



MINISTRY OF LABOUR AND SOCIAL SECURITY

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ANNUAL REPORT 2020-2021



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Ministry of Labour & Social Security

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GLOSSARY OF TERMS

CARICOM SINGLE MARKET AND ECONOMY (CSME)

This refers to the creation of a single market economic space among 12 Caribbean nations as opposed to 12 separate and distinct markets and economies; each governed by its own rules and separated by difficult barriers. The CSME allows for free movement of goods, services, people and capital in the participating Member States through the removal of monetary, legal, physical, technical and administrative barriers, to facilitate harmonisation of economic, monetary and fiscal policies and measures in the participating States.

FREE MOVEMENT

This refers to the provisions that have been or are being put in place to allow for the movement of goods, services, capital and people across Participating States of the Caribbean Community, without restrictions. Free movement facilitates more efficient work and competitive production of goods and services for both regional and international markets.

FREE MOVEMENT OF SKILLED PERSONS

The free movement of skill/labour entails the right of a CARICOM National to seek work or engage in gainful employment in participating CARICOM Member States either as a wage-earner or non-wage earner, without the need to obtain a work permit in the Member State in which he/she desires to work. At this time the free movement of skilled persons allows for the removal of work permits for university graduates, media workers, sports persons, musicians, artists, managers, supervisors, and other service providers. Workers in these categories can now move freely to another Member State and enjoy the same benefits, rights and conditions of work and employment as the nationals of the host country.

CONCILIATION

ESSENTIAL SERVICES

The Essential Services Regulations were established under the first schedule to the Labour Relations and Industrial Disputes Act (LRIDA). Under the Essential Services Regulations workers within certain services are debarred from taking strike actions. These include hospitals, fire fighting services and correctional services, as well as services connected with the loading and unloading of ships.

INDUSTRIAL DISPUTES

An industrial dispute is a dispute between one or more employer or organisations representing employers and one or more worker or organisations representing workers, where such a dispute relates wholly or partly to:-

- 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.

GLOSSARY OF TERMS

WORK STOPPAGE

A work stoppage means a concerted stoppage of work by a group of workers in contemplation or furtherance of an industrial dispute, whether those workers are parties to the dispute or not and whether it is carried out during or on the termination of their employment.

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.

OCCUPATIONAL 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

It is my pleasure to share with you the Ministry of Labour and Social Security 2020/21 Annual Report. The Report gives an overview of the Ministry's accomplishments and policy direction.

Thanks to the staff and social partners for their extraordinary contribution over the past 12 months. Their commitment to duty has been nothing short of outstanding and exemplifies how working together towards a common goal can bring outstanding results.

As we reflect on the performance of the Ministry, it is evident that the COVID-19 pandemic brought out the best in us. Our Overseas Employment Unit secured a total of fifteen thousand, nine hundred and eighty four (15,984) jobs for Jamaican farmworkers in the United States and Canada. Of this number, 736 were for the Hospitality programme in the United States.

We were also instrumental in finding 607 jobs for unemployed youths through our Electronic Labour Exchange (ELE) and Labour Market Information System (LMIS). In addition to that, the Ministry successfully agreed and signed this Memorandum of Understanding (MOU) with the University of Technology (UTECH) and the Jamaica Household Worker's Union (JHWU).

The MOU with UTECH is to further strengthen partnerships between both entities and for the MLSS to disseminate labour market intelligence, engage in career development activities, register jobseekers and populate the Skills Bank. The MOU with the JHWU, is to establish a partnership between the JHWU and LMIS with a view to promoting the use of the database and the services offered by LMIS to members of the JHWU, as well as to formalize engagement with the household workers sector.

We also granted three thousand two hundred and seventy-five (3,275) work permits. As part of our move to protect and strengthen the local labour force, we are developing a web portal that will link jobseekers from the LMIS with investors, so that they can utilize our local talents, instead of going overseas for workers.

We recognize that if Jamaica is to achieve first-world status, then an increase in productivity will be critical. It is against this background, that we facilitated four (4) fora, reaching approximately 430 participants.

During the year, two hundred and twenty-six (226) accidents on the job were reported to the Ministry, with eight (8) persons losing their lives in the process. So, as part of our ongoing efforts to promote occupational safety and health at work, we conducted 13 sensitization sessions to increase public awareness about the importance of Industrial Safety.

*Honourable Karl Samuda, OJ, CD, MP.
Minister of Labour and Social Security
September 2021*



MESSAGE FROM THE STATE MINISTER

The past financial year was like no other, as the COVID-19 Pandemic, threatened the health, safety and wellbeing of our staff and clients. In spite of these challenges, we were still able to meet most of our targets throughout the year.

Notably, the Ministry was at the forefront of the government's response to the COVID-19 pandemic. Led by our Programme for Advancement Through Health and Education (PATH), we were able to provide much-needed financial assistance to beneficiaries throughout Jamaica. Some of the strategies used by PATH to reduce the effects of the pandemic include: suspension of the compliant assessment for beneficiaries, provision of an additional payment to beneficiaries in May 2020, provision of school feeding stipends to student beneficiaries, as well as children in early childhood institutions in lieu of school meals, and the payment of We Care Grants for children in PATH families at a value of J\$5,000 per child. We also concluded a J\$40M partnership with UNICEF Jamaica to support children with disabilities, as well as pregnant/lactating women registered on PATH. An average of two thousand one hundred and sixty-six (2,166) children with disabilities and six hundred and sixty-one (661) pregnant/lactating mothers received payment of J\$4,250 for the August, October and December 2020 payment cycles.

Our Social Intervention Programme (SIP) also distributed four hundred and seventeen (417) Educational and Entrepreneurial Grants amounting to approximately J\$36.7M to assist persons with their Education and those starting their own businesses. In addition, over eleven thousand (11,000) individuals received Public Assistance Grants and care packages, totalling J\$298.5M.

The National Council for Senior Citizens (NCSC) played an integral role in response the COVID-19 Disaster Response by distributing food and hygiene packages to six thousand, seven hundred and twenty six (6,726) seniors across the country.

The Government also allocated J\$40M to support Persons with Disabilities (PwDs), who were impacted by the pandemic. The Jamaica Council for Persons with Disabilities (JCPD) approved J\$8.6M in financial assistance to 439 PwDs. Twenty-eight (28) PwDs also received Education and Empowerment Grants (EEG), as well as Assistive Aids Grants at a value of J\$2.5M. Legislatively, the Education and Training Codes of Practice for PwDs were completed and are now ready for implementation in short order.

Thanks to the hardworking and dedicated staff of the Ministry of Labour and Social Security, who have shown unwavering commitment throughout the year. As we look forward, to "Build Back Stronger", I am fully committed to the task at hand and will be doing everything in my power to ensure that we accomplish our goals outlined in our Strategic Plan.

*Honourable Zavia Mayne, MP.
Minister of State, Labour and Social Security
September 2021*



MESSAGE FROM THE PERMANENT SECRETARY

I am pleased to present the Ministry of Labour and Social Security Annual Report for the fiscal year 2020/21, that will highlight the progress and accomplishments of the Ministry.

The socio-economic challenges brought on by the COVID-19 pandemic severely tested the mettle of the Ministry and placed a significant strain on our resources. Under the circumstances, we were forced to make strategic adjustments to our operations to maintain productivity while protecting the health and safety of our workers.

As directed by the Government, we implemented the work-from-home arrangement to reduce the risk of COVID-19 infection in the workplace. Administratively, we accelerated the modernization and digitization of our systems in various departments, in an effort to reduce turnover time and increase efficiency. Thanks to our hardworking and dedicated staff, we were able to digitize approximately ninety-three thousand (93,000) of our pensioners' benefit files, with an additional thirty-five thousand, two hundred and forty two (35,242) new pensioners now receiving electronic payments through direct deposits to their bank accounts.

Thirty-nine (39%) of the beneficiaries on the Programme of Advancement Through Health and Education (PATH) now receive electronic payments up from 14% in the previous year. This is a significant step in the right direction, as electronic payment allows beneficiaries, direct access to their funds, as well as reduce the administrative costs and risks associated with cheque payments.

As it relates to our National Insurance Scheme (NIS), the slowdown of the economy and the increase unemployment prevented us from maximizing our collections. Nonetheless, we were able to collect J\$20.9B in contributions, and a further J\$978.9M in arrears, which augurs well for the future of the National Insurance Fund.

Another notable accomplishment was the completion and opening of our office in St Ann. The upgrading and modernizing of this facility to a more customer-centric environment, has improved the quality of our services delivered and continues to increase the level of productivity in the Ministry.

As we transition into the new fiscal year, I thank the devoted staff of the Ministry of Labour and Social Security, who continue to put their lives at risk to serve the people of Jamaica. The significant progress we have made as a Ministry, would not have been possible without their invaluable contribution. I anxiously look forward to working with everyone for another year, as we collectively pursue Jamaica's vision of making Jamaica the place to live, work, raise families and do business by 2030.

*Colette Roberts Risden
Permanent Secretary
Ministry of Labour and Social Security
September 2021*

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, National Insurance Scheme (NIS) pensioners, Persons with Disabilities (PwDs), Senior Citizens and beneficiaries of Public Assistance/Programme of Advancement Through Health and Education (PATH).

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

The Labour Division of the Ministry commenced operations in 1938 as an Employment Bureau 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 April 4, 1966. The Scheme was established under the liabilities of the Sugar Workers' Pension Scheme. The Social Security Division evolved from this as programmes were added to address the needs of the vulnerable groups.

MANDATE

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

VISION

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

MISSION

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

CORE VALUES – (ICREATE)

STRATEGIC PRIORITIES

I

NTEGRITY



SOCIAL
PROTECTION

C

CLIENT-FOCUSED



HUMAN CAPITAL
DEVELOPMENT

R

ESULTS-ORIENTED



INCLUSIVE
SUSTAINABLE
ECONOMIC GROWTH
AND JOB CREATION

A

CCOUNTABILITY



RULE OF LAW
AND TIMELY
JUSTICE
OUTCOMES

T

RANSPARENCY

E

XCELLENCE

STRATEGIC OBJECTIVES

- To increase access and delivery of social welfare services by 20 per cent over the medium term
- To complete the development of the National Productivity Policy by 2023
- To increase annual growth in the Net Asset Value of the National Insurance Fund by 6 per cent and maintenance of 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 to 80 per cent by 2025
- Continue amendments and enactment of 7 legislation and supporting regulations during 2021-2025
- To upgrade and increase the use of information technology in the management and delivery of key programmes in the Ministry by 80 per cent (JNIS, Social Pensions System, Work Permit System) by 2025

STRATEGIC OUTCOMES

The strategic outcomes of the Ministry are:

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

PORTFOLIO AREAS

The Ministry executes its mandate through the Executive Direction and Administration Programme and two (2) Divisions, Labour and Social Security as indicated in its moniker. The general administration, planning and overall management of the Ministry of Labour and Social Security (MLSS) 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 and the National Productivity Programme. These are administered through:

- **Industrial Relations**
 - Pay and Conditions of Employment Branch (PCEB)
 - Pre-conciliation Unit
 - Conciliation Department
- **Manpower Services:**
 - Local Employment/Electronic Labour Exchange (ELE)
 - Overseas Employment
 - Employment Agencies Unit (Licences Unit)
- **Child Labour**
- **Work Permit**
 - Caribbean Single Market Economy (CSME) Skills Certificate
- **Occupational Safety and Health (OSH)**
 - HIV Unit
- **Industrial Disputes Tribunal (IDT)**
- **The Jamaica Productivity Centre (JPC)**

The Social Security Division 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:

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

- Social Intervention Programme (SIP)
- Jamaica Council for Persons with Disabilities (JCPD)
- Early Stimulation Programme (ESP)
- National Council for Senior Citizens (NCSC)

BUDGET SUMMARY

Total Funding Requirement	Actual Expenditure	Estimates Of Expenditure
	2020/2021	2020/2021
	J\$ 000)	J\$ 000)
Total Recurrent	3,839,572	13,652,216
Total Capital B	13,015,696	
Total Appropriations In Aid		
Total Funding Requirement	16,855,268	13,652,216

2020/21 YEAR IN REVIEW: KEY ACHIEVEMENTS

3,782 Senior Citizens benefitted from the Meals on Wheels Programme

40% increase in cash grants paid to PATH Beneficiaries compared to FY 19/20
39% of PATH families received benefits electronically

Over 45,000 food packages and 8,832 hygiene packages and other relief supplies delivered to families affected by the pandemic island wide

Social Pension Programme approved by Cabinet
11,463 persons received PAD Grants totalling J\$298.5M

33,071 new persons registered with the NIS
J\$20.995B collected in NIS Contributions

53.7 per cent of pensions paid electronically
35,242 new pensioners received electronic payments

15,984 Jamaicans were placed in employment opportunities in the USA and Canada

J\$995.57M collected in NIS Contribution arrears
2 Codes of Practice completed by the JCPD

As at March 2021, the Net Asset Value of the Fund grew by J\$11.917B

4 Productivity Forums held reaching some 430 participants
9 Productivity Improvement Workshops held

Task Force established to examine Impact of COVID-19 on workforce

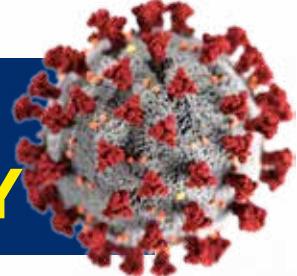
1st phase of Child Labour Risk Identification Model completed
1,773 inspections carried out by OSH Inspectors

New office in St. Ann opened
3 Mobile units procured to assist in PR

LMIS MOU signed with Jamaica Household Workers Union
Baseline Customer Service Survey Completed

Expanded use of online platforms for the submission and management of complaints and industrial disputes

COVID-19 MITIGATING MEASURES IMPLEMENTED BY THE MINISTRY



When the first case of the novel coronavirus was reported in Jamaica in March 2020, the Ministry of Labour and Social Security was integral to the national response.

The Ministry of Labour and Social Security (MLSS) chairs the Humanitarian Assistance Committee (HAC) of the National Disaster Risk Management Council (NDRMC) and is the lead entity for the National Disaster Relief Response Programme. Following the declaration of the first quarantined communities (7 and 8 Miles, Bull Bay), on March 14, 2020 the MLSS in conjunction with its HAC partners commenced distribution of relief supplies to families in quarantine.

The Ministry's contribution to the COVID-19

response included the coordination and delivery of relief supplies, providing additional assistance benefits to PATH beneficiaries, PwDs, as well as assistance through the CARE programme to persons who had lost their jobs.

At the end of the 20/21 FY, the Ministry distributed over 45,000 food packages, 8,832 hygiene packages, 3,452 cases of water, 1,943 cases of juice, numerous assorted snacks and personal care items to families in quarantine and other families affected by the pandemic across the island. Given the continued impact of the pandemic, the humanitarian response is ongoing as the team continues to provide island-wide support to families affected by the COVID-19 pandemic.

PUBLIC ASSISTANCE ISLAND-WIDE FOOD DISTRIBUTION AS AT MARCH 31, 2021

Parish	# Food Packages Distributed	# Food Packages Distributed (NCSC)	OVERALL TOTAL
Kingston & St. Andrew	6,034	3,867	9,901
St. Catherine	3,703	223	3,926
Clarendon	4,580	187	4,767
Manchester	1,593	135	1,728
St. Elizabeth	1,098	282	1,380
Westmoreland	929	159	1,088
Hanover	2,148	165	2,313
St. James	776	215	991
Trelawny	2,274	194	2,468
St. Ann	2,251	150	2,401
St. Mary	5,404	295	5,699
Portland	876	162	1,038
St. Thomas	7,441	152	7,593
TOTAL	39,107	6,186	45,293

The Ministry's humanitarian assistance response to the pandemic utilized a multi-sectoral approach. The focal point for the packaging and distribution of supplies was the MLSS's Central Foods Warehouse (CFW). The field staff included MLSS Social Workers and other staff members, volunteers from other MDAs, Food for the Poor, Jamaica Red Cross, and Salvation Army. Additionally, the Ministry partnered with public and private sector organizations to support the COVID-19 relief effort. The Ministry of Industry, Commerce, Agriculture and Fisheries (MICAF) provided fresh fruits, vegetables and ground provisions, which were distributed to families in quarantine. Some of the fresh produce received was donated to Missionaries of the Poor, Glen Hope Place of Safety, Maxfield Park Children's Home and Homestead Children's Home. Several private

sector organizations and individuals have also donated food, hygiene and personal care items to assist with the response to affected families.

