



The Ministry of Labour  
and Social Security

# ANNUAL REPORT 2022-2023

Providing Opportunity,  
Stability and Social Protection







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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 industrial actions. These include hospitals, firefighting 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:-

- a) terms and conditions of employment, or the physical conditions in which workers are required to work; or
- b) engagement or non-engagement, or termination or suspension of employment, of one or more worker; or
- c) allocation of work as between workers or groups of workers; or
- d) any matter affecting the privileges, rights and duties of any employer or 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 institutions 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 INSPECTION**

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

Hon. Karl Samuda, OJ, CD, MP

Minister of Labour and Social Security

I am pleased to present the Annual Report of the Ministry of Labour and Social Security, highlighting our achievements during the 2022/2023 fiscal year. This period underscored the persistent challenges posed by the lingering repercussions of the pandemic.

Nevertheless, the Ministry remains steadfast in its commitment to fulfilling its mandate of ensuring social protection and fostering social inclusion for the people of Jamaica.

With a sense of pride, we note the ongoing efforts of the Jamaica Council for Persons with Disabilities (JCPD) in safeguarding the rights of individuals with disabilities, while facilitating their social, educational, and economic advancement. As of February 2023, the JCPD boasts a registry of 15,234 applicants. Their impactful work resulted in the disbursement of J\$18.1 million in assistive aids, economic empowerment grants, and rehabilitation grants to 297 persons living with disabilities.

The National Investment Fund demonstrated effective management of the National Insurance Scheme's funds, contributing J\$38.2 billion from NIS contributors in the financial year. Through 2,190 public education sessions, the NIS disseminated information about its benefits, attracting over 40,000 new contributors. This influx aided in disbursing J\$2.2 billion to NIS pensioners.

The Ministry's commitment to supporting families across Jamaica persisted through the Programme of Advancement through Health and Education (PATH). During the review period, we extended aid to 273,000 beneficiaries, disbursing over \$8 billion—an 18.5% increase in PATH benefits compared to the previous fiscal year.

In 2021, we initiated the implementation of the social pension program tailored for individuals aged 75 and above, who are not in receipt of any pension or stable income. As of March 2023, the program has successfully catered to over 12,000 beneficiaries.

The Rehabilitation Programme, integral to the ministry's commitment to societal welfare, continued to extend grants to the vulnerable. In the 2022/2023 fiscal year, a total of 9,725 individuals benefited from public assistance grants, amounting to \$233.6 million.

In regards to labour, substantial headway persists in the labour market reform. Examination of the status of recommendations by the Labour Market Reform Commission (LMRC) reveals the full implementation of 45% of the recommendations. Furthermore, an additional 28.3% are currently undergoing implementation processes. Our commitment remains steadfast in advancing efforts to execute all recommendations.



The Ministry of Labour and Social Security remains committed to enabling the engagement of Jamaican workers in the agricultural and hospitality sectors of the United States of America and Canada through the Overseas Employment Programme. In the fiscal year 2022/2023, 15,800 individuals were contracted for employment in the United States and Canada, signifying a 2.3% upswing from the preceding year. The Ministry actively explores opportunities for expanded employment for Jamaicans in both conventional and non-traditional sectors within both nations.

In the fiscal year 2022/2023, the Ministry received reports of 175 industrial disputes relating to terminations, reflecting an 8% increase from the preceding fiscal year. The Ministry is dedicated to resolving these issues to uphold a harmonious work environment.

The Jamaica Productivity Center (JPC) persists in making noteworthy progress towards achieving the ISO9001:2015 certification. Throughout the

fiscal year 2022/2023, the JPC undertook a series of initiatives to heightening public awareness, fostering a culture of heightened productivity, and actively supported endeavours for productivity enhancement, all aligned with its strategic objectives. Concurrently, the JPC remains dedicated to advancing the development of a national policy for productivity.

As we persist in advancing our legislative agenda, we pledge to diligently enhance service deliveries, incorporate technology to optimize our business processes and utilize digital platforms for efficient distribution of pensions and other financial support to our citizens.

I wholeheartedly commit my leadership to the ongoing progression of labour and social security protection for the Jamaican people, aligning with the overarching goals of Vision 2030, the Jamaica National Development Plan for comprehensive social and economic development.



## Message from the Permanent Secretary

Colette Roberts Ridsen, CD

Permanent Secretary

2022/2023

Throughout the fiscal year 2022/2023, the Ministry steadfastly upheld its mandate to deliver premium labour and social protection services to the people of Jamaica. Through the collective efforts of our departmental teams, and by extension, the government of Jamaica, we diligently strived to foster growth in productivity, cultivate a harmonious industrial work environment, and facilitate social inclusion for all.

For the period under review, the Ministry continued to drive the provision and promotion of social protection strategies and programmes tailored to the most vulnerable of our society. In alignment with this objective, collaborative efforts from the Jamaican government and support from international donor agencies, including the UN's World Food Programme, enabled us to conduct training courses and workshops focused on the assembly and disassembly of Emergency Deployment Kits, which were previously delivered to the Caribbean Disaster Emergency Management Agency (CDEMA).

The Ministry persisted in its commitment to raise awareness and eliminate child labour within society, by strengthening collaborative efforts with regional and international partners. A financial aid package totaling USD \$20,000 from the International Labour Organization (ILO) was allocated to the advancement of the CLRISK Model, specifically mapping child labour risks at both the constituency and community levels within each parish. In addition, the Ministry

actively participated in the observance of World Day against Child Labour (WDACL) and conducted a video-monologue competition, providing students with a platform to express their thoughts and feelings regarding child labour as part of the broader initiative to heighten awareness.

During the fiscal year 2022/2023, our Ministry maintained its commitment to delivering services within the Zones of Special Operations. Collaboration with various private sector employment organizations, we provided employment opportunities for unemployed youths through our Special Employment Programme (SEP). Furthermore, we organized information fairs in these designated areas, extending services relating to PATH verification, senior citizen registration, and entrepreneurial grants, among other provisions.

The Ministry continuously offered assistance to young children living with developmental disabilities. Throughout the fiscal year, we successfully organized parenting workshops, administered physiotherapy sessions, and established a new sensation station in Hanover, to provide additional stimulation and therapy for children with sensory deficits.

As we look forward to the next financial year, we continue to take steps to improve our services in serving and protecting the labour and social security rights of the people of Jamaica.

I extend sincere appreciation to the dedicated staff of the Ministry of Labour and Social Security for their unwavering commitment and exceptional efforts in providing quality services to the Jamaican people throughout the year. Your dedication has been instrumental in advancing our mission and serving the needs of our community.

I would also like to express gratitude to our valued local and international partners who have played a pivotal role in supporting the Ministry's mandate. Your collaboration and assistance have significantly contributed to our ability to fulfill our responsibilities and make a positive impact on the lives of the Jamaican people. Thank you for your continued support and partnership.



## INTRODUCTION

### 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 Persons with Disabilities 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

1. Promote compliance with labour standards, decent work and access to employment towards an efficient and effective labour market.
2. Improve the lives of persons living in Jamaica through the delivery of effective social protection services resulting in sustainable national development .
3. Provide effective social security services.
4. Provide leadership to facilitate growth in productivity.

## VISION

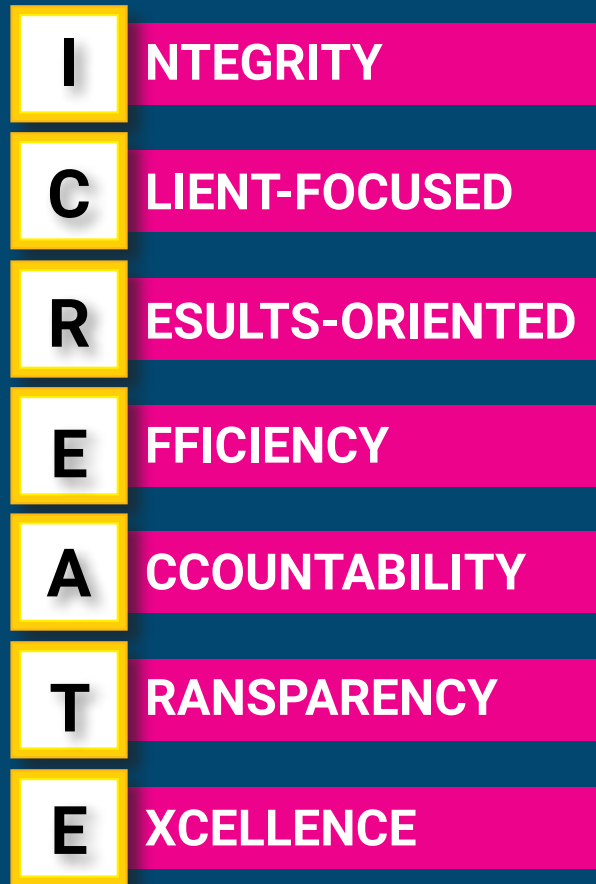
A service driven Ministry that delivers premium labour and social protection services towards the achievement of sustainable human and social development.

## MISSION

To promote sound labour relations and deliver effective social protection services that empower individuals and their families while advancing a culture of productivity and decent work.



## CORE VALUES (ICREATE)



SOCIAL PROTECTION



1



3

INCLUSIVE SUSTAINABLE ECONOMIC GROWTH AND JOB CREATION

HUMAN CAPITAL DEVELOPMENT



2

4

RULE OF LAW AND TIMELY JUSTICE OUTCOMES



## STRATEGIC OBJECTIVES

- To increase access and delivery of social protection services by 20 per cent over the medium term
- Increase employment opportunities within the Ministry 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

## OVERVIEW

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) is carried out by the Executive Direction and Administration Programme, which is headed by the Permanent Secretary. The areas which are administered by the Executive Direction and Administration are:

- 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, which is administered through:

- Industrial Safety, Promotion and Supervision
  - Occupational Safety and Health (OSH)
  - HIV Unit
- Labour Standards and Enforcement
  - Pay and Conditions of Employment Branch (PCEB)
  - Pre-conciliation Unit
  - Conciliation Department
  - Child Labour
- Employment Services
  - Local Employment/Electronic Labour Exchange (ELE)
  - Overseas Employment
  - Employment Agencies Unit (Licences Unit)
- Work Permit Services
  - Caribbean Single Market Economy (CSME) Skills Certificate

The National Productivity Programme, promotes national awareness of the concept of productivity in order to inculcate a productivity sensitive culture in Jamaicans. This programme is administered through the Jamaica Productivity Centre (JPC).

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

- Social Welfare Services
- Public Assistance and Support to other vulnerable groups
  - Programme of Advancement through Health and Education (PATH)
  - Rehabilitation Programme/Unit



- Social Intervention Services Unit
- Support to persons with Disabilities (PwDs)
- Early Stimulation Programme (ESP)
- Support to the Elderly
- National Council for Senior Citizens (NCSC)
- Social Security Services
- National Insurance Scheme (NIS)

#### National Insurance Fund (NIF)

The mandate of the Fund is to manage the investment portfolio in a manner that maximises returns on investments so as to provide pensions and other benefits to eligible persons registered under the NIF. The National Insurance Fund (NIF) is funded by contributions paid to the National Insurance Scheme. The contributions are invested by the National Insurance Fund (NIF).

#### Jamaica Council for Persons with Disabilities (JCPD)

The Council seeks to empower those with a disability, by promoting independence through training and development. It also works closely with other government and non-government agencies to ensure improved quality of life and independence for PwDs. Following the enactment of the Disabilities Regulations Act in 2022, the JCPD became a body corporate and is an agency of the Ministry.

## BUDGET SUMMARY

Total Funding Requirement	Actual Expenditure 2022/2023 J\$ 000)	Estimates Of Expenditure 2023/24
Total Recurrent	18,327,537.00	16,977,027.00
Total Capital B	-	-
Total Appropriations In Aid	-	-
<b>Total Funding Requirement</b>	<b>18,327,537.00</b>	<b>16,977,027.00</b>

# 2022/23 YEAR IN REVIEW

## KEY ACHIEVEMENTS

### SOCIAL ASSISTANCE

**J\$233.6M**

Paid to 9,725 individuals under the Rehabilitation Programme

**12,034**

Social Pensioners registered

**J\$9.6B**

Disbursed in PATH benefits to an average of 273,588 beneficiaries

**18.5% increase**

PATH Benefits

### SOCIAL SECURITY

**J\$20.2B**

Disbursed in Pension benefits

**47,947**

New NIS Contributors

**J\$38.2B**

Collected in NIS Contributions. J\$ 1.18 B collected in contribution arrears

**2,190**

Public Education Sessions

### SOCIAL PROTECTION

**29% Increase**

National Minimum Wage

**Policy Launch**

National Council for Senior Citizens

**762**

New clients assessed by the Early Stimulation Programme

**3,841**

Beneficiaries served within the Zones of Special Operations (ZOSO)

### INSPECTIONS AND INVESTIGATIONS

**167 inspections and 18 investigations**

Private Employment Agencies Unit

**88 accident investigations, 4 special investigations**

Occupational Safety and Health (OSH)

**2,454 Inspections**

Occupational Safety and Health (OSH)

**341 Inspections**

Work Permit

### LABOUR MARKET PROGRAMME

**15,800 Placed**

Overseas Employment Programme

**1,258 Job Placements  
3,575 Vacancies  
5,757 Registered**

Electronic Labour Exchange

**J\$69.4M**

Disbursed in Entrepreneurial Grants to 457 Steps to Work clients

**ISO 9001: 2015**

Jamaica Productivity Center

# 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

The Ministry conducted 2,190 public education sessions for the 2022/23 FY an increase of 672 or 44.2 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

Registration of new persons to the National Insurance Scheme totalled 47,947. As at March 31, 2023, the number of persons contributing to NIS totalled 529,850.

### BENEFIT DISBURSEMENTS

During the financial year, J\$20.2B was disbursed to NI Pensioners. Additionally, J\$524.879M was disbursed in NI Gold benefits, an increase of J\$9.119M or 2 per cent when compared to the 2021/22 FY.

### ELECTRONIC BENEFIT PAYMENT AND DIGITIZATION

The MLSS has facilitated electronic payments to 3,260 new pensioners by direct deposits to their bank accounts during the 2022/23 FY. As part of the thrust to increase efficiency through digitization, 79,767 benefit files were digitized, 26.7 per cent higher than the previous reporting period.

### NIS CONTRIBUTION

During the 2022/23 FY, the Ministry collected J\$38.2B in NIS contributions. This is a 28.2 per cent increase relative to 2021/22 FY. Additionally, J\$1.18B in contribution arrears were also collected.



# ACHIEVEMENTS

01

**PUBLIC EDUCATION SESSIONS**  
Increased by 44.2% in FY22/23

02

**REGISTRATION**  
New Pensioners 47,947

03

**TOTAL NIS CONTRIBUTORS**  
529,850

04

**BENEFIT DISBURSEMENTS**  
NI Pension J\$20.2B

05

**NI GOLD**  
J\$524.87M

06

**NIS Contributions Collected**  
J\$38.2B

07

**NIS CONTRIBUTIONS**  
J\$1.18B ARREARS collected

08

**DIGITISATION**  
79,767 files digitized

09

**NEW PENSIONS PAID BY DIRECT DEPOSIT** 3,260 pensioners

10

April 1, 2022, Insurable Wage Ceiling Increased to \$5M

# NATIONAL INSURANCE FUND

## 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.

The NIF's primary focus is to maximize returns within acceptable risk limits, whilst maintaining a level of liquidity to facilitate the timely payment of NIS benefits. Due to a series of parametric reforms related to improving NIS contribution inflows, the Scheme's operations produced a surplus of J\$ 19.97 billion for the financial year 2022/23. 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 and risk management given the changing dynamics of the investment environment locally, regionally and globally.

## STATEMENT OF FINANCIAL POSITION

The Net Asset Value (NAV) of the Fund continued to achieve sustained growth. As at March 31, 2023 the Net Asset Value achieved a year-over-year growth of J\$19.97 billion or approximately 14.1 per cent to J\$ 161.64 billion.

