

**ANNUAL
PERFORMANCE REPORT
2017/18**

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GLOSSARY OF TERMS

CARICOM SINGLE MARKET AND ECONOMY (CSME)

- CARICOM Single Market & Economy:** This refers to the creation of a single market economic space among 12 Caribbean nations as opposed to 12 separate and distinct markets and economies; each governed by its own rules and separated by difficult barriers. It allows for free movement of CARICOM goods, services, people and capital in the participating Member States through the removal of monetary, legal, physical, technical and administrative barriers which have historically prevented such activities from taking place. It is a structure that ought to facilitate harmonisation of economic, monetary and fiscal policies and measures in the participating States.
- Free Movement:** This means that provisions have been or are being put in place to allow for the movement of goods, services, capital and people across Participating States of the Caribbean Community, without restrictions. This is to facilitate a more efficient and competitive production of goods and services for both regional and international markets.
- Free Movement of Skilled Persons:** The free movement of skill/labour entails the right of a CARICOM National labour: to seek work or engage in gainful employment in participating CARICOM Member States as either a wage-earner or non-wage earner, without the need to obtain a work permit in the Member State in which he/she desires to work. At this time the “free movement of skilled persons” allows for the removal of work permits for University graduates, media workers, sports persons, musicians, artists, managers, supervisors, and other service providers. Workers in these categories can now move freely to another Member State and enjoy the same benefits, rights and conditions of work and employment as those given to nationals of the host country.

CONCILIATION

- Essential Services:** The Essential Services Regulations were established under the first schedule to the Labour Relations and Industrial Disputes Act (LRIDA). Under the Essential Services Regulations certain services are debarred from taking strike actions. These include hospitals, fire fighting services and correctional services as well as services connected with the loading and unloading of ships.
- Industrial Disputes:** An industrial dispute is a dispute between one or more employer or organisations representing employers and one or more worker or organisations representing workers, where such dispute relates wholly or partly to:-
- a) terms and conditions of employment, or the physical conditions in which workers are required to work; or
 - b) engagement or non-engagement, or termination or suspension of employment, of one or more worker; or
 - c) allocation of work as between workers or groups of workers; or
 - d) any matter affecting the privileges, rights and duties of any employer or organisation representing employers or of any worker or organisation representing workers.

Industrial Disputes Tribunal:	The Industrial Disputes Tribunal (IDT) was established under Section 7 (1) of the Labour Relations and Industrial Disputes Act (LRIDA) of 1975. It is the final arbiter of disputes.
Local level:	This is the first step in the dispute process and should take place at the Plant or Organisational level.
Man-Days Lost:	Man-Days Lost are work days during which workers take industrial action and are therefore not performing normal duties as required under their contract of employment.
Petered out:	This term refers to a dispute that is no longer being pursued.
Representational Rights Poll:	A Representational Rights Poll is a ballot, which is taken by Ministry personnel in order to determine if a union has a majority of the eligible votes in respect of the category or categories of workers claimed for. If this is obtained the union is then recognised by the company as the Representative of these workers.
Sick Out:	An organised absence from work by a group of workers purporting to be ill in furtherance of an industrial dispute.
Strike	A concerted stoppage of work by a group of workers in contemplation or furtherance of an industrial dispute whether those workers are parties to the dispute or not and whether it is carried out during or on termination of their employment.
Work Stoppage:	A work stoppage means a concerted stoppage of work by a group of workers in contemplation or furtherance of an industrial dispute, whether those workers are parties to the dispute or not and whether it is carried out during or on the termination of their employment.

GOVERNMENT LOCAL EMPLOYMENT SERVICE

Electronic Labour Exchange:	This section operates both a manual and an electronic system which seeks to facilitate the efficient matching of jobseekers and employers.
Notified Vacancies:	A notified vacancy refers to an employer informing the Ministry of job vacancies.
Placements:	This refers to the number of persons placed in jobs.
Registration:	Registration refers to persons applying for jobs through the Ministry.

WORK PERMIT

Work Permit:	A work permit is a document which gives foreigners Permission to work in Jamaica.
Work Permit Exemption:	This applies to certain categories of persons who are not required to obtain work permits. These categories include: <ul style="list-style-type: none"> - Ministers of Religion - Foreign spouses of Jamaicans

- Persons employed by Statutory Organisations
- Persons covered by (14) or (30) days clause
- Registered full-time students at U.W.I.
- Wives of registered full-time students at U.W.I.
- Employees at U.W.I.
- Employees at U.H.W.I.
- CARICOM nationals who are graduates of selected
- CARICOM universities with degrees, diplomas and/or certificates;
- CARICOM nationals who are musicians, media personnel, artists and sports persons.

OCCUPATIONAL SAFETY AND HEALTH

Inspection: An Inspection is the examination of a work place or establishment to determine if its safety, health and welfare conditions are of the required standards.

Investigations: This is a visit by labour inspectors to investigate accidents or other occurrences and to make recommendations or give advice on preventative measures.

NATIONAL INSURANCE SCHEME

Employment Injury Benefit: Employment Injury Benefits become payable to all employed persons 18-70 years old (men) and 18-65 (women) if they sustain injury in insurable employment.

Employment injury benefits include:

- Medical Treatment
- Benefit for Temporary Incapacity
- Disablement Pension
- Death Benefit

Funeral Grant: A Funeral Grant is payable on the death of:

- an insured person
- an insured person's spouse
- a National Insurance Pensioner (except Special Anniversary Pensioners).

Invalidity Benefit: An Invalidity Benefit pension or grant is payable to:

- a man who is under 65 years; or a woman who is under 60 years but who can no longer work because of mental or physical illness.

Maternity Benefit: A maternity benefit is payable only to domestic workers in a private household who have satisfied the contribution conditions.

NIGold: A health care programme for pensioners under the National Insurance Scheme (NIS). It came into effect December 2003.

Benefits include:

- Doctors visits
- Diagnostic services

	<ul style="list-style-type: none"> - Dental/ Optical services - Surgeons' fees - Hospital room and board.
Old Age Benefit:	<p>An Old Age Benefit is paid to a person, who has reached retirement age, i.e.:</p> <ul style="list-style-type: none"> - A man aged 65 or over who has made the required National insurance contributions and has actually retired.
Orphan's Benefit:	<p>Any adult who has the care of a child under 18 years whose parents were married and are both dead. This benefit is payable from the date on which the child became an orphan until he/she is 18 years old.</p>
"Shadow" Expense:	<p>This is a person who provides assistance to persons with moderate and severe disabilities to enable them to function in the classroom.</p>
Special Anniversary Pension:	<p>Effective September 30, 1991, a new category of benefit was introduced to commemorate the 25th anniversary of the National Insurance Scheme. The only criterion for eligibility is age. A person applying should be born on or before January 1906.</p>
Special Child's Benefit:	<p>Any adult who is caring for a child under 18 years old, of unmarried parents whose mother is dead and whose father is either dead or cannot be identified.</p>
Vision 2030:	<p>National Development Plan for Jamaica which aims to put the country in a position to achieve developed country status by 2030</p>
Widows/Widower's Benefit:	<p>A Widow's Benefit is paid:</p> <ul style="list-style-type: none"> - to a spouse whose partner is dead; or - to a person who lived in a common-law union whose partner is dead. <p>Thus the following may also claim:</p> <ul style="list-style-type: none"> - a single woman/man who was living with a single man/woman - a single woman/man who was living with a widower/widow - a widow/widower who was living with a widower/widow

ACRONYMS

ADHD	-	Attention Deficit Hyperactivity Disorder
AF	-	Abilities Foundation
AGC	-	Attorney General's Chambers
AWOL	-	Absent Without Official Leave
BITU	-	Bustamante Industrial Trade Union
BOWEC	-	Building Operation & Works of Engineering Construction
CARICOM	-	Caribbean Community and Common Market
CCPA	-	Child Care Protection Act
CDA	-	Child Development Agency
CMI	-	Caribbean Maritime Institute
CRPD	-	Conventions on the Rights of Persons with Disabilities
CPC	-	Chief Parliamentary Counsel
CSEC	-	Caribbean Secondary Examination Certificate
CSM	-	CARICOM Single Market
CSME	-	CARICOM Single Market and Economy
CTD	-	Chief Technical Director
CwDs	-	Children with Disabilities
DCOA	-	Dominica Council on Ageing
E&EG	-	Education and Entrepreneurship Grant
EARA	-	Employment Agencies Regulation Act
EAU	-	Employment Agency Unit
ECLAC	-	Economic Commission for Latin America and the Caribbean
EEG	-	Economic Empowerment Grant
ELE	-	Electronic Labour Exchange
ESCO	-	Energy Service Company
ESI	-	Education and Social Intervention
ESP	-	Early Stimulation Programme
ESS	-	Employee Suggestion Schemes
ETRP	-	Employment Termination and Redundancy Payments
ETRPA	-	Employment (Termination and Redundancy Payments) Act
EU	-	European Union
FSC	-	Financial Services Commission
FSU	-	Family Services Unit

FY	-	Financial Year
GAH	-	Golden Age Home
GDP	-	Gross Domestic Product
GOJ	-	Government of Jamaica
HEART Trust/NTA-		Human Employment and Resource Training/National Training Agency
HRD	-	Human Resource Development
HRM&A	-	Human Resources Management and Administration
HRMAJ	-	Human Resources Management Association of Jamaica
IADB	-	Inter-American Development Bank
ID	-	Industrial Disputes
IDT	-	Industrial Disputes Tribunal
IEP	-	Individualized Education Plans
IH	-	Industrial Hygiene
ILA&I	-	International Labour Agencies and Information
ILO	-	International Labour Organization
IMF	-	International Monetary Fund
ISPL	-	Integrated Social Protection and Labour
IR	-	Industrial Relations
ITC	-	International Training Centre
JADEP	-	Jamaica Drug for the Elderly Programme
JAID	-	Jamaica Association on Intellectual Disabilities
JAMPRO	-	Jamaica Promotions
JBDC	-	Jamaica Business Development Centre
JCC	-	Jamaica Chamber of Commerce
JCF	-	Jamaica Constabulary Force
JCPD	-	Jamaica Council for Persons with Disabilities
JCTU	-	Jamaica Confederation of Trade Unions
JEA	-	The Jamaica Exporter's Association
JEF	-	Jamaica Employers' Federation
JFLL	-	Jamaica Foundation for Lifelong Learning
JICA	-	Japan International Cooperation Agency
JIS	-	Jamaica Information Service
JLS	-	Jamaica Library Service
JMA	-	Jamaica Manufacture's Association
JPC	-	Jamaica Productivity Centre

JSB	-	Jamaica Society for the Blind
JSDF	-	Japan Social Development Fund
JUTC	-	Jamaica Urban Transit Company
KSA	-	Kingston and St. Andrew
KSAC	-	Kingston and St. Andrew Corporation
LAC	-	Labour Advisory Committee
LMIA	-	Labour Market Impact Assessment
LMI	-	Labour Market Intelligence
LMIS	-	Labour Market Information System
LMRC	-	Labour Market Reform Commission
LOPA	-	Labour Officers (Powers) Act
LRIDA	-	Labour Relations and Industrial Disputes Act
MD&As	-	Ministries, Departments and Agencies
MICO	-	The MICO University College
MIS	-	Management Information System
MIPAA	-	Madrid International Plan of Action and Association
MLC	-	Maritime Labour Convention
MLSS	-	Ministry of Labour and Social Security
MOCA	-	Major Organised Crime and Anti-Corruption Agency
MOEYI	-	Ministry of Education, Youth and Information
MOFP	-	Ministry of Finance and Planning
MOU	-	Memorandum of Understanding
MSME	-	Micro, Small and Medium Enterprises
MSTEM	-	Ministry of Science, Technology, Energy and Mining
NABD	-	National Advisory Board on Disabilities
NCC	-	National Contracts Commission
NCSC	-	National Council for Senior Citizens
NEO	-	New Employment Opportunities
NEP	-	National Employment Policy
NGOs	-	Non-Governmental Organisations
NHT	-	National Housing Trust
NI	-	National Insurance
NI Act	-	National Insurance (Amendment) Act
NIGOLD	-	National Insurance Scheme Health Plan for Pensioners
NIF	-	National Insurance Fund

NIS	-	National Insurance Scheme
NLMS	-	National Labour Market Survey
NPJC	-	National Partnership for Jamaica Council
NVQ-J	-	National Vocational Qualification Jamaica
NVRS	-	National Vocational Rehabilitation Service
NWU	-	National Workers Union
NWP	-	National Workplace Policy
NYS	-	National Youth Service
OAS	-	Organisation of American State
OCA	-	Office of the Children Advocate
OCR	-	Office of the Children's Registry
ODPEM	-	Office of Disaster Preparedness and Emergency Management
OJT	-	On-the-Job Training
OSH	-	Occupational Safety and Health
OSHA	-	Occupational Safety and Health Act
OSHD	-	Occupational Safety and Health Department
PAD	-	Public Assistance Department
PATH	-	Programme of Advancement through Health and Education
PCEB	-	Pay and Conditions of Employment Branch
PEAs	-	Private Employment Agencies
PICA	-	Passport, Immigration and Citizenship Agency
PIOJ	-	Planning Institute of Jamaica
PLCS	-	Productivity Linked Compensation Systems
PRD	-	Poor Relief Department
PRMU	-	Planning, Research and Monitoring Unit
PSE	-	Public Sector Efficiency
PSP	-	Public Sector Performance
PSTU	-	Public Sector Transformation Unit
PwDs	-	Persons with Disabilities
RADA	-	Rural Agricultural Development Authority
SAWP	-	Seasonal Agriculture Workers Programme
SBA	-	School Based Assessment
SDC	-	Social Development Commission
SEP	-	Special Employment Programme
SID	-	Sustainability Index and Dashboard

SIP	-	Social Intervention Programmes
SRC	-	Scientific Research Council
STATIN	-	Statistical Institute of Jamaica
STIP	-	Short Term Intervention Project
STW	-	Steps-To-Work Project
TAAD	-	Taxpayer Audit and Assessment Department
TACKLE	-	Tackling child labour through education
TAJ	-	Tax Administration of Jamaica
TASU	-	Technical Assistance Service Unit
TFWP	-	Temporary Foreign Worker Programme
TIP	-	Trafficking in Persons
TVET	-	Technical and Vocational Education and Training
UAWU	-	University and Allied Workers Union
UHWI	-	University Hospital of the West Indies
UNCRPD	-	United Nations Conventions on the Rights of Persons with Disabilities
UNDP	-	United Nations Development Programme
UNIDO	-	United Nations Industrial Development Organization's
UPPE	-	Union of Public & Private Employees
USAID	-	United States Agency for International Development
UTECH	-	University of Technology, Jamaica
UWI	-	University of the West Indies
VCP	-	Voluntary Compliance Programme
VTGAH	-	Vineyard Town Golden Age Home

MESSAGE FROM THE HONOURABLE MINISTER



It is with great honour that I present the Annual Performance Report for the Ministry of Labour and Social Security, which highlights the accomplishments and achievements for the 2017/18 Financial Year (FY). Despite the challenging year, the Ministry continued to serve the most vulnerable in our society, as well as promote decent work and dignity for the citizenry of our nation.

Our flagship social protection system, the Programme of Advancement Through Health and Education (PATH), continues to improve the education and health outcomes of our most vulnerable, by providing social assistance to approximately 300,000 registered beneficiaries. In celebration of the 15th anniversary of the programme, seventeen (17) scholarships were awarded to PATH students pursuing accredited tertiary programmes. The Government, through this Ministry, supports the work of PATH and is committed to continued investments in the programme, in order to empower poor and vulnerable families from dependence on welfare to self-reliance and sustainable livelihoods.

In addition, the Ministry remains committed to improving the services for our children with developmental disabilities, so they can unfold their full potential. Our children are the future and they deserve an accessible environment to learn, play and develop their critical social skills. I am therefore pleased with the continued expansion of the Early Stimulation Programme, which includes the opening of a new building at the Stimulation Plus Early Childhood Development Centre, located in Ostend Close, Kingston and the establishment of a new Early Intervention Facility at the Hanover Street, Kingston.

Another key area of focus for the Ministry is the implementation of a National Plan of Action on Child Labour. To this end, the Ministry's Child Labour Unit continues to liaise with our local and international stakeholders, in order to develop a comprehensive and integrated policy framework to combat child labour. This involves conducting training and sensitisation sessions with staff on child labour, human trafficking, as well as the Standard Operating Procedures (SOPs) on Human Trafficking. We recognise the importance of protecting the rights of our children, so we proudly declare that: ***"Jamaica says NO to Child Labour"***.

In the 2017/18 FY, the Ministry also embarked on a general assessment of the National Insurance Scheme's (NIS) operations. The financial sustainability of the NIS continues to be crucial and activities have begun that are geared towards improving its operational performance. Furthermore, following the completion of an Actuarial Review of the NIS, reform measures of the Scheme, which includes the path for future increases, will be tabled in Cabinet during the 2018/19 FY.

As part of our efforts to establish a comprehensive social protection strategy for seniors, the Green Paper – National Policy for Senior Citizens (2018) was tabled in Parliament during the FY. The National Council for Senior Citizens (NCSC) continued to spearhead the national programme to educate the general public on the ageing process and the importance of early retirement planning.

In keeping with the need to promote decent work for the labour force, I was also pleased to open the Occupational Safety and Health (OSH) Bill for debate in Parliament. Raising awareness and knowledge of occupational hazards and risks and how to prevent and control them is a key process in maintaining a path of sustainable economic prosperity. Active participation of all stakeholders in securing a safe and healthy working environment, for employees and employers, will increase productivity and reduce the occurrences of occupational injuries, diseases and deaths.

In closing, I must commend the technical, administrative and support team of the Ministry for their diligence and purpose in the execution of the policies and programmes, as designated by the Government for the social and economic development of Jamaica.

The Ministry remains resolute in our efforts to build and sustain a robust labour force; fostering decent work and maintaining a good industrial relations climate; as well as enhancing the lives of the most vulnerable Jamaicans.



*Honourable Shahine Robinson, MP.
Minister of Labour and Social Security
May 2018*

MESSAGE FROM THE PERMANENT SECRETARY



The Annual Performance Report for the Financial Year 2017/18, provides a comprehensive review of the pivotal role the Ministry of Labour and Social Security plays in advancing the lives of Jamaicans

During the year, the Ministry continued to fulfil its mission to promote a responsive labour market and deliver effective social protection programmes for the vulnerable in an efficient manner, while promoting a national culture of productivity within the Decent Work Agenda.

The Jamaica Productivity Centre (JPC) continues to play an integral role in promoting a culture of productivity among Jamaicans and increasing the level of national awareness regarding the importance of productivity to living standards. Several initiatives to drive public awareness and promote a productivity conscious culture continued during the year, such as the *“In-School Productivity”* and *“Be Productive and Prosper”* campaigns.

Through the Ministry’s Labour Market Information System (LMIS), the trust towards facilitating employment, as well as, providing labour market intelligence continued during the year, in order to inform policy decisions aimed at improving the quality of the labour force.

The National Labour Market Survey (2017) was tabled in Parliament and a public Forum, with the theme: *“Jamaican Employers and Educators working together to close the skills gap”*, was held to disseminate the findings of the Study and to provide possible solutions to some of the major issues highlighted.

The Programme of Advancement Through Health and Education (PATH) remains a key part of the Government’s strategy to reduce poverty, by providing ongoing assistance to the most vulnerable groups in Jamaica. In keeping with our mandate to break the inter-generational cycle of poverty, a graduation strategy was introduced during the FY, which is aimed at identifying those families that are no longer eligible or in need of welfare assistance from PATH.

As we continue to work to establish a comprehensive social protection strategy for seniors that will include adequate safety nets that mitigate risks to economic and social development, I am pleased to report that a review of the National Insurance Act has commenced. Furthermore, the National Council for Senior Citizens continued to introduce programmes and activities geared towards the well-being of older persons.

The Ministry is committed to improving the lives of the most vulnerable, facilitating employment creation and assisting in the thrust to improve the quality of the labour force, so that Jamaica can achieve its objectives under the Vision 2030 – National Development Plan.

I look forward to leading the charge in the upcoming financial year and thank the Directors and members of staff for their diligent contribution to national development.



Colette Roberts Riden

Permanent Secretary

Ministry of Labour and Social Security

May 2018

1. BRIEF HISTORY, AIMS AND RESPONSIBILITIES OF THE MINISTRY OF LABOUR AND SOCIAL SECURITY

The Ministry of Labour and Social Security (MLSS) is concerned with matters affecting individuals in their capacity as workers, employers, members of the country's labour force, National Insurance Scheme (NIS) pensioners, Persons with Disabilities (PwDs), Senior Citizens and Public Assistance/Programme of Advancement Through Health and Education (PATH) Beneficiaries.

The responsibilities of the Labour Division are administered through the Industrial Relations, Manpower Services and Occupational Safety & Health (OSH) Departments. The work of the Social Security Division is carried out through the NIS, Public Assistance programmes as well as programmes for PwDs and senior citizens.

The Labour Division of the Ministry commenced operations in 1938 as an Employment Bureau. It was the first official response to growing unemployment, which was widespread throughout Jamaica at the time. The relationship between employer and employee then was one of master and servant. This gave rise to grave economic disparities as most persons were recipients of low wages and lived and worked in substandard conditions. With this, there was a need for the development of an agency to monitor the working conditions that existed in the labour market.

In response to a need for social programmes which catered to all sections of the population, a planning team was established in the Ministry to develop a social security scheme. This gave rise to the NIS which is a compulsory contributory social security scheme. It offers financial protection to the worker and his family against loss of income arising from injury on the job, incapacity, retirement or death of the contributor.

The Ministry obtained technical assistance from the International Labour Organization (ILO) to develop proposals for this Scheme. The National Insurance (NI) Act was passed in 1965 and became effective April 4, 1966. The Scheme was established, under the liabilities of the Sugar Workers' Pension Scheme.

The Social Security Division of the Ministry seeks to provide a social safety net through the efficient administration of the contributory NIS and non-contributory Public Assistance Programmes.

The Social Security arm of the Ministry has responsibility for implementing several projects which support PATH. The Social Protection Projects (SPP) Unit is implementing two (2) Projects, with funding from the World Bank (WB) and the Inter-American Development Bank (IADB). PATH has recently closed out two other Projects, the Social Protection Project funded by the World Bank and the Integrated Social Protection & Labour Programme funded by the IADB. The following information is on all four (4) Projects which PATH has administered:

1. **The Integrated Support to Jamaica Social Protection Strategy** (IADB), received loan financing of US\$50M. Of this amount, US\$45M is for the support of the PATH cash grants and US\$5M is for strengthening the social protection programmes of the Government. The Project is for four years (November 2015 – November 2019).
2. **The Social and Economic Inclusion for Persons with Disabilities Project** received Grant funding of US\$2,997,790 for four (4) years (August 2013 – August 2017) from the IADB. The primary aim of this Project was to ensure skills development of PwDs and to strengthen the service delivery of special education for children with disabilities. This Project was extended for one (1) additional year and will close in August 2018.
3. **The Social Protection Project** received additional loan financing of US\$40M from the World Bank for four (4) years (March 2014 – March 2018). This financing was to improve the effectiveness of PATH, support the Graduation Strategy via the Steps-To-Work Project, support the implementation of the public sector pension reform and support the Social Protection Strategy.
4. **The Integrated Social Protection & Labour Programme** received loan financing of US\$30M for four (4) years (December 2012 – December 2016) from the IADB. This Project was extended for one (1) additional year and was closed off in December 2017.

MANDATE

- i. Provide effective social protection and promote social inclusion;
- ii. Promote productivity growth;
- iii. Ensure safety and health of workers;
- iv. Maintain an effective and efficient labour market; and
- v. Promote a stable industrial relations climate.

VISION

To be the premiere Ministry, contributing to national development through the provision of efficient and effective labour and social security services within the context of a globalized economy.

MISSION STATEMENT

To promote a responsive labour market and deliver effective social protection programmes for the vulnerable in an efficient manner, while promoting a national culture of productivity within the Decent Work Agenda.

CORE VALUES

Integrity, Client Focused, Responsiveness, Results Oriented, Efficiency, Accountability, Transparency, Excellence (ICCREATE).

THE PRIORITY PROGRAMMES AND PROJECTS OF THE MINISTRY

- Social Protection
- Labour Market Reform
- Industrial Relations
- Employment

STRATEGIC OBJECTIVES

These objectives are broadly defined actions the Ministry must achieve to make its strategies succeed.

The Ministry's strategic objectives are to:

1. Provide high quality labour services;
2. Provide effective social security services;
3. Strengthen social dialogue with tripartite stakeholders in the labour market;
4. Improve the integrity, effectiveness and efficiency of all programmes/projects;
5. Prudent financial management of budgetary allocation and National Insurance Fund (NIF) investments;
6. Improve adherence to Government of Jamaica's (GOJ) policies and guidelines;
7. Strengthen the performance management system;
8. Strengthen risk management systems;
9. Recruit, train and retrain highly skilled and competent staff (succession planning);
10. Improve asset management;
11. Maximise returns/ profitability on NIF investments;
12. Increase opportunities for local and overseas employment;
13. Modernise legislations/policies;
14. Introduce new services;
15. Implement business process re-engineering;
16. Improve the strategic performance of the Ministry;
17. Upgrade the IT infrastructure and services;
18. Increase accessibility to the Ministry's services; and
19. Promote a national productivity culture.

STRATEGIC OUTCOMES

These are long-term and enduring benefits to Jamaicans that stem from the Ministry's mandate, vision and efforts.

The strategic outcomes of the Labour Division are:

- A reformed labour market;
- Enhanced economic development through the promotion of productivity growth;
- Safe and healthy workplaces;
- Increased opportunities to access employment, both locally and overseas; and
- Adherence to national labour legislations and core labour standards, as set out in the ILO Conventions.

The strategic outcomes of the Social Security Division are:

- Increased compliance with the NIS;
- A prudently managed NIF which will ensure long term sustainability and the provision of improved benefits;
- Improved standard of living for the poor and vulnerable;
- Increased access to services and opportunities for vulnerable groups; and
- Increased participation of vulnerable groups in all aspects of national life.

PORTFOLIO AREAS

The main responsibilities of the Labour Division are administered through Industrial Relations, Manpower Services, Work Permit and Occupational Safety and Health.

- The Sections that fall under Industrial Relations are:
 1. Conciliation and Pre-conciliation
 2. Pay and Conditions of Employment Branch (PCEB)
 3. Industrial Disputes Tribunal (IDT)
- The programmes administered by the Manpower section are:
 1. Overseas Employment
 2. Local Employment/Electronic Labour Exchange (ELE)
 3. Family Services Unit (FSU)
 4. Employment Agencies
- Work Permit
- Jamaica Productivity Centre (JPC)

- Child Labour
- Occupational Safety and Health (OSH)
 1. HIV Unit

The Social Security Division of the Ministry seeks to provide a social safety net through the efficient administration of the contributory NIS and non-contributory Public Assistance Programmes.

The work of the Division is carried out through the following Programmes and Departments:

1. National Insurance Scheme (NIS)
2. National Insurance Fund (NIF)
3. Public Assistance Division (PAD)
4. Social Intervention Programme (SIP)
5. Jamaica Council for Persons with Disabilities (JCPD)
6. Early Stimulation Programme (ESP)
7. Abilities Foundation (AF)
8. National Council for Senior Citizens (NCSC)

Other Units critical to the process are:

1. Public Relations (PR)
2. Management Information System (MIS)
3. Human Resource Management and Development
4. Internal Audit
5. Customer Service
6. Planning, Research and Monitoring (PRMU)
7. Finance and Accounts
8. Central Administration
9. Legal

BUDGET SUMMARY

	2017/18	2018/19
	J\$ '000'	J\$ '000'
Recurrent	3,228,328	3,000,000
Capital A	0	0
Capital B	3,877,842	8,237,519
Appropriations in Aid	<u>813,000</u>	<u>813,000</u>
Total Funding Requirement	<u>7,919,170</u>	<u>12,050,519</u>

2.

THE NATIONAL INSURANCE SCHEME



The National Insurance Scheme (NIS) is a compulsory contributory funded social security scheme which requires contributions from persons 18-65 years, who are employed. It was designed to meet International Labour Organization (ILO) social security standards and thus provides a minimum guarantee of social security coverage for all workers.

Benefits are available under the Scheme which is administered under the NI Act, through a network of thirteen (13) Parish Offices and five (5) specialised Units. These Units are Contributions and Records, Compliance, Claims/Benefits, Fund Accounts and International Social Security. Their main functions are to register persons; monitor and enforce the contributions provisions of the law to ensure payment of contributions; and determine eligibility and award benefits. These benefits include Retirement/Old Age, Widows'/Widowers', Invalidity, Special Child, Orphan, Special Anniversary, Employment Injury, Employment Injury Death, Employment Injury Disablement, Dependent Spouse Allowance, Maternity Allowance, Funeral Grant, Retirement Pension and NIGOLD (health insurance). They are paid in the form of a pension or a grant and are payable on a long or short-term basis. In order to be eligible for these benefits, persons between the ages of 18 and 70 years who are gainfully occupied in insurable employment are required to be registered with the NIS. The insurable population includes employed persons, self-employed persons and voluntary contributors. These persons must register and contribute under the Scheme.

2.1 TARGETS 2017/18

1. Increase the number of persons registered

- Register 64,737 NIS contributors i.e. 20 per cent increase over the 53,948 for 2016/17

2. Increase public awareness

- Conduct at least 735 public education sessions

3. Fulfil NIS benefit obligations

- Conduct Actuarial review
- Disburse J\$24.85B in benefits and J\$1.365B in NIGOLD benefits

4. Increase contributions collected

- Collect J\$18.48B in revenue from contributors i.e. 20 per cent over the J\$14.8B in

2016/17

- Collect at least J\$1.414B of outstanding contributions, from delinquent employers

5. **Improve operational efficiency in the processing of benefits by:**

- Commencing operational staffing reviews
- Preparing job descriptions

2.2 PERFORMANCE

1. **Increase the number of persons registered by 20 per cent from 53,948 in 2016/17 to 64,737**

- As at March 2018, 49,899 new persons were registered with the NIS. This reflects a significant decrease of 3,576 or 6.68 per cent, when compared to the previous year.
- The FY 2017/18 target was 77.1 per cent achieved.