SENIOR CITIZENS

Senior Citizens who normally receive a cooked meal under the Meals on Wheels Programme also received food and hygiene packages on a fortnightly basis under the MLSS COVID-19 Disaster response. The packages were issued to encourage compliance among senior citizens with the stay-at-home orders implemented by the Government. This initiative is ongoing and as a result, over 6,726 seniors benefitted



Highlights of the Ministry's COVID-19 care package distribution

PATH CASH GRANTS

Disbursements to PATH beneficiary families formed a significant part of the Ministry's COVID-19 response as benefits included:

1. Full Benefit Payments following the relaxation of compliance assessments due to school closures and social distancing guidelines in public facilities. As a conditional cash transfer programme, payments made to children and pregnant/lactating women are contingent on their compliance with school attendance and preventative health centre visits. The compliance assessment was suspended from the April 2020 payment cycle onwards. Bimonthly cash grant payments amounted to J\$7.8B in FY 20/21.

2. An additional payment of full benefits to cushion the adverse economic effects of the pandemic was made in May 2020. Typically, the bimonthly PATH payment cycle does not include a payment cycle in May as payments are made in February, April, June, August, October and December in each year.

3. School feeding stipends were paid to student beneficiaries as well as children in early childhood institutions in lieu of school meals, following the closure of schools. PATH beneficiaries received J\$2.5B in school feeding stipends for the fiscal year.

4. The We Care Grant approved by the Cabinet in August 2020, was paid to children in PATH families at a value of J\$5,000 per child. The We Care Grant and the annual Back to School Grant were paid together in August 2020 at a combined cost of J\$1.4B.

5. A J\$40M partnership with UNICEF Jamaica was concluded to support children with disabilities as well as pregnant/lactating women registered on PATH. The partnership resulted in payments of \$4,250 to an average of 2,166 children with disabilities and 661 pregnant/lactating women for the August, October and December 2020 payment cycles. In addition, the families of 1,000 children registered with the Early Stimulation Programme as well as the Jamaica Council for Persons with Disabilities benefitted from food packages.



Hon. Karl Samuda, (centre) discusses grant funding partnership agreement to boost PATH Programme with Mrs. Mariko Kagoshima, UNICEF Jamaica Country Representative (left) as PS Roberts Risdien (right) looks on

NIS PENSIONERS

The NIS pensioners were allowed an early encashment of their pension vouchers with disbursement dates for April, May, June and July 2020. Additionally, pensioners were encouraged to use the Direct Deposit Payment System in order to assist with complying with the social distancing protocol. For FY 20/21, 35,242 pensioners (98 per cent of target) were paid by direct deposit.

JAMAICA COUNCIL FOR PERSONS WITH DISABILITIES

The following measures were undertaken for PwDs as part of the COVID-19 Response:

- **JCPD Food/Care Package-** At least 1,000 PwDs who were identified as vulnerable were targeted. Over 1,600 PwDs were served by designated officers at the JCPD office and other locations.
- **COVID-19 Government Care Programme for PwDs-** The Government provided a J\$40M allocation to support PwDs impacted by the COVID-19 pandemic. Registration for the grants commenced in June 2020 to assist registered PwDs who were unemployed, laid off or self-employed persons whose projects were impacted by COVID-19. As part of the eligibility criteria, the grant was not available to PWDs who received any other COVID-19 CARE grant. An online registration process was implemented and was supplemented by a manual registrations completed by designated officers from the JCPD, NIS Offices and NGOs. Applications closed October 2020 with 3,217 applicants. Of this amount 1,999 PwDs received grants.
- COVID-19 Press Briefings which included the use of sign language and closed captioning.
- Current information provided to PwDs, utilizing various media, including the JCPD Website and social media.
- Disability Sector Partners informed on protocols and measures being undertaken by the JCPD.
- Virtual Town Hall meetings convened to discuss

issues concerning PwDs.

- Conducted virtual meetings with disability stakeholders to understand impact of COVID-19 on PwDs. This enabled the collection of relevant data, identifying areas of concern, taking priority actions and collaboration aimed at ensuring the safety and health care of PwDs during the COVID-19 outbreak.
- Collaboration with Government partners in order to address the needs presented, such as the need for online learning for PwDs.
- Implemented measures sensitive to the needs of PwDs during public movement restrictions. For example, PwDs were facilitated at earlier times during the days to meet their daily living requirements, such as access to food from supermarkets.

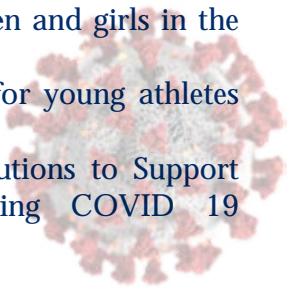


*Ms. Gray receives a food package from Social Worker
Ms. Valerie Johnson*

OTHER MEASURES UNDERTAKEN THROUGH PARTNERSHIPS WITH JCPD

- **Jamaica Public Service (JPS) COVID-19 Relief for PwDs-** The JPS delivered 100 packages, including sanitation items and food for PwDs and Senior Citizens.
- **JPS Discount in Electricity Bills** - Assistance of up to J\$5,000 was provided to PwDs by the JPS to reduce their electricity bills. This was applicable to PwDs whose bills were in their names and were registered with the JCPD.
- **Digicel Provided COVID-19 Relief for PwDs**- Digicel delivered 22 packages, including sanitation items and food for PwDs and Senior Citizens.
- **Digicel Provided Data and Tablets** – Digicel Foundation provided free data for a month to PwDs. They also provided the JCPD with 150 phone cards (50 - \$100; 50 - \$200 and 50 - \$300). The Foundation also provided 610 tablets for students with disabilities from the primary to the tertiary level to assist with the challenges of online learning. The beneficiaries were selected from all the major disability groups as well as the urban and rural areas.
- **Volunteer Groups provided with other Care Packages** - The Food for the Poor, Private Sector Organization of Jamaica (PSOJ) through private companies including PriceSmart and the Kiwanis Club among others, individuals and Faith based Organizations made donations to support PwDs and other vulnerable groups.
- **UNICEF Partnership**- JCPD, in partnership with UNICEF developed a Communication strategy to provide information to PwDs as follows:
 - Explaining COVID-19 in simple language
 - Learning together at home and providing fun activities for Children with Disabilities
 - How to move and access services online
 - How PwDs should be considered during COVID-19

- Promoting the rights of women and girls in the midst of COVID-19 crisis
- Providing activities at home for young athletes (Special Olympians)
- Nine (9) Global EdTech Solutions to Support out-of-school children during COVID 19 Outbreak



COVID-19: LABOUR MARKET RESILIENCE

The Ministry continued efforts to address employer-worker concerns relating to compliance with the labour legislation. The key concerns included:

- **Holidays with Pay Act:** Treating with periods of absence related to extended illness caused by the COVID-19 virus as well as absences due to exposure to COVID-positive persons or travel related quarantine.
- **Employment Termination and Redundancy Payments Act:** The main concerns related to the procedures for implementing lay-off and managing the redundancy/re-structuring exercises.
- **Labour Relation and Industrial Disputes Act:** The question of the Minister's jurisdiction to refer redundancy cases to the Industrial Disputes Tribunal (IDT) in light of two (2) Supreme Court judgements related to Charter Magnates LTD v Industrial Disputes Tribunal and Cable & Wireless v Industrial Disputes Tribunal. Matters relating to the Minister's jurisdiction to hear cases of constructive dismissal was resolved in the interest of the worker.
- **Employment Flexible Work Arrangements Act:** Enquires related to employers' liability during remote work, as well as record-keeping and supervision of staff working remotely. The Disaster Risk Management Act and its stipulation for person over the age of 60 years old was a matter of concern in situations where such workers were unable to complete

routine tasks remotely.

It has been posited by several employers and worker representatives that legislative strengthening may be required, as the current state of legislation does not adequately address the extra-ordinary circumstances presented by the COVID-19 pandemic.

PUBLIC EDUCATION CAMPAIGN

The Ministry issued several public service advisories and increased its messaging in relation to labour laws and good industrial relations practices as a means of assisting entities to remain compliant with labour laws. Among the issues raised was the 120 days lay-off and absence related to quarantine, lock-down or sickness related to COVID-19, for which the Ministry continues to pursue policy and legislative responses.

Since the first case of the COVID-19 virus up to the end of the 2020/2021 FY, the Hon. Minister Karl Samuda has received notices of redundancy payments totalling JS3.438B made directly by employers. It is to be noted that this payment is related to the employers' obligation under the ETRPA, and the unemployment payments made under the Government's stimulus packages.

COVID-19 LABOUR MARKET TASKFORCE

The COVID-19 Labour Market Task Force Taskforce was established as a sub-committee of the Labour Advisory Council (LAC) to:

- (a) examine the impact of the pandemic on employers and workers; and
- (b) recommendations for labour market resilience.

Several virtual consultations were held with the Private Sector and Public Sectors, Household Workers and the Entertainment and Sport sectors. The consultations generally indicated that there was a decline in key sectors including Accommodation and attractions, Transportation, Entertainment, Sport, Wholesales and Retail, and the Food Service Industries. There was growth in the Global Services sector (BPOs), Manufacturing

and the Construction industry. It is expected that the COVID-19 Labour Market Task Force will review other recommendations of the Economic Recovery Taskforce by Quarter 2 (July-Sept) of the upcoming Financial Year.



FLEXIBLE WORK ARRANGEMENT

Employers and business operators were encouraged to extend their services remotely, using provisions under the Employment (Flexible Work Arrangements), Act 2014.

OVERSEAS EMPLOYMENT

- The orientation of departing Overseas Employment workers included sensitisation on the COVID-19 as well as screening requirements at the ports of entry within destination countries.
- Each worker was provided with the contact information for the Liaison Officers with whom they could make contact in the event of any COIVD-19 concerns.
- Measures were also taken in the destination countries to keep the workers safe. The employer was required to provide appropriate accommodations to facilitate the social distancing and necessary isolation for COVID-19 infection. They were also required to provide hand washing stations, sanitizing agents and information about the virus and how to keep safe for access by all workers.

In more recent months, much emphasis was placed on obtaining vaccinations for the workers. In Canada, vaccine supplies have been set aside to ensure that workers are vaccinated upon request. Workers who opted for vaccination were required to complete a consent form. In addition, workers were advised that taking the vaccine is not mandatory but was recommended. The workers were also given the option to be vaccinated upon arrival at the clinic set up by the Ontario Government at the Pearson International Airport. Employers also collaborated with the health personnel to arrange for vaccination sessions on the farms.

SOCIAL SECURITY DIVISION



NATIONAL INSURANCE SCHEME



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

- | | | |
|-------------------------------|--------------------------------|-----------------------------------|
| 1. Retirement | 6. Widows'/Widowers' | 11. Invalidity |
| 2. Special Child | 7. Orphan | 12. Special Anniversary |
| 3. Employment Injury | 8. Employment Injury Death | 13. Employment Injury Disablement |
| 4. Dependent Spouse Allowance | 9. Maternity Allowance | 14. Funeral Grant |
| 5. Retirement Pension | 10. NI Gold (health insurance) | |

Benefits are paid in the form of a pension or a grant and are payable on a long or short-term basis. In order to be eligible for these benefits, persons between the ages of 18 and 70 years who earn an income are required to be registered with and contribute to the NIS.

PUBLIC EDUCATION AND REGISTRATION

The Ministry conducted 1,179 public education sessions during the FY 2020/21 to inform and educate the public on the benefits of the NIS. Additionally, 33,071 new persons were registered to the National Insurance Scheme.

BENEFIT DISBURSEMENTS

During the financial year, J\$20B was disbursed to NI Pensioners, achieving the year's target by 90.9 per cent. Notably, the Ministry commenced arrangements with the Post Offices in April 2020

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. The benefits offered by the NIS are listed below:

- | | |
|--------------------------------|-----------------------------------|
| 6. Widows'/Widowers' | 11. Invalidity |
| 7. Orphan | 12. Special Anniversary |
| 8. Employment Injury Death | 13. Employment Injury Disablement |
| 9. Maternity Allowance | 14. Funeral Grant |
| 10. NI Gold (health insurance) | |

to facilitate the monthly encashment of pension vouchers compared to the usual fortnightly encashment.

Additionally, J\$488.96M was disbursed in NI Gold benefits.

ELECTRONIC BENEFIT PAYMENT AND DIGITIZATION

The MLSS has facilitated electronic payments to 35,242 new pensioners by direct deposits to their bank accounts during the 2020/21 FY. As part of the thrust to increase efficiency through digitization, 93,710 benefit files were digitized, surpassing the year's target by 16.2 per cent.

NIS CONTRIBUTION

Notwithstanding the economic fallout associated with the COVID-19 pandemic, the Ministry collected J\$20.995B in NIS contributions and surpassed the year's target by 5 per cent. Additionally, J\$999.57M (preliminary) in contribution arrears were also collected.

CHANGES IN CONTRIBUTION TO NIS

Reform measures recommended by the Actuary and approved by its administration, occasioned a turnaround in the financial performance of the scheme. The first of various reform measures was implemented on April 1, 2019, with an increase in NIS rate contribution from 5 per cent to 5.5 per cent. There was a further increase from 5.5 per cent to 6 per cent on April 1, 2020. There was also an increase in the insurable wage ceiling from J\$1.5M to J\$3.0M on April 1, 2021.

Changes in contribution to NIS	
Particulars	2021
Minimum contribution (using NIS stamps)	J\$ 250 per week
Contribution rate	6%
Insurable wage ceiling per annum	J\$ 3M



Hon. Karl Samuda (1stimage), PS Roberts Risden (3rdimage) and members of staff present gifts basket to the elderly in recognition of Centenarian's Day.

3.0

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 maximise returns within acceptable risk limits, whilst maintaining a level of liquidity to facilitate the timely payment of NIS benefits; bearing in mind that the Scheme's operations continue to experience a deficit on an annual basis. With this in mind, the NIF continues to assess the asset allocation with a view to ensure that there is appropriate diversification given the ever changing dynamics of the investment environment in which the Fund operates.

STATEMENT OF FINANCIAL POSITION¹

As at March 2021, the Net Asset Value of the Fund grew by J\$11.917B or 10.49 per cent to J\$125.38.

Total Investment Income including unrealized gains was approximately J\$12.53B, reflecting an increase of J\$5.127B or 69.23 per cent over the previous year. This was primarily driven by significant recovery in the Bonds and Equities portfolios which improved their performance during the year, following the initial negative impact of the COVID – 19 pandemic on markets.

PENSION BENEFITS FUNDED TIMELY

- Total benefits payment for the 2020/21 FY was J\$20.013B which was fully covered by the Contribution (net of NHF) of J\$21.053B. This was achieved following a further increase in the NIS Contribution rate from 5.5 per cent to 6.0 per cent, effective April 1, 2020.

FUND ASSET ALLOCATION FOR FIXED INCOME REVISED

Adjust funds invested in bonds downwards as deemed necessary and as prescribed in the new investment policy.

- The NIF fixed income portfolio remained within approved limits and ended the year at 55.1 per cent of Net Asset Value

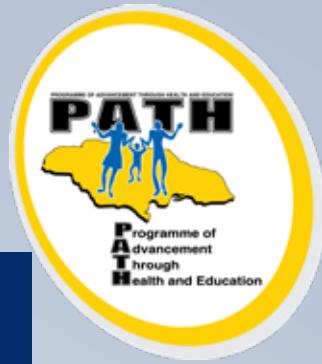
PROVIDE SUITABLE OFFICE ACCOMMODATION FOR NIS OPERATIONS

The Fund completed the refurbishment of the St. James Parish Office in October 2020.

¹See Appendix 3 for details.

PUBLIC ASSISTANCE PROGRAMMES

4.0



PROGRAMME OF ADVANCEMENT THROUGH HEALTH AND EDUCATION

The Programme of Advancement Through Health and Education is Jamaica's chief non-contributory social assistance programme which makes cash grant investments to improve the human capital development outcomes of the poor and vulnerable. PATH continued to support beneficiary families at a total cost of J\$11.7 billion dollars in cash grants expenditure for fiscal year 20/21 which represents

the highest disbursements made in PATH since inception.

Over 300,000 beneficiaries received at least one payment from PATH during the 20/21 FY. Cash grants were paid to children, the elderly, Persons with Disabilities and pregnant/lactating women within eligible families, following an assessment



Front: Left to right, Helen Gray (daughter), Mrs. Beryl Gray, PATH beneficiary receiving care packages from Annmarie Bassant and Toshane Young, National Council for Senior Citizens Parish Organiser

based on established socio-economic predictors of poverty. Additionally, notwithstanding social distancing and curfew restrictions 5,696 new beneficiaries received their first payment within the fiscal year.

