



# PROFESSOR ROSE-MARIE BELLE ANTOINE

## - CURRICULUM VITAE

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*Law Firm Partner, award winning author, Cambridge and Oxford Scholar and chaired Professor with a unique combination of specializations in human rights, financial law, comparative law, administrative law, public service law and labour law, combined with substantial international consultancy experience in legal policy, law reform, legal drafting, judicial and institutional training and significant administrative experience at the tertiary level.*

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### 1. EDUCATION

- 1998 Doctorate in Law, Balliol College, Oxford University.
- 1989 LLM - Cambridge University, with distinctions (Subjects – Civil Liberties, International Law, Administrative Law and International & Comparative Labour Law).
- 1986 LLB - University of the West Indies (UWI) Upper Honours.
- 1992 Diploma in International Human Rights Law - International Institute of Human Rights/ECHR, Strasbourg;
- 1988 Professional Qualification as Barrister and Solicitor - Norman Manley Law School.
- 1989 Inner Temple, London; (Bar Preparation - as Pegasus Scholar).
- 1992 Certificate - Centre for International Human Rights Teaching, France.
- 1983 Management Program, UWI - one year.

### 2. AWARDS, DISTINCTIONS AND HONOURS

- 2010 Guest Delegate and Scholar, to the OAS General Assembly, Peru.
- 2009 Honoured by the Commonwealth Scholarship Foundation as an 'eminent' alumni and scholar.
- 2009 Awarded a plaque by the Students' Guild, Cave-Hill for 'Invaluable Support to the Law Society'.
- 2008 Won the UK *Emerald Literati Award of Excellence 2008- Highly Commended Paper* for the article 'The Offshore Trust - A Catalyst for Development,' awarded by Emerald Publishing UK, publisher of over 190 journals.
- 2008 Honoured as one of the UWI's '60 under 60 Distinguished Academics'.
- 2006 Won the prestigious and coveted UWI (the regional university of the Caribbean) Vice-Chancellor's Regional Award of Excellence in Research (only person from Law ever to win the award).
- 2004 Leo Goodwin, Senior Chair in Law, Nova Southeastern University, Florida, Distinguished Visiting Professor Series.
- 2003 Nominated by peers for the UWI Vice Chancellor's Award of Excellence in Service and Research.
- 2002 Award from the Students' Guild, UWI, Cave Hill, for 'Courage and Dedication to students.'
- 2002 Honoured Alumni - Alma Mater - St. Joseph's Convent, St. Joseph, Trinidad.
- 2001 Member of Barbados Government Delegation - *High Level Consultations on the OECD's Harmful Tax Competition Initiative*, OECD, Barbados, Jan. 7-9
- 1994 Commonwealth Scholarship (to pursue doctoral research at Oxford University).
- 1993 Regional Expert on Labour Law and Policy at the CARICOM Labour Ministers and Technical Advisers Meeting.
- 1992 Medal- International Institute of Human Rights & European Court on Human Rights, Strasbourg.
- 1992 United Nations Internship Award - United Nations Commission on Human Rights; Geneva.
- 1992 Scholarship - International Institute of Human Rights; Strasbourg, France.
- 1991 Fellowship - Organisation of American States (OAS); Brazil.
- 1989 Cambridge Commonwealth Fellow.
- 1988 Cambridge Pegasus Scholar.
- 1988 ODA Scholarship to pursue LLM at Warwick University; (not taken up).
- 1988 Irvine Hall Valedictorian - Mona, University of the West Indies.
- 1988 Cultural & Art Award of Excellence; Irvine Hall, University of the West Indies.

- 1988 Education Award of Excellence, Irvine Hall, University of the West-Indies.
- 1986 Student of the Year, University of the West Indies, Cave-Hill.
- 1986 Faculty Prize - Labour Law, University of the West Indies, Cave-Hill.
- 1986 Member of team which won the Jessup International Law Moot Competition for Best Memorial, Washington DC. (first time for the University and the Caribbean).
- 1984 English Prize - University of the West Indies, St. Augustine.
- 1984 Guild Award of Excellence, University of the West Indies, St. Augustine.
- 1982 Shakespeare Medal- Best student in English Literature, St. Joseph's Convent, Trinidad. Also won in 1981.
- 1982 Gold Medal - Best Student in English- St. George Borough Council, Trinidad and Tobago.