Total investment income including unrealized gains was approximately \$3.98 billion reflecting a decrease of J\$6.14 billion or 60.7 per cent when compared to the previous year. This decline was largely due to a more than expected loss on equities in particular, for the financial year. Overall, the contraction in equities was due to the effects of the higher interest rate environment which has negatively affected the

value of our stock holdings during the year. The Management fully expects that as interest rates stabilize and recede, unrealized gains on equities will recover during the 2023/24 financial year.

## PENSION BENEFITS FUNDED TIMELY

Total benefits payment for the 2022/23 FY was J\$ 20.72 billion which for a third consecutive year was fully covered by the Contribution (net of NHF) of approximately J\$ 38.23 billion. Contribution (net of NHF) saw a 28.24 per cent increase over the previous year. This increase is largely due to the impact of the latest parametric reform related to the NIS contributions which saw the increase in the insurable wage ceiling, moving from J\$3.0 million effective April 1, 2021 to J\$5.0 million effective April 1, 2022. Additionally, the public sector compensation review has also caused higher contribution inflows by virtue of higher salaries.

## STRENGTHENING ACCOUNTABILITY AND GOVERNANCE

The Ministry of Labour and Social Security and the NIF Secretariat are now engaged as a part of a working team with the Ministry of Finance and the Public Service to implement 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.

## PUBLIC ASSISTANCE PROGRAMMES

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

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.

For the financial year 2022/23, PATH provided payments to an average of 273,588 persons. Children accounted for 65 per cent of paid beneficiaries, while the elderly comprised 23 per cent as shown in Table SS1. As at February 2023, J\$9.6B was disbursed to PATH beneficiaries in bimonthly cash grants. During FY 2022/23 an average increase of 18.5 per cent was granted to beneficiaries. In addition, the Ministry facilitated the annual Back to School grants to offset school expenses in August 2022 at a total cost of J\$2.03B to 150,477 Student Beneficiaries. This was paid with the bimonthly cash grant in August 2022. Currently, 35 per cent of PATH clients receive their payments electronically, via cash card or remittance payments.

SS1

#### PATH BENEFICIARIES PAID BY BENEFICIARY GROUP FY 2022/23

BENEFIT GROUPS	AVG. NO. OF PAID BENEFICIARIES	BIMONTHLY CASH GRANTS DISBURSEMENTS (J\$)
CHILDREN 0-6 YEARS	29,619	656,459.00
STUDENTS	148,552	5,827,661.00
ADULT POOR	7,058	181,377.00
PERSONS WITH DISABILITIES	15,531	399,041.10
ELDERLY	61,725	2,233,136.80
PREGNANT/LACTATING	836	21,509.70
PAD/ POOR RELIEF	10,268	329,919.10
<b>TOTAL</b>	<b>273,588</b>	<b>\$ 9,649,103.00</b>

### PATH SOCIAL ASSISTANCE

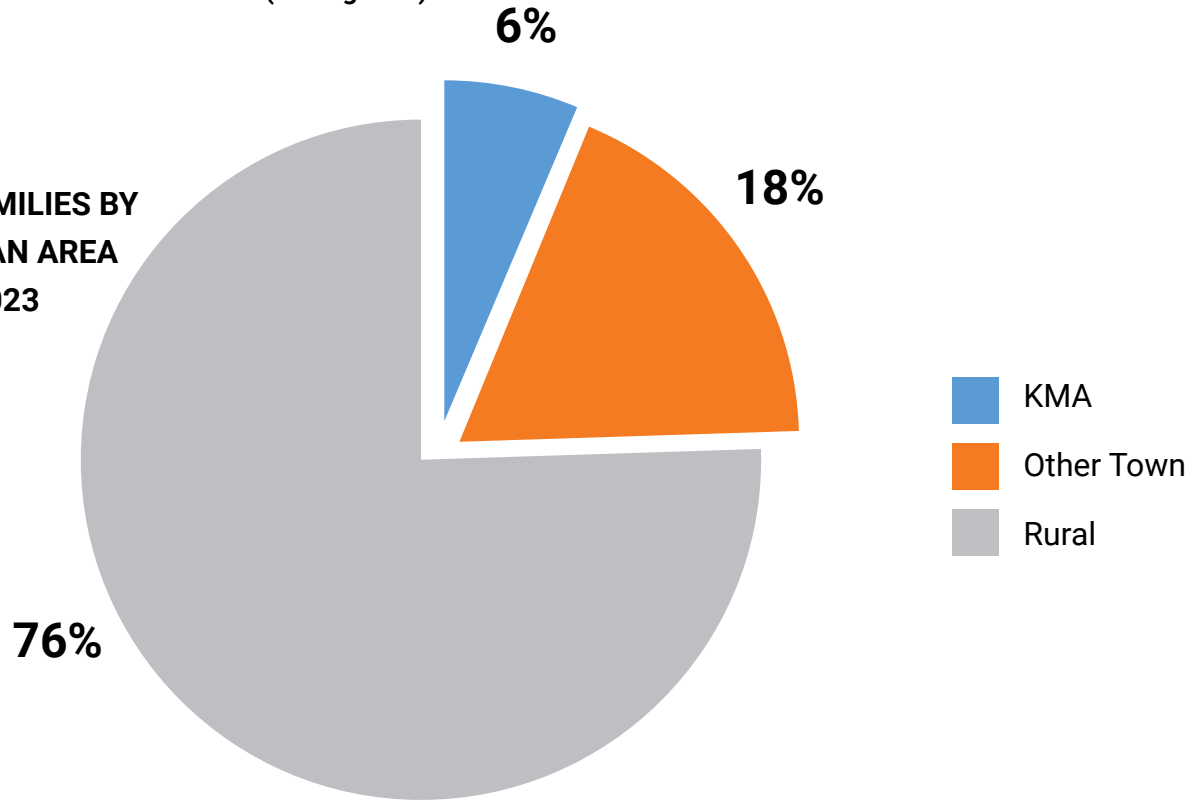
The Ministry provided additional social assistance funds to PATH families at a total cost of J\$225 million by the end of FY 2022/23. During the fiscal year, persons in PATH households received tertiary bursaries worth J\$146 million, while J\$19.3 million was expended to support recipients enrolled in post-secondary courses.

**PATH NEW FAMILIES**

During the financial year 2022/2023, 1,420 new families with 4,788 family members enrolled on PATH. Of these new enrolled family members, 2,570, or 53.67 per cent were females, and the majority of these new family members, 3,615, or 76 per cent were from rural areas (See figure 1).

**FIGURE 1**

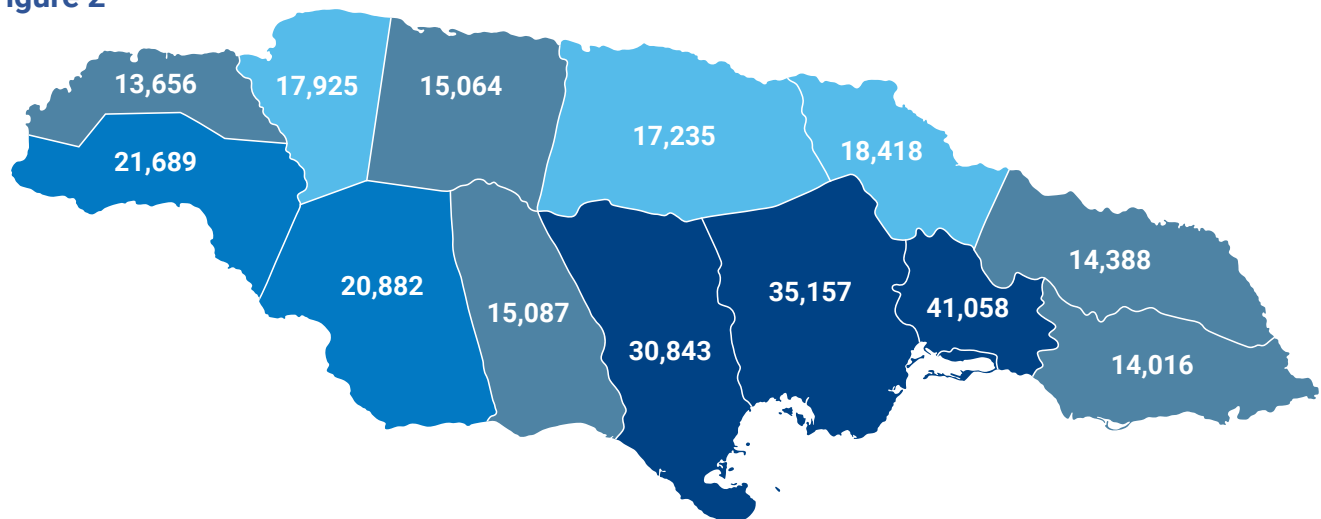
**PATH NEW FAMILIES BY METROPOLITAN AREA (FEBRUARY 2023)**



**PATH REGISTERED BENEFICIARIES**

As reflected in Figure 2 there were 275,418 registered PATH recipients at the end of February 2023. The registered beneficiaries are highest in Kingston and St. Andrew with 15 per cent, followed by St. Catherine with 13 per cent. In addition, 52 per cent of the beneficiaries are female.

**Figure 2**





### 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. As at March 2023, there were 12,034 active beneficiaries within the Social Pension programme (See Table SS2). The majority of the beneficiaries are from St. Catherine with 1,737 or 14 per cent of the total, followed by Clarendon and the KSA with 12.9 per cent and 12.1 per cent respectively. In addition, over J\$465M was disbursed within the FY 2022/23.

**SS2**

**SOCIAL PENSION ACTIVE BENEFICIARIES BY PARISH AND SEX AND FOR FY 2022/23**

PARISH	NUMBER OF ACTIVE BENEFICIARIES		
	M	F	T
KINGSTON & ST ANDREW	893	561	1,454
ST. THOMAS	140	285	425
PORTLAND	244	342	586
ST. MARY	251	289	540
ST. ANN	468	476	944
TRELAWNY	239	232	471
ST. JAMES	444	463	907
HANOVER	228	325	553
WESTMORELAND	508	472	980
ST. ELIZABETH	401	383	784
MANCHESTER	632	466	1,098
CLARENDON	779	776	1,555
ST. CATHERINE	959	778	1,737
<b>TOTAL</b>	<b>6,186</b>	<b>5,848</b>	<b>12,034</b>

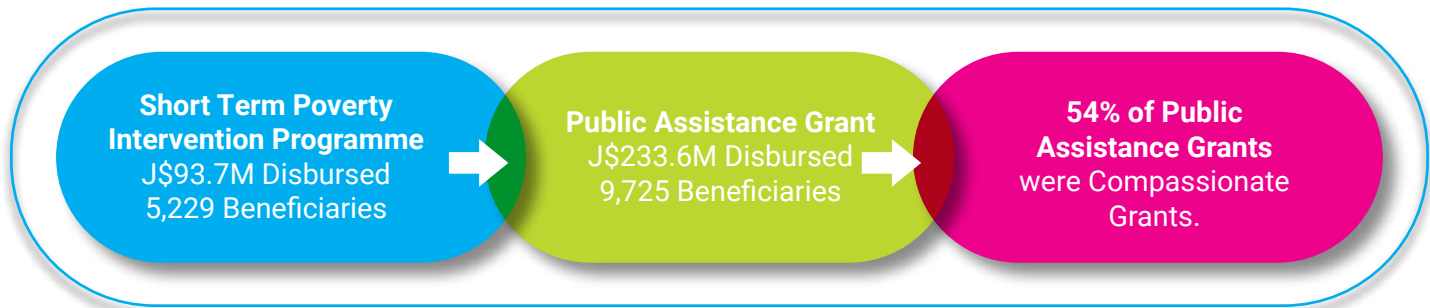
## THE REHABILITATION PROGRAMME

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

During the 2022/23 FY, 9,725 individuals benefitted from Public Assistance Grants assistance totalling J\$233.6M. The data showed a slight decline in the number of beneficiaries of 147 or 1.5 per cent compared to the previous fiscal year. In addition, Compassionate grants accounted for 54.4 per cent of the total disbursements.

The Short Term Poverty Intervention Programme provides assistance to the needy to mitigate hard economic conditions. For FY 22/23, 5,229 persons were provided with a total of J\$93.7M in benefits under the Short Term Poverty Intervention Programme.

For FY 22/23, The Public Assistance Department disbursed J\$327M in grants assistance for both the Rehabilitation and Short Term Intervention Programmes.



# COLLABORATION WITH THE WORLD FOOD PROGRAMME

The United Nations World Food Programme (WFP) continued to partner 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. Improving on current warehouse management system for better record keeping, accuracy, efficiency, transparency and accountability.
5. Assisting with fulfilment of vision of the Jamaican Government to move its agencies to digitalised systems.

For the FY 2022/23 the MLSS benefitted from the following WFP contribution/interventions:

1. In April 2022, WFP conducted a refresher training course in the assembly and disassembly of the Emergency Deployment Kits previously handed over to Caribbean Disaster Emergency Management Agency (CDEMA) by WFP. These kits are currently under the custodianship of the Office of Disaster Preparedness and Emergency Management and comprise:
  - i. 1 Mobile Storage Unit (MSU)
  - ii. 1 20 ft Prefab Accommodation Unit
  - iii. One Mobile Generator
  - iv. One Electric Power Distribution Box
2. Donation of an additional 50 computers to assist with data collection and visualization in September 2022.
3. A comprehensive assessment of the Central Foods Warehouse and its operations and logistics management in September 2022.
4. In November and December 2022 WFP collaborated with the MLSS to conduct a complementary research component designed to explore the opportunities and challenges in implementing digital payments for people receiving social assistance. The research incorporated the inputs of nearly one hundred beneficiaries across five parishes, a digital survey that gauged the capacities and views of more than five hundred potential payment vendors' islandwide, interviews with a wide range of stakeholders across the digital financial ecosystem and a workshop geared to position the beneficiary at the centre of future programme design considerations.
5. Specialized training sessions for capacity building which included:
  - a. Power Bi
  - b. KOBO toolkit
  - c. Microsoft Excel
  - d. Shock Responsive Social Protection (for senior members of the Humanitarian Assistance Committee)

### ZONES OF SPECIAL OPERATIONS (ZOSOS)

The MLSS as a member of the Social Intervention Committees (SIC) in the ZOSOs continued to offer opportunities for increased access to its services zones. Benefit application, registration and queries were facilitated in communities and efforts made to ensure that social workers were present in the respective communities at least once per week. During the 2022/23 FY, the Ministry hosted fifteen (15) information fairs in the zones where 1,509 participants were engaged by the MLSS and its partners in various services, programmes, and interventions. As a result of the MLSS' engagement of the ZOSOs, benefits were provided to clients in the Zones as follows:

PROGRAMME/ INTERVENTION	NUMBER OF BENEFICIARIES
PATH Verifications	2,394
Entrepreneurial Grants	562
Employment of Unattached Youth	146
Social Pension Registration	54
Engagement of Youth and Children with Disabilities	362
Registration of Senior Citizens	151
Registration of Seniors - Meals on Wheels	172
<b>Total</b>	<b>3,841</b>



# 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 16-40 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 18-35 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:

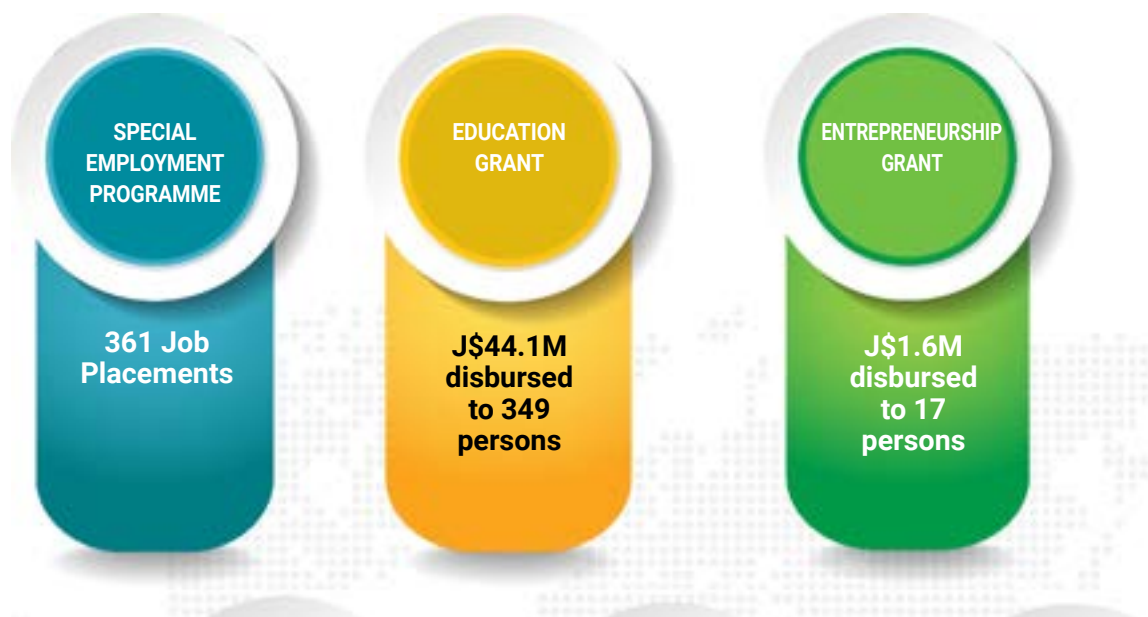
- i. Offer orientation and employability skills training to individuals, in preparation for the work environment.
- ii. Introduce individuals to the world of work and equip them with marketable skills and experience, for long-term employment.
- iii. Promote economic opportunities and employment for vulnerable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

Under the SEP programme within the Ministry, 361 individuals were placed in jobs during the 2022/23 FY. Parish analysis of the data showed that the highest number of placements were made within Kingston and St. Andrew which accounted for 22 per cent of the total, followed by St. Ann and Clarendon which accounted for 15.2 per cent and 13.5 per cent respectively.

