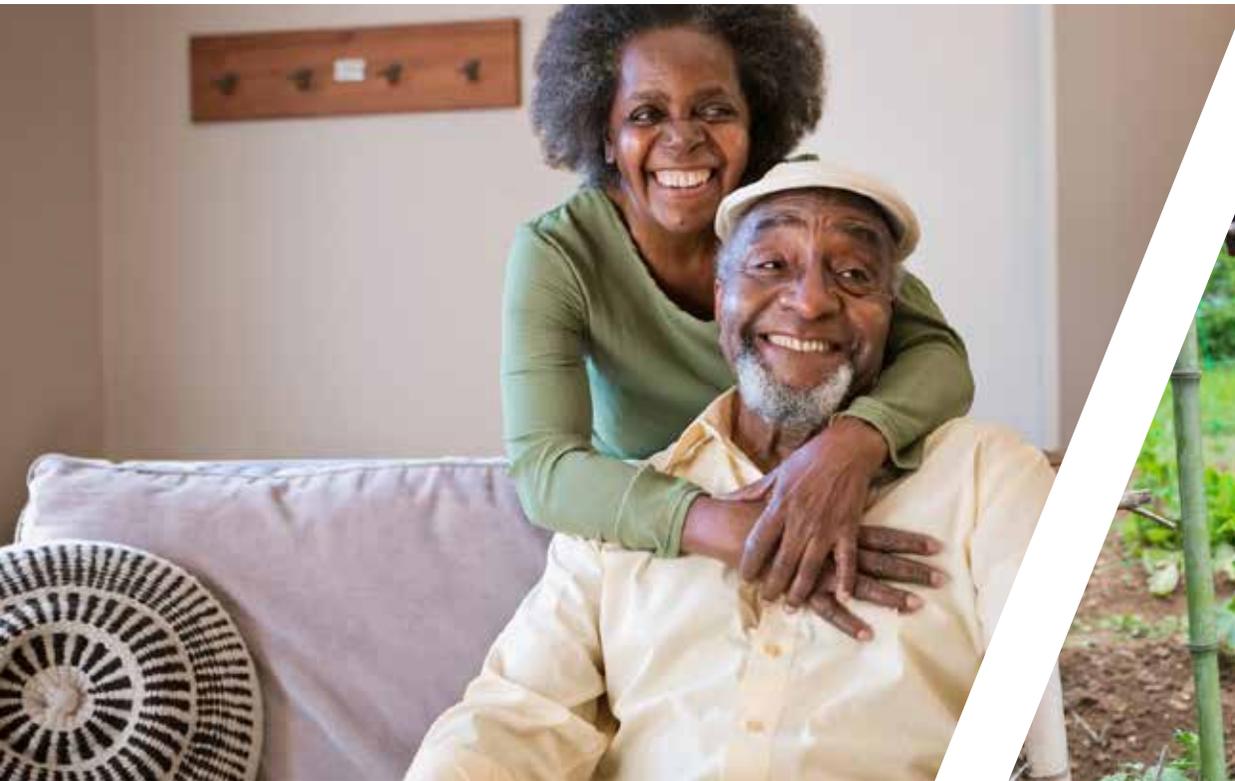




Ministry of Labour & Social Security



**ANNUAL
REPORT
2021/2022**



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Glossary Of Terms

CARICOM SINGLE MARKET AND ECONOMY (CSME)

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. The CSME allows for free movement of goods, services, people and capital in the participating Member States through the removal of monetary, legal, physical, technical and administrative barriers, to facilitate harmonisation of economic, monetary and fiscal policies and measures in the participating states.

FREE MOVEMENT

This refers to the provisions that 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. Free movement facilitates more efficient work 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 to seek work or engage in gainful employment in participating CARICOM Member States either as 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 the 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 workers within 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 a dispute relates wholly or partly to:-

- terms and conditions of employment, or the physical conditions in which workers are required to work;
- or
- engagement or non-engagement, or termination or suspension of employment, of one or more worker;
- or
- allocation of work as between workers or groups of workers;
- or
- any matter affecting the privileges, rights and duties of any employer or organization 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.

WORK STOPPAGE

A work stoppage refers to 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.

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:

- Ministers of Religion
- Foreign spouses of Jamaicans
- Persons employed by Statutory Organisations

- Registered full-time students at UWI and any other tertiary institution registered with the
- University Council of Jamaica
- Wives of registered full-time students at U.W.I.
- Employees at U.W.I.
- Employees at U.H.W.I.

OCCUPATION, SAFETY AND HEALTH

INSPECTIONS

An Inspection is the examination of a work place or establishment to determine whether 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.





Message from the Minister

Honourable Karl Samuda, OJ, CD, MP
Minister of Labour and Social Security
May 2022

I am proud to present the Ministry of Labour and Social Security's Annual Report, highlighting our achievements for the 2021/2022 Fiscal Year. The period under review was undoubtedly, one of the most challenging periods in Jamaica's history, as the country cautiously emerged from an unprecedented global pandemic.

In the face of the crisis, provision of Social Protection and facilitation of social inclusion of the vulnerable continues to be a critical part of the Ministry's mandate.

We reflect with pride on the Disability Act coming into effect on February 14, 2022, legislating protection of the rights of persons with disabilities, to all the privileges, interests, benefits and treatment enjoyed by other Jamaicans, and establishing the Jamaica Council for Persons with Disabilities as a Body Corporate. This is a landmark accomplishment that will redound to the benefit of the nearly 500,000 persons with disabilities in this country, as the Disabilities Rights Tribunal will also be established to enforce the rights provided through the legislation.

The National Policy for Senior Citizens (1997) was revised to reflect the government's commitment to the creation of a more responsive programme framework to protect the rights and facilitate the empowerment of persons sixty years and older, to lead active, healthy

and productive lives, in keeping with the provisions of the Vision 2030 Jamaica National Development Plan, and in recognition of the changing dynamics within the society.

The National Investment Fund continued to judiciously manage and invest the funds of NIS contributors, and as at March 2022, the Net Asset Value of the Fund grew by nearly 18 Billion dollars. Significantly, the NIS itself continued on a path of strong growth, adding nearly 40,000 new contributors during the period. As a consequence, for the second consecutive year, NIS contributions fully covered the total benefit payout.

We continue to provide grant support to some 140,000 vulnerable families through the Programme of Advancement Through Health and Education (PATH), and disbursed more than \$8Billion to these families during the period under review. At the same time, we continue to assess families who have been on the programme for more than four years, to confirm their continued eligibility for assistance, and where indicated, provide sustainable opportunities for families to transition from welfare to work and human capital accumulation through resilience strategies and programmes.

In July 2021 we implemented the Social Pension Programme for elderly persons who had attained the age of 75 years, and who had no pension or steady source of income. By the end of the Fiscal year the

programme was serving just under 8,000 beneficiaries, and continues to actively identify and enroll new applicants through community intervention strategies. The unavailability of civil certification documents has however, proven to be a challenge to the registration process for some applicants. The Ministry has engaged the Registrar Generals Department and Tax Administration Jamaica, TAJ, in dialogue, to identify solutions and provide access to the vital documents for eligible persons.

Provision of other interventions was scaled up to unprecedented levels. Emergency assistance for victims of disasters, Education and Social Intervention Grants were provided to the tune of over \$73Million. Through the Short Term Poverty Alleviation Programme, the Ministry provided \$93M to Members of Parliament to assist needy Constituents. In addition, we collaborate with the United Nations World Food programme to provide cash grants valued at US\$1.13Million to 12,000 non-PATH households, and food kits valued at J\$150,000,000.00 to vulnerable families island-wide.

The US and Canadian Overseas Employment Programmes continued to make significant contributions to the country's social and economic development through the provision of job opportunities. While the Canadian programme saw a decline in the number of Jamaicans travelling during the period, the US programme saw an increase the number of participants, relative to the previous year. The Ministry continues to explore avenues for increased opportunities to supply Jamaican labour in fisheries and other non-traditional occupations in current and new geographical regions in both countries.

On the labour scene, significant progress has been made in the area of Labour Market Reform. A 2021 report on the status of implementation of recommendations made by the Labour Market Reform Commission indicated complete implementation of

35% of the recommendations, and a further 61% in the process of being implemented. We continue to make steady progress toward the full implementation of all recommendations.

The incidences of reported Industrial Disputes declined significantly when compared to the FY 2021/22, with the majority being in relation to terminations. I congratulate the workers of Jamaica and their Trade Unions on their increased maturity and utilization of the conciliation process, and the maintenance of a harmonious climate during the period.

The Jamaica Productivity Centre continues to make significant strides toward the achievement of ISO9001:2015 certification, and has made significant progress in this regard. The attainment of this milestone will further solidify the Centre's position as the government's authority for the promotion, enhancement and measurement of productivity at the national, sectoral, industry and enterprise levels. At the same time the JPC continues to work towards the development of a National Policy for Productivity.

As we continue to make strides in moving our Legislative Agenda forward, we also continue to work assiduously toward improvements in service delivery, the employment of technology to enhance our business processes, and the use of digital technologies in delivering pensions and other financial support to our clientele. At the same time, we will continue to advocate for the adoption of a livable Minimum Wage for all workers of Jamaica.

I commit my leadership to the continued advancement of the labour and social protection needs of the Jamaican people, and the fulfillment of the Vision 2030 Jamaica National Development Plan for the social and economic development of Jamaica, Land we Love.



Message from the Permanent Secretary

Colette Roberts Riden (Mrs.),
Permanent Secretary
May 2022

During the 2021/2022 Fiscal Year the Ministry continued to pursue its strategic role in facilitating the government's growth agenda through the provision of leadership to facilitate productivity growth, the promotion of industrial harmony, decent work and the maintenance of an efficient and effective labour market and the provision of effective social protection and facilitation of social inclusion for all.

This year, a major focus of the Ministry was on the provision and promotion of social protection strategies and programmes for the most vulnerable groups in the population, as the country grappled with the effects of the COVID-19 pandemic. As a consequence, the value of transfers delivered to the poor, in both cash and kind, was significantly increased, both through government of Jamaica resources, and through international donor agencies, including the UN World Food Programme.

We welcomed the coming into effect of the Disabilities Act and the empowerment of the Jamaica Council for Persons With Disabilities (JCPD) to implement its provisions, for promoting and protecting the rights of Persons With Disabilities to fully pursue all their human rights, including the right to work, education and enjoyment of life.

The Ministry continued to promote the provision of decent work, provide access to local and overseas

employment for both skilled and unskilled workers. We provided mechanisms for the protection of workers and facilitated access to a structured process for the appropriate resolution of industrial grievances. Happily, the number of such grievances saw a significant decline during the year. Despite the presence of the pandemic, we experienced growth in the number of Jamaicans who were placed in overseas employment in Canada, even while seeing a reduction in the number of placements in the US market.

At the same time, we continued to promote awareness of and take steps to reduce the prevalence of Child Labour, working with our regional and international partners to accelerate measures to eliminate Child Labour in all of its forms by 2025, in keeping with Sustainable Development Goal target 8.7. With physical movement constrained by the pandemic, and with the threat of increased instances of Child Labour as a consequence of the pandemic, the Ministry hosted a virtual launch for the International Year for the Elimination of Child Labour in June, 2021 under the theme, 'Act now and End Child Labour', to increase awareness.

In support of the Zones of Special Operations (ZOSOs), the Ministry partnered with private sector organizations to provide productive employment opportunities for young, unattached persons through the Special Employment Programme. Skills training and certification, On-the-Job training for PATH beneficiaries,

Back-to-school assistance for PATH's school-age beneficiaries, Post- Secondary Grants and Tertiary Bursaries for those pursuing higher education, were some of the main benefits provided to our vulnerable groups.

As we look forward to the next financial year, we continue to take steps to improve our Customer Service efficiency, through improved face-to-face experiences and increased use of technology.

We look forward to continued positive impact on the national productivity agenda through the Jamaica

Productivity Centre's attainment of ISO Certification and to completing development of the National Productivity Policy by 2023.

I take this opportunity of commending the unwavering commitment to duty of the staff of the Ministry, who forged through the threat of the pandemic to deliver services and other interventions to our clients, pensioners and beneficiaries, and to express our deep appreciation to the local and international partners who supported our mission during this time.

Brief History, Aims and Responsibilities of The Ministry of Labour and Social Security



The portfolio of the Ministry of Labour and Social Security (MLSS) concerns matters affecting individuals in their capacity as workers, employers, labour force participants, or beneficiaries of social protection programmes.

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 National Insurance Scheme, 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 and was the first official response to growing unemployment, which was widespread throughout Jamaica at the time. The relationship between employer and employee then, was akin to master and servant. This gave rise to grave economic disparities as many Jamaicans received low wages and lived and worked in substandard conditions. The prevailing labour relations resulted in the need for an agency to monitor

the working conditions within the labour market.

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. In response to a need for social programmes which catered to all sections of the population, a planning team was established to develop a social security scheme. Technical assistance was obtained from the International Labour Organization (ILO) to develop proposals for this Scheme. This gave rise to the NIS, which is a compulsory contributory social security scheme which 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 National Insurance (NI) Act was passed in 1965 and became effective on April 4, 1966. The Scheme was established under the liabilities of the Sugar Workers' Pension Scheme. The Social Security Division evolved from this as programmes were added to address the needs of the vulnerable groups.



MANDATE

To promote industrial harmony, decent work and maintain an efficient and effective labour market; provide effective social protection and facilitate social inclusion and provide leadership to facilitate growth in productivity.

VISION

A service driven Ministry that delivers premium labour and social protection services towards the achievement of sustainable human and social development.

MISSION

To promote a responsive labour market and deliver effective social protection services that empower individuals and their families while promoting a culture of productivity and decent work.

Core Values (ICREATE)

- I** NTEGRITY
- C** LIENT-FOCUSED
- R** ESULTS-ORIENTED
- E** FFICIENCY
- A** CCOUNTABILITY
- T** RANSPARENCY
- E** XCELLENCE



STRATEGIC OBJECTIVES

- To increase access and delivery of social protection services by 20 per cent over the medium term.
- Within the Ministry increase employment opportunities by 40 per cent by 2026.
- To increase annual growth in the Net Asset Value of the National Insurance Fund by 6 per cent and maintain adequate liquidity of NIF funds by 5-10 per cent for the long-term sustainability of the National Insurance Scheme.
- To increase the percentage of pension and other welfare payments using electronic modalities by 90 per cent by 2026.
- Continue amendments and enactment of 7 legislation and supporting regulations during 2022-2026.
- To implement IT system(s) for five (5) customer facing programmes by 2026.
- To complete development of the National Productivity Policy by 2023.

STRATEGIC OUTCOMES

The strategic outcomes of the Ministry are:

- 1 A harmonious industrial relations climate
- 2 A responsive and adaptable labour market
- 3 Increased opportunities to access employment, both locally and overseas
- 4 A well-managed and fiscally prudent Fund
- 5 Increased access to services through innovation and technological advancement
- 6 Satisfied customers, staff, stakeholders and partners
- 7 Motivated, trained, skilled and equipped staff

Portfolio Areas

The Ministry executes its mandate through the Executive Direction and Administration Programme and two (2) Divisions, Labour and Social Security as indicated in its moniker. The general administration, planning and overall management of the Ministry of Labour and Social Security (MLSS) are carried out by the Executive Direction and Administration Programme, headed by the Permanent Secretary.

