week's Sitting)

Families might also reflect on those who made a difference in personal lives.

'TURN – ON TUESDAY', JULY 2nd - Let Your Light(s) Shine. Drive/ride am - Tuesday, July 2nd with lights, celebrating the success of the Boycott and the shift towards a new Bermuda on July 2, 1959, ushered in by the Peaceful Action of 'ordinary people'.

In addition, with the goal of facilitating this appreciation of our whole community for this 'Story', we are encouraging a sustainable collaboration amongst the Island's stakeholders to benefit current and future generations.

SIGNATORIES

Dennis Lister (Speaker of the House)*
 Joan Dillas-Wright (President of the Senate)*
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 Tulani Bulford (Imagine Bermuda)*
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 Keith Jensen (B.E.C.)*
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ILO Holds Centenary Conference

GENEVA (ILO News) – The Centenary Conference of the International Labour Organization (ILO) ended on Friday with the adoption of an unprecedented Convention and accompanying Recommendation to combat violence and harassment in the world of work, as well as a Declaration charting the way towards a human-centred future of work.

The ILO Centenary Declaration for the Future of Work, 2019, is a reaffirmation of the relevance and importance of the ILO's mandate in the changing world of work, a strong statement of intent, a mobilizing call, and a road map for action by the ILO itself.

“What we have adopted today is a roadmap, a compass to take us forward in the future of this Organization, because the future of work is the future of our Organization,” said ILO Director-General, Guy Ryder. The Declaration looks to the future of work with a human-centred lens. It has a strong focus on enabling people to benefit from changes in the world of work, by strengthening the institutions of work to ensure adequate protection of all workers, and by promoting sustained, inclusive and sustainable growth and full and productive employment.

Specific areas for action identified include:

- The effective realization of gender equality in opportunities and treatment
- Effective lifelong learning and quality education for all
- Universal access to comprehen-



sive and sustainable social protection

- Respect for workers' fundamental rights
- An adequate minimum wage
- Maximum limits on working time
- Safety and health at work
- Policies that promote decent work, and enhance productivity
- Policies and measures that ensure appropriate privacy and personal data protection, and respond to challenges and opportunities in the world of work relating to the digital transformation of work, including platform work.

UN Secretary-General António Guterres joined some three dozen world leaders who, in the course of the two-week International Labour Conference (ILC), delivered strong messages of support for the ILO and its social justice mandate.

“You are carrying forward the torch that was lit one hundred years ago to help build a new world – a

world based on social justice, founded on a model of inclusion – with governments, workers and employers at the decision-making table together,” Guterres said.

Guterres told delegates that the Declaration “marks an historic opportunity to open a door to a brighter future for people around the world.”

“The Declaration is ambitious – setting out the basis for delivering the ILO's mandate in its second century. But the Centenary Declaration is much more than a statement of wishes or intent. The Declaration proposes a shift in the paradigm of how we look at development,” he said.

Guterres also welcomed the adoption of the Violence and Harassment Convention, 2019, which is accompanied by a Recommendation.

The Convention recognizes that violence and harassment in the world of work “can constitute a human rights violation or abuse...is a threat to equal opportunities, is un-

(continue on page 13)

ILO Holds Centenary Conference *(continued from page 12)*

acceptable and incompatible with decent work.” It defines “violence and harassment” as behaviours, practices or threats “that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm.” It reminds member States that they have a responsibility to promote a “general environment of zero tolerance”.

The new international labour standard aims to protect workers and employees, irrespective of their contractual status, and includes persons in training, interns and apprentices, workers whose employment has been terminated, volunteers, jobseekers and job applicants. It recognizes that “individuals exercising the authority, duties or responsibilities of an employer” can also be subjected to violence and harassment.

The standard covers violence and harassment occurring in the workplace; places where a worker is paid, takes a rest or meal break, or uses sanitary, washing or changing facilities; during work-related trips, travel, training, events or social activities; work-related communications (including through information

and communication technologies); in employer-provided accommodation; and when commuting to and from work. It also recognizes that violence and harassment may involve third parties.

Ryder welcomed the adoption. “The new standards recognize the right of everyone to a world of work free from violence and harassment,” he said. “The next step is to put these protections into practice, so that we create a better, safer, decent, working environment for women and men. I am sure that, given the co-operation and solidarity we have seen on this issue, and the public demand for action, we will see speedy and widespread ratifications and action to implement.”