2. **Increase public awareness by: conducting at least 735 public education sessions**

- To increase public awareness about the NIS, Officers of the Ministry participated in 605 public education fora. This reflects an achievement of 79.4 per cent of the year's target. The number of public education fora increased by 12 or 2 per cent, in comparison to the corresponding period in 2016/17, when they participated in 593.

3. **Fulfil NIS benefit obligations**

Conduct Actuarial review

- An actuarial review of the National Insurance Scheme (NIS) was commissioned during the 2016/17 financial year and the Ministry has now received the final Report. This Report, while it provides an insight into the financial performance in the last three (3) years, speaks specifically to the financial health of Jamaica's social insurance scheme and indicates the path for future increases that may be undertaken. The Report was completed and will be included in the submission to Cabinet for implementation of the reform measures.

Disburse J\$24.85B in NIS benefits and J\$1.365B in NIGOLD benefits

- For the period under review, J\$15.9B was disbursed to pensioners, an achievement of 64.1 per cent of the year's target. In addition, J\$518.6M was disbursed for NI Gold which was 37.9 per cent achieved.

Total NIS beneficiaries

- At the end of the 2017/18 FY, total active NIS beneficiaries were 124,291,



Hon. Shahine Robinson, Minister of Labour & Social Security (left), along with Minister of State, Hon. Zavia Mayne (right) and NIS Pensioner, Miss Leonie Moncrieffe, at the NIS 52nd Anniversary Church Service held at Falmouth United Church.

an increase of 12.6 per cent over the previous year.

- There were 4,861 beneficiaries of Funeral Grants for the FY 2017/18, a decline of 518 or 9.6 per cent when compared to 2016/17. Disbursements totalled J\$326M for the period under review.
- Employment Injury Benefits (EIB) was allocated to 431 recipients, with a total disbursement of J\$7M.

4. Increase contributions collected

- A total of J\$16.2B was collected in revenue for FY 2017/18 compared to J\$15.2B in 2016/17. This represents a 6.8 per cent increase over the previous year.

Collect at least J\$1.414B of outstanding contributions, from delinquent employers

- For the period under review, J\$1.3B was received from delinquent employers. The year's target was achieved by 93.4 per cent.

5. Improve operational efficiency in the processing of benefits

- During the FY, the Unit implemented the Survivor Benefit and Personal Details Change application forms to improve the processing of benefits.

Commencing Operational Staffing Reviews

- An inception report was done to conduct staff and operation review. The processes were mapped and an assessment was done with staff to verify the to-be processes.
- Job descriptions were provided to Consultants of the Staffing and Operations Review for assessment and update.

2.3 PROJECTIONS 2018/2019

1. Increase the number of persons registered

- Register 57,384 persons; an increase of 15 per cent

2. Increase public awareness

- Conduct 696 public education sessions

3. Fulfil NIS benefit obligations

- Disburse J\$25B in benefits and J\$562.73M in NIGOLD benefits

4. Increase contributions collected by 20 per cent

- Collect J\$849.9M in outstanding contributions from delinquent employers
- Collect J\$19.59B in contributions

5. Strengthen and modernize the NI Act and Regulations

- Continue review of the National Insurance Act and Regulations with a view to amend specified provisions of the NI Act

6. Improve operational efficiency in the processing of benefits

- Conduct operations and staffing reviews
- Change the payment method for overseas based pensioners

- Roll out other modules of the new NIS Management Information System
- A general assessment of its operations will be concluded and the implementation of automation initiatives will commence

3.

THE NATIONAL INSURANCE FUND

The National Insurance Fund (NIF) Secretariat is responsible for managing the assets of the NIS, to ensure that growth is realized over time. These funds are used for periodic increases in NIS benefits.

3.1 TARGETS 2017/18

1. **Attain growth rate in net assets to provide the means for periodic increases in NIS benefits**
 - Growth Investment Income of at least J\$7.17B
 - Growth in Net Assets of the Fund of approximately J\$3.69B
2. **Renovate and/or expand the buildings housing the existing Ministry offices**
 - Redevelopment of the St. Ann Parish Office

3.2 PERFORMANCE

1. **Attain growth rate in net assets to provide the means for periodic increases in NIS benefits**

Statement of Financial Position¹

- As at March 2018, the Total Net Asset i.e. Value of the Fund was J\$106.5B. This represented an increase of J\$14.1B or 15.2 per cent over the corresponding period ending March 2017. The fund surpassed its growth value of J\$1.4B by J\$7.8B which is due mainly to the movement in the value of Fixed Rate Accreting Notes (FRAN) as a result of declining interest rate.
- For the period under review, Investment in Securities increased by J\$10.9B or 15.5 per cent, moving from J\$70.6B in the previous year to J\$81.5B in FY 2017/18. Investments in Properties increased by J\$176M or 1.3 per cent.

Statement of changes in Net Assets

Statement of Comprehensive Income (Unaudited)

- For the year ended March 2018, Total Investment Income was J\$9.8B, reflecting a decline of J\$1.4B or 12.7 per cent.
- Net Contributions ending March 2018 registered a negative balance of J\$149.6M.
- For the period, total Pension Benefits paid amounted to J\$15.9B, representing an increase of J\$598.1M or 3.9 per cent, over March 2017.

2. **Renovate and/or expand the existing Ministry Offices**

Redevelopment of the St. Ann Parish Office

- The Project was tendered and bids were received from three (3) prospective Contractors which were sent to the National Contracts Committee (NCC). A Contractor was chosen by the Committee.

¹See Appendix 4 to 6 for details.

3.3 PROJECTIONS 2018/19

Attain growth rate in net assets to provide the means for periodic increases in NIS benefits

1. Achieve Investment Income of J\$7.17B
2. Achieve growth in net assets of the Fund of approximately J\$3.69B
3. Renovate and/or expand the buildings i.e. the buildings housing the existing Ministry offices
 - Redevelopment of the St. Ann Parish Office
 - Purchase a new office building for Hanover

4. PUBLIC ASSISTANCE PROGRAMMES

The Public Assistance Division (PAD) has responsibility for the administration of several non-contributory social assistance programmes, including PATH. These programmes provide financial assistance and social support to the most vulnerable groups in the society, with the aim of meeting the immediate needs of the individual or the family.

Under the PAD, assistance is provided to persons who fall below the poverty line, including the unemployed or underemployed, the elderly, PwDs, pregnant and lactating women and victims of disasters, whether man-made or natural. An active Case Management support to clients is also provided to ensure their social needs are met in a sustainable way.

Assistance can be accessed through the Rehabilitation Programme and PATH. The Programmes of the Division are administered through 13 of the Ministry's network of 14 Parish Offices. Assessment and social intervention services are provided by PAD's cadre of Social Workers.

4.1 THE PROGRAMME OF ADVANCEMENT THROUGH HEALTH AND EDUCATION (PATH)



As part of the Government's strategy to reduce poverty, ongoing assistance is provided under PATH, to help the poorest and most vulnerable populations who are identified through a systematic, transparent and objective Beneficiary Identification System. The main objectives of PATH are to:

- increase educational attainment and improve health outcomes of the poor;
- alleviate poverty by increasing the value of transfer to the poor;
- reduce child labour by requiring children to have a minimum attendance in school; and
- serve as a safety net by preventing families from falling further into poverty in the event of adverse shock.

PATH therefore targets poor families and provides benefits for children (0 – 18 years or the age of leaving secondary school), the elderly (persons 60 years and above), persons with disabilities, pregnant and lactating women and adult poor persons between 18 – 59 years. PATH is a conditional cash transfer programme i.e. benefits are delivered by way of cash grants, based on satisfaction of specific health and educational conditions. Since its implementation in 2002, PATH has expanded its reach and has provided benefits to over 360,000 persons.

Recertification of PATH beneficiaries

A significant feature of PATH is the recertification of families who have been on the Programme for at least four (4) years. After 15 years of implementation, the need to re-assess families to ascertain their progress and continued participation in the Programme became paramount. The Recertification process is designed to re-assess the current socio-economic status of these families against that status at the point of selection. This assessment determines whether these families continue to be eligible for assistance under PATH or whether improvement in their socio-economic conditions enables referrals to other social assistance or labour market services.

The re-assessment of PATH families commenced in September 2017, for approximately 11,000 families on PATH since 2002 and 2003.

PATH Graduation Strategy

In an effort to improve the lives of these families and prevent them from falling further into poverty, the Government developed a Graduation Strategy to systematically transition them from state public assistance to an independent and sustainable livelihood. The Graduation Strategy is a major part of the larger Social Protection Strategy of the GOJ, which promotes “Self Help within a Supportive Framework”.

Families who have been recertified above the registration cut-off (i.e., the score for acceptance to PATH) but below the recertification cut-off, are prepared for graduation from the Programme. Recertified families who are to be graduated are case managed and provided with a maximum of two (2) years of targeted interventions and social assistance. These Interventions are designed to support the socio-economic resilience of the family and it is anticipated that after the period of intervention, they will be sufficiently prepared for graduation from PATH.

Post-secondary and Tertiary Grants

PATH provides tertiary grants to beneficiaries to enable them to continue further studies. Post-secondary grants are also disbursed to beneficiaries who wish to continue studies after completing their Caribbean Secondary Examination Council (CSEC) examinations.

Introduction of another Payment Method: Mobile Money

PATH has been collaborating with its external partners (Ministry of Finance and the Public Service and the Bank of Jamaica) to pilot a new payment option (Mobile Money).

4.1.1 TARGETS 2017/18

1. **Make payments to beneficiaries**
 - Make six (6) payments to 320,000 registered PATH beneficiaries each payment cycle i.e. every two (2) months
2. **Provide Transportation Allowance grants for 8,000 PATH students (6-18 years old) who have been non-compliant because of transportation cost**

3. **Ensure education and health compliance of beneficiaries**
 - Education compliance: Primary schools (Boys 76 per cent and Girls 82 per cent) and Secondary schools (Boys 81.5 per cent and Girls 87.5 per cent)
 - Health compliance: Pregnant women: 85 per cent; lactating mothers 85 per cent and children 0-1: 85 per cent
4. **Provide differential benefits to PATH beneficiaries**
 - Pay differential benefits to students each quarter, based on school levels
5. **Implementation of the Graduation Strategy**
 - Identify two (2) members from each of the proposed 1,000 families who will graduate from PATH
 - Using the resilience index, determine which STW Project is suited to graduates
6. **Continue the implementation of the STW programmes through On the Job and Business Development Training**
 - Place 600 PATH beneficiaries in employment
 - Train 1,000 beneficiaries
 - Disburse entrepreneurial grants to 800 recipients
 - Enrol 300 participants
7. **Secondary Education completion intervention**
 - At least 140 youths from poor households to complete CSEC examinations
 - Seventy (70) youths to attain passes at grades 1-3 in CSEC
 - Seventy (70) youths to attain level II skill certification
8. **Implement a pilot parenting intervention for PATH families with children 2-6 years old**

4.1.2 PERFORMANCE

1. **Make six (6) payments to 320,000 registered beneficiaries each payment cycle**
 - I. There were approximately 338,481 registered PATH beneficiaries for the period ending February 2018.
 - II. Cash transfers were provided for approximately 284,192 registered beneficiaries, totalling J\$5.50B. The target was achieved by 88.8 per cent.
 - III. In June 2017, there was a 30 per cent increase in the cash grants for all categories of PATH beneficiaries, namely children, the elderly and persons with disabilities.
 - IV. PATH continued to pay a minimum benefit of J\$600 for non-compliant beneficiaries in order to ensure a minimum social protection floor for families.
2. **Provide Transportation Allowance grants for 8,000 students (6-18 years old) who have been non-compliant because of transportation costs**
 - Three (3) Transportation Allowances in the amount of J\$11.58M were paid to 3,527 students for the period April-June 2017.

- The Transportation Allowance grant was discontinued in July 2017 due to the launch of the Ministry of Education, Youth and Information’s Rural School Bus Programme which was piloted in September 2017. The objective of this Pilot was to provide transportation to PATH student beneficiaries who resided in the parishes of Clarendon, Manchester, St. Elizabeth, St. James, St. Mary, Hanover, St. Thomas and Portland. The project was intended to provide transportation benefits to about 7,500 PATH student beneficiaries for the academic year 2017/18.
 - A review of the MLSS’ Transportation Allowance commenced during the year to determine its effect on the compliance rate of PATH student beneficiaries.
- 3. Ensure Education compliance: Primary school (Boys 76 per cent and Girls 82 per cent) and Secondary school (Boys 81.5 per cent and Girls 87.5 per cent)**
- The average compliance rates for males in Primary and Secondary Schools were 78 and 76.5 per cent achieved, respectively. The compliance rate target for boys in primary schools was surpassed by 2 per cent; whilst at the secondary level it fell short by 5 per cent.
 - The target rate for girls in primary schools was surpassed by 2 per cent, but declined by 4 per cent for secondary schools (See Table 1).

**EDUCATION COMPLIANCE RATE (%):
2016/17 AND 2017/18**

TABLE 1

COMPLIANCE PERIOD		GRADES 1-6		GRADES 7-9		GRADES 10-13		AVERAGE COMPLIANCE FOR ALL GRADES	
		M	F	M	F	M	F	M	F
JAN-FEB	2016/17 ^r	86	89	78	85	71	80	78	85
	2017/18	0	0	0	0	0	0	0	0
MAR-APR	2016/17 ^r	82	86	75	82	73	79	77	82
	2017/18	75	80	69	79	66	73	70	77
MAY-JUN	2016/17	81 ^r	86	75	81 ^r	73	79	76	82
	2017/18	71	76	73	81	82	87	75	81
SEPT-OCT	2016/17 ^r	84	87	84	90	82	87	83	88
	2017/18	90	92	88	92	78	86	85	90
NOV-DEC	2016/17 ^r	79	82	82	88	79	84	80	85
	2017/18	76	80	80	87	74	82	77	83
AVERAGE	2016/17 ^r	82	86	79	85	76	82	79	84
COMPLIANCE	2017/18	78	82	78	85	75	82	77	83

r-Revised Figures

Ensure Health compliance: pregnant and lactating women and children 0-1 year - 85 per cent.

- For FY 2017/18, as it relates to visiting their health centres, children between 0-1 year were compliant an average of 79 per cent of the time. When compared to the 2016/17 period, this group was 1 per cent more compliant than the previous year.
- On average, lactating mothers were 80 per cent compliant in visiting their health care providers for the 2017/18 period. The year's target for lactating mothers fell short by 5 per cent.
- Pregnant beneficiaries were the most compliant as it relates to health care under PATH, with an average of 91 per cent for the fiscal year (See Table 2). The year's target for this group was surpassed by 6 per cent.

**HEALTH COMPLIANCE RATES (%):
2016/17 AND 2017/18**

TABLE 2

Compliance Period		Child 0-1	Lactating	Pregnant	AVERAGE COMPLIANCE FOR ALL CATEGORIES
Jan. - Feb.	2016/17 ^r	80	78	92	83
	2017/18	0	0	0	0
Mar. - Apr.	2016/17 ^r	80	75	90	82
	2017/18	80	74	93	82
May - June	2016/17 ^r	76	80	92	83
	2017/18	78	79	91	83
Jul. - Aug.	2016/17 ^r	78	83	94	85
	2017/18	79	84	93	85
Sept. - Oct.	2016/17 ^r	79	81	93	84
	2017/18	79	86	91	85
Nov. - Dec.	2016/17 ^r	75	77	92	81
	2017/18	79	78	88	82
AVERAGE COMPLIANCE	2016/17	78	79	92	83
	2017/18	79	80	91	83

r-Revised Figures

4. Provide differential benefits to 196,000 beneficiaries each quarter, based on school levels

- As at February 2018, 150,947 student beneficiaries received payments amounting to J\$2.64B. The target was achieved by 77 per cent.

5. Implementation of the Graduation Strategy

- The Graduation exercise was officially launched on September 4, 2017. This first phase ended October 30, 2017. All PATH families who received letters during the August payment period were invited to re-apply during this phase. The second phase of the reapplication process began on November 1, 2017 and ended December 30, 2017.

Disburse PATH Tertiary Bursary and Post-Secondary Grants

- Applications for tertiary bursaries were opened in August 2017 and ended in November 2017.
- In commemoration of the 15th anniversary since the implementation of PATH, scholarships were awarded to 17 PATH students pursuing tertiary programmes. Each scholarship was valued up to a maximum J\$1M.
- A total of J\$49.8M was paid during the reporting period. This payment was made to beneficiaries who will be doing CSEC re-sits and pursuing certificate, diploma or skills training courses. First year students at tertiary institutions and students entering sixth form also benefitted.



Hon. Minister Shahine Robinson, presents the 2017 PATH Tertiary Scholarship Award to Electrical Engineering student, Zackarie Campbell, at the UWI, Mona.

6. Continue the implementation of the STW project through On the Job and Business Development Training and Employment

- As at March 31, 2018, the On-the-Job Training (OJT) intervention, facilitated placement of approximately 651 PATH beneficiaries. The data reflected a decline of 136 or 17.2 per cent, compared to the previous period.
- Under the Social and Economic Inclusion of PwDs Project, 154 PwDs received skills training and employment (work experience/ training), after receiving classroom training.

7. Secondary education completion intervention: at least 140 youths from poor households to complete CSEC examinations – 70 youths to attain passes at grades 1-3 in CSEC and 70 to attain level II skill certification

- A total of 202 students participated in this intervention. Students pursuing the NCTVET aspect of this intervention are awaiting results.

8. Implement a pilot parenting intervention for PATH families with children 2-6 years old

- Phase I of the pilot parenting intervention saw an overall reach of 58 per cent of the total number of participants from six (6) parishes (Clarendon, St. Ann, St. James, St. Thomas, Kingston and Portland). The final baseline report was submitted and completed. Phase II commenced in January 2018, while the home visits of the intervention commenced in March 2018.

9. Introduction of another payment method: Mobile Money

In order to pilot this new payment option, it was essential to sensitize all stakeholders about its use and benefits. Given this need for public education, the following actions were undertaken:

- A total of four (4) Mobile Money Public Education fairs were executed by the MLSS

during the period 14th – 17th November 2017.

- The first three (3) Fairs were held at the Ministry's North Street Branch while the fourth was held at the Bull Bay Community Centre.
- A total of 2,919 PATH beneficiaries from the Central Sorting Office (1,089), Denham Town (810), Cross Roads (515) and Bull Bay Post Office (505) were invited to participate in these Fairs. Of the 2,919 who were invited, 1,210 (41 per cent) participated. Of the 1,210 beneficiaries who participated in these fairs, 722 (60 per cent) indicated an interest in switching their PATH payment to Mobile Money, while the remaining 488 (40 per cent) beneficiaries indicated to continue collecting cheques from post offices.
- The PATH management team has met with and commenced negotiations with the Mobile Money Service Providers.

4.1.3 PROJECTIONS 2018/19

- 1. Provide PATH benefits to the most vulnerable groups of Jamaicans**
 - Make six (6) payments to 300,000 registered PATH beneficiaries each payment cycle (every two (2) months)
- 2. Ensure education and health compliance of PATH beneficiaries**
 - Education compliance: Primary schools (Boys 76 per cent and Girls 82 per cent) and Secondary schools (Boys 81.5 per cent and Girls 87.5 per cent)
 - Health compliance: Pregnant women – visit health centre once every two (2) months, lactating mothers: visit health centre six (6) weeks after giving birth and once every two (2) months and after, children 0-1: visit health centre once every two months, children 1-6 months: visit health centre once every six months
- 3. Support the provision of social welfare to eligible PATH beneficiaries**
 - Continue implementation of the Graduation Strategy
 - Continue implementation of the STW programmes through on the job training
 - Provide skills training and certification to working age members of poor households at NCTVET certification Level II
 - Secondary education completion intervention programme for at least 170 youths from poor households to complete training in 1-5 CSEC subjects
 - Implement a pilot parenting intervention for PATH families with children 2-6 years old
- 4. Ensure efficiency and accountability in the social security projects of the Ministry**
 - Identify and develop processes for the graduation intervention
 - Conduct a Parenting Pilot Impact Evaluation

4.2

THE REHABILITATION PROGRAMME

Established by a Cabinet Decision in 1972, the Rehabilitation Programme provides assistance to individuals in need of social assistance for compassionate purposes or to improve their economic base through income generating projects. The Programme provides grants which are available to persons who, in the past, have exhibited their self-supporting potential but are currently experiencing circumstances that prevent them from providing for their basic needs or that of their families.

The Rehabilitation Programme constitutes four (4) types of grants indicated below. These are all one-off grants.

1. Rehabilitation Assistance Grant

This Grant provides an opportunity for individuals/families to undertake income generating projects to improve their economic status. It provides assistance to establish small projects or boost existing projects such as haberdashery, trading, dressmaking etc.

2. Compassionate Assistance Grant

The Compassionate Assistance Grant is available to persons in need of speedy assistance and who are unable to access assistance under any other Scheme. Assistance is usually provided to meet urgent needs such as prescriptive aids, medication, household items, house repairs and burial expenses. Applicants should not have insurance coverage.

3. Emergency Assistance Grant

This Grant is available to assist persons who have suffered a disaster, whether man-made or natural, such as an earthquake, hurricane, fire, etc. Assistance is usually provided for personal belongings, basic food items or toiletries. Applicants should not have insurance coverage.

4. Education and Social Intervention (ESI) Grant

The ESI Grant is available to assist children who cannot attend school or whose regular attendance is affected by their parents'/guardians' inability to provide uniforms, school books and other basic needs.

5. Short Term Intervention Project (STIP)

This Project was implemented in 2013 to assist the needy to cushion hard economic conditions affecting the country.

National Disaster

Disasters that affect more than 20 families are classified as national disasters. The MLSS is responsible for leading the damage assessment process. Based on the assessment, the Ministry is also responsible for preparing a budget for payment of grants to victims. The budget is submitted to the MOFP for approval and disbursement of funds.

Activities are conducted in collaboration with the Office of Disaster Preparedness and Emergency Management (ODPEM), which is responsible for response activities during a national disaster.

4.2.1 TARGETS 2017/18

- 1. Assist persons who have met with some form of misfortune**
 - Assist 8,200 persons with Rehabilitation, Compassionate, Emergency Relief as well as Education and Social Intervention Grants
 - Evaluate and Monitor 500 income generating ventures (recipients of grants in the 2016/17 FY)
- 2. Assist families whose personal belongings are affected by hazards**
 - Provide assistance with relief items to 1,000 families affected by man-made disasters.
- 3. Assist persons recommended for the Short Term Poverty Intervention Project**
 - Provide assistance to 5,325 persons
- 4. Ensure the continued efficiency and effectiveness of service delivery**
 - Develop and implement training programmes in Psychosocial, Excel and Computer programmes
 - Continue to train officers in shelter management and damage assessment in collaboration with ODPEM and Red Cross
- 5. Maintain an electronic register of persons who benefitted from the programme.**

4.2.2 PERFORMANCE

- 1. Assist 8,200 persons with Rehabilitation, Compassionate, Emergency Relief as well as Education and Social Intervention Grants, who have met with some form of misfortune**
 - For the period April 2017 – March 2018, 5,183 persons benefitted from grants totalling J\$125.4M (See Table 3). This was 54 or 1 per cent less than the previous year. The year's target was achieved by 63.2 per cent. The breakdown in the Grants is as follows:
 - I. 2,191 persons received Compassionate Grants totalling J\$54.04M, to assist with medical, funeral and other expenses. The highest payment was made to recipients of this category which accounted for 43.09 per cent of total disbursements.
 - II. 609 beneficiaries received Rehabilitation Grants totalling J\$16.04M, to start income generating projects and to boost existing ones.
 - III. 2,029 families received Emergency Relief Assistance, totalling J\$47.7M.
 - IV. 354 students received Education and Social Intervention Grants, totalling J\$7.6M.
 - Further disaggregation of the data revealed that females accounted for 64.3 per cent of the total grants issued. A closer examination of the data reveals that the number of female beneficiaries increased by 225 or 7.2 per cent in the FY 2017/18, when compared to the 2016/17 period.

**DISBURSEMENTS AND BENEFICIARIES OF PUBLIC ASSISTANCE BY SEX AND GRANT:
2016/17 AND 2017/18**

TABLE 3

GRANTS	NO. OF BENEFICIARIES						DISBURSEMENTS (\$) 2016/17	DISBURSEMENTS (\$) 2017/18
	2016/17			2017/18				
	M	F	T	M	F	T		
REHABILITATION	313	686	999	197	412	609	24,106,375.00	16,041,087.00
COMPASSIONATE	1,377	1,602	2,979	751	1,440	2,191	71,037,008.00	54,046,809.00
EMERGENCY	363	563	926	818	1,211	2,029	19,121,480.88	47,724,310.49
EDUCATION AND SOCIAL INTERVENTION	72	258	330	83	271	354	6,441,939.00	7,605,739.00
TOTAL	2,125	3,109	5,234	1,849	3,334	5,183	120,706,802.88	125,417,945.49

Evaluate and Monitor 500 income generating ventures (recipients of grants)

- Under the Rehabilitation Programme, 474 Special Projects² were evaluated for the 2017/18 FY. This shows a significant increase of 273 or 135.8 per cent, when compared to the previous year.

2. Assist 1,000 families whose personal belongings are affected by a hazard

- During the 2017/18 FY, 173 fires which affected 318 families were reported to the Ministry. Approximately 838 victims were affected. The composition of families was 496 adults and 342 children. Ten (10) lives were lost. Families were assisted with food, comfort items, grants and counselling.



Hon. Shahine Robinson (right), hands over relief supplies to the CEO of the Child Protection and Family Services Agency, Mrs. Rosalee Gage-Grey and Mr. Winston Bowen, House Manager for the Walker's Place of Safety.

- The Ministry also assisted 418 individuals who were affected by extensive flooding in nine (9) parishes with relief items and grants.

3. Assist 5,325 persons recommended for the Short Term Intervention Project (STIP)

- During the FY 2017/18, J\$57.04M was disbursed to 3,345 individuals. Beneficiaries of Compassionate Grants accounted for 3,339 or 99 per cent of the total (See Table 4). The year's target was achieved by 63 per cent.

² These include small entrepreneurial activities such as phone card sales, chicken or pig rearing.

4. **Ensure the continued efficiency and effectiveness of service delivery**
 - Sixty (60) shelter managers received training in Shelter Management and Damage Assessment, in collaboration with ODPEM and Red Cross.
5. **Maintain an electronic register of persons who benefitted from the programme.**
 - Continued to update electronic register and prepared reports. The introduction of a new form resulted in the easier retrieval of information.

**DISBURSEMENTS AND BENEFICIARIES OF THE STIP:
2016/17 AND 2017/18**

TABLE 4

BENEFITS	NUMBER OF BENEFICIARIES		DISBURSEMENTS (J\$)	
	2016/17	2017/18	2016/17	2017/18
REHABILITATION GRANT ³	4	6	1,460,000.00	1,710,000.00
COMPASSIONATE GRANT	4,617	3,339	73,776,500.00	55,330,242.25
TOTAL	4,621	3,345	75,236,500.00	57,040,242.25

4.2.3 PROJECTIONS 2018/19

1. **Assist persons who have met with some form of misfortune**
 - Assist 8,200 persons with grants
 - Evaluate and Monitor 500 income generating ventures (recipients of grants in the 2016/17 FY)
2. **Assist families whose personal belongings are affected by hazards**
 - Provide assistance with relief items to 1,000 families affected by man-made disasters
3. **Assist persons recommended for the Short Term Poverty Intervention Project**
 - Provide assistance to 5,325 persons
4. **Ensure the continued efficiency and effectiveness of service delivery**
 - Develop and implement training programmes in Psychosocial, Excel and Computer programme
 - Continue to train officers in Shelter Management and Damage Assessment in collaboration with ODPEM and Red Cross
6. **Maintain an electronic register of persons who benefit from the Programme.**

³ This Rehabilitation Grant relates only to Short Term Intervention. They are given to commercial businesses.

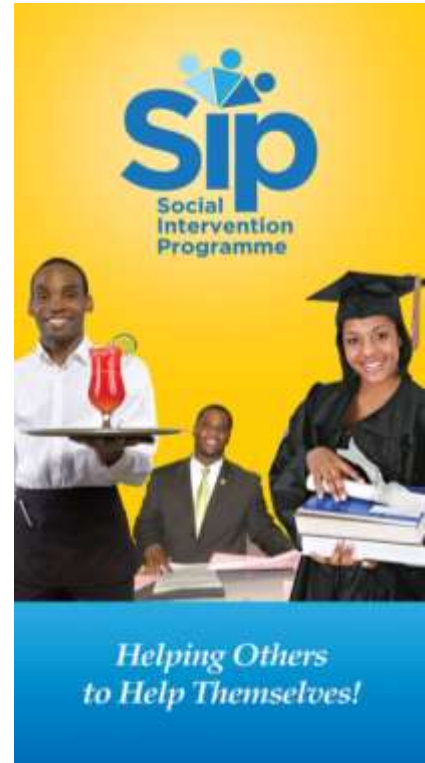
5.

THE SOCIAL INTERVENTION PROGRAMME

The Ministry's Social Intervention Programme (SIP) offers assistance to beneficiaries through short term employment and educational and entrepreneurship grants to foster independence and self-reliance.