Policy, Planning and Development

- Planning, Research and Monitoring Unit

Central Administration which constitutes the following areas

- Administrative Support
- Financial Management and Accounting Services
- Internal Audit
- Human Resource Management and Other Support Services
- Legislative Programme
- Management Information System
- Public Relations

The main responsibilities of the Labour Division are to administer the services of the Labour and Industrial Relations Programme and the National Productivity Programme. These are administered through:

Industrial Relations

Pay and Conditions of Employment Branch (PCEB)
Pre-conciliation Unit
Conciliation Department

Manpower Services:

Local Employment/Electronic Labour Exchange (ELE)
Overseas Employment
Employment Agencies Unit (Licences Unit)

Child Labour

Work Permit

Caribbean Single Market Economy (CSME) Skills Certificate

Occupational Safety and Health (OSH)

HIV Unit

Industrial Disputes Tribunal (IDT)

The Jamaica Productivity Centre (JPC)

The Social Security Division provides social security and welfare services through a social safety net. This is carried out through the administration of the contributory National Insurance Scheme and non-contributory Public Assistance Programmes. The work of the Division is administered through the following Programmes:

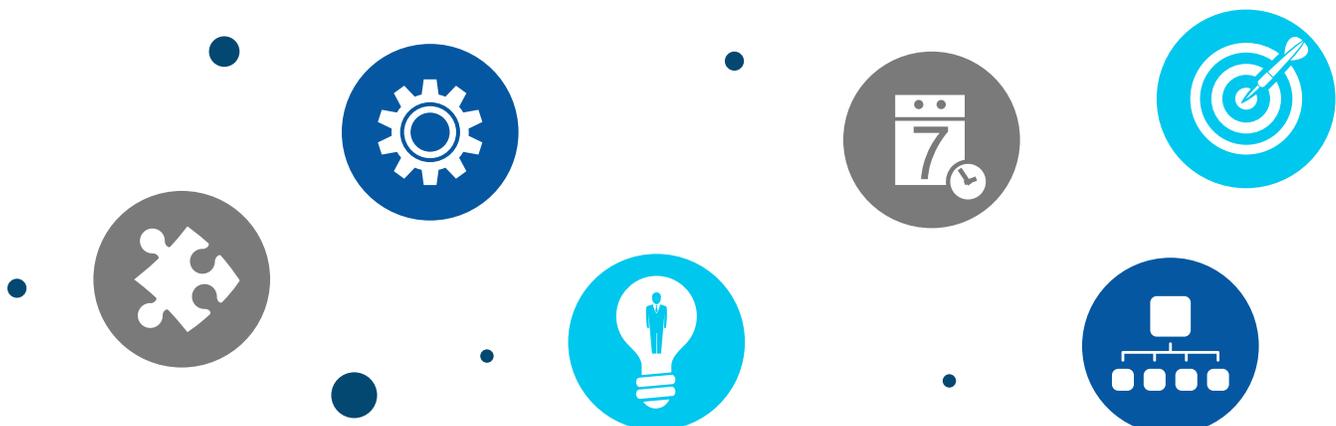
- **National Insurance Scheme (NIS)**
- **National Insurance Fund (NIF)**
- **Public Assistance**
 - Programme of Advancement through Health and Education (PATH)
 - Rehabilitation Programme
 - Emergency Response and Assistance

Social Intervention Programme (SIP)

Jamaica Council for Persons with Disabilities (JCPD)

Early Stimulation Programme (ESP)

National Council for Senior Citizens (NCSC)



BUDGET SUMMARY

Total Funding Requirement	Actual Expenditure	Estimates of Expenditure
	2021/2022 J\$ 000)	2022/2023 J\$ 000)
Total Recurrent	17,375,267.00	14,219,814.00
Total Capital B	-	-
Total Appropriations In Aid	-	-
Total Funding Requirement	17,375,267.00	14,219,814.00



2021/22 YEAR IN REVIEW

KEY ACHIEVEMENTS



SOCIAL ASSISTANCE

J\$8.34B

Disbursed in cash grants to an average of 283,154 PATH clients

J\$281.5M

Disbursed to 5,088 persons under the Rehabilitation Programme

J\$93.4M

Disbursed under the Short-Term Intervention programme

J\$200M

Disbursed to 7,714 Social Pensioners



SOCIAL SECURITY

J\$20.4B

Disbursed in NIS Pensions and Grants

38,589

New persons registered with the NIS

J\$29.79B

Received in NIS contributions

J\$1.27B

Received in NIS arrears

640,315

Total NIS contributors

NIF

As at March 2022, the Net Asset Value of the Fund grew by J\$17.77B



SOCIAL PROTECTION

Revision of the National Senior Citizen Policy was completed and White Paper tabled in Parliament

11,900

Households benefitted from food kits under the World Food Programme

15,951

Meals were distributed under the Meals on Wheels programme

59.3 % increase in new client clinic sessions and 56.3% increase in new client assessments by ESP

JCPD Disabilities Act became effective on February 14, 2022



INSPECTIONS AND INVESTIGATIONS

OSH 1,908

Inspections or 10% increase for FY 21/22

415

Work Permit Investigations and site visits were conducted for FY 21/22

88

Accident investigations were done for FY 21/22

198

Inspections and 8 Investigations were conducted by the Employment Agency Unit for FY 21/22



LABOUR MARKET PROGRAMME

15,000

Jamaicans benefitted from Overseas Employment opportunities in USA and Canada

25 per cent increase in local job placements
2,373 vacancies
758 placements

374

Persons were placed in jobs under the Special Employment Programme within the MLSS

J\$41.5M was disbursed to 417 youths in Education Entrepreneurship 21/22 under the SIP programme"

SOCIAL SECURITY DIVISION



National Insurance Scheme

The National Insurance Scheme (NIS) is a compulsory contributory funded social security scheme which requires contributions from persons aged 18-65 years, who earn an income. The scheme was designed to meet International Labour Organization (ILO) social security standards and provides a minimum guarantee of social security coverage for all workers. It is administered under the National Insurance Act and offers some financial protection to the worker and his or her family against loss of income arising from the injury on the job, sickness, retirement and /or death of the breadwinner.



Public Education

During the FY 2021/22 the Ministry conducted 1,518 public education sessions, an increase of 339 or 29 per cent, compared to the previous reporting period. These sessions are conducted to inform and educate the public on the benefits of the NIS.

Registration

The number of new persons registered to the National Insurance Scheme totalled 38,589 for FY 21/22. As at March 31, 2022, the number of persons contributing to NIS totalled 640,315.

Benefit Disbursements

During the financial year, J\$20.4B was disbursed to NI Pensioners. This is an increase of 2 per cent compared to the previous reporting period. Additionally, J\$515.66M was disbursed in NI Gold benefits, an increase of J\$26.8M or 5.5 per cent when compared to the 2020/21 FY.

Electronic Benefit Payment and Digitization

The MLSS facilitated electronic payments to 10,284 new pensioners by direct deposits to their bank accounts during the 2021/22 FY. Additionally as part of the thrust to increase efficiency through digitization, 62,948 benefit files were digitized.

NIS Contribution

For the FY 2021/22, the Ministry collected J\$29.79B in NIS contributions and surpassed the year's target by 51 per cent. Additionally, J\$1.115B in contribution arrears was also collected.

Changes in Contribution To NIS

On April 1, 2021, there was an increase in the insurable wage ceiling from \$ 1.5M to J\$ 3M and a further increase to J\$5M on April 1, 2022. These phased increases are a part of the parametric reform measures recommended by the Actuaries and approved by the Cabinet and Parliament.

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.

Due to a series of parametric reforms related to improving NIS contribution inflows, the Scheme's operations produced a surplus of J\$ 17.77 billion for the financial year 2021/22. Notwithstanding the positive impact of the parametric reforms related to NIS contributions, the NIF continues to assess the asset allocations with a view to ensure that there is appropriate diversification given the ever changing dynamics of the investment environment in which the Fund operates.

Statement Of Financial Position

The Net Asset Value (NAV) of the Fund continued to achieve sustained growth. As at March 31, 2022 the Net Asset Value achieved a year-over-year growth of J\$17.77B or 14.14 per cent to J\$ 143.44B.

Total investment income including unrealized gains was approximately \$10.12B reflecting a slight decrease of J\$2.706B or a 21.09 per cent decline when compared to the previous year. This decline was largely due to a decrease in unrealized gains on bonds and equities during the last quarter of the financial

year. The Management fully expects unrealized gains on equities and bonds to recover during the 2022/23 financial year.

Pension Benefits Funded Timely

- Total benefits payment for the 2021/22 FY was J\$ 20.96B which for a second consecutive year was fully covered by the Contribution (net of NHF) of J\$ 29.81B. Contribution (net of NHF) saw a 41.6 per cent increase over the previous year. This increase is due to the increased contribution rate from 5.5 per cent to 6 per cent which became effective April 1, 2020, coupled with the increase in the insurable wage ceiling from J\$1.5M to J\$3.0M effective April 1, 2021.

Strengthening Accountability and Governance

The Fund is anticipating the approval and promulgation of a new and updated Investment Policy with newly prescribed asset allocation ranges. This would represent the culmination of recommendations made by the NIF Review Commission which completed its work in June 2020. A new and updated Investment Policy is expected to strengthen the Corporate Governance Framework while providing greater flexibility of the Fund to derive higher risk adjusted returns on investments to meet future obligations.

The Programme of Advancement Through Health and Education PATH



The Ministry launched its Community Engagement Series in Montego Bay, St. James.

The Programme of Advancement Through Health and Education is Jamaica's chief non-contributory social assistance programme which makes cash grant investments to improve the human capital development outcomes of the poor and vulnerable. PATH continued to support beneficiary families at a total cost of J\$10.2B in cash grants expenditure for fiscal year 21/22.

Benefit Payments:

During the financial year 2021/2022, the Government disbursed J\$8.34B to some 140,000 PATH Families on PATH. A further J\$1.385B was made to PATH families under the SERVE Programme to cushion the economic hardship brought on by the COVID-19 pandemic.

PATH Benefits are reviewed every two years to ensure that the purchasing power of the amounts paid is maintained. A proposal was taken to Cabinet for an average increase of 18.26 per cent to PATH Benefits for implementation in FY 22/23. The increase was effected in June 2022 and will cost J\$1.4B for the FY 2022/23.

Both health & education compliance requirements for PATH Beneficiaries were waived for the financial year owing to the COVID pandemic and resultant impact on both the health and education systems.

The COVID-19 pandemic accelerated plans within the Ministry for more beneficiary families to collect their payments via electronic payment methods. The percentage of beneficiary families paid by electronic methods increased from 14 per cent in fiscal year 19/20 to 40 per cent for 2021/2022.

Graduation (reapplication) & Case Management sub programmes:

The graduation programme that requires PATH families to reapply once every four years in order for continued eligibility was postponed for the first three quarters of the 2021/2022 fiscal year owing to the pandemic. However, the programme was resumed in January 2022. Some 11,834 families have been requested to visit their parish offices to complete the reapplication process (Table 1 below). KSA, St. Catherine & Clarendon accounted for more than 50 per cent of the families due for reapplication.

SS 1: Graduation- Number of Beneficiaries invited to reapply

PARISH	# LETTERS DISTRIBUTED
KSA	2823
ST THOMAS	549
ST MARY	549
PORTLAND	316
ST ANN	620
TRELAWNY	502
ST. JAMES	585
HANOVER	591
WESTMORELAND	622
ST ELIZABETH	618
MANCHESTER	313
CLARENDON	1296
ST CATHERINE	2450
TOTAL	11,834

For the financial year 2021/2022, two thousand eight hundred and eighty three (2,883) new beneficiary families were screened for case management and four hundred and forty seven (447) families qualified

for case management interventions (See table 2). St. Catherine and Clarendon accounted for 41% of the families identified for case management.

SS 2: Case Management File Summary

PARISH	# New of PATH Beneficiaries Families screened	# of New PATH families qualified for CM
KSA	305	41
ST THOMAS	497	6
ST MARY	289	0
PORTLAND	321	73
ST ANN	74	31
TRELAWNY	52	0
ST. JAMES	280	2
HANOVER	65	9
WESTMORELAND	339	53
ST ELIZABETH	75	8
MANCHESTER	200	88
CLARENDON	239	16
ST CATHERINE	492	96
TOTAL	2,883.4	47

Some \$10.6M was expended on Case Management Grants to one hundred and fifty two recipients from PATH families. Beneficiaries from Manchester and Westmoreland accounted for over a third of the re-

cipients with 33 per cent of the total expenditure (table 3). Grants were provided to offset the cost of housing repairs, medical expenses, tuition/school related expenses, personal and hygiene items.

SS 3: Case Management: Grants Summary 2021/22

PARISH	# New of PATH Beneficiaries Families screened	# of New PATH families qualified for CM
KSA	16	1,047,408.92
ST THOMAS	7	346,915
PORTLAND	10	439,818.84
ST. MARY	8	1,278,626.8
ST ANN	5	850,165.02
TRELAWNY	11	1,033,836.87
ST JAMES	6	434,361
HANOVER	5	347,586.50
WESTMORELAND	26	1,806,040.98
ST ELIZABETH	8	687,726.20
MANCHESTER	31	1,132,636.06
CLARENDON	15	514,678.14
ST CATHERINE	4	686,453.01
TOTAL	152	10,606,253.34

Social Pension Programme

In 2021, the Ministry received Cabinet approval for a Social Pension Programme to be implemented for persons 75 years and older who are not in receipt of a private or public pension, other retirement income or social protection benefits and are not within a Government owned institutionalized facility. For the 2021/22 FY, registration totalled 8,361. Fifty seven percent (57 per cent) of the registrants are male while 43 per cent are female. During the year, 514 persons (6 per cent) were suspended owing to non-collection for 2 or more payment periods and 133 persons (2 per cent) were terminated owing to death, migration etc. At the end of the fiscal year, 7,714 or 92 per cent of the beneficiaries under the programme were in an active state. Of those active, 59 per cent are males and 41 per cent females (Table 4).

The first payment was made on July 15, 2021 to some 2,000 elderly Jamaicans. At the end of the financial year the number increased to 7,714. Approximately J\$200 million was expended on benefit payments. All payments are done electronically through a Remittance Agency or by direct deposit. As at March 2022, 78 per cent of the active beneficiaries received payment through a remittance agency while the remaining 22 per cent were paid via direct deposit to their Bank Account. The MLSS will be working assiduously through the Community Engagement Series (island wide registration campaign) to increase the number of beneficiaries on the Programme to 20,000 during the 2022/2023 financial year. A Life Certificate Programme will be implemented during the year to ensure that persons who are registered and in receipt of benefit payments under the Social Pension Programme are eligible to continue their receipt of these payments.

SS 4: Social Pensioners by Sex (Registration & Status)

Category	Male	Female	Total	%
Active	4,550	3,164	7,714	92
Suspended	154	360	514	6
Terminated	37	96	133	2
TOTAL	4,741	3,620	8,361	
%	57	43		



The Rehabilitation Programme

The Rehabilitation Programme offers four (4) types of grants, namely the Rehabilitation, Compassionate, Emergency Relief as well as the Education and Social Intervention Grants.