INCREASE IN ELECTRONIC PAYMENTS

The COVID-19 pandemic accelerated plans within the Ministry to increase the percentage of clients who collect payments electronically. Electronic payment options will enable beneficiary families' direct access to funds as well as reduce the administrative expense and risk associated with cheque payments. PATH families in the urban area were targeted for electronic payments made from Paymaster Jamaica Ltd and Bill Express Ltd. This resulted in an increase in the number of families being paid electronically from 14 per cent in the 2019/2020 fiscal year to 39 per cent in by the end of the 2020/2021 fiscal year.

NEW BANKING ARRANGEMENTS

In June 2020, the Ministry engaged Jamaica National Bank as its new banking partner to facilitate the encashment of PATH cheques. The partnership also provided access to remittance payment options for PATH families via JN Remittances. Previously, PATH cheques were encashed by the National Commercial Bank.

TERTIARY BURSARY AND POST-SECONDARY GRANTS

Educational grants to support tertiary and post-secondary courses of study form part of the suite of benefits available to persons within PATH families. Tertiary Bursaries at a value of one hundred thousand dollars (J\$100,000.00) are paid to beneficiaries within PATH families who are enrolled in undergraduate programmes in accredited institutions. The Bursaries are available to beneficiaries on a yearly basis for the duration of their courses provided the recipients maintain a grade point average (GPA) of at least 2.5. Post-Secondary Grants are one-off payments and range from \$15,000.00 to \$30,000.00. These grants are paid to former PATH student beneficiaries who are enrolled in further education

up to the Associate Degree level. Post-secondary grant recipients include persons enrolled in Associate Degree programmes, Sixth Form, Skills training programmes, Diploma courses and subject classes for the Caribbean Examinations Council (CXC). For FY 2020/21, PATH provided Post-Secondary Grants totaling J\$39,400,00.00 and Tertiary Grants totaling J\$423,300,000.

STEPS TO WORK (STW) 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. At present, Steps to Work is offered to PATH and non-PATH clients who are desirous of receiving assistance under the following interventions:

i. Steps to Work (STW) Skills Training

PATH continued to collaborate with HEART/Trust NTA to facilitate skills training opportunities for members of PATH households. At the end of the 2020/21 FY, a total of 351 STW clients were attending HEART institutions island-wide enrolled in courses including Cosmetology, Bartending, Electrical Installation, Carpentry, Motor Vehicle Repairs, Housekeeping, Practical Nursing, Welding, Plumbing and General Construction.

ii. Steps to Work (STW) Entrepreneurship Grants

Since the implementation of the Entrepreneurship Grants, over two thousand (2,000) clients have received support for micro enterprise projects primarily in Agriculture and Trading. For FY 2020/21, four hundred and fifty eight (458) grants were awarded at a total value of approximately J\$ 44.5M.

iii. On the Job Training

The OJT Programme affords young persons within PATH families the opportunity to receive Job readiness training as well as a three month paid internship. The OJT commenced under the Inter-American Development Bank (IDB) funded Integrated Support to Jamaica's Social Protection Strategy (ISJ) Project. Four Hundred and Sixty Six (466) clients benefitted from OJT during FY

CONTINUING EDUCATION

The Continuing Education Programme affords PATH student beneficiaries with no more than two (2) subjects at the Caribbean Secondary Education Certificate (CSEC) Level, the opportunity to gain up to five (5) CSEC subjects and a marketable vocational skill. Three hundred and forty-seven (347) clients were placed in institutions at the beginning of the academic year 2020/21. Institutions utilized blended approaches to instruction which included face to face and online learning. Individuals are expected to sit CSEC exams in June/July 2021.

SOCIAL PENSION

The Ministry received Cabinet approval to implement a non-contributory social assistance grant for persons aged 75 years and older who are not in receipt of a private or public pension. Applicants are invited from Jamaican nationals who are not on PATH and fall within the aforementioned criteria. Eligible PATH beneficiaries will be transferred to the Social Pension Programme following verification.

The registration process commenced in May 2021 and the first Social Pension benefits will be paid in July 2021. Thereafter bimonthly payments were made to the Social Pension clients.

INTEGRATED SUPPORT TO JAMAICA'S SOCIAL PROTECTION STRATEGY

The Integrated Support to Jamaica's Social Protection Strategy Project funded by the Inter-American Development Bank and implemented within the MLSS was extended to October 2021 to facilitate the completion of infrastructural developments within the MLSS that were delayed on account of the COVID-19 pandemic. These developments include the renovation to the MLSS Heroes Circle Office as well as the installation of Voice Over Internet Protocol Technology within the Ministry. The extension will also facilitate the completion of the Tracer Study on PATH. To date, the achievements of the Project include:

1. Parenting Pilot programme implemented with over 1,600 PATH families with children aged 2 to 6
2. On the Job Training implemented for over 2,000 young persons within PATH families
3. National Policy for Senior Citizens drafted
4. Website and mobile application launched for the Labour Market Information System
5. Over 200,000 NIS records digitized

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.

By the end of the 2020/2021 fiscal year, 11,463 individuals benefitted from Public Assistance Grants, totalling J\$298.5M, which indicates an increase of 51.5 per cent or 3,896 persons compared to the previous fiscal year. This is attributable to the new Special Emergency Relief Programme which was introduced in November 2020.

REHABILITATION ASSISTANCE GRANT

This Grant provides an opportunity for individuals/families to undertake income generating projects. For the FY ending March 31, 2021, J\$17.8M was disbursed in Rehabilitation Assistance Grants to 356 individuals, of whom 72 per cent are female. Parish analysis of the grant recipients indicated that 25.6 per cent reside in Clarendon. In addition, 507 Projects were evaluated under the Rehabilitation Programme for the 2020/21 FY. However, movement restrictions due to pandemic hampered evaluation of some projects.

COMPASSIONATE ASSISTANCE GRANT

The Compassionate Assistance Grant is usually provided to meet urgent needs such as prescriptive aids, medication, household items, house repairs and burial expenses. For the FY 20/21, 1,239 persons received Compassionate Grants. The Compassionate Grant also accounted for most disbursements (48.9 per cent) made under the Rehabilitation Programme, totalling J\$ 67.9M.

EMERGENCY ASSISTANCE GRANT

Emergency Assistance Grants are available to persons who have suffered damage as a result of natural or man-made disasters. Assistance is usually provided for personal belongings, basic food items or toiletries to persons without insurance coverage. The sum of J\$34.9M was disbursed to 490 families under the Emergency Relief Assistance Grant for the 20/21 fiscal year.

EDUCATION AND SOCIAL INTERVENTION (ESI) GRANT

The ESI Grant is available to assist children who cannot attend school or whose regular attendance is affected by their parents' or guardians' inability to provide uniforms, schoolbooks and other basic needs. The number of students receiving this grant totalled 403 with disbursements in the sum of J\$18M for FY 20/21

SHORT TERM POVERTY INTERVENTION PROGRAMME

This Project was implemented in 2013 by the sitting Minister to assist the Members of Parliament in their constituencies by providing assistance to the needy to mitigate hard economic conditions. Through this intervention, J\$68.9M was disbursed among 3,915 individuals during the 2020/2021 FY. This shows a 13.4 per cent increase in the number of beneficiaries and J\$ 1.5M increase in disbursements, when compared to the previous reporting period.

SPECIAL EMERGENCY RELIEF PROGRAMME

This programme was introduced by Hon. Minister Karl Samuda in November 2020 to assist individuals affected by the COVID-19 Pandemic. The Special Emergency Relief Programme assisted

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

5,060 persons with Compassionate Grants, totalling J\$90.8M (See Table SS3).

DISASTER MANAGEMENT

The Disaster Management arm of the PAD liaises with the Humanitarian Assistance Committee of the National Disaster Risk Management Committee (NDRMC) to coordinate welfare activities in collaboration with the ODPEM, for disaster relief. In October 2020, Jamaica experienced a significant increase in rainfall which resulted in flooding and damage to properties. In response, 577 food packages were distributed to persons in several affected communities.

The Public Assistance Department responded to 265 incidences of fire and provided victims with comfort items and much needed household supplies and food. These fire incidences impacted 494 families. Regrettably, 3 deaths occurred.

The parish distribution showed that Kingston and St. Andrew accounted for 82 or 30.8 per cent of the total fire incidence, followed by St. James with 31 or 11.6 per cent. The number of fire incidences within the KSA impacted 305 families, while 31 families were impacted from St. James.

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.

For the 2020/2021 FY, 373 individuals were placed under the SEP which is a 16.3 per cent decline compared to the previous reporting period. The distribution of youths placed in employment under the SEP by parish showed that the highest number of placements were made within Kingston and St. Andrew and St. Catherine, at 23.5 per cent and 16.3 per cent respectively.

An examination of the data by sex revealed that 76.7 per cent of the individuals placed are female. Further analysis of the distribution of SEP placements by sex showed that the number of females placed declined by 22.7 per cent, while the number of males increased by 14.5 per cent, when compared to the 2019/2020 FY (See Table SS5).

ON-THE-JOB TRAINING

For the 20/21 FY, 106 individuals received On the Job training under the SEP. Most of the training was done in the second quarter (Jul-Sept) which recorded 47 or 44.3 per cent of the total. Despite an increase in the number of COVID-19 cases in the second quarter, the year's target was 88.3 per cent achieved.

EDUCATION AND ENTREPRENEURSHIP GRANT (EEG)

While the COVID-19 pandemic restricted many activities, the SIP Department continued to provide assistance to vulnerable individuals by achieving 99.2 per cent of the annual target. For the 20/21 FY, J\$36.7M was disbursed to 417 youths under the E&EG component of SIP, which is an increase of J\$1.1M in disbursements when compared to the 19/2020 FY. Of this amount, 400 youths received Educational Grants amounting to J\$35.2M. Tertiary students accounted for 80.6 per cent of the Educational Grants disbursed in FY 20/21. Disbursements increased for both the Entrepreneurship and Education Grants notwithstanding the decline in the total number of persons assisted in FY 20/21 relative to FY 19/20.



Highlights of the Social Intervention Programme Employability Training Sessions

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 Persons with Disabilities (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. As at March 2021, 1,629 (823 Males and 806 Females) persons were registered with the JCPD.

ACCESS TO FINANCIAL SUPPORT & EMPLOYMENT

The JCPD provides the following benefits:

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

JCPD AS AN EXECUTIVE AGENCY

During the 20/21 FY, plans advanced for the JCPD to be established as a Corporate Body. The new



organizational structure for the JCPD as well as the Disabilities Rights Tribunal which will settle disputes and breaches of the Disabilities Act are being finalized within the Ministry of Finance and the Public Service. A new office space is also being identified to house the JCPD and a lease agreement is to be signed in FY 21/22 to facilitate the transition. A Business Analyst and a Project Manager are to be engaged early in financial year 2021/22 to work alongside the MLSS MIS team to upgrade the current JCPD Registry to a more robust and efficient confidential registry to be maintained by the new JCPD.

COMPLETE SIX (6) CODES OF PRACTICE

The Codes of Practice for Employment, Education and Training were completed by the end of FY 19/20. These Codes of Practice are being reviewed by the Ministry's Legal Team for onward submission to the Chief Parliamentary Counsel. The Gap Analysis and 1st Draft of the Health Care and (Health) Facilities Code of Practice were also completed during the reporting period.

REHABILITATION SUPPORT TO PwDs

Over J\$8.6M in financial assistance was approved for 439 PwDs for the FY ending March 31, 2021. Educational assistance accounted for 36.3 per cent of the grants disbursed to JCPD clients during the review period.

EDUCATION AND EMPOWERMENT GRANT (EEG) AND ASSISTIVE AIDS GRANTS

J\$1.7M was disbursed to 9 clients for Assistive Aids during FY 20/21. A total of J\$3.3M was disbursed in EEG to 24 JCPD clients for the 20/21 FY.



Highlights of the Universal Service Fund donation of equipment to JCPD

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 aspects to the programme:

- i. Centre based – These services include assessment and review of therapeutic services (physical and sessional speech therapy), parent orientation and counselling as well as parent training workshops. Centre based services are provided primarily at the Head Office at 95 Hanover Street, Kingston.
- ii. Community based – These services include home, nursery and school visits to train parents and caregivers in early intervention techniques.
- iii. The Stimulation Plus Child Development Centre - The Centre provides a full day intervention programme for Children with Disabilities (CwDs) aged 3-6 years.

The ESP continued its interventions during the 20/21 FY but found that its efforts were significantly hampered by closures, social distancing and other restrictions brought on by the COVID-19 pandemic.

ASSESSMENT CLINICS FOR NEW CLIENTS

During FY 20/21, 59 'new client clinic sessions' were held in which 571 new clients were seen and assessed.

PHYSIOTHERAPY CLINIC SESSIONS

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

PARENTING WORKSHOPS/SEMINARS

In an effort to assist parents faced with challenges caring for children with disabilities, 22 parenting seminars and workshops were conducted by the ESP unit, which is a significant decline relative to FY 19/20. Notwithstanding the decline in the number of workshops and the COVID-19 restrictions, 410 parents participated.

SCHOOL PLACEMENTS FOR CwDs

During the 20/21 FY, there were 758 children referred for specialized assistance during the reporting period. Of this amount, 83.2 per cent were referred for Physiotherapy assistance. The data shows a decrease of 474 children or 38.5 per cent, compared to the 2019/20 FY (See Table SS7). Additionally, 127 children were referred for placement in primary and special education units. For FY 2020/21, Physiotherapy referrals for specialized assistance accounted for the highest number (631) of referrals. However, it declined by 301 or 32.3 per cent when compared to the previous FY.



First Image – State Minister Zavia Mayne (centre) cuts the ribbon at the launch of the Early Stimulation Programme's Mobile Service Unit. Looking on are ESP Director, Antonica Gayle, Michell Senior, St. Elizabeth Parish Manager, St. Elizabeth MP, Delroy Slowley and Councillor Whitney Smith-Curry, South East St. Elizabeth, Brompton Division.

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 social, cultural, spiritual, educational, mental and physical stimulation in the later stages of development thereby, reducing loneliness and making life more meaningful after retirement. These include skills training, health and educational workshops, retirement seminars, ageing seminars/conferences, competitions for mental and spiritual stimulation.

The National Council for Senior Citizens offered the following interventions to clients during FY 20/21:

1. The Meals on Wheels programme is implemented by the NCSC in collaboration with church and community groups and volunteers. During the FY 20/21 the Meals on Wheels feeding programme provided 36,477 cooked meals were provided to approximately 3,782 vulnerable senior citizens.
2. Seventy eight (78) entrepreneurial and skills workshops where held with 4,629 seniors participating during FY 20/21. The content delivered during the entrepreneurial workshops included container gardening, farm logging, seedling care and strategies to boost farm yield. The skills workshops covered Culinary Arts, Garment Construction, making face masks and shopping bags, Beekeeping, Cake baking,

Soap making and Castor Oil Production. These workshops were held in collaboration with 4H and RADA parish officers and skilled seniors.

Other interventions ordinarily provided by the NCSC include:

1. Day activity centres which enable seniors to socialize and enjoy planned activities in a group setting while receiving a hot meal, health care and other services.
2. Identification cards to senior citizens, which provide access to concessionary fares on Jamaica Urban Transit Company (JUTC) buses and is also accepted by the government agencies, financial institutions and other businesses.
3. The Council connects elderly persons to various support systems available through the Jamaica Drug for the Elderly Programme (JADEP), National Health Fund (NHF) and Government of Jamaica (GoJ) health benefits, PATH, Public Assistance Rehabilitation and Compassionate Grants and the NIS.



Highlights of National Council for Senior Citizens activities for the financial year 2020-2021

2020-2021 HIGHLIGHTS



PS Roberts Risdien (C) along with Dir. of Public Relations and Communications, Vando Palmer (R), greet Hon. Karl Samuda, the new Minister of Labour and Social Security, as he made his first visit to the Ministry in September 2020.



PM, Most Hon. Andrew Holness (C) shared a photo with Minister of Local Government and Rural Development Hon. Desmond McKenzie (2nd R), Min of Education, Youth and Information, Hon. Fayval Williams (R), PS Roberts Risdien (3rd L) and officers of the Jamaica Defence Force following a church service held in recognition of frontline workers in July 2020 at the Webster Memorial United Church.



(L-R) Rosemarie Pilliner, Sister of the late and former MLSS Min, Hon. Shadine Robinson, PM the Most Hon. Andrew Holness, Hon. Karl Samuda and PS Roberts Risdien share a photo after cutting the ribbon to officially open the St. Ann Parish Office in November 2020. The office was dedicated to the late Hon. Minister Robinson for her service to the ministry and the people of St. Ann North Eastern.



Hon. Karl Samuda in his remarks during the opening of the St. Ann local office.



