

PROMOTING/SUPPORTING INTERGENERATIONAL RELATIONS

Some recommendations for facilitation of intergenerational relations based on an assessment of the changing structures of the family, community and workplace in the Caribbean and the role of the “old” v/s the “young”

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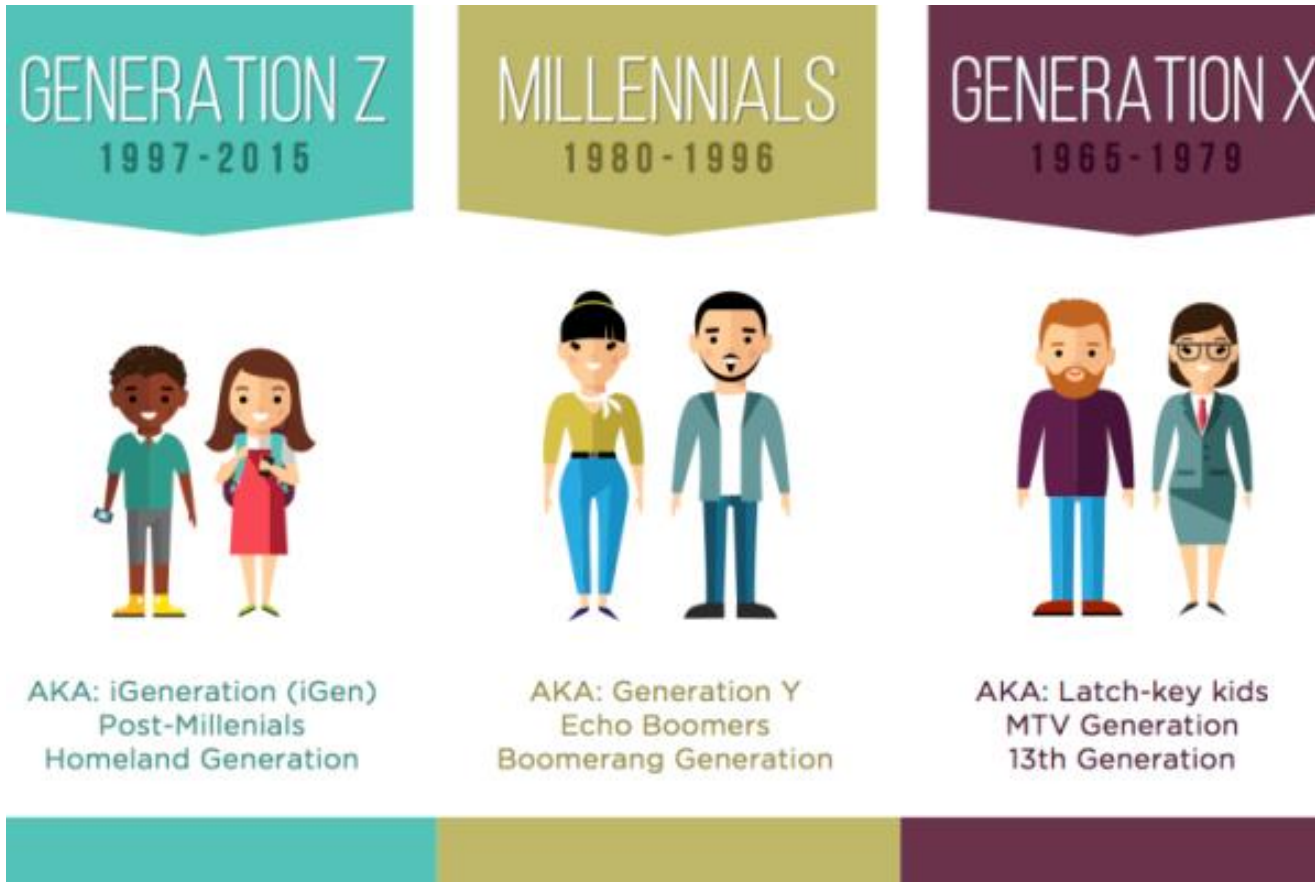
INTERGENERATIONAL RELATIONS IN THE CARIBBEAN FAMILY/COMMUNITY

ISSUES	PRESENT REALITY	RECOMMENDATIONS
<p>Family Time (Dining, Story Telling and other folklore) – usually facilitates cultural retention</p>	<ul style="list-style-type: none"> - Eating out - Bedroom dining - Eating on the go - Movies on gadgets 	<ul style="list-style-type: none"> - Encourage the transfer of cultural practices in households via re-valuing of ‘family time’ - All generations in the family should collaborate and decide on a time where they can relax, reflect and progress together, including via technology -Aid in language transfer
<p>Respect (mutual)</p>	<ul style="list-style-type: none"> -Disregard for either categories; - Youth acquire ‘new knowledge’ as regard same as the ‘lone facts’ 	<ul style="list-style-type: none"> - Younger folks need to initiate being respectful, listen and try to dissect; - "Younger generation must seek to comprehend that not everything old is outdated and older folks must be ready to accept positive change”

