

NATIONAL EMPLOYMENT REPORT

JAMAICA

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Ministry of Labour and Social Security
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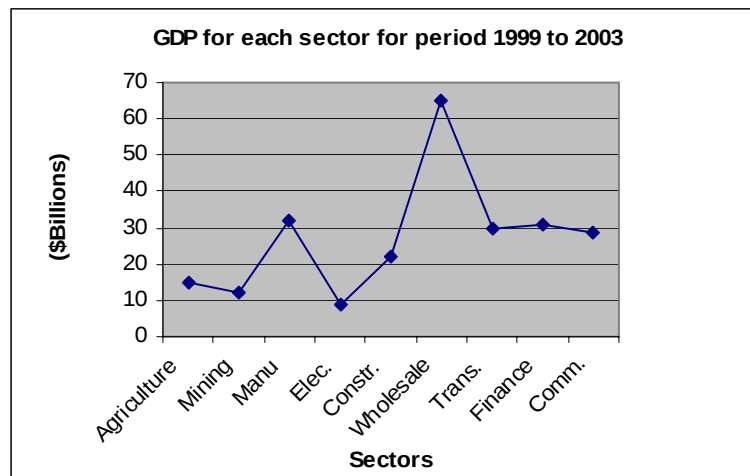
1. Summary of Economic and social performance

1.1 Economic Profile

1.1.1 Gross Domestic Product (GDP)

The average real GDP for the five-year period 1999 to 2003 was \$227.8 billion¹. The country's GDP steadily increased throughout the five-year period and the average growth rate was 1.3 per cent. A look at the statistics for 2004 shows that GDP stood at \$237.4 billion and the rate of growth was 0.9 per cent. Wholesale and Retail, Hotels and Restaurant Services made the largest percentage contribution to total GDP with 28.4 per cent during 2004 (See Figure 1). This was similar to what was experienced throughout the five-year period from 1999 to 2003 when the average contribution of the sector was 28.4 per cent. The second largest contributor during 2004 was "Transport, Storage and Communication" with 13.9 per cent while the smallest was Electricity, Gas and Water with approximately 4 per cent of GDP.

Figure 1



1.1.2 Performance by Sector

The average GDP for the **Agriculture, Forestry and Fishing** sector throughout the five-year period spanning 1999 to 2003 was \$14.9 billion. The sector experienced fluctuations with negative growth occurring in 2000 and 2002, of -12.5 per cent and -7.0 per cent respectively. This was due primarily to bad weather experienced during these years. The calendar years 1999, 2001 and 2003 experienced growth of 2.1 per cent, 6.3 per cent and 4.8 per cent respectively. The sector's contribution to GDP during 2004 was \$13.5 billion which was slightly below the average figure for 1999 to 2003.

During the five-year period, the average GDP for the **Mining and Quarrying** sector was an estimated \$12.4 billion. One year of decline was experienced in

¹ All of the GDP figures are expressed in 1996 Jamaica dollars and they were taken from the *National Income and Product* (various years) which is published by the Statistical Institute of Jamaica.

2000. This was largely due to the Kaiser Gramercy explosion in the United States of America (USA) which had a direct impact on the production and shipment of local bauxite. The sector recovered and recorded growth in the years 2001 to 2003. The sector contributed \$13.6 billion towards the GDP during 2004. This was mainly attributed to increased production capacity of the Bauxite/Alumina refineries.

The **Manufacturing** sector's average GDP for 1999 to 2003 was \$31.8 billion. The sector experienced contraction during 1999, 2002 and 2003. This was largely due to high operational costs, competition from lower priced consumer imports, the effects of flood rains, and reduction in the processing of sugar and molasses as well as tobacco and petroleum products. During the calendar year 2004, real GDP grew by 3.0 per cent to \$32.5 billion. Growth during 2004 was mainly due to continued expansion in food processing (excluding sugar) as well as increased production in the rum and molasses, beverages and tobacco, petroleum, non-metallic minerals and other manufactured items sub-sectors.

The average GDP for **Electricity, Gas and Water** for 1999 to 2003 was \$8.9 billion with average growth of 3.4 per cent. The real GDP for 2004 stood at \$9.5 billion, a 5.9 per cent increase compared to the average for 1999 to 2003. This could be attributed to a 6.0 per cent expansion in the generation of electricity.

The average GDP for the five-year period 1999 to 2003 for the **Construction and Installation** sector was \$21.8 billion with an average growth rate of 1.1 per cent. Factors that contributed to growth during the period included increases in both residential and non-residential activities. The GDP for 2004 was approximately \$23.8 billion which was approximately 9 per cent more than the average GDP for 1999 to 2003. Activities in 2004 were influenced by reconstruction work following the passage of Hurricane Ivan as well as the continuation of non-residential activities particularly in the area of infrastructure development.