(L-R) PS Roberts Risdien, Hon. Karl Samuda, Her Excellency Laurie Peters, former Canadian High Commissioner and State Min., Hon Zavia Mayne shared a quick photo following discussions regarding the inclusion of more women in the Canadian Farm Work Programme during a Courtesy Call in October 2020



Hon. Karl Samuda (2nd right), Her Excellency Emina Tudakovic, Newly appointed High Commissioner of Canada to Jamaica (2nd left), State Min. Hon. Zavia Mayne (1st right) and PS Roberts Risdien (1st left) share in a photo following a courtesy call on the Minister.

2020-2021 HIGHLIGHTS



PS Roberts Risdien (L) gives PM, the Most Hon. Andrew Holness (R) a tour of one of the Ministry's Mobile Service Units at the Launch of MLSS Outreach Community Service in St. Ann in August 2020.



(L-R) PS Roberts Risdien, Hon. Karl Samuda and Cuban Ambassador, Ines Fors Fernández share in a quick photo after a Farewell Courtesy Call in June 2021.



From left to right: Jacqueline Shepherd, Disaster Welfare Management and Rehabilitation Manager, Sara Netzer, Programme Policy Officer and Jean-Paul Laveau, Supply Chain Officer from the United Nations World Food Programme, Suzette Morris, Dir. Social Security, Fancie Adman, Public Assistance Dir. and PS Roberts Risdien receiving inventory equipment from the World Food Programme.



CTD Dione Jennings (left) and JCPD Dir., Dr. Christine Hendricks (right), showcase tablets donated by Digicel Foundation.



State Min. Hon. Zavia Mayne (4th left), along with other males in the Ministry joined in the celebration of Breast Cancer Awareness Day in October 2020 by sharing a photo with a symbolic hold of Breast Cancer Awareness sign.



St. Catherine Parish Mngr, Dannet Stewart-Green (2nd right) is elated as State Min. Hon. Zavia Mayne (2nd left) cuts the ribbon to officially commissioned the newly installed elevator at the Parish Office into service. Looking on are; Real Estate Mngr National Insurance Fund, Ludlow Bowie, (1st right) and Property Mngr National Insurance Fund, Carvell Hanniford (1st left).

LABOUR DIVISION



8.0

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

In May 2020, the Industrial Relations arm commemorated the Centenary of the International Labour Organization (ILO) and the Trade Union Act which is the first Legislation of its kind to be enacted in the English-speaking Caribbean. A commemorative awards banquet was hosted by Hon. Shahine Robinson, Minister of Labour and Social Security to acknowledge the contribution of Past Labour Ministers, Employers, Trade Unionist and Labour Administrators who had given over thirty (30) years of exemplary service in the field of labour relations and support to Jamaica's participation in the ILO.

8.1

CONCILIATION AND PRE-CONCILIATION

This is performed for industrial disputes relating primarily to wage and fringe benefits negotiations, disciplinary matters and union claims for representational rights. One of the principal objectives of the Department is to limit the number of industrial action and work stoppages that occur in the work environment. The Department also seeks to implement 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.

MINIMUM WAGE ADVISORY COMMISSION

The Commission was re-appointed on May 1,

2019 for a duration of two (2) years, with the members being Dr. Ronald Robinson (Chairman), Mr. St. Patrice Ennis (Worker Rep.) and Mr. David Wan (Employer Rep.). The Commission conducted regional consultations, canvassing public opinion on the adequacy of the current minimum wage. Public survey and consultations sessions were held in Manchester, St. Ann, St. James, Portland and Kingston. The Commission concluded its deliberation and submitted its report for the attention of the Honourable Minister in February 2020. A Report has not been presented to Cabinet for Decision as there are concerns relating to increasing the Minimum Wage at a time when persons are losing their jobs or being laid off.

LABOUR ADVISORY COUNCIL

Quarterly meetings of the Labour Advisory Council were held to address issues relating to compliance inspections of the Industrial Security Sector. A Consultant was engaged to provide recommendations for resolving concerns relating to

the Sector. Other areas under the purview of the Commission included the Occupational Safety and Health Bill tabled in Parliament, the Legislative Agenda (amendments to the Minimum Wage Act and Employment Agencies Act), Labour Market Reform Commission recommendations, and COVID-19 impact on the labour market.

INDUSTRIAL DISPUTES REPORTED

For the fiscal year ending March 31, 2021, the number of Industrial Disputes reported to the MLSS was 270 which is a decline of 59 or 17.9 per cent when compared to the FY 2019/20. The industry “Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles” and “Administrative and Support Service Activities” accounted for the largest number of disputes reported with 51 each or 18.9 per cent.

INDUSTRIAL ACTION

Six (6) industrial actions were reported to the Ministry during the 2020/21 FY which involved 1,018 workers. The types of industrial actions taken resulted in six (6) strikes within the “Agriculture, Forestry and Fishing” and “Mining and Quarrying” industries.

REPRESENTATIONAL RIGHTS POLL

During the FY, four (4) representational rights polls were held involving 293 workers. The number of polls declined by eight (8) when compared to the 2019/20 FY. In addition, four (4) unions were involved, three (3) fewer than the previous reporting year. Of the four (4) polls held, two (2) were recorded within the “Financial and Insurance Activities” industry. This was followed by the “Manufacturing” and Electricity, Gas, Steam and Air Conditioning Supply” industries with one (1) poll each.



(L-R) Jamaica Employers Federation's President, David Wan, President of Jamaica Confederation of Trade Union, Helen Davis Whyte, State Min. Hon. Allando Terrelonge and Hon. Min. Olivia Grange, Min. of Culture, Gender, Entertainment and Sports, Hon. Karl Samuda, PS Roberts Ridsden, Deputy Mayor of Kingston Councillor Winston Ennis and Concillor, Tivoli Gardens Division Donovan Samuels share in a photo after laying wreaths at the Aggie Bernard Monument in recognition of National Workers Week/Labour Day

THE PAY AND CONDITIONS OF EMPLOYMENT BRANCH

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

The objectives of the PCEB are to:

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

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

COMPLAINTS AND INVESTIGATIONS

Two thousand six hundred and fifty seven (2,657) complaints were received by the Pay and Conditions of Employment Branch (PCEB) during the period April-December 2020 (See Figure 4). Further review of the data showed that most of the complaints were in relation to the Employment Termination and Redundancy Act (ETRPA) with 1,355 or 51.1 per cent. During the year, 311 investigations were conducted. Of this number, 165 or 53 per cent were in relation to breaches of the Minimum Wage Act.

SETTLEMENTS

Payments made by Proprietors

- The proprietors who were in breach of the Labour Laws made settlements in the amount of J\$38.4M to 715 individuals. Breaches of the ETRPA accounted for the majority of settlements made, in which 358 individuals received the sum of J\$23.5M or 61.1 per cent, followed by Holidays with Pay Act with J\$9.89M or 25.7 per cent of the total settlements made.

Deposits by Employers

- For the period under review, 65 employers made deposits through the MLSS to 90 individuals in the sum of J\$1.9M. (See Table L7).

⁵The PCEB statistics is during the period April-December 2020.

THE INDUSTRIAL DISPUTES TRIBUNAL

The IDT is charged with the responsibility to determine and settle all industrial disputes referred by the Ministry. If the parties fail to arrive at a settlement at the local level, the matter is then reported to the Ministry for settlement by the Conciliation Unit. If a settlement is not reached at this level, the Minister of Labour and Social Security may refer the dispute, whether for unionised or non-unionised workers to the IDT for a decision, except in the case of essential services.

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

The Jury (Amendment) Act 2015 outlines the principles and procedures on how matters which fall under this Legislation can be referred directly to the IDT without reference to the Ministry or

conciliation services. This represents a significant change in the Labour Laws and how parties access the IDT.

For 2020/21 FY, 121 disputes were heard by the IDT. Further review of the data shows that of the 121 disputes heard, 92 were brought forward from the previous reporting year. Additionally, 29 disputes were referred during the 2020/21 FY. Of the 29 disputes referred, five (5) were on behalf of unionised workers while 24 were for non-unionised workers.

The number of disputes settled by the IDT during FY 20/21 was 56. Of this number, 41 Awards were handed down, seven (7) withdrawn, four (4) settled by agreement and four (4) quashed by the Court. Of the 41 Awards handed down, 33 workers were involved. In addition, at the end of the 2020/21 FY, 46.2 per cent of the disputes at the IDT were disposed.

10.0

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.

10.1

OVERSEAS EMPLOYMENT

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

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

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

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

able to gain temporary employment in the hotel sector of the United States.

Placement of Jamaicans in overseas employment

During the 20/21 FY, fifteen thousand nine hundred and eighty four (15,984) Jamaicans benefitted from the overseas employment programme opportunities in the United States and Canada operated by the MLSS (**See Figure 1**). This represented an increase of 550 workers or 3.6 per cent compared to the 15,434 workers who travelled during the previous reporting period. Of the 10,182 workers who gained employment opportunities in Canada, 9,452 participated in the Seasonal Agricultural Workers Programme while 730 participated in the Low Skill Programme. The number of workers who travelled to Canada grew by 12.4 per cent in FY 20/21.

The number of workers who travelled on the US Farms and Hotel Programme totalled 5,802. Of this total, 5,066 participated on the US Farm programme while 736 participated on the Hotel Programme. Upon further analysis, the data showed a decline in the number of workers who travelled to the US by 8.1 per cent when compared the previous corresponding period. Despite a decline in the number of workers who

travelled on the US programme, there was an increase in the number of workers on the US Farms of 10.1 per cent. However, for the same period, the number of workers in US Hotels declined by 57 per cent when compared to the 2019/20 FY. This decline was due to a reduction in the number of requests for workers and the scaling down of operations in the Hotel sector due to the onset of the COVID-19 pandemic.

Movement of Workers

Of the 5,066 workers recruited for the U.S. Farm Work Programme, 15 went Absent Without

Official Leave (AWOL), while, regrettably, one (1) death occurred (**See Table L3**). At the end of the 2020/21 FY, 882 persons remained on the U.S. Farm Work Programme.

For the FY 2020/21, 736 workers participated in the Hospitality Programme. Of this total, one (1) person went AWOL, while 10 persons were transferred to private programmes. At the end of the reporting period, 215 individuals remained in employment on the programme.



Highlights of the Overseas Employment Send-off Ceremony for work farmers to the USA farms.

EMPLOYMENT AGENCIES UNIT

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

Private Employment Agencies Licensed and Registered with the Ministry

Fifty-six (56) PEAs were licensed with the Ministry up to March 31, 2021. Of the 56 licensed private operators, 14 were new (See Figure 3).

Registration and Placements by PEAs

Data revealed that 5,572 persons were registered with Private Operators to source employment both locally and overseas; a slight decrease of 63 or 1.1 per cent when compared to the 2019/20 FY. Of this number, 4,019 individuals were registered for overseas employment, while 1,553 were registered for local employment. Majority (2,086) of the persons were registered for the Hospitality (H2B) programme, which was followed by the J1 Student Work and Travel Programme with 1,851 registrations.

During the reporting year 3,787 Jamaicans were placed in employment through PEAs which were licensed and monitored by the MLSS. The workers were placed in jobs both locally and overseas. Of the total number of placements, 2,726 or 71.9 per cent were overseas while 1,061 or 28 per cent were local. The data shows that the number of Jamaicans placed overseas declined by 882 or 24.4 per cent when compared

to the 2019/20 FY. The decline in overseas placement was due to the onset of COVID-19 which resulted in border closures. The Hospitality and the J1 Student Work and Travel Programmes accounted for majority of the placements for the 2020/21 FY with 1,263 and 1,171 respectively.

THE ELECTRONIC LABOUR EXCHANGE (ELE)

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 24,000 job seekers and over 1,400 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 three hundred (1,300) companies were visited during FY 20/21 which is an increase of 580 or 80.5 per cent. The visits were to promote the services of the ELE. Of the total number of companies visited, 74 companies have registered on the LMIS website.
- During the period ending March 31, 2021, the number of persons registered with the ELE on the LMIS website, amounted to 586 (**See Table L2**). Most (45.4 per cent) of the registrations occurred in the second quarter July-September). In addition, females accounted for 67.9 per cent of the registrations.

Vacancies and Referrals

- The ELE received 1,218 Notified Vacancies which is, a decrease of 1,569 or 56.1 per cent. The downturn in the number of Vacancies received was due to the negative impact of COVID-19 on businesses which resulted in closures and layoffs.



- 1,367 jobseekers were referred to employers for interview. As a result, 1,011 interviews conducted and 607 persons gained employment.

Job Placements

- During the 2020/21 FY, the number of persons placed in jobs locally through the ELE Unit was 607. This was a significant decline of 687 or 53.1 per cent, when compared to the previous reporting period. This decline was attributed to the negative



Hon. Karl Samuda (second right) and Executive Member of the Jamaica Household Workers' Union (JHWU), Maureen Smith (centre), signed a Memorandum of Understanding (MOU) to promote the services of the Labour Market Information System (LMIS), while State Minister, Hon. Zavia Mayne (first right) and PS Roberts Ridsden look on.

effects of COVID-19 on the labour market (See Table L2). Majority (490) of the job placements were done during the July-September and October-December quarters, which accounted for 80.7 per cent of the placements for the year.

receiving the majority of job placements from the ELE.

- Of the 607 persons placed in employment, 424 persons were placed through the On-the-Job Training Programme (OJT).
- An in-depth review of the data showed that declines in placements were observed for both males (167 or 53 per cent) and females (520 or 53.1 per cent) during the reporting period. Despite these significant declines, females accounted for 75.6 per cent of placements of the total. A similar trend was also seen in the 2019/20 FY, with females

WORK PERMIT

Work permits and exemptions are granted based on the requirements of the Foreign Nationals and Commonwealth Citizens (Employment) Act (1964). Provisions are made for skilled CARICOM Nationals for free movement under the Caribbean Community (Free Movement of Skilled Persons) Act (1997). This is to ensure that the Jamaican economy is supplied with the labour and skills necessary for growth and development, while taking steps to protect the jobs of Jamaicans. Foreign and Commonwealth Nationals who wish to engage in employment activities must obtain a work permit or work permit exemption before entering Jamaica. This is whether the form of employment is voluntary, commercial, business, professional, charitable, for entertainment or sports.

Applications Received

Three thousand nine hundred (3,900) work permit applications were received during the 2020/21 FY, of which 3,050 were renewals while 850 were new applications. The number of work permit application requests made to the Ministry declined by 2,189 or 35.9 per cent when compared to the previous reporting period. A significant decline of 67.6 per cent was also observed for new applications when compared to the 2019/20 FY.

At the end of the FY 2020/21, the highest number of work permit applications received were from the “Managers” Occupational Group which registered 1,477 or 37.9 per cent. This was followed by the “Technicians and Associate Professionals” with 1,114 or 28.6 per cent. The number of applications received for the occupational category “Managers” increased by 126 or 9.3 per cent when compared to the previous reporting period.

Table L5 shows that the industry group

“Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles” recorded the highest number of applicants with 1,725 or 44.2 per cent. This was followed by Construction industry group with 616 or 15.8 per cent. Both industry groups registered declines of 18 per cent and 57.1 per cent respectively when compared to the 2019/20 FY. In addition, increases were observed in the “Education” and “Information and Communication” industry categories with 31.8 and 11.6 per cent respectively.

Applications Approved

Table L4 shows that the number of work permit approvals granted for the 2020/21 FY was 3,275 as against 5,939 in 2019/20. This is a decline of 2,664 or 44.8 per cent in FY 21 relative to the previous year. When compared to 2019/20 there was a significant decline in the number of “new work” permit applications approved in 2020/21 of 1,846 or 73.2 per cent. In addition, the data showed that 81.3 per cent or 2,655 work permit approvals (new and renewal work permits) were granted to males.

Most of the work permits approved for the 2020/21 FY were within the “Professionals” (1,276 or 39 per cent) and “Technicians and Associate Professionals” (963 or 29.4 per cent) occupational categories (**See Table L4**). When compared to 2019/20, work permit approvals declined within all occupational categories.

The distribution of work permit approvals by industry showed that the “Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles” industry accounted for the highest number (1,368 or 41.8 per cent) of work permit approvals. Of this total, 1,251 were renewals (**See Table L5**). Despite recording the highest number of approvals, further review of the data revealed that approvals within the aforesaid industry declined by 802 or 36.9 per cent when

³ Of the 3,900 work permit applications received one (1) could not be classified.

compared to the 2019/20 FY. Additionally, 620 or 18.9 per cent of work permit approvals granted in the 20/21 FY were within the Construction industry.

Work permit Exemptions Received and Approved

One thousand and seventy seven (1,077) work permit exemptions applications were received for the 2020/21 FY. Of this number 222 were marriage exemptions.