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ISSUES	PRESENT REALITY	RECOMMENDATIONS
Culture of telling “ WHATS ” but not “ WHYS ”	- Enquiring youth that do not take things ‘at face value’	- Older generation to start including the “whys” to build greater appreciation
HEALTH PROMOTION: Strong use of plants (herbs/bushes)	-Side effects considered - Uncertainty of full purpose	- Knowledge transfer via a formal base (re “purpose”); tap into knowledge that might have aided with ailments and facilitate longevity -Increase research
COMMUNICATION: Face to face; word of mouth;	-Social Media and other technologies are dominant	- Youth organizations doing outreach where older folks are taught to use the various technologies -Establish Institutes for seniors which may also bring in income

INTERGENERATIONAL RELATIONS IN THE CARIBBEAN WORKPLACE



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- **Millennials** are dominating the workforce
 - Those born between 1980 & 1996
 - Racially diverse
 - Often politically, religiously and conjugally unattached
 - Linked by social media
 - Affected by debt
 - Optimistic

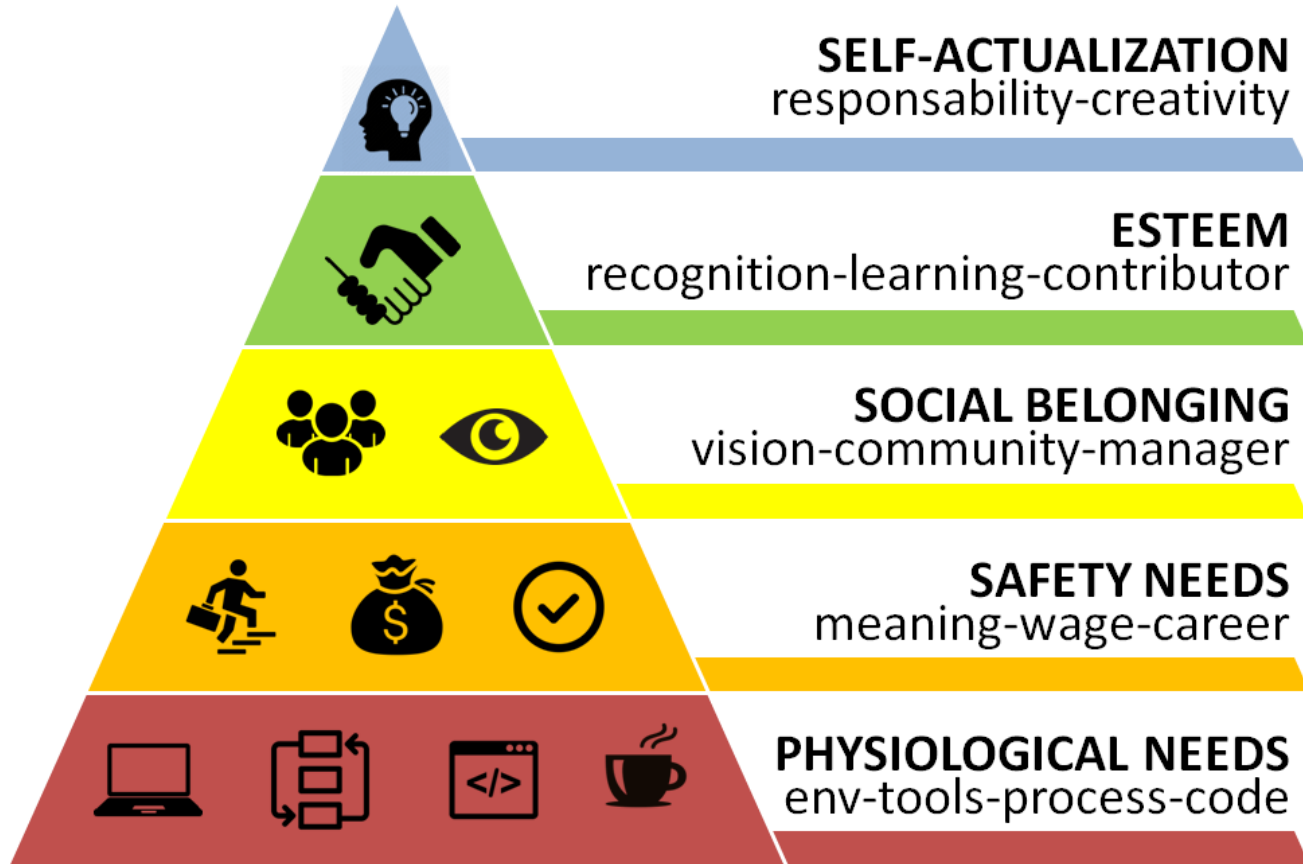
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- **Millennials** often supervise older members of staff
 - Mutual Respect, appreciation of varied expertise are important
- Older staff who supervise millennials are required to focus on the changing needs of employees
 - EMPLOYEE ENGAGEMENT becoming more important than COMPENSATION
 - Feeling Valued is important
 - Social Engagement with co-professionals held build bonds that can translate in the work environment