For the FY 2021/22, 9,872, individuals benefitted from Public Assistance Grants, totalling J\$374.9M. The data showed a decline in the number of beneficiaries of 1,591 or 14 per cent compared to the previous fiscal year. This decline is attributable to the discontinuation of the new Special Emergency Relief Programme which was introduced in November 2020.



Rehabilitation Assistance Grant

This Grant provides an opportunity for individuals/families to undertake small income generating projects, such as cattle and poultry rearing, dressmaking and Cosmetology etc. Rehabilitation Grants in the sum of J\$63.6M were disbursed to 1,057 beneficiaries, 699 or 66.1 per cent were females. Additionally, 17.4 per cent of recipients were from St. James, followed by Clarendon (15 per cent) and Manchester (13.5 per cent).

Compassionate Assistance Grant

The Compassionate Assistance Grant were disbursed to 2,550 persons at a total cost of J\$145.15M during FY 2021/22. Individuals within the 60 and over age group accounted for 27 per cent of the total, compared to recipients who were within the 35-39 age group during the 2021/22 FY. This grant is usually provided to meet urgent needs such as prescriptive aids, medication, household items, house repairs and burial expenses.

EMERGENCY ASSISTANCE GRANT

Persons who have suffered damage as a result of natural or man-made disasters may access an Emergency Assistance Grant. During the FY 2021/22, 841 persons benefitted from Emergency Assistance Grants, which is an increase of 71.6 per cent when compared to the previous fiscal year. The beneficiaries received disbursements totalling J\$43.3M for the 2021/22FY. In addition, Emergency Assistance Grants is usually provided for personal belongings, basic food items or toiletries to persons without insurance coverage.

Education And Social Intervention (ESI) Grant

The number of students receiving this grant totalled 640 with disbursements in the sum of J\$29.3M for FY 2021/22. When compared to the 2020/21 FY, the data showed that beneficiaries of this grant increased by 237 or 59 per cent. Analysis by Marital status showed that majority of the applicants were single accounting for 440 or 69 per cent of the total. This Grant is available to assist children who cannot attend school or whose regular attendance is affected by their parents' or guardians' inability to provide uniforms, schoolbooks and other basic needs.

Short Term Poverty Intervention Programme

This Programme was implemented in 2013 by the sitting Minister to assist the Members of Parliament in their constituencies by providing assistance to the needy to mitigate hard economic conditions. During the reporting fiscal year, J\$93.4M was disbursed among 4,784 individuals through this intervention. The data shows a 22.2 per cent increase in the number of beneficiaries and 35.5 increase in disbursements, when compared to the previous reporting period.

Disaster Management

The Disaster Management arm of the PAD liaises with the Humanitarian Assistance Committee of the National Disaster Risk Management Committee (NDRMC) to coordinate welfare activities for disaster relief.

For FY 2021/22, the Public Assistance Department responded to 210 incidences of fire and provided victims with comfort items and much needed house-

hold supplies and food. Two hundred and seventy seven (277) families were affected by these fire incidences, while a total of 810 individuals were affected including 498 adults and 312 children.

MLSS World Food Programme Collaboration

The United Nations World Food Programme (WFP) is partnering with the Ministry of Labour and Social Security in a project designed to achieve the following objectives:

- 1 Capacity strengthening of Jamaican humanitarian response mechanism;
- 2 Addressing immediate food requirements of identified beneficiaries;
- 3 Empowering/improving local skillset in humanitarian logistics through training initiatives and knowledge transfer;
- 4 Improve on current warehouse management system, allowing better record keeping, accuracy, efficiency, transparency, and accountability.
- 5 Assist with fulfillment of vision of the Jamaican Government to move its agencies to digitalised systems.

Cash Transfer and Food Distribution Exercise

The Cash Transfer initiative was implemented in December 2021. The WFP made available \$US1.13M for direct transfers and an additional \$US40,000 for administrative support. Beneficiaries received 2 payments of \$8,500: first payment in December 2021 and a second payment commenced in February 2022. In the FY 2020/21, the WFP provided support to vulnerable families across the island not in receipt of PATH or NIS benefits. Through this intervention, 11,900 households were reached.

Additionally, through the support of the WFP, 11,339 food kits comprising of basic food items were distributed to vulnerable families during the period June 2 to September 17, 2021. The programme closed on March 31, 2022, with 96 per cent of the targeted persons receiving the assistance. This represented J\$150,858,000 disbursed to households across the island.

Zones Of Special Operations (ZOSOS)

The MLSS as a member of the Social Intervention Committees (SIC) in the ZOSOs continue to make the services of ministry available in the zones. Benefit application, registration and queries are facilitated in communities and efforts are made to ensure that social workers are present in the respective communities at least once per week. Due to the impact of the COVID-19 pandemic, activities resumed in the third quarter of financial 2021/2022. Over the period, the Ministry hosted seven (7) information fairs in the zones in which 1,501 participants were engaged as follows:

Zones Of Special Operations (ZOSOS) by activity and number of beneficiaries 2021/22

ACTIVITY	ACTIVITY NUMBER OF BENEFICIARIES
PATH Verification	543
Entrepreneurial Grants	91
Employment of Unattached Youth	16
Social Pension Registration	438
World Food Programme Food-kits	157
Engagement Youth and Children with Disabilities	57
Registration, Senior Citizens	137
Registration Seniors Meals on Wheels	62
TOTAL	1,501

The Social Intervention Programme

The Ministry's Social Intervention Programme (SIP) offers assistance to beneficiaries through Short Term Employment as well as Educational and Entrepreneurship Grants to foster independence and self-reliance. SIP also targets 'at risk' youths aged 16 to 40 years to pursue further education and training or undertake entrepreneurial activities, through its Education and Entrepreneurship Grants (E&EG) Programme.

Special Employment Programme

The Ministry partners with various private sector organizations to create decent and productive employment through its Special Employment Programme (SEP). Young unattached persons aged 18 to 35 years are employed for a period of six (6) months, during which the Ministry and 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.

ON-THE-JOB TRAINING

The number of individuals trained by HEART/NSTA Trust, in On the Job Training totalled 158. For the 2021/22 FY, the number of individuals trained increased by 49 per cent, when compared to the 2020/21 FY. In the October to December quarter, 45.5 per cent of the trainees benefitted from the intervention. The year's target was surpassed by 21.5 per cent.

EDUCATION AND ENTREPRENEURSHIP GRANT (EEG)

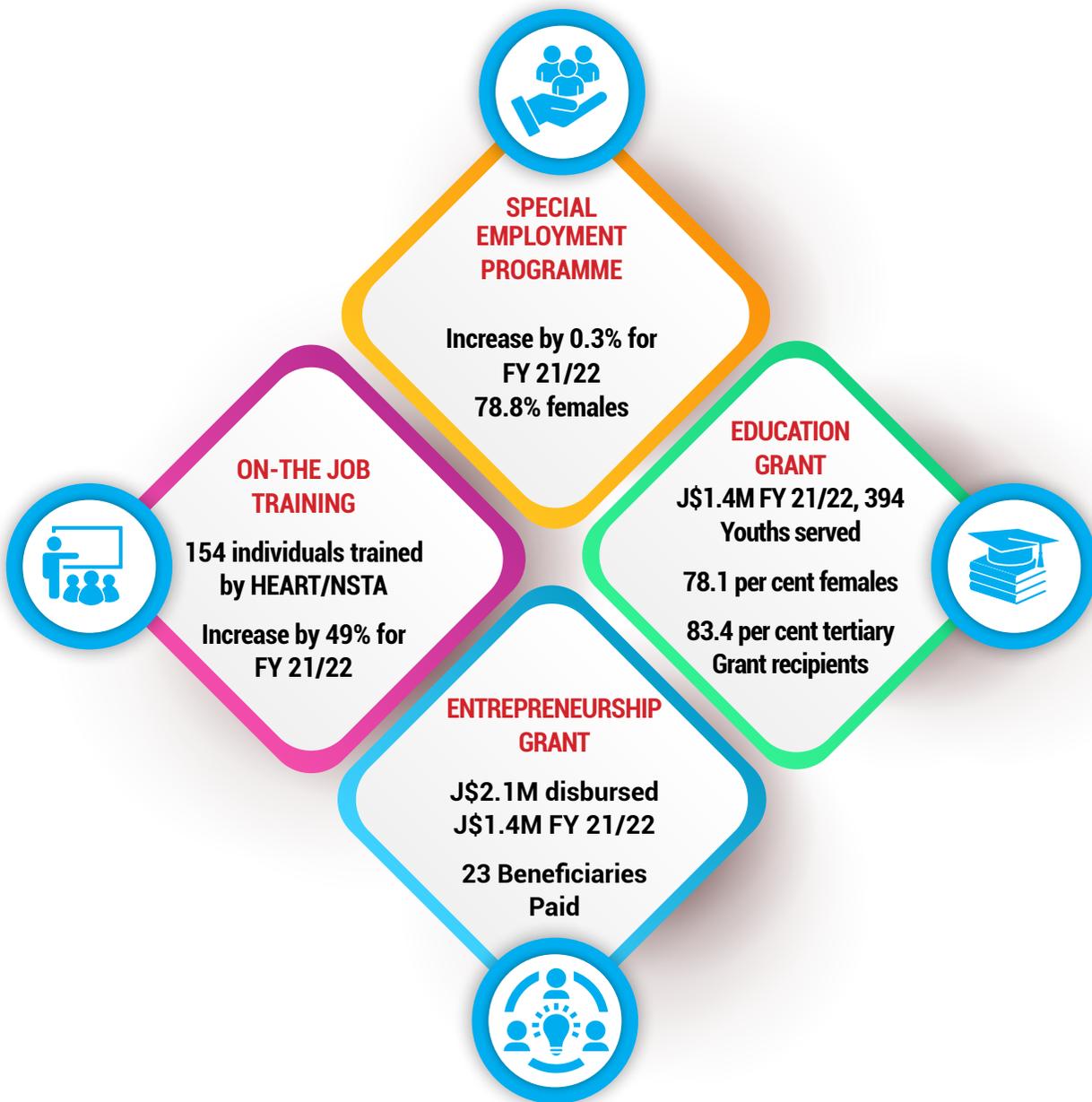
Under the Education and Entrepreneur Grant component of SIP, J\$41.5M was disbursed to 417 youths, which is an increase of J\$8.2M in disbursements compared to the 2020/21 fiscal year. Of this amount, 394 youths received Educational Grants amounting to J\$39.4M, while 23 individuals received Entrepreneurship Grants. Tertiary students accounted for 83.4 per cent of the Educational Grants disbursed in FY 2021/22. Additionally 78.1 per cent of the Education Grant beneficiaries were females. The data shows that disbursements for both Education and Entrepreneurship and Education Grants increased by J\$1.4M and J\$1M respectively.



Programme Coordinator, Sylvester Anderson explains available interventions under the Social Interventions Programme with participants at the Youth Month launch at the Portmore Community College.

Three hundred and seventy four (374) individuals were placed in jobs under the SEP programme within the Ministry during the 2021/22 FY. The data shows an increase of 0.3 per cent, when compared to the previous fiscal year. Parish analysis of the data showed that the highest number of placements were within Kingston and St. Andrew which accounted for 19.5 per cent of the total, followed by St. Ann and St. Elizabeth which accounted for 15.2 per cent and 14 per cent respectively.

Further analysis of the data by sex revealed that females accounted for 77.8 per cent of individuals placed. Additionally, the data showed that the number of females placed, slightly increased by 1.7 per cent, while the number of males declined by 4.6 per cent, when compared to the 2020/2021 FY.



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 those with disability, by promoting independence through training and development. The Council works closely with other government and non-government agencies to ensure improved quality of life and independence for PwDs.

DISABILITIES ACT

The Disabilities Act became effective on February 14, 2022 following the affirmation of the Disabilities Regulations in 2021.

The JCPD became a body corporate on April 1, 2022 with its own Board of Management.

Organizational Structure for the JCPD has been approved and phased implementation is ongoing with the recruitment of key staff. An Executive Director has been appointed by the Board.

In FY 21/22, Two Hundred and Sixty (260) applications for rehabilitation grants were approved for payment at a total cost of Twenty-One Million One Hundred and Fourteen Thousand One Hundred and Twenty-Five Dollars and Seventy-Three Cents (\$21,114,125.73). Codes of Practice have been completed for Employment, Education and Training



Team MLSS HITS THE ROAD as they share information on the Disabilities Act and its regulation which into effect on February 14, 2022.



Minister of Labour & Social Security, Hon. Karl Samuda (center) along with CTDs Dione Jennings (right) and Audrey Deer Williams (left), Executive Dir. for the Early Stimulation Programme, Antonica Gunter- Gayle (1st right) and Director for the ILO Decent Work Team and Office for the Caribbean, Dennis Zulu (1st left) share a light moment with students after the opening of the new Sensation Station on May 31, 2022.

The Early Stimulation Programme



Minister of Labour & Social Security, Hon. Karl Samuda (center) along with CTDs Dione Jennings (right) and Audrey Deer Williams (left), Executive Dir. for the Early Stimulation Programme, Antonica Gunter- Gayle (1st right) and Director for the ILO Decent Work Team and Office for the Caribbean, Dennis Zulu (1st left) share a light moment with students after the opening of the new Sensation Station on May 31, 2022.

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

The ESP operates from three (3) centres located in Kingston and St. Andrew (KSA), Portland and St. James. Over the past decade, the 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.
- iii. The Stimulation Plus Child Development Centre - The Centre provides a full day intervention programme for Children with Disabilities (CwDs) aged 3-6 years.

Assessment Clinics For New Clients

During FY 21/22, 94 'new client clinic sessions' were held in which 886 new clients were seen and assessed.

Increases were seen in both new client clinic sessions and new clients' assessment of 59.3 per cent and 56.3 per cent respectively compared to the 2020/21 fiscal year.

Physiotherapy Clinic Sessions

Six hundred and thirty-one (631) physiotherapy sessions were held for the 2020/21 FY. Boys accounted for 60.2 per cent of the patients seen.

Parenting Workshops/Seminars

In an effort to assist parents faced with challenges caring for children with disabilities, 37 parenting seminars and workshops were conducted by the ESP, which increased by 15 (68.2%) for FY 2021/22. Additionally, 823 parents participated in FY 2021/22, which also increased by 413 over FY 2020/21.

School Placements for CwDs

One thousand and fifty six (1,056) children were referred for specialized assistance during the reporting period. This shows an increase of 39.3 per cent when compared to 2020/21 FY. Of the number of children referred for specialized assistance, 698 or 66 per cent were referred for Physiotherapy assistance, which accounted for the highest number of referrals. (See Table SS). Additionally, 158 children were referred for placement in primary and special education units during the 2021/22 FY. The data shows an increase of 24.4 per cent when compared to the previous FY.

The National Council For Senior Citizens

The NCSC 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). The Council executes its mandate in accordance with the National Policy for Senior Citizens. The Council plans programmes and activities to enhance the social, cultural, spiritual, educational, mental and physical wellbeing of senior citizens in order to promote meaningful living after retirement. Activities include skills training, health and educational workshops, competitions, caregiver support and training, intergenerational programmes, volunteer training and projects for senior citizens

Revision of the National Policy for Senior Citizens

The revision of the National Policy for senior Citizens was completed with the tabling of the White Paper in Parliament in October 2021. The Ministry is embarking on the phased implementation to give effect to the vision of the revised policy.