Work permit exemptions granted for the 2020/21 FY totalled 84 of which 50 were renewals and 34 new. Most (40) of these exemptions were approved for persons employed by Statutory Bodies/Government.

Work Permit Recipients by Region of Origin

For the FY 2020/21, 2,011 Asians received work permits. At the same time, the number of work permits granted to Asians decreased by 1,357 or 40.3 per cent when compared to the 2019/20 FY (**See Table L6**). Work permits granted to recipients from the Caribbean declined by 59.8 per cent, moving from 849 in 2019/20 FY down to 341 for the 2020/21 FY.

CARICOM SINGLE MARKET AND ECONOMY

THE FREE MOVEMENT OF PERSONS

The CARICOM Single Market and Economy (CSME) allows specific skilled CARICOM nationals desirous of working in participating member states, to apply for and acquire a Certificate of Recognition of CARICOM Skills Qualification. The Certificate of Recognition is granted to approved categories of skilled workers issued by the MLSS, which is the competent authority responsible for the implementation of the Free Movement of Skills Policy. The Certificate was first issued in Jamaica on September 24, 1997. For the 2020/21 FY, 113 certificates were issued to

CARICOM nationals desirous of working in the participating member states (See Table L1). Jamaican nationals who were issued with certificates amounted to 70 or 62 per cent of the total. Although there was a 49 per cent decline in the number of certificates issued during the 2020/21 FY, females accounted for 66 or 58.4 per cent of the total. Since the inception of the CSME, 4,767 certificates have been issued.

L1

CARICOM SINGLE MARKET CERTIFICATES ISSUED BY COUNTRIES AND SEX: 2019/20 AND 2020/21

COUNTRIES	2019/20			2020/21		
	M	F	T	M	F	T
ANTIGUA & BARBUDA	1	0	1	1	0	1
BARBADOS	1	3	4	1	2	3
BELIZE	1	0	1	1	2	3
DOMINICA	1	2	3	0	2	2
GRENADA	0	0	0	1	4	5
GUYANA	4	5	9	3	3	6
JAMAICA	65	112	177	33	37	70
ST. LUCIA	0	0	0	0	1	1
ST. KITTS & NEVIS	0	2	2	2	1	3
ST. VINCENT	0	4	4	0	1	1
TRINIDAD & TOBAGO	8	15	23	5	13	18
TOTAL	81	143	224	47	66	113

⁴ Categories of skilled workers include: holders of Associate Degrees, University Graduates, Media Persons, Artistes, Musicians and Sports persons, Registered Nurses, Teachers, household domestics and Artisans.

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.

Operation of the Occupational Safety and Health Department (OSHD)

The main operational activities of the Department are centred on the administration of the Factories Act and associated Regulations; namely the Factories Regulations of 1961, the Building Operations and Works of Engineering Construction (Safety, Health and Welfare) Regulations, 1968 and the Docks (Safety, Health and Welfare) Regulations 1968. This is achieved by inspecting factories, docks, building sites, cargo vessels at each port of call and conducting accident investigations at these premises. In addition, other entities (not now covered under the Factories Act), including Government organisations are assisted by the Department to

Occupational Safety & Health Department (OSHD)

- ✓ Registration of Factories
- ✓ Safety & Health Inspections & Audits
- ✓ National Workplace Policy on HIV/AIDS
- ✓ OSH Compliance Programmes
- ✓ Accident Investigation

“Making Work Safer, Healthier & More Productive”



develop OSH programmes and provide Occupational Safety & Health (OSH) auditing services. In 2007, in recognition of the country's expanded need for an improved OSH programme that incorporates systems, policies and procedures that address modern, contemporary OSH issues, the Voluntary Compliance Programme (VCP) was developed and launched. The VCP allows entities the opportunity to achieve the standards of the Draft OSH Act, with the assistance of the Department.

Accident Investigation

For the FY 2021, two hundred and twenty-six (226) accidents were reported. Of this number, 143 were qualified for investigation and 23 accidents were investigated. Further review of the data showed that there was an increase of 16.5 per cent in the number of reported accidents when compared to the previous financial year. Accidents investigations were affected by social distancing and lockdown measures as part of the COVID-19 containment strategy. Unfortunately, eight (8) deaths occurred from the accidents reported.

Nine (9) special investigations were done in FY 2021. These special investigations were based on requests made to the OSH Department from employees and employers. Compared to the 2019/2020 FY, special investigations declined by seven (7) or 44 per cent.

Inspections of workplaces under the ambit of the Factories Act

Notwithstanding the COVID-19 restrictions 1,773 inspections were carried out by the OSH inspectors for FY 20/21, surpassing the year's

target by 11 per cent.

Additionally, the data revealed that of the total inspections carried out, factory inspections accounted for 69 per cent. The data further revealed that while there was a decline in the total number of inspections, factory inspections increased by 78 or 7 per cent, when compared to the 2019/2020 FY. Additionally, 531 Inspections of Building Operation Works of Engineering Construction (BOWEC) sites were done and 14 factory building plans were approved, while 12 ships and 10 docks were inspected.

Public Awareness/ Sensitization sessions

In order to increase public awareness on Industrial Safety, 13 sensitization sessions were held. Seven (7) of these sessions were conducted in the fourth quarter (Jan-March 2021). The year's target was surpassed by 44 per cent.

CHILD LABOUR



Child Labour is defined by the ILO as work that deprives children of their childhood, potential and dignity. In addition, it is work that is mentally, physically, spiritually, socially or morally dangerous and harmful to children.

General Compliance Inspection (GCI) Form

The MLSS embarked on a cross-training initiative to develop a cadre of inspectors/investigators who are knowledgeable in all areas of inspection and investigation. The GCI form is a revised form that encapsulates all areas/units that conduct inspection/investigation, in which officers can identify breaches of labour legislation.

The GCI form has been completed and the Labour Inspectorate trained in administering same. The objective is for the MLSS Inspectorate to be sufficiently trained to identify legislative breaches during inspections. With the implementation of this strategy, it is expected that there will be wider coverage of inspections thereby increasing opportunities to identify child labourers.

For the period under review, three (3) regional training sessions on the GCI form were conducted in Kingston & St. Andrew, St. James and St. Ann. Labour Inspectors and other members of staff participated in the sessions.



Former Minister of Labour and Social Security, Mr. Lester Michael Henry (second right), PS Roberts Risdien (left) and Director of Child Labour, Sasha Deer Gordon (right) shared a photo moment with awardees of the Child Labour Essay Competition in August 2020. The competition was held in recognition of World Day Against Child Labour.

Sensitisation Sessions

- Sixty (60) members of staff participated in two (2) one-day sensitization sessions on the National Referral Mechanism, the Child Trafficking Screening Tool as well as the Indicators of Child Trafficking. The sessions were conducted in May 2020 under the Jamaica-US Child Protection Compact Partnership.
- One hundred and sixty-eight (168) Labour Officers, NIS and OSH Inspectors, as well as Social Workers from Family Service Unit and Public Assistance participated in a four (4) one-day sensitization sessions conducted in December 2020. The topics included, Child Labour (including the worst forms), Human Trafficking, and the Standard Operating Procedure (SOP) which concerns their roles and responsibilities to identify, report and refer any suspected case of Child Labour and Human Trafficking.

As a result of the Covid 19 pandemic and the measures implemented to contain the spread of the virus, all sessions were done virtually with staff participating from varying locations.

Raising Awareness

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

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

The WDACL is observed annually on June 12, which focuses on the global extent of child labour, and the action and efforts needed to eliminate it. This day was established by the International Labour Organisation (ILO) in 2002, and celebrated worldwide. This annual celebration of WDACL brings together governments, employers and workers organizations, civil society, as well as millions of people from around the world, to highlight the plight of child labourers and what

can be done to help them. The theme for the year focused on the impact of the corona virus on child labour.

In observance of WDACL 2020, an essay competition was launched for children 5-17 years old.

Sixty-six (66) essays were submitted and three (3) children from each age category awarded with cash prizes and other gifts at an award ceremony held at the Ministry's North Street Office. Notably, the essays of the first-place awardees from each category were published in the Jamaica Gleaner and Observer on June 12, 2021, to commemorate the day. All participants were awarded with tokens and certificates of participation.

Webinars

During the FY 20/21, representatives from the Unit participated in four (4) webinars, namely;

1. Child Labour, including child trafficking hosted by Trafficking In Persons Secretariat, Ministry of National Security. This session addressed issues on all forms of child labour, including child trafficking.

2. The Caribbean Child Research Conference panel discussion hosted by Sir Arthur Lewis Institute for Social and Economic Studies (SALISES), UWI Mona. The conference was themed: The Pandemic and Child Rights.

3. Intra-Caribbean South-South Cooperation (SSC)

Two (2) knowledge exchange sessions with stakeholders from Trinidad and Tobago as well as Barbados. Jamaica is leading in the Caribbean in efforts to eliminate child labour and as part of SSC the good practices were shared with our counterparts in the region.

Child Labour Risk Identification Model

The Child Labour Risk Identification Model was developed by the ILO and Economic Commission for Latin America and the Caribbean (ECLAC). The implementation of this model will give the MLSS the opportunity to identify the geographical location and sectors in which child labour is mostly likely may occur. The 1st phase has been completed, which includes the development of vulnerability maps by county. In order to implement meaningful solutions, plans are afoot to revise the model to generate vulnerability maps by parish and constituencies. Notably, Jamaica is the first country in the Caribbean to implement the CLRISK.

PLANNING, RESEARCH AND MONITORING UNIT



The PRMU provides strategic planning, monitoring and evaluation of the Ministry's Policies and Programmes. The Unit is responsible for 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 2018-2021 (MTF) and the Sustainable Development Goals (SDGs) 1,2 and 8. The Ministry's Annual and Quarterly Performance Review Reports are also produced by the Unit to monitor the targets and achievements of its Programmes and Policies. The Unit also responds to requests for data from governmental and non-governmental interests on the various programmes and departments within the Ministry.

The research component of the PRMU is responsible for conducting, monitoring and evaluating research activities on behalf of the Ministry to provide information for:

- The development and improvement of the Ministry's policies, and programmes;
- Promoting responsiveness of the Ministry's policies, and programmes to changes in the labour market and social environment;
- Increasing the knowledge base of the Ministry of Labour and Social Security's products and services; and

- Updating the Labour Market Information System (LMIS) with information associated with emerging jobs, skill shortages, social security benefits etc.

MLSS Customer Service Satisfaction Survey

This Survey was commissioned during FY 20/21 to provide baseline information on customer service for the MLSS and unearth the challenges in delivering same. A total of 19 locations were visited and 1073 persons participated in the survey which was conducted over a four (4) month period.

Major Findings:

1. The overall level of satisfaction of MLSS customers was 70.5 per cent. This fell below the Government of Jamaica Public Sector Customer and Service Delivery target of 80 per cent.
2. Respondents indicated that the frontline staff addressed the queries sufficiently.
3. 84 per cent agreed the staff were able to communicate products and services effectively
4. 74 per cent reported that the documents for the Ministry's products and services were easy to understand

8. 56 per cent agreed that the Ministry has adequate and visible signage.
6. 56 per cent also indicated that their calls were returned as promised
7. 50 per cent of respondents indicated that advertisements in print and electronic media were adequate.
8. Approximately 41 per cent of respondents agreed that information on the Ministry's products and services were accessible through the media.

The PRMU completed the following during FY 20/21

- i. The Unit updated information on the LMIS website including Hot Occupations Analysis, Statistics and Career Mapping. MLSS statistics were also uploaded for several departments including Industrial Relations, Payment and Conditions of Employment, Occupations, Safety and Health, Work Permit and Overseas Employment.
- ii. The PRMU undertook activities to disseminate labour market information education and training Institutions as follows:
 - Participated in 31 on-the-job training sessions and disseminated labour market information to 583 persons.
 - Participated in Careers Fairs with the University of Technology (Montego Bay) and the Mount Alvernia High School.
 - Collaborated with the Industrial Relations Department to disseminate labour market information at the University of the West Indies World of Work Seminar.

Enhancement of the LMIS

- The Phase 4 requirements document for the enhancement of the LMIS website was completed with a focus to broaden the

application of the LMIS skills bank and improve the generation of reports and trend analyses.

Partnerships

The MLSS completed MOU signings with the Jamaica Household Worker's Union (JHWU) and UTECH in 2020. The MOU with UTECH is intended to further strengthen partnerships between both entities and engage in career development activities, register jobseekers and populate the Skills Bank. The MOU with the JHWU is designed to establish a partnership between the JHWU and LMIS with a view to promoting the use of the database and the services offered by LMIS to members of the JHWU.

LABOUR MARKET REFORM

INTRODUCTION

The Government of Jamaica (GoJ) has embarked on a comprehensive programme to reform the labour market, 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.

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

- Establishment of relevant labour market policies and legislation;
- Determination of a mechanism to increase access to and coverage of pensions; and
- Development of a National Employment Policy (NEP), among other measures.

To oversee the reform process, the Labour Market Reform Commission (LMRC), a multi-sectoral body which comprised representation from the Government, Trade Union movement, Private Sector and Academia was established by Cabinet and became operational in April 2015. It is recognized that while some LMRC recommendations have not been fully implemented, the MLSS and other responsible Ministries and Agencies have made progress as outlined below.

PROGRESS ON LMRC RECOMMENDATIONS

1. Social Protection

- a) Increase the Insurable Wage Ceiling (IWC)-
The increases are being made on a phased

basis. During FY 20/21, the insurable wage ceiling stood at \$1.5 million, was increased to \$3 million in April 2021 and will be increased to \$5 million in April 2022.

- b) The NIS contribution rate surpassed 4.4 per cent and has moved to 6.0 per cent, with an equal split between employer and employee.
- c) The PIOJ in collaboration with the MLSS and other stakeholders commenced preparatory work for the Unemployed Insurance Feasibility Study



2. Repositioning the Ministry

- a) The Ministry is enhancing its Work Permit machinery by re-engineering its IT system. As part of the modernization, jobseekers skills from the Labour Market Information System (LMIS) will be matched to skills offered by foreign investors from the Work Permit system. This is to allow jobs which are generated by investors to be sourced locally. The Work Permit system is to be completed in 2024.

A Portal is being developed by JAMPRO to facilitate multiple business-to-government transactions in one online central location. The Portal also provides general information on access to the NIS. One of the key services which investors will be able to access on the National Business Portal (NBP) is obtaining work permits.

- b) MLSS has been establishing MOUs with education and training institutions to facilitate the registration of highly skilled persons on the LMIS website. Partnerships have been established with University of Technology in 2020, MICO since 2019 and discussions are ongoing with HEART/NSTA Trust to establish same. The Ministry is also in discussions with UWI to assist youths with jobs and internships.

From the demand side, the MLSS has established MOUs with Employers (Chamber of Commerce, Jamaica Tourism and Hotel Association) to improve the number of jobs in the LMIS database.

3. Industrial Disputes Tribunal (IDT)

- a) In 2020, the IDT provided recommendations for reviewing the LRIDA, which would positively impact its operating processes and procedures. During the year, the Ministry opened a Western Division of the IDT to settle industrial disputes in the Western section of the island.
- b) The amendment of the LRIDA is also among the seven (7) Labour Laws on the Ministry's Legislative Agenda to be reviewed in the next five (5) years.

4. Productivity

- a) A National Productivity Policy brief and cabinet submission have been prepared by the JPC and is being reviewed. The National Productivity Policy will seek to:
- Facilitate a common understanding of productivity and its benefits.
 - Provide an environment that promotes innovation through research and development.
 - Provide strategic direction in developing and implementing policies and programmes which prioritizes productivity improvement
 - Provide a Framework that fosters greater linkages between sectors of the economy.
- b) The JPC has been hosting and participating in customised and general workshops and forums to promote productivity improvement in organizations.
- c) The JPC has embarked on a local case study

to show how an incentive-based pay systems model can be replicated. The associated database has been developed and is being populated. The Centre has also engaged enterprises in developing incentive-based pay systems.

LEGISLATIVE AGENDA

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

1. Minimum Wage (Amendment) Bill

A draft Cabinet submission was prepared following extensive consultations with the Ministries of Education and Local Government.

2. Employment Agencies Regulations Act

The purpose of the Act is to regulate the operations of Private Employment Agencies. A review of the Act and its supporting Regulations revealed the need for the Legislation to be reformed. Accordingly, the Ministry held consultation meetings with operators of employment agencies to fully understand their concerns and ascertain how same can be addressed in Legislation.

The legislation is being reviewed to:

1. Address the concerns of operators of private employment agencies and the weaknesses in the legislation.

2. Give effect to:

- i) The Maritime Labour Convention
- ii) International Labour Organization (ILO) Decent Work for Domestic Workers Convention (C189).

A draft Position Paper has been prepared.