Conventions are legally binding international treaties that may be ratified by member States, while Recommendations serve as non-binding guidelines. Declarations are resolutions of the ILO’s member States used to make a formal and authoritative statement.

During the Conference, the Committee on the Application of

Standards adopted conclusions on 24 individual cases related to issues arising from the implementation of Conventions by ratified by member States.

The Conference outcomes “empower the ILO to perpetuate its commitment to social justice in support of peace in the world,” said Conference President Jean-Jacques Elmiger, head of International Labour Affairs at Switzerland’s State Secretariat for Economic Affairs. “Let us dare admit it, our conference will mark history.”

The two-week ILC was attended by about 6,300 delegates, representing Governments, workers and employers from 178 of the ILO’s member States, as well as observer national and international non-governmental organizations.

A number of thematic forums on future of work issues took place during the Conference, featuring heads of United Nations and multilateral agencies and high-level government, workers’ and employers’ representatives.

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Future of trade unions depends on organizing the informal economy

A new report reveals that organizing workers in the informal economy may spark the renewal of the trade union movement. This can be done by expanding membership and collective bargaining coverage in the informal economy in order to protect labour rights, project a united voice and influence social and economic policies.

Addressing decent work deficits that affect 2.5 billion workers in the informal economy is vital to renewal of the trade union movement, according to a new report jointly prepared by the ILO Bureau for Workers' Activities (ACTRAV) and the Danish Trade Union Development Agency (DTDA).

Entitled *Organizing Informal Economy Workers into Trade Unions*, the report states that organizing informal workers into trade unions provides opportunities to expand membership and collective bargaining coverage to protect labour rights, strengthen workers' collective voice, and influence social and economic policies.

"The future trends and dynamics of the informal economy have important implications for workers' organizations. As such, the trade union movement in general must remain committed to promoting workers' rights in the informal economy, ensuring the improvement of their

working conditions and enabling them to play a decisive role in the economic and social development process of their respective countries.

The ILO Recommendation No. 204 is a unique instrument that provides guidance to a rights-based approach on the transition from the informal to the formal economy", said Mohammed Mwamadzingo, ACTRAV Desk Officer for Africa.

The report identified the six main challenges to the integration of the informal economy into the trade union movement:

1. Who to organize
2. How to organize
3. Constitution and representation
4. Dues structures and collection
5. Services and benefits to offer
6. Fostering democratic practices

Presenting best practice and case studies from trade unions worldwide, *Organizing Informal Economy Workers into Trade Unions* seeks to improve the technical knowledge and skills of union leaders, educators, organizers and representatives of organizations of informal economy workers on the need for formalizing the informal economy.

"The aim of this study is to offer practical guidance on how to address institutional challenges in organizing the informal economy into trade unions. The study relies on practical and important lessons from around the world on how to integrate the

diverse group of informal economy workers and operators into the formal structures of the trade union movement," said Jorgen Assens from the DTDA.

Organizing Informal Economy Workers into Trade Unions is part of a series of ACTRAV publications intended to help workers' organizations understand and address decent work deficits in the informal economy.

A recent ILO report shows that the informal economy accounts for 85.8 per cent of employment in Africa, 68.2 per cent in the Asia-Pacific region, 68.6 per cent in the Arab states, 40.0 per cent in the Americas, and 25.1 per cent in Europe and Central Asia. In addition, Women and men in the informal economy:

A statistical picture indicates that 93 per cent of the world's informal employment is based in emerging and developing countries.



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Staying Positive in a Crisis

A crisis is an unexpected event or situation requiring a decision point, while an emergency presents immediate risk to life or property. During a crisis, resist the impulse to panic, conjure up the worst-case scenario, and engage in "awfulizing" (or catastrophizing). This rush to fear and dread is driven by not knowing what will happen next. (It's this not knowing that aggravates the stress response.) Churning with fear undermines resilience and decreases your ability to solve problems, remain productive, and model optimism to others. With this in mind, recognize that imagined worst-case scenarios rarely follow crises, and when they do, they are almost always more manageable than first imagined. Counter crisis stress with sleep, proper nutrition, appropriate exercise, and relaxation and other mindfulness activities. Avoid reaching for drugs, alcohol, or comfort foods to gain relief. Reaching for substances can inhibit effective and timely decisions you need to make that will resolve crises faster and more successfully. Instead, take advantage of support resources. An EAP or a trained and supportive listener can offer guidance to help you with decisions, uncover options, and keep you grounded with a reality check.