Skills Training

Seventy-eight (78) entrepreneurial and skills workshops were held with 4,629 seniors participating during FY 20/21. The content delivered during the entrepreneurial workshops included container gardening, farm logging, seedling care and strategies to boost farm yield. The skills workshops covered Culinary Arts, Garment Construction, making face masks and shopping bags, Beekeeping, Cake baking, Soap making and Castor Oil Production.

Health and Education

Twenty-eight (28) health and information seminars were held with 2,367 participants (594 males and 1,773 females) in FY 21/22. Senior citizens received training in personal care, health management, physical activity and nutrition in 17 workshops held since the start of FY 21/22.

The NCSC collaborated with the Ministry of Health and Wellness to mobilize seniors for COVID 19 vaccinations and to prepare a guide to physical activity for older persons available in booklets and on the physical activity website.

Digital/Financial Literacy Training

Twenty-two (22) financial/digital literacy sessions were held in partnership with local commercial banks to empower senior citizens to use ATMs/ABMs, kiosks and online banking platforms. Some 2,567 seniors participated for FY 20/21 to present.

Retirement Planning Sessions

The NCSC participated in eight (8) virtual retirement planning seminars educating 232 persons (63males, 169 females) on retirement preparation.

Advocacy- Rights of Older Persons

- Thirteen (13) seminars have been held since the start of FY 21/22 to educate 845 senior citizens on their rights.
- Four (4) regional forums will target stakeholders and the general public on rights of older persons.
- Six thousand six hundred and fifty four (6,654) seniors are registered with Senior Citizens Identification Cards.
- The Council also makes referrals to state entities, the private sector and NGOs for services to meet the needs of senior citizens.

The Meals on Wheels Programme is implemented by the NCSC in collaboration with church and community groups and volunteers. The programme provides cooked meals and food packages to 500 shut-in and needy elderly registered with the NCSC across the island. During the FY 21/22 15,951 meals were distributed under the Meals on Wheels Programme.



Top Left Hon. Karl Samuda, Minister of Labour & Social Security along with PS Colette Roberts Ridsen, photographed during a Courtesy Call by Mr. Ryan Ayres, Director of HR at First Fruits Farms an employer to the Ministry's Overseas Farm Work Programme along with other members of his team.



Top Right- Hon. Karl Samuda, Minister of Labour & Social Security (center) met with Deputy Premier and Minister of Border Control, the Hon. Christopher Saunders, (1st right), Minister for Tourism and Transport, Cayman Islands, Hon. Kenneth Bryan, Chief Officer, Ministry of Border Control & Labour, Wesley Howell (right), Chief Financial Officer, Cayman Islands, Mr. Vinton Chinsee and Senior Advisor/Strategist to the Minister of Tourism, Jamaica, Delano Seivright, (far right).



2nd Left- Hon. Karl Samuda, Minister of Labour & Social Security shared a light moment with His Excellency, Ambassador Chen Daojiang Chinese Ambassador to Jamaica after a Courtesy Call in September 2022.



2nd Right-(left-right) Hon. Karl Samuda, Minister of Labour & Social Security (2nd left) and Vice President and General Manager of FLOW, Mr Stephen Price (3rd left) posed for a photograph after the official launch of the FLOW JUMP initiative on October 19, 2022. Also pictured are Minister of Science, Energy and Technology, Hon. Daryl Vaz (4th left) and former Minister without Portfolio in the office of the Prime Minister, Hon Floyd Green (left).



3rd Left- CTD, Dione Jennings, (center) share a quick photo with members of the Occupational Safety & Health Dept (OSHD), after hosting their Pressure Vessels and Lifting Machines Technical Examiners Retreat, also photographed is Snr Dir. Marlon Mahon.



Left- Hon. Karl Samuda, Minister of Labour & Social Security consoles a St. Mary vendor after the cheque handover ceremony to vendors in the Port Maria Arcade who were affected by the flooding in January 2022.



Right- Hon. Karl Samuda, Minister of Labour & Social Security shared a photo with one of the recipients during the cheque handover ceremony to vendors in the Port Maria Arcade who were affected by the January 2022 flooding.



4th Right- Hon. Karl Samuda, Minister of Labour & Social Security (Center), Hon. Olivia 'Babsy' Grange, Minister of Culture, Gender, Entertainment & Sports and Chief Technical Director, Dione Jennings, shared a photo following the presentation of a maquette of labour advocate Aggie Bernard at the Awards Banquet & Labour Talks held May 2022.

Planning, Research Monitoring Unit (PRMU)

The PRMU is responsible for the strategic planning, monitoring and evaluation of the Ministry's Policies and Programmes. The Unit also manages the formulation of the Ministry's four (4) year Strategic Business Plan and annual Operational Plan to demonstrate the alignment of the Ministry's Programmes, Policies and Projects with the Government of Jamaica Strategic Priorities, National Development Plan Vision 2030, Medium term Socio-economic Framework 2019-2022 (MTF) and the Sustainable Development Goals (SDGs) 1, 2 and 8.

The Ministry's Annual and Quarterly Performance Review Reports as well as performance dashboards are also produced by the Unit to monitor the targets and achievements of its Programmes and Policies. The PRMU prepares quarterly updates upon request from MDAs, international partners, private sector interests and academia on the various programmes and departments within the Ministry. During the FY 2021/22, Statistical Bulletins 2017-2020 were produced and placed on the LMIS website.

The research portfolio within the PRMU conducts research activities on the Ministry's programmes and interventions as well as labour market and social protection issues.

Research FY 21/22

1. Report on the Impact of COVID-19 on Jamaican Workers

The Ministry of Labour and Social Security, in collaboration with the Hugh Shearer Labour Studies Institute (HLSLI) conducted a study to examine the impact of COVID-19 on the earnings, performance and employment status of workers in the private and public sector. The information was gathered using a survey conducted May-June 2021. A total of 1,073 workers participated in the survey.

Some of the key findings were:

- The implementation of flexible work hours was mostly used by employers (45.8%) in response to the pandemic. Other measures implemented were layoffs (19.7%), reduction in working hours (10.1%), wage cuts (9.0%), redundancies (5.2%) and wage freeze (2.8%). Flexible work hours were more evident in the public sector (52.2%) than the private sector (36.8%). Meanwhile the use of the other measures were higher in the private sector (58.7%) than the public sector (39.0%).
- In general, most young persons reported negative effects of COVID on their earnings compared to older respondents.

- Earnings for public sector workers (38.8%) were less impacted than their private sector counterparts (55.6%).

1. A Qualitative Study on Barriers to Payment of National Insurance Scheme (NIS) Contribution

- Some findings included lengthy processing times, high travel costs to visit NIS offices to make payments, small pension disbursements and limited understanding of NIS benefits.

Activities completed during the FY 21/22 to disseminate labour market information include:

Labour market presentations to

- On-the-job training participants from the Steps-to-Work Programme.
- Careers development presentations made to University of Technology (Montego Bay), Mount Alvernia High School and University of the West Indies.

Labour Market Reform

The Labour Market Reform Commission (LMRC)

In order to oversee the reform process, the Labour Market Reform Commission (LMRC), a multi-sectoral body which comprised representation from the Government, Trade Union movement, Private Sector and Academia was established by Cabinet.

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.
4. Social justice: minimizing potential negative outcomes and social displacement stemming from changes in the labour market; providing redress where applicable.

In order to achieve labour market reform, aligned with the above listed objectives, the reform agenda

was developed around five (5) thematic areas as follows:

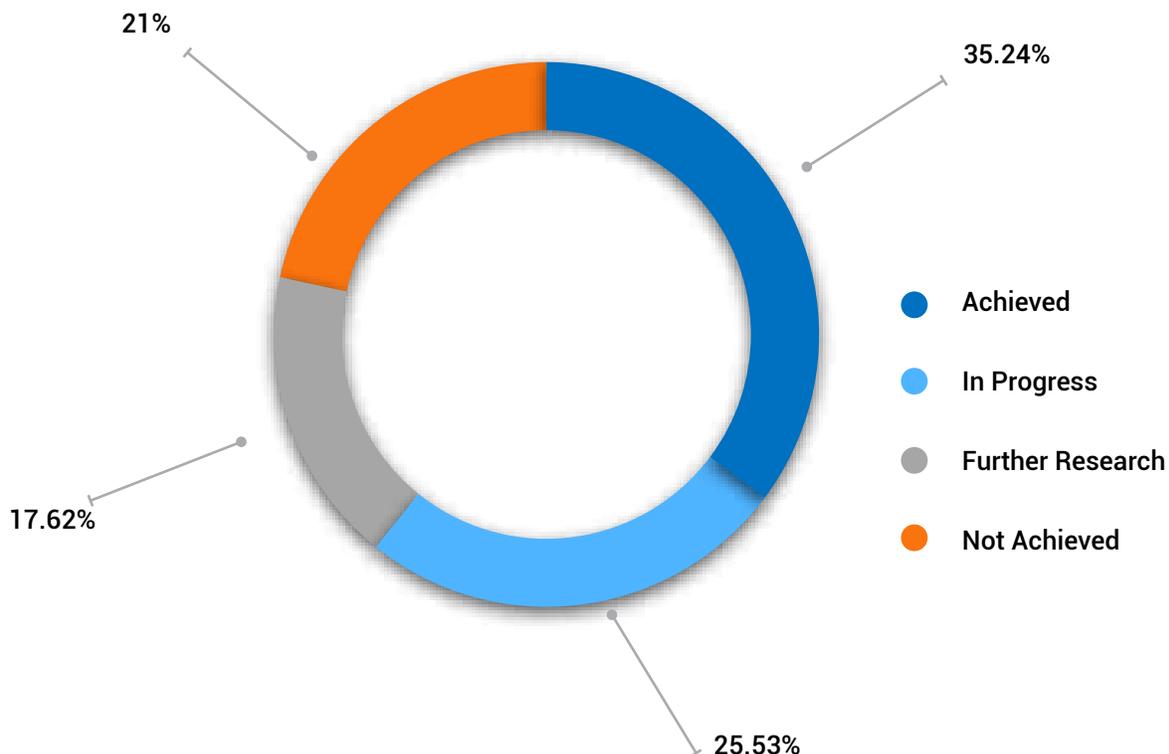
1. Education and Training
2. Productivity, Innovation and Technology
3. Labour Policies and Legislation
4. Industrial Relations (institutions, customs and practices)
5. Social Protection

The Labour Market Reform Commission completed its report in 2017. The Report was submitted to the Cabinet in May 2018 and tabled in Parliament in June 2018. The implementation of the recommendations is being monitored by the MLSS.

Main Findings

A 2021 report on the status of implementation for the 53 LMRC recommendations found that some progress has been made on 61 per cent of the recommendations. Thirty-five per cent (35%) of the LMRC recommendations have been completed while 26 per cent of the recommendations are in progress. No progress was reported for 22 per cent of the recommendations.

Implementation Status of LMRC Recommendations



By the end of 2021, 66.7 per cent LMRC recommendations under the Social Protection thematic areas were completed. Among the achievements for Social Protection is increased number of contributors to the National Insurance Scheme (NIS). Also, the wage ceiling was also increased for the NIS as required by the LMRC recommendations from J\$1.5 million to 3 million in April 2021.

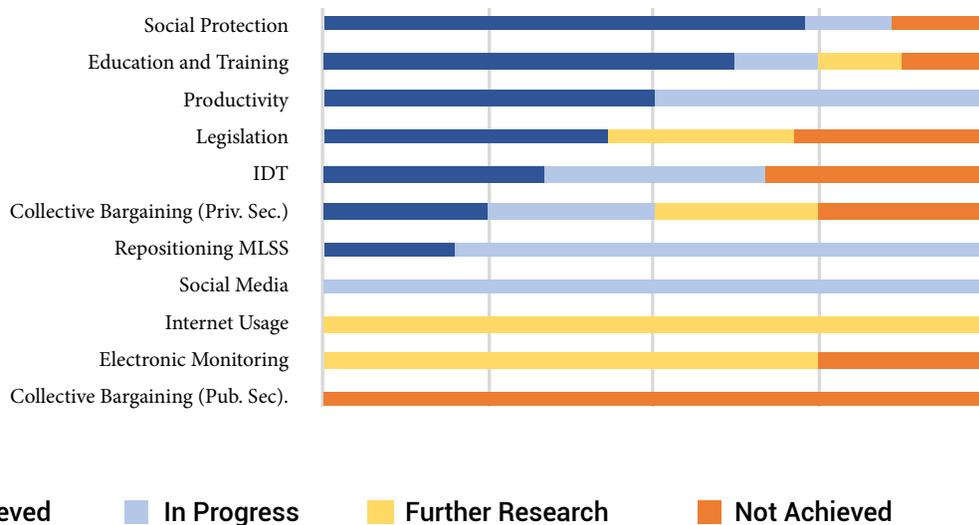
The Education and Training thematic area implemented 62.5 per cent of the recommendations within the Education and Training thematic areas were implemented. Noteworthy are the establishment of the National Qualifications Framework (NQF), the utilization of Prior Learning Assessment and Recognition (PLAR) by post-secondary and tertiary institutions and the introduction of Internet education as the delivery method for some course offerings.

Within the Productivity thematic area, progress has been made in assisting entities to implement incentive-based compensation, raising productivity awareness through workshops, forums and commemoration of "World Productivity Day" as well as conducting research and disseminating productivity information in webinars and articles. All the recommendations within the Productivity well as the Social Media and Repositioning the MLSS thematic areas recorded some level of progress.

The slow legislative reform process for the Labour Laws also impacted achievement of recommendations for collective bargaining in the Public Sector as well as review processes within the IDT. However, the enactment of the Data Protection Act was achieved as part of Legislative Reform.

RECOMMENDATIONS BY THEMATIC AREAS AND STATUS FIGURE 2

LMRC Recommendations Implementation Status



Legislative Agenda

LEGAL

The Legal Unit supports the operationalization of the Ministry's strategic objectives by modernizing legislation and policy positions within the Ministry. To this end, the Legal Unit conducts research and prepares policy papers aimed at strengthening and modernizing the legislative framework, the promulgation and enactment of new legislation and amendments to existing laws.

1. Minimum Wage Act

National Minimum Wage (Amendment) Order, 2022 and the Minimum Wage (Industrial Security Guards) (Amendment) Order, 2022.

The Orders were amended to reflect an increase in the National Minimum Wage and the minimum wage and allowances payable to industrial security guards inter alia with effect from April 1, 2022.

The National Minimum Wage was increased from \$7,000.00 to \$9,000.00 per 40 hour work week or from \$175.00 to \$225.00 per hour. The Minimum Wage for industrial security guards was increased from \$9,700.00 to \$10,500.00 per 40 hour work week or from \$242.50 to \$262.50 per hour. Laundry Allowance payable to such guards was increased to \$47.62 per hour, Firearm Premium Allowance was increased to \$51.95 per hour and Dog Handlers Premium Allowance to \$35.72 per hour. The cost of Insurance Coverage to employers, payable on account of industrial security guards who are killed or injured in the line of duty was increased to \$2,976,000.00.