3. National Insurance (Amendment) Bill

The aim of this amendment is to give legal effect to increases in benefits granted to beneficiaries and contributions paid to the National Insurance

Scheme. These increases were granted pursuant to Cabinet's approval in Cabinet Decision No. 45/18. A Cabinet submission was prepared and submitted to the Attorney General's Chambers and the Office of the Parliamentary Counsel for review and feedback. Cabinet approval was obtained in December 2019. Further Cabinet approval is needed before the draft Bill can be finalized.

4. Enactment of legislation governing Occupational Safety and Health and supporting Regulations.

The Bill was tabled in the Parliament in 2017 and is now being considered by a Joint Select Committee of Parliament (JSC). To date, there have been 38 sittings of the JSC. Additionally, legal research was conducted, and matrices and research papers were prepared to assist the JSC in deliberations. Amendments have been made to the policy document relating to the establishment of a body corporate and a Cabinet Submission.

5. Review outdated fines and penalties in several Legislations including:

A Cabinet Submission was prepared along with the proposed amendments to the monetary fines and penalty in respect of several labour and social security legislations. Select Ministries, Departments and Agencies were consulted.

6. Disabilities Regulations Act

The draft Disabilities Regulations has been settled with the Chief Parliamentary Counsel. A Cabinet Submission was prepared seeking permission to table. Consultations were conducted with selected Ministries, Agencies and Departments (MDAs) on the Cabinet Submission and draft Disabilities Regulations. Feedback has been received on the draft Regulations and Cabinet Submission and further drafting

instructions were issued based on the comments of the MDAs.

7. Review and amend The Port Workers (Superannuation Scheme) Regulations, 1968

The purpose of the Regulations is to support the Port Workers (Superannuation Fund) Act which established a Fund to be called the Kingston Port Workers Superannuation Fund. The Regulation established the mechanism for Port Workers to be paid pension benefits on retirement. It outlines the functions and appointment of trustees and other actions necessary for the proper administration of the Scheme, the manner in which pension benefits are to be calculated, the benefits payable, the interest payable thereto and makes provision for the retirement and termination of participation in the scheme inter alia. The law is being amended to strengthen the provisions thereto.

Drafting instructions were issued to the Office of the Parliamentary Counsel. A settled draft of the regulations was subsequently received following consultation with the requisite stakeholders. The regulations was published and gazetted.

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 during the period August 2020 to March 2021:

The following first reports were prepared with the input of the Social Partners: Jamaica Employers' Federation, the Jamaica Confederation of Trade Unions and other relevant Ministries and Agencies.

- MLC (2006) - The Maritime Labour Convention, 2006
- C189 - Domestic Workers Convention, 2011

Preparatory work has started for the following reports:

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

JAMAICA PRODUCTIVITY CENTRE



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 Centre undertook several initiatives to drive public awareness and promote a productivity conscious culture; demonstrating the link between increased productivity and economic growth during FY 2020/21.

1. Increase the visibility of the JPC

Throughout the fiscal year, JPC managed its media presence via print media publications, radio interviews, media promotions and social media interaction. During FY20/21, three (3) articles were published and nine (9) radio interviews were conducted by the Productivity Ambassadors. Additionally, ten (10) media promotions were done on the Ministry's website, social media pages, JIS, PBCJ and JMEA

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

Approximately nine (9) sensitization sessions for four (4) organizations were conducted with an estimated 330 participants from four (4) organization in FY 20/21. Due to the onset of COVID-19, the sessions were held virtually. Additionally, one (1) school sensitization was conducted with 25 students and five (5) teachers and 12 social media competitions were held within the Ministry. One (1) Productivity Pulse News article was published with an approximate reach of 1,250 recipients.

Throughout the fiscal year, four (4) productivity forums were held reaching approximately 430 participants. The topics discussed included:

- World Productivity Day Webinar

- Flexi Work Arrangements
- Jamaica's Economic Survival
- Improving Productivity: Recovering and Adapting to the New Norm

Forty-two (42) articles were published, resulting in 24,350,000 media impressions; three (3) television interviews were facilitated, 52 website hits and 143 social media following were observed.

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

The Technical Assistance Services Unit (TASU) facilitated nine (9) productivity improvement workshops for the 2020/21 FY with 149 participants, impacting 17 organizations (including the Uniform Centre, Mona High School, UTECH). The team also conducted five (5) productivity improvement audits, with 29 consultations and 7 follow-up visits.

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

The Research and Measurement Unit (RMU) conducted and created one (1) Annual Summary Report this year, while one productivity briefing was done and presented to the Labour Market Recovery Task Force. Approximately four (4) firms were benchmarked and three (3) productivity perception benchmark reports were also completed. These reports were done as part of a Literature Review for Productivity Measurements Research and for a Technology article.

5. Improved institutional framework for delivery of productivity strategies.

The JPC endorses the importance of continuous improvement. As a result, the team engaged in 27 internal capacity building sessions and 23 external sessions. Through some of these sessions, eight (8) certifications were achieved pending impact evaluation and monitoring.

- The JPC has embarked on a certification exercise in ISO 9001:2015 to provide productivity advocacy, consultancy, research and knowledge management, and technical assistance to our clients and stakeholders consistent with international best practices, national and international standards and compliance with all statutory and regulatory requirements.
- As a key member of the National Competitiveness Councils Subcommittee on

Productivity, we were able to draft a framework to identify and monitor the indicators that can improve Jamaica's Total Factor Productivity and will be instrumental in the analysis of the data collected.

- We continued with our productivity internship program with local educational institutions which not only supports the work done at the Centre, but also works to transfer the knowledge and culture of productivity improvement within our future workforce.



Hon. Karl Samuda (centre) brought greetings at the Jamaica Productivity Centre's Third Productivity Forum in December 2020, while Chief Technical Director, Tamar Nelson (left) led a robust discussion with the panelists.

APPENDIX 1

NATIONAL INSURANCE FUND FINANCIAL STATEMENT

NATIONAL INSURANCE FUND		
Statement of Comprehensive Income for the Year Ended March 2021		
	Unaudited Y-T-D March, 2021 \$'000	Unaudited Y-T-D March, 2020 \$'000
SECRETARIAT		
Investment and Other Income		
Interest	5,012,994	4,505,575
Dividends	728,294	989,848
Property Rental	357,584	320,461
Property Maintenance Expense (Net)	-12,426	34,586
Other	1,777	1,874
Total investments Income Excluding Unrealized Gains	6,088,223	5,852,344
Unrealized Gains/(losses) on investments	6,444,759	1,553,568
Unrealized Gains/(losses) on Revaluation of Inv. Prop.		
Total Investments Income including Unrealized Gains	12,532,982	7,405,912
Share of profit/(losses) - Sub & Associated Companies		
Less - Administrative Expenses	-79,699	25,000,768
Impairment Provision	-44,388	-4,417,323
Increase/(Decrease) in assets from Secretarial operations	12,408,895	20,583,445
SCHEME		
Contributions	25,188,537	25,188,537
Less: Allocations of NHF Collections	-4,135,254	-4,135,254
Contributions Net of Allocation for NHF Collections	21,053,283	21,053,283
Less: Pension Benefits	-20,013,568	-19,398,411
NI Health Benefits (NI Gold)	-494,188	-554,833
Net Contributions	545,527	630,201
Less: Administrative Expense	-1,041,675	-1,031,786
Increase/(Decrease) in assets from Scheme operations	-496,148	-401,585
Net Increase/ (Decrease) in assets resulting from operations	11,912,747	5,993,160
Unaudited Net ASSETS Resulting From Operations - Opening of FY	113,472,845	
Fair value reserves		
NET ASSETES AVAILABLE FOR BENEFITS - end of the month	125,385,592	

NATIONAL INSURANCE FUND FINANCIAL STATEMENT

National Insurance Fund			
Statement of Financial Position as at March 31, 2021			
		Unaudited	Unaudited
		Mar-21	Mar-20
	Notes	J\$'000	J\$'000
ASSETS			
Non - Current assets			
Property and Equipment	3	69,678	63,948
Investment Properties	9	20,037,460	19,003,432
Investments in subsidiary companies	7	114,918	114,918
Investment in associated companies	8	257,250	257,250
Due from subsidiaries and associates	7,8	1,055,016	901,948
INVESTMENT SECURITIES:			
Securities at amortized cost		27,788,249	27,091,973
Fair value through profit or loss	6	59,201,559	52,372,864
Available for sale	6		
Held - to - maturity	6		
		108,524,130	99,806,333
Current Assets			
Loans and Receivable	4	17,215,189	13,946,686
Other Receivables and prepayments	2	1,221,996	1,118,180
Cash and Bank Deposits	1	298,567	975,092
		18,735,752	16,039,958
TOTAL ASSETS		127,259,882	115,846,291
LIABILITIES			
Payables and accruals	5	-1,874,290	-2,373,446
NET ASSETS		125,385,592	113,472,845
ACCUMULATED FUND REPRESENTED BY		125,385,592	113,472,845
NET ASSETS AVAILABLE FOR BENEFITS		125,385,592	113,472,845

APPENDIX 2

SS1

SOCIAL SECURITY DIVISION DISBURSEMENTS AND BENEFICIARIES OF PUBLIC ASSISTANCE BY SEX AND GRANT: 2019/20 AND 2020/21

GRANTS	NUMBER OF BENEFIACRIES										DISBURSEMENTS (\$) 2019/20	DISBURSEMENTS (\$) 2020/21
	2019/20				2020/21							
	M	F	COMPANY	T	NONE	M	F	COMPANY	T			
REHABILITATION	225	800	0	1,025	0	100	256	0	356	40,948,930.27	17,850,416.58	
COMPASSIONATE	385	1,334	3	1,722	6	247	983	3	1,239	78,596,864.72	67,938,715.67	
EMERGENCY	295	470	20	785	12	174	274	30	490	26,970,579.23	34,946,370.80	
EDUCATION AND SOCIAL INTERVENTION	73	511	1	585	1	60	337	5	403	19,083,917.67	18,088,487.28	
TOTAL	978	3,115	24	4,117	19	581	1,850	38	2,488	165,600,291.89	138,823,990.33	

SS2

DISBURSEMENTS AND BENEFICIARIES OF THE SHORT TERM POVERTY INTERVENTION PROGRAMME: 2019/20 AND 2020/21

BENEFIT	NUMBER OF BENEFICIARIES		DISBURSEMENTS (J\$)	
	2019/20	2020/21	2019/20	2020/21
REHABILITATION GRANT	0	0	0	0
COMPASSIONATE GRANT	3,450	3,915	67,467,510.00	68,908,500.00
TOTAL	3,450	3,915	67,467,510.00	68,908,500.00

⁶This Rehabilitation Grant relates only to Short Term Intervention. They are given to commercial businesses.

SS3

DISBURSEMENTS AND BENEFICIARIES OF THE SPECIAL EMERGENCY RELIEF PROGRAMME 2020/21

COMPASSIONATE GRANT		
MONTH AND YEAR	NUMBER OF BENEFICIARIES	DISBURSEMENTS (J\$)
2020		
DECEMBER	4,351	78,677,000.00
2021		
JANUARY	371	6,301,000.00
FEBRUARY	249	4,386,000.00
MARCH	89	1,495,000.00
TOTAL	5,060	\$90,859,000.00

SS4

NUMBER OF YOUTHS PLACED IN SPECIAL EMPLOYMENT BY PARISH AND SEX: 2019/20 AND 2020/21

PARISH	2019/20		2020/21		TOTAL	
	MALE	FEMALE	MALE	FEMALE	2019/20	2020/21
KSA	25	52	32	56	77	88
ST. CATHERINE	13	80	7	54	93	61
HANOVER	6	30	1	12	36	13
TRELAWNY	0	3	0	0	3	0
ST. ANN	5	20	5	22	25	27
WESTMORELAND	1	32	3	8	33	11
ST. MARY	0	3	6	5	3	11
ST. JAMES	0	0	0	2	0	2
ST. THOMAS	5	24	4	28	29	32
MANCHESTER	0	17	7	31	17	38
PORTLAND	9	32	4	18	41	22
CLARENDON	5	46	14	18	51	32
ST. ELIZABETH	7	31	4	32	38	36
TOTAL	76	370	87	286	446	373

NUMBER OF BENEFICIARIES AND DISBURSEMENTS FOR EDUCATIONAL AND ENTREPRENEURIAL GRANT: 2019/20 AND 2020/21

TYPES OF EDUCATIONAL GRANT	MALE		FEMALE		TOTAL		DISBURSEMENTS (J\$)	
	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21
TERTIARY	35	52	170	200	205	252	22,940,331.13	28,492,552.94
SECONDARY	73	34	152	111	225	145	10,310,708.92	6,501,655.00
SKILLS	2	1	7	2	9	3	566,000.00	205,000.00
SUB-TOTAL	110	87	329	313	439	400	33,817,040.05	35,199,207.94
TYPES OF ENTREPRENEURIAL GRANT	MALE		FEMALE		TOTAL		DISBURSEMENTS (J\$)	
	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21
TRADING	5	2	10	6	15	8	993,692.58	680,028.00
MANUFACTURING	1	0	0	1	1	1	130,500.00	80,000.00
AGRICULTURE	3	7	4	1	7	8	672,275.00	724,435.46
SUB-TOTAL	9	9	14	8	23	17	1,796,467.58	1,484,463.46
GRAND TOTAL	119	93	343	321	462	417	35,613,507.63	36,683,671.40

⁷ Areas available for entrepreneurship include Manufacturing (Carpentry, Leather craft and Food processing), Graphic designing, Trading (Grocery) and Agriculture (Chicken rearing, Cash crops, Pig rearing, Ornamental fish rearing and Bee Keeping).

SS6

DISBURSEMENT OF REHABILITATION GRANTS TO JCPD CLIENTS: 2019/20 AND 2020/21

TYPE OF ASSISTANCE	RECIPIENTS						DISBURSEMENTS (J\$)	
	MALE		FEMALE		TOTAL		\$	\$
	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21	2019/20	2020/21
ASSISTIVE AIDS	18	12	18	13	36	25	685,513.95	608,050.00
EDUCATIONAL ASSISTANCE	152	77	103	88	255	165	4,307,891.44	3,134,790.51
EMPLOMENT SUPPORT PROGRAMME	2	34	14	77	16	111	1,870,200.00	1,655,550.00
FUNERAL ASSISTANCE	7	1	4	6	11	7	325,250.00	200,000.00
MEDICAL EXPENSE/ASSISTANCE	55	28	31	39	86	67	1,814,998.45	1,317,463.15
INCOME GENERATING GRANTS	37	20	35	16	82	36	2,313,252.31	1,044,381.76
SPECIAL NEEDS ASSISTANCE	4	11	8	17	12	28	284,484.86	685,101.58
TRANSPORTATION	14	0	13	0	27	0	558,960.00	0
TOTAL	289	183	236	256	525	439	12,160,551.01	8,645,337.00

SS7

REFERRALS OF CHILDREN FOR SPECIALIZED ASSISTANCE BY SEX: 2019/20 AND 2020/21

REFERRALS	2019/20		2020/21		2019/20	2020/21
	MALE	FEMALE	MALE	FEMALE		
	MALE	FEMALE	MALE	FEMALE	TOTAL	
PHYSIOTHERAPY	550	382	380	251	932	631
ORTHOPAEDIC	11	5	0	0	16	0
SPECIAL EDUCATION	102	84	85	42	186	127
OTHER AGENCIES	69	29	0	0	98	0
TOTAL	732	500	465	293	1,232	758

^a Educational Support is a combination of School Administration Fee, School Books, School Fees, School Supplies and School Uniforms.