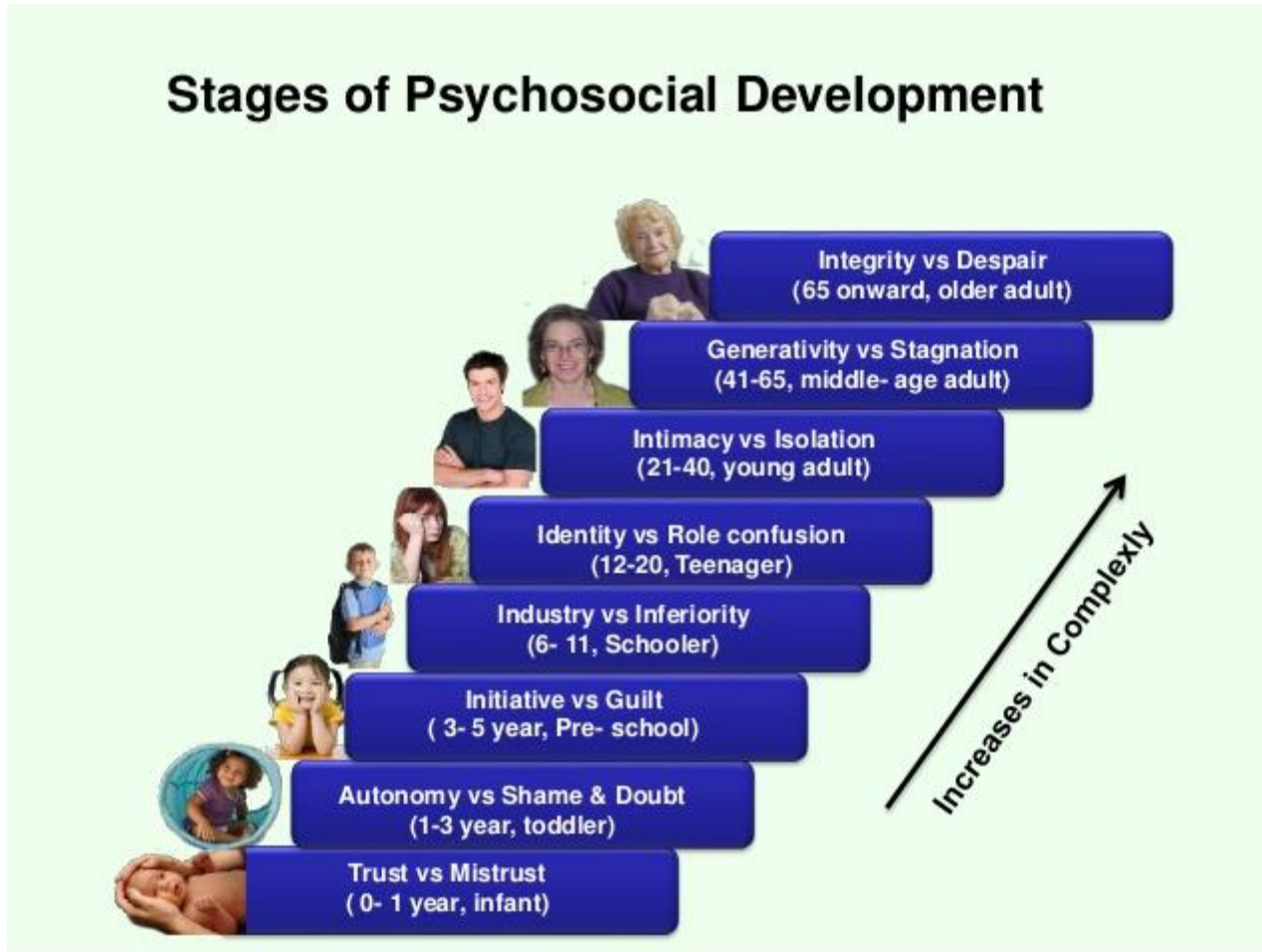
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- The embracing of **Flexi-Work Hours** seemingly facilitate enhanced productivity
- Allows for more personal and career development
- **Virtual Working** (working from home) is appreciated as persons want to be able to 'home-school' children, do various other activities and still commit to fulfilling work requirements

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