The Orders were debated and passed in the House of Representatives on March 22, 2022 and published in the Jamaica Gazette Supplement of the same date.

2. Employment Agencies Regulations Act

The purpose of this Act is to regulate the operations of Private Employment Agencies that provide recruitment and placement services for workers. This legislation is currently being reviewed to give effect to the Maritime Labour Convention (MLC) 2006. A

draft Position Paper and Cabinet submission were prepared proposing amendments to the legislation to incorporate particular regulatory standards of the MLC. Select MDAs were consulted. The Position Paper and Cabinet Submission are being amended based on the feedback received.

3. Enactment of legislation governing Occupational Safety and Health

Following the review of the Joint Select Committee, the main policy issues were highlighted to Cabinet for its consideration and approval. After considering the issues raised, Cabinet gave approval for the drafting of a new Occupational Safety and Health Bill inter alia. A draft of the new Bill has been received from the Office of the Parliamentary Counsel and same is being reviewed by the Ministry.

4. National Insurance (Validation, Indemnification and Amendment) Act 2021

The purpose of this amendment is to give legal effect to increases in benefits granted to Beneficiaries and contributions paid to the National Insurance Scheme. This Bill was debated in the House of Representatives on March 30 and May 5, 2021 and passed on the latter date. The Bill was passed in the Senate on May 14, 2021. The assent of the Governor General was received on May 31, 2021.

5. Disabilities Act and Disabilities Regulations

The aim of the Disabilities Act is to promote, protect and ensure the full and equal enjoyment by persons with disabilities, of privileges, interests, benefits and treatment, on an equal basis with others. The Cabinet Submission and the Disabilities Regulations were settled and a non-objection received from the Attorney-General's Chambers. Thereafter, Cabinet's approval for tabling was received. The Regulations was debated and affirmed in the House of Representatives and the Senate on October 6, 2021 and October 22, 2021, respectively. An Appointed Day Notice was published in the Jamaica Gazette Supplement bringing the Disabilities Act into force on

February 14, 2022. Additionally, the names of the members of the Board of Management for the Jamaica Council for Persons with Disabilities were published in the Jamaica Gazette Supplement dated March 23, 2022.

6. Review of outdated penalties in several Legislations

The purpose of the review of several labour and social security legislation is to amend said legislation to ensure that the penalties for breach of obligations are sufficient to encourage compliance.

A draft Cabinet Submission was sent to select Ministries, Departments and Agencies of Government for review and feedback. Work is on-going to revise said Cabinet Submission to address the concerns raised by said MDAs.



LABOUR DIVISION



Industrial Relations

Industrial Relations

The Industrial Relations Department is the responsible arm of the Government of Jamaica legally authorized to intervene (solicited or unsolicited) in industrial disputes, particularly those that relate to the national interest.

The dispute resolution services are offered island-wide through the:

- Pre-Conciliation Unit
- Conciliation Department
- Pay and Conditions of Employment Branch (PCEB), located in Parish and Regional Labour Offices

The Conciliation Department deals with 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 proactive measures in relation to industrial disputes and attempts to foster and facilitate a more co-operative industrial relations environment.

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 harmonious industrial relations climate.

Industrial Disputes Reported

During the 2021/22 FY, 162, Industrial Disputes reported to the MLSS, a decline of 108 or 40 per cent when compared to the FY 2021/22. Similarly to 2020/21 FY, the data shows that the industry "Administrative and Support Service Activities" and "Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles" accounted for the largest number of disputes reported with 21 per cent and 15.4 per cent respectively. In addition, most (49 per cent) of the disputes were in relation to Dismissal/Termination. The number of disputes disposed reported to the MLSS, 60.5 per cent were disposed of during the reporting period totalling 98.

Industrial Action

During the 2021/22 FY, seven (7) industrial actions were reported to the Ministry which involved 1,450 number of workers. This resulted in five (5) 'sick out' within the "Public Administration and Defence; Compulsory Social Security and two (2) strikes within the "Education and Water Supply, Sewage, Waste Management and Remediation Activities" industries.

Representational Rights Poll

Six (6) representational rights polls were held, 2 more than the previous reporting period. In addition, 111 workers and four (4) unions were involved. Of the four (4) polls held, two (2) were recorded within the "Manufacturing" industry followed by "Administrative and Support Service Activities" and "Wholesale Retail Trade, repair of Motor Vehicles and Motorcycles with one (1) poll each.



Gillian Corrodus, Director of Industrial Relations & Allied Services (left) stands firm with her team of Labour officers after a General Compliance Inspection training session.

Pay and Conditions Of Employment

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.

The objectives 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 re-assess 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.

The Pay and Conditions of Employment Branch continued to vigorously investigate complaints made by workers at the various parish offices to ensure compliance with labour laws particularly termination benefits as well as breaches of the labour laws such as Maternity leave, Minimum Wage and Holidays with pay Acts.

Breaches Labour Laws

During the FY 2021/22, Two thousand seven hundred and thirty nine (2,739) breaches of the labour laws were reported to the Pay and Conditions of Employment Branch (PCEB) of the Ministry. Most of the breaches concerned the Employment Termination and Redundancy Payment Act (ETRPA) with 1,273 or 46.5 per cent, which was followed by Holidays with Pay Act which accounted for 41.5 per cent of the breaches. Most (1,080 or 95.1%) of the breaches under the Holidays with Pay Act were in relation to vacation leave.

Settlements

Payments made by Proprietors

Proprietors who were in breach of the Labour Laws made settlements in the amount of J\$72.06M to 865 individuals. Breaches of the ETRPA accounted for the majority of settlements made, in which 529 individuals received the sum of J\$46.14M. Of the 529 individuals who received settlements under the ETRPA, 299 were in relation to redundancy pay while 230 were in relation to notice pay.

The Industrial Disputes Tribunal

The IDT is charged with the responsibility to determine and settle all industrial disputes referred by the Ministry. Where 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 Unit. 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 a decision, except in the case of essential services.

The LRIDA was amended in March 2010, allowing non-unionised workers access to the Tribunal. This led to a significant increase in the number of disputes referred to the IDT by the Minister of Labour and Social Security. Access to the IDT by non-unionised workers is one of the achievements in the restructuring of the MLSS under Labour Market Reform.

The Jury (Amendment) Act 2015 outlines the principles and procedures on how matters which fall under this Legislation can be referred directly to the

IDT without reference to the Ministry or conciliation services. This represents a significant change in the Labour Laws and how parties access the IDT.

During the FY 2021/22, 108 disputes were dealt with by the IDT. This is 11% (13) less than the 2020/21 FY. Further review of the data shows that of the 108 disputes dealt with, 69 were carried forward from the previous year. In addition, 39 disputes were referred during the 2021/22 FY. Of the 39 disputes referred, four (4) were on behalf of unionised workers while 35 were for non-unionised workers.

Twenty five (25) disputes were settled during the reporting period. Of this number, 24 Awards were handed down and one (1) was quashed by the Court. Of the 24 Awards handed down, 20 workers were involved. At the end of the fiscal year, 23.1 per cent of the disputes at the IDT were disposed.

Manpower Services

The strategic objective of the Manpower Services Department is to alleviate unemployment through facilitating access to local and overseas employment opportunities. This is pursued through the operations of three (3) units, namely Overseas Employment, Local Employment/Electronic Labour Exchange and Employment Agencies.

OVERSEAS EMPLOYMENT

The Ministry of Labour and Social Security (MLSS) continues to facilitate the participation of Jamaican workers in the agricultural and hospitality sectors of the United States and Canada through the Overseas Employment Programme. Over the many years of its operation the programme has provided significant benefits for many participants, including the ability to improve their standard of living, educate their children and move their families out of poverty. At the national level, the programme has contributed to the growth and development of Jamaica through the reduction in unemployment, particularly in the rural areas, reduction in poverty and inequality and the transfer of technology. The remittances generated through the programme have also contributed to macro-economic stability.

The Ministry coordinates the activities to recruit, process, dispatch and repatriate the workers who migrate for employment to perform duties such as planting, harvesting, cultivating vegetables and soft fruits and working in nurseries and greenhouses under the farm work programme. Under the hospitality programme trained and experienced Jamaican workers depart the island on a seasonal basis to work as chefs, landscapers, housekeepers, food and beverage staff, maintenance workers, massage therapists and other occupational categories in the sector.

15,449 workers in Canada and United States

- Canada 9,220
- USA 6,229

Canada 9,220 9.4% FY21/22

- 8,531 Seasonal Agriculture Work Prog
- 689 Low Skill

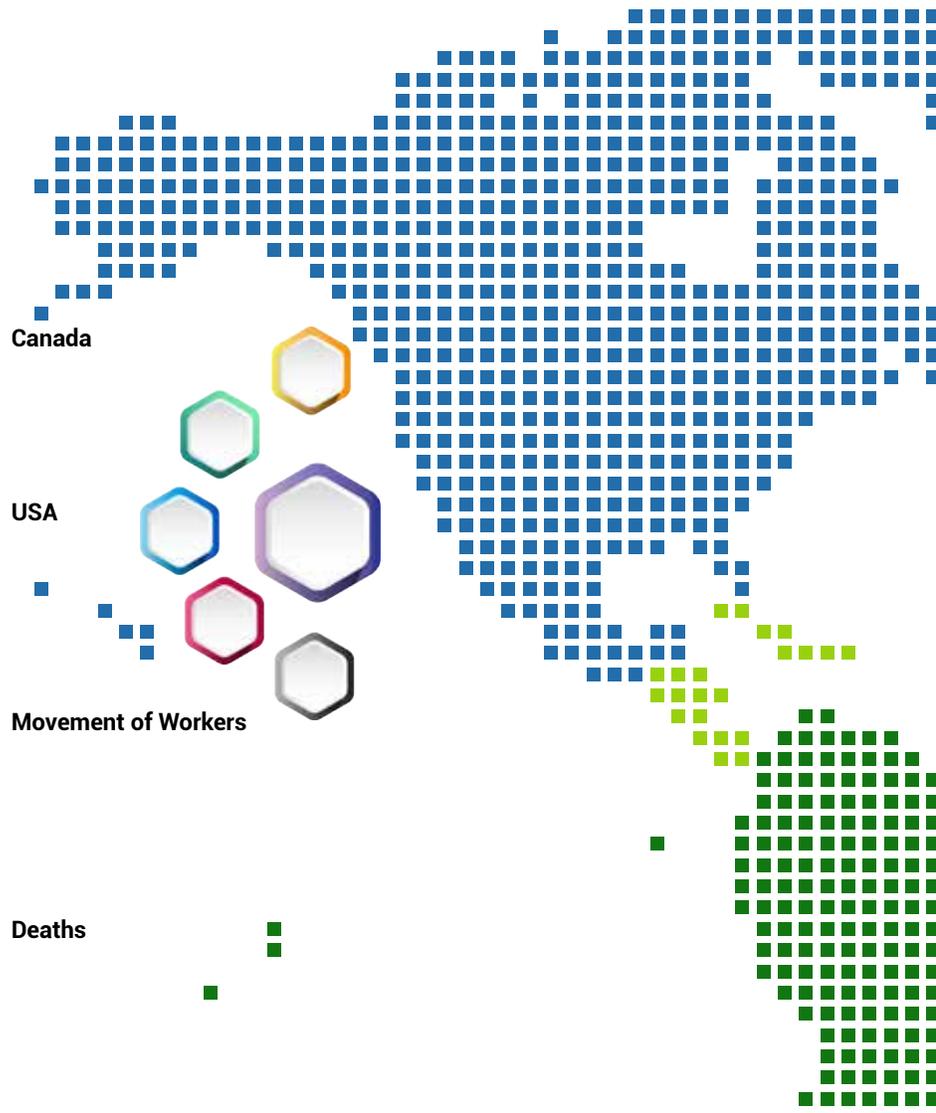
USA 6,229 7.3% FY21/22

- 4,524 US Farms
- 1,705 Hotel Programme

AWOL

- 44 US Farms and 6 Hotel Prog.
- 554 Seasonal Agriculture Work Prog and 22 breached contracts
- 49 workers transferred to private progs in Canada

- 2 – USA Deaths
- 4 – Canada



Canada

USA

Movement of Workers

Deaths

Placement of Jamaicans in overseas employment

For the FY 21/22 15,449 Jamaicans benefitted from the overseas employment programme opportunities in the United States and Canada operated by the MLSS. Of the 9,220 workers who gained employment opportunities in Canada, 8,531 participated in the Seasonal Agricultural Workers Programme while 689 participated in the Low Skill Programme. The number of workers who travelled to Canada declined by 9.4 per cent in FY 2021/22 relative to FY 2020/21.

The number of workers who travelled on the US Farms and Hotel Programme during FY 2021/22 totalled 6,229. Of this total, 4,524 participated on the US Farm programme while 1,705 participated on the Hotel Programme. There was an increase in the number of workers who travelled to the US programme by 7.3 per cent when compared the previous reporting period. This increase was attributable to a 56.8 per cent rise in the number of workers who travelled on the US Hospitality Programme when compared to the 2020/21 FY.

Movement of Workers

Of the 4,524 workers recruited for the U.S. Farm Work Programme, 44 went Absent Without Official Leave (AWOL), while, regrettably, two death occurs (See Table). For the FY 2021/22, 1,705 workers participated in the Hospitality Programme. Of this total, six (6) person went AWOL, while 49 persons were transferred to private programmes.

During the FY 2021/22, 554 workers under the Canada Seasonal Agricultural Workers programme went AWOL, 22 persons breached their contract while regrettably, 4 deaths occurred.



Employment Agency Unit

The strategic objective of the Employment Agencies 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 award, renewal or revocation of licences are among the functions of the unit.

The core functions of the EAU include inspections and investigations. For the FY 2021/22 a total of one hundred and ninety eight (198) inspections and eight (8) investigations were conducted. In addition, the investigations conducted were on various issues including refund, excessive fees structures and operating in contravention of the Act. Approximately 45 cases for refund were settled during the reported period.

Private Employment Agencies Licensed and Registered with the Ministry

For the FY 2021/22, 59 licences were issued. Of the 59 licences issued, 15 were new and 44 were renewals. In addition, 48 licences were issued to Operators to place persons in jobs overseas while 11 were issued to place applicants locally.

As at March 31, 2022, 67 Private Employment Agencies were licenced with the Ministry. Of this number, 51 (76.1 per cent) were licenced to place applicants in jobs overseas and 16 locally.

Registration and Placements by PEAs

The number of persons registered with Private Operators for employment both locally and overseas totalled 10,901 for the FY 2021/22. The data shows a significant increase of 5,329 (96 per cent) when compared to the 2020/21 FY. This significant growth is due to an increase in the number of persons registered for the Hospitality (H2B) programme of 3,548, followed by the J1 Student Work and Travel Programme with 1,399 when compared to the 2021/22 FY.

Four thousand five hundred and thirty seven (4,537) Jamaicans were placed in employment both locally and overseas through PEAs which were licensed and monitored by the MLSS. Of the total number of placements, 3,292 or 72.5 per cent were overseas while 1,245 or 27.4 per cent were local. The number of Jamaicans placed overseas declined by 727 or 18.1 per cent when compared to the 2021/22 FY. Despite a decline in overseas placements, the Hospitality programme increased by 1,092 (86.5 per cent).