Special Employment Programme – Through this programme, the Ministry partners with various private sector organizations to create decent and productive employment. These young unattached youths aged 18 – 35 years are employed for a period of six (6) months, during which the Ministry and the employers share the payment of salaries. The Programme's objectives are to:

- i. Offer orientation and employability skills training to individuals in preparation for the work environment.
- ii. Introduce individuals to the world of work and equip them with marketable skills and experience for long-term employment.
- iii. Promote economic opportunities and employment for vulnerable (unemployed and underemployed) groups.



Education and Entrepreneurship Grants Programme – This intervention targets 'at risk' youths 16 - 40 years of age and enables them to pursue further education and training or be engaged in entrepreneurial activities.

5.1 TARGETS 2017/18

1. **Provide employment and training opportunities for vulnerable and unemployed persons**
 - Provide short term employment for 500 unemployed youths under SEP
 - Collaborate with HEART Trust/NTA to provide OJT to 150 youths
 - Provide assistance to 300 youths through Education and Entrepreneurial Grants (E&EG)
 - Collaborate with stakeholders/partners to provide entrepreneurial training to 25 applicants

5.2 PERFORMANCE

1. **Provide employment and training opportunities for vulnerable and unemployed persons**

Provide short term employment for 500 unemployed youths under SEP

- Under the SEP, 394 youths were employed (See Table 5). The year's target was achieved by 78.8 per cent. Females accounted for 76.9 per cent of the total.
- Table 5 indicates that St. Elizabeth recorded the highest number of beneficiaries, with 76

or 19.2 per cent. This was followed by Hanover and St. Catherine with 60 or 15.2 per cent and 56 or 14.2 per cent respectively.

**NUMBER OF YOUTHS PLACED IN SPECIAL EMPLOYMENT BY PARISH AND SEX:
2016/17 AND 2017/18**

TABLE 5

PARISH	2016/17r		2017/18		TOTAL	
	MALE	FEMALE	MALE	FEMALE	2016/17	2017/18
KSA	10	29	20	28	39	48
ST.CATHERINE	14	37	11	45	51	56
HANOVER	12	58	10	50	70	60
TRELAWNY	4	2	0	4	6	4
ST.ANN	4	17	1	28	21	29
WESTMORELAND	1	16	3	18	17	21
ST.MARY	2	2	0	1	4	1
ST.JAMES	0	3	0	3	3	3
ST.THOMAS	14	38	8	21	52	29
MANCHESTER	0	1	0	5	1	5
PORTLAND	14	43	5	26	57	31
CLARENDON	8	20	9	22	28	31
ST.ELIZABETH	23	59	24	52	81	76
TOTAL	106	325	91	303	431	394

Collaborate with HEART Trust/NTA to provide OJT to 150 youths

- During the year, training sessions were conducted by HEART Trust/NTA, in which 22 persons received training in basic entrepreneurship skills. The year's target was achieved by 14.7 per cent.

Provide assistance to 300 youths through Education and Entrepreneurial Grants (E&EG)

- For FY 2017/18, 743 individuals received assistance through SIP, a reduction of 40 or 5.1 per cent, compared to last year.
- The E&EG component of SIP, disbursed approximately J\$25.7M to 349 youths. Educational Grants accounted for 84.0 per cent of the total disbursement. The year's target was surpassed by 16 per cent.
- Tertiary grants (J\$15.3M), accounted for 71.1 per cent of the total Educational Grants disbursed (See Table 6).
- Trading activities, accounted for the majority of Entrepreneurial Grants allocated, with 43.6 per cent (J\$1.7M). Meanwhile, Agriculture was 38.8 per cent (J\$1.5M).
- Female beneficiaries accounted for 74.7 per cent of the total beneficiaries under the E&EG component of SIP.

Collaborate with stakeholders/partners to provide entrepreneurial training to 25 applicants

- Forty-four (44) youths received entrepreneurial training.

**NUMBER OF BENEFICIARIES FOR E&EG:
2016/17 AND 2017/18**

TABLE 6

TYPES OF EDUCATIONAL GRANT	Male		Female		TOTAL		DISBURSEMENTS (J\$)	
	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18
TERTIARY	28	32	130	123	158	155	16,895,521.91	15,375,320.74
SECONDARY	43	33	93	98	136	131	5,548,387.52	5,795,865.50
SKILLS	7	1	10	9	17	10	898,230	463,750.00
SUB-TOTAL	78	66	233	230	311	296	23,342,139.43	21,634,936.24
⁴ TYPES OF ENTREPRENEURIAL GRANT	Male		Female		TOTAL		DISBURSEMENTS (\$)	
	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18
TRADING	5	10	14	14	19	24	1,405,271.75	1,795,973.13
MANUFACTURING	4	4	6	5	10	9	805,941.53	730,946.52
AGRICULTURE	7	8	5	12	12	20	925,491.28	1,591,515.00
SUB-TOTAL	16	22	25	31	41	53	3,136,704.56	4,118,434.65
GRAND TOTAL	94	88	258	261	352	349	26,478,843.99	25,753,370.89

5.3 PROJECTIONS 2018/2019

1. Provide employment and training opportunities for vulnerable and unemployed persons

- Provide short term employment for 400 unemployed youths
- Collaborate with HEART Trust/NTA to provide On-the-Job Training to 150 participants
- Provide assistance to 300 youths through E&EG
- Collaborate with stakeholders/partners (JBDC and RADA) to provide entrepreneurial training to 25 grant recipients

⁴ Areas available for entrepreneurship include Manufacturing (Carpentry, Leather craft and Food processing), Graphic designing, Trading (Grocery) and Agriculture (Chicken rearing, Cash crops, Pig rearing, Ornamental fish rearing and Bee Keeping).

6. PROGRAMMES FOR PERSONS WITH DISABILITIES

6.1 THE JAMAICA COUNCIL FOR PERSONS WITH DISABILITIES



The Jamaica Council for Persons with Disabilities (JCPD) is responsible for the implementation of policies and programmes for PwDs. The current mandate of the Council is to promote the protection of the rights of PwDs, while facilitating their educational, social and economic development. The Council seeks to empower PwDs, by promoting independence through training and development. The Council works closely with other government and non-governmental agencies, to ensure improved quality of life and independence for PwDs. The Council assists these persons with skills training and self-help projects, so that they can earn an income. Services provided by the JCPD are executed through the National Vocational Rehabilitation Service (NVRS) for persons aged 18 to 59.

The JCPD identifies and maintains a confidential register of PwDs in Jamaica. Registration helps to make planning for and mobilizing PwDs more efficient. The JCPD also provides a certificate of registration whereby a person with a disability can access certain benefits. Persons with disabilities can also access concessionary bus fares in the Kingston Metropolitan Area and St. Catherine with this certificate.

Assessment and Training

The JCPD provides each client with assessment and independent living skills through the Assessment & Guidance Centre.

Advocacy

The JCPD champions the rights of PwDs as advisors to Government and the private sector. The Council also partners with the disabilities sector on issues relating to disabilities and monitors the implementation of the Disabilities Act by:

- I. Conducting accessibility audits, including inspection of buildings to ensure the environment is barrier free.
- II. Investigating complaints about discrimination against PwDs.
- III. Providing legal assistance to PwDs on matters of discrimination.

Public Education & Awareness

The Council creates awareness for and educates the society on matters of disability especially in relation to the Disabilities Act and the national development goal of accessibility and inclusion for all PwDs. It also ensures that the Disabilities Act, the National Policy for Persons with Disabilities and the

Convention on the Rights of Persons with Disabilities (CRPD) are publicized and understood by both PwDs and the public.

Access to Financial Support & Employment

The JCPD provides the following benefits:

- I. Assistance with finding employment for persons with disabilities
- II. Rehabilitation Grants for income generating projects
- III. Assistance to ensure full educational opportunities including school fee assistance and books
- IV. Provisions of scholarships to students with disabilities for tertiary level education, through the annual Margaret Moody Scholarship programme
- V. Assistance with the process of income tax exemption under the Income Tax Act
- VI. Facilitates persons with disabilities who meet the required criteria, to access the five percent (5%) allocation of housing solutions from the National Housing Trust
- VII. Concessionary bus fares, through the Jamaica Urban Transit Company (JUTC)

Research and Referral

The Council conducts research and makes it available to stakeholders and the public. It also refers clients to relevant programmes and agencies that provide support services for PwDs.

Workshops

The JCPD has three (3) off-station workshops as a part of its operation:

Paradise Prints - is the only sheltered workshop operated in Jamaica by the JCPD. It is located at 95 Hanover Street, Kingston. This workshop, which has been in operation since 1975 produces Batik along with soft goods for sale. It employs persons with various types of disabilities.

Assessment and Guidance Center - Located at 16½ Paradise Street in Kingston, this Center provides training for PwDs. The Center was established in 1977 and can accommodate approximately 45 trainees. The Centre teaches woodwork, papier-mâché and art therapy. It also facilitates preliminary assessment and evaluation for trainees and offers remedial education, in collaboration with the Jamaica Foundation for Life Long Learning (JFLL).

Woodside Bakery - is a training facility which began operations in 1983. It is located in Woodside, Clarendon and creates employment opportunities for PwDs. The products produced at the bakery are marketed and sold locally. The Workshop produces a variety of cultural baked products (e.g. bullas, gizzardas, grater cakes etc.).

Economic Empowerment Grant (EEG)/ Assistive Aids Grant (AAG):

A Grant of \$17M is made available to PwDs to facilitate their management of small business ventures for their economic development as well as acquisition of assistive devices to enhance their independence. Parents and/or guardians of persons with disabilities can access the grant on behalf of the PwDs in the event they are unable to apply for or manage the grant themselves. The process facilitates groups of PwDs who can also access the Grant for group projects. Applicants must select a viable project ensuring sustainability or should be participating in training which will enable them to gain suitable employment. Applicants must complete an application form which will be reviewed and

approved by the Economic and Social Empowerment Sub-Committee of the JCPD Board of Management.

The Disability Act

Although the Disabilities Act 2014 was passed in Parliament in October 2014, a date is yet to be set for the Act to come into effect. However, the implementation process to facilitate the Disabilities Act has begun. A Management Board was established to administer and facilitate the transition relevant for disabilities, considering the requirements of the Act. The current Board is comprised of 19 members from the disability sector, along with Senior Directors of the Ministries of Labour & Social Security, Health & Education, along with the Planning Institute of Jamaica (PIOJ), HEART Trust/ NTA and the Jamaica Employers Federation (JEF). They are currently in the process of prioritizing the restructuring of the JCPD.



Hon. Shahine Robinson (fifth left), along with members of the JCPD Board

6.1.1 TARGETS 2017/2018

- 1. Facilitate increased awareness of Disability matters**
 - Conduct awareness sessions to improve physical access for PwDs
- 2. Increase the level of inclusion of PwDs for education, training and employment**
 - Disburse Income Generating Grants (IGGs) to 120 clients totalling \$ 4.8M;
 - Disburse Economic and Empowerment Grants (EEGs) to 100 individuals totalling \$16M;
 - Assist 720 clients with varying social development grants
- 3. Build partnerships with businesses and other groups to empower PwDs through training and employment**
 - Partner with HEART Trust/NTA and the National Youth Service (NYS) to conduct training for 60 recipients of EEG

4. Strengthen and maintain national registry

- Register 480 PwDs;
- Complete development and implementation of a Management Information System (MIS) for PwDs;

5. Complete Codes of Practice and Regulations supporting the Disabilities Act

- Finalize the 1st two Codes of Practice and Drafting Instructions for Regulations
- Conduct four (4) stakeholder consultations on the Codes of Practice
- Engage consultants to finalize Codes of Practice

6.1.2 PERFORMANCE

1. Facilitate increased awareness of disability matters by conducting awareness sessions to improve physical access for PwDs

- Conducted 30 disability sensitization sessions with parents from St. Christopher's school for the deaf.

2. Increase the level of inclusion of PwDs for education, training and employment

- Eighty three (83) Income Generating Grants (IGGs), totalling J\$1.9M were disbursed to clients (See Table 7).
- Sixty five (65) Economic and Empowerment Grants (EEGs) were disbursed in the sum of J\$7.1M for the 2017/18 FY, while 29 Assistive Aids were approved, totalling J\$4.2M. Of the 65 clients approved for EGG, 34 or 52.3 per cent were males.

Assist 720 clients with varying social development grants

- For FY 2017/18, financial assistance in the amount of J\$12.5M was provided to 696 clients (See Table 7). This shows a decline of J\$200,000 or 1.5 per cent, when compared to 2016/17 FY. Males accounted for 357 or 51.2 per cent of this total.
- The largest proportion (J\$2.7M or 21.6 per cent) of the disbursements was for “School Fees”.
- Three (3) Business Management Workshops were held, while 36 clients were prepared for self-employment through the EEG. The Workshops were hosted for clients in the parishes of Trelawny, St. Ann, Hanover, Clarendon, Manchester, Westmoreland and Kingston and St. Andrew.

**DISBURSEMENT OF REHABILITATION GRANTS TO JCPD CLIENTS:
2016/17 AND 2017/18**

Table 7

TYPE OF ASSISTANCE	RECIPIENTS						DISBURSEMENTS (J\$)	
	MALE		FEMALE		TOTAL		2016/17	2017/18
	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18		
ASSISTIVE AIDS/APPLIANCE	28	27	19	27	47	54	634,650.00	845,443.20
BOARDING FEES	1	1	1	0	2	1	14,000.00	19,600.00
CHICKEN REARING	6	0	3	0	9	0	233,022.72	0.00
EDUCATION	0	0	1	0	1	0	16,241.00	0.00
EDUCATIONAL ASSISTANCE	1	0	2	0	3	0	68,000.00	0.00
EMPLOMENT SUPPORT PROGRAMME	11	26	67	67	78	93	1,699,200.00	1,850,700.00
ESSENTIAL SUPPORT SERVICE	1	0	7	0	8	0	128,000.00	0.00
FUNERAL ASSISTANCE	10	7	5	4	15	11	410,000.00	320,000.00
GROCERY	1	0	1	0	2	0	50,000.00	0.00
HIGGLERING	1	0	2	0	3	0	43,999.98	0.00
MEDICAL EXPENSE/ ASSISTANCE	59	56	68	48	127	104	1,752,380.73	1,593,119.66
PHONE CARD	2	0	1	0	3	0	58,878.53	0.00
GOAT REARING	1	0	0	0	1	0	23,000.00	0.00
INCOME GENERATING GRANTS	11	38	10	45	21	83	458,550.84	1,991,951.43
SCHOOL BOOK	10	17	23	34	33	51	449,877.44	1,018,930.72
SCHOOL FEES	88	84	72	64	160	148	2,515,964.64	2,731,016.66
SCHOOL SUPPLIES	2	2	6	4	8	6	135,990.20	89,049.61
SCHOOL UNIFORM	13	10	10	9	23	19	288,363.53	278,408.35
SHADOW	95	52	30	13	125	65	2,075,000.00	915,000
SPECIAL NEEDS ASSISTANCE	0	5	0	5	0	10	0.00	149,140.59
TRANSPORTATION	104	32	75	19	179	51	1,356,640.00	745,300
TOTAL	447	357	414	339	861	696	12,697,407.48	12,547,660.22

3. Build partnerships with businesses and other groups to empower PwDs through training and employment

Partner with HEART Trust/NTA and the National Youth Service (NYS) to conduct training for 60 recipients of EEG

- The Council facilitated PwDs applications and Ids for the NYS summer programme and held discussions with Jamaica Association for the Deaf on a collaborative venture with Gallaudet University in Washington regarding training and certification of sign language interpreters.
- In regards to employment two (2) males were placed, one (1) permanent and the other part time. In addition two (2) female were temporarily employed for six (6) months.

4. Strengthen and maintain national registry by registering 480 PwDs

- For the 2017/18 FY, 669 clients were registered, a reduction of 622 or 48.1 per cent, when compared to the previous year. Of this figure, 384 or 57.3 per cent were males. Since inception of the registry, a total of 32,854 people have been registered on the JCPD database. The year's target is surpassed by 26.7 per cent.

Complete development and implementation of a Management Information System (MIS) for PwDs

- The MIS is fully deployed and is now processing registration.

5. Complete Codes of Practice and Regulations supporting the Disabilities Act

Finalize the 1st two Codes of Practice and drafting instructions for Regulations

- The first and second review of deliverables for Codes of Practice was completed and feedback is pending.

Conduct four (4) stakeholder consultations on the Codes of Practice

- The fourth review of the first set of deliverables was completed and feedback was provided to the Consultant for Codes of Practice Education and Training and Employment.

Engage Consultants to finalize Codes of Practice

- Interviews were held with two (2) Consultants

6.1.3 PROJECTIONS 2018/2019

1. Enable the inclusion of PwDs in development

- Register 1,500 PwDs by March 2019
- Continue implementation of the MIS system
- Promote the use of appropriate technology and media for access to information

2. Build partnerships with businesses and other groups to empower PwDs through training, education and employment

- Review institutional capacity of the JCPD workshops

- Conduct basic repairs to improve current state of workshops
 - Acquire equipment and materials for production in workshops
 - Place at least 5 PwDs in employment
3. **Facilitate access to grants credit and micro financing**
 - Assist 672 clients with varying economic/entrepreneurial development grants
 - Provide social development assistance to 120 recipients at a cost of \$4.8M
 - Disburse 132 EEG and 40 AAG to recipients, at a cost of \$30M
 - Financial literacy and business management training for recipients of grants
 4. **Establish governance and organizational structure for the new JCPD**
 5. **Complete and implement the first two codes of Practice and Regulations supporting the Disabilities Act**



The Early Stimulation Programme (ESP) is an early intervention programme for young children (0-6 years) with various types of developmental disabilities. The Programme commenced in 1975 as a project but subsequently became integrated into one of the Ministry's social programmes. This Programme is currently the only fully publicly funded service for young children with disabilities (CwD), as well as their families.

Among the disabilities managed by this Programme are cerebral palsy and other physical disabilities, sensory impairment, autism, down's syndrome, developmental delay, secondary to psychosocial deprivation and co-morbid behavioural problems, including Attention Deficit Hyperactivity Disorder also known as (ADHD).

Children are referred to the Programme by Health Care Workers, Educators, Social Workers and parents. The assessment process includes: comprehensive history taking, including social, medical and developmental history; the administration of developmental screening tests to comprehensively identify potential developmental problems; and a screening medical examination to identify potential neurological and sensory deficits. Once developmental delay is identified, an individual intervention programme is designed for each child. Consultation is held with parents to define roles and to ensure parent participation in the process.

Children are referred to the Programme from the Bustamante Hospital for Children, MOEYI, Family Court, Child Development Agency (CDA) and other agencies serving young children.

The ESP operates from two (2) centres, located in Kingston and St. Andrew (KSA) and Portland. The Programme has grown immensely over the past decade, as the number of clientele has increased significantly.

There are three (3) main aspects to the programme:

- i. Centre based – These services include assessment and review of therapeutic services (physical and sessional speech therapy), parent orientation and counselling as well as, parent training workshops. Centre based services are provided primarily at the Head Office at 95 Hanover Street, Kingston.

- ii. Community based – These services include home, nursery and school visits to train parents and caregivers in early intervention techniques. Community based services are extended to some parts of St. Catherine. With the opening of the Portland Centre in September 2007, community based services have also been provided to children in Portland and St. Mary.
- iii. Stimulation Plus Child Development Centre - In 2006, the Stimulation Plus Child Development Centre was opened. This was based on the urgent need for a special early childhood centre to provide educational services for children with special needs in a structured environment.

The Centre provides a full day intervention programme for CwDs ages 3-6 years. The opening of this Centre gave parents and caregivers the opportunity to work or become engaged in entrepreneurship activities, while their children are being taught and cared for in a safe and stimulating environment.



Hon. Shahine Robinson (Left), addresses the audience at the opening of the newly constructed ESP Facility, while Permanent Secretary, Colette Roberts Risen looks on.

6.2.1 TARGETS 2017/18

1. **Provide early childhood education and intervention to aid in the development of CwDs, ages 0-6 years**
 - Prepare and place 116 CwDs in schools
 - Conduct 80 assessment clinics for new clients
 - Conduct 80 physiotherapy clinic sessions per cluster
 - Develop Individualized Education Plans (IEPs) for all new and old clients
 - Conduct 60 workshops/seminars for parents and CwDs to help with the necessary coping skills and intervention strategies

2. **Expand the Stimulation Plus Development Centre in order to accommodate more children**
 - Construct additional classrooms at Stimulation Plus
3. **Plan recreational activities for parents and clients**
 - Establish a committee to plan the various activities
4. **Establish an ESP Centre in the Parish of St. Ann**
 - Identify venues and contact target groups
 - Conduct 12 parenting and professional workshops at early childhood institutions hospitals, health centres and day cares
 - Contact the National Land Agency and the Parish Council in St. Ann to acquire land
5. **Improve the efficiency of ESP**
 - Complete organizational chart, job descriptions (JD) and unit plans
 - Identify appropriate areas of training for staff

6.2.2 PERFORMANCE

1. **Provide early childhood education and intervention to aid in the development of children with disabilities, ages 0-6 years**

Prepare and place 116 CwDs in school

- For FY 2017/18, 100 children were placed in schools island-wide: 70 in special education and 30 in regular schools.
- There were 1,493 referrals of children for specialized assistance. The data shows a slight increase of 39 or 2.7 per cent in referrals, compared to the 2016/17 FY (See Table 8). Of the total number of referrals for specialized assistance, Physiotherapy recorded the highest, with 1,158 or 77.6 per cent. This was followed by referrals to educational institutions, with 176 or 11.7 per cent.
- Further analysis of the data indicates that boys accounted for 965 or 64.6 per cent (See Table 8).

REFERRAL OF CHILDREN FOR SPECIALIZED ASSISTANCE: 2016/17 AND 2017/18

TABLE 8

REFERRALS	2016/17		2017/18		TOTAL	
	MALE	FEMALE	MALE	FEMALE	2016/17	2017/18
PHYSIOTHERAPY	564	483	737	421	1,047	1,158
ORTHOPAEDIC	9	4	20	6	13	26
EDUCATION	168	106	123	53	274	176

REFERRALS	2016/17		2017/18		TOTAL	
	MALE	FEMALE	MALE	FEMALE	2016/17	2017/18
OTHER AGENCIES	63	57	85	48	120	133
TOTAL	804	650	965	528	1,454	1,493

Conduct 80 assessment clinics for new clients

- There were 84 new clinic sessions held for the FY 2017/18. This is 22 or 35.5 per cent increase, when compared to the 2016/17 FY. The data presented shows that the year's target was surpassed by 5.0 per cent. Based on these sessions, 600 new clients were seen and assessed.

Conduct physiotherapy clinic sessions per cluster

- For the FY 2017/18, a total of 954 therapy sessions were conducted.

Develop Individualized Education Plans (IEPs⁵) for new and old clients

- Six hundred and thirty-two (632) new IEPs were developed. Additionally, an average of 1,609 IEPs were reviewed and updated.

Conduct 60 workshops/seminars for parents and CwDs to help with the necessary coping skills and intervention strategies

- For FY 2017/18, a total of 18 parenting orientation and training seminars were conducted. These seminars catered to parents and CwDs, teaching them the necessary coping skills.

2. Expand the Stimulation Plus Development Centre to accommodate more children

- Two (2) facilities were constructed for children with disabilities for them to be properly assessed and prepared to enter the educational system. An Assessment Centre was constructed on Hanover Street at the cost of J\$89M that currently serves approximately 1,500 children with disabilities. The centre is fully operational.
- The Early Childhood Education facility was constructed on Ostend Avenue, Rockfort at a cost of J\$78M and is to facilitate the education preparation for 160 children with disabilities.

3. Plan recreational activities for parents and clients

- During the year, a Sports day was successfully held as well as a Treat for the clients in May of the same reporting period.

4. Establish an ESP Centre in the Parish of St. Ann

⁵ Individualized Education Plan (IEP) is a tailored programme plan put in place for each child of the ESP based on his or her developmental delays.

Conduct workshops

- Due to the workshops conducted in St. Ann, the ESP received a number of referrals of children with disabilities.

Identify land to purchase

- Activity differed to the next financial year 2018/19

5. Improve the efficiency of ESP

Complete organizational chart, job descriptions (JD) and unit plans

- The organizational chart and job descriptions were completed and discussions held with the Chief Technical Director and the Human Resource Department. The documents were submitted to the Corporate Management Division.

6.2.3 PROJECTIONS 2018/19

- 1. Provide early childhood education and intervention to aid in the development of Children with Disabilities (CwDs), ages 0-6 years**
 - School placement for at least 240 CwDs
 - Conduct 80 Assessment clinics for new clients
 - Conduct 300 physiotherapy clinic sessions per cluster
 - Develop IEPs for all new and old clients
 - Conduct 52 parenting workshops/seminars
- 2. Expand the Stimulation Plus Development Centre in order to accommodate more children**
 - Construct additional classrooms at Stim-Plus
- 3. Plan recreational activities for parents and clients**
 - Establish Committee to plan the various activities
- 4. Establish an ESP Centre in the parish of St. Ann**
 - Identify venue
 - Contact target groups
 - Conduct 12 parenting and professional workshops at early childhood institutions, hospitals, health centres and day care centres
 - Contact the National Land Agency (NLA) and the Parish Council in St. Ann to acquire land
- 5. Improve the efficiency of the ESP**
 - Reclassify positions
 - Identify appropriate areas of training for staff



The Abilities Foundation (AF) is a registered voluntary organization. It is a community training intervention Institution that collaborates with HEART Trust/NTA. The Foundation was established on October 5, 1992, as a result of the passionate lobbying efforts of members of the disabled community in Jamaica. The need was recognized for a specialised vocational education and training programme to serve persons with all types of disabilities. Its existence is a collaborative effort with the MLSS.

Objectives

- To increase the employability of PwDs;
- To teach young adults with disabilities good work ethics and facilitate their social and emotional readjustment to ensure effective integration into the wider society.

PwDs are among some of the most socially and economically disadvantaged in the Jamaican society and the Foundation seeks to enable them to develop their full potential.

Training Programmes include:

- Housekeeping
- Furniture Making
- Data Operations Level I and II
- Design and Decor/Soft Furnishing
- Horticulture and Landscaping

Three (3) of these courses lead to **the National Vocational Qualification of Jamaica (NVQ-J) Level 1 Certification**; namely Housekeeping, Data Operations Levels I and II and Furniture Making. These are facilitated through partnership with HEART Trust/NTA.



Trainees Lamoy and Stephen display their skills during a furniture making exercise

In addition, the Foundation offers a functional life skills curriculum which focuses on the trainees' transition to the work force, remedial English and Mathematics, money awareness and money management. Job coaching and placement are also offered free of cost to students, upon completion of their training. A tracking system is implemented to monitor students after graduating from the

Institution. Specialised days are highlighted when students are given professional development seminars from experts within the industry.

6.3.1 TARGETS 2017/18

1. Improve delivery and facilitation of training for PwDs

- Increase the number and quality of trainees with certification from HEART Trust/NTA
- Implement plans to diversify course offerings

2. Promote a high level of professionalism among graduates

- Implement the work readiness programme to ensure that trainees transition smoothly to the workplace
- Conduct two (2) professional day seminars and workshops
- Conduct 10 sensitization meetings with employers
- Conduct etiquette and interview skills training and soft skills workshop
- Place 20 trainees in NYS summer job programmes, six (6) graduates in 6 months - 1 year work internships and 12 graduates in 6 months - 1 year NYS employment programme

3. Raise public awareness about the Abilities Foundation

- Conduct a sensitization campaign to public and private entities on the employment of the PwDs
- Airing of Public Service Announcements (PSA) and marketing of promotional materials
- Participating in career and lifestyle expos

6.3.2 PERFORMANCE

1. Improve delivery and facilitation of training for PwDs: Increase the number and quality of trainees with certification from HEART Trust/NTA

- As part of the Foundation's strategic plan to diversify its course offerings to enable PwDs to have skills that will broaden their opportunities in the job market, Customer Service Level II and Cosmetology – (Nail Technology and Makeup Artistry) were successfully introduced to all new enrollees in the 2017/18 academic year. Training commenced in September 2017.
- At the end of FY 2017/18, 76 students were enrolled at the Foundation, a marginal increase of 10 per cent, when compared to the previous year (See Table 9). The largest group of participants received training in Data Operations/General Administration, with 21 or 28 per cent, followed by Housekeeping with 19 or 25 per cent.
- Twenty-nine (29) Year 2 trainees completed assessments in their qualification path and will be able to complete full certification by the Christmas semester.
- Data Operations Year 3 trainees completed their units in their qualification paths.

**ENROLMENT IN ABILITIES FOUNDATION TRAINING COURSES BY SUBJECT:
2016/17 AND 2017/18**

TABLE 9

GROUP	YEAR 1		YEAR 2		TOTAL	
	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18
DATA OPERATION/GENERAL ADMINISTRATION	21	13	12	8	33	21
CUSTOMER SERVICE	0	5	0	0	0	5
HOUSEKEEPING	7	16	4	3	11	19
COSMETOLOGY	0	7	0	0	0	7
FURNITURE MAKING	5	9	4	0	9	9
HORTICULTURE & LANDSCAPING	4	4	5	1	9	5
GARMENT APPAREL	4	0	3	0	7	0
DESIGN & DECOR	0	7	0	3	0	10
TOTAL	41	61	28	15	69	76

2. To promote a high level of professionalism among graduates

Etiquette and interview skills training and soft skills workshop

- Under the theme “Dress for success”, gentlemen were exposed to professional etiquette and grooming for interviews.

Place 38 trainees in National Youth Service (NYS) summer job programmes, work internships and NYS employment programme

- The Six-Week Paid Work Apprenticeship component of the Social and Economic Inclusion for Persons with Disabilities project has been successfully implemented with a total of nineteen (19) graduates placed.
- At the end of the FY, sixty (60) graduates were placed in six (6) months' work solutions. This was made possible with the assistance of HEART Trust/NTA, National Youth Service and private in-house placement services.