### 3. WORK EXPERIENCE

#### (a) POSITIONS HELD

**Law Firm Partner** – 2006- present - *Anthony & Antoine* – Public Law (Human Rights and Administrative Law) specialists (notable cases won – part of legal team on the first case before the Caribbean Court of Justice on regional trade under the Revised Treaty of Chaguaramus).

**Team Leader** – 2010 EU / UK Turks and Caicos Legislative Reform Project – Leading an Euro 1.6 million European Development Fund project in the Turks and Caicos islands on behalf of the UK government, reforming most of the country's laws in a highly charged political environment. Involves a six-member team of high-level experts and interaction with chief governmental officials in the UK and the Turks and Caicos and high-level public officials. Wide subject areas include human rights, finance, education, health, environment, ports, customs, anti-corruption, land reform, constitution, family, children, courts, public service, immigration, tourism and private sector development.

**Professor of Law**, UWI - 2004 - present; Senior Lecturer - 1998-2003. *Designed and Directed* LLM and LLB Courses in Offshore Financial Law; Comparative Labour Law; Law and Legal Systems; Discrimination in Employment; Employment Law, Industrial Relations Law. Also course-directed and lectured in Human Rights and Administrative Law and supervised numerous graduate program theses, including PhD's at UWI and abroad (Oxford, Cambridge, Australia) on a diverse range of subjects, including most recently, a PhD candidate from St. Augustine Campus, Trinidad, on *Rights to Asylum – A Framework for Latin America and the Caribbean*.

**Adjunct Professor** to DePaul University Chicago, University of Illinois Chicago, International Financial Law, 2010; 2011;

**Adjunct Professor** to Case Western Reserve University, USA, in 2005 -2009 on the *International Business Program*.

**Deputy- Dean** Faculty of Law, University of the West-Indies - 2004-2009, performed general administrative functions.

**Chairperson, Campus Examinations Committee**, Cave Hill 2008-9 – managed university's examination function.

**Inaugural Programme Director of the LLM Program** in Corporate and Commercial Law whilst still maintaining LLB and LLM teaching duties.

**International Financial Law Expert** Residence at *Harney, Westwood & Riegels*, the leading International Law firm and largest law firm in the Caribbean, 2001.

**Adjunct Professor** in Law - Florida State University/ UWI Program, 1999- 2000.

**Legal Officer** - International Labour Office (ILO), United Nations, Geneva, Switzerland, 1995-96.

**Intern** – United Nations Commission on Human Rights, Geneva, 1992.

**Lecturer** - Faculty of Law, UWI, International Summer Program on *International Law of Human Rights*, 1991.

**Attorney** - Clifford Chance Law Firm; London -Special Assignment: Pioneering Pro bono Caribbean Death Row Appeals to the U.N. - involving specialist work in international and Caribbean Human Rights, 1989.

**Intern** - The Office of the Attorney-General of the Commonwealth of Dominica, 1987.

**Intern** - Harris J., U.N. Expert on Legal Reform, Dominica - Legal Drafting and Legal Reform Assignments, 1987.

**3 (B) SELECTED REGIONAL & INTERNATIONAL CONSULTANCY WORK AND REPORTS**

*I have a wide and versatile research and consultancy profile and have served as the legal consultant to many governments and international organisations, as listed below. This involved the authoring of project reports on key issues of law that directly informed legal and social policy in the region, drafting new law and the training of the judiciary and other professionals. The projects I concluded also required me to engage in consultative processes with key stakeholders, including the chairing of task forces, public outreach and meetings with international and governmental agencies. I have been described by the Government of Canada and others as the "foremost labour law expert in Labour Law in the region" and by the Vice Chancellor and other leading Directors as the "leading" expert in the region in Offshore Financial Law, Labour Law and Rights and the law on HIV.*

2011 - Sole Consultant to the Commonwealth of Dominica on Law Reform of the Police and Prison Services.

2010 - As OAS consultant, conducted a national workshop to discuss a National Action Plan against Corruption in Trinidad and Tobago in accordance with the Inter-American Convention against Corruption (MESICIC).'

2010 - Selected as Team Leader / Legal Expert by a leading European Consultancy firm, Human Dynamics, which subsequently won the bid for a 1.6 million Euro major Legislative Review Project in the Turks and Caicos under the auspices of the EU and UK government (see above).

2010-11 - Provided, as Legal Expert, expertise to the US Department of Health HIV Planning Strategies on HIV in the Caribbean, Puerto Rico Conference, August 2010 - present.

2009-2010 - Consultant to the Inter-American Development Bank & the Government of Guyana- Justice Improvement Project - Developed: (1) training manual for the Judiciary (150 pgs); and (2) training workbook for Magistrates (240 pgs).

