



MINISTRY OF LABOUR AND
SOCIAL SECURITY

Creating a Sustainable Path for a Better and Stronger Jamaica

SECTORAL DEBATE 2021

APRIL 27, 2021 | GORDON HOUSE

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MINISTER OF LABOUR AND SOCIAL SECURITY

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INTRODUCTION

Madam Speaker, and colleague Parliamentarians, as you are aware, the Ministry of Labour and Social Security, is one of the most important Ministries working quietly in the background to provide Social Welfare Services and to maintain industrial harmony.

The Ministry has responsibility for issues relating to workers, employers, National Insurance Scheme (NIS) Pensioners, Persons with Disabilities, Senior Citizens as well as Public Assistance and Programme of Advancement Through Health and Education (PATH) beneficiaries.

Jamaica has been hit hard by the COVID-19 pandemic and no sphere of our lives have been spared. The Ministry of Labour and Social Security continues to be at the forefront of efforts by the Government to assist our most vulnerable who have been disproportionately affected by the pandemic.

Madam Speaker, the Recurrent Estimates of Expenditure for the 2021/22 fiscal year is \$13.652B. This represents an increase of 238.26% over the \$4.035B revised Estimates for 2020/21 fiscal year. This increase was primarily as a result of the reallocation of the Operational and Beneficiary Payments costs under PATH from the Capital to the Recurrent Head of Expenditure and an allocation of \$800M for Social Assistance for the Elderly.

Madam Speaker, for the first time in the 19-year history of the PATH programme, it is 100 percent funded by the Government of Jamaica. We thank our multilateral partners, the IDB and the World Bank who have helped us over the years.



ACHIEVEMENTS

Madam Speaker, despite the huge set back resulting from COVID-19, the Ministry had some notable accomplishments.

During the financial year 20/21, the Government increased disbursements to PATH beneficiaries in order to cushion the economic hardship brought on by the COVID-19 pandemic. For the fiscal year 20/21 up to March 2021, J\$9.243B was expended on PATH cash grants beneficiaries which is an 40% increase compared to the amounts expended for the same period in fiscal year 19/20 (\$6.618B). This increase was due to additional benefits paid in May 2020 under the WeCare programme. In keeping with our commitment to protect and provide nutritional support for the children in receipt of PATH, additional benefits were also provided to families in April, June, October and December 2020. For this month April 2021, PATH families with school age children will again receive additional benefits.

Madam Speaker, PATH is determined to ensure that our children succeed. During the 2020/2021 fiscal year 4,223 students received tertiary bursary to pursue undergraduate programmes totaling \$423.3M and another 1,598 students received grants to pursue certificate, diploma and CXC courses totaling \$39.4M.



Prime Minister, the Most Hon. Andrew Holness (second left), cuts the ribbon to open the St. Ann parish office of the Ministry of Labour and Social Security on November 12.

Approximately 1,990 young children with development disabilities and their families received therapeutic services under the Early Stimulation Programme. We have also acquired and retrofitted three Mobile Intervention Service Units that will now take our services directly to affected children and other clients in rural Jamaica. Unfortunately, the spike in COVID-19 cases has hindered our full roll out.

Madam Speaker, in response to COVID-19, the National Council for Senior Citizens (NCSC) expanded the Meals on Wheels Feeding Programme from the Corporate Area to rural poor and elderly, prioritizing their food security. An additional 3,132 older persons across the island were assisted with food packages under this programme, making the total number of older persons benefitting during the financial year 2020/2021, 3,632. We plan to continue this assistance, as the Government

endeavours that no one must be left behind.

The Ministry now has Cabinet's approval to move full speed ahead with the implementation of the Social Pension Scheme for persons over 75 who are not in receipt of any retirement income, pension disability benefit and not living in a government institutional care facility.

The Ministry was able to complete the construction of a new state-of-the-art parish office in St. Ann, which was opened by the Most Honourable Prime Minister in November of last year.

INDUSTRIAL DISPUTES TRIBUNAL

There was also a comprehensive refurbishment of the St. James Parish Office, which was completed recently on time and within budget and will be opened to staff and customers later this year.

The Industrial Disputes Tribunal (IDT) is a statutory Tribunal which was established to determine and settle disputes outside of the Court System. It was created under and is regulated by the Labour Relations and Industrial Disputes Act (LRIDA).

Current Membership

The IDT consists of four (4) divisions led by a Chairman and three (3) Deputy Chairmen, who are appointed by the Minister of Labour and Social Security. Each division consists of two (2) members, one of which is nominated by organizations representing workers, in this case the Jamaica Confederation of Trade Unions and appointed by the Minister. The other member is nominated by organizations representing employers, in this case, the Jamaica Employers Federation (JEF) and appointed by the Minister. The divisions are, therefore, tripartite.

Referral of Non-Unionized Matters

In March 2010, the Labour Relations and Industrial Disputes Act was amended to empower the Minister to refer non-unionized disputes to the IDT and thus created a more equitable environment in the industrial relations arena. Prior to 2010, the IDT was only accessible to unionized workers. Non-unionized workers now have the opportunity to have their disputes resolved at the IDT without the usual costs that are associated with civil court proceedings.

Performance

The IDT celebrated its forty-fifth anniversary on April 8, 2020. **Madam Speaker**, I am proud to inform you that a major accomplishment for the IDT during the financial year was the opening of its Western Office, increasing the divisions from three to four.

The fourth division allows employers and workers from the western region of the island easy access to arbitration. This division also assists with a speedier resolution of matters that are before the Tribunal.

For the Financial year April 2020 – March 2021 a total of twenty-nine (29) disputes were referred by the Minister to the Tribunal, five (5) of which were from unionized workers and twenty-four non-unionized workers.

Madam Speaker, despite the impact of COVID-19 on the hearing of the Tribunals, from a total of seventy-four (74) unsettled disputes that were before the IDT, the Tribunal handed down forty-five (45) Awards. Of this number ten (10) were unionized and thirty-five (35) were non-unionized disputes.



Minister of Labour and Social Security, Hon. Karl Samuda in discussion with members of the Jamaica Confederation of Trade Unions recently.

On April 4, 2017, a Bill entitled the “Occupational Safety and Health Act, 2017” was tabled in the House of Representatives by the former Minister of Labour and Social Security, the Honourable Shahine Robinson.

One of the primary objectives of the Bill, was the protection of workers and other persons from harm to their safety, health and welfare through the elimination or minimization, so far as is reasonably practicable, of hazards, serious injury or risks arising out of or in connection with activities at workplaces. The term “workers” was defined widely to encompass employees, contractors and sub-contractors, apprentices or trainees and students gaining work experience. The Bill also applies to all workplaces.

Madam Speaker, as you may be aware, along with the members of this Honourable House, upon the dissolution of Parliament, after the announcement of last year’s General Elections, the **Occupational Safety and Health (OSH) Bill**, was removed from Parliament’s Order Papers.

Despite the Bill’s removal, its Joint Select Committee review was at an advanced stage. Substantial decisions and recommendations were documented, which resulted in considerable policy shifts that will significantly impact the clauses and scheme of the Bill.

These include:

- the Act coming into operation on a phased basis,
- the establishment of a statutory body or body corporate to administer the act’s provisions and
- the removal of restrictions from essential service workers, to exercise the right to refuse unsafe work by introducing safeguards to protect against the abuse of this right.

Madam Speaker, the experience of the current COVID-19 pandemic has made it necessary for us to consider the most effective and appropriate means to incorporate new provisions, which will outline special safety and health workplace requirements in times of pandemic. The World Health Organization has issued a warning that we need to get ready as pandemics will become a feature of our global society.

These and other considerations highlight the necessity of a ‘joined-up’ approach with other government entities, to mitigate the safety and health risks, that may arise within the work place throughout the life of a pandemic.

Madam Speaker, in light of the foregoing, it would not have been prudent for the re-tabling of the Bill’s 2017 version before this Honourable House, without incorporating some of these new policy decisions and recommendations.

The Ministry has therefore prepared a draft Cabinet Submission and is currently in consultations with the Office of the Chief Parliamentary Council, Attorney General’s Chambers and the Legal Reform Department, to seek Cabinet’s approval for incorporating these changes.

Madam Speaker, we remain optimistic that the revised version will be before the Parliament and passed by the end of the fiscal year. In the interim, the Ministry has begun its preparation to execute a comprehensive public education and awareness campaign, as soon as the Bill’s provisions are settled and is laid before this Honourable House.

Amendments to the National Insurance Act

The amendment of the **National Insurance Act** remains a legislative priority for 2020/2021. The purpose of this amendment includes giving legislative effect to increases in several benefits such as: old age, invalidity, widow’s and widower’s, sugar workers, special anniversary pension, respectively, and funeral grant. The contribution rates are also being increased as part of measures to ensure the continued financial sustainability of the National Insurance Scheme.

The National Insurance (Validation, Indemnification and Amendment) Act, 2021 was tabled in the House of Representatives on January 12, 2021 and I opened the debate on the matter in March.

Amendments to the Minimum Wage Act

Madam Speaker, Jamaica remains committed to achieving decent work for all workers with particular attention paid to the most vulnerable workers in society. It should be recalled that the Government of Jamaica ratified the Domestic Workers' Convention (C189) and the Instrument of Ratification was deposited on September 22, 2016. The purpose of C189 is to ensure the effective promotion and protection of the human rights of all domestic workers and to ensure that Member States take measures to respect, promote and realize the fundamental principles and rights of domestic workers at work.

Legislative effect is to be given to some of the provisions of C189 by amendments to the **Minimum Wage Act**, the supporting National **Minimum Wage Order** and the **Employment Agencies Regulation Act**. Work is still ongoing on the Minimum Wage (Amendment) Act and it is anticipated that same will be completed in 2021/2022.

Disabilities Act/Disabilities Regulations

Madam Speaker, it is the intent of the Ministry to bring the **Disabilities Act, 2014** into effect in 2021/2022. It should be recalled that the purpose of this act is to promote, protect and ensure the full and equal enjoyment by persons with disabilities, of privileges, interests, benefits and treatment, on an equal basis with others. The Disabilities Regulations has been prepared and it is the intent of the Ministry to table same in 2021/2022.

National Insurance Scheme (NIS)

Madam Speaker, the financial year 2020-2021 for the National Insurance Scheme (NIS) was a year of adjustment and one of mixed results. COVID-19 required this Ministry to play its part in lending to the protection of the pensioners.

Since April 2020, arrangements were made each month with the Post Offices to allow pensioners to cash their entire pension vouchers for one month all at once, instead of fortnightly. Activities are underway to change the frequency of payments for the pensioners, paid by pension order books from fortnightly to once per month.

Madam Speaker, a priority area for the financial year 2021/2022 will be the actuarial review of the scheme. This will shed light on the financial performance since the last review in 2016 and bring into focus three things: the funding status since the last review; the impact of the minor adjustments in contribution rates and whether or not any other adjustments are required to ensure that the Scheme remains in a position to honour all its long-term obligations.

From 2007 to 2019, the sum expended to pay benefits exceeded the contributions received by approximately two billion dollars. This means that the shortfall had to be supported by investment earnings. With the implementation of the reform measures that began in 2019, for the first time since 2007, the contributions paid into the scheme exceeded the sum expended on the payment of benefits.