6.3.3 PROJECTIONS 2018/2019

1. Improve delivery and facilitation of training to PwDs

- Increase the number and quality of trainees with certification from HEART Trust/NTA.
- Implement the work readiness programme to ensure that trainees transition smoothly to the workplace.

2. Promote a high level of professionalism among graduates

- Implement the work readiness programme to ensure that trainees transition smoothly to

the workplace

- Conduct two (2) professional day seminars and workshops
- Conduct 10 sensitization meetings with employers
- Conduct etiquette and interview skills training and soft skills workshop
- Place 20 trainees in NYS summer job programmes, 15 graduates in six months to one year work internships and 25 graduates in six months to one year NYS employment programme

3. **Raise public awareness about the Abilities Foundation**

- Conduct a sensitization campaign to public and private entities on the employment of other PwDs.
- Airing of Public Service Announcements (PSA) and marketing of promotional materials.
- Participating in career and lifestyle expos

7.

NATIONAL COUNCIL FOR SENIOR CITIZENS

The Council works in collaboration with international and local organizations to promote programmes which enhance the well-being of senior citizens. Its mandate is to formulate and implement policies and programmes for the well-being of older persons (60 years and over). It executes its mandate in accordance with the National Policy for Senior Citizens.

The Council plans programmes and activities to enhance social, cultural, spiritual, educational, mental and physical stimulation in the later stages of development; thereby, reducing loneliness and making life more meaningful after retirement. These include skills training, health and educational workshops, retirement seminars, ageing seminars/conferences, competitions for mental and spiritual stimulation e.g. domino, bible quiz and spelling bee. It also exposes them to regular exercises in groups, parish and regional (national) sports. These include track and field events, trips to places of interest, fund raising activities, income generating projects, intergenerational activities etc.

Collaboration is very important and the NCSC works closely with Ministries, Departments and Agencies, Non-Governmental Organisations (NGOs), Church-Based Organisations and Faith-Based Organisations (FBOs) to effectively undertake its mandate and to obtain sponsorship for many of its Programmes.

The Council operates a feeding programme in twenty (20) communities, four (4) of which are inactive due to migration, repairs and employment of main volunteers. It also operates a day activity centre at the Secretariat where 489 persons are beneficiaries. Seniors in these communities and day activity centres are provided with a hot meal on week days and food packages on public holidays. Shut-ins are also visited by two (2) Nurses' Aide for KSA and food packages given on holidays.

The NCSC issues identification cards, which provide access to concessionary fares on Jamaica Urban Transit Company (JUTC) buses (J\$40.00) and other benefits. This identification card is now accepted by the Passport, Immigration and Citizenship Agency (PICA), the banks and other businesses. All seniors can obtain a card through MLSS' Parish Offices Island-wide and the Secretariat.

In addressing the needs of older persons as it relates to information technology, the NCSC collaborated with all Parish Libraries to train older persons in basic computer skills. The Universal Service Funds through Ministry of Energy, Science, Technology and Telecommunication, retrofitted the computer lab at the Secretariat which offers training and other computer services to seniors. This will result in older persons being computer literate, in keeping with the technological age.

Senior Citizens' Clubs and Day Activity Centres are located island-wide for seniors to socialize and use as an outlet for their energy. Currently, there are 456 Clubs and 55 Centres Island-wide. Seniors and volunteers meet weekly, fortnightly and monthly to undertake various activities.

Registration is conducted for the Jamaica Drug for the Elderly Programme (JADEP), National Health Fund (NHF) and GOJ Health benefits. Other referrals are also done for various benefits, which include PATH, Rehabilitation, Compassionate Grants and NIS, to assist with the needs of seniors.

Home visits are carried out to some needy older persons in Kingston, St. Andrew and St. Catherine by three (3) Nurses' Aide. Volunteers and Parish Organizers also undertake this activity in the other parishes. It is to be noted that many older persons prefer to stay in their own homes hence, this service is critical to the ageing population.

Finally, networking and volunteerism is very important to effectively undertake the Council's mandate.

7.1 TARGETS 2017/18

- 1. Continue the national programme to educate the general public on the ageing process and the importance of retirement planning.**
 - Conduct 14 Seminars on ageing and Retirement at the Parish Level.
- 2. Create public awareness of the Madrid Int'l Plan of Action and Association.**
 - Convene one (1) conference with Directors, Planners and Senior Managers of MDAs, NGOs and the private sector.
 - Conduct nine (9) public education fora on rights of older persons
- 3. Collaborate with MOH to conduct health seminars, healthcare workshops and disseminate information on preventative healthcare to include HIV/AIDS.**
 - Stage at least 14 Health Seminars and nine (9) healthcare information fora in observance of World Health Day.
- 4. Strengthen and expand community based social services and ensure that they are affordable and accessible.**
 - Continue feeding programmes, referral services, home services and concessionary services.
- 5. Promote and support the seniors' working ability according to their individual talents.**
 - Conduct 350 skills training workshops in all parishes
 - Conduct 14 entrepreneurial workshops
- 6. Review the National Council for senior Citizen's (NCSC) policy.**

Conduct 14 Parish Sports Day and one (1) National Sports Day;

7.2 PERFORMANCE

- 1. Continue the national programme to educate the general public on the ageing process and the importance of retirement planning**

Conduct 14 Seminars on ageing and retirement at the parish level.

 - For the FY 2017/18, a total of seven (7) retirement planning seminars were conducted island-wide which involved 361 participants.

2. Create public awareness of the Madrid Int'l Plan of Action and Association

Convene one conference with Directors, Planners and Senior Managers of MDAs, NGOs and the private sector.

- This was not achieved due to budgetary constraints

Conduct nine (9) public education fora on rights of older persons

- Eighteen (18) public education fora on the rights of older persons were held in all 14 parishes, of which 776 seniors participated. Females accounted for 665 or 85.7 per cent.

3. Collaborate with MOH to conduct health seminars, healthcare workshops and disseminate information on preventative healthcare to include HIV/AIDS

Stage at least 14 Health seminars and nine (9) healthcare information fora in observance of World Health Day

- In observance of World Health Day, 14 health seminars were conducted, in which 604 seniors benefitted from free health care. The target was achieved.
- For the FY 2017/18, five (5) regional health fairs were held and 818 persons benefitted from health care services.

4. Strengthen and expand community based social services and ensure that they are affordable and accessible.

Continue feeding programmes, referral services, home services and concessionary services

- For the FY, 38,838 cooked meals were delivered to 20 feeding centres. The year's target of 112,000 for meal distribution was achieved by 34.7 per cent. Two thousand four hundred and eighteen (2,418) food packages were also delivered.
- Eight hundred and fifteen (815) identification card applications were received from seniors island-wide for processing. These ID cards are accepted for the purpose of obtaining passport as well as certain senior citizens' benefits from banks and other organizations.

5. Promote and support the seniors' working ability according to their individual talents **Conduct 350 skills training workshops in all parishes**

- Seven hundred and ninety two (792) skills training workshops were conducted island-wide for FY 2017/18.

Conduct 14 entrepreneurial workshops

- Seven (7) entrepreneurial workshops were conducted and 223 seniors participated.

Conduct 14 Parish Sports Day and one (1) National Sports Day

- Fourteen (14) parish sports day were held in which 1,137 persons participated in track and field events as well as novelty games.



Members of one of the NCSC Cheerleading team at the Senior Citizen's Sports Day 2017.

6. **Review the National Council for Senior Citizen's (NCSC) Policy.**

- The revision of the National Policy for Senior citizens commenced in FY 2016/17, in keeping with the commitment of the Government to establish a comprehensive social protection strategy. This includes adequate safety nets that mitigate risks to economic and social development. The Government, through the MLSS will focus efforts on creating a responsive programme framework that acknowledges and facilitates the enjoyment of citizen rights by older persons, while empowering their continued active and productive ageing.
- The Draft Policy has been submitted to Cabinet for approval.

7.3 **PROJECTIONS 2018/19**

1. **Continue the national programme to educate the general public on the ageing process and the importance of retirement planning**
 - Conduct 14 seminars
 - Launch a social media and behaviour modification campaign
2. **Create public awareness of the Madrid Plan of Action 2002**
 - Convene one (1) conference with Directors, Planners and Senior Managers of MDAs, NGOs and the private sector.
 - Conduct 15 public education fora on rights of older persons
3. **Collaborate with MOH to conduct health seminars, healthcare workshops and disseminate information on preventative healthcare to include HIV/AIDS**
 - Stage at least 14 healthy lifestyle seminars and nine (9) health information for a, in observance of World Health Day
 - Stage three (3) Regional Health Fairs and one National Sports Day promoting healthy active ageing
4. **Strengthen and expand community based social services and ensure that they are affordable and accessible**

- Continue the feeding programmes, referrals, home and concessionary services

5. Promote and support the seniors' working ability according to their individual talents

- Conduct 350 skills training workshops in all parishes
- Register the skills of 100 senior on the skills bank of senior citizen
- Conduct 14 entrepreneurial workshops

6. Review the National Council for Senior Citizen's Policy



Most Hon. Andrew Holness, Prime Minister (2nd left), Hon. Shahine Robinson, Minister of Labour & Social Security (3rd left) at the launch of Workers' Week. Also included (l-r) are Hon. Olivia Grange, Minister of Culture, Gender, Entertainment and Sports, Senator Floyd Morris, Karlene Dawson, Acting Head of the Digicel Foundation, Senator Ruel Reid, Minister of Education, Youth and Information and Hon. State Minister, Alando Terrelonge, Ministry of Culture, Gender, Entertainment and Sports.



Hon. Shahine Robinson (2nd left), Hon. State Minister, Zavia Mayne (3rd l), Permanent Secretary, Colette Roberts Ridsen and Chairman of NIS, Mr. Lennox Elvy, at the NIS 52nd Anniversary Church Service, held at Falmouth United Church.



Nepal Ambassador, Mr. Kali Prasad Pokhrel (centre), paid a courtesy call on the Hon. Shahine Robinson (right).



Hon. Shahine Robinson (centre), Permanent Secretary Colette Roberts Ridsen (5th left) and PATH Project Director, Elsa Marks Willis (left) pose with the recipients of the PATH 15th Anniversary Scholarship Awards function, held October 2017.



Hon. Shahine Robinson, bringing Remarks at the inaugural Labour Market Forum 2017, held at the Jamaica Pegasus Hotel in Kingston. Seated at the table are Permanent Secretary, Colette Roberts Ridsen (left) and Head of Hugh Lawson Shearer Trade Union Education Institute, Mr. Danny Roberts (right).



Hon. State Minister, Zavia Mayne brings greetings at the Occupational Safety and Health World Day at the Jamaica Conference Centre.



Permanent Secretary, Colette Roberts Ridsen exchanges agreements during the signing of a Memorandum of Understanding between the Ministry, St. Ann Chamber of Commerce and the Jamaica Hotel & Tourist Association, Ocho Rios Runaway Bay Chapter.



Hon. State Minister, Zavia Mayne (right), holds ribbon as Senator Hon. Ruel Reid cuts ribbon to officially open the newest building of the Stimulation Plus Early Childhood Development Centre. Sharing in the moment from left: CTD, Audrey Deer-Williams, ESP Director, Antonica Gayle, Chief of Operations, IADB, Adriana La Valley, PATH Director, Elsa Marks-Willis and JSIF Managing Director, Omar Sweeney.



Hon. State Minister, Zavia Mayne shares with Acting Director of Child Labour, Sasha Deer-Gordon and representatives from STATIN, the publication of the Youth Activity Survey 2016 Report, at the Mona Visitor's Lodge, UWI, Mona.



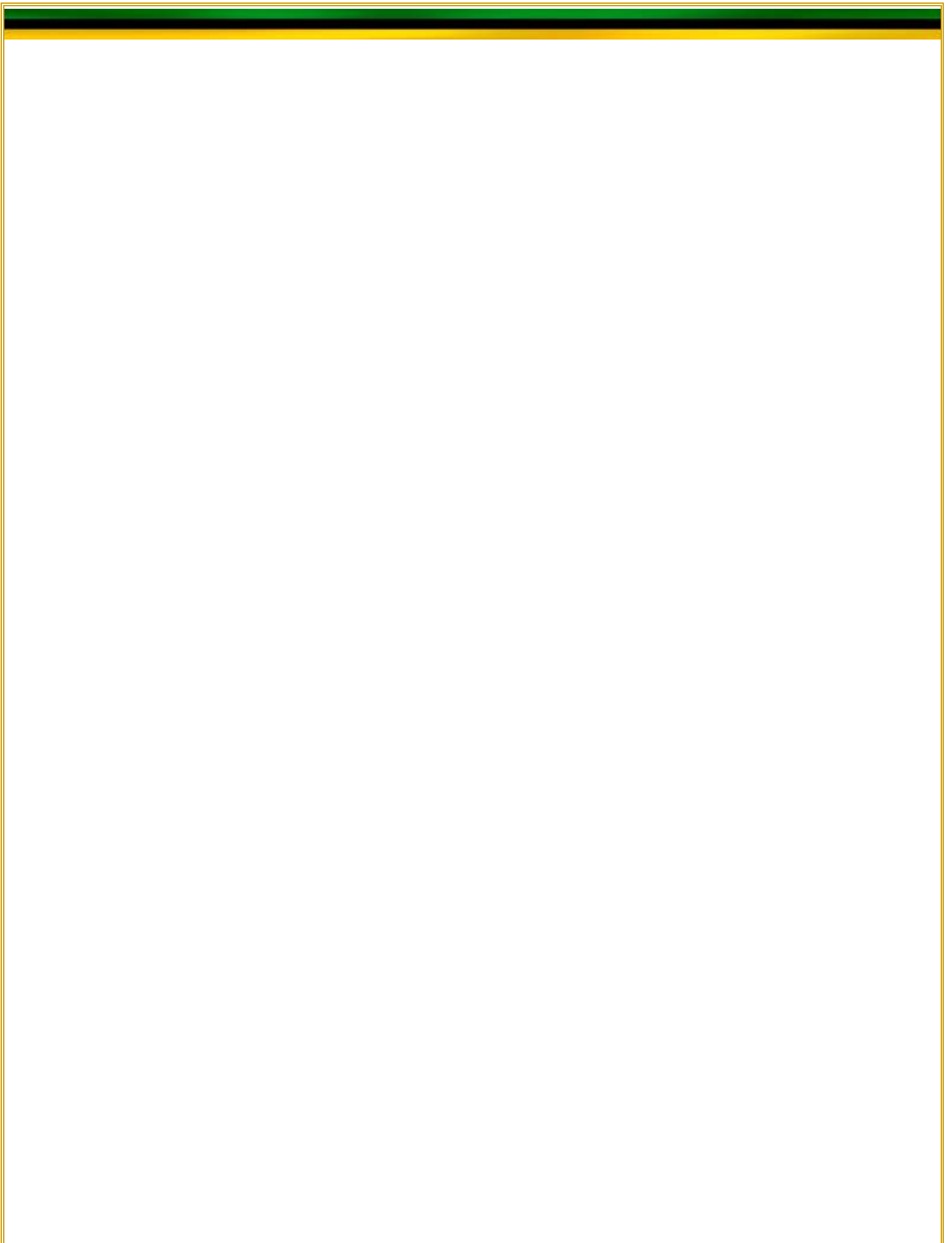
The Canadian High Commissioner, Laurie Peters (second left) paid a courtesy call on the Hon. Shahine Robinson to discuss the expansion of the Seasonal Agricultural Worker Programme (SAWP).



Hon Shahine Robinson (centre), PS Colette Roberts Ridsen (left) and CTD Dione Jennings (right) at the Emancipence Celebration with the Ministry of Labour & Social Security Staff members, August 2017.



Hon. Shahine Robinson (left) and the St. Andrew Cheerleaders at the NCSC Sports day 2017.



Over the past two decades, the GOJ has been signalling its interest and commitment towards undertaking comprehensive labour market reform. This commenced with the Labour Market Reform Initiative of 1994, where a committee was set up by Cabinet to review and make recommendations with respect to labour market issues such as occupational safety and health, productivity, etc. Varying levels of success were accomplished.

In an effort to strengthen Jamaica's economy, particularly through the creation of an enabling business environment while ensuring decent work for all, the GOJ embarked on a comprehensive programme to reform the labour market, aimed at:

1. Creating a labour force that is adaptable to labour market information;
2. Increasing the knowledge, skills and productivity of the worker;
3. Providing the worker with adequate social protection; and
4. Protecting the employability and life earnings of the worker.

The reform seeks to address the shortcomings within the labour market by overseeing the:

1. Revision of existing labour market legislation, policies and practices, while exploring the feasibility of unemployment insurance in Jamaica;
2. Determination of a mechanism to increase access to and coverage of pensions; and
3. Development of a National Employment Policy (NEP), among other measures.

To oversee the reform process, a **Labour Market Reform Commission (LMRC)**, a multi-sectoral body comprising representation from the Government, Trade Union movement, Private Sector and Academia was established by Cabinet and became operational in April 2015. The established Programme of the LMRC was guided by four (4) objectives:

1. Efficiency: generating maximum returns from human resources, output and income;
2. Equity: creating equal opportunity to jobs and training for all in the workplace. All should be treated equally, receiving equal pay for equal work;
3. Growth: increasing productivity, incomes and future jobs; and
4. Social justice: minimizing potential negative outcomes and social displacement stemming from changes in the labour market; providing redress where applicable.

To achieve labour market reform, aligned with the above listed objectives, five (5) sub-committees were tasked with reviewing existing policies and practices in five (5) thematic areas. They were also required to provide recommendations for their revision/updating. The sub-committees and thematic areas were as follows:

1. Education and Training;
2. Productivity, Innovation and Technology;
3. Labour Policies and Legislation;

4. Industrial Relations (institutions, customs and practices); and
5. Social Protection.

8.1 STRATEGIES

The strategies employed by the Commission were:

- A reform of specific social protection mechanisms;
- A policy framework/response to treat with the increased incidence of 'precarious employment';
- A reform of the static and outdated Labour Laws;
- A culture of lifelong learning to raise the low-skilled, low-wage profile of workers; and
- Re-engineering of the roles and responsibilities of critical Ministries and Agencies.

8.2 PERFORMANCE

During the 2016/17 FY, the Labour Market Reform Commission and its sub-committees spent time undertaking numerous consultations with the necessary stakeholders from the public and private sectors. The aim of the consultations was to share the recommendations of the Commission and solicit feedback on what was proposed.

During the 2017/18 period, the Commission continued consultations to finalise the Reform Agenda. The final Labour Market Reform Commission Reform Agenda Report was submitted to the MLSS in October 2017 and will be tabled in Parliament in the 2018/19 FY.

9.

LEGISLATIVE AGENDA

The Legal Unit of the Ministry remains committed to the Ministry's strategic objectives, particularly as it relates to modernizing the legislation policies. To this end, most of the priority projects focus on the research and preparation of policy papers aimed at strengthening and modernizing the legislative framework, the promulgation and enactment of new legislation and amendments to existing laws.

9.1 TARGET 2017/18

The following are the main Legislative Amendments and Policy Papers pursued:

1. Passage of the Occupational Safety and Health (OSH) Bill

- Occupational Health and Safety Bill, 2016 - This Bill seeks to provide a balanced framework to secure the safety and health of workers and workplaces. The proposed OSH Act is intended to replace the existing *Factories Act* and will have several added dimensions which include:
- The rights and duties of workers, imposing sanctions, ticketing and revising fines for breaches of Regulations.
- Compensation for on-the-job injuries based on a schedule of injuries.
- Imposition of added responsibility on locations and businesses, which engage in the manufacture and use of chemicals. The Act will provide for the development of a database on various chemicals focusing on use/handling, composition and possible hazards and how they can be minimised.
- Provide for a more comprehensive process of monitoring work sites for occupational hazards.

When passed the Act will deal with the:

- Prevention of injuries and illnesses resulting from conditions at the workplace.
- Protection of the safety and health of workers, including persons infected with HIV and AIDS.
- Promotion of safe and healthy workplaces.
- Coverage of all branches of economic activity (incl. areas already governed by Legislation to be listed in a schedule to the Act).
- Liability of all owners, employers and workers in all such branches of activity, inclusive of household workers and self-employed persons. It should be noted that the Bill will not apply to work being performed by the owner of a dwelling house.

The Act when fully promulgated, will usher in a new regime which is expected to be in full compliance with existing ILO standards, in so far as local circumstances will allow. In other words, passing of the OSH Bill will enable Jamaica's ratification of approximately 34 Conventions, Protocols and Recommendations of the ILO. Among these are the Domestic Workers (C189) and Maritime Labour Conventions.

- ##### 2. Enactment of the National Assistance Bill-
- the purpose of this bill is to institutionalize the framework for the delivery of public assistance currently being implemented by the PATH

Programme and to repeal the antiquated Poor Relief Act. The main impediment in this matter has been the failure to agree to the role of the local authorities (Parish Councils) under the new Bill.

3. **Amendment to the Labour Officers (Powers) Act** -the purpose of the proposed amendment is to strengthen the capacity of Labour Officers to carry out their functions pursuant to Labour Legislation
4. **Foreign Nationals and Common Wealth Citizens (Employment) (Work Permit Fees) Regulations-** to pursue amendments to inter alia remedy uncertainties and ambiguities contained in the First Schedule to said Regulations.
5. **National Minimum Wage Act-** increase in minimum wage rates in line with any policy directives given.
6. **Passage of amendment to the National Insurance Act**
National Insurance (Amendment) Act 2016 – The National Insurance Act is being amended to adjust the frequency of actual reviews of the National Insurance Scheme from five (5) to three (3) years.
7. **Further review of the Employment Agencies Regulation Act and Regulations**
8. Steps to be taken to amend laws, where necessary, to facilitate the ratification of the Domestic Workers Convention.
9. The ILO Decent Work for Domestic Workers, Convention (C189) - Determine whether the Convention can be ratified at this time.

9.2 PERFORMANCE

1. **Passage of the Occupational Safety and Health (OSH) Bill**
 - Enactment of the proposed Occupational Safety and Health Act (OSHA).
The debate for the passage of the Bill was opened by the Minister of Labour and Social Security on February 13, 2018. The Ministry is awaiting notification for the resumption of the debate.
2. **Enactment of the National Assistance Act**
 - Drafting Instructions were issued in April 2003 and several drafts have been produced for discussion. Work on this Bill has been stalled since November 2008 because of issues relating to policy which need to be finalized. Subsequently a meeting was held with stakeholders in November 2012 to revisit the issue. Review of the file is now complete and a summary was prepared and dispatched to the principals for their attention. The matter was followed up.
3. **Amendment to the Labour Officers (Powers) Act**
 - Amendments were proposed to the Labour Officers (Powers) Act (LOPA) to facilitate an increase in fines and penalties as well as the impending passage of OSH Bill. A Cabinet Submission was sent to the Attorney General's Chambers (AGC) for feedback. The Chief Parliamentary Counsel (CPC) suggested that amendments to the LOPA be such that it

captures the current demand of the work environment. CPC proposed that as the amendments are substantive that the Act be repealed to give effect to such changes. The principals were advised of CPC's proposition but believed that any repeal of the Act should be considered at a later date. Instructions were given to proceed with the proposed amendments. Additionally, a consequential amendment to LOPA is being done via the OSH Bill to give Labour Officers monitoring and compliance powers. Work is now in progress to facilitate the finalization of the Cabinet Submission.

4. **Foreign Nationals and Common Wealth Citizens (Employment) (Work Permit Fees) Regulations**

- This Regulation is being amended to establish sectors of employment to which work permit fees are applicable. A Cabinet Submission has been prepared requesting the Cabinet's approval to issue drafting instructions.

5. **National Minimum Wage Act-** increase in minimum wage rates in line with any policy directives given.

- Consultations were held between the National Minimum Wage Advisory Commission and the Ministry for consideration of an increase in minimum wage.

6. **Passage of Amendment to the National Insurance Act**

- A review of the NI Act has commenced. Two working groups were established to review the Act clause by clause and to report recommendations to the Steering Committee. Both the working groups and steering committee meet on a monthly basis.

7. **Further review of the Employment Agencies Regulation Act**

- Further to meetings between the Employment Agency Unit (EAU) and the Legal Department as well as consultation with Operators of employment agencies, a first Draft of a Position Paper has been prepared. Additional proposals for amendments have been received from the EAU and stakeholders. These Proposals are being considered with a view to determining whether same should be incorporated in the Paper. Additionally, the Act is being reviewed in light of the recent ratification of Domestic Workers Convention, to determine the amendments which may be necessary. Consideration is also to be given to the Maritime Convention to see to what extent Seafarers may be captured in the proposed amendments.

I. **Ratification – ILO Maritime Labour Convention, 2006**

The Ministry of Transport and Works has conduct of this matter. The Ministry's representative went to the International Training Centre (ITC) / ILO from June 16 – 20, 2014, in Turin, Italy where the provisions of the Convention were discussed in detail. The ILO Director indicated a willingness to assist with funding in order for the legislation to be amended so that the Convention can be ratified. A draft Bill was prepared by an independent party and given to the Chief Parliamentary Counsel to review (since November 2013). As this Convention also impacts the ***Employment Agencies Regulation Act (EARA)***, it was reviewed to ascertain whether the Act needs amending to comply with the requirements of the Convention. A Gap analysis was prepared to address this issue. It was reviewed and recommendations are to be made

as to how to proceed. Memorandum prepared to be sent to the Principals advising of the gaps in the EARA to be filled. We now await their instructions. We reviewed a copy of the **Shipping Act** which will facilitate ratification of the ILO Maritime Labour Convention, 2016.

8. Steps to be taken to amend laws, where necessary, to facilitate the ratification of the Domestic Workers Convention

The Government of Jamaica has signified its intent to ratify the Domestic Workers Convention (C189). However, several laws have to be amended if Jamaica is to be compliant with the Convention. These laws are:

- i. The Minimum Wage Act
- ii. National Minimum Wage Order
- iii. Employment Agencies Regulation Act

Cabinet Decision has been received and Drafting Instructions issued to the Chief Parliamentary Counsel (CPC). Two (2) drafts were received and further drafting instructions issued. The Bill was sent to various MDA's for review. Feedback was received from Attorney General's Chambers, Legal Reform Department and other Ministries. Further drafting instructions were issued to CPC. The Bill is currently being settled ahead of Legislation Committee sitting.

9. ILO Decent Work for Domestic Workers, Convention (C189) - Determine whether the Convention can be ratified at this time.

Jamaica's First Report on application of this Convention will be due in October, 2018.

10. Enactment of the Disabilities Act

The Act received the Governor General's assent on October 31, 2014. The Hon. Minister is to appoint the day on which the Act will come into effect. The Ministry and the Jamaica Council for Persons with Disabilities (JCPD) are now expediting efforts to establish the Disabilities Rights Tribunal and to strengthen the institutional capacity of the JCPD. The Codes of Practice and Regulations are being developed.

9.3 PROJECTIONS 2018/19

1. Enhance protection offered to vulnerable workers including domestic workers
 - Amend the Minimum Wage Act and make consequential amendments to the National Minimum Wage Order and Employment Agencies Regulations.
2. Enhance the capacity of Labour Officers to carry out their functions
 - Review and amend the Labour Officers (Powers) Act.
3. Passage of the Occupational Safety and Health Act, 2016
4. Passage of amendment to the National Assistance Bill
5. Amendment of several pieces of legislation to ensure compliance with the Domestic Workers' Convention:

- Minimum Wage Act
 - Labour Officers (Powers) Act
 - Foreign National and Commonwealth Citizens (employment)
 - Employment Regulation Act
6. Passage of amendment to the National Insurance Act



The JPC is a tripartite organisation comprising the Government of Jamaica (represented by the Ministry of Labour and Social Security), the Jamaica Employers Federation (JEF) and the Jamaica Confederation of Trade Unions (JCTU). The Centre's mandate is to inculcate a culture of productivity among Jamaicans and raise the level of national awareness regarding the importance of productivity to living standards. This is done through advocacy, the provision of technical assistance services, knowledge generation and dissemination. In other words, the Centre has the responsibility to enhance the competitiveness of the Jamaican economy by making productivity policy, advice and expertise available to both private and public sector organisations.

10.1 TARGETS 2017/18

1. Increase the visibility of the JPC

- This strategic priority recognizes that productivity improvement should be advocated using a top-down approach. As such, members of the Board, who have the ears of decision-makers, will be utilized in championing the cause of productivity improvement.
- The building of strategic partnerships will be used to facilitate wider publicity for the JPC brand as well as its mandate.
- Efforts at targeting print and electronic media houses to help spread the productivity message and promote the JPC will continue, as past efforts have reaped some success.

2. Increasing knowledge to culture, nurture, promote and sustain productivity awareness among individuals, enterprises and nation

- Productivity is everybody's business. As such, the JPC will focus on strategies that will explain and demonstrate the positive correlation between rising productivity, economic growth and living standards (measured as gross domestic product per capita).
- The Research and Measurement Unit of the JPC will continue to produce data and information as well as share knowledge produced elsewhere to encourage innovation at all levels. To achieve this, the Centre will broaden its National Productivity Awareness Campaign utilising mass media to disseminate the message of what productivity is, the benefits to be derived from its improvement and why it should matter to every Jamaican.

3. Enhancing productivity through innovation, training and consultancies

- This will entail developing standardised approaches that can be replicated across private and public sector firms.
- It emphasises a structured productivity improvement programme based on proven

methodologies such as 5S⁶ Lean Production Systems, Green Productivity, Statistical Process Control, Supply Chain Management, Work Sampling and Six Sigma.