The Electronic Labour Exchange

The Electronic Labour Exchange, (ELE) facilitates the efficient matching of jobseekers with prospective employers and forms the core of the web based Labour Market Information System (LMIS). The online services for jobseekers include the provision of career guidance information, as well as useful tips on résumé writing, job search and interview techniques as well as the ability to post the résumé. The LMIS also features online services to attract employers. These include the ability to post vacancies and access a database of skilled workers to seek and select qualified candidates.



Employer Service Rep., Mrs. Maxine Welcome-Knight shares information on the Labour Market Information System with students at the Portmore Community College during Youth Month 2022.

Registration (Companies and Jobseekers)

Nine hundred and thirty nine (939) companies were visited to promote the services of the ELE. Of the total number of companies visited, 57 companies have registered on the LMIS website.

During the period ending March 31, 2022, the number of persons registered with the ELE on the LMIS website, amounted to 5,370 (See Table L2). This represents over 300 per cent increase in job seeker registration. The significant increase is attributable to the job fair advertisements via social media as well as the social media campaign.

Vacancies, Referrals and Interviews

- During the period ending March 31, 2022, the ELE received 2,373 Notified Vacancies, a significant increase of 1,155 or 95 per cent when compared to the 2020/21 FY. The sharp increase in vacancies is attributable to the post-COVID recovery and rebound experienced within several sectors.
- Some 2,130 referrals were made to employers and as a result, 1,532 interviews were conducted and 758 persons gained employment. Referrals increased by 53 per cent, while the number of persons who gained employment increased by 25.5 per cent, when compared to the 2020/21 FY. In addition, the ELE was able to refer jobseekers for 87 per cent of the vacancies advertised on the LMIS.

Job Placements

- Seven hundred and fifty eight (758) persons were placed in jobs locally through the ELE which is an increase of 151 or 25 per cent when compared to the 2020/21 FY. Of the number of placements made, females accounted for 66 per cent. Additionally, ELE has achieved 50 per cent successful placements when compared to the number of interviews conducted for the 2021/22 FY.
- During the 2021/22 FY, 150 persons were placed through the On-the-Job Training Programme (OJT). The OJT Programme refers to the Ministry's paid on-the-job-training internship programme which offers a practical approach to enhancing the employability of youth across Jamaica. The programme targets PATH beneficiaries between the ages of 18-25 years of age with a minimum of 5 CSEC passes. The programme allows participants to enroll in a one (1) week stipend-based Employability Skill Session, after which interns are placed in a 3-month internship with the view of gaining work place experience within various private sector organizations. Since the inception of the programme in 2013, over 3,100 participants have been placed in internship employment.

1

Registration (Companies and Jobseekers)

- ▲ 5,370 Jobseekers
- ▲ 67.9% Females

2

Vacancies, Referrals and Interviews

- ▲ 95% FY21/22
- ▲ 53% FY21/22

3

758 Placements ▲ 25% FY21/22
150 Placements via the On-the-Job Training Programme

Work Permit

Work permits and exemptions are granted based on the requirements of the Foreign Nationals and Commonwealth Citizens (Employment) Act (1964). Provisions are made for skilled CARICOM Nationals for free movement under the Caribbean 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, while taking 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, and charitable, for entertainment or sports.

Applications Received

During the 2021/22 FY, 4,479 work permit applications were received, of which 2,800 were renewals while 1,679 were new applications, 580 or 15 per cent more requests were made for Work Permits in FY 2021/2022 than in the previous reporting period. Additionally, new work permit applications increased by 829 when compared to the 2020/21 FY.

The highest number of work permit applications was received from the "Managers" Occupational Group which registered 1,561 or 35 per cent during the FY 2021/2022, This was followed by the "Technicians and Associate Professionals" group with 1,005 or 22.4 per cent. Similar trends were observed within these occupational group during the 2020/21 FY. The number of applications received for the occupational category "Managers" increased by 84 or 6.1 per cent in FY 2021/2022 when compared to the previous reporting period.

An examination of the data by industry group, shows that the largest number of applications received

were from the "Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles" industry group with 1,876 or 42 per cent. This was followed by "Construction" and "Accommodation" and "Food Service Activities" industry groups with 654 or 14.5 per cent and 630 or 14 per cent respectively. In addition, Work Permit application in both industries increased by 6.2 per cent and 31 per cent respectively when compared to the 2020/21 FY. Increases were also observed in the "Manufacturing" and Human Health and Social work Activities industries by 31.8 and 11.6 per cent respectively.

Applications Approved

The number of work permit approvals granted for the 2021/22 FY was 4,474 up from 3,275 in 2020/21. This reflects an increase of 1,199 or 37 per cent in FY 2021/22 relative to the previous year. Further observation of the data showed that both new and renewal work permit applications increased by 865 and 324 respectively.

The occupational group "Managers" accounted for most of the work permits approved for the 2021/22 FY with 1,651 or 37 per cent followed by "Technicians and Associate Professionals" with 1,053 or 23.5 per cent (See Table Lx).

During the FY 2021/22 work permit approvals by industry showed that the "Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles" industry accounted for the highest number (2,036 or 45.5 per cent) of work permit approvals, followed by the "Accommodation and "Food Service Activities" industry with 623 or 14 per cent. Additionally, work permit approvals within the aforementioned industries, both increased by 49 per cent and 46 per cent when compared to the 2021/22 FY. Further review of the data revealed that approvals within the said industry, increased by 668 or 49 per cent.

Caricom Single Market and Economy

THE FREE MOVEMENT OF PERSONS

The CARICOM Single Market and Economy (CSME) allows specific skilled CARICOM 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 and is issued by the MLSS, which is the competent authority for the implementation of the Free Movement of Skills Policy. The Certificate was first issued in Jamaica on September 24, 1997. For

the 2021/22 FY, 167 certificates were issued to CARICOM nationals (See Table L1). The data showed that 76 per cent of the certificates issued were to Jamaican nationals and that the number of certificates issued increased by 54 or 48 per cent, when compared to the 2020/21 FY. Analysis of the data by sex revealed that male recipients increased by 38 or 57.5, while the number of female recipients increased by 16 or 24 per cent, when compared to the 2020/21 FY.

**CARICOM SINGLE MARKET CERTIFICATES ISSUED BY COUNTRIES
AND SEX: 2020/21 AND 2021/22**

L1

COUNTRIES	2020/21			2021/22		
	M	F	T	M	F	T
ANTIGUA & BARBUDA	1	0	1			0
BARBADOS	1	2	3	3	1	4
BELIZE	1	2	3	0	1	1
DOMINICA	0	2	2	1	0	1
GRENADA	1	4	5	1	0	1
GUYANA	3	3	6	4	3	7
JAMAICA	33	37	70	67	60	127
ST. LUCIA	0	1	1	0	1	1
ST. KITTS & NEVIS	2	1	3	0	1	1
ST. VINCENT	0	1	1	1	1	2
TRINIDAD & TOBAGO	5	13	18	8	14	22
TOTAL	47	66	113	85	82	167

Occupational Safety And Health

The Occupational Safety and Health Department (OSHD) is responsible for promoting, monitoring and enforcing safe and healthy workplaces under the Factories Act of 1943 and its attendant Regulations. 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 a comprehensive and modern safety and health legislation that provides protection for workers in all workplaces in accordance with international standards and best 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.

Accident Investigation

For the FY 2022, two hundred and twenty-four (224) accidents were reported. Of this number, 149 were qualified for investigation and 88 accidents were investigated. There was 1 per cent decline in reported accidents when compared to the previous reporting period. Accident investigations increased to over

200 per cent due to the relaxation of the COVID 19 containment measures. Unfortunately, one (1) death occurred from the accidents reported.

Fifty-four (54) special investigations were done in FY 2021/22. These special investigations were based on requests made to the OSH Department from employees and employers. Compared to the 2020/2021 FY, special investigations increased by 48 or 84.2 per cent.

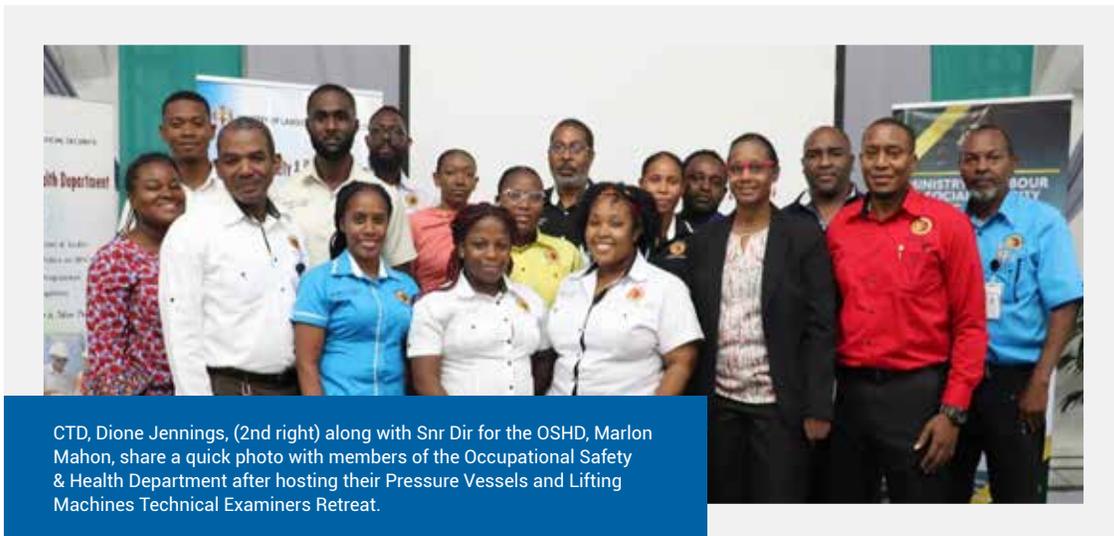
Inspections of workplaces under the ambit of the Factories Act

Inspections carried out by the OSH inspectors totalled 1,958 for FY 21/22, an increase of 10.4 per cent when compared to FY 2020/21.

Factory inspections accounted for 1,214 or 62 per cent of the total. Additionally, 676 Inspections of Building Operation Works of Engineering Construction (BOWEC) sites were done and 14 factory building plans were approved, while 54 ships and 14 docks were inspected.

Public Awareness/ Sensitization sessions

In order to increase public awareness on Industrial Safety, 28 sensitization sessions were held during the 2021/22 FY. Twenty (20) of these sessions were conducted face to face while eight (8) were conducted virtually.



CTD, Dione Jennings, (2nd right) along with Snr Dir for the OSHD, Marlon Mahon, share a quick photo with members of the Occupational Safety & Health Department after hosting their Pressure Vessels and Lifting Machines Technical Examiners Retreat.

Child Labour Unit

The United Nations General Assembly (UNGA) collectively adopted a resolution declaring 2021 as the International Year for the Elimination of Child Labour. This resolution highlighted the commitment of Member States' to take direct and effective measures to end forced labour, modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour. It also recognized the importance of strengthening global partnerships to ensure the implementation of the 2030 Agenda for Sustainable Development, including the implementation of the goals and targets related to the elimination of child labour.

The Government of Jamaica through the Ministry of Labour and Social Security, held a virtual launch for the International Year for the Elimination of Child Labour on June 11, 2021 observed under the theme, 'Act now and End Child Labour.' At this launch, the Government expressed the commitment of Jamaica to continue working with national, regional and international partners to accelerate measures to achieve Target 8.7 of the Sustainable Development Goals, which speaks to eliminating of the scourge of child labour in all of its forms by 2025.

Sensitisation Sessions

The public awareness campaign encouraged citizens to join the fight to eradicate child labour in all its forms by 2025, in accordance with Target 8.7 of the Sustainable Development Goals. To achieve this objective, the Child Labour Unit continued its public awareness drive on issues surrounding child labour and human trafficking.

A total of nine (9) sensitization sessions and 10 workshops were conducted for the 2021/2022 calendar year. Five (5) of the sensitization sessions took the form of community level interventions in zones of special operations across five (5) communities: August Town, Denham Town, Greenwich Farm, Mount Salem and Westmoreland. Approximately 264 persons across these communities were sensitized on child labour and human trafficking. Additionally, there were 3 virtual sensitization sessions during the year in which 40 persons were sensitized.

Face to face workshops were conducted MLSS Labour Officers, Union Representatives, Employer representatives and the Jamaica Household Workers Union, totaling approximately 200 participants. The training covered the following:

- International Standards and ILO Conventions Re: Child Labour
- Child labour & Worst forms of Child Labour or Child Work
- Child Labour Statistics in Jamaica
- Jamaica's Legislations for Combating Child Labour and Human Trafficking
- Efforts to eliminate Child Labour In Jamaica
- General Compliance Inspection Form
- Role of the Ministry of Labour and Social Security

Raising Awareness

World Day Against Child Labour (WDACL) – Theme: Protect Children from Child Labour, now more than ever.

The WDACL is observed annually on June 12, which focuses on the global extent of child labour, and the actions and efforts needed to eliminate it. This day was established by the International Labour Organisation (ILO) in 2002, and celebrated worldwide. Annual celebration of WDACL brings together governments, employers and workers organizations, civil society, as well as millions of people from around the world, to highlight the plight of child labourers and what can be done to help them. The theme focused on actions to be taken for the 2021 International Year for the Elimination of child labour.

In observance of WDACL 2021, coupled with the COVID-19 pandemic and challenges associated with same, the MLSS hosted an Online Poster Competition for children ages 5 – 17 years old. This provided the opportunity to engage the children's interest surrounding the issue of child labour, raising awareness, showing their creative skills whilst making it fun for them.

The competition included four (4) age classifications:

Children 5-7 (sub-theme: Save the child)

Children 8-10 (sub-theme: Say no to child labour)

Children 11-14 (sub-theme: Stop child labour)

Children 14-17 (sub-theme: Jamaica, free of child labour)

Twelve (12) winners were announced on September 24, 2021 and an Awards Ceremony held on Friday, November 26, 2021, at the Knutsford Court Hotel, Kingston, Jamaica.



Labour and Social Security Minister, Karl Samuda (center) supports protection with the first place winners of the 2021 Child Labour Online Poster Competition, Javardo Lawrence, (left) from Ardene High School, age 14-17 category, Layla Edwards, (1st left), age 5-7 category, J-Hanna Craig Hill (1st right) age 8-10 category both from Beulah Primary School and Zoe Morgan (right) age 11-13 category from Campion College.

International Labour Agencies And Information (ILA&I)

The Ministry is the focal point for the ILO and has responsibility for planning, organising and administering duties in keeping with Labour Treaties and Agreements, which devolve on the Government of Jamaica as a member of the United Nations, International Labour Organisation, Organisation of American States, Caribbean Community and other international and regional bodies.

The reports below were submitted to the International Labour Organisation (ILO) in December 2021, with the input of the Social Partners: Jamaica Employers' Federation, the Jamaica Confederation of Trade Unions and other relevant Ministries and Agencies.