Reform measures recommended by the Actuary and approved by this administration, occasioned a turnaround in the financial performance of the scheme. The first of various reform measures was implemented on April 01, 2019, with the increase in the NIS contribution rate from 5% to 5.5% and from 5.5 % to 6% on April 01, 2020. This has resulted in positive net contributions of \$476.2 million as at as February 28, 2021 moving from a deficit of negative \$245.06 million as at February 28, 2020. This is a good thing. But, we wait to see the impact of COVID-19.

National Insurance Fund

The National Insurance Fund continues to be a viable and sustainable institution within the Ministry of Labour & Social Security.

As at February 28, 2021, the Fund was valued at approximately \$123.98 billion, which represents an increase of 2.18% in Net Asset Value for the corresponding period last year. Total investment income (including unrealized gains) as at February 28, 2021 was \$11.051 billion and represents a 23% decline in total investment income for the corresponding period in 2020.

This decline was largely due to the impact of unrealized losses on equities which occurred against the backdrop of a decrease in the JSE Main Market Index brought about by the COVID-19 pandemic. This situation is improving and we are already seeing recovery in the equities and other markets. As at February 28, 2021 the Fund recorded a net increase in assets resulting from operations for 2020/2021 of \$10.51 billion (unaudited).

Despite the challenges brought about by the COVID-19 pandemic which affected the speed and delivery of several plans and projects, the Fund is still actively carrying out redevelopment works for selected NIS Offices across the island with a bid to ensure improved servicing environments for both employees and pensioners.

Projections and Plans 2021/2022

For the upcoming year, the National Insurance Fund intends to focus on several high-priority areas that will include:

Participation in Investment Projects

The NIF continues to seek investments across the Real Estate, Fixed Income and Equity sectors that will:

- Maximize rates of return whilst minimizing risk exposure
- Generate strong cash flows to meet current obligations and facilitate reinvestment
- Provide a hedge against inflation

Increase in the Insurable Wage Ceiling for the NIS

Effective April 01, 2021, the NIS Insurable Wage Ceiling per annum has been increased from \$1.5M to \$3M, while the contribution rate remains unchanged at 6% - 3% to be deducted from the employee's gross salary and matched by the employer. This will result in the minimum contribution with respect to the NIS stamp cards being \$250 per week.

Development

As part of its redevelopment works for NIS Offices, the Kingston and St. Andrew Parish office is to be renovated in 2021 at a cost of \$176 million. Plans are afoot to commence the development of lands owned by the Fund in May Pen, Clarendon, into a Government Services Centre. The Fund continues active engagement with other state agencies with respect to joint developments in Morant Bay and Port Antonio. There are also plans to develop parcels of land owned by the Fund in St. James and St. Andrew for investment purposes.

PUBLIC ASSISTANCE DEPARTMENT

The Public Assistance Department continues to address the needs of the most vulnerable groups in the society, including persons who have been affected by man-made or natural disasters. Up to mid-March of the fourth quarter of financial year 2020/2021, 2019 individuals benefited from Grants totaling approximately \$114M. Through the Short-Term Poverty Intervention, three thousand nine hundred and fifteen (3,915) individuals benefitted from grants totaling approximately \$69M (See page 27).

In response to the ravages of the COVID-19 pandemic, the Ministry implemented the Special Emergency Relief intervention, distributing \$89M in grants to four thousand nine hundred and seventy-one (4,971) poor families across Jamaica.

Disaster Management

The MLSS's disaster response activities in 2020 were predominantly in response to the COVID-19 pandemic. With the declaration of the first quarantined communities in Bull Bay, the MLSS in conjunction with its Humanitarian Assistance Committee partners commenced distribution of relief supplies to families in quarantine on March 14, 2020.

Up to February 28, 2021 the team has distributed approximately 45,000 food packages, 8,516 hygiene packages and other relief supplies and personal care items to families in quarantine and other families affected by the pandemic across the island. The Humanitarian response is ongoing, and the team continues to provide island-wide food support to families affected by COVID-19 pandemic.

Over the same period, the team responded to 242 incidents of fire affecting 396 families. 931 individuals were assisted with food, comfort items, emergency grants, funeral assistance and counselling. Flood rains from October to November 2020 resulted in varying degrees of damage to 114 dwellings in over 60 communities islandwide. The MLSS provided support in the form of grants, meals, food packages and numerous other relief supplies to the over 120 persons affected by the flood rains.

Madam Speaker, let me express appreciation to our partners, the Jamaica Red Cross, Adventist Relief Association, and Food for the Poor for their support. Additionally, later this month we will be receiving a donation of 11,339 food kits from the World Food Programme. Many of you in this House have been asked to provide us with names of needy persons in your constituency.

Early Stimulation Programme

In order to reduce exclusion and stigmatization, the Early Stimulation Programme continues to provide therapeutic services for our nation's children with developmental disabilities.

The programme provides both centre based as well as community-based rehabilitation in over 200 communities across the island. The aim is to assist these children to reach their highest potential and to transition into a programme that will facilitate their specific learning and developmental needs. The Early Stimulation Programme offers an array of services including developmental assessment, community intervention, physiotherapy, counselling, and special intervention clinics. It presently serves over three thousand 3000 children Islandwide.



Shahine Robinson, former Minister of Labour and Social Security shared a moment with graduates of the Early Stimulation Programme at the graduation ceremony held in 2019

The major plans for the Early Stimulation Programme include:

- o The expansion of the early intervention services in the parishes of St. Ann, St. Mary and St. Elizabeth through the newly acquired and retrofitted mobile unit.
- o Training in coping skills and strategies will be provided to an additional 250 parents and caregivers in the care and development of their children with disabilities.
- o Increased engagement of specialized personnel to cater to the developmental needs of young children with disabilities and increased partnership with private sector agencies to expand the intervention services for young children with disabilities across the island.



State Minister of Labour and Social Security, Hon. Zavia Mayne (c) demonstrates the elbow greeting after officially launching the Mobile Service Unit for the Early Stimulation Programme (ESP).

Social Pension

Madam Speaker, I am truly happy that we will implement the Social Pension Programme this fiscal year. This programme, is the first of its kind in Jamaica and is the largest social protection programme to be implemented by the Government since the introduction of PATH almost 20 years ago. This programme will bring us closer to guaranteeing a minimum level of social protection for all Jamaicans.

The truth is, while we have made significant strides in provisions for the elderly, there are gaps in the system. Based on the selection methodology for the PATH Programme, the selection rate for the elderly, who may be living alone or are 'asset rich' but 'income poor', is low. This has resulted in the exclusion of many who are genuinely in need of cash for their survival. Without a steady stream of income, older persons are more vulnerable, and some are left with little or no support from their families or community. Without savings, investments, or family support, many of our elderly do not have a steady stream of income to assist in covering their daily living expenses. The introduction of a social pension will enable us to reduce income inequality and promote a better quality of life for Jamaica's older population.

Madam Speaker, \$800M has been allocated for the Social Pension Programme this year. The first phase of the programme, which begins on July 15, targets seniors over 75 years who are not in receipt of a pension, disability benefit or other retirement benefit or income. Those persons receiving cash grants from PATH and Poor Relief will be transitioned to the new programme when they reach the age of 75. Beneficiaries of this programme must also not be residing in a government institutionalized care facility. They will receive \$3400 monthly.

Madam Speaker, this afternoon, I tabled a Ministry Paper on the Social Pension Programme in this House. It will provide members with detailed information on the programme and how persons may benefit.

This social pension is yet another signal that this Government will not let anyone fall through the cracks. Simply put, **Madam Speaker**, We Care.

LABOUR PRODUCTIVITY

Madam Speaker, as the country and the world at large sought to stop the spread of COVID-19, Jamaica's productivity was negatively impacted. Preliminary estimates from the Jamaica Productivity Centre suggest that the output per worker declined by 5.3 per cent in 2020 relative to 2019, largely due to a 37.3 per cent decline in output per worker for the Hotels & Restaurants Industry. This is compared with a 0.6 per cent annual average from the previous 2 decades. The exacerbated decline underscores the importance of productivity improvement through building the resilience of our labour force, diversifying our production, and encouraging innovation in sustainable areas.

For the 2021/2022 period, the Ministry will embark on a series of project-based initiatives through the JPC to engage the Education Sector in productivity-based collaborations to promote productivity among academic institutions, while simultaneously assisting in educating other sectors of the economy about productivity improvement strategies. Additionally, through operations research, efficiency and productivity audit methodologies, the Jamaica Productivity Centre will continue to engage various stakeholders at the industry and community levels, in building the awareness of the benefits of productivity and stimulating higher productivity amongst workers and individual entities.

INDUSTRIAL RELATIONS

Madam Speaker, the **2020/2021** financial year was a challenging one with respect to the Labour Market and labour relations generally. During the period, a large number of workers were laid-off or made redundant as employers experienced a significant downturn in business and drastic declines in income. Over \$2.5B was made in redundancy payments to workers.

The Pay and Conditions of Employment Branch continued to vigorously investigate complaints made by workers at the various Parish offices islandwide and to ensure compliance with the labour laws particularly related to termination benefits, and payments related to vacation, sick leave, maternity leave and the National Minimum Wage. Since the pandemic, the Industrial Relations Division has expanded its use of online platforms to conduct mediation and conciliation services as well as social media for submission and management of complaints and industrial disputes. We have established COVID-19 Hotlines, WhatsApp lines for local and international calls and text messaging as well as our Instagram, Twitter, Facebook and website presence. We can report, **Madam Speaker**, that the public has responded positively to our greater use of the digital platform.

The period was relatively calm in the industrial arena, with only three (3) cases of work stoppages for the reporting period. **Madam Speaker**, 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. The issues of 120 days lay-off and absence as a result of quarantine, lock-down or sickness related to COVID-19 are matters for which the Ministry continues to pursue policy and legislative responses.

Madam Speaker, in this regard, the COVID-19 Labour Market Taskforce was established as a sub-committee of the Labour Advisory Council (LAC) to examine the overall impact of the pandemic (thus far) on employers and workers, and make recommendations for labour market resilience. I expect the interim report this month and will present same to the Cabinet and the final report and recommendations at the end of June. Notwithstanding the challenges presented by the pandemic, several employers and workers have collaborated in a manner that has made a significant contribution to the peaceful industrial relations climate, and have adopted an expanded use of flexible work arrangements. I take the opportunity to commend them.

GENERAL COMPLIANCE INSPECTORATE

In an effort to strengthen our labour compliance investigative response and operate more efficiently, we have synchronized our approach to compliance inspections conducted by this Ministry. Inspectors from the Employment Agency Department, Work Permit, Occupational Health and Safety, and Pay and Conditions of Employment Branch will team up and conduct joint inspections at the workplace.

This will reduce the number of visits made by the Ministry to the premises of employers and allow us to have a comprehensive and all-embracing inspection that will provide us with more data that will drive the prosecutorial functions of the Labour Department. **Madam Speaker,** we would certainly prefer to prevent rather than to prosecute for labour law breaches and will, therefore, be increasing our labour laws sensitizations using the virtual platform.