Females accounted for 76 per cent of individuals placed. Additionally, the number of females placed declined by 8 per cent, while the number of males increased by 2.4 per cent in FY 2022/2023 compared to the 2021/2022 FY.

## EDUCATION AND ENTREPRENEURSHIP GRANT (EEG)

Under the Education and Entrepreneurship Grant component of SIP, J\$45.8M was disbursed to 366 youths. This is an increase of J\$4.3M in disbursements compared to the 2021/22 fiscal year. Of this amount, 349 youths received Educational Grants amounting to J\$44.1M, while 17 individuals received Entrepreneurship Grants totalling 1.69M. Tertiary students accounted for 75.6 per cent of the Education Grant beneficiaries in FY 2022/23. Additionally 85.6 per cent of the Education Grant beneficiaries were females.



## STEPS TO WORK PROGRAMME

Steps to Work was introduced in 2008 as part of the Welfare to Work Strategy which aimed to facilitate economic self-sufficiency among PATH beneficiaries. Steps to Work is offered to PATH and non-PATH clients who are desirous of receiving assistance. The Steps to Work Programme provides interventions aimed at facilitating a structured system for assisting working-age members of poor families to seek and retain employment.

Three categories of interventions are provided:

- Entrepreneurship Training and Micro-Finance Support – eligible beneficiaries may receive grants of up to \$150,000.00 to establish or expand small businesses.
- Job-readiness training, placement referrals and paid On-the-job training opportunities for qualified secondary and tertiary graduates
- Technical/vocational training and certification opportunities are provided in collaboration with the HEART/NSTA Trust and through private training organizations

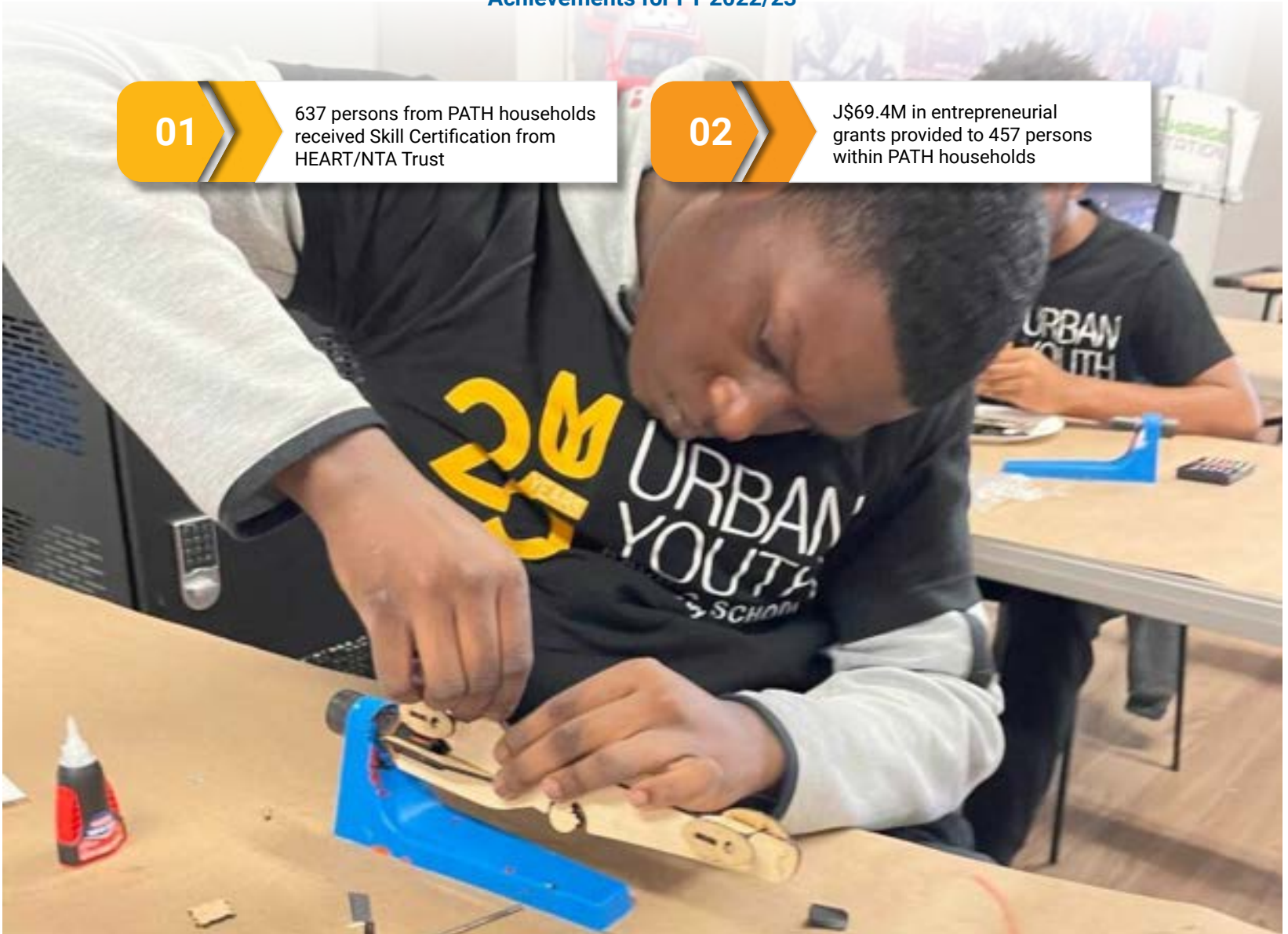
### Achievements for FY 2022/23

**01**

637 persons from PATH households received Skill Certification from HEART/NTA Trust

**02**

J\$69.4M in entrepreneurial grants provided to 457 persons within PATH households



# PROGRAMMES FOR PERSONS WITH DISABILITIES

## 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.

During the 2022/23 FY, the Jamaica Council for Persons with Disabilities, previously a department under the Ministry of Labour & Social Security transitioned to a body corporate to ensure the implementation of the Disabilities Act which came into effect in the previous financial year, February 14, 2022.

### Registration

As at February 2023, 1,020 new applications for registration were received. The number of registrants already within the JCPD database totalled 15,234.

### Benefits Provided

For FY 22/23, a total of 297 grants totalling J\$18.1M were disbursed as follows: 65 assistive aids J\$10M for 65 assistive aids, J\$2.9M for 33 Economic Empowerment Grants (EEG) and J\$5.2M for 199 Rehabilitation Grants.

### Margaret Moody Scholarship

Scholarships were provided for six (6) returning students with studies culminating in 2022, two new

awardees and two grant awardees at a total cost of \$2.4M to facilitate their higher educational pursuits.

### Partnerships

The Council boasts a rich legacy of leveraging partnerships to help break discriminatory barriers to ensure Jamaica becomes more accessible for persons with disabilities. As such, in partnership with ScotiaBank, 50 young persons with disabilities were facilitated in a job readiness workshop to prepare them for the world of work. In addition, they were guided through the process of completing résumés, and steps to a successful interview. The Council intends to implement this initiative in other parishes in order to reach more young people with disabilities.

During the financial year 2022/23, The JCPD collaborated with the Bureau of Standards to adopt an Accessibility Checklist from partners within the USA. This tool is used to conduct accessibility audits of buildings and provide guidance to property owners on standards to enable access.

### We Care Programme

The JCPD requested and received \$40.1M to facilitate payments for the WECARE Programme grants, through the provision of assistive devices and medical support items; food packages and a small number of grants. The programme received over 1,800 applications from people with disabilities from across the island from which 884 payments were processed.

### UNICEF

JCPD received grant funding in the amount of J\$22.5M from UNICEF for capacity building and improvements to the Management Information System.

## The Early Stimulation Programme

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 interventions:

1. 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.
2. Community based – These services include home, nursery and school visits to train parents and caregivers in early intervention techniques.
3. The Stimulation Plus Child Development Center - The Centre provides a full day intervention programme for Children with Disabilities (CwDs) aged 3-6 years.

### ASSESSMENT CLINICS FOR NEW CLIENTS

Ninety three (93) new client clinic sessions were held in which 762 new clients were seen and assessed during the 2022/23 FY. Declines were evident in both new client clinic sessions and new clients' assessment of 1.1 per cent and 14 per cent respectively compared to the 2021/22 fiscal year.

### PHYSIOTHERAPY CLINIC SESSIONS

Six hundred and twenty-six (626) physiotherapy sessions were held for the 2022/23 FY. In addition, boys accounted for 65 per cent of the patients seen.

### PARENTING WORKSHOPS/SEMINARS

In an effort to assist those parents of children with disabilities, 36 parenting seminars and workshops were conducted by the ESP for FY 2022/23. Additionally, 820 parents participated.

### SCHOOL PLACEMENTS FOR CwDs

During the 2022/23 FY, 853 children were referred for specialized assistance, a decline of 19.2 per cent compared to 2021/22 FY. Of the number of children referred for specialized assistance, 626 or 73.4 per cent were referred for Physiotherapy assistance, which accounted for the highest number of referrals. (See Table SS 3). Additionally, 103 children were referred for placement in primary and special education units during the 2022/23 FY. The data shows a decline in the total number of referrals for placements by 53 per cent compared to the previous FY.

### STIMULATION PLUS CENTER

The enrolment at the Stimulation Plus Centre doubled in 2022/23 (168 students) compared to 2021/22 (84 students). Over 60 children aged 6-7 transitioned from the Stimulation Plus Center into special education schools.

### OTHER ACHIEVEMENTS

In May 2022, the Ministry established a Sensation Station at its Hanover Street location to provide additional stimulation and therapy for children with sensory deficits.



# 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.

## The Revised National Policy for Senior Citizens, 2021

The Revised National Policy for Senior Citizens (NPSC) was launched in September 2022, coinciding with Senior Citizens Month. The Ministry of Labour and Social Security/National Council for Senior Citizens will now move into the Implementation Phase commencing with a national public education and social marketing campaign.

## Participation in the 5th Intergovernmental Conference on Aging and the Rights of Older Persons in Latin America and the Caribbean (Santiago Chile on December 13-15, 2022)

The Conference was a precursor to the United Nations' fourth (4th) review and evaluation of the Madrid International Plan of Action on Aging (MIPAA), with the main objective to examine the achievements in fulfilling the commitments of MIPAA by the member countries of ECLAC. The National Report on the implementation of the MIPAA spoke to the improved policy environment, institutional support and meaningful partnerships as well as the commonalities across the Caribbean region, including population transitions and the impact of debt servicing on social spending, the challenges facing labour market attachment for senior citizens,

the likelihood of poverty for pensioners, and the need for innovative financial and digital inclusion. Advances made by Jamaica in critical areas such as social pensions, increases in pensionable/retirement ages inter alia were shared. Jamaica contributed actively to the final document – The Santiago Declaration.

## Financial/Digital Literacy Training

In support of improvements in digital and financial literacy among senior citizens, twenty-one (21) financial and digital literacy sessions were held in partnership with stakeholders to empower senior citizens to use ATMs and ABMs, kiosks, and online banking platforms, as well as cybersecurity, online bill payment, and utility services applications. Seven hundred and twenty-three (723) seniors participated, of whom 605 were female.

## Entrepreneurial and Skills Training Workshops

During the fiscal year 2022/23, five (5) entrepreneurial and thirty-four (34) skills training workshops focusing on artisan products, marketing on social media, product design for sales, product promotion, and cottage industry 101 were held in collaboration with Rural Agricultural Development Authority (RADA), JN Small Business, Golden Designs, FLOW Foundation, and other partners. Four hundred seventy-six (476) seniors participated. Of that number, 375, or 79 per cent were female.

## Health Seminars/Workshops

Twenty-two (22) virtual health seminars and ten (10) in-person seminars were held in collaboration with stakeholders. A total of 1,408 seniors participated. Three (3) health fairs were held, with 119 seniors benefiting from services. One hundred and twenty (120) seniors were served at six (6) one-day clinics, and thirty-eight (38) senior women participated in three (3) days of health workshops. Sixty (60) small group discussions were facilitated to educate seniors on relevant health issues, in which 478 seniors participated.

### Senior Citizens Identification Cards

A total of 675 Senior Citizens' Identification Cards were processed for the 2022/23.

### Projects

Thirty (30) projects remained active for the reporting year, which included 20 backyard gardening projects, two (2) beekeeping projects, two (2) sewing projects, two (2) chicken rearing projects, and four (4) caring projects that provided meals and toiletries to senior citizens. One hundred and sixty-one (171) projects have become inactive due to the pandemic.

### Home Visits and Assistive Devices

During FY 2022/23, 819 home visits were conducted, providing care and services to 1,212 senior citizens with chronic health illnesses by NCSC Social Workers and Nurse Aides in collaboration with the health departments and the Diabetes Association of Jamaica. The services provided included household chores, delivery of food packages, applications for social benefits, medical care, blood pressure tests, and blood sugar tests. In addition, eighty (80) seniors were provided with assistive devices, including rollators, wheelchairs, and walkers to aid their mobility, as well

as reading glasses, batteries for hearing aids, bath rails, diapers, and hygiene packages. On the other hand, 1,433 seniors were referred to different health and social care providers

### Elder Abuse Investigations

The NCSC investigated 21 cases (9 males, 12 females) of reported elder abuse.

### Senior Citizens Week

Senior Citizens Week was observed September 25–October 1, 2022, under the theme Aging Jamaica: Epitomizing Resilience and Greatness. Major activities included the launch of the new National Policy for Senior Citizens. Thirteen (13) parishes were represented in the National Senior Spelling Bee Competition, which was broadcast on traditional and social media and was viewed by over 12,000 persons locally and in the diaspora. The inaugural aging fair was staged in collaboration with 53 partner MDAs, corporate entities, senior citizens, and civil society groups. The event, which was held in Emancipation Park, attracted over 480 seniors and working-age adults who requested a second staging. At the end of FY 2022/23, seniors benefitted from 14,767 meals within the Meals on Wheels programme.





PS Risden with Senior Directors and other staff members at the 2022 Strategic Planning Retreat.