APPENDIX 3

L2

LABOUR DIVISION

REGISTRATIONS, NOTIFIED VACANCIES AND PLACEMENTS BY QUARTER AND SEX: 2019/20 AND 2020/21

QUARTER	REGISTRATIONS						NOTIFIED VACANCIES		PLACEMENT					
	2019/20			2020/21			2019/20	2020/21	2019/20			2020/21		
	M	F	T	M	F	T	T	T	M	F	T	M	F	T
APR-JUN	104	270	374	13	38	51	437	144	83	189	272	8	27	35
JUL-SEPT	172	484	656	108	158	266	1,146	440	108	369	477	60	162	222
OCT-DEC	86	280	366	35	82	117	667	405	78	206	284	57	211	268
JAN-MAR	110	353	463	32	120	152	547	239	46	215	261	23	59	82
TOTAL	472	1,387	1,859	188	398	586	2,797	1,228	315	979	1,294	148	459	607

NUMBER OF WORKERS EMPLOYED OVERSEAS FOR FINANCIAL YEAR 2019/20 AND 2020/21

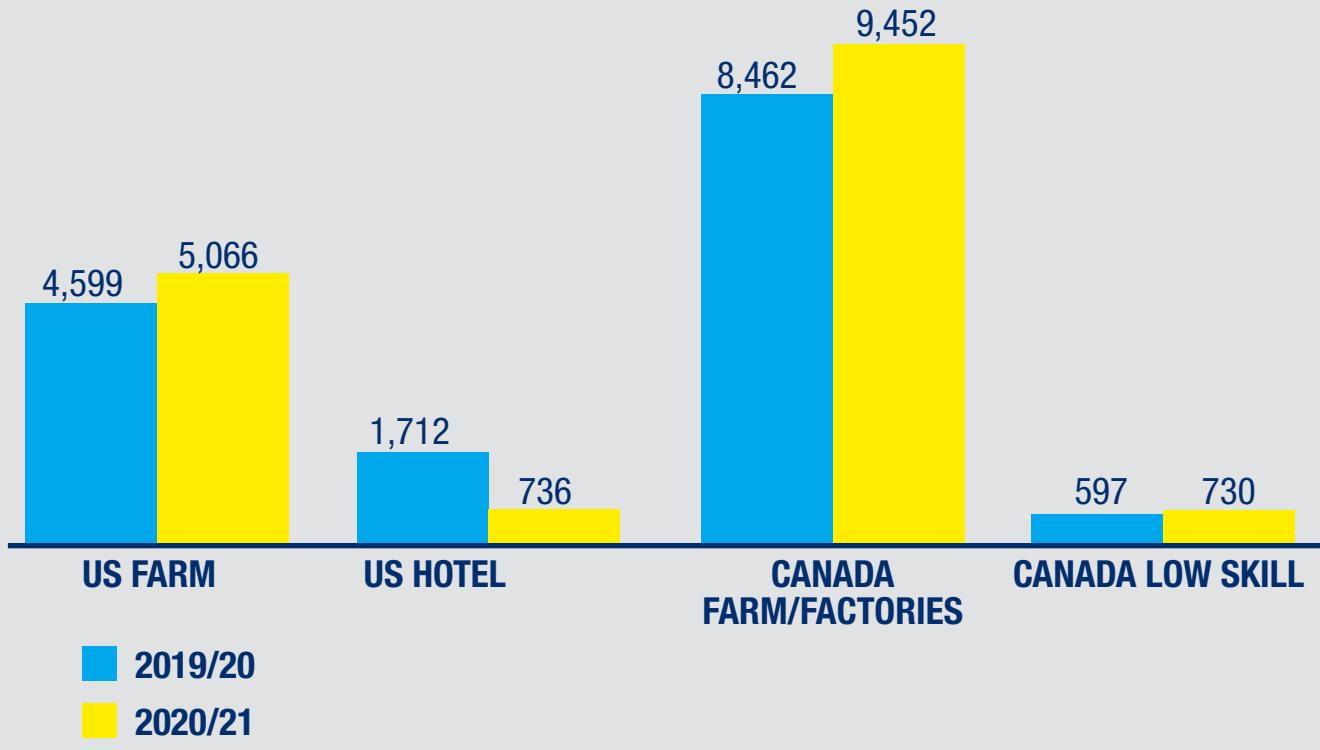


FIGURE 1

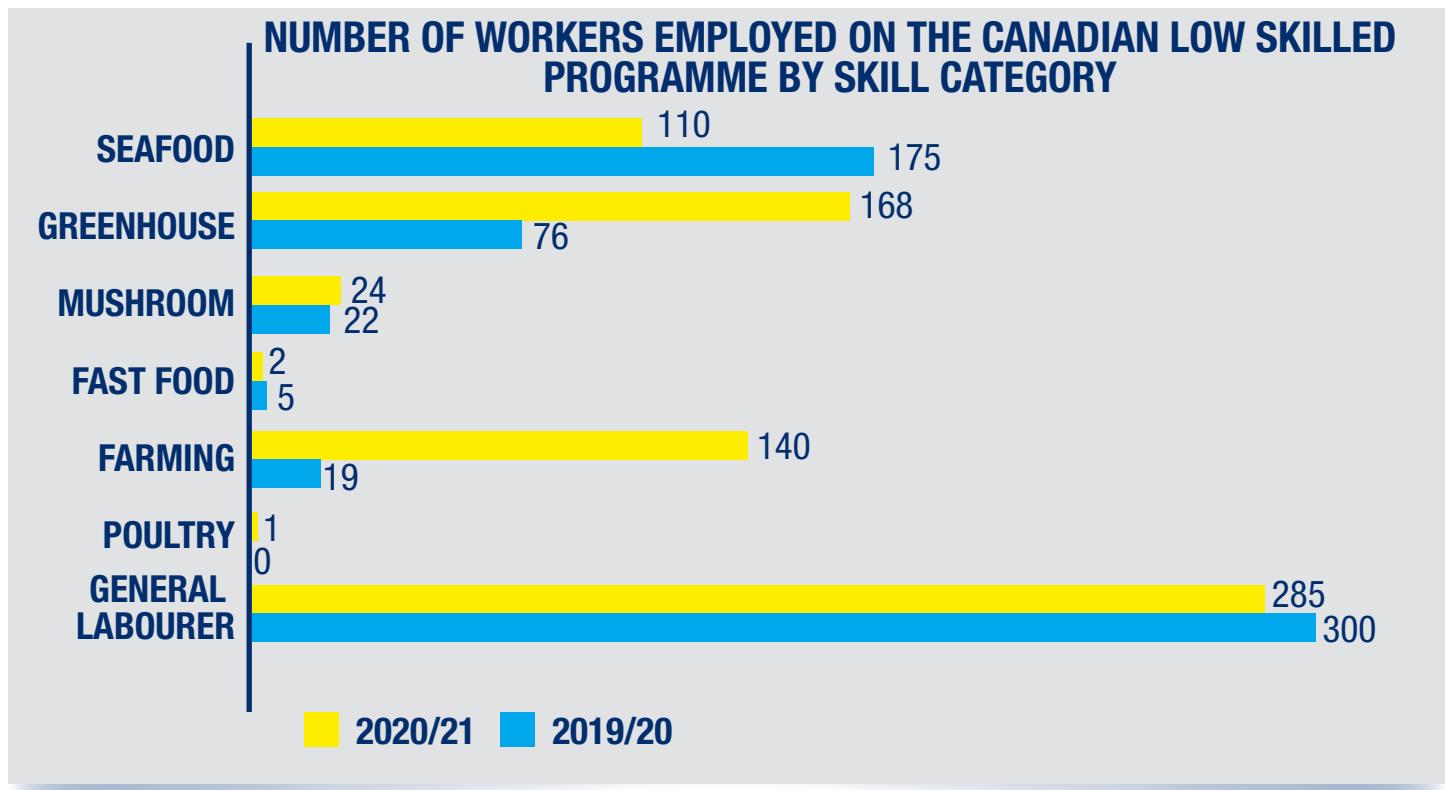


FIGURE 2

L3

MOVEMENT OF JAMAICAN WORKERS ON THE U.S. OVERSEAS PROGRAMMES: 2019/20 AND 2020/21

FARM WORKERS	2019/20	2020/21	HOSPITALITY WORKERS	2019/20	2020/21
TOTAL IN U.S. AT THE BEGINNING OF THE FY	1,034	911	TOTAL IN U.S. AT THE BEGINNING OF THE FY	1,127	35
RECRUITED	4,599	5,066	RECRUITED	1,712	736
ADJUSTMENTS	25	2	ADJUSTMENTS	2	14
RETURNED TO JAMAICA	4,813	3,646	RETURNED TO JAMAICA	1,763	221
AWOL	8	15	AWOL	10	1
CHANGED STATUS	4	2	CHANGED STATUS	1	0
DECEASED	1	1	DECEASED	1	0
TRANSFER TO PRIVATE PROGRAMME	0	0	TRANSFER TO PRIVATE PROGRAMME	39	10

FARM WORKERS	2019/20	2020/21	HOSPITALITY WORKERS	2019/20	2020/21
PROOF OF LANDING PENDING	133	881	PROOF OF LANDING PENDING	707	338
TOTAL IN U.S. AT THE END OF THE FY	373	882	TOTAL IN U.S. AT THE END OF THE FY	35	215

NUMBER OF LICENSES (NEW AND RENEWAL) ISSUED TO PRIVATE OPERATORS FOR FY 2019/20 AND 2020/21

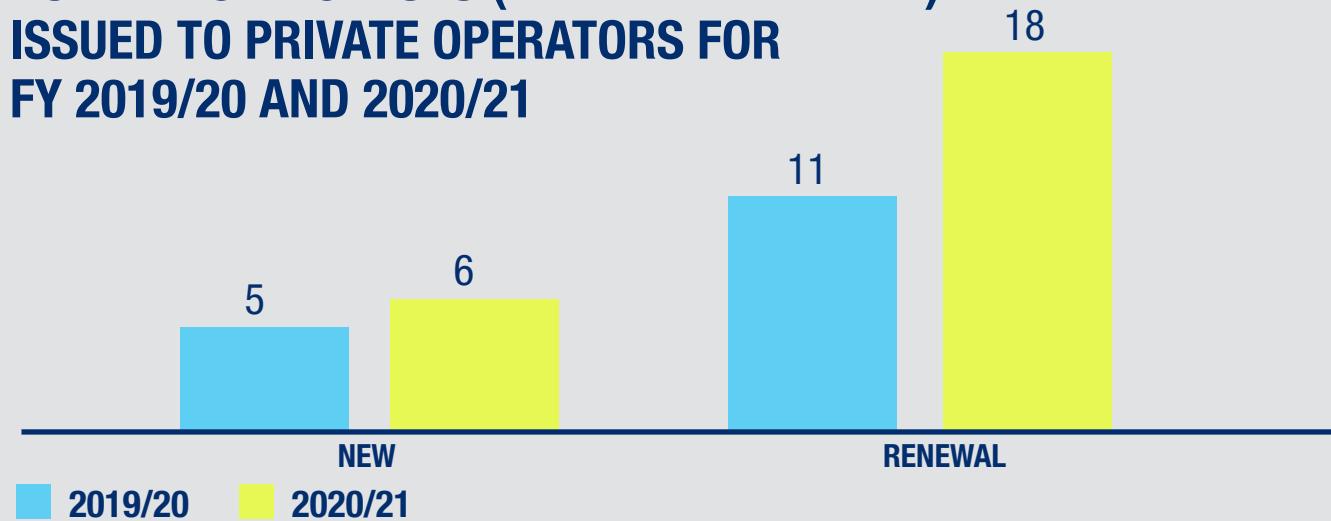


FIGURE 3

L4

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

OCCUPATION	YEAR	RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
MANAGERS	2019/20	655	696	1,351	636	694	1,330
	2020/21	162	1,315	1,477	152	369	521
PROFESSIONALS	2019/20	574	1,320	1,894	613	1,372	1,985
	2020/21	222	420	642	136	1,140	1,276
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2019/20	785	939	1,724	729	885	1,614
	2020/21	247	867	1,114	233	730	963
CLERICAL SUPPORT WORKERS	2019/20	22	34	56	21	30	51
	2020/21	9	49	58	4	39	43

OCCUPATION	YEAR	RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
SERVICE AND SALES WORKERS	2019/20	116	187	303	104	184	288
	2020/21	36	233	269	32	194	226
SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS	2019/20	79	59	138	65	59	124
	2020/21	77	55	132	52	44	96
CRAFT AND RELATED TRADE WORKERS	2019/20	234	194	428	210	159	369
	2020/21	73	87	160	60	70	130
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2019/20	69	26	95	66	26	92
	2020/21	7	12	19	1	7	8
ELEMENTARY OCCUPATIONS	2019/20	90	10	100	76	10	86
	2020/21	17	11	28	4	8	12
ARMED FORCES OCCUPATIONS	2019/20	0	0	0	0	0	0
	2020/21	0	0	0	0	0	0
TOTAL	2019/20	2,624	3,465	6,089	2,520	3,419	5,939
	2020/21	850	3,049	3,899	674	2,601	3,275

N.B. 3900 applications were received, however one (1) could not be classified and therefore was excluded from the table count

L5

NUMBER OF WORK PERMIT APPLICATIONS RECEIVED AND APPROVED BY INDUSTRY: 2020/21

INDUSTRY	YEAR	RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
AGRICULTURE, FORESTRY & FISHING	2019/20	128	96	224	110	92	202
	2020/21	99	100	199	74	79	153
MINING AND QUARRYING	2019/20	116	100	216	111	95	206
	2020/21	15	20	35	17	19	36
MANUFACTURING	2019/20	76	60	136	68	59	127
	2020/21	51	85	136	41	65	106
ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	2019/20	126	74	200	147	77	224
	2020/21	13	19	32	11	20	31
WATER SUPPLY; SEWAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	2019/20	1	7	8	1	7	8
	2020/21	1	6	7	1	6	7
CONSTRUCTION	2019/20	694	742	1,436	626	678	1,304
	2020/21	144	472	616	161	459	620
WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	2019/20	683	1,447	2,130	694	1,476	2,170
	2020/21	171	1554	1,725	117	1,251	1,368
TRANSPORT STORAGE	2019/20	59	27	86	78	30	108
	2020/21	33	8	41	12	6	18
ACCOMMODATION AND FOOD SERVICE ACTIVITIES	2019/20	329	446	775	329	477	806
	2020/21	68	414	482	65	362	427
INFORMATION AND COMMUNICATION	2019/20	37	84	121	32	76	108
	2020/21	57	78	135	57	86	143
FINANCIAL AND INSURANCE ACTIVITIES	2019/20	8	17	25	7	15	22
	2020/21	5	13	18	4	10	14

INDUSTRY	YEAR	RECEIVED			APPROVED		
		NEW	RENEWAL	TOTAL	NEW	RENEWAL	TOTAL
REAL ESTATES ACTIVITIES	2019/20	25	7	32	25	8	33
	2020/21	1	3	4	1	3	4
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	2019/20	6	12	18	6	11	17
	2020/21	1	1	2	1	2	3
ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	2019/20	10	22	32	10	18	28
	2020/21	0	4	4	0	6	6
PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	2019/20	0	0	0	0	0	-
	2020/21	0	1	1	1	1	2
EDUCATION	2019/20	52	33	85	57	34	91
	2020/21	63	49	112	26	44	70
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	2019/20	59	51	110	34	44	78
	2020/21	35	63	98	28	51	79
ARTS, ENTERTAINMENT AND RECREATION	2019/20	46	40	86	46	38	84
	2020/21	14	26	40	12	24	36
OTHER SERVICE ACTIVITIES	2019/20	164	193	357	134	179	313
	2020/21	76	124	200	43	97	140
ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS AND SERVICES - PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	2019/20	5	5	10	5	3	8
	2020/21	1	6	7	0	7	7
ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES	2019/20	0	2	0	0	2	0
	2020/21	2	3	2	2	3	2
TOTAL	2019/20	2,624	3,465	2,624	2,520	3,419	2,624
	2020/21	850	3,049	850	674	2,601	850

N.B. 3900 applications were received, however one (1) could not be classified and therefore was excluded in the table count

L6

WORK PERMIT RECIPIENTS (NEW AND RENEWAL) BY REGION OF ORIGIN: 2019/20 AND 2020/21

REGION OF ORIGIN	NEW			RENEWAL			TOTAL			
		M	F	T	M	F	T	M	F	T
NORTH AMERICA	2019/20	86	18	104	73	34	107	159	52	211
	2020/21	138	34	172	264	42	306	402	76	478
LATIN AMERICA	2019/20	367	54	421	318	38	356	685	92	777
	2020/21	16	2	18	49	10	59	65	12	77
CARIBBEAN	2019/20	334	82	416	344	89	433	678	171	849
	2020/21	49	27	76	206	59	265	255	86	341
EUROPE	2019/20	237	74	311	239	72	311	476	146	622
	2020/21	63	16	79	161	49	210	224	65	289
AFRICA	2019/20	45	8	53	50	6	56	95	14	109
	2020/21	14	3	17	46	8	54	60	11	71
ASIA	2019/20	97	26	1,223	1,753	392	2,145	2,750	618	3,368
	2020/21	67	44	311	1,376	24	1,700	1,643	368	2,011
OCEANIA	2019/20	8	4	12	8	3	11	16	7	23
	2020/21	2	-	2	4	2	6	6	2	8
TOTAL	2019/20	2,074	466	2,540	2,785	634	3,419	4,859	1,100	5,959
	2020/21	549	126	675	2,106	494	2,600	2,655	620	3,275