FORMALIZING DOMESTIC WORKERS AND FISHERFOLK

Madam Speaker, in 2019, Jamaica received assistance from the International Labour Organisation (ILO) and developed an Action Plan to transition fisherfolk and domestic workers from informality to formality. Consequently, the impact of the COVID-19 pandemic on the informal sectors as well as the inability of workers in that sector to benefit from the Government's CARE Programme created the opportunity for the ILO to lend support and fast-track the implementation of the Jamaica Transition to Formality Action Plan (JTFAP), with the Ministry of Labour and Social Security taking the lead in this project.

Madam Speaker, the objectives of this project are to reduce formality in employment arrangements for workers in the domestic, agriculture and fishery sectors as well as increase formalization of business units and actors in agriculture and fisheries. My colleagues from the Ministry of Investment, Industry and Commerce as well as the Ministry of Agriculture can attest to the veracity of this project as they have already signed MOUs with the ILO and commenced activities.

This Ministry will be providing support to vulnerable female domestic workers with financial and non-financial support for entrepreneurial initiatives for improved income security and as incentives towards formalization. In addition, **Madam Speaker,** this project will further the work to amend two (2) critical pieces of legislation to support the transition, namely the Minimum Wage Act and the Labour Officers Powers Act. This project is slated to be completed in October 2021.

OVERSEAS EMPLOYMENT

Madam Speaker, during the 2020/2021 fiscal year, sixteen thousand one hundred and forty six (16,146) Jamaicans benefitted from employment opportunities in the United States and Canada under the Ministry of Labour and Social Security Overseas Employment Programme. A majority of the opportunities were identified in the Canadian Labour Market as ten thousand one hundred and seventy five (10,175) of the Jamaicans placed, were placed in that destination. Five thousand nine hundred and seventy one (5,971) Jamaicans were placed in the United States.



Labour and Social Security Minister, Hon. Karl Samuda (second left) exchanges elbow bump greetings with Canadian High Commissioner to Jamaica, Her Excellency Laurie Peters (second right), during a courtesy call by the High Commissioner at the Ministry's downtown Kingston offices.

The total of sixteen thousand one hundred and forty six (16,146) represents an increase of 683 more workers compared to the fifteen thousand four hundred and sixty three (15,463) that travelled during the corresponding period in 2019/2020. Of the total recorded for Canada, 9,446 participated in the Seasonal Agricultural Workers Programme and 729 in the Low Skill programme (See page 35).

While the number of workers who travelled to Canada grew by 12.3 %, there was a decline in the number of workers who travelled to the US of 6.3 %. The decline for the United States is attributable to the onset of the COVID-19 pandemic, which resulted in a reduction in the number of workers demanded by some employers and a total shutdown by others. In fact, while agricultural workers continued to travel to the United States, the situation of workers in the hospitality sector was totally different as some employers in that sector either scaled back operations or shut down completely.

The issuance of the presidential proclamation initially in April and later in December also restricted the entry of hospitality workers into the US Labour Market.

Projections

The recent requirement for a negative COVID-19 PCR test result as well as the travel restrictions and other border measures announced by the Canadian government have not impacted the movement of Jamaican workers to Canada; It is therefore anticipated that the number of workers who will be able to benefit from employment opportunities in that market for the 2021 Season will also see an increase.

With the anticipated expiration of the presidential proclamation, US employers are eagerly awaiting the arrival of both new and returning hospitality workers. It is therefore expected that the flow of Jamaican workers to that market will resume soon. Testing for COVID-19 as a requirement for that market has also been implemented and no significant fall out is expected.

Recruitment

The Interview component to complete the Pre-selection exercise for the agricultural programme, which commenced in February 2020 has been delayed in keeping with the measures announced by the Most Honourable Prime Minister to contain the spread of the COVID-19 virus. Plans are in place to execute the activity as soon as it is safe to do so. The Ministry will be looking to select 3500 new workers for both the Canadian and United States agricultural programmes through this recruitment exercise.

Going forward, changes will be made to how persons are selected for participation in the Overseas Employment Programme. It is important that the most suitable candidates are selected, and Members of Parliament will be required to play a key role in ensuring that this is done.

Scholarships

In recognition of the 77th anniversary of the US Agricultural Programme, the Ministry of Labour and Social Security in collaboration with Grace Kennedy Money Transfer Services (GKMS) recently awarded three GROWTH Scholarships valued at \$100,000 each to the children of three farm workers. The scholarship will assist in covering tuition at three tertiary level training institutions.

I would like to take this opportunity to thank Grace Kennedy Money Transfer Services for coming on Board and offering their support to such a worthy cause.

WORK PERMITS

Madam Speaker, Four Thousand, Three Hundred and Ninety-Three (4,393) work permit applications were received in 2020, of which 3,250 (74.0%) were for renewals while 1,143 (26%) were new applications (See page 36).

The number of work permit application requests made to the Ministry, declined by 2,443 or 35.7 per cent, when compared to 2019. This decline may be attributed to massive closures of some industries including hotel, retail trade, and remote work arrangements. A decline of 2,069 or 64.4 per cent was also observed for new applications, when compared to the previous year.

The majority of the work permits approved for 2020 were from the occupational category "Professionals" and "Technicians and Associate Professionals," which accounted for 56 and 25 per cent respectively. When compared to 2019, the professional category declined by 3.4 per cent, while the Technicians and Associate Professionals category declined by 42.9 per cent.

Of the total number of work permits approved by region in 2020, Asia represents the largest number with 2,045 or 54.4 per cent. However, there was a decline of 1,577 or 43.5 per cent of persons from this region. China registered 1,357 approvals in 2020, down from 2,565 in 2019 or a decline of 47.1 per cent.

The Ministry continues to modernize the application and approval process. **Madam Speaker** now more than ever, we need to protect the jobs of Jamaicans and this Minister is committed to doing so. The modernization of the Work Permit Processing system is 45% complete. The application process will be fully web-based, enabling organizations and individuals to make online submissions. The modernization project is slated to be completed early 2023.

EMPLOYMENT AGENCY UNIT

The Ministry of Labour and Social Security through the Employment Agencies Regulation Act, 1956 issues licences to private employment agencies and monitors their activities. During the 2020/2021 fiscal year, the operations of all private employment agencies were significantly affected by the COVID-19 pandemic, as proprietors struggled to keep their doors open. In fact, the number of agencies registered to place persons locally, declined by more than 60% from 32 in the 2019/2020 fiscal year to 11 for 2020/2021. Meanwhile, the number of new agencies which offer overseas job placement, increased by 5 compared to 16 in the previous period.

Agencies which place job-seekers overseas, particularly in the United States, were significantly impacted by the imposition of travel restrictions and other border measures. Job seekers in the hospitality sector and the popular J1 Student Work and Travel programmes were particularly affected. As result, the Ministry reached out to some operators to assist them in resolving complaints regarding the refund of fees.

Over the first three quarters of the year, approximately 999 persons were placed in jobs in the local labour market, while 2,025 persons were placed in jobs overseas. This is a sharp reduction from the 6,992 placed overseas for the 2019/2020 fiscal year (See page 39).

The Employment Agency officers conducted 129 inspections to ensure compliance with the requirements of the Employment Agencies Regulations Act.

The main issues identified and addressed were:

- Non-compliance with the legally prescribed fees
- Sub-standard office facilities, unsuitable for effective customer service and
- Non-submission of required activity reports to the Ministry.

The Unit conducted one general meeting and two training workshops with private employment agencies to train operators in completing forms needed by the Ministry to assist in the compliance process. The public was continuously sensitized through the media, on the legitimate means to access local and overseas jobs. This helped to reduce instances of scamming, as well as other fraudulent job-sourcing activities.

A new General Compliance Form was developed and officers trained in its use. The form will be utilized by all relevant sections of the Ministry to collect information to assess compliance with the various labour laws administered by the Ministry. This will facilitate greater efficiency in obtaining the required data, while reducing respondent fatigue.

In the first quarter of the new fiscal year, the Ministry will collaborate with the International Organization for Migration Office in Jamaica, to stage two workshops on Integrity in International Recruitment. Representatives from relevant government agencies and operators of private employment agencies are to benefit from this effort. The objective is to promote ethical standards in recruiting agencies, migrant workers and employers.

Madam Speaker, we are aware that a number of illegal job agencies have been popping up band luring persons with the hope of jobs. I urge members of the public if in doubt, do not hesitate to contact the Ministry. We have a list of approved agencies on our website.

Electronic Labour Exchange

During the 2020/2021 fiscal year, approximately 594 persons gained employment through the ELE department. The COVID-19 pandemic significantly impacted operations, resulting in a reduction in the number of persons placed during the year. As a result, the original target of 1400 was revised to 500.

Additional upgrading work is set to take place, as the Ministry continues to evaluate the Labour Market Information System (LMIS) services. The objective is to improve the user experience by increasing the range of capabilities of the website and cement its function as Jamaica's main employment portal. The upgrading will therefore provide linkages with databases maintained by other partners in the labour market.

The Ministry is also pursuing the development of Phase 2 of the mobile application, which will facilitate easier access to labour market intelligence, vacancies and skills. The launch of the upgraded website and mobile application is set to take place during the first quarter of the 2021/2022 fiscal year. A three month long social media campaign to heighten awareness of the employment services offered through the LMIS will follow the launch.



Andrea Patterson, former director for Corporate planning speaking to students at the Holy Trinity High School on the Labour Market Information System (LMIS) and You school initiative.

Since the launch of the LMIS in November 2013, approximately 6,105 persons have gained employment. Just over 40,000 job seekers and 158 employers are now registered on the programme.

Forging Public/Private Partnerships, is one viable means through which the objectives of the LMIS can be realized. Several Partnerships were formalised during the year with the National Housing Trust (NHT) and the Jamaica Household Workers Union (JHWU). The Ministry signed Memoranda of Understanding (MOUs) with both entities. The aim of the partnership with the NHT is to establish a framework to equip residents of NHT housing developments for the job market and provide them with internship and employment opportunities. The establishment of the partnership with the JHWU, will promote the use of the database and the services offered by LMIS among its members.



Minister signs MOU for household workers

But, **Madam Speaker**, we are not stopping there. The ELE will facilitate 650 placements for on-the-job training in collaboration with PATH's Steps to Work Unit and the HEART/NSTA Trust for the upcoming fiscal year, as well as to provide career development and employment opportunities to graduates of the University of Technology, (UTech).



The COVID-19 pandemic has forced us to do things differently. In this regard, the ELE has staged virtual employability sessions and job fairs. Both events were successfully executed recently. The first featured the participation of 60 participants and the latter facilitated employers interviewing 80 job seekers for placement in their establishments. This will be the modus operandi until the COVID-19 threat is no longer with us.

Projections for 2021/2022 Fiscal year

This fiscal year the ELE will:

- Conduct 40 employability skills sessions/workshops (virtually).
- Increase placements by 15%
- Launch phase 4 of the LMIS website and phase 2 of the Mobile application.
- Embark on a social media campaign to promote the newly upgraded LMIS and Mobile application.