- Conduct firm level productivity audits and recommendation of appropriate solutions.
 - Collaborate with public sector entities to develop new business models for improving service delivery.
 - The focus is on reducing or removing “pain points” for the general public when they deal with Ministries, Departments and Agencies (MDAs).
 - Embracing “open innovation”⁷ as a way of accelerating and solving immediate customer pain points
 - Waste reduction and process optimisation (business process re-engineering).
 - Introduction of 5S (good housekeeping) as a corporate philosophy shared by members of staff.
 - Benchmarking and best practices as business excellence tools to achieve superior performance.
 - Employee Suggestion Schemes (ESS).
 - Six Sigma or elimination of defects from every product, service, process and transaction.
4. **Provide evidence-based research and measurement for knowledge, advocacy, innovation and service**
- This work supports advocacy for policies that will accelerate the growth of productivity, competitiveness and job creation.
 - Research that will help to enhance market (goods, labour and capital) efficiency, flexibility, productivity and worker satisfaction.
 - The information will be produced that will empower businesses to benchmark their performance as well as make evidenced based decisions relating to their operations.
5. **Promoting performance based or productivity-linked compensation systems (PLCS).**
- This entails benchmarking and developing mechanisms to engender results-based work that will complement the existing pay structure.
 - The research will help to determine which industries are best suited for PLCS and which are not.
6. **Strengthen the institutional mechanism for optimal delivery of productivity strategies and Organizational Capacity Building for innovation and transformation.**
- The JPC will develop a staff training programme to facilitate the continuous improvement of staff capabilities.
 - ICT infrastructure will be procured to facilitate more efficient operation of the

⁶ This is a workplace organizational tool which was developed by the Japanese Manufacturing industry. Japan is considered to hold one of the highest records in productivity within the Manufacturing industry

⁷ Refers where the problem lies.

organization.

- Competent staff will be recruited and mechanisms put in place to improve retention rate.

10.2 PERFORMANCE 2017/18

The Centre undertook several initiatives to drive public awareness and promote a productivity conscious culture; demonstrating the inevitable link between increased productivity and economic growth during FY 2017/18.

1. Increase the visibility of the JPC

- The JPC has officially inducted 24 persons as Productivity Ambassadors. These include 14 Board Members, Business Leaders and Industry Representatives. This Induction ceremony was the centrepiece of the National Productivity Conference held on October 19, 2017.
- Two (2) of the Ambassadors have since made contributions in the Jamaica Gleaner on the topic “productivity matters” while another has accepted the opportunity to facilitate seminars/workshops dealing with productivity throughout the year.
- The JPC has also partnered with the Jamaica Gleaner and LASCO Distributors under its ‘In-School Productivity Campaign’, to highlight the work of the JPC and to address productivity-related issues. This partnership by the Gleaner is estimated at J\$1,620,749 (J\$124,673 per full page times 13 weeks) and resulted in the publishing 28 articles. LASCO Distributors provided gift baskets, branded shirts and sample items valuing more than J\$370,000 as part of this initiative.
- The Campaign, among other initiatives, has yielded interview opportunities on CVM Television, JIS Radio, as well as Power 106 radio.

2. Increasing knowledge to culture, nurture, promote and sustain productivity awareness among individuals, enterprises and nation.

- Productivity articles were published in various local and international media to include JIS, BOJ TV, CVM TV, Jamaica Gleaner, Barbados Today, Nation News, Caribbean360.com, NY Caribbean News, Slate Magazine and Real Clear Markets.
- A total of 52 articles were published, two (2) ‘Making Jamaica More Productive’ Documentaries – one (1) of which was aired on TVJ and sponsored by JICA and Free Form Factory at a cost of \$1M. In addition, 11 media interviews were conducted for the year, propagating a total of over J\$6M media impressions for the year.
- Over 22 schools, 3,215 students and 93 teachers were impacted through the school’s programme across 10 parishes.
- One hundred and fifty three (153) persons from both public and private sector organizations participated in the National Productivity and Continuous Improvement Conference.

3. Enhancing productivity through innovation, training and consultancies.

Provide evidence-based research and measurement for knowledge, advocacy, innovation and service.

- Eleven (11) public and private organizations were impacted, having 417 persons

participating in the training programmes.

- Seven (7) organizations were audited and productivity improvement recommendations offered to those companies.
 - Eleven (11) follow up visits were made to companies such as Caribbean Cream and MLSS/HRMA, Jamaica Fibre Glass Products.
 - There were 32 consultation sessions with companies such as MLSS/ PRMU, JPS, ILO, Free Form Factory, Ministry of Transport & Mining, Ministry of Health, Allied Insurance Brokers, Signs Jamaica Ltd., Macs Pharmaceuticals, MLSS/PWH.
4. **Promoting performance based or productivity-linked compensation systems (PLCS).**
- Two hundred and four (204) companies were questioned as to whether they used a PLCS. Sixty-four (64) reported that they used a PLCS. More work will be done in this area to get a clearer picture of the extent to which PLCS is employed in Jamaica as well as derive policy recommendations.
5. **Strengthen the institutional mechanism for optimal delivery of productivity strategies and Organizational Capacity Building for innovation and transformation**
- Twenty-six (26) internal Capacity Building sessions were conducted plus one staff and board retreat.
 - A total of nine (9) person days of training in process management was received by members of the Technical Assistance Service Unit (TASU) team.



Participants look on as they were engaged by a number of facilitators who covered various productivity related topics. This was facilitated by JPC's Senior Director, Tamar Nelson and Resource Officer, Andre Molyneaux.

10.3 PROJECTIONS 2018/19

1. Increase the visibility of the JPC

- Utilize the Advisory Board as productivity champions –name more ambassadors and get them to work
- Identify visibility partners and their specific roles

- Develop TOR and make written request
 - Target media houses to promote productivity and the JPC
2. **Increasing knowledge to culture, nurture, promote and sustain productivity awareness among individuals, enterprises and nation**
 - Organise productivity learning opportunities
 - Organise productivity competition in schools
 - Facilitate the establishment of productivity clubs in schools
 - Publish Productivity Pulse Newsletter
 - Utilize JPC's network to conduct or facilitate productivity fora
 - Execute integrated media communications campaign
 3. **Enhance Productivity through innovation, training and consultancies**
 - Conduct productivity improvement workshops
 - Conduct customized productivity audits
 - Facilitate consultations
 4. **Provide evidence-based research and measurement for knowledge, advocacy, innovation and service**
 - Provide biannual labour productivity briefings
 - Provide annual productivity summary report
 - Establish enterprise performance measurement and benchmarking
 - Conduct policy research
 - Undertake enterprise level productivity surveys
 - Productivity perception study
 - Conduct PLCS research to determine how many firms are using the method
 5. **Promote performance based or Productivity Linked Compensation Systems (PLCS)**
 - Survey companies with performance based compensation systems to obtain more information
 6. **Strengthen the institutional mechanism for optimal delivery of productivity strategies**
 - Develop a five-year National Productivity strategy
 - Restructure JPC
 - Recruit and maintain core staff
 - Implement staff training and capacity development programmes
 - Acquire appropriate ICT infrastructure
 7. **Improve institutional framework for delivery of productivity strategies**
 - Implement capacity building sessions
 - Staff training and development programmes
 8. **Strengthen Institutional Collaboration**

- JPC made two presentations at the ILO/JEF Productivity workshop in Kingston, Jamaica
- JPC made two presentations at the request of the ILO in Haiti and Guyana
- JPC presented at the ACORN productivity conference, sponsored by IADB
- Dr. Thomas C. Tuttle, President of the World Academy of Productivity Science, visited the Centre and was guest speaker at the JPC/MYMC Productivity Conference held on 19th October 2017.

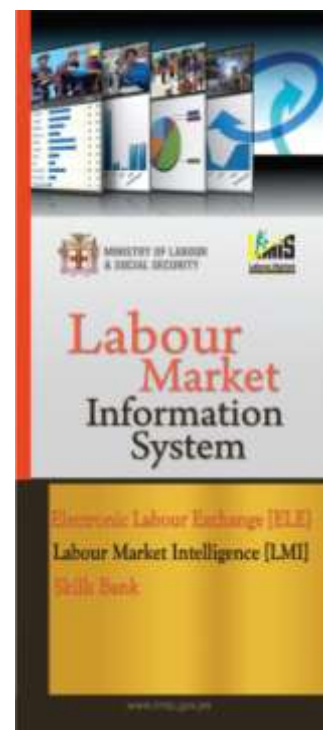
11. THE NATIONAL LABOUR MARKET INFORMATION SYSTEM

The objective of the National Labour Market Information System (LMIS) is to facilitate access to:

- I. Employment opportunities for jobseekers;
- II. Labour market information and intelligence for students, Guidance and Career Counsellors, Planners, Policy Makers, Curriculum Developers and other stakeholders; and
- III. A skilled and competent workforce by Employers/Investors.

This is carried out through the following services:

- I. Labour Market Intelligence (LMI) and information which identifies employment opportunities in terms of the types of occupation and skills that are required by the labour market, career options and training information for curriculum development.
- II. A job placement facility, namely the Electronic Labour Exchange (ELE) which matches skills required by employers with those of jobseekers.
- III. A Skills Bank which is a database of registered certified skills on the LMIS.
- IV. Career Development Services which include workshops for jobseekers and students, where information on labour market trends, job readiness and retention skills are disseminated. Jobseekers are also assisted with résumé writing, job search and interview techniques.



The LMIS is responsible for undertaking the following strategies outlined in the ***Vision 2030 National Development Plan***:

- I. Promote career guidance programmes and contextualize secondary and post-secondary levels to facilitate informed career choices;
- II. Broaden the geographical and occupational scope of the ELE;
- III. Improve the effectiveness of the ELE;
- IV. Strengthen the LMIS; and
- V. Expand research development in LMI.

These strategies will ensure the achievement of Goals one (1) and two (2) of the Labour Market and Productivity Sector Plan; 'An efficient and effective labour market' and 'Full and satisfying employment', respectively. The outcomes of these Goals are:

- I. Increasing access to labour market information for informed decision making by stakeholders.
- II. An effective supply-demand link between labour market and education and training systems.

11.1

Labour Market Intelligence and Information



The Planning, Research and Monitoring Unit (PRMU) is responsible for the strategic planning, monitoring and evaluation of the Ministry's Programmes and Policies. The Unit collects, analyses and disseminates data on the overall performance of the Ministry. The data is used by Managers to improve the delivery of the services of the Ministry and respond efficiently and effectively to the needs of clients. Information gathered by the Unit can be sourced from publications such as this Annual Performance Report, Strategic Business Plan, Quarterly Reviews and Evaluation Reports.

Another responsibility of the PRMU is to gather, process, analyse and disseminate Labour Market Intelligence (LMI), to inform the demand and supply of labour. This information is used to guide the development of Programmes for education and training institutions, promote career development, locate job opportunities etc. The data is disseminated through the LMIS Website and offline to a number of stakeholders such as students, jobseekers, etc.

The PRMU participates in Career Development Programmes, such as Career Days and Job Fairs. This is done with secondary, post-secondary and tertiary level institutions across the island. The Unit also participates at Town Hall meetings, church events, expositions and other events to disseminate information. Upon recognizing the need for assistance in strengthening career development in some schools, the Ministry established the LMIS School Initiative which is currently being undertaken with Holy Trinity and Robert Lightbourne High. The schools were chosen based on the difficulties some students face in transitioning from school to work and therefore assistance is given through LMIS services to guide their career development.

In keeping with International Labour Treaties and Agreements to which Jamaica is a signatory, the PRMU monitors and carries out activities through the International, Labour Agencies and Information (ILA&I) Desk. In 1962, Jamaica became a member of the International Labour Organisation (ILO). By virtue of its membership, Jamaica is required to submit reports on Conventions which were ratified pursuant to Article 22 of the ILO's Constitution. By virtue of said Article, each Member agrees to make an annual report to the International Labour Office on the measures which it has taken to give effect to the provisions of the Convention to which it is a party. Jamaica is also required to respond

periodically to unratified Conventions as well as Recommendations and Resolutions put forward during the annual sessions of the International Labour Conference.

11.1.1 TARGETS 2017/18

1. **Conduct and monitor studies to inform policies by evaluating the MLSS' Programmes**
 - Complete Report on 3rd phase and commence 4th phase of a five-year ***Longitudinal Study on the impact of the Overseas Employment Programme on Canadian Farm workers and their families***. It is generally felt that the impact is positive. Evidenced based data is needed to ascertain the types and magnitude of the socioeconomic impact of the Programme. In addition, the challenges faced by the Farm workers while on the Programme and ways to address them will also be determined by the Study.
2. **Provide timely labour market and demand information to inform decision making**
 - Update information on the LMIS website. These include Hot Occupations Analysis which reviews job vacancies posted in the Career section of the newspapers and the internet, as well as work permits issued by the Ministry and vacancy data submitted by registered Private Employment Agencies. This is to ascertain the types of occupations and skills which are needed by the labour market. Other information updated includes MLSS statistics, research projects, entrepreneurship and overseas employment opportunities.
 - Complete study on ***Employment Opportunities for Low Skill Workers in Jamaica***. With the new technological age, jobseekers with low skills are finding it difficult to obtain jobs. These jobs are generally held by youths and persons who lack job experience. More information is therefore needed to guide persons on the types of low skilled jobs which are accessible in the Jamaican labour market.
 - Complete study on ***Understanding Green Economy and its prospects for employment in Jamaica***. This is in order to determine how green economy is defined by experts in the field and identify potential areas of employment opportunities and skills gaps in a green economy.
 - Determine the profile of employers and jobseekers by analysing information from the LMIS skills bank.
 - Monitor qualitative study on ***Identifying Employment Opportunities in four (4) parishes: St. Elizabeth, St. Mary, Portland and St. Thomas***. These parishes were selected as ELE is facing difficulty in obtaining job vacancies for jobseekers in these locations. The Study is being funded by the IDB.
 - Disseminate Labour Market Intelligence (LMI).
3. **Engage institutions and companies in conducting studies of Labour Market issues**
 - Complete research to determine ***Employment Opportunities in Geriatric Care***. The Mona Ageing and Wellness Centre of UWI was sought to assist with field work for the component of the study which examined ***Employability and skills of home-based workers who are involved in caring for the elderly***.
4. **Develop new and/or reproduce existing career guidance activities and materials for wider distribution**

- Prepare and publish Labour Market Update Vol. 7. Newsletter and begin preparation of Vol.8. The Newsletter examines current issues and new development which impact employment and career development.

5. **Monitor and carry out activities of the ILA&I**

- Prepare and submit reports on eight (8) Conventions as well as questionnaires and other documents to the ILO
 - I. C081 – Labour Inspection Convention, 1947
 - II. C19 – Equality of Treatment (Accident Compensation) Convention, 1925
 - III. C087 – Freedom of Association and Protection of the Rights to Organise Convention, 1948
 - IV. C097 – Migration for Employment Convention (Revised) 1949
 - V. C098 – Right to Organise and Collective Bargaining, 1949
 - VI. C152 – Occupational Safety and Health Convention, 1957
 - VII. C011 - Right of Association (Agriculture) Convention, 1921
 - VIII. C094 – Labour Clauses (Public Contracts) Convention, 1949
- Arrange cooperation with Inter-American Network for Labour Administration (RIAL) and other international agencies to build capacity within the MLSS.
- Prepare Jamaica’s delegates for attendance at the International Labour Conference (ILC) to be held in Geneva, Switzerland.

11.1.2 PERFORMANCE

1. **Conduct and monitor studies to inform policies through the evaluation of the MLSS’ Programmes**

Complete the 3rd Phase and commence the 4th Phase for the Study on ‘The impact of the Canadian Farm Work Programme on Farm workers and their families’.

- Phase 3 of the Study was completed. Fifty eight (58) Farm workers were interviewed in Year 3, along with 54 of their family members. Seven (7) workers were found to be Absent Without Leave (AWOL) at the end of Phase 3; three (3) went off during the year. The Programme continued to impact positively on school attendance and academic performances of the children of the Farm workers.

Monitor energy use and create measures to conserve energy within the Ministry

- For the FY, the Ministry successfully achieved savings of J\$10.7M. Of this amount, approximately \$5.6 M was as a result of Tariff savings. The remaining \$5.07M was due to conservation measures taken by the following locations of the Ministry: North St., Heroes Circle, Harbour St., Ripon Road, East St. locations, IDT, Marcus Garvey Dr., Clarendon, St. Mary, St. Catherine, NCSC, Westmoreland, St. Thomas, Trelawny, Hanover, Portland and Mandeville.

2. Provide timely labour market and demand information to inform decision making

Update information on the LMIS website

- Two (2) quarterly reports for the Hot Occupations Analysis were completed and uploaded on the Website. Managers/Directors, Teachers, Assistants, Clerks Customer/Sales Representatives, Technicians and Officers were among the top ten jobs advertised in the Gleaner and Observer newspapers. In terms of lower skilled jobs, vacancies submitted by Private Employment Agencies revealed that Domestic Helpers, Waiters, Sales workers and Clerks topped the list. MLSS statistics were uploaded to the LMIS website, along with other statistics relating to the labour market and the economy. Information on Emerging Occupations was also updated.

Complete and Monitor Studies on:

- ***Employment opportunities for low skill workers in Jamaica***- Although technological advancement continues to impact negatively on the sustainability of various low skilled jobs and industries, several areas continue to support low skill workers both locally and internationally. These include 'Fast Food Preparation and Serving', 'Sales', 'Building and Grounds Maintenance' and 'Transportation and Moving of Materials'. There is a demand for Domestic Helpers, both locally and internationally.
- ***Understanding Green Economy and its prospects for employment in Jamaica***- Twelve (12) elite interviews were conducted and secondary information gathered to inform the study. According to the UN, 'Green jobs' includes 'decent jobs' which aid in the reduction of waste and pollution. The jobs are directly linked to sectors that involve the use of natural resources and those that are aiming at reducing energy and water consumption, de-carbonizing the economy and reducing or eliminating all forms of waste and pollution. Several industries were identified as potential areas for growth in a green economy. These included, Waste Management, Renewable Energy, Construction, Agriculture and Eco-Tourism.
- **Profile of employers and jobseekers** - Analyse information from the LMIS skills bank and work permit: Information extracted from the LMIS database revealed that 3,438 new registrants were registered on the website during FY 2017/18, bringing the total to over 16,000. These registrants were mostly females. Kingston, St. Andrew and St. Catherine accounted for the largest number of registrants on the Website. One hundred and twenty seven (127) new companies were registered on the website during 2017 FY 17/18, bringing the total number of establishments on the System to 1, 136 since 2013. The total number of job vacancies registered online during the year was 587. These jobs varied across 19 industrial categories. Customer Service Representatives and Sales workers were among the top vacant positions.
- ***Identifying Employment Opportunities in four (4) parishes: St. Elizabeth, St. Mary, Portland and St. Thomas.*** Three (3) Firms submitted Expressions of Interest and are currently being evaluated for selection.

Disseminate labour market intelligence island-wide.

- The NLMS (2017) was tabled in Parliament to Policy makers by the Minister of Labour and Social Security. In order to address some of the issues which were gleaned from the NLMS (2017), a Forum with the theme '**Jamaican Employers and Educators Working together to close the skills gap**' was held in December 2017. In attendance were 155 persons, comprising 29 employers, 30 students and 52 representatives from tertiary institutions, which included Curriculum Developers and Job Placement Officers.

Among the recommendations from the Forum were:

- I. Break the silos between various youth employment initiatives and integrate developmental projects.
- I. Incorporate soft skills development into training and development programmes.
- II. Integrate soft skills in the school system from very early, and do not wait until after graduation from High school.
- III. Engage youth employment through various apprenticeships, volunteerism, on-the-job and work experience programmes.

Live streaming of the Event was also done through the MLSS website to increase public awareness and provide labour market information. Following the Forum, a presentation was done at the Northern Caribbean University (NCU). The PRMU was also approached by the University College of the Caribbean (UCC) to collaborate in conducting research, utilizing Interns from the Institution. A presentation to disseminate information on the NLMS (2017) was held at an Annual Guidance Counsellors' Conference. The findings of the NLMS (2017) were featured in the print, radio and television media. The MLSS distributed the Study to 118 public libraries, 110 secondary and technical high schools and 41 tertiary institutions.

During FY 2017/18, the number of online visits made to the LMI Page of the LMIS website totalled 5,232. Throughout the year, the PRMU participated in events where information was disseminated to over 1,400 persons.

In terms of the LMIS School Initiative, a scholarship recipient was chosen from the Holy Trinity High school to pursue studies in the field of Nursing. The recipient has applied and is awaiting an interview with the University of the West Indies Scholarship Committee. The Vector Technology Institute (VTI) has offered a scholarship to a student of Robert Lightbourne High to pursue a Diploma or an Associate Degree Programme in Computer System Technology. The scholarship will commence in September 2018.

3. Engage institutions and companies in conducting studies relevant to labour market issues

Conduct Study to determine 'Employment Opportunities in Geriatric Care'.

- The PRMU received the data from the Mona Ageing and Wellness Centre and a Draft Report was prepared.

4. Develop new and/or reproduce existing career guidance activities and materials for wider distribution

Prepared and published Labour Market Update Vol. 7.

- The Topics for Vol. 8 which is currently being completed are '*Major projects on the Horizon*', '*Soft skills in the workplace*', '*Youth Employment Opportunities*', '*Overseas Employment opportunities*' and '*The importance of Learning a Foreign Language*'.

5. Monitor and carry out activities of the ILA&I

Complete reports, surveys and activities as required by the ILO

- The PRMU monitored the completion of reports by two (2) Consultants. These Reports are to be submitted to the ILO on Jamaica's application of the following Conventions: 19, 81, 87, 97, 98, 152, 11 and 94. The Reports consisted of responses to questions from the Report Form as well as direct requests and observations on each of the listed Conventions. As is customary, the preparation of these Reports was carried out with the input of the tripartite social partners; Jamaica Employers' Federation, the Jamaica Confederation of Trade Unions and other relevant bodies.

The PRMU also monitored the completion of the 'Social Protection Floors Recommendation, 2012 (No.202)' which was submitted to the ILO.

- Monitored the completion of Questionnaire in regards to instrument adopted by ILO in 104th Session on 'Transitioning from the Informal to the Formal Economy' and the Amendments to the Maritime Labour Convention, 2006 (MLC 2006) and Annexes I, II and III of the Seafarers' Identity Documents Convention (Revised) 2003 (No. 185) for the 105th Session.

6. Participate in the establishment of the Regional LMIS to improve data and information retrieval in order to effectively monitor Caribbean Labour Market

Since working towards the establishment of the Regional LMIS, the PRMU has undertaken the following.

- I. Reviewed and submitted Key Labour Market Indicators (KLMI) which will be provided by Jamaica for the Regional LMIS Portal;
- II. Participated in workshops held in January and August 2017. The training included the introduction of KLMI as well as the application and functionality of the System.
- III. Made contribution to the Memorandum of Understanding (MOU) which forms the agreement between the local Data Providers and the CSME.

1.2.3 PROJECTIONS 2018/19

1. Conduct and monitor studies to inform policies by evaluating the MLSS' Programmes

- Complete Report on the 4th Phase and commence 5th Phase of a five-year Study on '*The impact of the Canadian Farm Work Programme on Farm workers and their families*'.
- Monitor the commencement of the '*National Insurance Scheme Perception Survey*'.

2. Provide labour market and demand information to inform decision making

- Update information on the LMIS Website, including Hot Occupations Analysis, statistics,

research projects, entrepreneurship and overseas employment opportunities.

- Monitor commencement of Study on 'Employment opportunities in four (4) selected- Portland, St. Mary, St. Elizabeth and St. Thomas'.
- Determine the profile of employers and jobseekers by analysing information from the LMIS skills bank and work permit.
- Disseminate Labour Market Intelligence island-wide.

3. Engage institutions and companies in conducting studies of Labour Market issues

- Complete study to determine 'Employment Opportunities in Geriatric Care'.

4. Develop new and/or reproduce existing career guidance activities and materials for wider distribution

- Complete preparation of Labour Market Update Vol. 8 and commence Vol. 9.

Continue to work in tandem with the ELE to

5. Strengthening the LMIS

- Monitor development of Phase 3 of the Enhancement of the LMIS website and marketing campaign of the LMIS.

6. Partner with Government and other agencies that provide public access to the internet and other employment services

- Establish partnerships with UTECH and MICO.
- Undertake activities with Education and Training Institutions, including HEART Trust/NTA to disseminate labour market information and populate the LMIS Skills Bank.
- Continue to partner with the Jamaica Library Service (JLS) to disseminate labour market information.

7. Participate in the establishment of the Regional LMIS to improve data and information retrieval in order to effectively monitor Caribbean Labour Market

8. Monitor and carry out activities which has been entrusted on the GOJ as a member of the ILO, OAS, UN and other related International Agencies

- Commence preparation of seven (7) Reports in regards to Direct Requests and Observations and one (1) First Report from ILO for the year 2018/19:
 - I. C029-Forced Labour Convention , 1930;
 - II. C105-Abolition of Forced Labour Convention, 1957;
 - III. C117-Social Policy (Basic Aims and Standards) Convention, 1962;
 - IV. C138-Minimum Age Convention, 1973;
 - V. C144-Tripartite Consultant (International Labour Standards) Convention, 1976;
 - VI. C149-Nursing Personnel Convention, 1977;
 - VII. C182-Worst Forms of Child Labour Convention, 1999; and
 - VIII. Preparation of first Report for C189 Domestic Workers Convention, 2011.
- Prepare other questionnaires, requests and documents for submission to the ILO.

- Coordinate cooperation between RIAL and MLSS in building capacity within the MLSS.
- Prepare Jamaica's delegates for attendance to the 108th Session of the International Labour Conference, to be held in Geneva, Switzerland.

11.2 THE ELECTRONIC LABOUR EXCHANGE (ELE)

The ELE was established in January 2002, through the assistance of the United States Department of Labour with the objective to link prospective employers with employees and vice versa, through a web-based medium, namely the Labour Market Information System. In addition to its web-based functions, the ELE provides offline services to jobseekers such as basic career counselling (résumé writing, interview and job search techniques).

The LMIS has forged partnerships with several key stakeholders to allow for the development of its clients in a holistic way. These partners include the Manchester Chamber of Commerce, the Planning Institute of Jamaica, Human Resource Management Association of Jamaica, Youth Upliftment through Employment, Jamaica Foundation for Life Long Learning and recently the St Ann Chamber of Commerce, The Jamaica Hotel and Tourist Association - Runaway Bay Chapter among others. With its growing importance, the LMIS has been given the mandate to assist in providing solutions to alleviate unemployment issues in Jamaica. The feasibility of achieving its objectives became more apparent when the Inter-American Development Bank (IDB) Mission visited Jamaica in August 2012 in order to discuss and agree on the design of a proposed investment loan and elements for a policy based loan to fund the Integrated Social Protection and Labour Programme.



Based on their observations it was concluded that a component of this Programme could lend support to actions designed to improve employment services and labour market information for jobseekers. In so doing, PATH beneficiaries would be integrated into a system which intermediates between wider ranges of employment and career development opportunities. This led to the decision to provide for improvements to the ELE in its evolution towards a National Employment Portal.

The overarching objective of improving the ELE therefore, is to ultimately establish one stop career centres that cater to the needs of employers, job seekers and other stakeholders and which operate in accordance with global standards.

The Integrated Social Protection and Labour Programme will assist the LMIS in accomplishing its major tasks, by providing funding that will be geared towards improving Labour Market Outcomes. The Programme commenced in January 2013 and will end in December 2019.

12.1.1 TARGETS 2017/18

1. **Promote the use of the ELE by entities with vacancies and individuals seeking jobs**
 - Conduct 900 visits to companies to promote the services of the ELE i.e. a 15 per cent increase, moving from 783 in the previous year

- Place at least 1,000 persons in employment locally by the end of the FY i.e. 10 per cent increase moving from 906 in the previous year
 - Collect and compile data for persons placed locally via Private Employment Agencies
2. **Strengthen career counselling and guidance to applicants**
 - Conduct 50 employability sessions to increase the number of job ready candidates i.e. 4 per cent increase moving from 48 in the previous year
 3. **Raise public awareness of the existence of the ELE**
 - Participate in 40 public education sessions
 - Conduct LMIS/ELE activities at the community level

Continue to work in tandem with the PRMU to:

4. **Strengthen the LMIS**

In order to strengthen the LMIS, emphasis is placed on increasing the awareness of the LMIS Website and its continued enhancement to remain up-to-date and user-friendly. The two major activities are:

- I. Participation in LMIS public education campaign to increase awareness of the LMIS services
- II. Monitoring the Phase 3 development of the enhanced LMIS website. The 3rd Phase of the LMIS enhancement will improve the Skills Bank to enable skilled workers to be accessed in real time. This Phase will also improve the “look and feel” of the System.

5. **Partner with Government and other agencies that provide public access to the internet and other employment services**

- Establish partnerships with educational institutions e.g. UWI, UTECH and MICO.
- Undertake activities with HEART Trust/NTA and JLS to populate the Skills Bank

The LMIS team will continue to partner with the JLS to register jobseekers and skills in the LMIS Skills bank as well as disseminate labour market information.

12.1.2 PERFORMANCE

1. **Promote the use of the ELE by entities with vacancies and individuals seeking jobs**

Registration

Conduct 900 visits to companies to promote the services of the ELE i.e. a 15 per cent increase, moving from 783 in the previous year

- For the FY, 821 visits were made to companies. Of this total, 127 registered on the LMIS website. The year’s target was 91.2 per cent achieved.
- III. During FY 2017/18, the number of jobseekers registered with ELE was 1,677. This resulted in an increase of 121 or 7.8 per cent, moving from 1,556 in 2016/17 (See Table 10).
 - IV. Females accounted for most registrants, with 1,246 or 74.3 per cent. This reflects a slight

increase of 1 per cent, when compared to 2016/17. Males also reflected an increase of 7.5 per cent, when compared to the 2016/17 FY.