2010 - As Legal Expert, provided expertise in formulating a regional Draft Model Law on HIV for PanCap.

2009 - Special Delegate to Pan Caribbean Partnership against HIV & AIDS 9<sup>th</sup> Annual Meeting. Presented the Feature Address: 'Policy and Law Reform - New Perspectives on HIV/ AIDS.'

2008 - 2009 - European Union (EU) Consultant in competitive EU bid on 'Amendment to Laws on Free Movement in CARICOM'. Wrote a Report and formulated legislative proposals that will guide future law reforms (189 pgs).

2009- 2010 - OAS Consultant to *Implementation of the Inter-American Convention against Corruption in Trinidad and Tobago*. Led a government team and drafted legislative and policy proposals for Trinidad and Tobago.

2008 - Consultant - Government of Venezuela. Gave legal advice on Labour and Social Security Law in St. Lucia.

2008 - ILO Consultant - Prepared Report on *ILO International Labour Standards and Globalization: Tools for the globalized marketplace*, and held advisory sessions for regional professionals.

2007 - 2008 ILO Consultant - Prepared Report on 'Legal & Policy Initiatives to Strengthen the Response to HIV/ AIDS in Work in Jamaica.' The project included collaboration with the social partners of Jamaica.

2007 - Lead Facilitator, to PANCAP, CRN +, UWI Symposium on *HIV/ AIDS and Law, Ethics and Human Rights, Trinidad*.

- 2005 - Facilitated Workshop for Public Servants in Montserrat on 'Public Law Issues in the Public Service.
- 2005- Consultant to the Government of Dominica - Prepared Report on 'Public Service Law Reform in Dominica and led advisory sessions with high-level public servants.
- 2005 - Facilitated a Workshop for Media Personnel in Suriname on 'HIV/AIDS in Employment'.
- 2004 - UNIFEM Consultant –Report on 'Labour Law and Gender Issues in the Caribbean – Update.'
- 2004 - World Bank consultant to Dominica – Gave legal advice on Redundancy in the Public Service within the context of a structural adjustment program.
- 2003 - Consultant to the Government of Canada – Prepared a Study on Labour Law and Rights in the Caribbean for use in trade and investment initiatives (210 pgs).
- 2003 - ILO Consultant to the Programme for the Promotion of Management-Labour Cooperation.
- 2002 - ILO Legal Consultant– Prepared Report on 'Eliminating Discrimination in Employment in The Bahamas, Guyana, Jamaica, and Trinidad and Tobago.' Lead a team of professionals.
- 2001 - UNDCP Legal Consultant – Prepared Report on Mutual Legal Assistance in the OECS.
- 1999-2001- ILO Legal Consultant - ILO / St. Lucia Labour Law Reform Project - Substantive review of existing laws, law reform proposals and the drafting of the Labour Code (530 pgs); Chaired and coordinated a long term National Task Force.
- 1999- 2000 - UNICEF Consultant – Prepared Report on Juvenile Justice Reform in Barbados.
- 1998-99 - UNDCP Consultant for the Caribbean Regional Drug Control Project: Prepared Reports and led workshops for legal professionals, including the judiciary, on Money Laundering, the Law on Drugs and relevant Constitutional and Human Rights issues.
- 1998-9 - UNDCP Consultant: Led workshops for law enforcement officials and the judiciary on Mutual Legal Assistance.
- 1998- 99 - UNIFEM/ ILO Consultant – Prepared Report on Women's Rights in the Workplace.
- 1998 - Legal Consultant to UNICEF and the Government of Dominica - Led Study and Prepared Report on 'The Conformity of Dominica Law to the UNICEF Convention.' Chaired policy meetings with governmental and private stakeholders.
- 1997-8 - Inter-American Development Bank Consultant on the project *Labour Market Regulation and Employment in Latin America and the Caribbean* (with economist Professor Andrew Downes). Prepared section of report on legal issues.
- 1994 - World Bank Consultant, with team of economists. Prepared section on Legal Issues in a Report entitled *Study of Portability of Severance Pay in Barbados*; Report – (114 pgs.)
- 1993 - UNDCP Consultant - *Law on Drug Related Offences in the Commonwealth Caribbean* - United Nations International Drug Control Program (UNDCP); Prepared Report (260 pgs.)
- 1992 - Consultant - CARICOM Labour Law Harmonization Project – Major study involving high level regional meetings legal professionals, high level public officials and presentations to CARICOM government meetings. Authored a Report leading to formulation of CARICOM Model Labour Laws and several country law reform exercises (563 pages).