Mrs. Tamar Nelson, Chief Technical Director of the JPC delivers a workshop on "Creating a Positive Work Environment for Productivity"



Racquel Ellis (middle) from NCB one of the sponsors of the competition, hands over the trophy to the representative of the winning team of the 2022 Productivity Innovation Competition







At the JPC's Handing over Ceremony, the Permanent Secretary of the Ministry of Labour and Social Security, Mrs. Colette Roberts Ridsen (fourth right) hands over the ISO 9001:2015 certificate to the Chief Technical Director of the JPC, Mrs. Tamar Nelson (third right). They are joined, from left to right, by Reginald Budhan, Dr. Grace-Ann Biggs-Allen (MIIC), Navenia Wellington-Ford (NCBJ), Former Minister Karl Samuda, Collin Turner (JPC) and Dr. Ian Emanuel.





# PLANNING, RESEARCH AND 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 Ministry's targets and achievements. 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.

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

## Research FY 22/23

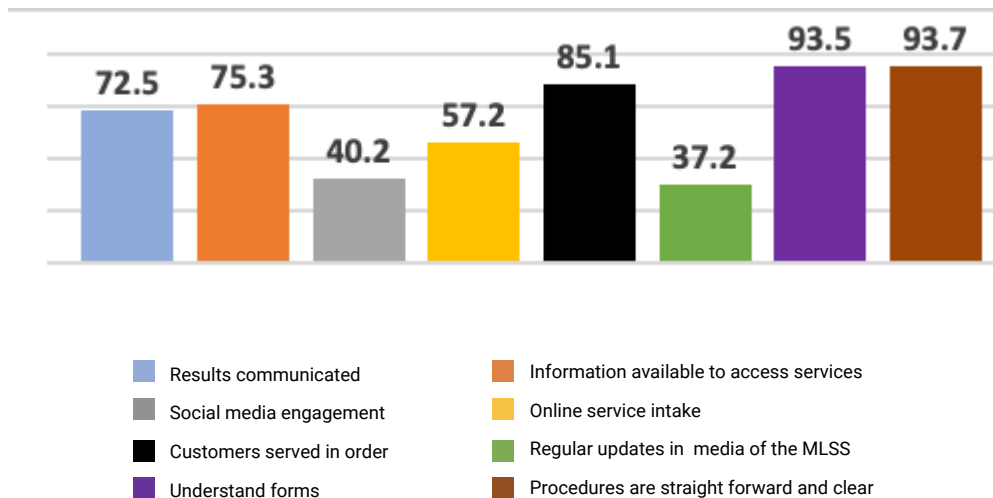
### Summary of Findings for MLSS Customer Service Satisfaction (CSS) Survey 2022/23.

The Unit fielded a customer satisfaction survey to over 1,300 clients served by the Ministry during the 3rd and 4th quarters of the 2022/23 financial year. The overall Customer Service Satisfaction (CSS) rate for the MLSS was 74.6 percent. This was 4.1 per cent above the baseline score of 70.5 percent recorded in 2021, but below the GOJ's benchmark of 80 percent for the public service.

### Delivery

Service Delivery from MLSS staff members received the highest CSS ratings. These included staff who interfaced with customers (92.8%), friendliness of staff (89.8 percent) and staff courtesy (86.8 percent). Telephone services were generally among the least favourable (CSS rates under 50 per cent). Among the Procedures and Communication statements, straight forward procedures (93.2%) and easily understood forms (93.5%) received high CSS ratings. However, customers were generally dissatisfied with media updates (37.2%) and social media engagement (40.2%).

Overall CSS Rate by Service Delivery



**Overall CSS Rate by Access and Facilities (%)**

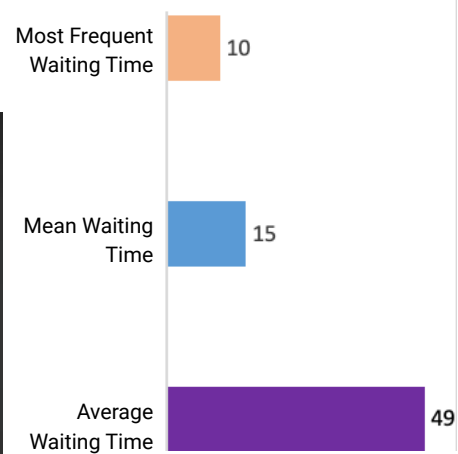
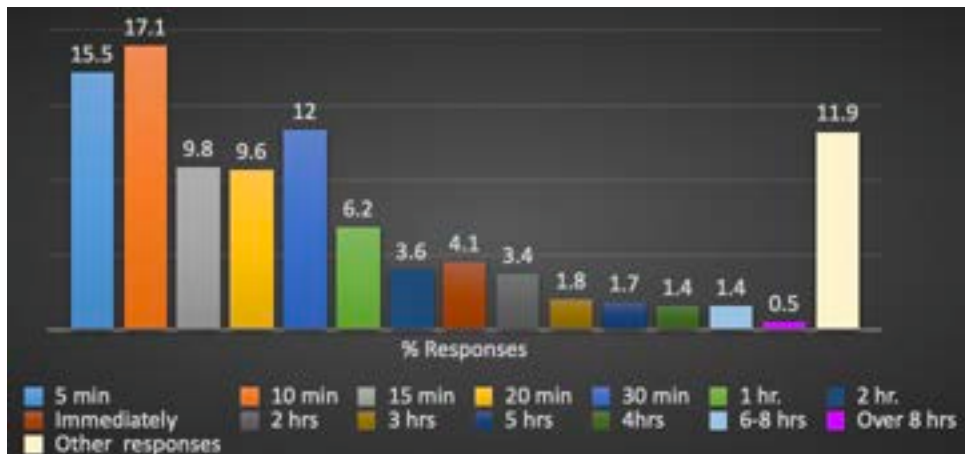


When accessing MLSS services, customers were chiefly satisfied with safety in doing businesses (93.2 percent) and the location of the MLSS offices (88.2 percent). However, low satisfaction levels were observed for online presence.

**Service Standards**

Just over 40 percent of the respondents received services within 15 minutes of visiting the Ministry. However, the average wait time was 49 minutes. Services which were completed within 10 minutes included registering/ replacement of NIS card, complaints/breaches reported to PCEB and application for PATH benefits. Meanwhile, medical related services received by respondents who visited the Overseas Employment Programme accounted for the longest waiting time of 5 hours and more.

**Waiting Time for MLSS Service (%)**



# LABOUR MARKET REFORM

In 2013, under the Extended Fund Facility granted by the International Monetary Fund (IMF), Jamaica committed to undertake a comprehensive labour market reform to address the labour market shortcomings in the country. The labour market reform programme was aimed at:

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

## Five Thematic areas:

Focus has been placed on existing policies and practices in five (5) thematic areas which are necessary to achieve labour market reform.

**01**

Labour Policies and Legislation (Review legislations to consolidate various Acts, data protection, adopt ILO Code of Principles and reposition the MLSS).

**02**

Industrial Relations (Implement system to review operating processes and procedures for the Industrial (IDT), implement negotiation framework, improve collective bargaining in public and private sectors).

**03**

Social Protection (Change legislation to address redundancy liability and payment-implementation of the Unemployment Insurance). Also increase NIS contributors and wage insurance ceiling as well as conduct NIS Actuarial Review.

**04**

Education and Training (Implement National Curriculum Standards, programmes to improve critical thinking, strengthen career guidance programmes and Labour Market Intelligence).

**05**

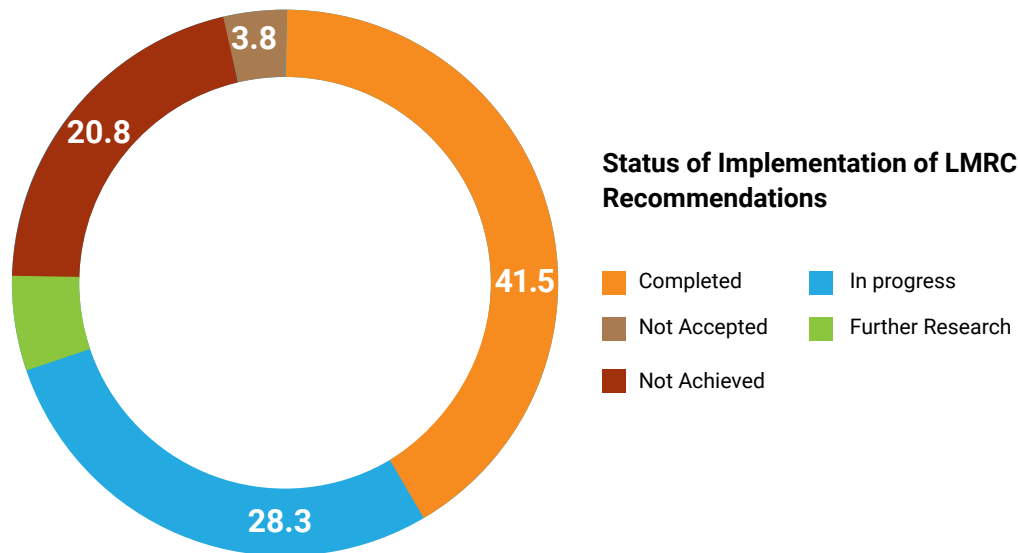
Productivity, Innovation and Technology (Strengthen productivity in the workplace, establish social media policy and legislation for internet usage and electronic monitoring).

01

Of the 53 recommendations proposed by the LMRC, 41.5 per cent or 22 were implemented, 28.3 per cent or 15 were work in progress, 20.7 per cent or 11 have not been achieved and further research is needed to determine the progress for three (3) of the recommendations. Two (2) recommendations under the Social Protection thematic area were not accepted by the MLSS following the actuarial review of the National Insurance Scheme (NIS).

02

Progress was made in Education and Training due to the implementation of nearly 90 per cent of its LMRC recommendations. These include the National Qualification Framework which provides recognition, accreditation and standardization of programmes of education and training institutions in Jamaica, the new National School Curriculum which assists in aligning vocational training to the needs of the labour market and the implementation of critical thinking training programmes to focus on the 21st century skills and competencies.



An increase in the number of contributors to the National Insurance Scheme (NIS) and increase in the wage insurance ceiling towards NIS contribution contributed positively to the achievements in the implementation of recommendations for Social Protection. The number of NIS contributors was 529,850 in March 2023. The wage insurance ceiling increased from 1.5M in 2021 to 3M in 2023. Work has commenced towards the implementation of an Unemployment Insurance in Jamaica with the

completion of research to ascertain the feasibility of its implementation. However, some areas in Social Security have not been achieved due to the non-acceptance of two (2) recommendations; separating of the old age pension from the other benefits and the introduction of a separate defined contribution wage related pension scheme.

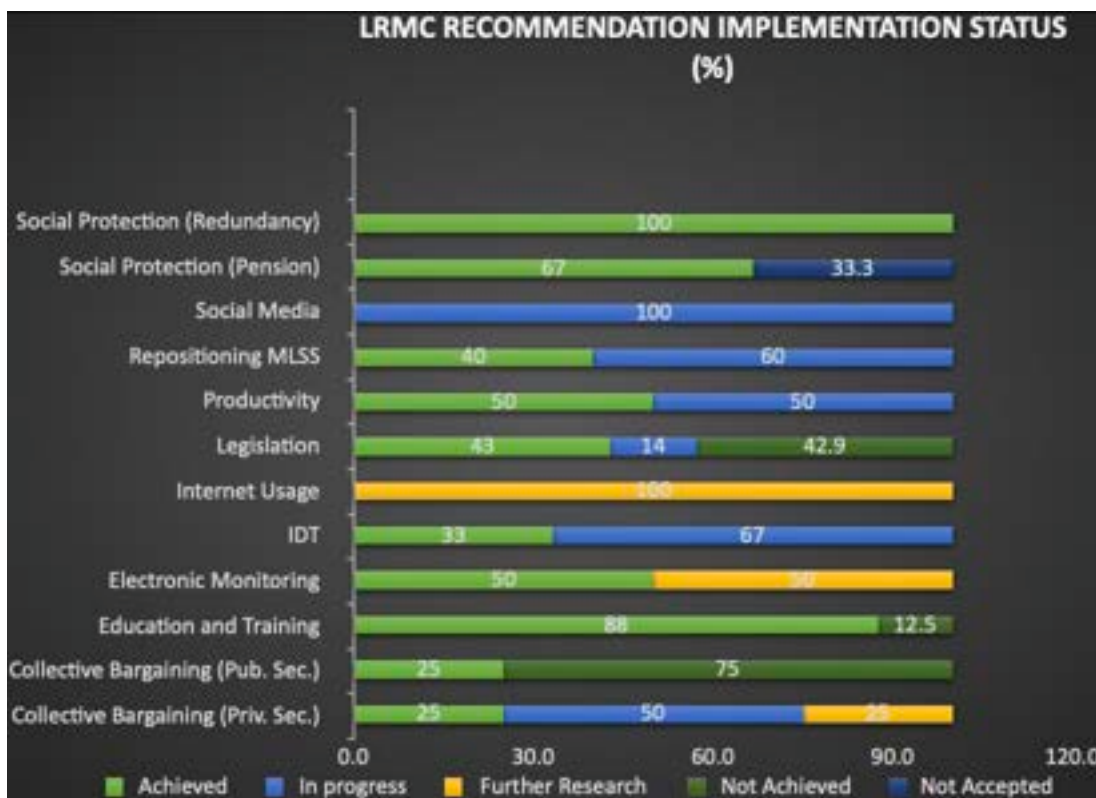
Under Productivity, a measurement framework is being developed for Private and Public Sector

productivity improvement. This has been scheduled for completion in September 2023. There has also been improvement in the area of Innovation and Technology with the formation of a Committee to examine the development of standards to govern several aspects of telecommunication and social media. Further work is needed in the areas of Internet usage to monitor communications and electronic monitoring, such as surveillance devices that monitor activities of employees. Presently there is no legislation to address these types of monitoring.

Some progress have been made in respect of Labour Policies and Legislation. Among the achievements is the repositioning the MLSS to become the lead Ministry for the provision of advice to the Government of Jamaica and the private sector on labour market related issues, with 60 per cent of its recommendations implemented. Among the

work in progress is the development of a new web-based and mobile-friendly Work Permit and Skills Certificate Management System. However, progress in the thematic area is limited by the slow pace in amending the labour legislations.

The opening of the Industrial Disputes Tribunal (IDT) Western Division in 2020 was one of the achievements in industrial relations. However, this area is being impeded by activities associated with collective bargaining in the public sector such as addressing the labour relations claims guideline for Agencies/ Public bodies and Unions/Associations representing employees. Despite the poor performance in the public sector, there has been progress in the private sector evidenced by the establishment of a Joint Industrial Council (JIC) comprising employers and workers.





# LEGISLATIVE AGENDA

## LEGAL

The Legal Services Unit (LSU) supports the Ministry's strategic objectives by modernizing legislation and policy positions. To this end, the LSU conducts research, prepares policy papers and undertakes the legislative processes aimed at strengthening and modernizing the legislative framework.

### 1. Enactment of legislation governing Occupational Safety and Health

Several meetings were convened to discuss and finalise policy for the enactment of the Bill. This culminated in the issuing of drafting instructions which were submitted to the Office of Parliamentary Counsel (OPC) on January 30, 2023.

Further drafting instructions regarding matters to be settled by the Tribunal was issued to the OPC on March 20, 2023. The Ministry awaits a revised draft of the Bill. Work towards the enactment of the Bill continues.

### 2. Amendment of the Minimum Wage Act and consequential amendments to the National Minimum Wage Order and Employment Agencies Regulations

A Cabinet Submission was prepared and submitted to the Attorney General's Chambers (AGC) for their comments and/or non-objections. The Ministry is awaiting feedback.

### 3. Amendment of several legislation to increase outdated fines and penalties

A Cabinet Submission was prepared and submitted to the AGC for their comments and/or non-objections. The Ministry is awaiting feedback.