CHILD LABOUR

The Ministry continues to liaise with local and international stakeholders to strengthen a caring and supportive environment to protect our children from engaging in Child Labour. With the continued support from national, regional and international partners, we are on the path to realize the reduction and ultimately eliminate Child Labour from our shores. We have committed to take actions against this injustice meted out to our children.

The National Action Plan (NAP) to Eliminate Child Labour

The NAP was developed through rigorous consultations with stakeholders from the 14 parishes. The consultations facilitated the formulation of solutions, which took into consideration the uniqueness of Child Labour in each parish, thus targeting the root causes of the problem.

Madam Speaker, this financial year, we will be launching an extensive public awareness campaign focusing on community-based interventions. Especially, in light of the pandemic and the increased risks of children becoming exploited, we will be strengthening partnerships with ministries, departments, agencies and other stakeholder groups, so that our children are protected **"now more than ever"**.

Completion of Phase One (1) of the CLRISK Model

Madam Speaker, two (2) of our international stakeholders, namely, the United States Department of Labour (USDOL) and the International Labour Organisation (ILO) provided financial and technical support to complete Phase One (1) of the **Child Labour Risk Identification Model (CLRISK)**.

The **CLRISK Model** is a preventive tool developed by the ILO and the Economic Commission for Latin America and the Caribbean (ECLAC). With assistance from the ILO, ECLAC and the Statistical Institute of Jamaica (STATIN), existing statistical data was used in this model, which created vulnerability maps by County (Cornwall, Middlesex and Surrey).

The implementation of the CLRISK is another mechanism that will be used to provide assistance to targeted communities in the 2021/2022 financial year.

Madam Speaker, I am happy to report that for the final phase of the model, the ILO has confirmed that further technical and financial assistance will be provided to create vulnerability maps at the parish level. We will, therefore, be able to identify and implement solutions for children and families, who are at risk of engaging in Child Labour. Important to note, **Jamaica is the 1st country in the Caribbean to be participating in the CLRISK Model.**

Government of Jamaica's pledge at the Regional Launch of the International Year for the Elimination of Child Labour (2021)

The ILO in collaboration with Alliance 8.7 global partnership launched the 2021: International Year for the Elimination of Child Labour. The International Year was unanimously adopted in a United Nations (UN) General Assembly (GA) resolution in 2019.

A **High-Level Regional Launch for the International Year for the Elimination of Child Labour** hosted by the ILO's Regional Office was held on **Thursday, February 11, 2021**. Governments in Latin America and the Caribbean were urged to make commitments that targeted and practical actions, will be taken this year to eliminate Child Labour, in all its forms by 2025.

Madam Speaker, I am pleased to announce to this Honourable House, that we pledged that this year, efforts will be accelerated to contribute to achieving Target 8.7 of the SDGs. Again, Jamaica was the only country in the Caribbean to participate in this event.

Child Labour and Human Trafficking Collaboration (Outreach)

The MLSS continues to partner with the **Trafficking In Persons (TIP) Secretariat**, at the Ministry of National Security to eliminate human trafficking in Jamaica. Due to the COVID-19 pandemic, the outreach programmes planned were significantly impacted. But, webinars and virtual sensitization sessions were conducted with several stakeholder groups.

Madam Speaker, for the 2021/2022 financial year, the MLSS will be strengthening its collaboration with the TIP Secretariat and other stakeholders to ensure that we arrest the issue of human trafficking in Jamaica. The successful implementation of the National Action Plan to eliminate Child Labour is also vital in the fight against human trafficking in Jamaica.

SOCIAL INTERVENTION PROGRAMME (SIP)

The Social Intervention Programme (SIP) maintains its objective to empower the country's youth by providing them with sustainable employment possibilities:

- enabling on the job training
- nurturing a culture of self-reliance through education/skill and
- entrepreneurship support.

Despite the many challenges presented by the onset of COVID-19, approximately 372 youths were employed under the programme, with many being retained for long-term employment. For the new financial year, various outreach programmes are being implemented targeting employers, to facilitate the placement of additional young Jamaicans.

Madam Speaker, in the area of grants a total of J\$33.4 million was disbursed, while 417 persons were approved for Entrepreneurial and Educational assistance.



Entrepreneurial beneficiaries were approved for a variety of income-generating ventures, ranging from service-related projects to agricultural and manufacturing endeavors. The majority of funding went to trading and consumer-related undertakings.

Meanwhile, **Madam Speaker**, Educational Grants recipients were approved for assistance in achieving their goals for secondary and tertiary schooling, as well as skills training.

During the New Financial Year emphasis will be placed on persons engaged in skills-based training to assist with the completion of their course and provide further support with the procurement of the equipment/tools of trade.

JAMAICA COUNCIL FOR PERSONS WITH DISABILITY

The Disabilities Act anchors the promotion of inclusion of persons with disabilities in sustainable and transformative development. While this is so, there needs to be greater focus on and understanding of the issue of disabilities needs, not only from a human rights perspective, but also as a multi-dimensional development.



Ministers Samuda and Mayne elbow bump Dr Floyd Morris as they gave their support and blessings days before he was elected to the United Nation's Committee on the Rights of Persons with Disabilities.

The CRPD and The Disabilities Act which we continue to embrace, reflect a major shift in global understanding and responses towards disability. This paradigm shift, which we have adopted nationally, no longer views persons with disability as “objects” of charity, medical treatment and social protection; but rather, recognizing them as “persons” with the same fundamental rights as any other person.

We are maturing as a country, even as we are recognizing, that PWDS are capable of claiming those rights and making decisions for their lives, based on their free and informed consent, as well as taking part effectively in all aspects of national life.

There has been a greater awareness and an appreciation, that disability inclusion cannot be approached as a stand-alone, but that it needs to be fully considered and embedded in the conceptualization and design of all policies, operations and programmes. Leadership, communications, and most importantly, how we walk the walk as inclusive employers, community members and general citizens of the country are of vital importance.

So, **Madam Speaker**, if someone acquires a disability on the job, the first course of action cannot or should not be a case of medical boarding or early retirement. **Advice from the JCPD as to what can be done to facilitate their productive contribution to the organization and nation building must be sought.** **Madam Speaker**, there could be other options, such as re-deployment or making reasonable arrangements or adjustments at the workplace. This would simply require the employee to be accommodated on the ground floor or providing assistive aid, device or tool to continue on the job.

There are so many, who have yet to recognize and appreciate that a disability is a mere human condition, which knows no age, creed, socio-economic standing, or skin colour. It is imperative to maximize mainstreaming of disability at all levels, as we seek to prevent and prohibit discrimination against PWDs.

Madam Speaker, we have made some strides in the critical implementation imperatives. The Disabilities Act Regulations are now substantially complete and will go to the Cabinet shortly for approval. Following which they will be laid in this Honourable House.

Madam Speaker, both the Employment Code of Practice and The Education and Training Code of Practice, have been completed and are ready for implementation. We just concluded in March 2021, The Code of Practice for Health Care and Health Facilities and will pursue the Code of Practice for Public Passenger Vehicles in this new Financial Year.

The soon to be established Jamaica Council for Persons with Disabilities will be significantly strengthened, to effectively perform its mandate and functions under The Disabilities Act. The Organizational Structures for The Disabilities Rights Tribunal, which is to settle complaints relating to discrimination and other breaches of the Act, as well as the Structure for The Council, which is to become a Corporate Body are being finalized by the Ministry of Finance and the Public Service.

We will be leasing new office space to house the JCPD and the lease agreement is to be signed shortly to accommodate the transition. A Business Analyst and Project Manager are to be engaged early in the new Financial Year 2021/22 to work alongside the MLSS MIS team to facilitate the upgrade of the current Registry of the database to meet the requirements for a more robust and efficient Confidential Registry to be maintained by the new JCPD.

While we have been intensifying the implementation activities under The Act, even in a COVID-19 pandemic, there is a lot more to be done to advance the inclusion agenda.

Madam Speaker, let me use this opportunity to thank the Government through the Ministry of Finance for the \$40M COVID Grant for PWDS. \$22.94M was approved in grants and another \$3M for small assistive aids for persons with disabilities.

Despite this, there were some challenges as:

- o many PWDS did not have bank accounts,
- o there were changes in addresses and telephone numbers since the time of registration, and
- o many of the clients were without birth certificates, TRN or a basic identification card.

The Ministry is, therefore, giving special attention to this reality. We will expand our collaboration with government partners such as The RGD and Tax Administration of Jamaica in order to facilitate the provision of Birth Certificates and TRN for our clients. Additionally, 14,907 poor persons with disabilities on PATH, who would normally have received a bi-monthly payment received additional grants, as well as food/care packages during 2020/2021. Another 1,000 PWDS who are vulnerable, but not on PATH were provided Food/Care Packages totalling \$3.5M.

We extend special thanks to various partners who supported and responded positively and meaningfully to the JCPD: UNICEF, JPS; DIGICEL; FOOD FOR THE POOR; USF, TAJ, MINISTRY OF HEALTH & MOEYI, respectively.

COVID-19 has enhanced the awareness of JCPD. Many persons with disabilities, who were unaware of the JCPD and its services, have now emerged and are seeking more information about registration or how to access these services. Over 1,500 persons with disabilities were added to the database.

Madam Speaker, in the last financial year the JPCD expended over \$11.8M in Assistive Aid and Economic Empowerment Grants Please see breakdown of the expenditure to date for the Financial Year April 1, 2020-March 31, 2021.

Additionally, **Madam Speaker**, over \$9.7M in Financial assistance were approved for 389 persons with disabilities for the Financial Year ending March 2021 to facilitate Medical Expenses, Income Generating Projects, Special Needs Assistance and Educational Assistance. The JCPD will continue its sensitization and public education campaigns on the provisions of the act.

We are targeting those who are disproportionately represented among the poorest, unemployed, low waged and of a low health status and lower levels of educational achievement. We have to make a concerted effort to break down the deep-seated historic, cultural, and socio-economic barriers that prevent PWDS from full participation in society and the workforce.

Madam Speaker, under my watch they will not be left behind.

ABILITIES FOUNDATION

Madam Speaker, the Abilities Foundation receives consistent support from this Ministry of Labour and Social Security to ensure its mandate to provide vocational training to persons with disabilities is carried out effectively. They recorded positive outcomes during this period despite the ongoing pandemic.

Madam Speaker, approval was granted last year for Funding from the Universal Service Fund to upgrade the ICT infrastructure, which included an Interactive Whiteboard, Adobe Photoshop and the renovation of the computer Lab. The project also included the installation of solar energy panels and grid at a cost of Six Million Dollars (\$6M).

Skills training in Housekeeping, Design and Décor, Data Operations, Furniture Making and Beauty Services culminated in a Virtual Graduation for Thirty One (31) beneficiaries on December 11, 2020.

The Abilities Foundation continues to migrate our training to online platforms. The donation of forty four tablets to our beneficiaries from Sagicor Foundation, Digicel Foundation/Jamaica Council Persons with Disabilities and Kiwanis Division East facilitated positive outcomes in assessments held in November, where beneficiaries in Beauty Services and Data Operations were deemed competent.