1992 - UNICEF Consultant – Led team of professionals in the study and Prepared Report on the Ratification on the U.N. Convention on the Rights of the Child and Status of Law in the Commonwealth Caribbean.

1991-2 - UNICEF Consultant – Prepared a Report on Antigua and Barbuda and the UNICEF Convention

1991 - UNICEF Consultant – Prepared a Report on The Laws of St. Lucia and the UNICEF Convention.

**3 (c) RESOURCE MOBILISATION AND MANAGEMENT WORK (not in chronological order)**

***Apart from the significant management and mobilisation expertise demonstrated in major consultancy work that I spearheaded, as noted above, I led several developmental activities, including:***

2000-2 - Developed and implemented the *Master of Laws in Corporate and Commercial Law* at UWI, an innovative and flexible program catering to practicing attorneys, offered across regional campuses using teleconferencing. Planning involved finance, registry management, public relations, training of faculty, student sourcing, coordination of examinations, design of logo, syllabi, website and library development etc. It also pioneered the concept of an adjunct faculty, utilising distinguished legal practitioners. The program generates considerable revenue for the faculty.

1998 - Conceptualised and implemented the *Inaugural Offshore Law Workshop*, the first fee-paying, financially sustainable workshop held by the Faculty of Law, UWI, for legal and financial practitioners. It provided the opportunity to engage in cutting edge legal educational developments, develop the faculty's alumni base and net significant revenue. It also attracted corporate sponsorship and provided the prototype for the Commercial Law Workshop.

2010 – Expert selected by the US Government Department of Health to plan a major regional policy conference on HIV.

2007-present - Chaired the Faculty Exchange Committee developing exchange programs (MOU's) with universities in the UK, Europe, Africa and the USA and a Protocol for Visiting Scholars.

2003 - Conceptualised and coordinated the '*LLM Master Class*' - a successful, specialist mini-workshop for practitioners in the region, to further the goals of continuing legal education, enhancing revenue earning capacity and alumni relations.

2010 – present- Member of the Select Committee on Regulations – responsible for drafting the Regulations for the regional University of the West Indies.

2008 -09 - Initiated and organized the first Television Law Education Series by the Faculty (with CBC).

2009 - Coordinated a Panel to the United Nations Academic Council's Conference on Small and Emerging States.

2008 - Organised an Interactive Law Exhibition in honour of the UWI's 60<sup>th</sup> Anniversary, displaying its achievements and honouring distinguished alumni of the Faculty, including the special guest, the Prime Minister of Barbados.

2008 - Organised a Conference on the European Partnership Agreement (EPA). (Input from the Caribbean Regional Negotiating Machinery and the Institute of International Affairs, St. Augustine.

1992 - Appointed by Principal Sir Keith Hunte as University '*Investigator*' and Consultant to the CARICOM Labour Law Harmonization Project, a stalled university project that was subsequently concluded successfully.

2003 – 2008 – Founding Member of the Coalition Against Sexual Harassment in Barbados.

2008 –09 - Working towards an European Aid Program with the University of Suriname for a million dollar fund.

2009 - Instigated a Summer Law program for the Faculty of Law, in conjunction with the University of Washburn, USA.

2002 -2004 – Spearheaded capacity building in Saint Lucia to prevent domestic violence and rape.

2001- Cave-Hill Campus & Principal's Nominee to - *The Association of Commonwealth Universities' Workshop on 'Women in Management in Higher Education.'*

*I also organised a number of social and educational activities at the UWI including the donation of the ILO's online data base - ILOLEX to the Law Library; the creation of a Law Archive, the coordination of several lecture programs on behalf of the Faculty of Law, U.W.I, including the Public Lecture Series, the Anthony Bland Memorial Public Lecture Series and the UWIDITE Public Lecture Series, the first UWI performance of renowned poet Paul Keens Douglas and as Food & Beverage Chairperson - Staff Common Room, the introduction of full meals. I also chaired, or was a member of, several important committees.*

#### **4. PUBLICATIONS - BOOKS, TEXTS AND MANUSCRIPTS**

##### **BOOKS**

*Commonwealth Caribbean Law and Legal Systems*, Routledge-Cavendish, London, 2<sup>nd</sup> edn, 2008. (This text is used in several countries, including the US, the UK, Canada, Europe and South Africa) and is cited internationally. It straddles several areas, including in-depth chapters on less traditional areas such as the impact of International Law and Rights on the Domestic Sphere, The Constitution, The Rights of Indigenous Peoples, Commissions of Inquiry, Juvenile Justice, the Court System and Tribunals, the Caribbean Court of Justice and Jurisprudential Issues of Law.