### 4. Amendments of the Employment Agencies Regulation Act (EARA)

The Ministry in keeping with its monitoring and enforcement mandate caused a notice to be published in the newspaper and gazette. Section 4 (2) of the EARA mandated that a notice is to be published in the gazette and in at least one newspaper printed and circulating in Jamaica where workers are being placed overseas.

Drafting instructions were issued to the OPC instructing that a notice be prepared for publication. The draft notice was received, however, in keeping with

the recommendations the OPC recommended that the opinion of the AGC was obtained as to whether the Ministry should pursue legislation providing for indemnification from any liability that may arise as a results of actions done in good faith. The opinion of the AGC is awaited.

### 5. Amendments to the Labour Officers (Powers) Act

A meeting was convened with the Divisional Director of Industrial Relations and Allied Services and the Director of Electronic & Labour Exchange to discuss recommendations posited in the research paper received from the Consultant engaged by the ILO to review the Labour Officers (Powers) Act

Discussions on the findings and recommendations are ongoing.

### 6. Amendments to the Labour Relations and Industrial Disputes Act and Regulations and the Labour Relations Code

A draft Terms of Reference was prepared to facilitate the engagement of a Consultant to perform a review of the legislation.

### 7. Amendment to the National Minimum Wage Order and the Minimum Wage (Industrial Security Guards) Order

Cabinet, vide Decision #10/23 dated March 20, 2023 granted approval for an increase in the wages of National Minimum Wage earners and Industrial Security Guards. The increases took effect on June 1, 2023. Consequently, drafting instructions were prepared and issued to OPC.

The draft Orders were received, reviewed and subsequently settled with OPC. The Orders were tabled in Parliament and subsequently affirmed. The Orders were published in the gazette and disseminated amongst the relevant stake holders.

# LABOUR DIVISION



# 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

One of the principal objectives of the Department is to limit the number of industrial actions 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 2022/23 FY, 175, industrial disputes were reported to the MLSS, an increase of 13 or 8.0 per cent when compared to the FY 2021/22. The analysis revealed that the largest number of disputes reported to the MLSS with 39 or 22.3 per cent were within the "Administrative and Support Service Activities". This was followed by the "Accommodation and Food Service Activities" and the "Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles" industries with 14.3 per cent and 10.3 per cent respectively. In addition, the number of disputes disposed during the reporting period totalled 195. The majority (94.3 per cent) of the disputes disposed were in relation to Dismissal/Termination.

## INDUSTRIAL ACTION

During the 2022/23 FY, ten (10) industrial actions were reported to the Ministry, which involved 20,565 workers.

This resulted in six (6) strikes, two (2) "sick outs, one (1) "sit in," and one (1) protest action. The industries involved in the industrial actions were within the "Public Administration and Defence; Compulsory Social Security and "Education" industries.

## REPRESENTATIONAL RIGHTS POLL

Five (5) representational rights polls were held, one (1) less than the previous reporting year. In addition, 257 workers and four (4) unions were involved. Of the five (5) polls held, two (2) were recorded within the "Public Administration and Defence; Compulsory Social Security" industry followed by "Arts Entertainment and Recreation", "Mining and Quarrying" and Financial and Insurance Activities with (1) poll each.

## WORKER'S WEEK 2022

1. Aggie Bernard Monument Unveiled and Wreath Laying Ceremony at the Workers Monument Port Royal Street.  
  
As part of the Workers Week activities and Jamaica 60th anniversary of independence, the Ministry in partnership with Ministry of Culture Gender Entertainment and Sport undertook this activity as a Legacy project.
2. Labour Relations Awards Banquet on May 31, 2022.

Over one hundred (100) persons were in attendance at the awards banquet for the recognition of trade unionists, employers, attorneys and organizations that have given sterling service to labour relations in Jamaica. Thirty (30) awards were presented. Hon. Olivia Grange, Minister of Culture and Entertainment, participated and presented a maquette of Aggie Bernard as a gift to the Ministry. Mr. Dennis Zulu Regional Director of the International Labour Organization was the keynote speaker.

## **PUBLIC EDUCATION AND ENGAGEMENT**

1. Western Region Labour Talks Forum, Trelawny. Over 200 employers, human resource officers and worker representatives participated in a 1-day panel discussion and training forum. The Minimum Wage Commission participated and conducted its consultations.
2. Under the Law Series – 8 weeks series was undertaken to highlight key provisions of the labour laws.

### **PARTICIPATION IN ORGANIZATION OF AMERICAN STATES HEMISPHERIC WORKSHOP ON SOCIAL DIALOGUE.**

Jamaica was one of 2 Caribbean countries selected to share its model of labour market recovery in the

Latin American and Caribbean Region. Specifically, Jamaica was asked to present on its history of tripartite consultation as well as wide public consultations and dialogue within industry and with individual companies and worker representatives. Jamaica was commended on its achievement in recovery and drastic reduction in unemployment from 12.6% in the height of the pandemic to 6.2% in January 2022. Jamaica's video presentation has been uploaded to the OAS/RIAL website.

### **MINIMUM WAGE COMMISSION PUBLIC CONSULTATION**

The Labour Department collaborated with the Minimum Wage Commission to host a series of public consultations regarding the minimum wage, utilising hybrid meeting modalities.



# 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 provide timely follow until 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. In particular, the Unit monitors termination benefits as well as breaches of the labour laws governing maternity leave, minimum wage and holidays with pay.

## BREACHES LABOUR LAWS

During the FY 2022/23, Two thousand two hundred and sixty (2,260) 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 Holidays with Pay Act with 996 or 44.1 per cent, which was followed by Employment Termination and Redundancy Payment Act (ETRPA) which accounted for 41.4 per cent of the breaches. Most (984 or 99%) of the breaches under the Holidays with Pay Act were in relation to vacation leave. Additionally breaches of the labour laws declined by 479 or 17.5 per cent compared to the 2021/22 FY.

## SETTLEMENTS

### Payments made by Employers

The employers who were in breach of the Labour Laws made settlements in the amount of J\$59.90M to 1,239 individuals during the 2022/23 FY. Breaches of the ETRPA accounted for the majority of settlements made, in which 595 individuals received the sum of J\$30.54M. Of the 595 individuals who received settlements under the ETRPA, 330 were in relation to notice pay while 265 were in relation to redundancy pay.

## MINIMUM WAGE

An increase in the national minimum wage was effected on April 1, 2022. Hon. Karl Samuda, Minister of Labour and Social Security announced the following increases:

1. National minimum wage increased from J\$7,000 to J\$9,000 per 40 hour work week.
2. Minimum wage for industrial security guards increased from J\$9,700 to J\$10,500.
  - Laundry allowance for security guards increased from J\$44 to J\$47.62 per hour.
  - Firearm premium allowance increased from J\$48 to J\$51.95 per hour.
  - Dog Handler's premium allowance increased from J\$33 to J\$ 35.72 per hour.



# THE INDUSTRIAL DISPUTES TRIBUNAL

The IDT is charged with the responsibility of determining and settling all industrial disputes referred by the Minister. If the parties fail to arrive at a settlement at the local level, the matter is then reported to the Ministry for possible settlement by the Conciliation Unit. When a settlement is not reached at this level, the dispute is then referred to the IDT for a determination. 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.

The IDT handled 121 disputes during the fiscal year 2022/23. This represents a 13 or 12 per cent increase over the fiscal year 2021/22. Of the total number of disputes, 79 were carried forward from the previous year. In addition, 42 disputes were referred during the fiscal year 2022/23. Eight (8) of the 42 disputes referred were on behalf of unionized workers, while 34 were on behalf of non-unionized workers.

During the reporting period, 42 disputes (34.7 per cent) of disputes at the IDT were settled as follows: thirty five (35) Awards were handed down, four (4) were withdrawn, one (1) agreement and two (2) were quashed by the Court.

## 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

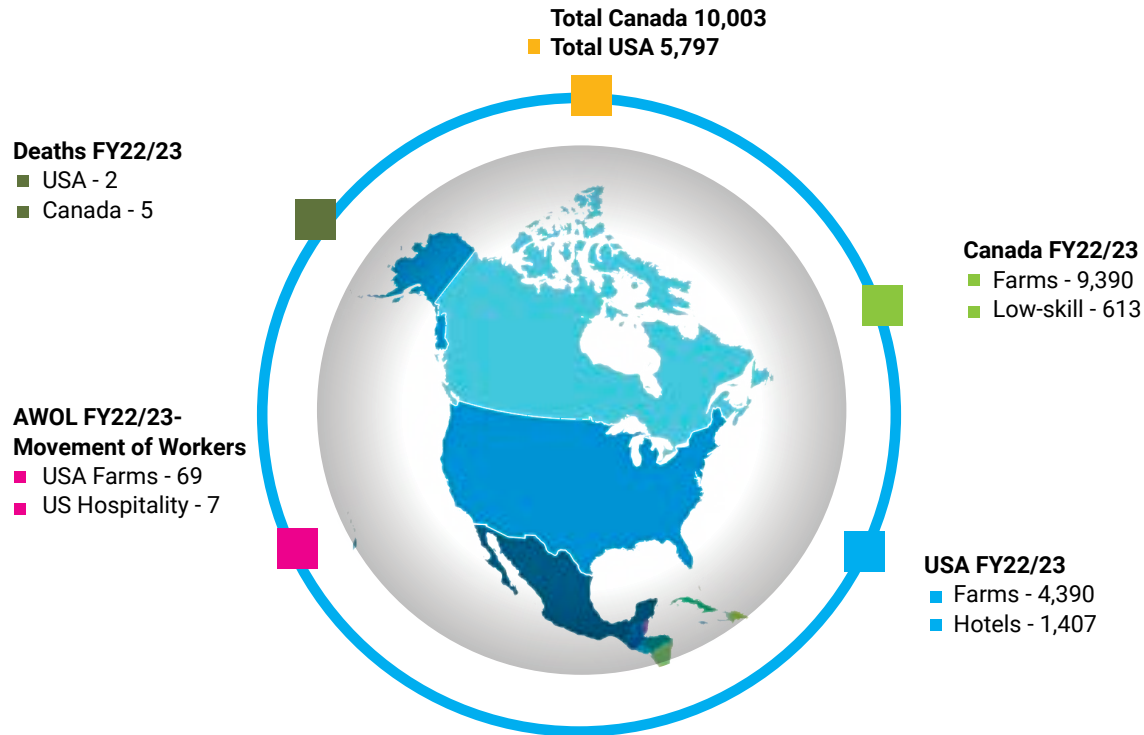
The Ministry of Labour and Social Security (MLSS) continues to facilitate the participation of Jamaican workers in the agricultural and hospitality sectors of the United States and Canada through the Overseas Employment Programme.

The Ministry coordinates the activities to recruit, process, dispatched 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 among other occupations in the sector.

There are three (3) main programmes, namely the United States Farm Work Programme, the United States Hospitality Programme and the Canadian Farm and Factory Programme.



### Workers in Canada and United States FY 22/23



#### Placement of Jamaicans in overseas employment

During the financial year 2022/23, 15,800 persons were employed on contract in the United States and Canada, a 2.3 per cent increase compared to 2021/22 FY. Of the total number of workers recruited for the overseas programme, 10,003 were employed on the Canada Farms/ Factories and the Low skill programme, while 5,797 were employed to the US Farms and Hospitality programme. Males accounted for 90.7 per cent of the total number of workers employed on the overseas programme in the 2022/23 FY. When compared to the 2022/21 FY, the number of males increased by 4 per cent.

Of the 10,003 workers who gained employment opportunities in Canada, 9,390 participated in the Seasonal Agricultural Workers Programme, while 613 participated in the Low Skill Programme. The number of workers who travelled to Canada increased by 9.4 per cent in FY 2022/23 relative to FY 2021/22.

The number of workers who travelled on the US Farms and Hotel Programme during FY 2022/23 totalled

5,797. Of this total, 4,390 participated on the US Farms programme while 1,407 participated on the Hotel Programme. The number of workers who travelled on the US programme declined by 7 per cent compared the previous reporting period. In addition, the hospitality programme declined by 17.3 per cent and the number of workers who travelled on the US farms fell by 3 per cent when compared to the 2021/22 FY.

#### Movement of Workers

Of the 4,390 workers recruited for the U.S. Farm Work Programme, 69 went Absent Without Official Leave (AWOL), while, regrettably, two (2) deaths occurred (See L3). For the FY 2022/23, 1,407 workers participated in the Hospitality Programme. Of this total, seven (7) persons went AWOL, while seven (7) persons were transferred to the H2B programmes.

During the FY 2022/23, 726 workers under the Canada Seasonal Agricultural Workers programme went AWOL, 48 persons breached their contract while regrettably, 5 deaths occurred.

## MONITORING OF PRIVATE EMPLOYMENT AGENCIES

The strategic objective of the Employment Agencies Unit (EAU) is to alleviate unemployment through the issuing of licences to Private Employment Agencies' (PEAs) 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.

### Private Employment Agencies Licensed with the Ministry

For the FY 2022/23, 84 licences were issued which included 20 new and 64 renewal licenses. In addition, 55 licences were issued to Operators to place persons in jobs overseas while 29 were issued to place applicants locally.

### Registration and Placements by PEAs

The number of persons registered with Private Operators for employment both locally and overseas totalled 5,346 for the FY 2022/23. The data shows a significant decline of 5,555 (51 per cent) when compared to the 2021/22 FY. This significant decline was due to a reduction in the number of persons registered for the overseas programmes. In addition, Hospitality (H2B) programme declined by 219 or 6.2 per cent, while the J1 Student Work and Travel Programme also decreased by 46 or 3.3 per cent when compared to the 2021/22 FY.

During the 2022/23 FY, 5,372 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, 4,844 or 90.2 per cent were overseas, while 528 or 10 per cent were local. The number of Jamaicans placed overseas increased

by 47.2 per cent or 1,552 compared to the 2021/22 FY. Despite an increase in overseas placements, the local placements declined by 717 or 57.5 per cent.

### Inspections and Investigations

The core functions of the EAU include inspections and investigations. For the FY 2022/23 a total of one hundred and sixty-seven (167) inspections and 18 investigations were conducted. In addition, the investigations conducted were on various issues including refund, excessive fees structures and operating in contravention of the Act. A total of twenty-seven (27) illegal entities were discovered for the period (most of which were discovered between January to March 2023). As a result, two (2) illegal operators were referred to the Fraud Squad, while two (2) refunded monies received from applicants. Approximately 45 cases for refund complaints were settled during the reported period.

### Workshops and Sensitization sessions

Five (5) statistical workshops were conducted for the reporting period, operators were trained by the EAU staff on how to complete the Schedule E and F data sheet. In addition, the Unit engaged in seven (7) outreach/sensitisation sessions which included job fairs, ZOSO and On-the-Job training.

Members of the Unit participated in a TVJ Interview on March 6, 2023, where the public was provided with information about the Unit, including details on scamming and compliance. On the other hand, a WhatsApp hotline was established in February 2023 to allow persons to provide information to the Unit, make inquiries and receive information. The hotline has been inundated with messages and phone calls making queries as well as giving information on activities, some of which were discovered to be scams.



## 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. Since its launch, the website has attracted more than 53,400 job seekers and over 1,500 employers. The ELE has also facilitated over 6,000 job placements since 2013, including On the Job Training (OJT) placements.