Currently, **Madam Speaker**, the Abilities Foundation is on schedule to implement courses in Web Design and Computer Graphics for the upcoming academic year, which will be offered online to reach beneficiaries in the rural areas. The pandemic has impacted the modalities of instruction and this now informs the strategic planning of the institution in its expansions efforts.

NATIONAL POLICY FOR SENIOR CITIZENS

Madam Speaker, The National Policy for Senior Citizens is being revised to provide a comprehensive framework for addressing the needs of the ageing population. A Draft Revised Policy will be re-submitted to Cabinet for approval as a White Paper.



Minister of Labour and Social Security, Hon. Karl Samuda (right) greets Chairman of the National Council for Senior Citizens, Dorothy Findlayson (left), at the media launch of Senior Citizens' Week, at the Ministry in downtown Kingston on September, 25, 2020.

Health

The outreach activities included a regional Health Fair that benefitted 328 senior citizens and three (3) virtual health seminars/webinars benefiting 915 seniors. The NPSC also provided medical care for approximately 1,527 senior citizens through home visits islandwide, in collaboration with the Ministry of Health and other stakeholders and 36,447 meals were provided to approximately 3,782 vulnerable seniors through the NCSC Meals on Wheels programme and some 5,944 food and hygiene packages were also distributed in all parishes.

Education

Six hundred and eighteen (618) Senior citizens benefitted from Twenty-two (22) financial/digital literacy sessions were held in partnership with NCB and BNS to empower senior citizens to use ATMs/ABMs, kiosks, online and other forms of digital banking. Other financial institutions are being encouraged to join with similar initiatives.

Five hundred and six (506) persons benefitted from eight (8) Retirement Planning Seminars islandwide in collaboration with other Ministries, Departments and Agencies (MDAs) and the private sector to encouraged working adults to make preparations for retirement.

Income Security

Some 60 senior citizens and 8 children received training in backyard farming and container gardening practices, while 6,601 senior citizens were referred into social security and various social welfare programmes linking them to services available. Two hundred and one (201) seniors (74 males & 127 females) benefitted from thirteen (13) skills training workshops that were held focusing on culinary arts, garment construction, making of face masks and shopping bags, bee keeping, cake and pastry making. Two projects (mask and shopping bag making) were initiated from training in St. Elizabeth.

CONCLUSION

Madam Speaker, in concluding let me remind us all of a renowned Chinese proverb 'those who drink from the well must never forget to say thanks to those who dug the well'. I thank my predecessors at the Ministry of Labour and Social Security for the solid foundation laid. I'd also like to thank my Minister of State, as well as the permanent secretary and her team of dedicated staff who gave willingly of their time and effort during trying times. The work continues.

Madam Speaker, if there is a Ministry that impacts every single Jamaican from the womb to the tomb, this is it. We are, therefore, committed to providing the social services needed by the poor and dispossessed while keeping the Labour industry calm and productive. My Faith has been renewed, my Conviction has been strengthened, my Spirit has been refreshed, my Endeavour has been revitalized, as this Government led by the **Most Hon. Andrew Michael Holness** sets out on a mission to take this young nation through the manifest vagaries of the Technological Revolution into a new era of **Prosperity for all Jamaicans.**

God bless you and God Bless Jamaica Land We Love!

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PUBLIC ASSISTANCE DEPARTMENT (PAD)

The Public Assistance Department (PAD) continues to address the needs of the most vulnerable groups in Jamaica, by providing interventions which are geared towards improving socioeconomic resilience. Assistance is provided to benefit persons who are in the lowest quintile, and require social protection.

The PAD consists of four (4) grants namely:

1. Rehabilitation Grant

This provides an opportunity for individuals/families to carry out income generating projects to improve their economic status.

2. Emergency Grants

This grant provides swift response to assist persons in emergency situations, such as fire and natural disasters.

3. Compassionate grants

The Compassionate Grant is available to persons who are in need of speedy assistance and are unable to access assistance under other schemes.

4. Education and Social Intervention Grants

This grant assists persons whose school attendance is affected by financial challenges or when there is a need to acquire books, uniforms etc.

Other Social Programme coordinated by the department includes:

Short Term Poverty Intervention/Special Emergency Relief Programme

Assistance is given to persons who are recommended by a Member of Parliament for Compassionate and other Grants based on their needs, particularly those negatively impacted by the pandemic.

Disaster Management

Natural hazards, particularly hurricane and floods associated with tropical storms frequently affect families in Jamaica, causing them to suffer losses. These hazards usually lead to interruptions in livelihoods and reduction in the standard of living of households.

The PAD responds to incidence of fires and provides victims with comfort items and much needed household supplies and food. This Department through the Humanitarian Assistance Committee of the National Disaster Risk Management Committee (NDRMC) and in collaboration with the Office of Disaster Preparedness and Emergency Management (ODPEM) works to coordinate welfare activities, conduct assessments of damaged household, as well as shelter management and the payment of Emergency Relief Grants (REG).

Programme of Advancement Through Health and Education (PATH)

The main objective of PATH is to break the intergenerational cycle of poverty, by investing in the human capital development outcomes of the poor. The Programme provides support in cash grants to the most vulnerable in the population. PATH pays benefits to individuals in qualified families within six (6) benefit groups, namely; the elderly, persons with disabilities, children attending school, children under 6 years old, pregnant/lactating women and the adult poor.

PAD Achievements for the Calendar Year - January – December 2020

During January-December 2020, the Rehabilitation Programme disbursed 2,920 grants, totaling \$147,887,789.61. The majority (1,288 or 44.1 %) benefited from Compassionate Grants (**See Table 1**).

REHABILITATION GRANTS BY SEX

Table 1

| MONTHS | Compassionate | | | Rehabilitation | | Emergency | | | ESI | | |
|--------------|---------------|--------------|-------------------|----------------|------------|------------|------------|-----------|-----------|------------|----------|
| | Male | Female | None ¹ | Male | Female | Male | Female | None | Male | Female | None |
| January | 17 | 47 | 0 | 12 | 34 | 11 | 13 | 0 | 2 | 23 | 0 |
| February | 20 | 75 | 0 | 15 | 47 | 28 | 43 | 0 | 13 | 111 | 0 |
| March | 69 | 271 | 0 | 48 | 131 | 58 | 123 | 0 | 10 | 103 | 0 |
| April | 10 | 43 | 0 | 8 | 18 | 1 | 2 | 0 | 0 | 7 | 0 |
| May | 35 | 102 | 0 | 10 | 34 | 4 | 10 | 0 | 6 | 41 | 0 |
| June | 22 | 103 | 0 | 7 | 32 | 6 | 20 | 0 | 5 | 21 | 0 |
| July | 13 | 38 | 0 | 11 | 6 | 37 | 55 | 1 | 5 | 32 | 0 |
| August | 39 | 166 | 3 | 4 | 19 | 21 | 26 | 0 | 1 | 12 | 1 |
| September | 7 | 42 | 0 | 0 | 1 | 10 | 20 | 7 | 6 | 16 | 0 |
| October | 10 | 48 | 0 | 18 | 29 | 9 | 16 | 1 | 4 | 22 | 0 |
| November | 8 | 37 | 0 | 2 | 5 | 0 | 1 | 2 | 9 | 27 | 0 |
| December | 17 | 46 | 0 | 13 | 30 | 33 | 34 | 0 | 10 | 19 | 0 |
| TOTAL | 267 | 1,018 | 3 | 148 | 386 | 218 | 363 | 11 | 71 | 434 | 1 |

The Short Term and Special Emergency Relief Grant was distributed to 8,513 individuals with a total allocation of \$153,620,300 (See Table 2).

¹ None means the person/persons who received the grant was not disaggregated by sex.

Short Term/Special Emergency Grant by Sex (Compassionate grants)
January –December 2020
Table 2

| Compassionate Grants | | | |
|----------------------|--------------|--------------|------------|
| | Male | Female | None |
| January | 31 | 103 | 0 |
| February | 25 | 75 | 0 |
| March | 3 | 12 | 0 |
| April | 35 | 77 | 0 |
| May | 355 | 789 | 0 |
| June | 106 | 224 | 112 |
| July | 158 | 317 | 0 |
| August | 402 | 1,005 | 10 |
| September | 53 | 123 | 2 |
| October | 0 | 0 | 0 |
| November | 45 | 97 | 3 |
| December | 1,318 | 3,021 | 12 |
| Total | 2,531 | 5,843 | 139 |

THE PROGRAMME OF ADVANCEMENT THROUGH HEALTH AND EDUCATION (PATH)

Progress of Activities Funded by the Government of Jamaica

Table 3 shows that as at December 2020, a total of 331,780 beneficiaries were registered on PATH. During the year 303,746 persons received at least one payment from PATH (See Table 4).

Registration of PATH Beneficiaries Table 3

| PATH Registered Beneficiaries by Parish - December 2020 | | | | | | | | |
|---|-----------|-----------|------------|-------|---------|---------------------------|--------------------|--------|
| Parish | Education | Child 0-6 | Adult Poor | PWDs | Elderly | Pregnant/ Lactating Women | Poor Relief Adults | Total |
| KSA | 28,892 | 4,366 | 1,857 | 2,671 | 10,760 | 24 | 2,551 | 51,121 |
| St. Thomas | 8,774 | 1,927 | 702 | 1,031 | 3,656 | 26 | 265 | 16,381 |
| Portland | 8,111 | 2,137 | 423 | 700 | 3,632 | 79 | 662 | 15,744 |
| St. Mary | 12,087 | 2,375 | 799 | 1,238 | 5,751 | 51 | 457 | 22,758 |
| St. Ann | 10,270 | 1,744 | 882 | 964 | 5,948 | 29 | 803 | 20,640 |
| Trelawny | 9,529 | 2,406 | 483 | 555 | 3,701 | 60 | 342 | 17,076 |
| St. James | 11,648 | 2,460 | 656 | 651 | 4,221 | 79 | 1,259 | 20,974 |
| Hanover | 8,447 | 2,318 | 578 | 793 | 3,961 | 67 | 412 | 16,576 |
| Westmoreland | 13,596 | 3,327 | 843 | 1,082 | 5,769 | 90 | 315 | 25,022 |
| St. Elizabeth | 12,738 | 2,095 | 737 | 1,377 | 7,297 | 92 | 388 | 24,724 |
| Manchester | 9,472 | 1,201 | 522 | 700 | 4,989 | 30 | 579 | 17,493 |

PATH Registered Beneficiaries by Parish - December 2020

| Parish | Education | Child 0-6 | Adult Poor | PWDs | Elderly | Pregnant/Lactating Women | Poor Relief Adults | Total |
|---------------|----------------|---------------|---------------|---------------|---------------|--------------------------|--------------------|----------------|
| Clarendon | 22,010 | 3,460 | 1,089 | 1,778 | 9,112 | 70 | 637 | 38,156 |
| St. Catherine | 25,905 | 3,704 | 1,383 | 2,013 | 10,561 | 48 | 1,501 | 45,115 |
| Total | 181,479 | 33,520 | 10,954 | 15,553 | 79,358 | 745 | 10,171 | 331,780 |