*Trusts and Related Tax Issues in Offshore Financial Law* - Oxford University Press Kingdom, UK, New York, 2005 (pioneering text on the subject, cited, referenced internationally and described by leading international scholars as "original, insightful and amazing").

*Legal Issues in Offshore Financial Services* - Editor & Co-author, Caribbean Law Publishing Co., Jamaica, 2004.

*Confidentiality in Offshore Financial Law* - Oxford University Press, United Kingdom, New York; 2002 (pioneering text on the subject, cited and referenced internationally). The text contains two chapters on the little discussed issue of the constitutional and human rights which attach to finance.

*Termination of Employment* - ILO, Geneva, April 2000 (Co-author and co-supervisor to publication). This is a comparative labour law publication that examines the topic from a worldwide perspective.

*Commonwealth Caribbean Law and Legal Systems*, Cavendish, London, 1998.

*The Caribbean Court of Justice*, co-author and coordinator of a special edition of the *Caribbean Law Review* - vol. 3, 200.1

*The Elimination of Discrimination in Employment and Occupation in the Caribbean* (96 pages), ILO, Caribbean and Geneva, Consultative Document for the ILO Global Report on Discrimination ILO, Geneva, 2001.)

*A Woman's Rights in the Workplace* (80 pages) - UNIFEM/ ILO, 1999. This text is a reference document for ILO, UNIFEM and NGO personnel and as a consultative document for training professionals and workers.

*The CARICOM Labour Law Harmonization Report*, 1992 (540 pgs), a comprehensive study of labour laws in the Commonwealth Caribbean, cited and used as a consultative document for labour law reform by national, regional and international institutions including the I.L.O. IDB, the World Bank, CARICOM and Caribbean Governments. It formed the basis for the CARICOM Model Labour Law and serving as a catalyst for labour law reform in the region.

*Chapters in Law & Legal Systems*, Office of University Services, UWI, 1992, text for Challenge Program, UWI.

##### **CHAPTERS IN BOOKS**

'The Argument for the Legitimacy of the Offshore Sector,' in Andrew Morris (ed.) *Offshore Financial Centers and Regulatory Competition*, American Enterprise Institute (AEI) Press, USA, 2010.

'Mapping the Social in Caribbean Regional Integration', in Adelle Blackett and Christian Lévesque (eds.), *Social Regionalism in the Global Economy*, Routledge, UK, USA, 2010.

'Charting a Legal Response to HIV/ AIDS and Work from the Perspective of Vulnerability' in *Risk and Vulnerability Issues in HIV*, Randle Publishers, Jamaica, 2009.

'Labour Law and the Role of the State in Industrial Relations and Employment' in Samuel Goolserran, (ed) *Industrial Relations in the Caribbean*, ILO, Geneva, 2006, p. 82.

Joint Chapter entitled 'Law and Labour Market Regulation in the Caribbean' in James Heckman and Carmen Pages (eds.) *Law and Employment: Lessons from Latin America and the Caribbean*, University of Chicago Press, 2004 (*James Heckman is a Nobel Prize Winner in Economics*).

'Law and Labour Market Policy', in N. Ying (ed) *Labour Market Policy in the Caribbean*, UWI Press, Mona, 2004.

'The Bahamas,' in Kritzer, H. (ed), *Legal Systems of the World Encyclopaedia - ABC CLIO*, USA, 2002.

'Globalization and Labour Law in the Commonwealth Caribbean' in Cowell, N. (ed.) *Human Resource Development and Workplace Governance in the Caribbean*, Randle Publishers, 2002.

'Barbados,' in Kritzer, H. (ed.), *Legal Systems of the World Encyclopaedia- ABC CLIO*, USA, 2002.

Chapter on 'Barbados and Legal Issues in the Caribbean' in *Regional Report on Juvenile Justice - Law and Attitudes'* UNDCP/ UNICEF, 2002.

'Equal Access to Justice', 1991 in *Commonwealth Caribbean Legal Essays*, Butterworths, London, 1992, 333 (Partly reproduced with the permission of the ICLQ and in-house journal's editor).