### Registration (Companies and Jobseekers)

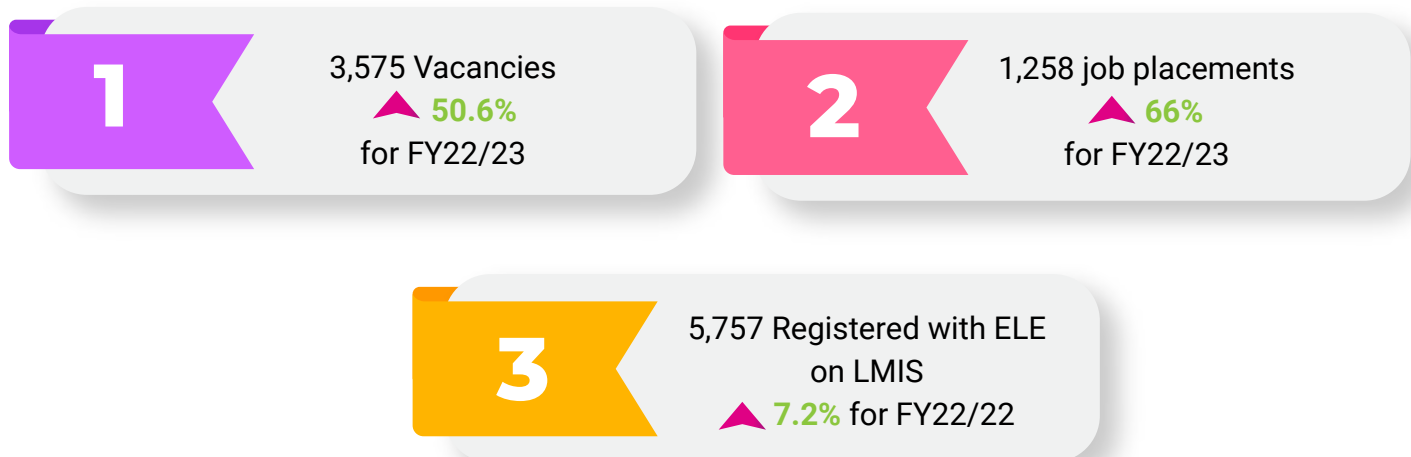
- One thousand one hundred and fifty nine (1,159) companies were visited during FY 2022/2023 to promote the services of the ELE. Of the total number of companies visited, 48 companies have registered on the LMIS website.
- During the period ending March 31, 2023, the number of persons registered with the ELE on the LMIS website, amounted to 5,757. This represents a 7.2 cent increase in job seeker registration. Additionally, statistics have shown that jobseeker registration has been gradually increasing over the past two fiscal years with FY 2021/22 recording the highest increase of over 300 per cent.

- As at March 2023, the ELE received 3,575 vacancies, a 50.6 per cent increase when compared to the 2021/22 FY. Further review of the data reveals that for the past two (2) financial years, there have been increases in the number of job vacancies. This is attributable to the rebound of several sectors including the Accommodation Food Service industry, post -COVID 19.
- For the FY 2022/2023, 3,798 referrals were made to employers. Of that number, 3,731 interviews were conducted which resulted in 1,258 persons being employed. In addition, referrals increased by 78.3 per cent, while job placements increased by 66 per cent.

### Job Placements

- One thousand two hundred and fifty-eight (1,258) persons were placed in jobs locally through the ELE, an increase of 500 or 66 per cent when compared to the fiscal year 2021/22. Of the number of placements made, females accounted for 70 per cent of the total placements. Additionally, ELE has achieved 35 per cent successful placements compared to the number of interviews conducted for the 2022/23 FY.
- During the 2022/2023 FY, 140 persons of the 1,258 placements were placed through the On-the-Job Training Programme (OJT). The OJT placements were 7 per cent less than the 2021/22 fiscal year.

### Vacancies, Referrals and Interviews



## 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 required whether the form of employment is voluntary, commercial, business, professional, and charitable, for entertainment or sports.

### Applications Received

Four thousand six hundred and forty six (4,646) requests were made for work permits during the 2022/23, 167 more than the previous reporting period. Of the 4,646

applications received, 2,545 were renewals while 2,101 were new. The data shows that 258 or 9.2 per cent less requests were made for work permits during the 2022/2023 FY than in the previous reporting period. Additionally, new work permit applications increased by 422 when compared to the 2021/22 FY.

Similarly, the highest number of work permit applications received were from the "Managers" Occupational Group which registered 1,768 or 38 per cent during the reporting period. This was followed by the "Technicians and Associate Professionals" group with 1,163 or 25 per cent. Similar trends were observed within these occupational groups during the 2020/2021 and the 2021/2022 FYs. The number of applications received for the occupational category "Managers" increased by 207 or 13.3 per cent compared to the 2021/22 FY.

A breakdown of the data by industry group revealed that the largest number of applications received were from the "Wholesale and Retail Trade; Repair of Motor



Vehicles and Motorcycles" industry group with 2,056 or 44.2 per cent, an increase of 9.6 per cent over the 2021/22 FY. This was followed by the "Accommodation and Food Service Activities" and "Construction" industry categories which accounted for 712 or 15.3 per cent and 621 or 13.4 per cent respectively. In addition, work permit applications in the "Accommodation and Food Service Activities" industry increased by 13 per cent while applications in the "Construction" industry declined by 5 per cent.

**Applications Approved**

Work permit approvals granted for the 2022/23 FY totalled 4,560 up from 4,474 in 2021/22. This reflects an increase of 86 or 2 per cent in FY 2022/23 relative to the previous year. New work permit approvals increased by 436 or 28.3 per cent, while renewal work permit applications fell by 350 or 12 per cent compared to the 2021/22 FY.

Similarly to the previous reporting period, the occupational group "Managers" accounted for most of the work permits approved with 1,717 or 38 per cent,

followed by "Technicians and Associate Professionals" and "Professionals with 1,137 or 25 per cent and 888 or 19.5 per cent respectively. (See Table L4).

During the FY 2022/23, work permit approvals by industry showed that the "Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles" industry accounted for the highest number (1,987 or 43.5 per cent) of work permit approvals. This was followed by the "Accommodation and Food Service activities" and Construction industry with 727 or 16 per cent and 612 or 13.4 per cent of the total approvals. Further review of the data showed that work permit approvals within the "Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles" "Accommodation and Food Service Activities" industries both declined by 2.4 per cent and 17 per cent when compared to the 2022/23 FY.

**Work Permit Inspections**

The number of investigations and site visits carried out by the work Permit department for the FY 2022/23 totalled 415.

01

**Work Permit Applications Received**

- 4,646 during FY 22/23
- 9.2% ▼ over FY 2021/22
- 54.8% of applications received were renewals
- New work permits increased by 422

02

**Work Permit Applications Approved**

- 4,560 during FY 22/23
- 2% ▲ over FY 2021/22
- Approval for new work permits ▲ by 28.3%
- Approvals for work permit renewals ▼ by 12%

## 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 approve 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 2022/23 FY, 184 certificates were issued to CARICOM nationals

desirous of working in the participating member states (See Table L1). The data showed that 83.1 per cent of the certificates issued were to Jamaican nationals and that the number of certificates issued increased by 17 or 10.2 per cent, when compared to the 2021/22 FY. Analysis of the data by sex revealed that female recipients increased by 18 or 22 per cent, while the number of male recipients slightly declined by 1.2 per cent, when compared to the 2021/22 FY.

L1

**CARICOM SINGLE MARKET CERTIFICATES ISSUED BY COUNTRIES AND SEX:  
2021/22 AND 2022/23**

COUNTRIES	2021/22			2022/23		
	M	F	T	M	F	T
ANTIGUA & BARBUDA	0	0	0	1	1	2
BARBADOS	3	1	4	0	3	3
BELIZE	0	1	1	0	0	0
DOMINICA	1	0	1	1	0	1
GRENADA	1	0	1	0	0	0
GUYANA	4	3	7	0	2	2
JAMAICA	67	60	127	72	81	153
ST. LUCIA	0	1	1	0	0	0
ST. KITTS & NEVIS	0	1	1	4	0	4
ST. VINCENT	1	1	2	1	2	3
SURINAME	0	0	0	2	0	2
TRINIDAD & TOBAGO	8	14	22	3	11	14
TOTAL	85	82	167	84	100	184

# 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.



The Occupational Safety and Health Department (OSHD)

## Accident Investigation

For the FY 2022/23, two hundred and thirteen (213) accidents were reported. Of this number, 99 were qualified for investigation and 88 accidents were investigated. When compared to the previous reporting period, the number of reported accidents declined by 11 or 5 per cent. Unfortunately, three (3) deaths occurred from the accidents reported.

Four (4) special investigations were done in FY 2022/23. These special investigations were based on requests made to the OSH Department from employees

and employers. Compared to the 2022/23 FY, special investigations declined by over 92 per cent.

## Inspections of workplaces under the ambit of the Factories Act

Inspections carried out by the OSH inspectors totalled 2,454 for FY 2022/23, an increase of 25.3 per cent when compared to FY 2021/22. Factory inspections accounted for 1,508 or 61.4 per cent of the total. Additionally, 853 Inspections of Building Operation Works

of Engineering Construction (BOWEC) sites were done, an increase of 177 or 26.1 per cent. Further review of the data shows that number of inspections carried on ships and docks increased by 39 per cent and 28 per cent, when compared to the 2021/22 FY.

## Public Awareness/ Sensitization sessions

In order to increase public awareness on Industrial Safety, 11 sensitization sessions were held during the 2022/23 FY.



## CHILD LABOUR UNIT

In October 2003, Jamaica ratified ILO Conventions 138 (Minimum Age of Employment) and 182 (Worst Forms of Child Labour). The primary tenets of these Conventions were included in the Child Care and Protection Act of 2004, Sections 33-45. This Legislation makes it illegal to employ children who are less than 13 years old, however it permits light work between the ages 13 to 15 years. As a part of continued support from the ILO, a Youth Activity Survey was conducted in 2002; it indicated that there were over 16,420 children engaged in child labour for that reference week. The MLSS has since been given the responsibility to implement the National Plan of Action on Child Labour with the following objectives:

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

### 5th Global Conference for the Elimination of Child Labour

The 5th Global Conference on the Elimination of Child Labour took place in Durban South Africa from 15 - 20 May 2022. The conference presented an opportunity to assess progress made towards achieving the goals of Target 8.7, discuss good practices implemented by the different actors around the world and identify gaps and urgent measures needed to accelerate the elimination of both child labour and forced labour. Jamaica participated physically as 1 of 2 Caribbean Countries

at the conference. Over 150 countries participated both physically and virtually. Members of the Child Labour Unit also participated virtually.

The conference discussed and agreed on global action to address the 1.5 billion children that have been exposed to child labour. Of this number, 160 million girls and boys remain in child labour, half of whom are in hazardous work. Delegates to the conference unanimously agreed that immediate intensified gender responses, well-coordinated multi-sectoral, multi-stakeholder and rights-based action are needed to scale up efforts to eliminate child labour and forced labour.

The Jamaican delegation at the Durban Conference recommended the following actions to further the country's commitment to eliminate child labour:

1. Community level engagements – through continued multi stakeholder sensitization and mobilization including Ministries, Departments and Agencies, NGOs, Educators and Civil Society organizations to identify perpetrators and victims of child labour.
2. Tripartite social dialogue towards the revision of the National Policy for the elimination of child labour and the implementation of the national Action Plan.
3. Legislative revision to incorporate the list of light and hazardous work to guide the engagement of children ages 15-17 years that undertake internship and temporary employment including summer work.
4. Continued collaboration with the International Labour Organization (ILO) Regional Initiative to eliminate child labour, South-South Cooperation programme and bilateral/technical cooperation with Brazil- and other counter-parts in Latin America and the Caribbean.
5. Funding assistance in the sum of USD20, 000 from the ILO for advancing the CLRISK Model of mapping the child labour risk and the constituency and community level in each parish.

**World Day Against Child Labour (WDACL)****Theme: Act Now: Universal Social Protection to Eliminate Child Labour**

The WDACL is observed annually on June 12, which focuses on the global extent of child labour, and the action and efforts needed to eliminate it. This day was established by the International Labour Organisation (ILO) in 2002 and is 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 Child Labour Unit observed World Day Against Child Labour and a message for the Minister of Labour and Social Security was published in Sunday newspapers on June 12, 2022. The Child Labour Unit also launched a Video-monologue competition on June 13, 2022. The aim of this competition was to allow students to provide a one-minute video dramatizing their feelings on child labour in Jamaica. This competition was originally scheduled to end July 16, 2022. However, it was extended to August 20, 2022, giving children a chance to participate as a summer activity. The age categories were 5- 10 years and 11-17 years.

**THE PRIZES FOR THE 5-10 AGE GROUP WERE:**

- 1st place a tablet
- 2nd place \$15,000
- 3rd place \$10,000

**THE PRIZES FOR THE 11-17 AGE GROUP WERE:**

- 1st place a laptop
- 2nd place \$20,000
- 3rd place \$15,000



An awards ceremony for the winners of the competition was held on Friday, February 10, 2023 at 11:00 a.m. at the Courtleigh Hotel and Suites.

## WEBINAR

Representatives from the Child Labour Unit participated in 2 webinars during the 2022/23 financial. These were:

1. Generating Evidence to Support the Elimination of Child Labour, Forced Labour and Human Trafficking, featured a collaboration between International Labour Organization (ILO)-International Organization for Migration (IOM) and –Innovations for Poverty Action (IPA) to expand the evidence base on child labour, forced labour, human trafficking. This session focused on showcasing new research findings on child labour, forced labour, and human trafficking to achieve policy impact. The topics discussed included:
  - risk factors for vulnerability
  - assessment of the effectiveness of child labour
  - forced labour
  - counter-trafficking policies and interventions
2. Trafficking in persons, hosted by Caribbean Regional Drug Law Enforcement Training Centre. This session focused on providing latest information on human trafficking and attendant crimes. In addition, it covered the relevant laws and protocols governing human trafficking, the essential elements required to commit the offence, trends, concepts and strategies used by traffickers.

## SENSITIZATION

During the financial year, the Unit conducted eleven (11) workshops, exceeding the target by 38 per cent. These workshops resulted in 1,928 persons being sensitised on child labour and child trafficking (602%). Workshops were held using the findings from the CLRISK. Nine (9) community level interventions were held for the financial year, resulting in 150 per cent of the target being achieved. Interventions were with Operators of Employment Agencies, parents from the Arnold Road Basic School and students and teachers at the Mona Heights Primary School. The Unit also undertook 3 Community Level Engagement/ Information Fairs in collaboration with the Public Assistance Department, held in Zones of Special Operations (ZOSO).





# 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 October 2022, with the input of the Social Partners: Jamaica Employers' Federation, the Jamaica Confederation of Trade Unions and other relevant Ministries and Agencies.

- Forced Labour Convention, 1930 (No. 29)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- Reports have been drafted on the following Conventions and stakeholders are being consulted to finalise same: Labour Clauses (Public Contracts) Convention, 1949 (No. 94)
- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)
- Employment Policy Convention, 1964 (No. 122)



# JAMAICA PRODUCTIVITY CENTER (JPC)

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's work is essential to improving the country's economic growth and competitiveness. During the 2022/2023 fiscal year, the JPC undertook several initiatives to drive public awareness, promote a productivity-conscious culture, and support productivity improvement in line with its strategic thrust.

## 1. Partnerships for increased visibility and understanding of productivity

With the goal of spreading knowledge and raising awareness about productivity and its significant role in driving the economy, the JPC engaged stakeholders and the wider public through a multi-pronged campaign that resulted in promoting productivity tools, knowledge and understanding.

As part of its communications strategy, media promotions, along with the websites and social media pages of the Ministry of Labour and Social Security, the Jamaica Information Service, Our Today, Gleaner, JNN, Live 2 Lead, JMEA, among others, were utilized for media promotions. Consistent with its focus

on productivity promotion and advocacy, the JPC was engaged in several partnership arrangements during the year, which included participation from: UWI Hugh Shearer Labour Studies Institute, UWI Department of Economics, UTECH, and Jamaica Chapter of the International Association of Innovation Professionals (IAOIP)/ CARICODE, JMEA, among others. 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 competency.