**PATH Beneficiaries Paid
Table 4**

PATH Beneficiaries in receipt of at least one payment for calendar year 2020

| Parish | Education | Child 0-6 | Adult Poor | PWDs | Elderly | Pregnant/Lactating Women | Poor Relief Adults | Total |
|---------------|----------------|---------------|---------------|---------------|---------------|--------------------------|--------------------|----------------|
| KSA | 26,901 | 3,963 | 1,606 | 2,688 | 8,477 | 67 | 2,926 | 46,628 |
| St. Thomas | 8,108 | 1,823 | 686 | 1,051 | 3,161 | 82 | 265 | 15,176 |
| Portland | 7,653 | 2,195 | 451 | 720 | 3,405 | 172 | 729 | 15,325 |
| St. Mary | 10,545 | 2,150 | 794 | 1,284 | 4,385 | 110 | 492 | 19,760 |
| St. Ann | 8,694 | 1,658 | 989 | 980 | 4,956 | 65 | 876 | 18,218 |
| Trelawny | 8,343 | 2,420 | 477 | 562 | 3,315 | 129 | 370 | 15,616 |
| St. James | 9,908 | 2,382 | 577 | 673 | 3,524 | 140 | 1,458 | 18,662 |
| Hanover | 6,823 | 2,161 | 440 | 807 | 3,384 | 145 | 439 | 14,199 |
| Westmoreland | 12,289 | 3,284 | 740 | 1,135 | 5,064 | 219 | 318 | 23,049 |
| St. Elizabeth | 11,467 | 2,074 | 726 | 1,415 | 6,739 | 175 | 401 | 22,997 |
| Manchester | 8,226 | 1,138 | 614 | 737 | 4,568 | 51 | 613 | 15,947 |
| Clarendon | 20,298 | 3,480 | 1,231 | 1,844 | 8,675 | 163 | 654 | 36,345 |
| St. Catherine | 24,734 | 3,511 | 1,315 | 2,036 | 8,526 | 125 | 1,577 | 41,824 |
| Total | 163,989 | 32,239 | 10,646 | 15,932 | 68,179 | 1,643 | 11,118 | 303,746 |

**PATH Cash Grants Expenditure by Benefit Category
Table 5**

| PATH BENEFIT CATEGORIES | TOTAL PATH CASH GRANTS EXPENDITURE FY 20/21* (J\$) |
|----------------------------------|--|
| CHILDREN IN SCHOOL | 3,103,453,400.00 |
| ELDERLY | 2,021,822,400.00 |
| DISABLED | 338,816,400.00 |
| CHILDREN VISITING HEALTH CLINICS | 652,972,000.00 |
| POOR RELIEF | 302,472,000.00 |
| ADULT POOR | 195,733,700.00 |
| PREGNANT/LACTATING | 20,144,250.00 |
| TOTAL | J\$6,635,414,150.00 |

***Expenditure up to December 2020**
PATH Cash Grants and Programme- Budget vs Expenditure (up to December 2020)
Table 6

| | Budget FY 20/21 | Expenditure FY 20/21 | % Expended |
|---|-------------------|----------------------|------------|
| | J\$ | J\$ | |
| PATH Cash Grant only¹ | 7,847,219,495.38 | 6,635,414,150.00 | 85% |
| Bimonthly PATH² Cash Grants | 11,914,368,157.38 | 10,619,103,449.35 | 89% |
| PATH (Total Programme)³ | 13,093,520.41 | 11,249,002,230.00 | 86% |

1. PATH Cash Grant refers to the conditional cash transfer payments made on a bimonthly basis to PATH beneficiaries.
2. Bimonthly Cash Grants includes all cash grants paid during the bimonthly cycle, namely:
 - a) Regular PATH Cash Grants,
 - b) School feeding,
 - c) We CARE Grants
 - d) Back to School Grants,
 - e) UNICEF Grants
3. Total Cash Grants includes all the grants paid on a bimonthly payments as well as Steps to Work Stipends and Entrepreneurial Grants, Case Management Grants, Post-Secondary Grants, Tertiary Bursaries.

Expenditure of Additional Cash Grants, by Benefit Level and Recipients
Table 7

| Additional Cash Grants paid within the PATH Bimonthly Cycle | Benefit Level | Recipients | Expenditure FY 20/21* J\$ |
|---|--------------------------------|--|------------------------------|
| School Feeding | \$100 per day \$150 per day | Children 3-5yrs Student Beneficiaries | 2,498,947,100.00 |
| We Care | \$5,000 | All children on PATH | 923,295,000.00 |
| Back to School | \$3,500 | Student Beneficiaries | 505,540,000.00 |
| UNICEF | \$4,250 | Children with Disabilities and Pregnant/Lactating Women | 28,422,449.35 |

***As at December 2020**

STEPS TO WORK (STW) PROGRAMME

PATH beneficiaries who participated in the Steps to Work Programme benefitted from several initiatives including;

1. Steps to Work Skills Training

PATH continued to collaborate with HEART/NSTA Trust to facilitate skills training among members of PATH households. As at December 31, 2020, a total of 295 PATH clients were enrolled in HEART institutions islandwide as displayed in Table 8. Individuals within PATH households may opt for training in Cosmetology, Bartending, Electrical Installation, Carpentry, Motor Vehicle Repairs, Housekeeping, Practical Nursing, Welding, Plumbing and General Construction.

Steps to Work Trainees by Parish
Table 8

| Parishes | No. STW Clients In training (2020) |
|---------------|------------------------------------|
| KSA | 105 |
| Portland | 4 |
| St. Catherine | 55 |
| Clarendon | 98 |
| Manchester | 48 |
| St. Mary | 12 |
| Hanover | 31 |
| St. Elizabeth | 0 |
| Westmoreland | 0 |
| St. Ann | 5 |
| St. James | 12 |
| Trelawny | 1 |
| Total | 295 |

2. Steps to Work (STW) Entrepreneurship Grants

Since the implementation of the Entrepreneurship Grants, over 2,000 STW clients have been approved for Entrepreneurship Grants, to operate businesses primarily in the areas of Agriculture and Trading. For the 2020 calendar year, 435 grants were awarded at a total value of approximately J\$ 49M (See Table 9). The number of grants approved for 2020 was below the targeted number of 1,000 grants for the year due to the COVID-19 pandemic, which resulted in fewer trainees per training session in order to ensure social distancing as well as fewer training sessions in some parishes due to lockdown and curfew restrictions.

Steps to Work Entrepreneurship Grants by Parish
Table 9

| Parish | Number of Beneficiaries |
|-------------------------------------|-------------------------|
| Kingston & St. Andrew | 22 |
| St. Thomas | 18 |
| Portland | 33 |
| St. Mary | 49 |
| St. Ann | 26 |
| Trelawny | 25 |
| St. James | 15 |
| Hanover | 35 |
| Westmoreland | 22 |
| St. Elizabeth | 37 |
| Manchester | 57 |
| Clarendon | 44 |
| St. Catherine | 52 |
| Total Approved Beneficiaries | 435 |
| Total Sum Approved | \$49,503,680.19 |

NATIONAL INSURANCE FUND (NIF): CALENDAR YEAR 2020

Table 10

| NATIONAL INSURANCE FUND | | | | | | |
|--|--|--|--|--|--------------------|--------------------|
| STATEMENT OF FINANCIAL POSITION | | | | | | |
| AS AT DECEMBER 31, 2020 | | | | | | |
| | | | | | Unaudited | Unaudited |
| | | | | | 2020 | 2019 |
| | | | | | \$000 | \$000 |
| CURRENT ASSETS | | | | | | |
| | Cash and Short-Term Investments | | | | 14,111,793 | 13,228,601 |
| | Accounts Receivables and Prepayments | | | | 2,609,783 | 2,323,156 |
| | | | | | 16,721,576 | 15,551,757 |
| CURRENT LIABILITIES | | | | | | |
| | Accounts Payable and Accruals | | | | (2,346,792) | (2,975,093) |
| NET CURRENT ASSETS | | | | | 14,374,784 | 12,576,664 |
| | | | | | | |
| | Fixed Assets | | | | 72,413 | 60,354 |
| | | | | | | |
| | Investments - Money Market & Other | | | | 52,550,018 | 49,732,492 |
| | | | | | | |
| | Investment - Listed Shares & Unit Trusts | | | | 32,582,313 | 39,926,588 |
| | | | | | | |
| | Investment - Unlisted Ordinary Shares | | | | 869 | 869 |
| | | | | | | |
| | Investments in Subsidiary Companies | | | | 1,167,271 | 1,114,308 |
| | | | | | | |
| | Investments in Associated Companies | | | | 257,250 | 257,250 |
| | | | | | | |
| | Investment Properties | | | | 19,058,409 | 17,018,315 |
| | | | | | | |
| | Mortgage Receivables | | | | 8 | 8 |
| | | | | | | |
| | Loan Receivables | | | | 857,290 | 1,119,394 |
| | | | | | | |
| NET ASSETS | | | | | 120,920,625 | 121,806,242 |

| NATIONAL INSURANCE FUND | | | | |
|---|----------------------------|--|--------------------|--------------------|
| STATEMENT OF CHANGES IN NET ASSETS OF FUND | | | | |
| FOR THE CALENDER YEAR ENDED DECEMBER 31, 2020 | | | | |
| | | | Unaudited | Unaudited |
| | | | 2020 | 2019 |
| | | | \$000 | \$000 |
| | | | | |
| | | | | |
| Investment and Other Income | | | | |
| | Interest | | 4,810,497 | 4,453,222 |
| | Dividends | | 718,549 | 996,895 |
| | Property Rental | | 360,562 | 344,249 |
| | Gain (loss) on Investments | | (4,637,075) | 12,592,541 |
| | Bad Debts Recovered | | | |
| | Other | | 2,077 | 1,087 |
| | | | 1,254,610 | 18,387,994 |
| | | | | |
| Total Investment Income | | | 1,254,610 | 18,387,994 |
| | | | | |
| Contributions | | | 24,395,361 | 23,959,842 |
| | Less Allocation to the NHF | | (3,996,412) | (4,504,608) |
| | | | 21,653,559 | 37,843,228 |
| | | | | |
| | Less Pension Benefits Paid | | (20,391,649) | (19,969,587) |
| | | | 1,261,910 | 17,873,641 |
| | | | | |
| Less Administrative Expenses: | | | | |
| | Secretariat | | (82,210) | (95,890) |
| | Scheme | | (1,144,097) | (914,078) |
| | Provision for Bad Debts | | (1,034,899) | (378,073) |
| | | | 113,680 | (26,637) |
| Net increase in assets resulting from Operations | | | | |
| | | | (885,616) | 16,458,963 |
| | | | | |
| Beginning of Calendar Year - Revenue Reserves | | | | |
| Fair Value Reserves | | | 120,294,758 | 103,835,795 |
| | | | 1,511,483 | 1,511,484 |
| NET ASSETS AVAILABLE FOR BENEFITS - End of Year | | | 120,920,625 | 121,806,242 |

NATIONAL INSURANCE SCHEME (NIS)

Table 12 shows that 117,150 NIS pensioners were paid during 2020. The majority (88,246 or 75.3%) was paid to Retirees.