- C87 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (Observation and Direct Request)
- C 81 - Labour Inspection Convention, 1947 (Direct Request)
- C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (Direct Request)
- C98 - Right to Organise and Collective Bargaining Convention, 1949 (Observation)
- C 11 - Right of Association (Agriculture) Convention, 1921

Pursuant to Article 19 of the ILO's Constitution, a report was prepared on Unratified Conventions and Recommendations. The report was in relation to Convention 156 and Recommendation 165 (**Workers with Family Responsibilities**) and Convention 183 and Recommendation 191 (**Maternity Protection**), for the period ending February 28, 2022. The report was prepared in consultation with the Social Partners: Jamaica Employers' Federation, the Jamaica Confederation of Trade Unions and other relevant Ministries and Agencies. The Ministry is awaiting no objection from stakeholders on the final report, to enable transmittal to the International Labour Organization.

Preparatory work has started for the drafting of the following reports:

- C138 - Minimum Age Convention, 1973 (Observation)
- C29 - Forced Labour Convention, 1930 (Direct Request)
- C182 - Worst Forms Of Child Labour Convention, 1999 (Observation And Direct Request)
- C105 - Abolition Of Forced Labour Convention, 1962 (Observation)

Jamaica Productivity Center (JPC)



The Jamaica Productivity Centre hosted their United Nations Industrial Development Organization (UNIDO) Equip Policy Training during November 26-30, 2022.

The Jamaica Productivity Centre (JPC) is the national organization responsible for promoting and facilitating productivity enhancement at the national, sectoral, industry and enterprise levels. The JPC undertook several initiatives to drive public awareness, promote a productivity-conscious culture and support productivity improvement during FY 2021/2022.

1. Partnerships for increased visibility and understanding of productivity

With the goal of increasing knowledge and raising awareness of productivity and its significant role in driving the economy, stakeholders and the wider public were engaged through a multi-pronged campaign that resulted in promoting productivity tools, knowledge and understanding. Information and data were translated through various means including traditional media (print, radio and television) as well as social media promotions and engagement to promote productivity across Jamaica. Strategic partnerships with key industry and social personalities facilitated wider reach for promoting productivity best practices. JPC's productivity ambassadors authored two key (2) articles and participated in eleven (11) me-

dia interviews on the matter of productivity to build awareness among people and organizations. Media promotions were also utilized as a strategy, along with the websites and social media pages of the Ministry of Labour and Social Security and the Jamaica Information Service. The JPC was engaged in several partnership arrangements regarding productivity promotion and advocacy for the year, which included participation from: UWI Hugh Shearer Labour Studies Institute, UWI Department of Economics, MIND, UTECH, and Jamaica Chapter of the International Association of Innovation Professionals (IAOIP)/ CARI-CODE. These engagements resulted in new and ongoing internship programmes, partnership meetings and the development of training programmes, geared toward transferring knowledge and capacity building and enhancing capabilities.

2. Increasing awareness of the benefits of productivity among individuals and enterprises

For the fiscal year, the JPC informed public discourse and shared information on productivity indicators, trends, strategies by facilitating more than twenty (20) sensitization sessions which reached thousands

of participants from various organizations across industries, impacting both public and private sectors. Although many sessions have been held virtually as a result of the pandemic, the JPC was able to expand its reach through various media platforms (including social media and live streaming). Additionally, the Centre through partnership, held several joint capacity building sessions with students and lecturers from two (2) of Jamaica's major universities—The University of the West Indies and The University of Technology. As part of its productivity awareness drive, the Centre also established and executed competitions to demonstrate and highlight the innovation ideas that Jamaicans had to support productivity growth. Two (2) competitions were launched during the fiscal year—the Productivity Innovation Competition 2021 and the Productivity Photo Collage Competition. The competition boosted engagement on the social media pages of the Centre and increased the exposure of Jamaicans to productivity related concepts. The competition also showcased the innovative ideas and productivity strategies from Jamaican citizens.

The Centre celebrated World Productivity Day on June 20, 2022, by hosting a week of activities including a flagship Forum with private sector interests. Other activities during the week included a series of productivity workshops and the announcement of the Productivity Innovation Competition winners.

Quarterly productivity forums were held during FY 21/22, reaching over 400 participants during the live sessions as well as others who would have viewed and/or listened on radio, or social media along with participants who tuned in to rebroadcasts on television. The productivity forums were held on the following themes:

- The World Productivity Day 2021 – National Pathway toward Resilient and Sustainable Productivity Improvement
- Productivity, COVID-19 and Human Capital Development
- Working from Home: Productivity and Issues Implications for the Future of Work
- Lead Time and Profitability: What everyone in business should know

Through these forums, the Centre engaged with lo-

cal and international specialists to share information necessary to design more effective and efficient processes in the public and private sectors.

Approximately seventeen (17) articles were drafted/published for the year by employees and interns within JPC; and a considerable increase in social media engagement with 883 new followers across the platforms. Additionally, radio and television interviews contributed to a total of 1,664,314 media impressions.

3. Enhancing ecosystem for productivity growth through knowledge, measurement, innovation and training

The Technical Assistance Services Unit (TASU) facilitated thirteen (13) productivity improvement workshops throughout FY21/22, which impacted 14 organizations across sectors, including MLSS, HEART/NSTA Trust, Consolidated Bakeries Jamaica Limited, UTECH, and UWI. The team also conducted 14 customized productivity audits and conducted 47 consultations. Over 100 participants affiliated with these organizations expanded their competency from these workshops. In a continued effort to support the growth and sustainable improvement of its stakeholders the team held 15 follow-up sessions to determine productivity improvement. These interventions resulted in organizations benefiting from waste reduction, improved operational efficiency, and implementation of productivity best practices. Clients have shared how they have been impacted by these productivity improvement interventions. The CEO of the Uniform Centre indicated that it "created value, helped to increase team morale, thus leading to future productivity improvement." Participants in the Consolidated Bakeries Jamaica Limited workshop noted that the activity "highlighted areas for further investigation that could lead to improvements in productivity. The comparisons with similar operations in the same industry were useful."

The JPC conducted an additional seven (7) workshops to equip private and public stakeholders with the knowledge and tools to apply productivity strategies in their personal and organizational settings. These workshops included a Productivity Management workshop series held in conjunction with the UWI Hugh Shearer Labour Studies Institute and workshops held during Productivity Week 2021.

The Research and Measurement Unit continued to estimate and track national productivity indicators at an annual and quarterly frequency. This data has been used to inform policy discussions, develop policy recommendations, fulfill data requests with stakeholders, guide workshop activities and assess the effectiveness of interventions.

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

As the Center seeks to advocate for and offer research driven solutions to spur inclusive and sustainable growth in productivity, the Research and Measurement Unit continues to work towards the development of a National Policy for Productivity. A Concept Note encapsulating the evidence-based recommendations is being prepared for submission to Cabinet in the 2022/2023 fiscal year. The Policy will impact and include the input of a wide cross section of stakeholders.

The Research and Measurement Unit maintained its mandate to estimate, track and report on productivity throughout the year. This supported the JPC's ability to provide data to stakeholders upon request. Data and information on quarterly national output per worker statistics were estimated to be later drafted into reports. Estimates are available for the following quarters: July–September 2021 and October–December 2021. The unit also researched current factors of productivity. To understand the impact of weather and climate change on productivity, a survey was conducted to acquire information on the impacts of Tropical Storm Grace on individual productivity. This resulted in a template being created to collect future information on the impact of disasters on productivity.

5. Improved institutional framework for delivery of productivity strategies

- Continuous improvement remains a top priority for the JPC within its operations. To this end, the JPC team participated in 46 internal and external capacity building sessions. Directors of the Centre obtained certification from CARICAD in Leadership training.
- The JPC continues to work towards its goal of becoming ISO9001:2015 certified. The team completed the required stage 1 and stage 2 certification audits and is awaiting certification.
- The National Competitiveness Council Subcommittee, along with the JPC met with key stakeholders to assess their ability to provide the critical information needed to establish baselines and measure national Total Factor Productivity. The data to be collected during this process will be influential in the analysis used to inform policy and programme discussions.
- Partnerships with educational institutions continue to provide opportunities for internship programs. One partnership of note was between the Hugh Shearer Labour Studies Institute and the JPC to facilitate a Productivity Management Workshop Series to trade unionists and managers. These partnerships assist in transferring productivity knowledge and continue to build a culture of productivity within the Jamaican labour force.
- JPC has committed to aligning its activities with the recommendations made in a report by the COVID-19 Labour Market Task Force committee. This includes analysing and taking a more people-centric approach to productivity improvement strategies.

APPENDIX



APPENDIX 1

NATIONAL INSURANCE FUND STATEMENT OF CHANGES IN NET ASSETS OF FUND FOR THE YEAR ENDED MARCH 31, 2022

				Unaudited	Unaudited
				2022	2021
				\$000	\$000
Investment and Other Income					
	Interest			5,396,546	5,012,994
	Dividends			935,174	728,294
	Property Rental			410,448	345,158
	Gain (loss) on Investments			3,371,214	6,738,239
	Other			7,555	1,777
				10,120,936	12,826,462
	Share of Profit /(Losses) - Subsidiary and Associated Companies			-	-
	Total Investment Income			10,120,936	12,826,462
	Contributions			35,750,160	25,188,537
	Less Allocation to the NHF			(5,937,620)	(4,135,253)
				39,933,476	33,879,746
	Less Pension Benefits Paid			(20,961,092)	(20,507,756)
				18,972,384	13,371,990
	Less Administrative Expenses:				
	Secretariat			(88,105)	(79,407)
	Scheme			(1,078,809)	(1,050,442)
	Provision for Bad Debts			(32,320)	(44,388)
	Provision for Expected Credit Loss			-	-
	Net increase in assets resulting from Operations			17,773,150	12,197,753
	Beginning of Calendar Year - Revenue Reserves			125,670,595	113,472,842
	Fair Value Reserves			-	-
	NET ASSETS AVAILABLE FOR BENEFITS - End of Year			143,443,745	125,670,595

NATIONAL INSURANCE FUND FINANCIAL STATEMENT
NATIONAL INSURANCE FUND
STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2022

	Unaudited	Unaudited
	2022	2021
	\$000	\$000
CURRENT ASSETS		
Cash and Short-Term Investments	29,180,177	16,644,486
Accounts Receivables and Prepayments	1,965,624	1,810,201
	<u>31,145,801</u>	<u>18,454,687</u>
CURRENT LIABILITIES		
Accounts Payable and Accruals	(1,869,781)	(1,874,290)
NET CURRENT ASSETS	29,276,019	16,580,397
Fixed Assets	59,415	61,202
Investments - Money Market & Other	53,909,563	52,442,398
Investment - Listed Shares & Unit Trusts	36,298,452	34,010,647
Investment - Unlisted Ordinary Shares	869	869
Investments in Subsidiary Companies	1,569,565	1,169,933
Investments in Associated Companies	257,250	257,250
Investment Properties	20,396,725	20,330,940
Mortgage Receivables	8	8
Loan Receivables	1,675,878	816,951
NET ASSETS	143,443,745	125,670,595
ACCUMULATED FUND REPRESENTED BY:		
NET ASSETS AVAILABLE FOR BENEFITS	143,443,745	125,670,595
	<u>143,443,745</u>	<u>125,670,595</u>

APPENDIX 2

SOCIAL SECURITY DIVISION

SS2 DISBURSEMENTS AND BENEFICIARIES OF THE PUBLIC ASSISTANCE BY SEX AND GRANTS 2020/21 AND 2021/22

GRANTS	NUMBER OF BENEFICIARIES										DISBURSEMENTS	DISBURSEMENTS
											(\$)	(\$)
	2020/21					2021/22					2020/21	2021/22
	NONE	M	F	COMPANY	T	NONE	M	F	COMPANY	T		
REHABILITATION	0	100	256	0	356	3	355	699	0	1,057	17,850,416.58	63,678,132.93
COMPASSIONATE	6	247	983	3	1,239	11	545	1991	3	2,550	67,938,715.67	145,155,371.33
EMERGENCY	12	174	274	30	490	36	304	482	19	841	34,946,370.80	43,323,462.78
EDUCATION AND SOCIAL INTERVENTION	1	60	337	5	403	9	108	523	0	640	18,088,487.28	29,335,425.86
TOTAL	19	581	1,850	38	2,488	59	1,312	3,695	22	5,088	138,823,990.33	281,492,392.90

SS2 DISBURSEMENTS AND BENEFICIARIES OF THE SHORT-TERM POVERTY INTERVENTION PROGRAMME: 2020/21 AND 2021/22

BENEFIT	NUMBER OF BENEFICIARIES		DISBURSEMENTS	
			(\$)	
	2020/21	2021/22	2020/21	2021/22
REHABILITATION GRANT	0	0	0	-
COMPASSIONATE GRANT	3,915	4,784	68,908,500.00	93,488,728.00
TOTAL	3,915	4,784	68,908,500.00	93,488,728.00

SS3 NUMBER OF YOUTHS PLACED IN SPECIAL EMPLOYMENT BY
PARISH AND SEX 2020/21 AND 2021/22

PARISH	2020/21		2021/22		TOTAL	
	MALE	FEMALE	MALE	FEMALE	2020/21	2021/22
KSA	32	56	20	53	88	73
ST. CATHERINE	7	54	12	31	61	43
HANOVER	1	12	1	5	13	6
TRELAWNY	0	0	0	7	0	7
ST. ANN	5	22	12	45	27	57
WESTMORELAND	3	8	0	9	11	9
ST.MARY	6	5	9	14	11	23
ST. JAMES	0	2	0	1	2	1
ST. THOMAS	4	28	0	24	32	24
MANCHESTER	7	31	3	6	38	9
PORTLAND	4	18	5	29	22	34
CLARENDON	14	18	11	25	32	36
ST. ELIZABETH	4	32	10	42	36	52
TOTAL	87	286	83	291	373	374

SS4 NUMBER OF BENEFICIARIES AND DISBURSEMENTS FOR
EDUCATIONAL AND ENTREPRENEURIAL GRANT: 2020/21 AND 2021/22

EDUCATIONAL GRANT	MALE		FEMALE		TOTAL		DISBURSEMENTS	
	2020/21	2021/22	2020/21	2021/22	2020/21	2021/22	2020/21	2021/22
TERTIARY	52	57	200	192	252	249	\$ 28,492,552.94	\$ 32,872,903.81
SECONDARY	34	29	111	116	145	145	\$ 6,501,655.00	\$ 6,547,735.00
SKILLS	1	0	2	0	3	0	\$ 205,000.00	\$ -
SUBTOTAL	87	86	313	308	400	394	\$ 35,199,207.94	\$ 39,420,638.81
TYPES OF ENTREPRENEURIAL GRANT	MALE		FEMALE		TOTAL		DISBURSEMENTS	
TRADING	2	7	6	6	8	13	\$ 680,028.00	\$ 1,096,248.85
MANUFACTURING	0	2	1	1	1	3	\$ 80,000.00	\$ 330,000.00
AGRICULTURE	7	1	1	6	8	7	\$ 724,435.46	\$ 640,000.00
SUB-TOTAL	9	10	8	13	17	23	\$ 1,484,463.46	\$ 2,066,248.85
GRAND TOTAL	96	96	321	321	417	417	\$ 36,683,671.40	\$ 41,486,887.66