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

For the fiscal year, the JPC facilitated twenty-four (24) sensitization sessions which reached thousands of participants from various organizations across industries and impacting both public and private sectors. The sensitisation sessions sought to increase awareness and understanding of productivity measurement, tools and strategies. Information was shared about the Centre's operation and on topics such as "Closing the Productivity Gap", "Creating a Positive Work Environment for





Productivity." Sensitisation was also conducted at key stakeholder events. The Research and Measurement Unit (RMU) represented the JPC in various fora including sharing as panellist at CAPRI's launch of the report "The Business of Care: Boosting Productivity and by Supporting Workers". The RMU also participated in CAPRI's roundtable talk on the report "Who Cares: The Real Cost of Unpaid Care and Domestic Work." The Centre also participated in events such as the Live2Lead conference; the panel discussion on "Repositioning Higher Education for a Sustainable Future for Youth in Jamaica" hosted by the Youth Education Association; and the USAID "Partnerships for Sustainability" session regarding the Jamaica Youth Empowerment Activity. In one of its sensitization sessions the JPC engaged with the Bureau of Standards Jamaica (BSJ) to discuss the JPC's potential contribution to BSJ's Client Services Programme, aimed at establishing measures of competitiveness and productivity in various industries.



Mrs. Tamar Nelson presents the award of Productivity Innovator of the Year 2022 to the representative of the winner organization

As part of its productivity awareness drive, the Centre also executed the Productivity Innovation Competition 2022 and the Productivity Innovator of the Year 2022. The competitions were targeted at students and businesses respectively. The competition increased the exposure of Jamaicans to productivity related concepts. The competition also showcased the innovative ideas and productivity strategies from Jamaican citizens.

World Productivity Day was commemorated on June 20, 2022, by hosting a flagship hybrid Forum under the theme "Productivity in a Digitized World". The forum brought together professionals to discuss challenges and solutions related to "Harmonizing Technology, Innovation and People for Game Changing Results".



As we strive to improve workplace productivity, the JPC audited 12 firms during the fiscal year 22/23, meeting its target. The JPC also produced 21 audit reports, case studies, and technical articles, surpassing its target of 16 by 31%. Some of these audits were executed in partnership with JMEA. At least five of these organizations implemented audit recommendations and best practices, surpassing the annual target of three. The productivity audits and information provided by the Centre provide local firms across various industries with the tools needed to implement productivity best practices.

The JPC conducted 10 productivity improvement workshops during the fiscal year, doubling its target of five. During the fourth quarter the JPC partnered with HEART Trust NSTA to train 35 MSME business owners from various industries. Two of the workshop attendees confirmed that they have implemented the recommendations given by the JPC's Technical Assistance and Support Unit (TASU) to improve the productivity of their processes. Other workshops included a collaboration with the Hugh Shearer Labour Studies Institute (HSLI) and the Jamaica Employee Federation (JEF) on 'How to Enhance Organizational Productivity'; Staff development workshop sessions held with the Finance & Accounts Department of the Ministry of Transport and Mining (MTM); and a productivity workshop session at the MLSS Accounts and Administrative Stakeholders which aimed at

establishing the issues and expectations regarding the processing of payments for suppliers of goods and services to the MLSS.

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

The United Nations Industrial Development Organization (UNIDO), in partnership with an arm of the Ministry of Labour and Social Security, the Jamaica Productivity Centre (JPC), staged a policy-training event. This 5-day event was held at the Spanish Court Hotel and facilitated by Enhancing the Quality of Industrial Policies (EQUIP) policy facilitators: Dr. Neil Foster-McGregor, Deputy Director and Professor of Globalisation and Innovation at the United Nations University-MERIT, Dr. Christoph Hammer, Consultant on Industrial Policy Analysis, UNIDO and Dr. Anders Isaksson, Senior Industrial Policy and Research Officer, UNIDO. The participant list featured representatives from the Planning Institute of Jamaica, Private Sector Organisation of Jamaica, Jamaica Manufacturers and Exporters Association, Ministry of Finance & the Public Service, Statistical Institute of Jamaica, Jamaica Business Development Corporation, Scientific Research Council, Ministry of Industry, Investment & Commerce, Tax Administration Jamaica as well



The UNIDO course facilitators pose with the participants from the JPC and other units within the Ministry of Labour and Social Security on the last day of the EQUIP Training in Jamaica.

as the JPC and other departments of the Ministry of Labour & Social Security. Certificates were awarded to recognize the efforts of all 26 training participants.

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 Centre 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 2023/2024 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 2022. The unit also researched current factors of productivity. Research was conducted on how factors such as wages, inflation, and other macroeconomic variables have historically impacted national productivity.

#### 5. Improved institutional framework for delivery of productivity strategies

On September 20, 2022 the Jamaica productivity Centre (JPC) became the first department in the Ministry of Labour and Social Security, to become ISO 9001:2015 CERTIFIED. The certification ensures the JPC's Strategic objectives maintain the efficiency and effectiveness of internal and external processes in order to improve both internal and external customer experience and satisfaction.

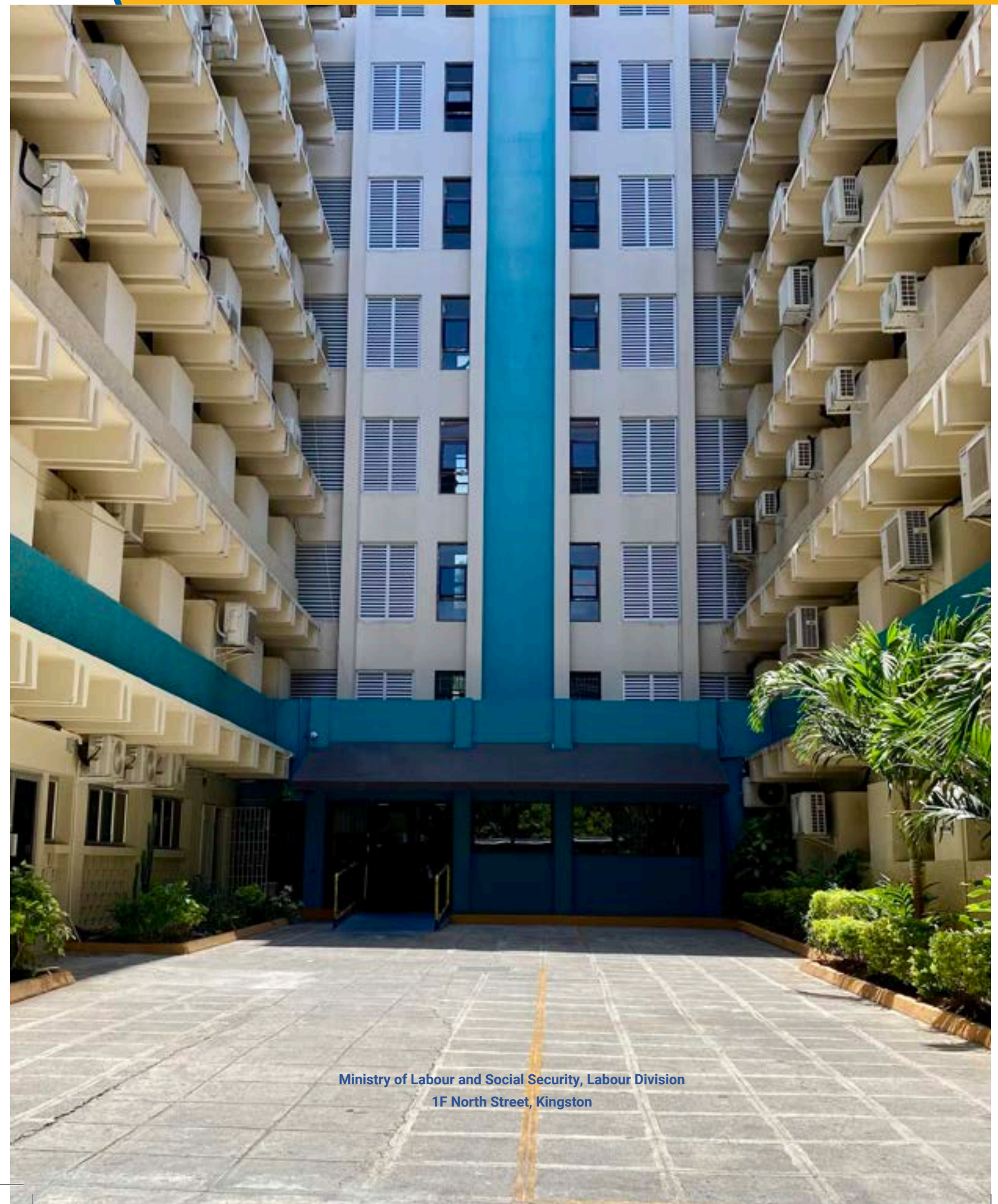
Continuous improvement remains a top priority for the JPC within its operations. To this end, the JPC team participated in internal and external capacity building sessions. Staff at the Centre received training in the ISO 9001 Quality Management System. Staff also participated in an ILO led online tripartite training on evidence-based policy making for a human-centred approach to recovery as well as an Apolitical Policy development programme. Another member of staff took an IMF course on High Frequency Indicators.

The JPC continued to be represented on the National Competitiveness Council Subcommittee. Partnerships with educational institutions continue to provide opportunities for internship programs. Partnership of note include arrangements with the University of West Indies, Mona Department of Economics and ongoing arrangements with the University of Technology, Jamaica.



Senior Director of the Technical Assistance and Services Unit in the Jamaica Productivity Centre, Collin Turner, receives a certificate for successfully completing the EQuIP Training in Jamaica from the course facilitator, Senior Industrial Policy and Research Officer, UNIDO,





Ministry of Labour and Social Security, Labour Division  
1F North Street, Kingston

# APPENDIX 1

## NATIONAL INSURANCE FUND FINANCIAL STATEMENT National Insurance Fund Statement of Comprehensive Income For Financial Year Ended March 31, 2023

SECRETARIAT	Unaudited 2023 \$'000	Unaudited 2022 \$'000	Unaudited 2021 \$'000
Income from investments and loans	7,362,526	5,396,546	5,011,791
Dividends	778,402	935,174	728,294
Property Rental	400,939	378,428	357,584
Property maintenance expense (net)	56,886	27,428	-12,424
Unrealized Gains/(Losses) on Investments	-4,626,971	3,371,214	5,114,702
Other	4,123	7,555	1,777
<b>Total Investment Income</b>	<b>3,975,905</b>	<b>10,116,345</b>	<b>11,201,724</b>
Administrative Expenses	-144,836	-103,572	80,252
Impairment Provision / Expected Credit Loss		-36,672	147,570
<b>Surplus from Secretariat Operations</b>	<b>3,831,069</b>	<b>9,976,101</b>	<b>10,973,902</b>
<b>SCHEME</b>			
Contributions	45,873,008	35,750,160	25,188,537
Less NHF Allocation	-7,645,501	-5,937,620	-4,135,253
<b>Contributions net of NHF Allocation</b>	<b>38,227,507</b>	<b>29,812,540</b>	<b>21,053,284</b>
Less Pension Benefits	-20,199,343	-20,442,747	-20,013,569
NI Health Benefits (NI Gold)	-524,878	-518,345	-494,187
Administrative Expenses	-1,363,154	-1,098,899	-1,050,442
Surplus/(Deficit) from Scheme Operations	16,140,132	7,752,549	-504,914
Net Increase / (decrease) in assets resulting from operations	19,971,201	17,728,650	10,468,988
Net Assets Resulting from Operations Opening of FY	141,670,473	123,941,831	113,472,842
<b>Net Assets Available for Benefits</b>	<b>161,641,674</b>	<b>141,670,481</b>	<b>123,941,830</b>



**National Insurance Fund**  
**Statement of Financial Position**  
**As At March 2023**

SECRETARIAT	Unaudited 2023 \$000	Unaudited 2022 \$000	Unaudited 2021 \$000
<b>Current Assets</b>			
Cash & Short term Investments	47,921,524	29,180,163	16,644,471
Account Receivables	2,662,984	1,986,299	1,835,216
	50,584,508	31,166,462	18,479,687
<b>Current Liabilities</b>			
Accounts Payables & Accruals	-2,672,373	-1,909,942	-1,874,290
Net Current Assets	47,912,135	29,256,520	16,605,397
<b>Fixed Assets</b>			
Fixed Assets	41,726	58,570	60,357
Investments- Money Market & Other	57,701,252	53,954,648	52,487,482
Investment- Listed Shares & Unit Trusts	31,993,540	36,298,452	34,010,647
Investment- Unlisted Ordinary Shares	869	869	869
Investments in Subsidiaries	1,651,678	1,412,006	1,012,374
Investments in Associate Companies	257,250	257,250	257,250
Investment Properties	18,928,014	18,756,280	18,690,495
Mortgage Receivables	8	8	8
Loan Receivables	3,155,202	1,675,878	816,951
<b>Net Assets Available for Benefits</b>	<b>161,641,674</b>	<b>141,670,481</b>	<b>123,941,830</b>

## APPENDIX 2

### SOCIAL SECURITY DIVISION

**SS1**

#### NUMBER OF YOUTHS PLACED IN SPECIAL EMPLOYMENT BY PARISH AND SEX 2021/22 AND 2022/23

PARISH	2020/21		2022/23		TOTAL	
	MALE	FEMALE	MALE	FEMALE	2021/22	2022/23
KSA	20	53	22	48	73	70
ST. CATHERINE	12	31	7	25	43	32
HANOVER	1	5	0	3	6	3
TRELAWNY	0	7	4	14	7	18
ST. ANN	12	45	9	51	57	60
WESTMORELAND	0	9	2	7	9	9
ST. MARY	9	14	8	14	23	22
ST. JAMES	0	1	1	1	1	2
ST. THOMAS	0	24	5	13	24	18
MANCHESTER	3	6	5	16	9	21
PORTLAND	5	29	4	19	34	23
CLARENDON	11	25	10	37	36	47
ST. ELIZABETH	10	42	4	36	52	40
<b>TOTAL</b>	<b>83</b>	<b>291</b>	<b>81</b>	<b>284</b>	<b>374</b>	<b>365</b>

**SS2**

#### NUMBER OF BENEFICIARIES AND DISBURSEMENTS FOR EDUCATIONAL AND ENTREPRENEURIAL GRANT: 2021/22 AND 2022/23

EDUCATIONAL GRANT	MALE		FEMALE		TOTAL		DISBURSEMENTS	
	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23
TERTIARY	57	36	192	228	249	264	\$32,872,903.81	\$39,697,129.28
SECONDARY	29	12	116	69	145	81	\$6,547,735.00	\$4,194,015.50
SKILLS	0	2	0	2	0	4	\$ -	\$225,900.00
<b>SUBTOTAL</b>	<b>86</b>	<b>50</b>	<b>308</b>	<b>299</b>	<b>394</b>	<b>349</b>	<b>\$39,420,638.81</b>	<b>\$44,117,044.78</b>
TYPES OF ENTREPRENEURIAL GRANT	MALE		FEMALE		TOTAL		DISBURSEMENTS	
TRADING	7	0	6	9	13	9	\$1,096,248.85	\$930,000.00
MANUFACTURING	2	0	1	0	3	0	\$330,000.00	\$0.00
AGRICULTURE	1	2	6	6	7	8	\$640,000.00	\$761,750.00
<b>SUB-TOTAL</b>	<b>10</b>	<b>2</b>	<b>13</b>	<b>15</b>	<b>23</b>	<b>17</b>	<b>\$2,066,248.85</b>	<b>\$1,691,750.00</b>
<b>GRAND TOTAL</b>	<b>96</b>	<b>52</b>	<b>321</b>	<b>314</b>	<b>417</b>	<b>366</b>	<b>\$41,486,887.66</b>	<b>\$45,808,794.78</b>

## SS3

## REFERRALS OF CHILDREN FOR SPECIALIZED ASSISTANCE BY SEX: 2021/22 AND 2022/23

REFERRALS	2021/22		2022/23		2021/22	2022/23
	MALE	FEMALE	MALE	FEMALE	TOTAL	
PHYSIOTHERAPY	431	267	407	219	698	626
ORTHOPAEDIC	13	9	0	3	22	3
SPECIAL EDUCATION	110	48	71	32	158	103
OTHER AGENCIES	116	62	76	45	178	121
<b>TOTAL</b>	<b>670</b>	<b>386</b>	<b>554</b>	<b>299</b>	<b>1,056</b>	<b>853</b>