### **SELECTED ARTICLES AND MONOGRAPHS**

'Rethinking Labour Law in the New Commonwealth Caribbean Economy - A Framework for Change' in Special Issue: *Labor Law and Development: Perspectives on Labor Regulation in Africa and The African Diaspora*, (2011) 32 Comp. Lab. L. & Pol'y J. 303.

'Persisting Inequalities', Lead Article in *Balliol's Rib, Reflections on Gender and Equality*, Oxford 2010, p.2.

'New Directions in Public Law in the Commonwealth Caribbean' [2009] 35 Commonwealth Law Bulletin 31.

'Reality & Myth- The Confidentiality Principle in Offshore Financial Law', JINTP, 2008.

'*The Offshore Trust: a Catalyst for Development*' [2007] 14(3) Jr. of Financial Crime, 264 (prize-winning article).

'Is Confidentiality Inconsistent with Creating Wealth?' [2007] *Offshore Investment*, 25.

'Commonwealth Caribbean Law and Legal Systems - Waiting to Exhale' - Nova SE Law Review, Fall 2004.

'*The Offshore Financial Services Sector - Legal Policy Issues on the Path to Development - A Legal Defence*', 2001 Vol 26 (4) Journal of Eastern Caribbean Studies, pp.1 -27.

'Labour Market Regulation and Employment in the Caribbean' in *Research Network Paper, No. R. 388*, Inter-American Development Bank, Washington, April 2000. Joint Paper with economists Mamingi, N. and Downes, A.

- '100 Years of Labour Law', *Guest Feature Paper - Special Millennium Issue - CARICOM Secretariat*, 1999.
- 'The Protection of Offshore Confidentiality- Policy Implications and Legal Trends,' [1999] (7) *Jr. of Fin. Crime*, 9
- 'The Mareva Injunction and other Restraint Orders in Offshore Law', [1998] 8 *Carib. LR* 212
- 'Opting Out of the Optional Protocol of International Human Rights Conventions - Is this Inhumane?' [1998] *C.L.B.* 3
- 'Economic, Social and Cultural Rights in a Working Environment' [1997] 7 (2) *Carib. LR* 534 (53 pages)
- 'Redundancy in the Context of Unfair Dismissal' - (1994) 2 *Carib. LR* 421
- 'Exhaustion of Local Remedies Rule and Death Row Appeals' [1993] *Revue de droit Internationale* (42 pages)
- 'The New Right to Legal Representation - A Comparative Approach: *Ox. Jr Legal Studies*, Vol. 12, No. 2, pp. 284-294.
- 'The Judicial Committee of the Privy Council - An Inadequate Remedy for Death Row Prisoners' (1992) 41 *ICLQ*, 179
- 'A New Look at Reasons - One Step Forward - Two Steps Backward', (1992) *Admin. Law Review*, pp. 447-459
- 'The Re-introduction of the Cat-O-Nine Tails in Barbados: A Tale of Woe', (1991) 1 *Carib. LR*, pp. 26-35
- 'Jessup International Moot Memorial' (1986) *American Journal of International Law*, (Joint Publication with other members of the Faculty Team which won the Jessup Moot)
- 'Constitutional Issues in Asset Forfeiture and Drug Cases,' UNDCP, Geneva.
- 'The United Nations System of Human Rights and the Commonwealth Caribbean,' *The Inter-American Commission for Human Rights*, 2000.
- 'Trends in Mutual Assistance in the Caribbean,' UNDCP, Geneva.
- 'Juvenile Justice -Important Trends', UNICEF 1999.
- 'The Role of the Law in Social Engineering in the Caribbean', (1987) 10 *Stud. LR* 26
- 'The Role of the Historian in Decolonization (Faculty of Arts & Social Sciences UWI, St. Augustine) 1984

##### **5. SELECTED CONFERENCE PAPERS, PUBLIC LECTURES AND TELECASTS**

- Guest Lectures – Washburn University on 'A Comparison of US and Caribbean Human Rights Law,' USA, 2011.
- Paper Prepared For The UN Panel on Strengthening Accountability and Changing Culture to End Violence against Women and UNITE Launch entitled, 'State Of The Law On Sexual Harassment,' Barbados, October 2010.
- 'Pragmatic Approaches – HIV and Discrimination under the Law', Paper prepared for the UWI, UNDP, PanCap Conference on HIV Policy in the Caribbean, September 2010.
- Paper presented to the OAS 40<sup>th</sup> General Assembly on 'Challenges for International Cooperation in the Convention against Corruption,' Lima, Peru, June 3-4, 2010.
- Address – Legal Issues and Challenges to the Offshore Financial Sector – 40 Annual Meeting of the Governors of the Caribbean Development Bank, Nassau, The Bahamas, May 26, 2010.