Referrals

- V. The ELE received notification of 1,724 vacancies, which reflects 110 or 6 per cent reduction over the 2016/17 FY.
- VI. Two thousand and fifty six (2,056) referrals were made during the 2017/18 FY; a decrease of 366 or 15.1 per cent, when compared to the previous year. These referrals were made to employers for jobseekers to participate in interviews, of which 152 were conducted.

Placements

Place at least 1,000 persons in employment locally i.e. 10 per cent increase, moving from 906 in FY 2016/17

- A total of 1,092 persons was placed in jobs locally through the MLSS (See Table 10). The data shows an increase of 186 or 20.5 per cent, compared to the 2016/17 FY. The year's target was surpassed by 9.2 per cent.
- Of the 1,092 persons placed, females accounted for the highest number of placements, with 772 or 70.6 per cent. Further observation of the data revealed that the number of females placed, increased by 97 or 14.3 per cent when compared to the previous reporting period.

REGISTRATION, NOTIFIED VACANCIES AND PLACEMENTS BY QUARTER AND SEX: 2016/17 AND 2017/18

TABLE 10

QUARTER	REGISTRATION						NOTIFIED VACANCIES		PLACEMENT					
	2016/17			2017/18			2016/17	2017/18	2016/17			2017/18		
	M	F	T	M	F	T	T	T	M	F	T	M	F	T
APR-JUN	128	334	462	69	234	303	613	353	71	207	278	81	204	285
JUL-SEPT	100	351	451	123	432	555	502	484	38	130	168	105	266	371
OCT-DEC	59	204	263	125	299	424	339	391	48	139	187	56	129	185
JAN-MAR	114	266	380	114	281	395	380	496	74	199	273	78	173	251
TOTAL	401	1,155	1,556	431	1,246	1,677	1,834	1,724	231	675	906	320	772	1,092

Regions include:

Region 1: Kingston & St. Andrew, St. Catherine, St. Thomas

Region 2: St. Ann, Portland, St. Mary

Region 3: Manchester, Clarendon, St. Elizabeth

Region 4: St. James, Trelawny, Westmoreland

2. Strengthen career counselling and guidance to applicants

Conduct 50 employability sessions to increase the number of job ready candidates i.e. 4 per cent increase over the previous year.

Job readiness

- A total of 66 employability sessions were conducted in nine (9) parishes, namely St. Mary, Westmoreland, Kingston, St. Thomas, Hanover, St. Catherine, Portland and St. Elizabeth. Closer examination of the data, shows that there was a 43.5 per cent increase in the number of sessions conducted for the 2017/18 FY, compared to the 2016/17 FY. The year's target was surpassed by 32 per cent.

3. Raise public awareness of the existence of the ELE by participating in 40 public awareness sessions.

- The Unit participated in 30 expositions, presentations, fairs and sessions. The year's target was 72 per cent achieved

Continue to work in tandem with the PRMU to:

4. Strengthen the LMIS

- The First Draft of the upgraded website for Phase 3 was reviewed and recommendations were made for amendment.

5. Partner with government and other agencies that provide public access to the Internet and other employment services

- Establish partnerships with UWI, UTECH and MICO. A Draft MOU to create partnership between MLSS and UTECH was reviewed and submitted to UTECH for input. This was also done for MICO. In discussions with UWI, it was concluded that there will be collaborations and partnerships without an MOU.

6. Undertake activities with HEART Trust/NTA and JLS to populate the Skills Bank.

- The LMIS team conducted consultations with the HEART Trust/NTA to share their skills databases.

12.1.3 PROJECTIONS 2018/19

1. Promote the use of the ELE by entities with vacancies and individuals seeking jobs

- Conduct 900 visits to companies to promote the services of the ELE;
- Increase in job placements by 1,200;

2. Strengthen career counselling and guidance to applicants

- Conduct 50 employability sessions to increase the number of job ready candidates by the end of the FY

3. Raise public awareness of the existence of the ELE

- a) Participate in 40 public education sessions

12.

MANPOWER SERVICES SECTION

The strategic objective of the Manpower Services Division is to alleviate unemployment through facilitating access to local and overseas employment opportunities. This is being pursued through the operations of four Units, namely the Overseas Employment, Local Employment/Electronic Labour Exchange, Secretariat and Employment Agencies Units.

12.1

OVERSEAS EMPLOYMENT

The Overseas Employment section facilitates the selection, recruitment, dispatching and repatriation of workers who participated in migrant work programmes in the United States and Canada. There are four (4) major Programmes:

- The United States Farm Work Programme
- The United States Hospitality Programme
- The Canadian Farm and Factory Programme
- The Canadian Low Skilled Programme

On average, 16,000 workers participate in the Overseas Employment Programme each year. More than 9,000 travel to Canada, while just below 7,000 travel to the United States. The Ministry also places a small number of workers in Guantanamo Bay annually.

Under these Programmes, Jamaican workers are engaged in several economic activities such as Agriculture, Fishing, the Trades, Healthcare and Hospitality. Jamaican workers are admitted to the United States under the H2A Programme to perform agricultural work on a seasonal basis. Under the Hospitality Programme, persons with the requisite qualification and experience are able to gain temporary employment in the Hotel sector of the United States.

United States Agricultural and Hospitality Programmes

Since the recession in 2007, there has been a significant reduction in the number of workers who travel on the Hospitality Programme. Prior to the recession, more than 6,000 persons benefited from employment opportunities provided under this component of the Programme each year. Since that time the largest number has been 2,471, which was recorded in 2016/17. Approximately 4,000 farmers travel to the US each year for employment. This is significantly less than the 10,000 who participated during the early 1990s and is partially attributed to the introduction of new farming in the US. However, for the 2016/17 season the number of Agricultural workers who participated in the US Programme increased to 4,593.

The Jamaica Central Labour Organisation was established in 1943 to protect the welfare of workers while they are in the US. Since the inception of the Programme, Caribbean Governments mandated that participating workers make a modest contribution to fund the provision of social and welfare services.

In 2010, regulatory changes issued by the US Department of Labour and the US Department of Homeland Security prohibited the payment of recruitment fees under the Programme. According to the regulations, the employer is to be responsible for the payment of fees payable to the recruiter, since he/she is the primary beneficiary of the cost of bringing the worker to the US.

Steps were then taken to curtail expenditure of the Liaison Service to ensure that certain critical services can be provided to the workers for as long as possible. Subsequently, the Liaison Service was annexed to the Embassy of Jamaica and the Staff accredited as Consular Officers with responsibility for Labour and Welfare. The operations of the Liaison Service are now financed through a subvention from the Government of Jamaica.

As a result of the discontinuation of the deductions, the workers no longer make payments for National Insurance, Health Insurance nor savings.

The Canadian Programme

This Programme consists of the Seasonal Agricultural Worker's Programme (SAWP) and the Low Skill Programme.

The Seasonal Agricultural Worker's Programme (SAWP) commenced in 1966 with the recruitment of 264 workers from Jamaica to work in Canada. This came on the heels of a bilateral agreement between both countries for the supply of agricultural workers to Canada to utilize their skills in planting and harvesting of fruits and vegetables.

The term "Low Skill" is used to group all other unskilled workers who travel to Canada but are not covered under the SAWP. These include workers in the areas of Agriculture, Fishing, Hospitality/Fast Food, Laundry and Janitorial and Construction.

Pre-Selection of Farm workers

Members of Parliament (MPs) play a role in the distribution of the application forms. Forms are also issued through the Ministry's parish offices, trade union organisations and other civic groups. MPs whose constituencies are located in rural areas receive more forms since there is a higher demand for Jamaican workers from sectors in these locations.

In order to qualify for the Programme, persons must:

- Be between the ages of 21 – 45
- Have farming experience
- Possess a certified copy of their birth certificate
- Be literate
- Be of good character and in good health
- Must not have been previously disqualified from any overseas employment programme due to medical or any other reason

- Possess a valid Jamaican or CARICOM passport
- Not have a criminal record
- Not have been deported from any country

The forms should be completed by the candidate and returned to the MP. They should be accompanied by two passport size photographs of the candidate and a character reference from a former employer, a Justice of the Peace or a Security Officer. Subsequent to the return of the completed forms to the Ministry, processing takes place after which the applicants are scheduled for interviews at various centres across the island. Successful candidates are called for participation in the Programme.

The operations of the Canadian programme are guided by a Management Committee chaired by the Permanent Secretary of the Ministry of Labour and Social Security.

Reform of Temporary Foreign Workers Programme (TFWP)

In June 2014, the Government of Canada announced reforms to the TFWP to restrict the employment of foreign workers in certain occupations. These included Fast Food/Hospitality, Sea Food Packaging, and non-traditional occupations, for which the Ministry usually recruits workers under the Low Skill Programme. This has resulted in a significant decline in the number of persons who are placed on this Programme. At the Jamaica/Canada bilateral discussions held in March 2018, a request was made for Canada to consider the implementation of measures to promote the employment of women under the TFWP.

12.1.1 TARGETS 2017/18

- 1. Assist unemployed persons to secure overseas employment**
 - Provide overseas employment to 16,000 Jamaicans
 - Conduct pre-selection activities for 3,500 Canadian Farm Work and US Agricultural and Hospitality Programmes
- 2. Improve the efficiency and integrity of the programme**
 - Continue to upgrade the physical information technology and communication infrastructure at the Overseas Employment Centre (OEC)

13.1.2 PERFORMANCE

- 1. Assist 16,000 Jamaicans to secure overseas employment**



Hon. Shahine Robinson (right) greets one of the longest travelling farm worker waiting to be dispatched to Canada under the Seasonal Agricultural Work Programme (SAWP), at the Overseas Employment Services Centre (OESC) in Kingston.

Placements

- During FY 2017/18, 15,914 persons were employed through the Ministry's Overseas Employment Programme.
- There was a slight decrease of 396 or 2.4 per cent in the number of persons employed on the Overseas Employment Programme, compared to the 2016/17 FY.
- Of this total, 8,996 were employed on Canadian farms, while 4,999 were employed to US Farms. One thousand five hundred and forty nine (1,549) workers were placed on the US Hotel programme and 370 in low skilled employment in Canada (See Figure 1).

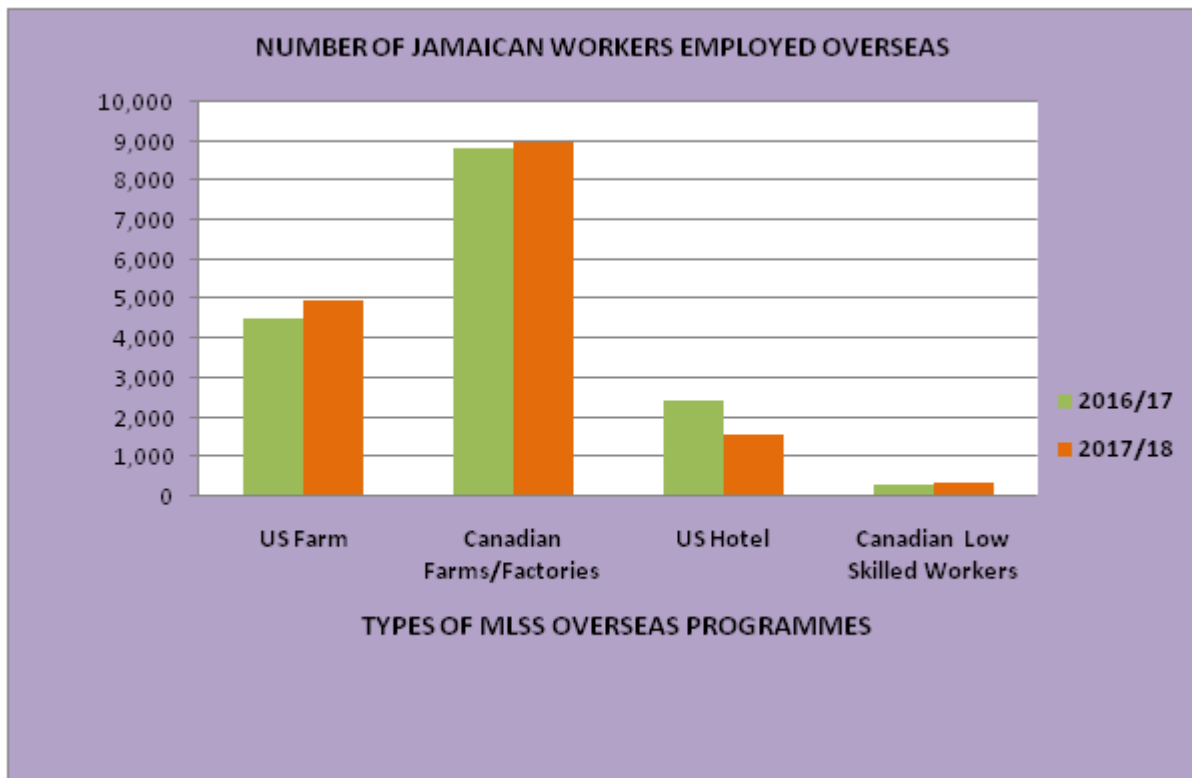


Figure 1

- Males from the Canadian Farms and Factories Programme accounted for the largest group of workers, with a total of 8,431 or 93.7 per cent. This data shows an increase of 165 or 2 per cent, compared to the 2016/17 FY. Male employees from the US Farm Work Programme (4,930) increased by 341 or 7.4 per cent, compared to the previous year.
- Of the total number of workers employed to the Canadian and US farms, female workers accounted for the smallest, with 565 or 6.2 per cent and 69 or 1.3 per cent respectively. Further disaggregation of the data revealed that of the total number of workers employed on the Overseas Programme, the US Hotel workers and Canadian Low Skilled accounted for the least number of workers with 1,549 (9.7 per cent) and 370 (2.3 per cent) respectively.
- As seen in Figure 2, the majority or 231 (62.4 per cent) of those employed on the Low

Skilled programme were in the 'Seafood' category, followed by 'Greenhouse' with 56 (15.1 per cent) and "Mushroom Harvester" with 45 (12.1 per cent).

- Five thousand, eight hundred and four (5,804) Jamaicans were placed in employment overseas, through Private Employment Agencies (PEAs)⁸ monitored by the Ministry.
- The year's target (16,000) was achieved by 99.5 per cent.

Conduct pre-selection activities for 3,500 Canadian Farm Work and US Agricultural and Hospitality Programmes

- For FY 2017/18, a total of 4,000 persons were pre-selected upon satisfying the numeracy, literacy and job experience requirements.



Figure 2

- There were four thousand nine hundred and ninety nine (4,999) workers recruited for the US Farm Work Programme. Of this total, 30 went Absent Without Official Leave (AWOL), six (6) less than the 2016/17 FY and four (4) changed status⁹. At the end of the FY, 663 persons remained on the US Farms Programme (See Table 11).
- Of the 1,549 persons recruited for the US Hospitality Programme in 2017/18, 20 went AWOL, six (6) less than the 2016/17 FY; eight (8) changed status and 11 transferred to private programmes. At the end of the year, 666 persons remained in employment on this programme (See Table 11).

2. Improve the efficiency and integrity of the programme by upgrading the Physical Information Technology and Communication infrastructure at the Overseas Employment Centre (OEC)

⁸ These persons were placed through the Private Agencies. This figure represents data collected from five (5) per cent of the licensed Private Operators.

⁹ Change of status usually through marriage.

- The reception area was upgraded and is now fully equipped with new furniture.
- Twenty-five (25) members of staff at the OEC received training in Customer Service and Workplace etiquette at MIND.
- The Jamaica-Canada (JAMCAN) operating system was modified to generate specific reports to facilitate faster processing time for the selected farm workers contract of employment.

**MOVEMENT OF JAMAICAN WORKERS ON THE US OVERSEAS PROGRAMMES:
2016/17 AND 2017/18**

TABLE 11

FARM WORKERS	2016/17	2017/18	HOSPITALITY WORKERS	2016/17	2017/18
TOTAL IN US AT THE BEGINNING OF THE FY	666	638	TOTAL IN US AT THE BEGINNING OF THE FY	1,141	713
RECRUITED	4,537	4,999	RECRUITED	2,418	1,549
RETURNED TO JAMAICA	4,557	4,900	RETURNED TO JAMAICA	2,394	1,262
AWOL	36	30	AWOL	26	20
CHANGED STATUS	8	4	CHANGED STATUS	4	8
DECEASED	1	1	DECEASED	1	0
TRANSFER TO PRIVATE PROGRAMME	0	0	TRANSFER TO PRIVATE PROGRAMME	4	11
PROOF OF LANDING PENDING	19	52	PROOF OF LANDING PENDING	470	301
TOTAL IN US AT THE END OF THE FY	638	663	TOTAL IN US AT THE END OF THE FY	713	666

12.1.3 PROJECTIONS 2018/19

1. Assist unemployed persons to secure overseas employment

- Prepare/process an increased number of Jamaicans for overseas employment opportunities from 16,000 to 16,500 workers
- Pre-select 500 workers for deployment to the US hospitality programme.

- Pre-select 500 female farm workers for deployment to the US and Canada.

2. Improve efficiency and integrity of the programme.

- Continue to upgrade the physical, IT and communication infrastructure at the Overseas Employment Centre in order to improve customer service
- Increase Jamaica's capacity to serve the entire Canadian Programme
- Develop an application used by smart phone to make contact with workers for medical, biometrics and flight processing
- Upgrade dormitory facilities at the Centre

Minimize the impact of fraudulent activity on the programme

- a) Implement measures and systems to identify sources of potential fraud and try to prevent such activities where possible.

12.2

MONITORING OF PRIVATE EMPLOYMENT AGENCIES

The strategic objective of the Employment Agency Unit (EAU) is to alleviate unemployment through the issuing of licences to Employment Agencies' Operators to allow them to seek employment opportunities for clients, both locally and overseas. The Unit operates island-wide to monitor the agencies in order to ensure compliance with the Employment Agencies Regulation Act, 1957. The recommendations for the granting, renewal or revocation of the licence are among the functions of the Unit.

The Unit inspects Agencies that are involved in job placements, both locally and overseas. This includes an examination of the overall premises, to determine if they are conducive to business. In addition, it ensures that proper mechanisms are in place for records keeping and that information is submitted to the MLSS on a quarterly basis, which is in accordance with the Law.

12.2.1 TARGETS 2017/18

1. **Monitor employment agencies through visits**
 - Inspect 380 employment agencies to ensure legitimacy
 - Conduct two (2) meetings with Operators of EAs to improve record keeping
2. **Reduce the number of illegal PEA Operators**
 - Identify and make contact with illegal Operators
 - Maintain partnership with Embassies to be informed of new visa requirements
3. **Increase public awareness about Employment Agencies**
 - Implement ongoing public education activities.
 - Participate in nine (9) job fairs
4. **Review the Employment Agency Regulation Act (EARA)**
 - Continue discussions with Private Operators and the MLSS Legal team

12.2.2 PERFORMANCE

1. **Monitor employment agencies through visits**
 - **Inspect and monitor 380 employment agencies to ensure legitimacy**
 - As at March 31, 2018, 79 Private Employment Agencies (PEAs) were licensed and registered with the Ministry. The data indicated that there was a decline of four (4) or 4.8 per cent, compared to the corresponding period in 2016/17 FY. Of the number of PEAs licensed with the MLSS, 47 were registered to place applicants overseas and 32 locally.
 - Seventy-three (73) licenses were issued for FY 2017/18, 14 new and 59 renewals (See Table 12). This is 19 more than the previous year. The majority of the licenses were issued in the fourth quarter of the period under review.

**LICENSES (NEW AND RENEWAL) ISSUED TO PRIVATE OPERATORS:
2016/17 AND 2017/18**

TABLE 12

QUARTER	NO.OF LICENSES ISSUED TO PRIVATE OPERATORS					
	2016/17			2017/18		
	NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
APR-JUN	2	15	17	4	12	16
JUL-SEPT	1	11	12	2	17	19
OCT-DEC	1	15	16	1	15	16
JAN-MAR	1	8	9	7	15	22
TOTAL	5	49	54	14	59	73

Conduct two (2) meetings with Operators of Employment Agencies to improve record keeping.

- In order to improve record keeping, seven (7) meetings were held with private operators.

2. Reduce the number of illegal PEA Operators

Identify and make contact with illegal Operators

- In order to reduce the number of illegal Operators, Inspectors from the MLSS made contact and visited the Operators. These visits have proven to be a success as 16 illegal Operators were identified. Of the total number of illegal Operators identified, three (3) have since complied with the regulations to be legalized.
- For the period under review, 200 visits were conducted; a decrease of 30 or 17.6 per cent, when compared to the previous financial year. These visits were conducted for routine inspections (179), investigations (5) as well as to identify illegal agencies (16). The year's target was achieved by 71.4 per cent.

3. Increase public awareness about EAs

Implement ongoing public education activities by participating in nine (9) job fairs.

- During the FY, the Unit participated in three (3) job fairs and held two (2) information sessions. These sessions were held with Private Agencies in Montego Bay and Kingston. The objectives of the sessions were to sensitize Operators about human trafficking and how to conduct effective orientation sessions for the benefit of migrant workers to whom they serve.

4. Review the Employment Agency Regulation Act (EARA)

According to the Employment Agencies Regulation Act, Private Operators are required to provide the Ministry with current information regarding the number of persons registered, vacancies and placements on a quarterly basis.

- For FY 2017/18, 6,893 Jamaicans were placed in employment locally and overseas. The data indicates that there was a significant increase of 4,575 or 197.4 per cent in the number of Jamaicans placed both locally and overseas compared to FY 2016/17. This increase was due to a rise in the number of students who participated in the J1 student work and travel programme as well as a vast improvement in data coverage for the 2017/18 FY.
- Of the total number of placements, 1,089 or 15.7 per cent were placed locally.
- Closer examination of the data revealed that 5,933 persons were registered with Private Operators to source employment overseas, while 1,636 were registered for local employment. Of the 5,933 registrants seeking employment overseas, 5,804 were placed.
- Two thousand eight hundred and twenty two (2,822) persons were placed on the H2B Hospitality Programme. This is 2,758 more than the previous year.

12.2.3 PROJECTIONS 2018/19

1. Monitor employment agencies through visits

- Monitor the operations of the private employment agencies through inspections/visit
- Conduct meetings with PEAs on factors impacting their operations including the amendments the EARA.

2. Reduce the number of illegal PEA Operators

- Implement action to regularize illegal operators.

3. Increase public awareness about PEAs

- Implement action to increase public awareness
- Conduct workshops with PEAs on the conduct of their clients who are departing the island for employment as well as on Human Trafficking.

4. Review the Employment Agency Regulation Act (EARA)

5. Minimise the impact of the fraudulent practices on the sector

- Work closely with the Legal department to have the legislation amended. This will involve having discussions with the legal department and ongoing discussions and consultations with PEAs.

12.3

THE SECRETARIAT AND FAMILY SERVICES UNIT

The Overseas Workers' Programme is supported by the Secretariat Unit. The Unit:

- i. Plans, coordinates and efficiently executes recruitment exercises annually.
- ii. Prepares documents for the Processing Centre to facilitate the medical screening of new travellers on the Overseas Employment Programmes
- iii. Maintains records of all hotel and farm workers placed in employment overseas
- iv. Maintains records of reports received re persons who have absconded (AWOL) or have been U/Listed and repatriated for misdeeds or poor performance on the job
- i. Disseminates information to relevant persons and the public with regards to the programme and the status of a migrant worker daily.
- ii. Responds to queries re the employment history of participants on the programme upon request.
- i. Liaison with the Jamaica Liaison Service and the Jamaica Central Labour Organization re sick, injured or deceased workers who are to be repatriated. There was a noticeable increase in these cases for the 2015 season.
- ii. Dialogue with families to make the necessary arrangements for transporting workers home and for them to receive necessary follow up medical care.
- iii. Receives and reviews medical reports from health care providers prior to passing them to the insurance companies.
- iv. Maintains files of all sick and injured farm-worker being afforded medical care in Jamaica.
- v. Ensures that claims are honoured for persons by insurance companies for persons with work related injuries.

THE FAMILY SERVICES UNIT

The Unit aid in the welfare of the families of workers who are participating in the Ministry's Overseas Employment Programmes. In cases where families are deemed to be in need, they are referred to social programmes administered by the Government for assistance. Social Workers make routine visits to the families of dispatched Farm workers. This is to assess their living conditions, offer guidance to family members in order to guarantee improvement in their overall standard of living and ensure children are receiving support.

12.3.1 TARGETS 2017/18

1. **Provide support for families of migrant workers**
 - Conduct visits to 1,000 families (household and schools) of overseas workers;
 - Collaborate with the Liaison Service to seek assistance when investigating complaints from families of overseas workers; and
 - Conduct periodic visits to sick/injured workers and refer them for medical assistance,

where necessary.

- Make referrals to other programmes/projects within the Ministry.

2. Provide assistance to families in making them self-reliant

- Refer 375 persons to other programmes/projects within the Ministry.

12.3.2 PERFORMANCE

1. Monitoring families of overseas workers

- A total of 2,204 family members of 1,329 migrant workers were visited for the FY year. The breakdown is as follows:
 - i. Spouses and seniors- 994
 - ii. Children- 916
 - iii. Adult children- 245
 - iv. Family members who were sick and injured -34
 - v. Family members who needed Liaison Services (special intervention by Social Workers)- 15

Female dependents accounted for 74.5 per cent of the total number of family members visited for FY 2017/18.

2. Provide assistance to families to help them become self-reliant

- Two hundred and six (206) family members received aid from Government programmes. The NIS accounted for 36.8 per cent of the aid offered, reflecting the highest number of referrals, followed by HEART Trust/NTA and ELE/LMIS with 11.6 per cent and 11.1 per cent respectively.

12.3.3 PROJECTIONS 2018/19

Provide support to families of migrant workers

1. Conduct 1,500 visits to families (households and schools) of overseas workers.
2. Collaborate with the Liaison Service to seek assistance when investigating complaints from families of overseas workers.
3. Conduct periodic visits to sick/injured workers and refer them for medical assistance, where necessary.
4. Make referrals to other Government programmes and projects.

13

WORK PERMIT

The Work Permit section grants work permits and exemptions, based on the requirements of the Foreign Nationals and Commonwealth Citizens (Employment) Act (1964), as well as the CARICOM Community (Free Movement of Skilled Persons) Act (1997). This is to ensure that the Jamaican economy is supplied with the labour and skills necessary for growth and development, whilst undertaking steps to protect the jobs of Jamaicans. Foreign and Commonwealth Nationals, who wish to engage in employment activities, must obtain a work permit or work permit exemption before entering Jamaica. This is whether the form of employment is voluntary, commercial, business, professional, charitable, entertainment or sports.

In many instances, prior to the submission of a work permit application, the Ministry engages in dialogue with large organizations to determine eligibility or consideration for the granting of a work permit.

Work Permit applications are investigated based on recommendations by the Work Permit Inter-Ministerial Committee which ensures that applicants do not submit false information thereby, maintaining the integrity of the process. Investigations may be carried out to confirm addresses, the number of Jamaicans or Expatriates working at the premises or for random checks.

In June 2014, there was an increase in the fees charged for an approved work permit. However, unlike former years when a flat rate was approved per period, fees are now charged based on the sector. (Please see Appendix).

13.1.1 TARGETS 2017/18

1. **Grant work permits and work permit exemptions in order to provide scarce skills in the country**
 - Process at least 75 per cent of work permit and exemption applications received
 - Collaborate with the ELE re: advertising the occupations on the LMIS
 - Collaborate with other Departments to sensitize the public on work permit matters and Trafficking in Persons (TIP)
 - Conduct 200 investigations and site visits to ensure adherence to the conditions of work permit
 - Develop MOUs with relevant agencies e.g. Taxpayer Audit and Assessment Department (TAAD), Major Organised Crime and Anti-Corruption Agency (MOCA) and PICA

13.1.2 PERFORMANCE

Grant work permits and work permit exemptions in order to provide scarce skills in the country: Process at least 75 per cent of work permit and exemption applications received

- During FY 2017/18, the number of work permit applications received decreased by 247 or 4.4 per cent, moving from 5,602 in 2016/17 to 5,355 in 2017/18. New applications constituted 55.0 per cent of the total (See Table 13).

- Five thousand, six hundred and twenty (5,620) work permits and 1,263 exemption applications were processed. When compared to the previous year, there was an increase in the number of work permits and exemptions processed during FY 2017/18. These were increased by 12.3 per cent and 12.8 per cent respectively.
- The number of work permit applications approved (5,041) decreased by 410 or 7.5 per cent for the 2017/18 period.

Applications Approved

- The largest number of work permits (4,259 or 84.4 per cent) was granted to persons in the 'Professionals, Senior Officials and Technicians' occupational category (See Table 13). Next was 'Service Workers & Shop & Market Sales Workers' with 308 or 6.1 per cent.
- An examination of the data by industry shows that the largest number of work permits approved (1,877 or 37.2 per cent) was for the 'Wholesale and Retail Trade, Repair of Motor Vehicles, Motorcycles and Personal and Household Goods' industry (See Table 14). 'Hotels and Restaurant Services' was next with 909 or 18 per cent.
- The 'Construction and Installation' industry recorded a decrease of 121 or 12 per cent compared to the 2016/17 FY. This may have resulted from the completion of some of the Construction and Mining projects which required foreign workers in the previous year.

Work Permit Exemptions

- The Ministry granted 763 work permit exemptions during 2017/18. This shows a decline of 217 or 22.1 per cent, when compared to the previous year (See Table 15). For 2017/18, category 'D' Persons Employed by Statutory Bodies/Government received the highest exemptions with 215 or 28.1 per cent.