Team with Your Doctor to Fight Depression

Some patients with depression participate in psychotherapy, some use medication, and some do both. No matter what treatment path you take, discuss with your therapist or medical doctor practical steps you can take on your own to supplement your therapy goals. Supplemental activities depressed patients claim bring significant improvement include finding a passionate pursuit (hobby, goal, dream, or pastime) that makes one feel important and significant. Journaling progress can have a positive, self-fulfilling effect. Exercise is a naturally smart move for fighting depression. Find personal projects you have been excited about in the past but delayed, and complete one every week or two. Engage with others through meetups, volunteerism, 12-step self-help groups, etc. Your mind is your most precious tool. Nurture it with positives—from television shows to people, seek out affirming experiences.



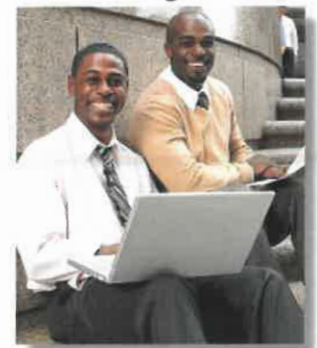
You Can Overcome Indecisiveness

Everyone occasionally struggles with making a decision, but does indecisiveness feel like a frequent problem for you that's interfering with your happiness? Meet with your employee assistance program or a counseling professional in your community to fight to overcome this "paralysis by analysis." Making decisions is a life skill that's teachable and involves comparing the outcomes and impact of choices while paying close attention to your emotions and the sway of feelings in your decision. With counseling, you can learn to make decisions more quickly by reducing overanalyzing, visualizing possible outcomes, trusting yourself more, and knowing that you are making the right choices. A counselor can help you understand how a pattern of indecisiveness developed, examine whether depression contributes to it, and decide what further assistance could be helpful. Don't let indecisiveness remain a problem that causes you to lose faith in your own judgment and prevents you from attaining what life has to offer.



Avoid Personality Clashes

Employees often complain about personality clashes with coworkers. These conflicts can extend for years but are often explained by communication missteps at the beginning of the relationship. Follow three rules to reduce the likelihood of getting off on the wrong foot and believing you are entangled in irreconcilable differences with a coworker. 1) Be proactive, not reactive, with common courtesies and civility. For example, asking "Did you have a nice weekend?" sends a message of strong desire for a positive relationship. 2) Discuss problems early, but first agree on how to do it. "How would you like to discuss problems or issues that arise between us? Should we meet in person, or is a phone call sufficient?" 3) Inquire about tension. When you notice an uneasiness in your relationship, address it early.



Learn more: <http://legacyproject.human.cornell.edu> [search: worry waste].

SUMMER

Find and circle all of the summer words that are hidden in the grid.
The remaining letters spell an additional summer item.

J U N E S T S S S S Y K S E U L B M
U S M E A U Y E O U H I K I N G S A
S M W E E A N L U B N W A S E Y R E
U T W I R R S G I C A B L N A R E R
N S H V M T C C L T E A U D T V L C
T Y U G I M Y S E A D B I R S S K E
A G L C I C I R N N S L R R N D N C
N R E U L F M N A U O S E A R G I I
O E A E J E R S G H S W E A B N R C
S E D A L B R E L L O R O S R I P R
C N A O F L O G T L T B T E E T S E
H G N I H S I F F A E O A E E A H C
O R C A M P I N G T W T H B Z O C C
O A C I N C I P A W A S P S E B A O
L S F L I E S K M O S Q U I T O E S
T S U G U A S I L L A B E S A B B O
G N I N E D R A G S U N S H I N E N

ANTS
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BARBECUE
BASEBALL
BEACH
BEES
BICYCLE
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BOATING
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FISHING
FLIES
FLOWERS
GARDENING
GOLF
GREEN GRASS
HAT
HIKING
HOLIDAYS
HOT
ICE CREAM

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JUNE
MOSQUITOES
NO SCHOOL
PICNIC
ROLLER BLADES
SANDALS
SKATEBOARD
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SUNBURN
SUNGLASSES
SUNSCREEN
SUNSHINE
SUNTAN
SWEAT
SWIMMING
U V RAYS
WASPS
WATER FIGHTS
WATERMELON

SOLUTIONS ON PAGE 2