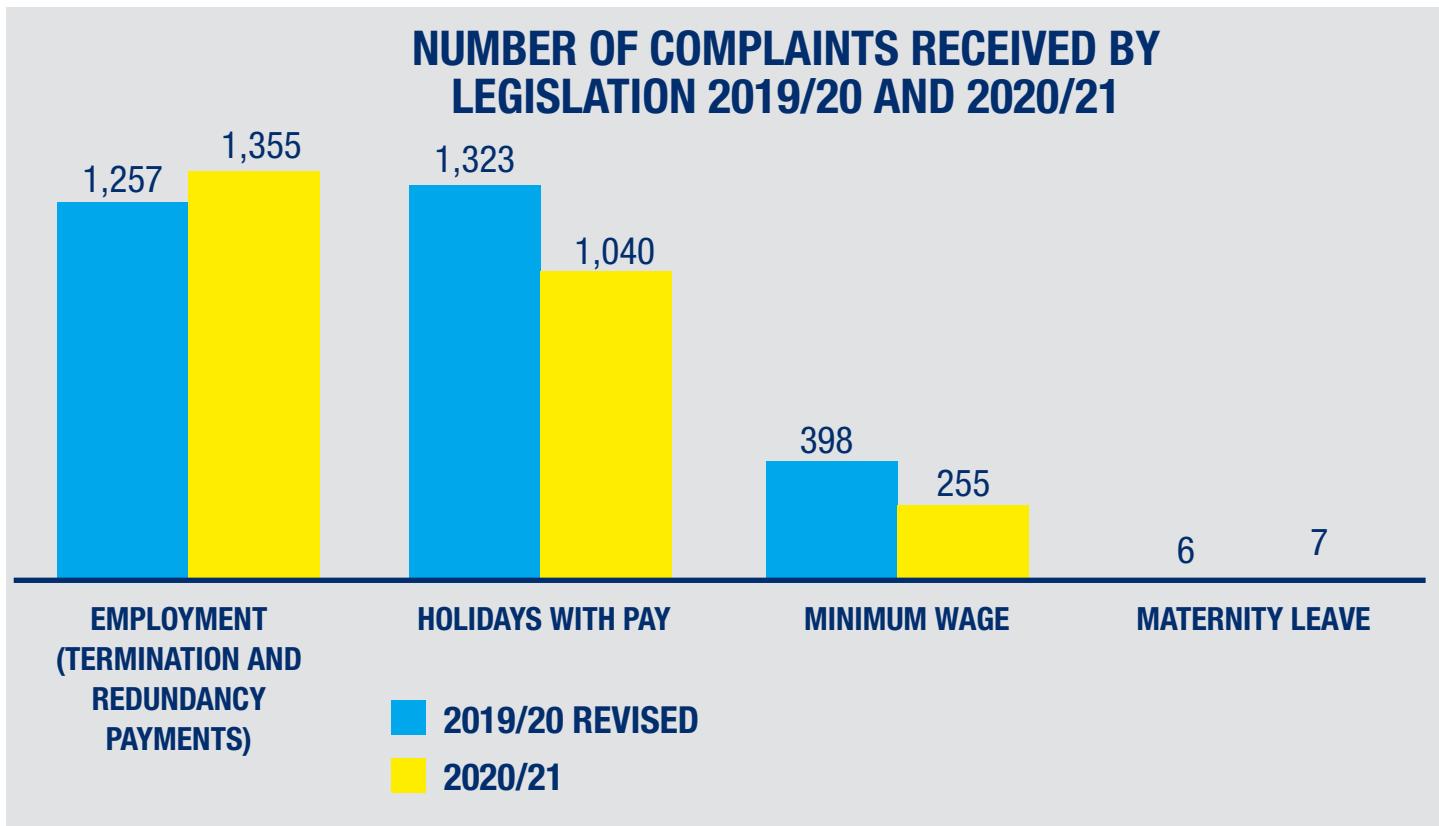


FIGURE 4

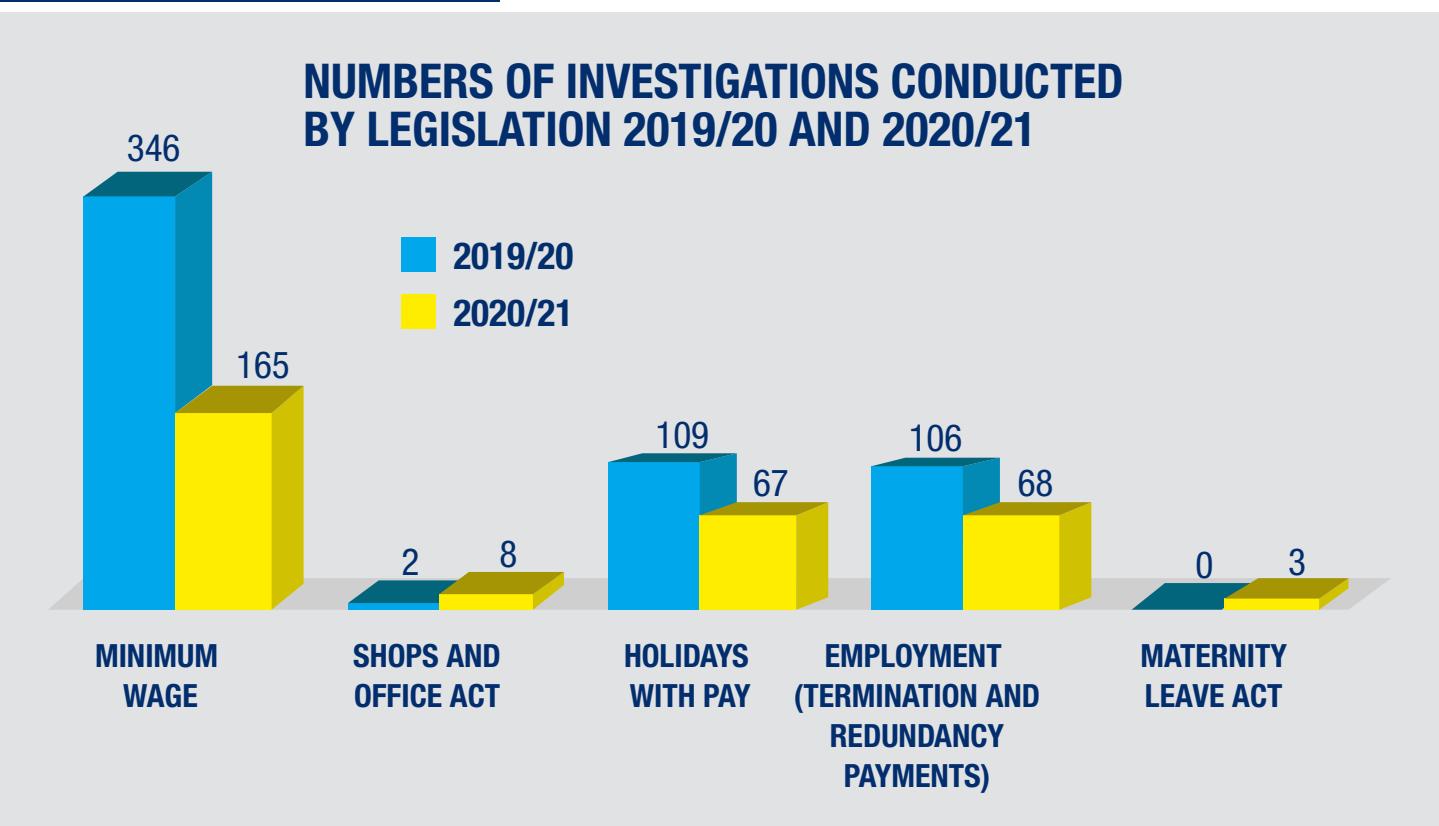


FIGURE 5

**SETTLEMENTS MADE BY PROPRIETORS; AMOUNT DEPOSITED
AND NUMBER OF EMPLOYERS WHO MADE DEPOSITS THROUGH
THE MLSS BY LEGISLATION: 2018/19 AND 2019/20**

LEGISLATION	SETTLEMENTS BY EMPLOYERS (J\$)					NUMBER OF EMPLOYERS WHO MADE DEPOSITS	DEPOSITS BY EMPLOYERS (J\$)
	2019/20			2020/21			
	M	F	T	M	F	T	
EMPLOYMENT TERMINATION AND REDUNDANCY PAYMENTS]	10,765,497.12	17,834,835.19	28,600,332.31	12,197,489.28	11,312,663.24	23,510,152.52	2,036,643.60
HOLIDAYS WITH PAY	11,026,870.77	12,828,538.96	23,855,409.73	5,378,608.31	4,519,415.46	9,898,023.77	1,527,661.52
MINIMUM WAGE	3,010,408.60	5,645,463.57	8,655,872.17	1,404,645.00	3,534,887.43	4,939,532.43	856,128.06
MATERNITY LEAVE	0.00	208,000.00	208,000.00	0.00	102,813.20	102,813.20	0
TOTAL	24,802,776.49	36,516,837.72	61,319,614.21	18,980,742.59	19,469,779.33	38,450,521.92	4,420,433.18
							1,903,919.69
							151
							65

N.B. Kingston March 2020 data and Montego Bay April - August 2019 data is unavailable

NUMBER OF PERSONS PAID BY PROPRIETORS THROUGH SETTLEMENTS AND PERSONS PAID FROM DEPOSITS BY LEGISLATION 2019/20 AND 2020/21

LEGISLATION	PERSONS PAID BY PROPRIETORS THROUGH SETTLEMENTS						PERSONS PAID FROM DEPOSITS	
	2019/20			2020/21			2019/20	2020/21
	M	F	T	M	F	T		
EMPLOYMENT TERMINATION AND REDUNDANCY PAYMENT	201	293	494	168	190	358	11	39
HOLIDAYS WITH PAY	206	324	530	99	133	232	47	41
MINIMUM WAGE	47	191	238	33	91	124	44	10
MATERNITY	0	3	3	0	1	1	47	0
TOTAL	454	811	1,265	300	415	715	149	90

NUMBER OF ACCIDENT REPORTED AND SPECIAL INVESTIGATIONS CONDUCTED

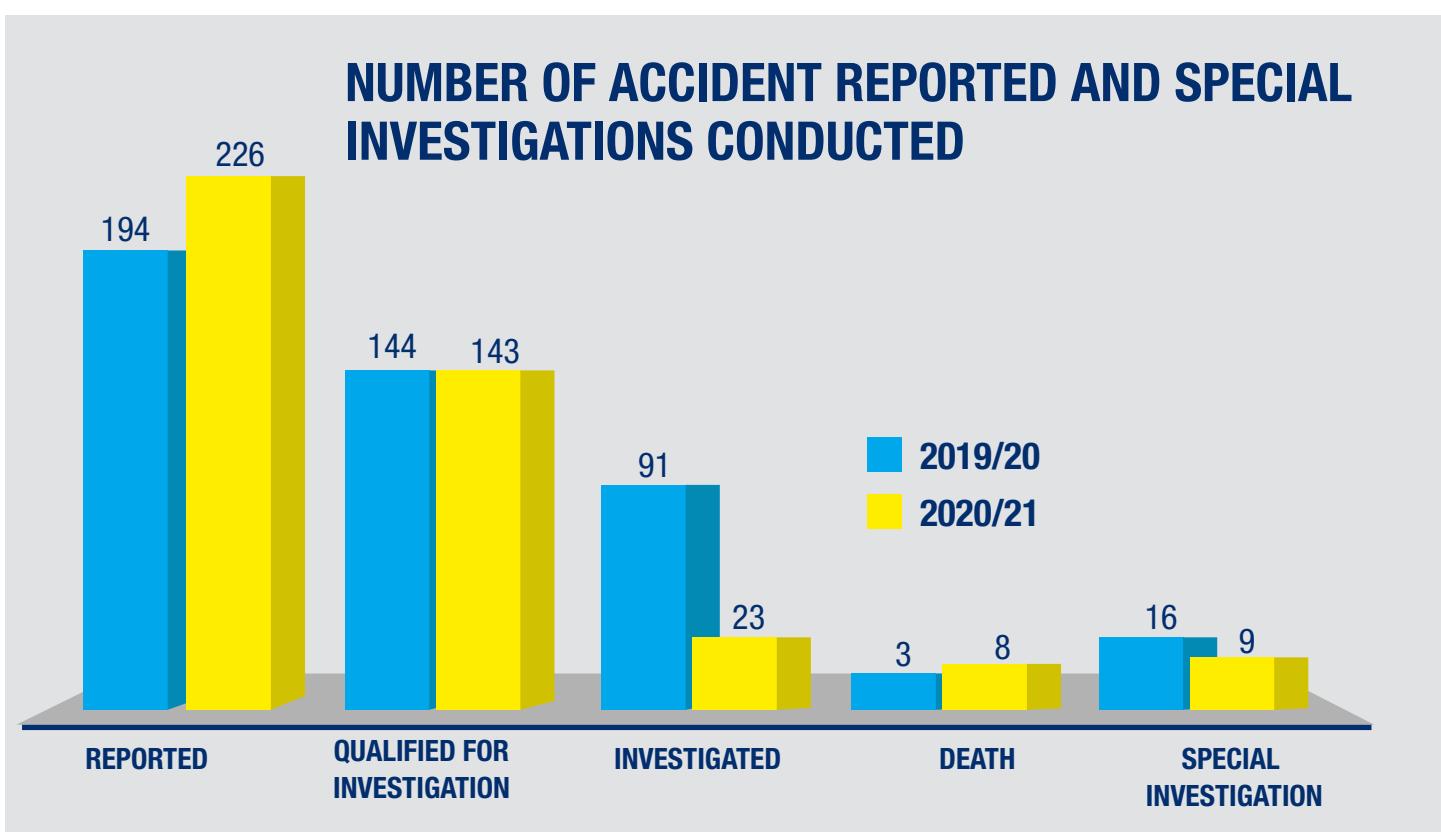


FIGURE 6

APPENDIX 4

ADVISORY BOARD MEMBERS JAMAICA COUNCIL FOR PERSONS WITH DISABILITIES

1. Dr. Tamika Peart (Chairman)
2. Ms. Gloria Goffe
3. Mr. Conrad Harris
4. Dr. Sharon Anderson
5. Ms. Kimberley Sherlock
6. Mrs. Marlilyn McKoy Randolph
7. Dr. Melody Ennis
8. Mr. Christopher Burgess
9. Ms. Hopelin Hinds
10. Mr. Alistair McLean
11. Mrs. Mavis Ferguson
12. Mrs. Collette Robinson
13. Mr. Kamar Groves
14. Mr. Gerrard McDaniel
15. Ms. Florence Blackwood
16. Mrs. Sarah Newland-Martin
17. Mrs. Dione Jennings

NATIONAL COUNCIL FOR SENIOR CITIZENS

1. Mrs. Grace-Ann Scarlett-Duncan, Chair
2. Ms. Dorothy Finlayson
3. Mrs. Julian McKoy-Davis
4. Mrs. Mareeca Brown-Bailey
5. Reverend Horace McCauley
6. Dr. Kayon Donaldson Davis
7. Ms. Marian McFarlane
8. Ms. Mary Clarke
9. Ms. Treka Lewis
10. Mr. Germaine Barrett
11. Mr. Carl Cunningham
12. Mr. Andrew Lawrence
13. Mr. Bernie Spitzley
14. Dr. Yohance Rodrigues
15. Ms. Suzette Morris

NATIONAL INSURANCE FUND

- 1. Mr. Tony Lewars
- 2. Mrs. Sanya Goffe
- 3. Mr. Delano Seivright
- 4. Mr. Frederick Williams
- 5. Senator Kavan Gayle, OD
- 6. Mr. Lissant Mitchell
- 7. Mr. Andre Hutchinson
- 8. Mr. Nesta Claire Smith-Hunter
- 9. Mr. Marc Williams
- 10. Ms. Corrinne Bellamy
- 11. Mr. Sean Shelton
- 12. Mr. Hugh Wayne Powell
- 13. Ms. Dian Black
- 14. Mrs. Camille Bennett-Campbell (ex Officio)

THE ADVISORY BOARD OF JAMAICA PRODUCTIVITY CENTRE (JPC)

- 1. Mr. Anthony Hyde, (Chairman)
- 2. Mrs. Andrene Collings, (Deputy Chair)
- 3. Dr. Alrick Campbell
- 4. Mr. Hanif Brown
- 5. Professor Neville Ying
- 6. Mrs. Lorna Phillips
- 7. Ms. Carol Coy
- 8. Mr. Hugh Morris
- 9. Mrs. Helene Davis Whyte
- 10. Mr. Tyrone Wilson
- 11. Mr. Adonia Chin
- 12. Mr. Rudolph Thomas
- 13. Dr. Dayton Robinson
- 14. Mr. Rhys Campbell
- 15. Dr. Donald Robinson
- 16. Mr. Lyndon Ford



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