Panelist - 'The Future of the Offshore Financial Sector,' Caribbean Development Bank Workshop', Barbados.

Feature Address – 'Equal Rights for Women and the St. Lucia Experience', International Women's Day National Rally, St. Lucia Labour Party Women's Organisation, 2010.

Feature Address – 'Labour Rights in Times of Recession,' The Barbados Association of Office Professionals, 2010.

Panelist: 'Haiti – Transformational Development and the Role of the Caribbean;' 2010.

Panelist: 'Legal Issues on the Barbados Green Paper on Immigration and the CSME;' 2010.

Feature Address: 'Creating the Right Legal Environment for Workers in Recession', Barbados Association of Office Professionals, 2010.

Paper - 'Integration Movement in the Caribbean: Hot Button Issues', CCJ/ CLIC Conference, Trinidad, 2009.

Paper- 'Legal Issues - Freedom of Movement, CARICOM 12th Meeting on Freedom of Movement, Guyana, 2009

Paper- 'Policy and Law Reform – Emerging Perspectives on HIV/ AIDS', PanCap 9<sup>th</sup> Annual Meeting', 2009.

Feature Address: 'Litigating in the Original Jurisdiction of the Caribbean Court of Justice', OECS Bar Fair – 2009.

Paper- Expanding the Purview of Accountability in Employment by the State', CCJ Conversations, FWS, (2009)

Paper- "Rethinking Labour Law in the New Commonwealth Caribbean Economy", Faculty Workshop, 2008.

Paper- 'Global standards and services in small, emerging countries' – Academic Council of the United Nations Symposium, June 6, 2009.

Public Lecture – 'Are Constitutional Rights Universal?' for Constitution Reform Commission – Saint Lucia, August 2008.

Paper - 'Rethinking Labour Law in the Caribbean', McGill Conference, Montreal, Canada, 2008.

Public Lecture on the behalf of the Saint Lucia Constitution Commission – The Relationship between Domestic Human Rights and the International Sphere, April, 2008, Barbados.

Paper - 'Emerging Issues of International Law', Commonwealth Secretariat UK Seminar, Jamaica, May 2008.

Feature Address- 'Why You Need a Labour Code' -GFL Charles Foundation Lecture, St. Lucia, 2008.

Paper - 'Confidentiality in Offshore Finance –Legal Trends', Society of International Trust Practitioners (STEP) Conference, Bermuda, February, 2008.

Paper -'Comparing the Legal Systems of Suriname and the Commonwealth Caribbean', Suriname, Feb. 2008.

Feature Address - 'Reserve Powers in Offshore Trusts' – Society for Int. Trust Practitioners, Barbados, 2007.

Feature Address- 'The Saint Lucia Labour Code' GFL Charles Foundation Lecture, St. Lucia, 2007.

Paper - 'Precedent – Looking Inward – Comments On The Paper 'Fi We Law', Faculty of Law Workshop, 2007

Paper - 'Legal Issues on HIV and Sexuality UWI HARP Symposium, Jamaica, September 2007

Paper - 'The Offshore Financial Sector – Legal Issues', Washington DC, American Enterprise Institute, 2007.