NIS Pension Paid (As at December 31, 2020)

Table 12

| TYPE OF BENEFIT | NO. OF BENEFICIARIES | | TOTAL |
|-------------------------------|----------------------|---------------|----------------|
| | MALE | FEMALE | |
| Retirement (Old Age) | 39,523 | 48,723 | 88,246 |
| Widow's/ Widower's | 2,600 | 17,917 | 20,517 |
| Invalidity | 4,485 | 2,792 | 7,277 |
| Special Anniversary | 1 | 0 | 1 |
| Employment Injury Disablement | 899 | 165 | 1,064 |
| Sugar Workers | 2 | 2 | 4 |
| Orphans | 1 | 29 | 30 |
| Special Child | 1 | 10 | 11 |
| TOTAL | 47,512 | 69,638 | 117,150 |

Budget and Expenditure

Table 13

| Particulars | Budget (\$M) | Expenditure (\$M) |
|--------------------------|--------------|-------------------|
| Financial Year 2020/2021 | \$799.582 | |
| Calendar Year 2020 | \$795.962 | \$842,677,672.14 |

LABOUR DIVISION

Overseas Employment Programme WORK

| ALL FARM WORKERS WHO TRAVELLED TO CANADA IN 2020 | | | |
|--|-------------------|-------------|-------------------|
| PARISH | NUMBER OF WORKERS | NEW WORKERS | REPEAT TRAVELLERS |
| CLARENDON | 1410 | 99 | 1311 |
| HANOVER | 123 | 21 | 102 |
| KSA | 616 | 113 | 503 |
| MANCHESTER | 843 | 29 | 814 |
| PORTLAND | 399 | 46 | 353 |
| ST. ANN | 600 | 60 | 540 |
| ST. CATHERINE | 1188 | 161 | 1027 |
| ST. ELIZABETH | 936 | 64 | 872 |
| ST. JAMES | 270 | 52 | 218 |
| ST. MARY | 482 | 56 | 426 |
| ST. THOMAS | 486 | 44 | 442 |
| TRELAWNY | 420 | 28 | 392 |
| WESTMORELAND | 298 | 21 | 277 |
| TOTAL | 8071 | 794 | 7277 |

**NUMBER OF WORK PERMIT APPLICATIONS
RECEIVED, APPROVED AND REFUSED BY MONTH 2020
TABLE 1**

| MONTH | RECEIVED | | | APPROVED | | | REFUSED | | |
|-----------|----------|---------|-------|----------|---------|-------|---------|---------|-------|
| | 2020 | | | 2020 | | | 2020 | | |
| | NEW | RENEWAL | TOTAL | NEW | RENEWAL | TOTAL | NEW | RENEWAL | TOTAL |
| JANUARY | 218 | 292 | 510 | 163 | 219 | 382 | 0 | 0 | 0 |
| FEBRUARY | 150 | 287 | 437 | 109 | 200 | 309 | 4 | 0 | 4 |
| MARCH | 151 | 358 | 509 | 174 | 360 | 534 | 3 | 2 | 5 |
| APRIL | 18 | 179 | 197 | 42 | 205 | 247 | 0 | 0 | 0 |
| MAY | 63 | 298 | 361 | 22 | 227 | 249 | 0 | 0 | 0 |
| JUNE | 82 | 327 | 409 | 34 | 223 | 257 | 0 | 1 | 1 |
| JULY | 94 | 331 | 425 | 57 | 268 | 325 | 0 | 0 | 0 |
| AUGUST | 71 | 262 | 333 | 124 | 388 | 512 | 0 | 0 | 0 |
| SEPTEMBER | 61 | 285 | 346 | 36 | 156 | 192 | 2 | 1 | 3 |
| OCTOBER | 52 | 284 | 336 | 68 | 180 | 248 | 10 | 5 | 15 |
| NOVEMBER | 131 | 191 | 322 | 29 | 164 | 193 | 0 | 0 | 0 |
| DECEMBER | 52 | 156 | 208 | 61 | 244 | 305 | 1 | 0 | 1 |
| TOTAL | 1,143 | 3,250 | 4,393 | 919 | 2,834 | 3,753 | 20 | 9 | 29 |

**NUMBER OF WORK PERMIT APPLICATIONS
RECEIVED, APPROVED AND REFUSED BY OCCUPATION 2020
TABLE 2**

| OCCUPATION | RECEIVED | | | APPROVED | | | REFUSED | | |
|--|--------------|--------------|--------------|------------|--------------|--------------|-----------|----------|-----------|
| | NEW | RENEWAL | TOTAL | NEW | RENEWAL | TOTAL | NEW | RENEWAL | TOTAL |
| CLERICAL SUPPORT WORKERS | 10 | 43 | 53 | 3 | 37 | 40 | 1 | 0 | 1 |
| CRAFTS AND RELATED TRADE WORKERS | 132 | 168 | 300 | 113 | 167 | 280 | 0 | 0 | 0 |
| ELEMENTARY OCCUPATIONS | 36 | 15 | 51 | 27 | 13 | 40 | 0 | 0 | 0 |
| PLANT AND MACHINE OPERATORS AND ASSEMBLERS | 7 | 8 | 15 | 1 | 6 | 7 | 0 | 0 | 0 |
| PROFESSIONAL | 553 | 1,885 | 2,438 | 430 | 1,674 | 2,104 | 12 | 8 | 20 |
| SERVICE AND SALES WORKERS | 55 | 229 | 284 | 44 | 198 | 242 | 4 | 1 | 5 |
| SKILLED AGRICULTURAL AND FISHERY WORKERS | 56 | 49 | 105 | 53 | 45 | 98 | 0 | 0 | 0 |
| TECHNICIANS AND ASSOCIATE PROFESSIONALS | 294 | 853 | 1,147 | 248 | 694 | 942 | 3 | 0 | 3 |
| TOTAL | 1,143 | 3,250 | 4,393 | 919 | 2,834 | 3,753 | 20 | 9 | 29 |

**NUMBER OF WORK PERMIT APPLICATIONS
RECEIVED, APPROVED AND REFUSED BY INDUSTRY
TABLE 3**

| INDUSTRY | RECEIVED | | | APPROVED | | | REFUSED | | |
|--|--------------|--------------|--------------|------------|--------------|--------------|-----------|----------|-----------|
| | NEW | RENEWAL | TOTAL | NEW | RENEWAL | TOTAL | NEW | RENEWAL | TOTAL |
| ACCOMMODATION AND FOOD SERVICE ACTIVITIES | 120 | 399 | 519 | 105 | 363 | 468 | 6 | 1 | 7 |
| ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES | 2 | 1 | 3 | 2 | 2 | 4 | 0 | 0 | 0 |
| ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS | 1 | 10 | 11 | 1 | 8 | 9 | 0 | 0 | 0 |
| ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES | 1 | 7 | 8 | 2 | 6 | 8 | 0 | 0 | 0 |
| AGRICULTURE, FORESTRY AND FISHING | 86 | 85 | 171 | 89 | 90 | 179 | 1 | 0 | 1 |
| ARTS, ENTERTAINMENT AND RECREATION | 10 | 24 | 34 | 9 | 22 | 31 | 0 | 0 | 0 |
| CONSTRUCTION | 306 | 689 | 995 | 276 | 623 | 899 | 0 | 0 | 0 |
| EDUCATION | 68 | 47 | 115 | 26 | 28 | 54 | 0 | 0 | 0 |
| ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLIES | 17 | 27 | 44 | 19 | 24 | 43 | 0 | 0 | 0 |
| FINANCIAL AND INSURANCE ACTIVITIES | 3 | 12 | 15 | 2 | 12 | 14 | 0 | 0 | 0 |
| HUMAN HEALTH AND SOCIAL WORK ACTIVITIES | 56 | 57 | 113 | 35 | 47 | 82 | 0 | 0 | 0 |
| INFORMATION AND COMMUNICATION | 55 | 96 | 151 | 49 | 88 | 137 | 0 | 0 | 0 |
| MANUFACTURING | 44 | 71 | 115 | 41 | 63 | 104 | 2 | 0 | 2 |
| MINING AND QUARRYING | 11 | 31 | 42 | 12 | 33 | 45 | 0 | 0 | 0 |
| OTHER SERVICE ACTIVITIES | 103 | 159 | 262 | 78 | 145 | 223 | 1 | 0 | 1 |
| PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES | 1 | 2 | 3 | 2 | 3 | 5 | 0 | 0 | 0 |
| PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SERVICE | 1 | 1 | 2 | 0 | 1 | 1 | 0 | 0 | 0 |
| REAL ESTATES | 4 | 3 | 7 | 4 | 3 | 7 | 0 | 0 | 0 |
| TRANSPORT AND STORAGE | 35 | 9 | 44 | 11 | 7 | 18 | 0 | 0 | 0 |
| WATER SUPPLY; SEWAGE, WASTE MANAGEMENT AND REMEDIATION | 1 | 8 | 9 | 1 | 7 | 8 | 0 | 0 | 0 |
| WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND | 218 | 1,512 | 1,730 | 155 | 1,259 | 1,414 | 10 | 8 | 18 |
| TOTAL | 1,143 | 3,250 | 4,393 | 919 | 2,834 | 3,753 | 20 | 9 | 29 |

| NUMBER OF JAMAICAN WORKERS EMPLOYED ON CONTRACT IN NORTH AMERICA BY CATEGORY, SEX AND MONTH 2019 AND 2020 | | | | | | | | | | | | | | | | | | |
|---|-------------------|----|-------|-------|----|-------|--------------------|-------|-------|------|-----|-----|-------|-------|-------|-------|-----|-------|
| MONTH | NUMBER OF WORKERS | | | | | | | | | | | | | | | | | |
| | U.S. FARMS | | | | | | U.S. HOTEL WORKERS | | | | | | TOTAL | | | | | |
| | 2019 | | | 2020 | | | 2019 | | | 2020 | | | 2019 | | | 2020 | | |
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| JANUARY | 48 | 1 | 49 | 63 | 1 | 64 | 4 | 0 | 4 | 16 | 3 | 19 | 52 | 1 | 53 | 79 | 4 | 83 |
| FEBRUARY | 123 | 1 | 124 | 110 | 0 | 110 | 42 | 62 | 104 | 9 | 0 | 9 | 165 | 63 | 228 | 119 | 0 | 119 |
| MARCH | 516 | 1 | 517 | 189 | 5 | 194 | 111 | 217 | 328 | 1 | 0 | 1 | 627 | 218 | 845 | 190 | 5 | 195 |
| APRIL | 329 | 0 | 329 | 538 | 0 | 538 | 205 | 187 | 392 | 0 | 0 | 0 | 534 | 187 | 721 | 538 | 0 | 538 |
| MAY | 459 | 0 | 459 | 502 | 0 | 502 | 29 | 63 | 92 | 42 | 0 | 42 | 488 | 63 | 551 | 544 | 0 | 544 |
| JUNE | 732 | 63 | 795 | 750 | 58 | 808 | 221 | 197 | 418 | 183 | 280 | 463 | 953 | 260 | 1,213 | 933 | 338 | 1,271 |
| JULY | 362 | 0 | 362 | 311 | 0 | 311 | 74 | 161 | 235 | 15 | 14 | 29 | 436 | 161 | 597 | 326 | 14 | 340 |
| AUGUST | 831 | 0 | 831 | 947 | 1 | 948 | 21 | 14 | 35 | 0 | 0 | 0 | 852 | 14 | 866 | 947 | 1 | 948 |
| SEPTEMBER | 1,438 | 0 | 1,438 | 1,088 | 0 | 1,088 | 2 | 2 | 4 | 0 | 0 | 0 | 1,440 | 2 | 1,442 | 1,088 | 0 | 1,088 |
| OCTOBER | 17 | 0 | 17 | 8 | 0 | 8 | 139 | 122 | 261 | 2 | 0 | 2 | 156 | 122 | 278 | 10 | 0 | 10 |
| NOVEMBER | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 74 | 89 | 28 | 19 | 47 | 15 | 74 | 89 | 28 | 19 | 47 |
| DECEMBER | 0 | 0 | 0 | 1 | 0 | 1 | 83 | 74 | 157 | 7 | 34 | 41 | 83 | 74 | 157 | 8 | 34 | 42 |
| CALENDAR YEAR TOTAL | 4,855 | 66 | 4,921 | 4,507 | 65 | 4,572 | 946 | 1,173 | 2,119 | 303 | 350 | 653 | 5,801 | 1,239 | 7,040 | 4,810 | 415 | 5,225 |