Work Permit Recipients by Region of Origin

- Work permit recipients originated from North America, Latin America, the Caribbean, Europe, Africa, Asia and Oceania (See Table 16). The largest number of recipients was from Asia with 2,827 or 56 per cent of the total. This was followed by Europe and the Caribbean with 656 and 643 respectively. Work permits granted to recipients from Asia, moved from 3,221 in 2016/17 to 2,827 for the 2017/18 FY. This shows a decline of 12.2 per cent. Recipients from Europe reflected a 2.2 per cent decrease, moving from 671 to 656 while, Caribbean recipients registered a marginal increase of 30 or 4.8 per cent.
- As mentioned above, an examination of the data revealed that Asian applicants suffered a 12.2 per cent fall in the number of work permits granted for the FY 2017/18. This may have been attributable to the return of the some Asians to their home country after Construction and Mining projects were completed in Jamaica.

Work Permit Investigations

Conduct 200 investigations and site visits to ensure adherence to the conditions of work permit

- Investigations were conducted to ensure compliance with work permits granted. For FY 2017/18, 363 investigations were conducted to ensure that workers were adhering to the conditions of their work permit. The target was surpassed by 81.5 per cent.

13.1.3 PROJECTIONS 2018/19

1. Grant Work Permits and Exemptions in order to provide scarce skills in the country

- Process at least 75 per cent of applications (work permit and exemptions) received during the year.
- Collaborate with the ELE to advertise job openings from work permit applications on the LMIS website.
- Collaborate with other Departments to sensitize the public on work permit matters and Trafficking in Persons (TIP).
- Conduct 400 investigations to ensure adherence to the conditions of their work permit.

**NUMBER OF WORK PERMIT APPLICATIONS RECEIVED AND APPROVED BY OCCUPATION:
2016/17 AND 2017/18**

Table 13

OCCUPATION		RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
PROFESSIONALS, SENIOR OFFICIALS & TECHNICIANS	2016/17	2,527	2118	4,645	2488	2041	4,529
	2017/18	2,374	2,115	4,489	2,227	2,032	4,259
CLERKS	2016/17	13	13	26	11	13	24
	2017/18	13	9	22	14	8	22
SERVICE WORKERS & SHOP & MARKET SALES WORKERS	2016/17	182	173	355	180	164	344
	2017/18	164	167	331	149	159	308
SKILLED AGRICULTURAL & FISHERY WORKERS	2016/17	90	23	113	88	18	106
	2017/18	107	56	163	105	39	144
CRAFTS & TRADE RELATED WORKERS	2016/17	246	42	288	247	40	287
	2017/18	166	45	211	152	40	192
PLANT & MACHINE OPERATORS & ASSEMBLERS	2016/17	55	23	78	50	18	68
	2017/18	35	9	44	25	8	33
ELEMENTARY OCCUPATIONS	2016/17	91	6	97	87	6	93
	2017/18	91	4	95	80	3	83
TOTAL	2016/17	3,204	2,398	5,602	3,152	2,300	5,451
	2017/18	2,950	2,405	5,355	2,752	2,289	5,041

**NUMBER OF WORK PERMIT APPLICATIONS RECEIVED AND APPROVED BY INDUSTRY:
2016/17 AND 2017/18**

TABLE 14

INDUSTRY	YEAR	RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
AGRICULTURE, HUNTING FORESTRY	2016/17	49	37	86	46	35	81
	2017/18	115	31	146	113	29	142
FISHING	2016/17	72	6	78	70	5	75
	2017/18	37	33	70	36	18	54
MINING AND QUARRYING	2016/17	266	14	280	264	13	277
	2017/18	26	59	85	26	55	81
MANUFACTURING	2016/17	69	57	126	58	48	106
	2017/18	75	52	127	78	52	130
ELECTRICITY, GAS & WATER SUPPLY	2016/17	80	11	91	84	10	94
	2017/18	139	30	169	134	25	159
CONSTRUCTION & INSTALLATION	2016/17	591	450	1,041	576	438	1,014
	2017/18	568	386	954	519	374	893
TRANSPORT, STORAGE & COMMUNICATION	2016/17	192	113	305	185	107	292
	2017/18	261	81	342	237	74	311
FINANCIAL INTERMEDIATION	2016/17	7	6	13	8	5	13
	2017/18	11	3	14	11	3	14
OTHER COMMUNITY, SOCIAL & PERSONAL SERVICES ACTIVITIES	2016/17	116	75	191	124	72	196
	2017/18	195	70	265	173	72	245

INDUSTRY	YEAR	RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
WHOLESALE & RETAIL, REPAIR OF MV.C, PERSONAL & HH GOODS	2016/17	1,028	1,005	2,033	1,003	960	1,963
	2017/18	905	1,061	1,966	863	1,014	1,877
HOTELS AND RESTAURANTS SERVICES	2016/17	576	530	1,106	590	517	1,107
	2017/18	439	504	943	421	488	909
REAL ESTATE, RENTING & BUSINESS	2016/17	59	13	72	55	19	74
	2017/18	84	19	103	63	17	80
PUBLIC ADMINISTRATION & DEFENCE, COMPULSORY SOCIAL SECURITY	2016/17	1	3	4	1	3	4
	2017/18	1	3	4	0	3	3
EDUCATION	2016/17	48	29	77	39	26	65
	2017/18	49	28	77	42	28	70
HEALTH & SOCIAL WORK	2016/17	25	35	60	29	29	58
	2017/18	33	31	64	28	25	53
PRIVATE HOUSEHOLDS WITH EMPLOYED PERSONS	2016/17	7	12	19	12	11	23
	2017/18	9	12	21	7	11	18
EXTRA-TERRITORIAL ORGANIZATIONS & BODIES	2016/17	1	0	1	1	1	2
	2017/18	0	1	1	0	1	1
N/A	2016/17	17	2	19	6	1	7
	2017/18	3	1	4	1	0	1
TOTAL	2016/17	3,204	2,398	5,602	3,151	2,300	5,451
	2017/18	2,950	2,405	5,355	2,752	2,289	5,041

**WORK PERMIT EXEMPTIONS APPROVED BY SELECTED
CATEGORIES AND QUARTER:
2016/17 AND 2017/18**

TABLE 15

CATEGORY	QUARTER									
	APRIL– JUNE		JULY–SEPTEMBER		OCTOBER-DECEMBER		JANUARY–MARCH		TOTAL	
	2016/2017	2017/18	2016/2017	2017/18	2016/2017	2017/18	2016/2017	2017/18	2016/2017	2017/18
A1	30	9	55	7	36	2	18	0	139	18
A2	0	46	0	28	0	31	0	36	0	141
A3	0	0	0	3	0	0	0	0	0	3
B	0	0	0	0	0	0	1	0	1	0
C	0	0	0	0	0	0	0	0	0	0
D	128	69	72	74	74	32	67	40	341	215
E	0	2	12	18	0	0	8	4	20	24
I	0	0	0	0	0	0	0	0	0	0
H	1	0	0	1	0	2	1	0	2	3
K	0	9	0	0	0	0	1	0	1	9
L	0	0	1	0	0	0	0	0	1	0
V	1	83	0	11	2	1	16	0	19	95
W	27	20	30	39	61	22	37	67	155	148
Z	64	89	52	6	109	7	73	3	298	105
Q	0	0	1	0	0	0	0	0	1	0
Other	1	2	0	0	1	0	0	0	2	2
TOTAL	252	329	223	187	283	97	222	150	980	763

- A - MINISTERS OF RELIGION
- B - FOREIGN HUSBANDS OF JAMAICAN WIVES
- C - FOREIGN WIVES OF JAMAICAN HUSBANDS
- D - PERSONS EMPLOYED BY STATUTORY BODIES/GOVERNMENT
- E - PERSONS COVERED BY [14] OR [30] DAYS CLAUSE
- F - REGISTERED FULL-TIME STUDENTS AT U.W.I
- G - WIVES OF REGISTERED FULL TIME STUDENTS AT U.W.I
- H - EMPLOYEES AT U.W.I
- I - EMPLOYEES AT U.H.W.I
- J - CARICOM NATIONALS WHO ARE GRADUATES OF SELECTED CARICOM UNIVERSITIES WITH DIPLOMAS AND CERTIFICATES
- K - CARICOM NATIONALS WHO ARE GRADUATES OF SELECTED CARICOM UNIVERSITIES WITH DEGREES AS WELL AS MUSICIANS, MEDIA PERSONNEL, ARTISTS AND SPORTS PERSONS
- V. PERSONS UNDER CONTRACT TO JOIN IN JAMAICA AS SEAMEN ON A SHIP OF NON-JAMAICAN REGISTRY
- W. PERSONS EMPLOYED ON SHIPS ON NON-JAMAICAN REGISTRY (EXCLUDING DREDGES AND TUGS) IN JAMAICA
- Z. FOREIGN NATIONALS AND COMMONWEALTH CITIZENS (EMPLOYMENT ACTS 1964)

**WORK PERMIT RECIPIENTS (NEW AND RENEWAL) BY REGION OF ORIGIN:
2016/17 AND 2017/18**

TABLE 16

REGION OF ORIGIN		NEW			RENEWAL			TOTAL		
		M	F	T	M	F	T	M	F	T
NORTH AMERICA	2016/2017	77	48	125	61	29	90	138	77	215
	2017/18	97	55	152	42	26	68	139	81	220
LATINAMERICA	2016/2017	344	56	400	214	37	251	558	93	651
	2017/18	370	41	411	146	39	185	516	80	596
CARIBBEAN	2016/2017	245	77	322	199	92	291	444	169	613
	2017/18	291	69	360	215	68	283	506	137	643
EUROPE	2016/2017	320	98	418	206	47	253	526	145	671
	2017/18	323	98	421	179	56	235	502	154	656
AFRICA	2016/2017	33	7	40	33	5	38	66	12	78
	2017/18	41	10	51	32	3	35	73	13	86
ASIA	2016/2017	1,508	337	1,845	1,109	267	1,376	2,617	604	3,221
	2017/18	1,095	255	1,350	1,203	274	1,477	2,298	529	2,827
OCEANIA	2016/2017	1	0	1	1	0	1	2	0	2
	2017/18	5	2	7	5	1	6	10	3	13
TOTAL	2016/2017	2,528	623	3,151	1,823	477	2,300	4,351	1,100	5,451
	2017/18	2,222	530	2,752	1,822	467	2,289	4,044	997	5,041

13.2 CARICOM Single Market and Economy: The Free Movement of Persons

The CARICOM Single Market and Economy (CSME) allows specific skilled¹⁰CARICOM nationals desirous of working in participating member states, to apply for and acquire a Certificate of Recognition of CARICOM Skills Qualification. The Certificate of Recognition is granted to approved categories of skilled workers issued by the MLSS which is the competent authority responsible for the implementation of the Free Movement of Skills Policy. The Certificate was first issued in Jamaica on September 24, 1997.

13.2.1 TARGETS 2017/18

Implementation of systems relevant to the Free Movement of Labour to assist with the operationalisation of the CSME

- Research, data collection, collaboration with Agencies and report writing
- Report on the movement of skills under the CSM arrangement

13.2.2 PERFORMANCE

Two hundred and thirty nine (239) certificates were issued to CARICOM nationals for FY 2017/18 (See Table 17). This reflects a decrease of four (4) or 1.6 per cent, when compared to the previous year. Since the inception of the CSME, 4,379 certificates have been issued by Jamaica. Jamaicans accounted for 84.1 per cent of certificates issued. Trinidadians was the second largest nationality who received CSME certificates. They accounted for 8.4 per cent of the total.

CARICOM SINGLE MARKET CERTIFICATES ISSUED BY NATIONALITY AND SEX: 2016/17 AND 2017/18

Table 17

NATIONALITY	2016/17			2017/18		
	M	F	T	M	F	T
Antigua & Barbuda				1	0	1
Barbados	1	2	3	4	6	10
Dominica	0	0	0	0	0	0
Grenada				0	1	1
Guyana	2	2	4	1	2	3
Jamaica	119	100	219	96	105	201
St. Kitts & Nevis				0	1	1
St. Vincent	0	1	1	0	0	0
Trinidad & Tobago	7	8	15	10	10	20

¹⁰ Categories of skilled workers include: Wage Earners, Graduates, Media Persons, Artistes, Musicians and Sports persons, Nurses, Teachers, Managerial Staff, Technical staff and Artisans.

NATIONALITY	2016/17			2017/18		
	M	F	T	M	F	T
Belize	1	0	1	2	0	2
TOTAL	130	113	243	114	125	239

13.2.3 PROJECTIONS 2018/19

Implementation of systems relevant to the Free Movement of Labour to assist with the operationalisation of the CSME

- Develop MOUs with relevant agencies
- Research, data collection, collaborate with agencies and report on the movement of skills under the CSM arrangement.

Ensure the integrity of the movement

- Improve the quality of the existing certificates

Provide evidence-based research and measurement for knowledge, advocacy, innovation and service.

The Industrial Relations Department (IR) section is responsible for the promotion and maintenance of industrial harmony in the nation.

14.1 CONCILIATION AND PRE-CONCILIATION

This is performed with respect to industrial disputes relating primarily to wage and fringe benefits negotiations, disciplinary matters and union claims for representational rights. One of the principal objectives of the Department is to limit the number of industrial action and work stoppages that occur in the work environment. The Department also seeks to implement measures geared at being proactive in relation to industrial disputes and attempts to foster and facilitate a more co-operative industrial relations environment.

When a dispute is being reported to the Ministry, either the aggrieved worker, his representative or the employer is required to submit a letter referring the dispute to the Permanent Secretary. The dispute is then assessed and a conciliation meeting scheduled. The disputing parties then meet at the MLSS and attempt to settle the matter. Matters not resolved by conciliation are referred to the Minister of Labour and Social Security who may refer the dispute to the IDT for settlement.

The Pre-Conciliation Unit, which is an arm of the Conciliation Section, provides advice and other assistance with the aim of fostering improved relations between management and labour, thereby facilitating a more cooperative industrial relations environment. Parties are required to submit their current Collective Labour Agreement to the Ministry for examination. Collective Agreements that will soon expire are collected and monitored by an Officer. Both the Employer and the Union are contacted and reminded of the date of expiration and the Ministry's assistance is offered in negotiating a new agreement.

Another strategy used by the Department is an Outreach Programme which seeks primarily to inform both workers and management about their rights under the Law. The Department is cognizant of the fact that a quiet industrial relations climate will eventually lead to a more productive workplace and contribute greatly to the maintenance of law and order in the wider society.

15.1.1 TARGETS 2017/18

- 1. Engage social partners to implement the framework for a responsive labour market**
 - Dispose of at least 60 per cent of disputes reported to the Ministry;
 - Monitor at least 160 wage contracts;
 - Conduct 70 sensitisation sessions with employers, employees, unions, etc.; and
 - Refer disputes from non-unionised employees to the IDT.
- 2. To dispose of disputes expeditiously**
 - Reduce the time taken to dispose of disputes from 119 days to 110 days

14.1.2 PERFORMANCE

1. Engage social partners to implement the framework for a responsive labour market

Industrial Disputes

- For FY 2017/18, the number of industrial disputes reported to the Ministry decreased by 176 or 46.6 per cent, moving from 378 in 2016/17 to 202 (See Table 18). The leading cause of industrial disputes reported was 'Dismissals and Suspensions' which amounted to 149, a decrease of 154 or 50.8 per cent when compared to the previous FY. Causes associated with 'Wages and Conditions of Employment' increased by 5 or 33.3 per cent, moving from 15 in 2016/17 to 20 in the current period. Both the 'Manufacturing' and 'Wholesale & Retail Trade; Repair of Motor Vehicle and Motorcycles' industries recorded the largest number of disputes, each with 29 or 14.4 per cent.

Disputes Reported by Union

- From the 202 cases of industrial disputes reported, 149 or 73.8 per cent were from non-unionised workers. Of the 149 cases from the non-unionised workers, 126 or 84.5 per cent represented themselves, 15 or 10.1 per cent were represented by IR Consultants and nine (9) or 6 per cent by Attorneys. Of the 53 cases addressed by the Unions, most cases were represented by both the Bustamante Industrial Trade Union (BITU) and the National Workers Union (NWU), with 15 or 28.3 per cent each. This was followed by the Union of Clerical Administrative and Supervisory Employees (UCASE), with 9 or 17 per cent. Fourteen (14) or 26.4 per cent of the cases reported were represented by other Unions.

Disputes Disposed

- During FY 2017/18, there were 376 disputes to be disposed; 202 were reported for the year and 174 brought forward from the previous year.
- Of the 376 to be disposed of, 263 or 70 per cent were disposed. One hundred and eight (108) were settled through conciliation, 77 returned to local level, 34 referred to IDT, 27 petered out and 17 disposed through other methods. At the end of the year, there were 113 outstanding disputes.

Industrial Action

- For FY 2017/18, eight (8) industrial actions were reported to the Ministry. As in the previous year, one (1) work stoppage was reported. The other industrial actions were strikes (5), sick-out (1) and work-to-rule (1).
- Three thousand (3,000) workers were involved in the work stoppage for FY 2017/18 compared to 35 for the previous FY. Meanwhile, 286 workers were involved in strikes, 1,500 reported sick and 22 work-to-rule.
- The total man-days lost as a result of the industrial disputes were 12,350 while 148 man-hours were lost. The number of man-days lost from work stoppages totalled 9,000 in FY 2017/18 compared to 105 in the previous year. In addition, the total man-hours lost were from strikes. Three hundred and twenty eight (328) man-days were lost as a result of strikes, 22 due to work-to-rule and 3,000 were caused by sick-outs.

- The Education industry reported the highest number of man-days lost which was due to the work stoppage in March 2018.

Representational Rights Polls

- During the year under review, seven (7) representational rights polls were held, five (5) less than the previous year.
- The number of workers involved in the polls decreased by 277 or 69.9 per cent, when compared to the previous year, moving from 396 in 2016/17 to 119 in the current year. Two (2) unions were involved, the BITU having six (6) polls and the Union of Technical, Administrative and Supervisory Personnel (UTASP) recording one (1). Of the seven (7) polls, two (2) were from the Transport and Storage industry and one (1) each from the Construction, Information and Communication, Human Health and Social Work Activities, Manufacturing and Accommodation and Food Service Activities industries.

Monitor at least 160 wage contracts

- An intervention strategy of the Pre-Conciliation unit is to monitor contracts slated to expire. A total of 130 wage contracts were monitored. The target was achieved by 81.2 per cent.

Conduct 60 sensitisation sessions with employers, employees, unions, etc.

- For the period under review 125 sensitisation sessions were held.

2. Dispose of disputes expeditiously

Reduce the time taken to dispose of disputes from 119 days to 110 days

- On average, it took 169 days (including week-ends and holidays) to dispose of the cases which were reported to the Ministry during the year and brought forward for the FY. The average days taken for those reported and disposed of during the FY was 63 days (including week-ends and holidays).



Labour Officers at the Labour Officers' Training held at the Jamaica Conference Centre

14.1.3 PROJECTION

1. Engage social partners to implement the framework for a responsive labour market

- Dispose of at least 60 per cent of disputes in the Ministry by the end of the FY
- Monitor at least 160 wage contracts that will expire in the FY
- Communicate best practices and through collaborative approach, promote the adherence of the Labour Relations Code among employers and employees such as ILO's core labour standards.

2. Dispose of disputes expeditiously

- Reduce the time taken to dispose of disputes from 119 days to 110 days.

CONCILIATION INDUSTRIAL DISPUTES REPORTED BY INDUSTRY AND CAUSE: 2016/17 AND 2017/18

Table 18

INDUSTRY	ALL CAUSES		WAGES & CONDS.OF EMPLOYMENT		DISMISSALS/ SUSPENSIONS		MISCELLANEOUS*	
	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18
AGRICULTURE, HUNTING & FORESTRY	0	6	0	1	0	3	0	2
MINING & QUARRING	3	1	1	0	0	1	2	0
MANUFACTURING	48	29	2	3	42	23	4	3
ELECTRICITY, GAS, STEAM & AIR CONDITIONING SUPPLY	9	6	3	0	4	3	2	3
WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	0	1	0	0	0	1	0	0
CONSTRUCTION	1	5	0	0	1	4	0	1
WHOLESALE & RETAIL TRADE; REPAIR OF MOTOR VEHICLES & MOTORCYCLES	41	29	0	1	40	27	1	1
ACCOMMODATION AND FOOD SERVICE ACTIVITIES	35	13	0	2	35	11	0	0
TRANSPORT, STORAGE & COMMUNICATIONS	42	18	2	0	32	16	8	2
INFORMATION AND COMMUNICATION	0	12	0	2	0	6	0	4
FINANCIAL AND	13	12	0	2	12	10	1	0

INDUSTRY	ALL CAUSES		WAGES & CONDS.OF EMPLOYMENT		DISMISSALS/ SUSPENSIONS		MISCELLANEOUS*	
	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18
INSURANCE ACTIVITIES								
REAL ESTATE ACTIVITIES	71	2	1	0	67	2	3	0
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	0	3	0	0	0	2	0	1
ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	0	17	0	1	0	12	0	4
PUBLIC ADMINISTRATION & DEFENCE; COMPULSORY SOCIAL SECURITY	29	18	2	7	20	6	7	5
EDUCATION	40	16	3	0	30	10	7	6
HUMAN HEALTH & SOCIAL WORK ACTIVITIES	17	2	1	0	9	2	7	0
ARTS, ENTERTAINMENT AND RECREATION	0	7	0	0	0	6	0	1
OTHER SERVICE ACTIVITIES	7	5	0	1	7	4	0	0
ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS AND SERVICES PRODUCING	4	0	0	0	4	0	0	0
ACTIVITIES OF HOUSEHOLDS FOR OWN USE	0	0	0	0	0	0	0	0
ACTIVITIES OF EXTRA TERRITIORIAL ORGANIZATIONS AND BODIES	0	0	0	0	0	0	0	0
ALL INDUSTRIES	360	202	15	20	303	149	42	33

*includes layoffs, redundancies, vacation, pension and all other compensation.

14.2

THE PAY AND CONDITIONS OF EMPLOYMENT BRANCH

The Pay and Conditions of Employment Branch (PCEB) is an arm of the Industrial Relations (IR) Department. Its core function is to ensure compliance with the minimum standards set out in the Labour Laws of Jamaica.

At the inception of the PCEB, the focus was primarily to investigate complaints lodged at the Ministry and to inspect the employment records of business establishments, to verify the level of compliance especially as it relates to the Minimum Wage Act (1938). The functions of the Department have expanded as more persons look to the Ministry as the neutral body to assist in resolving their matters involving pay and conditions of employment. This has resulted in an increased number of persons visiting and calling for assistance.

The functions of the PCEB are to:

1. Ensure establishments/employers are compliant with the provisions of the Labour Laws of Jamaica.
2. Conduct investigations and inspections of establishments in accordance with the provisions of the Labour Officers' Powers Act.
3. Disseminate information to the general public in relation to the Labour Laws of Jamaica.
4. Respond to labour relations queries from persons including the legal fraternity, Human Resource Managers, Chief Executive Officers, Associations and others.
5. Advise prospective employers (Foreign investors) on the provisions of the Labour Laws.
6. Interview clients (employees and employers) and determine whether formal complaints should commence.
7. Document complaints in relation to pay and conditions of employment and follow up on a timely basis until the complaints are settled/resolved.
8. Conduct mediation sessions with complainants and employers.
9. Review and reassess complaints /cases and determine whether a court referral should be initiated.
10. Accept monetary settlements on behalf of complainants via the Accounts Department or a Manager's Cheque drawn in the name of the Permanent Secretary.

14.2.1 TARGETS 2017/18

1. **Monitor establishments to ensure compliance with the Labour Laws**
 - Investigate 2,500 establishments, based on complaints from non-unionised workers
 - Inspect 2,500 establishments to ensure that organisations are adhering to the Labour Laws
 - Conduct at least 200 mediation sessions

2. Computerization of critical procedures and processes of treating with complaints and queries

- Procure at least two computers to commence the process of computerization of two critical areas
- Install computer at the Reception desk
- Computerise the registry to facilitate easy retrieval of files

14.2.2 PERFORMANCE

1. Monitor establishments to ensure compliance with the Labour Laws

Complaints

- The Pay and Conditions of Employment Branch of the MLSS received 3,802 complaints during FY 2017/18. This was a decrease of 236 or 5.8 per cent, when compared to 2016/17.
- The largest number of complaints for the period 2017/18 was in relation to the Employment Termination and Redundancy Payments Act (ETRPA) which stood at 1,640 or 43.1 per cent, followed by the Holidays with Pay Act, with 1,515 or 39.8 per cent and National Minimum Wage Order (Household Workers), with 234 or 6.1 per cent.
- Females accounted for the majority (2,201 or 57.8 per cent) of the complaints made to the PCEB arm of the MLSS. This registers a decline of 2.6 per cent, when compared to FY 2016/17.

Investigate 2,500 establishments, based on complaints from non-unionised workers;

- In FY 2017/18, 1,319 investigations were conducted. This represents an increase of 117 or 9.7 per cent, when compared to last year. The breakdown by legislation is as follows: Holidays with Pay Act with 461 or 34.9 per cent, ETRPA with 438 or 33.2 per cent and Minimum Wage Act with 416 or 31.5 per cent.

Inspect 2,500 establishments to ensure that organisations are adhering to the Labour Laws

- One thousand eight hundred and seventeen (1,817) inspections were conducted in FY 2017/18 for the four (4) regions. This was a decrease of 461 or 20.2 per cent over the 2016/17 period

Settlements

Payments made by Proprietors

- Settlements made by proprietors in relation to breaches of the Labour Laws accounted for J\$90.7M in settlements. This reflected a marginal increase of J\$5.2M or 6.0 per cent more than 2016/17 FY (See Table 19).
- Settlements for breaches of the ETRPA (J\$48.2M) constituted the largest amount, representing 53.1 per cent of the total payments (See Table 19). This was followed by the Holidays with Pay Act with 33.6 per cent. The increase in ETRPA could be attributed

to the fact that some employers were not willing to adhere to the applicable period of notice to terminate the employment of a worker.

Deposits by Employers

- For the FY 2017/18, deposits made by employers to the Ministry totalled J\$2.9M. This shows a significant decrease of J\$1.2M or 29.2 per cent compared to the previous FY. The largest deposits were made based on breaches of the ETRPA of J\$1.4M or 48.2 per cent. A total of 103 employers made deposits for the year under review. This was 51 or 33.1 per cent less than the FY 2016/17.
- Two thousand and ninety eight (2,098) persons were paid by proprietors for the FY, of which 1,425 or 67.9 per cent were females. One hundred and three (103) persons received payments from deposits for FY 2017/18. This amounted to J\$2.9M, a significant decrease of 31.7 per cent compared to 2016/17 (See Table 20).

2. Computerization of critical procedures and processes of treating with complaints and queries.

- Procure at least two computers to commence process of computerization of two critical areas
- Install computer at the Reception desk
- Computerise the registry to facilitate easy retrieval of files.

14.2.3 PROJECTIONS 2018/19

1. Monitor establishments to ensure compliance with the Labour Laws

- a) Investigate at least 2,000 complaints and inspect 2,000 establishments to ensure adherence with Labour Laws;

2. Computerization of critical procedures and processes of treating with complaints and queries.

- a) Implement computerized registration process
- b) Computerized registry to facilitate easy retrieval of files

**SETTLEMENTS MADE BY PROPRIETORS, AMOUNTS DEPOSITED
AND NUMBER OF EMPLOYERS WHO MADE DEPOSITS THROUGH THE MLSS BY LEGISLATION:
2016/17 AND 2017/18**

TABLE 19

LEGISLATION	SETTLEMENTS BY EMPLOYERS (J\$)						DEPOSITS BY EMPLOYERS (J\$)		NUMBER OF EMPLOYERS WHO MADE DEPOSITS	
	2016/17			2017/18			2016/17	2017/18	2016/17	2017/18
	M	F	T	M	F	T				
EMPLOYMENT [TERMINATION AND REDUNDANCY PAYMENTS]	25,008,762.01	17,236,722.86	42,245,484.87	26,648,613.29	21,521,819.99	48,170,433.28	1,166,094.92	1,461,656.27	56	45
HOLIDAYS WITH PAY	18,040,818.58	14,436,004.62	32,476,823.2	18,709,093.47	11,829,308.64	30,538,402.11	2,443,950.09	1,341,658.36	77	52
MINIMUMWAGE	3,907,982.2	6,736,335.28	10,644,317.48	3,814,900.23	6,873,796.61	10,688,696.84	565,621.64	125,666.66	21	6
MATERNITYLEAVE	0.00	193,221.02	193,221.02	0.00	1,305,919.24	1,305,919.24	0.00	0.00	0	0
TOTAL	46,957,562.79	38,602,283.78	85,559,846.57	49,172,606.99	41,530,84448	90,703,451.47	4,175,666.65	2,928,981.29	154	103

**NUMBER OF PERSONS PAID BY PROPRIETORS, PERSONS PAID FROM DEPOSITS AND AMOUNT PAID FROM DEPOSITS BY LEGISLATION:
2016/17 AND 2017/18**

TABLE 20

LEGISLATION [ACT]	PERSONS PAID BY PROPRIETORS						PERSONS PAID FROM DEPOSIT \$	
	2016/17			2017/18			2016/17	2017/18
	M	F	T	M	F	T		
EMPLOYMENT [TERMINATION AND HOLIDAYS WITH PAY]	369	566	935	229	676	905	8	45
MINIMUM WAGE	156	267	423	121	276	397	8	6
MATERNITY	0	2	2	0	19	19	0	0
TOTAL	876	1,304	2,180	673	1,425	2,098	25	103

The Industrial Disputes Tribunal (IDT) is a quasi-judicial body which derives its identity and powers from the Labour Relations and Industrial Disputes Act (LRIDA). The Tribunal sits in Divisions, each chaired by a Chairman or Deputy Chairman. Each Division has two (2) Members with support staff consisting of a Secretary, Assistant Secretaries and Steno-writers. The IDT is charged with the responsibility to determine and settle all industrial disputes referred by the Ministry. If the parties fail to arrive at a settlement at the local level, the matter is then reported to the Ministry for settlement by the Conciliation Department. If a settlement is not reached at this level, the Minister of Labour and Social Security may refer the dispute, whether for unionised or non-unionised workers to the IDT for arbitration, except in the case of essential services. It is then allocated to a Panel consisting of a Chairman and two (2) Members appointed under Section 8 (2) (i) of the LRIDA. Access to the IDT by non-unionised workers is one of the achievements in the restructuring of the MLSS under Labour Market Reform.