- Paper - 'De-Constructing Labour Law in the Caribbean – Special Reference to Discrimination and Gender' – McGill Research Group – Montreal, August 2007.
- ILO Training Seminar, Trinidad, September 2007.
- Paper - 'Contemporary Issues of Labour Law in the Caribbean', Commonwealth Lawyers Conference, Kenya, Sept. 2007.
- Feature Address - 'Confidentiality in Offshore Finance – Contemporary Legal Issues' - *The Offshore Investment Oxford Symposium* – September, Jesus College, Oxford, 2007.
- Paper- 'Trusts and Confidentiality – Is Confidentiality Inconsistent with Creating Wealth?' *Offshore Investment International Offshore Law Conference*, Puerto Rico, October 2006.
- Paper - 'Mapping the Social in Regional Integration – Rethinking Labour Regulation', McGill International Symposium on Labour Regulation, Montreal Canada, September 2006.
- Feature Address- 'Offshore Opportunities', OECS Bar Association Conference and Book Fair, Anguilla, - 2006.
- 'PanCap Caribbean HIV /AIDS Training Workshop for Legal Practitioners, St. Vincent, 2006.
- Feature Address: Society for Trust and Estate Practitioners (STEP) Caribbean Conference, - Miami, USA, May 9, 2005 -The Development of Trust Law by the Offshore Sector.
- Feature Address - British Virgin Islands Bar Association (STEP) Annual Conference, June 2005, 'The Offshore Sector -New Developments'.
- Labour Law Expert - *The Caribbean Employment Forum - Technical Panel Meeting*, ILO, March 2-3, 2005.
- Paper: 'The Global Economy: Opportunities and Challenges for Industrial Relations' for *The National Conference and 37. Consultation on Industrial Relations in Trinidad and Tobago*, Government of Trinidad and Tobago, March, 2005.
- Seminar Papers and Public Lecture on 'Developments in Commonwealth Caribbean Legal Systems' - Nova Southeastern Distinguished Visiting Professor Series, Fall, 2004
- Paper - 'The Contribution of the Offshore Sector to Commonwealth Caribbean Legal Development' - First Annual Eastern Caribbean Bar Association's *Law Fair*, Kingstown, St. Vincent, 2004.
- Lecture - 'Labour Law Issues' - Human Resource Professionals Workshop, Barbados -2004.
- Feature Address - 'AIDS in the Workplace', Ernst & Young, Barbados, 2003
- Feature Address - 'Confidentiality Issues after Ground Zero' - Eugene Dupoch Law School, Bahamas, September 2003.
- Feature Address- 'Labour Law - A Caribbean Perspective'- Ernst & Young (Caribbean)- Annual Labour Law Training seminar for professionals, Trinidad, June 2003
- Paper: 'The Changing Face of Labour - A Legal Perspective' - First Caribbean Labour Conference, Jamaica, 2003
- 'Paper: 'Legal Issues in Offshore Finance' - SALISES Workshop on International Financial Services, April 2002.
- Feature Address, The Saint Lucia Civil Service Association – 'Productivity in the Modern Market Place', 2002.
- Paper: 'Juvenile Justice in the Caribbean' - UNDCP/UNICEF Conference on the Rights of Children, September 2001.

Member of the Saint Lucia National Trust since 2000.  
Past Member of the Trinidad and Tobago High Commission Steering Committee of Barbados.  
Past President and Treasurer - Santa Rosa Youth Action Group, Trinidad and Tobago.  
Founding Member of the Committee Against Sexual Harassment (CASH) in Barbados.

**Other Public  
Service -**

Legal Advice and Motivational Activities – Saint Lucia Youth Service Program - RISE – 2009 - 2010.  
Technical Advice to the Saint Lucia Constitution Reform Commission - August 2008  
Advice to the Constitution Reform Commission on International Human Rights Law, April 2008  
2004 -6 - Patron and Advisory Board Member of the Salvation Army, St. Lucia and initiator of Annual Dinner Theatre.  
2005 -Member of the Legal Committee for ICC Cricket World Cup, St. Lucia.  
2002- Regional spokesperson and resource person on HIV/AIDS – CAREC.  
Feature Address – National International Women’s Day Rally – St Lucia Labour Party, 2010.  
Featured Speaker - International Women’s Day, March, 2005, ‘Women as Catalysts for Change in HIV/AIDS’, St. Lucia National AIDS Committee.  
Public Lectures and Activist work for the Committee against Sexual Harassment.  
Public Lecture - ‘Legal Issues on HIV/AIDS and Employment’, Castries, St. Lucia, December 2004.  
Featured Speaker: ‘Teachers-Catalysts for Change’ - Saint Lucia Teachers’ Association Conference, Oct. 2000.  
Panelist on Telecast/ Documentary - ‘HIV, Legal Issues and Gender’, CAREC, Barbados November, 2004

**7. PERSONAL INTERESTS AND SELECTED CULTURAL ACTIVITIES**

Solo Vocalist Performer (Classical); cultural activist; Gardening, Painting – Details upon request.

**8. NON-ACADEMIC SKILLS**

**Languages:**

- Spanish - Cambridge O-Level; - French - Certificate for Diplomats and International Civil Servants - Intermediate (with merit), May 1996, Geneva, Switzerland.

**Art**

- RTL Access Certificate, Strand Centre; London, successfully created portfolio for university entry  
- Diploma (Part-time - Two years) - Jamaica School of Art; Evening Courses - Camden School of Art, London  
- Cambridge O LEVEL.

**Music**

- Piano - Trinity College of Music - Grade IV; - Music Theory - Grade V (distinction).  
- Voice - Distinction in Voice (Singing) – Grade V - Royal School of Music