# APPENDIX 3 LABOUR DIVISION

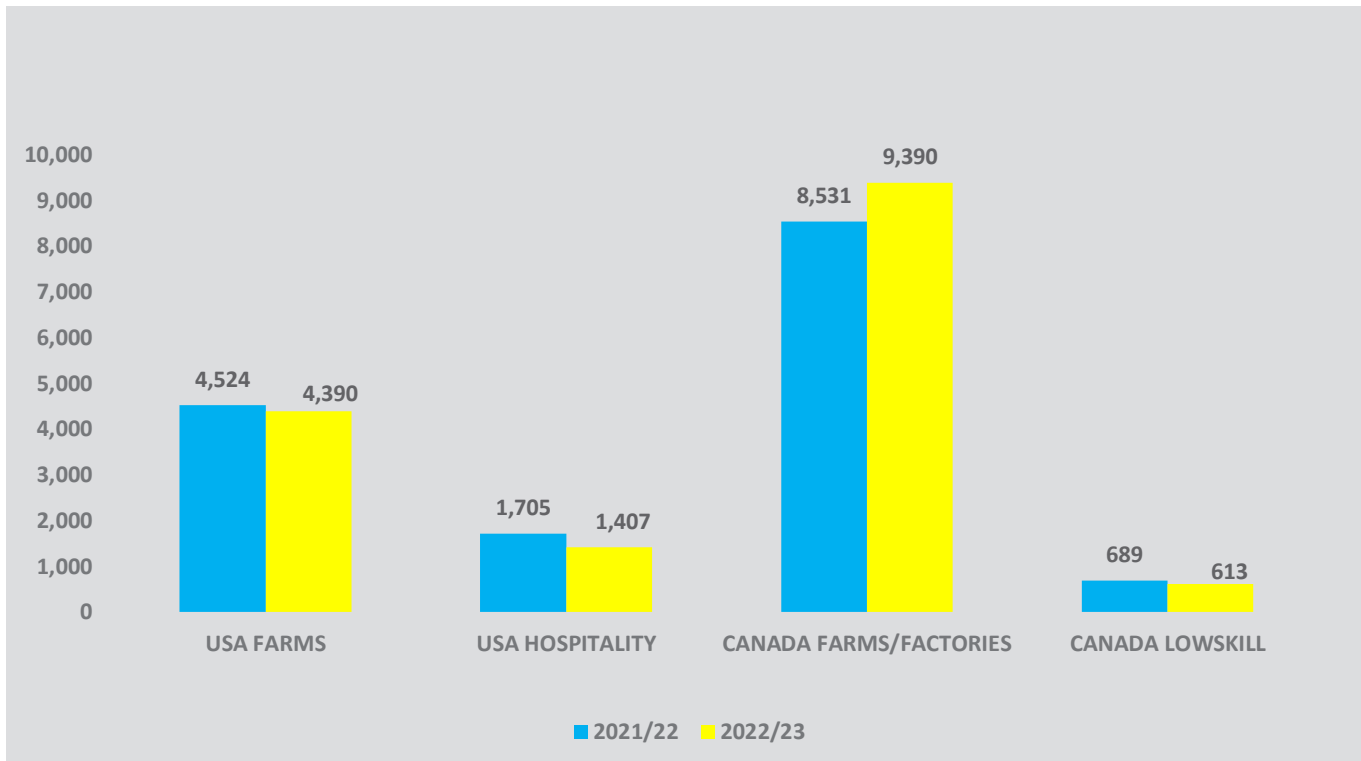
L1

## REGISTRATIONS, NOTIFIED VACANCIES AND PLACEMENTS BY QUARTER AND SEX: 2021/22 AND 2022/23

QUARTER	REGISTRATIONS						NOTIFIED VACANCIES		PLACEMENT					
	2021/22			2022/23			2021/22	2022/23	2021/22			2022/23		
	M	F	T	M	F	T	T	T	M	F	T	M	F	T
APR-JUN	3	7	10	58	9	67	508	1893	9	69	78	40	160	200
JUL-SEPT	3	10	13	0	0	0	788	761	82	172	254	109	294	403
OCT-DEC	5	9	14	6	14	20	458	655	164	203	367	127	204	331
JAN-MAR	0	0	0	13	28	41	619	266	4	55	59	105	219	324
<b>TOTAL</b>	11	26	37	77	51	128	2,373	3,575	259	499	758	381	877	1,258

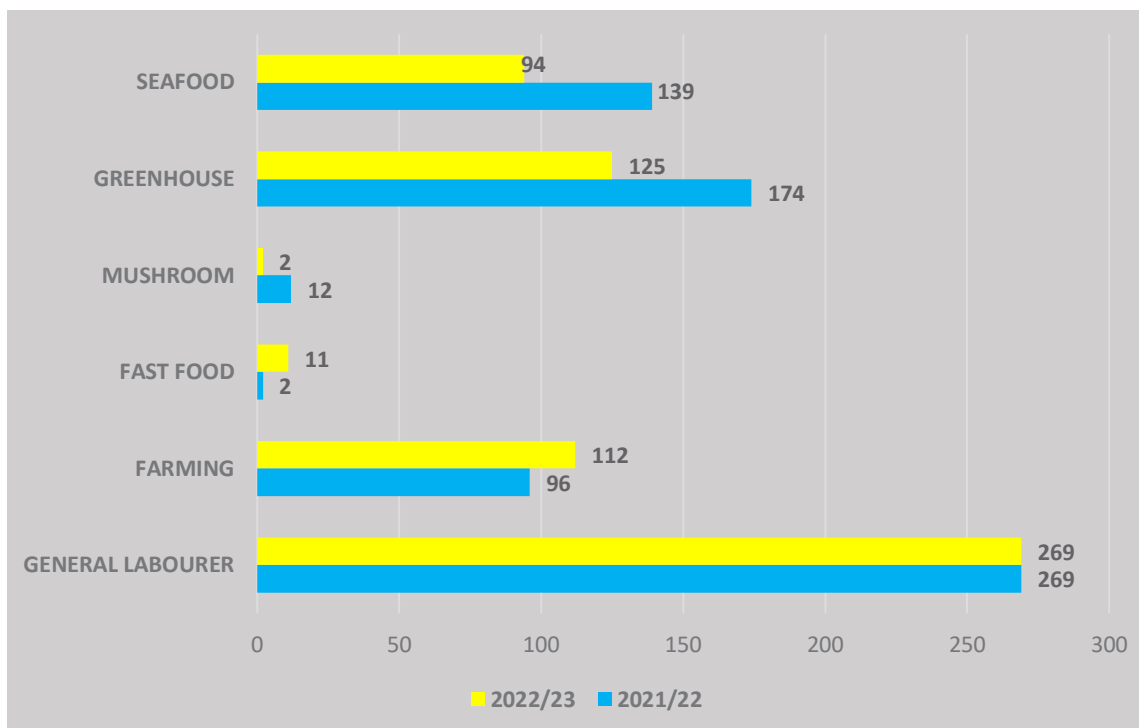
F1

## NUMBER OF WORKERS EMPLOYED OVERSEAS FOR FINANCIAL YEAR 2021/22 AND 2022/23



F2

### NUMBER OF WORKERS EMPLOYED ON THE CANADIAN LOW SKILLED PROGRAMME BY SKILL CATEGORY FY 2021/22 AND 2022/23



L2

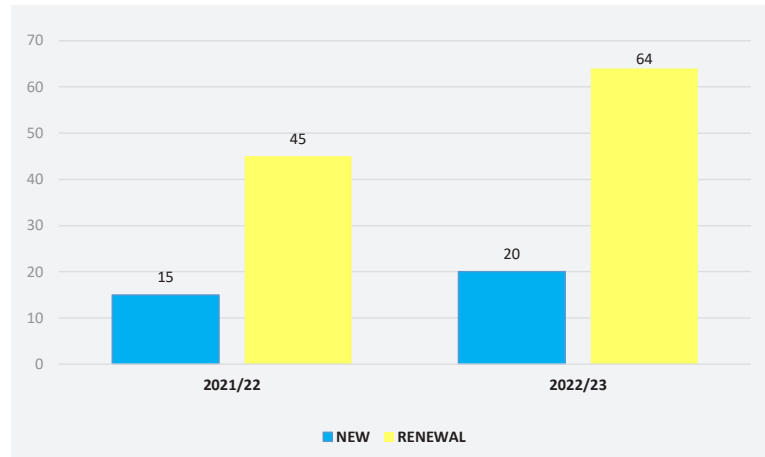
### MOVEMENT OF WORKERS ON THE U.S OVERSEAS PROGRAMME: 2021/22 AND 2022/23

FARM WORKERS	2021/22	2022/23	HOSPITALITY WORKERS	2021/22	2022/23
TOTAL IN U.S. AT THE BEGINNING OF THE FY	1,310	982	TOTAL IN U.S. AT THE BEGINNING OF THE FY	538	864
RECRUITED	4,524	4,390	RECRUITED	1,705	1,407
ADJUSTMENTS	19	59	ADJUSTMENTS	27	
RETURNED TO JAMAICA			RETURNED TO JAMAICA		
	4,292	3,824		682	836
AWOL	44	69	AWOL	6	7
CHANGED STATUS	3	3	CHANGED STATUS	0	0
DECEASED	2 r	2	DECEASED	1	1
TRANSFER TO PRIVATE PROGRAMME	0	0	TRANSFER TO PRIVATE PROGRAMME	49	26



**F3**

**NUMBER OF LICENSES (NEW AND RENEWAL) ISSUED TO PRIVATE OPERATORS FOR FY 2021/22 AND 2022/23**



**L3**

**NUMBER OF WORK PERMIT APPLICATIONS RECEIVED AND APPROVED BY OCCUPATION:**

OCCUPATIONAL CATEGORY	YEAR	RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
MANAGERS	2021/22	390	1,171	1,561	392	1,259	1,651
	<b>2022/23</b>	692	1,076	1,768	636	1,081	1,717
PROFESSIONALS	2021/22	365	388	753	294	367	661
	<b>2022/23</b>	459	440	899	439	449	888
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021/22	393	612	1,005	371	682	1,053
	<b>2022/23</b>	558	605	1,163	524	612	1,136
CLERICAL SUPPORT WORKERS	2021/22	3	4	7	3	5	8
	<b>2022/23</b>	1	6	7	1	7	8
SERVICE AND SALES WORKERS	2021/22	112	261	373	109	291	400
	<b>2022/23</b>	188	207	395	174	212	386
SKILLED AGRICULTURE, FORESTRY AND FISHERY WORKERS	2021/22	147	135	282	160	96	256
	<b>2022/23</b>	82	83	165	86	96	182
CRAFT AND RELATED TRADE WORKERS	2021/22	246	207	453	202	214	416
	<b>2022/23</b>	96	105	201	95	99	194
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2021/22	4	14	18	2	18	20
	<b>2022/23</b>	5	6	11	7	13	20
ELEMENTARY OCCUPATIONS	2021/22	18	8	26	6	3	9
	<b>2022/23</b>	18	14	32	11	16	27
ARMED FORCES OCCUPATIONS	2021/22	0	0	0	0	0	0
	<b>2022/23</b>	0	0	0	0	0	0
NOT CLASSIFIED	2021/22	0	0	0	0	0	0
	<b>2022/23</b>	5	0	5	2	0	2
<b>TOTAL</b>	2021/22	1,678	2,800	4,478	1,539	2,935	4,474
	<b>2022/23</b>	<b>2,104</b>	<b>2,542</b>	<b>4,646</b>	<b>1,975</b>	<b>2,585</b>	<b>4,560</b>

L4

**NUMBER OF WORK PERMIT APPLICATIONS RECEIVED AND APPROVED  
BY INDUSTRY: 2021/22 AND 2022/23**

INDUSTRY	YEAR	RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
AGRICULTURE, FORESTRY & FISHING	2021/22	185	174	359	198	145	343
	2022/23	109	127	236	128	142	270
MINING AND QUARRYING	2021/22	9	10	19	9	10	19
	2022/23	7	7	14	6	2	8
MANUFACTURING	2021/22	90	89	179	78	99	177
	2022/23	61	77	138	58	78	136
ELECTICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	2021/22	44	41	85	43	42	85
	2022/23	26	40	66	24	41	65
WATER SUPPLY; SEWAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	2021/22	3	4	7	3	5	8
	2022/23	2	4	6	1	3	4
CONSTRUCTION	2021/22	332	322	654	249	326	575
	2022/23	328	293	621	311	301	612
WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	2021/22	460	1,416	1876	466	1,570	2036
	2022/23	832	1,224	2056	755	1,232	1987
TRANSPORT STORAGE	2021/22	14	7	21	12	6	18
	2022/23	20	12	32	16	13	29
ACCOMMODATION AND FOOD SERVICE ACTIVITIES	2021/22	202	428	630	194	429	623
	2022/23	342	370	712	337	390	727
INFORMATION AND COMMUNICATION	2021/22	68	59	127	64	64	128
	2022/23	54	89	143	54	82	136
FINANCIAL AND INSURANCE ACTIVITIES	2020/21	26	17	43	26	18	44
	2022/23	15	10	25	15	8	23
REAL ESTATES ACTIVITIES	2020/21	4	3	7	3	3	6
	2022/23	6	1	7	5	1	6
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	2021/22	4	1	5	4	1	5
	2022/23	0	2	2	0	2	2
ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	2021/22	1	2	3	1	1	2
	2022/23	8	2	10	8	3	11
PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	2021/22	0	4	4	0	0	0
	2022/23	0	1	1	0	5	5
EDUCATION	2021/22	50	47	97	18	33	51
	2022/23	36	37	73	31	39	70
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	2021/22	73	60	133	58	48	106
	2022/23	53	54	107	45	50	95
ARTS, ENTERTAINMENT AND RECREATION	2021/22	21	27	48	20	26	46
	2022/23	57	53	110	59	54	113
OTHER SERVICE ACTIVITIES	2021/22	90	77	167	90	100	190
	2022/23	136	137	273	114	133	247
ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS AND SERVICES - PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	2021/22	3	11	14	3	8	11
	2022/23	8	5	13	7	6	13
ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES	2021/22	0	1	1	0	1	1
	2022/23	1	0	1	1	0	1
TOTAL	2021/22	1,679	2,800	4,479	1,539	2,935	4,474
	2022/23	2,101	2,545	4,646	1,975	2,585	4,560

L5

**WORK PERMIT RECIPIENTS (NEW AND RENEWAL) BY REGION OF ORIGIN: 2021/22 AND 2022/23**

REGION OF ORIGIN		NEW			RENEWAL			TOTAL		
		M	F	T	M	F	T	M	F	T
NORTH AMERICA	2021/22	38	28	66	39	26	65	77	54	131
	<b>2022/23</b>	39	23	62	39	24	63	78	47	125
LATIN AMERICA	2021/22	318	28	346	235	29	264	553	57	610
	<b>2022/23</b>	251	32	283	241	36	277	492	68	560
CARIBBEAN	2021/22	141	43	184	233	79	312	374	122	496
	2022/23	182	85	267	280	67	347	462	152	614
EUROPE	2021/22	96	29	125	142	52	194	238	81	319
	<b>2022/23</b>	125	57	182	153	64	217	278	121	399
AFRICA	2021/22	22	8	30	50	2	52	72	10	82
	<b>2022/23</b>	46	16	62	45	8	53	91	24	115
ASIA	2021/22	659	126	785	1,595	446	2,041	2,254	572	2,826
	<b>2022/23</b>	875	241	1,116	1,303	320	1,623	2,178	561	2,739
OCEANIA	2021/22	2	1	3	5	2	7	7	3	10
	<b>2022/23</b>	3	0	3	3	2	5	6	2	8
TOTAL	2021/22	1,276	263	1,539	2,299	636	2,935	3,575	899	4,474
	<b>2022/23</b>	1,521	454	1,975	2,064	521	2,585	3,585	975	4,560

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**NUMBER OF ACCIDENTS REPORTED AND SPECIAL INVESTIGATIONS CONDUCTED: 2021/22 AND 2022/23**