The LRIDA was amended in March, 2010 allowing non-unionised workers access to the Tribunal. This has seen a significant increase in the number of disputes referred to the IDT by the Minister of Labour and Social Security.

The Jury (Amendment) Act 2015 and the Sexual Harassment Bill 2015 outline the principles and procedures on how matters which fall under these Legislations can be referred directly to the IDT without reference to the Ministry or conciliation services. This represents a significant change in Labour Law and how parties access the IDT.

15.1 TARGETS 2017/18

1. **Hand down Awards that are just and fair and in accordance with the Law**
 - Settle at least 45 per cent of disputes at the Tribunal.
2. **Public Education**
 - Provide information to students, unions/consultants and employers.

15.2 PERFORMANCE

1. **Hand down Awards that are just and fair and in accordance with the Law**
Settle at least 45 per cent of disputes at the Tribunal

- During FY 2017/18, 127 disputes were dealt with by the IDT. The data reveals that this is five (5) or 4.1 per cent more than the 2016/17 FY. Of the 127 disputes dealt with, 76 were carried forward from the previous year. For the FY 2017/18, 51 disputes were referred to the IDT. Of this total, 47 were non-unionised and four (4) unionised.
- Fifty-five (55) industrial disputes were settled during the year: 49 Awards were handed down; 28 more than 2016/17. In addition, two (2) industrial disputes were settled by agreement, three (3) withdrawn and one squashed by the Court (See Figure 5).

Approximately 43.3 per cent of disputes at the IDT were disposed of for FY 2017/18. This was 1.7 per cent less than the target to be achieved.

- At the end of the year, 72 cases were outstanding.

2. Public Education

- Provided information on the procedure and proceeding of the Tribunal to 20 students, Consultants and Attorneys.

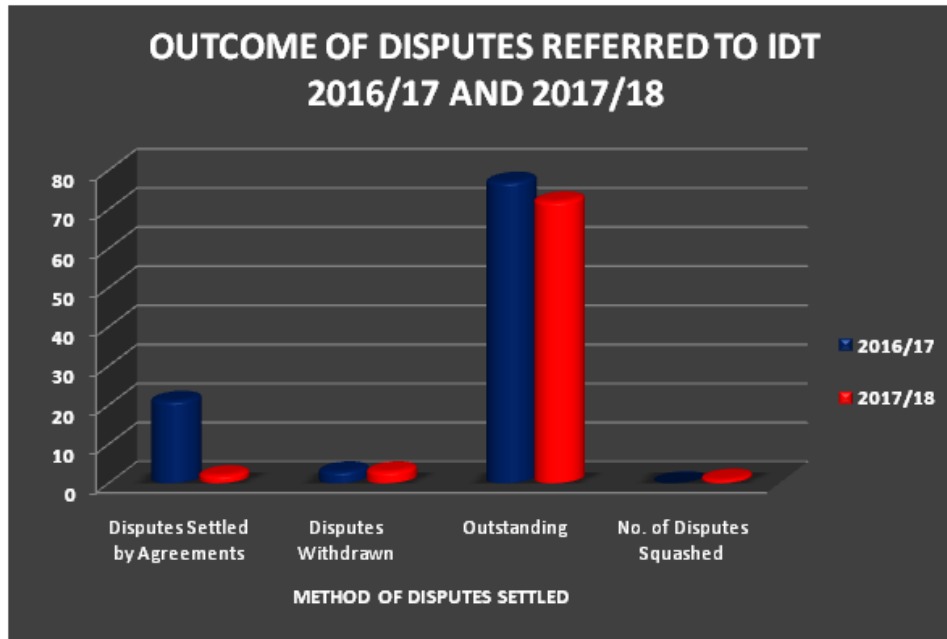


Figure 3

15.3 PROJECTIONS 2018/19

1. **Hand down Awards that are just and fair and in accordance with the Law;**
 - Settle at least 45 per cent of disputes at the Tribunal by the end of the FY.
2. **Public Education**
 - Conduct sensitisation sessions with students unions/consultants and employers.

16.

OCCUPATIONAL SAFETY AND HEALTH

The Occupational Safety and Health Department (OSHD) is responsible for promoting, monitoring and enforcing safe and healthy workplaces under the Jamaican Factories Act of 1943 and its associated Regulations. However, this Legislation currently gives the Department jurisdiction only to protect workers involved in industrial establishment type activities such as factories, ships, docks and construction.

Currently, the major thrust of the Department is the enactment of the Occupational Safety and Health (OSH) Act. This Act will repeal the Factories Act and provide greater legislative scope in fostering adherence to safety and health standards in all places in which economic activity is undertaken; in keeping with internationally accepted standards, norms and codes of practices.

The objectives of the OSH Act include:

- The prevention of injury and illness caused by conditions at the workplace;
- The protection of workers from risks to their safety, health and welfare arising out of, or in connection with activities in their workplaces; and
- The promotion of safe and healthy workplaces by way of collaboration of all stakeholders in the workplace.

Operation of the Occupational Safety and Health Department (OSHD)

The main operational activities of the Department are centred on the administration of the Factories Act and associated Regulations; namely The Factories Regulations of 1961, The Building Operations and Works of Engineering Construction (Safety, Health and Welfare) Regulations, 1968 and the Docks (Safety, Health and Welfare) Regulations 1968. This is achieved by inspecting factories, docks, building sites, cargo vessels at each call and conducting accident investigations at these premises. In addition, other entities (not now covered under the Factories Act), including Government organisations are requesting the services of the Department to develop programmes and provide Occupational Safety & Health (OSH) auditing services. In 2007, in recognition of the country's expanded need for an improved OSH programme to become current and relevant on the world



market, the Voluntary Compliance Programme (VCP) was developed and launched. The VCP allows entities the opportunity to achieve the standards of the Draft OSH Act, with the assistance of the Department.

Registration of Factories

To register a factory, a completed application form and receipt from the Tax office must be submitted to the MLSS' Regional Office or the 1F North Street Office by post, fax or email. An unannounced inspection is then done of the factory. Safety and health conditions are assessed for compliance with the Factories Act & Regulations. Based on findings from the assessment, a decision is made to register or refuse registration. A written report with recommendations is sent to Owners/Managers. For factories being registered, an official Certificate of Registration or Re-registration, which is valid for three (3) years, is issued.

Investigation of workplace accidents

When an accident occurs, the department must be immediately notified. An Inspector then visits the workplace and conducts an accident investigation, after which a written report with recommendations for corrective action is sent to the Owner/Manager.

Approval of building plans of factories for compliance with the Factories Act and Regulations

Building plans should be submitted to the OSHD (Chief Factory Inspector) for approval, before submission to the Parish Council. A completed Building Plan Approval Form and at least three (3) copies of the building plans must be submitted to the Regional or North Street Head Office where the plans are reviewed. If any amendments are to be done, the applicant is informed. Final documents are stamped and signed approved and at least two (2) copies are returned to the applicant.

PROGRAMME ON HIV/AIDS

A Unit was established in the Ministry to heighten awareness of the prevention and control of HIV/AIDS in the workplace, as well as the promotion of the **National Workplace Policy on HIV/AIDS**.

The MLSS, in collaboration with other key Ministries and Agencies, have made significant progress in stemming the spread of HIV/AIDS in Jamaica.

Funding for HIV/AIDS workshop activities ceased in March 2015. Consequently, proactive engagement of these sectors through workshops is severely retarded. Despite the absence of funding, sensitisations will continue alongside engagements by the OSH Department. However, the Unit continues to engage businesses whenever they make requests.

15.1 TARGETS 2017/18

1) Promote safe, healthy and productive work in all occupations in Jamaica

- Conduct inspections and investigations of workplaces under the ambit of the Factories Act i.e. 1,400 Factories, 360 BOWEC¹¹, 240 Ships and 16 Docks

¹¹ Building Operations and Works of Engineering Construction.

- Conduct 120 investigations into lost-time accidents that qualify for investigations
- 2) **Promote the requirements of the pending OSH legislation**
 - Prepare first draft of Worker’s Passport Policy Document
 - Conduct 24 Voluntary Compliance Programme (VCP) audits for enrolled companies
- 3) **Strengthen the internal capacity of MLSS’ Departments necessary for effective administration of the pending OSH Legislation**
 - Conduct six(6) sensitization workshops
- 4) **Integrate HIV/AIDS as a workplace issue**
 - Train IDT, IR Officers and Customer Service Staff in the HIV/AIDS Confidentiality Protocol and the referral redress system

15.2 PERFORMANCE

1. Promote safe, healthy and productive work in all occupations in Jamaica

Conduct inspections and investigations of workplaces under the ambit of the Factories Act i.e. 1,400 Factories, 360 BOWEC, 240 Ships and 16 Docks

- As at March 31, 2018, 1,870 inspections were conducted by OSH Inspectors. The data indicates that there was a decline of 637 or 25.4 per cent, compared to the 2016/17 FY. Factory inspections accounted for most of the inspections, with 1,223 or 65.4 per cent.
- This target was achieved by 79.7 per cent. Additionally, inspections carried out for BOWEC accounted for 511 or 27.3 per cent, ships 120 or 6.4 per cent and docks 16 or 1 per cent. The target for docks inspection was 100 per cent achieved.
- There were 998 registered factories for the FY 2017/18. A closer examination of the data, revealed that most of the factory inspections were done in the first quarter (April-June) with 294 or 24 per cent.
- Registered factory inspections accounted for 998 or 53.3 per cent of the total number of inspections conducted.
- For the 2017/18 FY, 14 special investigations were conducted.

Conduct 120 investigations into lost-time accidents that qualify for investigations.

- The number of accidents reported (285) in FY 2017/18, registered a decrease of 82 or 22.3 per when compared to the 2016/17 FY. The majority of the accidents reported (100) was during the first quarter (April-June) of the FY. Of the total number of accidents reported, 203 qualified for investigation of which 116 were carried out. Four (4) deaths resulted from the accidents reported, which was one (1) more than the 2016/17 period.

2. Promote the requirements of the pending OSH legislation

Prepare First Draft of Worker’s Passport Policy Document

- The Building Act is now being debated before the House of Representatives and makes provision for a Building Practitioners Board. This would require the licensing of Masons, Carpenters and other skilled Construction workers at levels where they can build safely and at the required standard.

Conduct 24 Voluntary Compliance Programme (VCP) audits for enrolled companies

- During the FY, 11 Voluntary Compliance Programme (VCP) audits were conducted for enrolled companies. The year's target was achieved by 45.8 per cent.

3. Strengthen the internal capacity of MLSS' Departments necessary for effective administration of the pending OSH Legislation

Train 50 Officers in the HIV/AIDS Confidentiality Protocol and the referral redress system

- The OSHD was unable to conduct training as the Recruitment process was not successful. The Unit is still below the minimum of ten (10) persons required to register with the ILO and receive preferential rates.

4. Integrate HIV/AIDS as a workplace issue

Train IDT, IR Officers and Customer Service Staff in the HIV/ AIDS Confidentiality Protocol and the referral redress system

- Sixty eight (68) Officers from the parishes of Clarendon, St. Elizabeth, Manchester, St. Ann, St. Mary and Portland were trained. The target was surpassed by 73.5 per cent.

15.3 PROJECTIONS 2018/19

Promote safe healthy and productive work in all occupations in Jamaica

- Conduct inspections and investigations of workplaces under the ambit of the Factories Act i.e. - 1,400 factories, 360 BOWEC, 240 ships and 16 docks
- Conduct investigations into lost-time accidents which qualified for investigation (120)

Promote the requirements of the pending OSH legislation

- Conduct 24 Voluntary Compliance Programme (VCP) audits OSH and HIV for enrolled companies

Strengthen the internal capacity of MLSS' Departments necessary for effective administration of the pending OSH Legislation

- Conduct two (2) Programme Evaluation Workshops for Labour Officers, IDT, IR Officers and Customer Service staff in the HIV/AIDS Confidentially Protocol and referral redress system
- Train three (3) Legal and IDT MLSS officers in the Essentials of OSH and HIV/AIDS.

Build capacity within the OSHD

- Train and certify 16 technical and 5 support staff

17.

CHILD LABOUR



A milestone in the restructuring of the MLSS is the emphasis placed, with the help of the ILO, on eliminating the worst forms of child labour. A Child Labour Unit was set up in the Ministry and work is being carried out, in collaboration with other local and international organizations. Child Labour is defined by the ILO as work that deprives children of their childhood, potential and dignity. It is also work that is mentally, physically, socially or morally dangerous and harmful to children.

In October 2003, Jamaica ratified ILO Conventions no. 138 (Minimum Age of Employment) and 182 (Worst Forms of Child Labour). The primary tenets of these Conventions were included in the Child Care and Protection Act of 2004, Sections 33-45. This Legislation makes it illegal to employ children who are less than 13 years old, however it permits light work between ages 13 to 15 years. As part of continued support from the ILO, the Youth Activity Survey was conducted in 2002; it indicated that there were over 16,420 children engaged in child labour for that reference week.

Since then, the MLSS has been given the responsibility to implement the National Plan of Action on Child Labour with the following objectives:

- Create a comprehensive information system that incorporates quantitative and qualitative information on child labour in Jamaica to be used for policy and programme development.
- Withdraw and rehabilitate children from hazardous work and prevent others from engaging in child labour.
- Enhance awareness of the complex problems associated with child labour that will affect social attitudes towards children and their educational rights.
(See <https://www.facebook.com/pages/Child-Labour-Jamaica/564382173626281>)
- Strengthen the relevant institutions of the Government of Jamaica and Civil Society to enforce Child Labour Laws and to develop as well as implement policies and programmes toward the prevention of Child Labour.

17.1 TARGETS 2017/2018

Develop a comprehensive and integrated policy framework to combat child labour

Conduct training for frontline staff to sensitise them on child labour, human trafficking as well as the Standard Operating Procedures (SOPs)

Finalize the Standard Operating Procedures (SOPs) on Human Trafficking

Participate in Human Trafficking activities

Develop and implement policies, systems and procedures in keeping with ILO Conventions 138 & 182

Continue preparatory work for the implementation of the Country Level Engagement and Assistance to Reduce Child Labour (CLEAR II) Project

Finalise preparation for Jamaica's participation at the IV Global Conference on the Sustained Eradication of Child Labour in Argentina

Finalize, print and distribute the Child Labour Handbook

National Policy on Child Labour

Finalize and implement the National Policy on Child Labour.

Capacity Building

Facilitate training for staff to improve capacity.

17.2 PERFORMANCE

1. Develop a comprehensive and integrated policy framework to combat child labour

Conduct training for frontline staff to sensitise them on child labour, human trafficking as well as the Standard Operating Procedures (SOPs).

- One (1) sensitisation session was conducted: approximately 20 officers participated i.e. Labour Officers, Inspectors (OSH & NIS), Investigators (Work Permit & Employment Agency).

Finalize the Standard Operating Procedures (SOPs) on Human Trafficking.

- A Consultant was re-engaged and the comments made by the Ministry of Justice incorporated in the SOP.
- The SOP was completed and submitted to the National Task Force Against Trafficking In Persons (NATFATIP) Secretariat.

Participate in Human Trafficking activities.

- Officers from the Unit participated in three (3) human trafficking country tours across the island.

Develop and implement policies, systems and procedures in keeping with ILO Conventions 138 & 182.

- Liaised with the STATIN to obtain micro data from the 2011 Census and the 2016 JYAS. Micro-data from these Surveys will be inputted in the Predictive Model to generate vulnerability maps.
- Representatives from the Unit as well as the STATIN participated in a two-day workshop in Brazil. The aim was to build capacity of the Model, which is being piloted in Jamaica.

Continue preparatory work for the implementation of the Country Level Engagement and Assistance to Reduce Child Labour (CLEAR II) Project.

- Discussions continued with consultants under the Country Level Engagement and Assistance to reduce child labour Project (CLEAR II). This Project is being funded through the US Department of Labour (USDOL).
- Participated in a consultation session on the level of awareness of human trafficking in Jamaica, hosted by the Office of the National Rapporteur on Trafficking in Persons (ONRTIP).

Finalise preparation for Jamaica’s participation at the IV Global Conference on the Sustained Eradication of Child Labour in Argentina

- A delegation from Jamaica, led by the Honourable Shahine Robinson participated at the IV Global Conference on the Sustained Eradication of Child Labour, November 14-16, 2017, Buenos Aires, Argentina.
- Two (2) Reports were prepared highlighting some of the policies and programmes Jamaica has implemented to facilitate decent work for youths. The Honourable Minister participated as a Panelist in two (2) sessions at the Conference that addressed: Hazardous Child Labour and Safe Work for Youths” and “Transitioning Youths from Informal to the Formal Economy”.



Hon. Shahine Robinson making her presentation at the IV Global Conference on the Sustained Eradication of Child Labour,

Finalize, print and distribute the Child Labour Handbook

- The Child Labour Handbook was finalised and printed. Five hundred (500) copies were distributed at the IV Global Conference in, Buenos Aires, Argentina.

Finalize and implement the National Policy on Child Labour

- Discussions were held with a consultant who was engaged by Winrock International to conduct a Pre-situational Analysis prior to the implementation of CLEAR II.
- Finalisation of the Policy is one (1) of the core components of CLEAR II. This activity will be completed in the 2018/19 FY.

Facilitate staff training to improve capacity building

- For the FY 2017/18, three (3) members of staff participated in a Labour Inspectors training in Porte Alegre, Brazil in November 2017. This was funded by the International Labour Organisation (ILO) as part of the South-South Corporation with Brazil.

17.3 PROJECTIONS 2018/2019

1. Develop a comprehensive and integrated policy framework to combat child labour.

- Conduct 48 dissemination sessions on Findings of the 2nd Child Labour Survey in Jamaica
- Disseminate the outcomes from the Predictive Model to six (6) stakeholders (footnote of what the model is)
- Participate in 20 expositions at Parent Teachers Associations (PTA), Community Based

Organizations (CBO) etc

- Establish and launch a vibrant National Steering Committee (NSC) with representatives from MDAs
2. **Track the progress of the victims of child labour to ensure that their needs are met**
 - Develop and maintain an up-to-date database of victims of child labour
 - Refer victims for social assistance and monitor victims to ensure reintegration
 3. **Prosecute perpetrators of child labour**
 - Provide training for Court Management Services staff i.e. Judges, Clerks of the Courts, Prosecutors etc
 4. **Build capacity of staff in child protection agencies**
 - Facilitate training in Identification, Reporting, Referrals and Joint Investigations
 5. **Finalize the Child Labour Policy**

2017 STAFF APPRECIATION FUNCTION HIGHLIGHTS



APPENDIX 1

Schedule of Work Permit Fees

PART I

PART II

<i>CATEGORY OF EMPLOYMENT</i>	<i>DURATION OF WORK PERMIT</i>	<i>FEE PAYABLE</i>	<i>CATEGORY OF EMPLOYMENT</i>	<i>DURATION OF WORK PERMIT</i>	<i>FEE PAYABLE</i>
1. Wholesale and Retail Trade, Repair of Motor Vehicles and Personal and Household Goods.	(a) A work permit granted for a period of not more than three months	\$42,500.00	1. Hotel and Restaurant Services	(a) A work permit granted for a period of not more than three months	\$37,500.00
2. Other Community Social and Personal Services Activities	(b) A work permit granted for a period of more than three months but not more than six months	\$85,000.00	2. Electricity, Gas and Water, Mining and Quarrying	(b) A work permit granted for a period of more than three months but not more than six months	\$75,000.00
3. Private Households with Employed Persons	(c) A work permit granted for a period of more than six months but not more than nine months	\$127,500.00	3. Construction	(c) A work permit granted for a period of more than six months but not more than nine months	\$127,500.00
	(d) A work permit granted for a period of more than nine months but not more than twelve months	\$170,000.00		(d) A work permit granted for a period of more than nine months but not more than twelve months	\$170,000.00
	(e) A work permit granted for a period of more than twelve months	\$170,000.00 for the first twelve months and \$42,500.00 for each three month period thereafter, or any part thereof		(e) A work permit granted for a period of more than twelve months	\$150,000.00 for the first twelve months and \$37,500.00 for each three month period thereafter, or any part thereof

Schedule of Work Permit Fees

PART III

PART IV

<i>CATEGORY OF EMPLOYMENT</i>	<i>DURATION OF WORK PERMIT</i>	<i>FEE PAYABLE</i>	<i>CATEGORY OF EMPLOYMENT</i>	<i>DURATION OF WORK PERMIT</i>	<i>FEE PAYABLE</i>
1. Finance Intermediation	(a) A work permit granted for a period of not more than three months	\$32,500.00	1. Manufacturing	(a) A work permit granted for a period of not more than three months	\$27,500.00
2. Transport, Storage and Communication	(b) A work permit granted for a period of more than three months but not more than six months	\$65,000.00	2. Agriculture, Forestry and Fishing	(b) A work permit granted for a period of more than three months but not more than six months	\$55,000.00
3. Real Estate Renting and Business Services.	(c) A work permit granted for a period of more than six months but not more than nine months	\$97,500.00	3. Health and Social Work	(c) A work permit granted for a period of more than six months but not more than nine months	\$82,500.00
	(d) A work permit granted for a period of more than nine months but not more than twelve months	\$130,000.00	4. Education	(d) A work permit granted for a period of more than nine months but not more than twelve months	\$110,000.00
	(e) A work permit granted for a period of more than twelve months	\$130,000.00 for the first twelve months and \$32,500.00 for each three month period thereafter, or any part thereof	5. Extra-territorial organizations and bodies which are not exempt by virtue of the Foreign Nationals and Commonwealth Citizens (Employment) Exemptions Regulations, 1964	(e) A work permit granted for a period of more than twelve months	\$110,000.00 for the first twelve months and \$27,500.00 for each three month period thereafter, or any part thereof

APPENDIX 2

Schedule of CSME Fees

Application Fee	J\$2,000.00
Cost of Certificate	J\$8,000.00
Each Dependent	J\$2,000.00
Replacement Fee	J\$3,000.00
Amendment Fee	J\$2,000.00

APPENDIX 3

NATIONAL INSURANCE FUND FINANCIAL STATEMENT

1. Statement of Comprehensive Income for the Month Ended March 31, 2018

	Actual Y-T-D March 18, 2018 \$'000	Actual Y-T-D March 18, 2017 \$'000
Secretariat		
Income from investment and loans	4,329,472.00	4,293,622.00
Dividends	752,487.00	675,737.00
Property Rental	275,209.00	252,979.00
Property Maintenance Expense (Net)	(27,095.00)	(50,174.00)
Other	5,501.00	3,078.00
Total investments Income Excluding Unrealized Gains	5,335,574.00	5,175,242.00
Unrealized Gains/(losses) on investments	4,500,868.00	6,098,171.00
Unrealized Gains/(losses) on Revaluation of Inv. Prop.		
Total Investments Income including Unrealized Gains	9,836,442.00	11,273,413.00
Share of profit/(losses) - Sub & Associated Companies		
Less - Administrative Expenses	(82,759.00)	(79,847.00)
Impairment Provision	0.00	-2,256,775.00
Increase/(Decrease) in assets from Secretarial operations	9,753,683.00	8,936,791.00
Scheme		
Contributions	20,110,577.00	19,002,466.00
Less: Allocations of NHF Collections	(3,882,115.00)	(3,800,495.00)
Contributions Net of Allocation for NHF Collections	16,228,462.00	15,201,971.00
Less: Pension Benefits	(15,949,739.00)	(15,351,607.00)
NI Health Benefits (NI Gold)	(428,339.00)	(528,854.00)
Net Contributions	(149,616.00)	(678,490.00)
Less; Administrative Expense	(805,117.00)	(708,515.00)
Increase/(Decrease) in assets from Scheme operations	(954,733.00)	(1,387,005.00)
Net Increase/ (Decrease) in assets resulting from operations	8,798,950.00	7,549,786.00
Unaudited Net ASSETS Resulting From Operations - Opening of FY	87,272,843.00	
Fair value reserves	10,429,142.00	
NET ASSETES AVAILABLE FOR BENEFITS - end of the month	106,500,935.00	

2. National Insurance Fund Statement of Financial Position as at March 31, 2018

		Unaudited March - 2018	Audited March - 2017
	Notes	J\$'000	J\$'000
ASSETS			
Non - Current assets			
Property and Equipment	3	85,022.00	97,517.00
Investment Properties	9	14,057,116.00	13,881,431.00
Investments in subsidiary companies	7	114,918.00	114,918.00
Investment in associated companies	8	257,250.00	257,250.00
Due from subsidiaries and associates	7, 8	1,711,855.00	812,972.00
INVESTMENT SECURTIES			
Fair value through profit or loss	6	32,894,038.00	26,598,963.00
Available for sale	6	48,595,607.00	43,980,273.00
Held - to - maturity	6		
		97,715,805.00	85,743,324.00
CURRENT ASSETS			
Loans and Receivable	4	9,814,481.00	8,460,745.00
Other Receivables and prepayments	2	550,513.00	428,106.00
Cash and Bank Deposits	1	547,305.00	353,135.00
		10,912,299.00	9,241,986.00
TOTAL ASSETS		108,628,104.00	94,985,310.00
LIABILITIES			
Payables and accruals	5	(2,127,169.00)	(2,552,390.00)
NET ASSETS		106,500,935.00	92,432,920.00
FAIR VALUE RESERVE		10,429,142.00	5,164,149.00
ACCUMALATED FUND REPRESENTED BY		96,071,793.00	87,268,771.00
NET ASSETS AVAILABLE FOR BENEFITS		106,500,935.00	92,432,920.00

APPENDIX 4
BOARD MEMBERS

JAMAICA COUNCIL FOR PERSON WITH DISABILITIES

- | | |
|----------------------------------|------------------------------------|
| 1. Mrs. Margaret Croskery | 13. Mrs. Mavis Ferguson |
| 2. Reverend Dr. Patricia Holness | 14. Ms. Lorna Brown-Bell |
| 3. Mrs. Christine Rodriguez | 15. Mr. David Wan |
| 4. Dr. Iris Soutar | 16. Dr. Maureen Iron-Morgan |
| 5. Miss Gloria Goffe | 17. Miss Ronique Rhoden |
| 6. Senator Floyd Morris | 18. Mr. Alister McClean |
| 7. Mr. Conrad Harris | 19. Mrs. Brenda Cuthbert |
| 8. Mrs. Collette Robinson | 20. Mrs. Christine Hendricks |
| 9. Mrs. Sarah Newland-Martin | 21. Mrs. Florette Blackwood |
| 10. Mrs. Dione Jennings | 22. Mrs. Patricia Sinclair-McCalla |
| 11. Justice Marjorie Cole –Smith | 23. Miss. Falon Jacobs |
| 12. Dr. Hixwell Douglas | |

MANAGEMENT COMMITTEE OF THE CANADIAN FARM WORKERS' PROGRAMME

- | | |
|--------------------------------|-----------------------------|
| 1. Mrs. Collette Robert Riden | 5. Mr. Granville Valentine |
| 2. Mrs. Andrea Miller-Stennett | 6. Mrs. Nicole Foster-Pusey |
| 3. Mr. Carlton Anderson | 7. Mr. Wesley Nelson |
| 4. Miss. Lorna Phillips | |

NATIONAL COUNCIL FOR SENIOR CITIZENS

- | | |
|-----------------------------|-----------------------------------|
| 1. Mrs. Dorothy Finlayson | 10. Mrs. Collette Robinson |
| 2. Mrs. Pearl Barrett | 11. Lt. Col. Desmond Clarke |
| 3. Mrs. Mary Clarke | 12. Mr. Wellesley James |
| 4. Mrs. Daphne Clayton | 13. Mr. John Myers |
| 5. Mrs. Beverly Hall Taylor | 14. Mr. Barrington Parson |
| 6. Dr. Maureen Irons-Morgan | 15. Mrs Grace-Ann Scarlett-Duncan |
| 7. Mrs. Dione Jennings | 16. Miss. Vicki Hanson |
| 8. Mrs. Hermoine McKenzie | 17. Miss. Suzette Morris |
| 9. Mrs. Jullian McCoy | |

NATIONAL INSURANCE FUND

- | | |
|-----------------------------------|-----------------------------------|
| 1. Mr. Lennox Elvey | 10. Mr. Tyrone Robinson |
| 2. Mr. Jason Morris | 11. Mr. Jordan Samauda |
| 3. Mrs. Marjorie Cole-Smith | 12. Mr. Delano Seiveright |
| 4. Mrs. Audrey Deer-Williams | 13. Mr. Karl Williams |
| 5. Mrs. Nicole Foster-Pusey | 14. Mrs Cheryl James |
| 6. Mrs. Giana Neil | 15. Mrs. Camille Bennett-Campbell |
| 7. Mrs. Nesta Claire Smith-Hunter | 16. Mr. Kavan Gayle |
| 8. Mr. Joseph Issa | |
| 9. Mr. Alvin McIntosh | |

THE ADVISORY BOARD OF JAMAICA PRODUCTIVITY CENTRE (JPC)

1. Mr. Metry Seaga
2. Mr. Hanif Brown
3. Mr. Silburn Clarke
4. Mr. Anthony Hyde
5. Mrs. Brenda Cuthbert
6. Mr. Michael Bernard
7. Mr. Lambert Brown
8. Mr. Kavan Gayle
9. Miss Lorna Phillips
10. Miss Beatrice Rhoden
11. Miss Carol Coy
12. Mr. Douglas Webster
13. Mr. Lyndon Ford
14. Mr. Hugh Morris
15. Dr. Marina Ramkissoon