SS5 REFERRALS OF CHILDREN FOR SPECIALIZED ASSISTANCE BY SEX:
2020/21 AND 2021/22

REFERRALS	2020/21		2021/22		2020/21	2021/22
	MALE	FEMALE	MALE	FEMALE	TOTAL	
PHYSIOTHERAPY	380	251	431	267	631	698
ORTHOPAEDIC	0	0	13	9	0	22
SPECIAL EDUCATION	85	42	110	48	127	158
OTHER AGENCIES	0	0	116	62	0	178
TOTAL	465	293	670	386	758	1,056

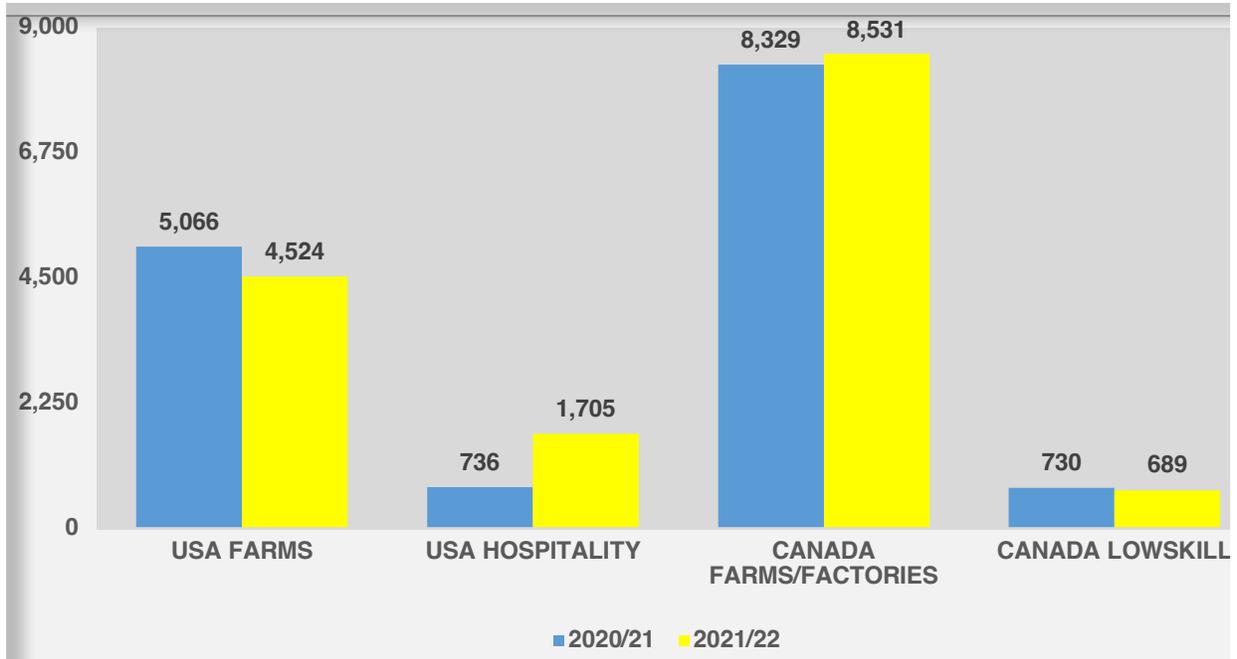
APPENDIX 3

LABOUR DIVISION

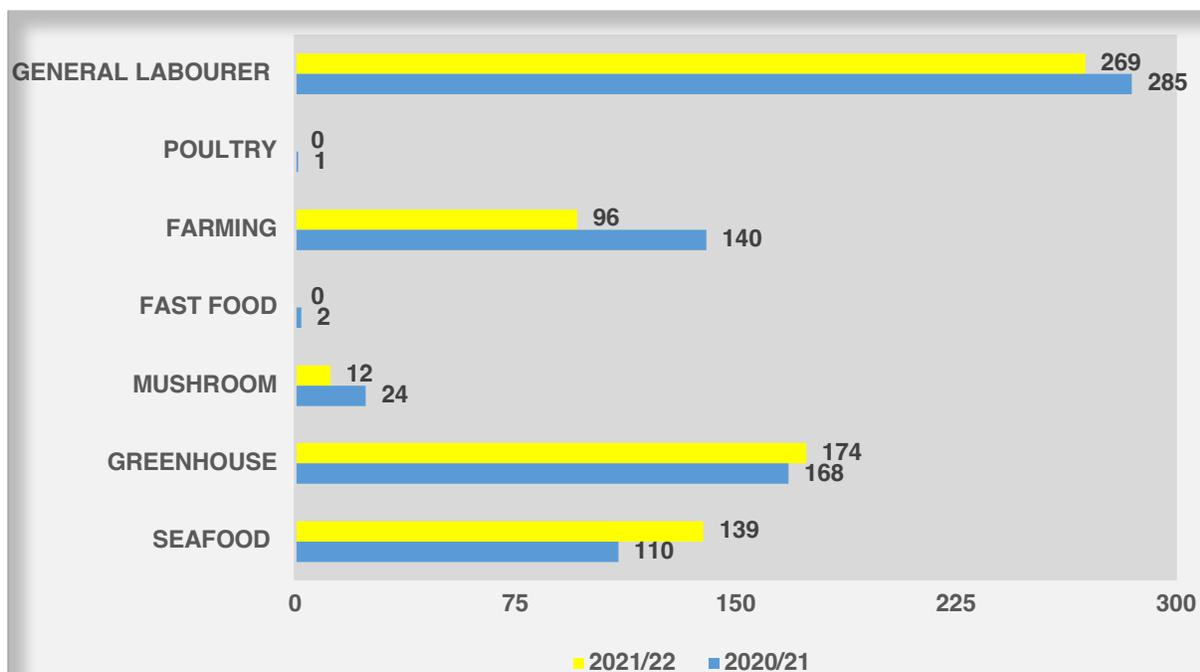
L1 REGISTRATIONS, NOTIFIED VACANCIES AND PLACEMENTS BY QUARTER AND SEX 2020/21 AND 2021/22

QUARTER	REGISTRATIONS						NOTIFIED VACANCIES		PLACEMENT					
	2020/21			2021/22			2020/21	2021/22	2020/21			2021/22		
	M	F	T	M	F	T	T	T	M	F	T	M	F	T
APR-JUN	13	38	51	3	7	10	144	508	8	27	35	9	69	78
JUL-SEPT	108	158	266	3	10	13	440	788	60	162	222	82	172	254
OCT-DEC	35	82	117	5	9	14	405	458	57	211	268	164	203	367
JAN-MAR	32	120	152	0	0	0	239	619	23	59	82	4	55	59
TOTAL	188	398	586	11	26	37	1,228	2,373	148	459	607	259	499	758

NUMBER OF WORKERS EMPLOYED OVERSEAS FOR FINANCIAL YEAR 2020/21 AND 2021/22



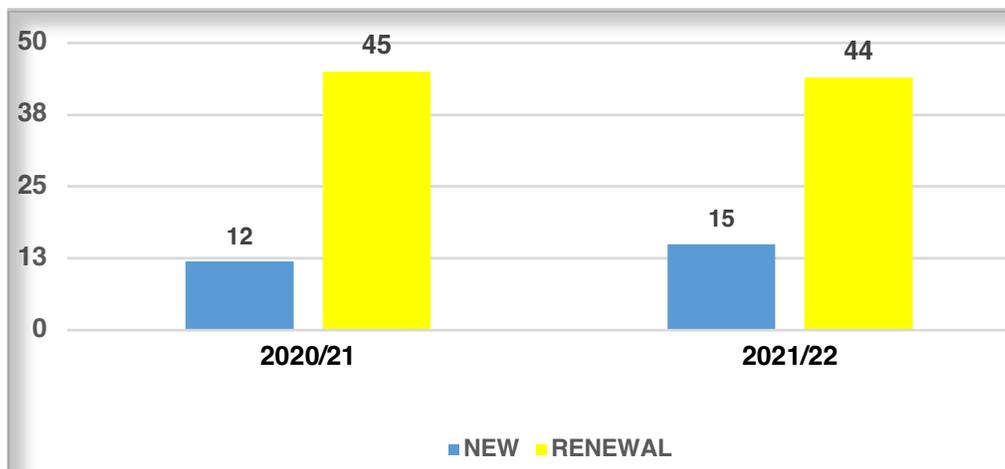
NUMBER OF WORKERS EMPLOYED ON THE CANADIAN LOW SKILLED PROGRAMME BY SKILL CATEGORY



MOVEMENT OF WORKERS ON THE U.S OVERSEAS PROGRAMME:
2020/21 AND 2021/22

FARM WORKERS	2020/21	2021/22	HOSPITALITY WORKERS	2020/21	2021/22
TOTAL IN U.S. AT BEGINNING OF THE	911	1,310	TOTAL IN U.S. AT THE BEGINNING OF THE FY	35	538
RECRUITED	5,066	4,524	RECRUITED	736	1,705
ADJUSTMENTS	2	19	ADJUSTMENTS	14	27
RETURNED TO JAMAICA	3,646	4,292	RETURNED TO JAMAICA	221	682
AWOL	15	44	AWOL	1	6
CHANGED STATUS	2	3	CHANGED STATUS	0	0
DECEASED	1	21	DECEASED	0	1
TRANSFER TO PRIVATE PROGRAMME	0	0	TRANSFER TO PRIVATE PROGRAMME	10	49

NUMBER OF LICENSES (NEW AND RENEWAL) ISSUED TO PRIVATE OPERATORS FOR FY 2020/21 AND 2021/22



NUMBER OF WORK PERMIT APPLICATIONS RECEIVED AND APPROVED
BY OCCUPATION: 2020/21 AND 2021/22

OCCUPATION	YEAR	RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
MANAGERS	2020/21	162	1,315	1,477	152	369	521
	2021/22	390	1,171	1,561	392	1,259	1,651
PROFESSIONALS	2020/21	222	420	642	136	1,140	1,276
	2021/22	365	388	753	294	367	661
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2020/21	247	867	1,114	233	730	963
	2021/22	393	612	1,005	371	682	1,053
CLERICAL SUPPORT WORKERS	2020/21	9	49	58	4	39	43
	2021/22	3	4	7	3	5	8
SERVICE AND SALES WORKERS	2020/21	36	233	269	32	194	226
	2021/22	112	261	373	109	291	399
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	2020/21	77	55	132	52	44	96
	2021/22	147	135	282	160	96	256
CRAFT AND RELATED TRADE WORKERS	2020/21	73	87	160	60	70	130
	2021/22	246	207	453	202	214	416
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2020/21	7	12	19	1	7	8
	2021/22	4	14	18	2	18	20
ELEMENTARY OCCUPATIONS	2020/21	17	11	28	4	8	12

	2021/22	18	8	26	6	3	9
ARMED FORCES OCCUPATIONS	2020/21	0	0	0	0	0	0
	2021/22	0	0	0	0	0	0
TOTAL	2020/21	850	3,049	3,899	674	2,601	3,275
	2021/22	1,678	2,800	4,478	1,539	2,935	4,474

**NUMBER OF WORK PERMIT APPLICATIONS RECEIVED AND APPROVED
BY INDUSTRY 2020/21 AND 2021/22**

INDUSTRY	YEAR	RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
AGRICULTURE, FORESTRY & FISHING	2020/21	99	100	199	74	79	153
	2021/22	185	174	359	198	145	343
MINING AND QUARRYING	2020/21	15	20	35	17	19	206
	2021/22	9	10	19	9	10	19
MANUFACTURING	2020/21	51	85	136	41	65	106
	2021/22	90	89	179	78	99	177
ELECTICITY, GAS, STEAM	2020/21	13	19	32	11	20	31
AND AIR CONDITIONING SUPPLY	2021/22	44	41	85	43	42	85
WATER SUPPLY; SEWAGE, WASTE MANAGEMENT AND	2020/21	1	6	7	1	6	7
REMEDIAATION ACTIVITIES	2021/22	3	4	7	3	5	8
CONSTRUCTION	2020/21	144	472	616	161	459	620
	2021/22	332	322	654	249	326	575
WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	2020/21	171	1,554	1,725	117	1,251	1,368
	2021/22	460	1416	1876	466	1,570	2,036
TRANSPORT STORAGE	2020/21	33	8	41	12	6	18
	2021/22	14	7	21	12	6	18
ACCOMMODATION AND FOOD SERVICE ACTIVITIES	2020/21	68	414	482	65	362	427
	2021/22	202	428	630	194	429	623

INDUSTRY	YEAR	RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
INFORMATION AND COMMUNICATION	2020/21	57	78	135	57	86	143
	2021/22	68	59	127	64	64	128
FINANCIAL AND INSURANCE ACTIVITIES	2020/21	5	13	18	4	10	14
	2021/22	26	17	43	26	18	44
REAL ESTATES ACTIVITIES	2020/21	1	3	4	1	3	4
	2021/22	4	3	7	3	3	6
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	2020/21	1	1	2	1	2	3
	2021/22	4	1	5	4	1	5
ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	2020/21	0	4	4	0	6	6
	2021/22	1	2	3	1	1	2
PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	2020/21	0	1	1	1	1	2
	2021/22	0	4	4	0	0	0
EDUCATION	2020/21	63	49	112	26	44	70
	2021/22	50	47	97	18	33	51
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	2020/21	35	63	98	28	51	79
	2021/22	73	60	133	58	48	106
ARTS, ENTERTAINMENT AND RECREATION	2020/21	14	26	40	12	24	36
	2021/22	21	27	48	20	26	
OTHER SERVICE ACTIVITIES	2020/21	76	124	200	43	97	140
	2021/22	90	77	167	90	100	190

INDUSTRY	YEAR	RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS AND SERVICES - PRODUCING ACTIVITIES OF HOUSEHOLDS	2020/21	1	6	7	0	7	7
FOR OWN USE	2021/22	3	11	14	3	8	11
ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES	2020/21	2	3	2	2	3	2
	2021/22	0	1	1	0	1	1
TOTAL	2020/21	850	3,049	3,896	674	2,601	3,275
	2021/22	1,679	2,800	4,479	1,539	2,935	4,474

WORK PERMIT RECIPIENTS (NEW AND RENEWAL) BY REGION OF ORIGIN: 2021/2022

REGION OF ORIGIN		NEW			RENEWAL			TOTAL		
		M	F	T	M	F	T	M	F	T
NORTH AMERICA		138	34	172				402	76	478
	2021/22	38	28	66	39	26		77	54	131
LATIN AMERICA		16	2	18				65	12	77
	2021/22	318	28	346	235	29		553	57	610
CARIBBEAN		49	27	76				255	86	341
	2021/22	141	43	184	233	79		374	122	496

EUROPE		63	16	79				224	65	289
	2021/22	96	29	125	142	52		238	81	319
AFRICA		14	3	17				60	11	71
	2021/22	22	8	30	50	2		72	10	82
ASIA		67	44	111				1,443	68	1,511
	2021/22	659	126	785	1,595	446		2,254	572	2,826
OCEANIA		2	0	2				6	2	8
	2021/22	2	1	3	5	2		7	3	10
TOTAL		549	126	675				2,655	620	3,275
	2021/22	1,276	263	1,539	2,299	636		3,575	899	4,474

NUMBER OF ACCIDENTS REPORTED AND SPECIAL INVESTIGATIONS CONDUCTED: 2020/21 AND 2021/22