TABLE 5

| NUMBER OF JAMAICAN WORKERS EMPLOYED ON CONTRACT IN CANADA BY CATEGORY, SEX AND MONTH 2019 AND 2020 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|-------------------------|-----|-------|-------|-----|-------|------------------------|---|---|------|---|---|--------------------|-----|-----|------|----|-----|-------|-----|-------|-------|------|-------|-----|-------|-----|
| MONTH | NUMBER OF WORKERS | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | CANADIAN FARM/FACTORIES | | | | | | CANADIAN SKILL WORKERS | | | | | | LOW SKILLS WORKERS | | | | | | TOTAL | | | | | | | | |
| | 2019 | | | 2020 | | | 2019 | | | 2020 | | | 2019 | | | 2020 | | | 2019 | | 2020 | | 2019 | | | 2020 | |
| | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| JANUARY | 488 | 0 | 488 | 428 | 0 | 428 | 0 | 0 | 0 | 0 | 0 | 0 | 16 | 0 | 16 | 33 | 0 | 33 | 504 | 0 | 504 | 461 | 0 | 461 | 0 | 461 | 0 |
| FEBRUARY | 330 | 0 | 330 | 265 | 0 | 265 | 0 | 0 | 0 | 0 | 0 | 0 | 12 | 0 | 12 | 4 | 0 | 4 | 342 | 0 | 342 | 269 | 0 | 269 | 0 | 269 | 0 |
| MARCH | 1,101 | 40 | 1,141 | 482 | 6 | 488 | 0 | 0 | 0 | 0 | 0 | 0 | 30 | 0 | 30 | 16 | 0 | 16 | 1,131 | 40 | 1,171 | 498 | 6 | 504 | 6 | 504 | 6 |
| APRIL | 2,174 | 64 | 2,238 | 2,420 | 78 | 2,498 | 0 | 0 | 0 | 0 | 0 | 0 | 75 | 92 | 167 | 33 | 0 | 33 | 2,249 | 156 | 2,405 | 2,453 | 78 | 2,531 | 78 | 2,531 | 78 |
| MAY | 1,013 | 51 | 1,064 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 43 | 9 | 52 | 138 | 0 | 138 | 1,056 | 60 | 1,116 | 138 | 0 | 138 | 0 | 138 | 0 |
| JUNE | 912 | 252 | 1,164 | 1,013 | 233 | 1,246 | 0 | 0 | 0 | 0 | 0 | 0 | 122 | 6 | 128 | 110 | 64 | 174 | 1,034 | 258 | 1,292 | 1,123 | 297 | 1,420 | 297 | 1,420 | 297 |
| JULY | 1,466 | 222 | 1,688 | 928 | 33 | 961 | 0 | 0 | 0 | 0 | 0 | 0 | 34 | 0 | 34 | 34 | 0 | 34 | 1,500 | 222 | 1,722 | 962 | 33 | 995 | 33 | 995 | 33 |
| AUGUST | 415 | 0 | 415 | 723 | 1 | 724 | 0 | 0 | 0 | 0 | 0 | 0 | 122 | 0 | 122 | 137 | 0 | 137 | 537 | 0 | 537 | 860 | 1 | 861 | 1 | 861 | 1 |
| SEPTEMBER | 673 | 11 | 684 | 300 | 24 | 324 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 5 | 3 | 1 | 4 | 677 | 12 | 689 | 303 | 25 | 328 | 25 | 328 | 25 |
| OCTOBER | 28 | 0 | 28 | 14 | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 24 | 0 | 24 | 28 | 4 | 32 | 38 | 0 | 38 | 0 | 38 | 0 |
| NOVEMBER | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 46 | 1 | 47 | 0 | 0 | 0 | 46 | 1 | 47 | 1 | 47 | 1 |
| DECEMBER | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 32 | 0 | 32 | 22 | 0 | 22 | 32 | 0 | 32 | 22 | 0 | 22 | 0 | 22 | 0 |
| CALENDAR YEAR TOTAL | 8,600 | 640 | 9,240 | 6,573 | 375 | 6,948 | 0 | 0 | 0 | 0 | 0 | 0 | 490 | 112 | 602 | 600 | 66 | 666 | 9,090 | 752 | 9,842 | 7,173 | 441 | 7,614 | 441 | 7,614 | 441 |

CANADA LOW SKILL BREAKDOWN – 2020

TABLE 6

| MONTH | SEAFOOD | | | GREENHOUSE | | | MUSHROOM | | | FAST FOOD | | | FARMING | | | POULTRY | | | GENERAL LABOURER | | | TOTAL | | |
|---------------------|---------|--------|-------|------------|--------|-------|----------|--------|-------|-----------|--------|-------|---------|--------|-------|---------|--------|-------|------------------|--------|-------|-------|--------|-------|
| | MALE | FEMALE | TOTAL | MALE | FEMALE | TOTAL | MALE | FEMALE | TOTAL | MALE | FEMALE | TOTAL | MALE | FEMALE | TOTAL | MALE | FEMALE | TOTAL | MALE | FEMALE | TOTAL | MALE | FEMALE | TOTAL |
| JANUARY | 0 | 0 | 0 | 20 | 0 | 20 | 7 | 0 | 7 | 0 | 0 | 0 | 6 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 33 | 0 | 33 |
| FEBRUARY | 0 | 0 | 0 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 | |
| MARCH | 0 | 0 | 0 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 12 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 16 | 0 | 16 | |
| APRIL | 0 | 0 | 0 | 33 | 0 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 33 | 0 | 33 | |
| MAY | 0 | 0 | 0 | 17 | 0 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 11 | 0 | 11 | 0 | 0 | 0 | 110 | 0 | 138 | 0 | 138 | |
| JUNE | 39 | 63 | 102 | 15 | 0 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 4 | 0 | 0 | 0 | 53 | 0 | 53 | 110 | 64 | 174 |
| JULY | 0 | 0 | 0 | 7 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 | 0 | 0 | 0 | 23 | 0 | 23 | 34 | 0 | 34 |
| AUGUST | 8 | 0 | 8 | 27 | 0 | 27 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 99 | 0 | 99 | 137 | 0 | 137 |
| SEPTEMBER | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 4 | |
| OCTOBER | 0 | 0 | 0 | 7 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 17 | 0 | 17 | 0 | 0 | 0 | 0 | 0 | 24 | 0 | 24 | |
| NOVEMBER | 0 | 0 | 0 | 36 | 0 | 36 | 0 | 0 | 0 | 0 | 1 | 1 | 10 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 46 | 1 | 47 | |
| DECEMBER | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 22 | 0 | 22 | 0 | 0 | 0 | 0 | 0 | 22 | 0 | 22 | |
| TOTAL | 0 | 0 | 0 | 43 | 0 | 43 | 0 | 0 | 0 | 0 | 1 | 1 | 49 | 0 | 49 | 0 | 0 | 0 | 0 | 0 | 92 | 1 | 93 | |
| Calendar Year Total | 47 | 63 | 110 | 173 | 0 | 173 | 7 | 0 | 7 | 0 | 2 | 2 | 88 | 1 | 89 | 0 | 0 | 0 | 285 | 0 | 600 | 66 | 666 | |

**PRIVATE EMPLOYMENT AGENCIES
TABLE 7**

| MONTH | LOCAL | TYPES OF OVERSEAS PROGRAMMES | | | | | |
|---------------------|-------|------------------------------|-------|-------|-------|-------------|----------------|
| | | CANADA | H2B | J1 | TOKYO | CRUISE SHIP | OVERSEAS TOTAL |
| JAN- MARCH | 141 | 0 | 0 | 795 | 0 | 0 | 795 |
| APRIL - JUNE | 235 | 92 | 1,652 | 557 | 0 | 100 | 2,401 |
| JULY - SEPT | 173 | 0 | 39 | 0 | 0 | 100 | 139 |
| OCT - DEC | 276 | 0 | 495 | 74 | 0 | 0 | 569 |
| Calendar Year Total | 825 | 92 | 2,186 | 1,426 | 0 | 200 | 3,904 |

**NUMBER OF VACANCIES
TABLE 8**

| MONTH | LOCAL | TYPES OF OVERSEAS PROGRAMMES | | | | | |
|--------------|-------|------------------------------|-------|-------|-------|-------------|----------------|
| | | CANADA | H2B | J1 | TOKYO | CRUISE SHIP | OVERSEAS TOTAL |
| JAN- MARCH | 226 | 0 | 1,368 | 400 | 0 | 0 | 1,768 |
| APRIL - JUNE | 396 | 0 | 60 | 807 | 0 | 82 | 949 |
| JULY - SEPT | 173 | 0 | 7 | 721 | 0 | 0 | 728 |
| OCT - DEC | 471 | 0 | 0 | 1,858 | 0 | 0 | 1,858 |
| GRAND TOTAL | 1,266 | 0 | 1,435 | 3,786 | 0 | 82 | 5,303 |

**NUMBER OF PERSONS REGISTERED
TABLE 9**

| MONTH | LOCAL | TYPES OF OVERSEAS PROGRAMMES | | | | | |
|--------------|-------|------------------------------|-------|-------|-------|-------------|----------------|
| | | CANADA | H2B | J1 | TOKYO | CRUISE SHIP | OVERSEAS TOTAL |
| JAN- MARCH | 258 | 0 | 1,700 | 140 | 0 | 0 | 1,840 |
| APRIL - JUNE | 338 | 0 | 34 | 165 | 0 | 82 | 281 |
| JULY - SEPT | 233 | 0 | 1,706 | 327 | 0 | 0 | 2,033 |
| OCT - DEC | 249 | 0 | 0 | 1,116 | 0 | 0 | 1,116 |
| GRAND TOTAL | 1,078 | 0 | 3,440 | 1,748 | 0 | 82 | 5,270 |