Wholesale and Retail, Hotel and Restaurant Services recorded an average GDP of \$64.9 billion from 1999 to 2003 with an average growth rate of 0.8 per cent. During this period the sector was negatively impacted by the effects of the terrorist attacks in the United States of America on 11 September 2001. The attacks resulted in reduced visitor arrivals in 2001 and 2002. The sector's contribution to GDP in 2004 was \$67.4 billion, an increase of 4.1 per cent compared to the five-year average figure.

The average GDP for the **Transportation, Storage and Communication** sector for 1999 to 2003 was \$29.8 billion with an average growth rate of 5.6 per cent. During 2004, this sector contributed \$33 billion towards total GDP and experienced a rate of growth of 10.8 per cent compared to the average for the five-year period. The passage of Hurricanes Charley and Ivan in August and September of 2004 resulted in lost revenue and damage to port facilities as well as telecommunication and electricity infrastructure.

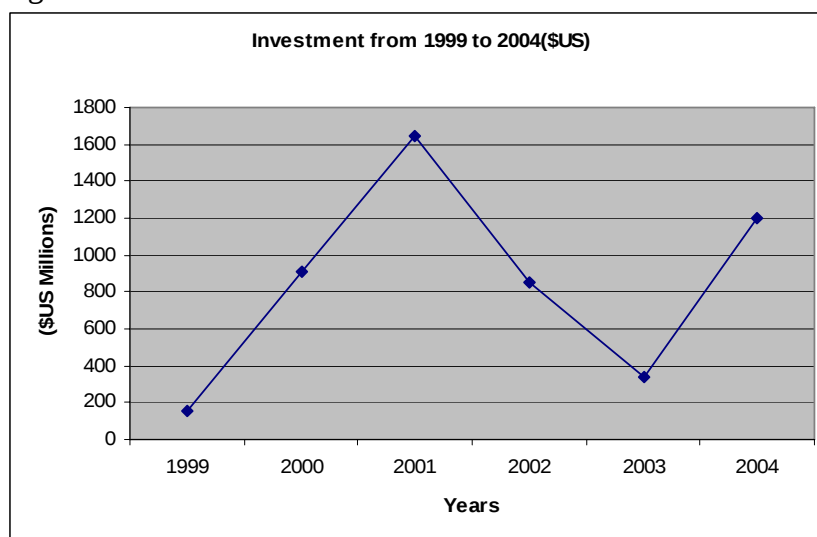
The average contribution of the **Finance, Insurance, Real Estate and Business Services** sector to total GDP for the 1999 to 2003 period was \$30.6 billion with average growth of 1.6 per cent. This sector for 2004 contributed \$31.8 billion towards total GDP with growth of 3.8 per cent compared to the average figure for 1999 to 2003.

The average GDP for the five-year period 1999 to 2003 for the **Community, Social and Personal** services sector was \$28.5 billion with an average growth rate of 0.3 per cent. In 2004, this sector earned \$29 billion.

1.1.3 Investment Levels and Interest Rates

Data from the Bank of Jamaica indicates that the estimated net investment in Jamaica during the period 1999 to 2003 ranged from US\$150.8 to US\$1,646.3 (See Table 1). Investment peaked in 2001 and the estimated net average investment in Jamaica during the period 1999 to 2003 was US\$778.6 million compared to US\$1,200.8 in 2004 (See Figure 2). In general, official (government) investment declined during the years when there was reduced borrowing on the international capital market. Both the official and private investment figures for 2001 were impacted by the divestment of some government assets such as the Jamaica Public Service Company and Life of Jamaica. During this year there was also increased activity by the government on the international capital market as well as private investment in telecommunications.

Figure 2



During the period 1999 to 2003, the domestic weighted interest rates ranged from a high of 27.01 per cent in 1999 to a low of 18.91 per cent in 2003. The rates continued to decline and in 2004, the average interest rate was 18.14 per cent. Unlike the domestic rates, the foreign currency interest rates increased during the five-year period ranging from 11.03 per cent to 13.67 per cent. In 2004 the average weighted interest rate was 14.79 per cent.

1.1.4 Stability

Jamaica has a stable political system and the government is democratically elected based on the Westminster parliamentary system. Power has alternated between the two major political parties since the country gained independence in 1962. The current government has adopted a comprehensive modernization programme which targets key economic sectors. It has also implemented policies which are geared towards achieving macro-economic stability in order to improve investment opportunities and job creation.

1.1.5 Employment: Structure, Growth and Quality

Statistics from *The Labour Force* indicate that during the five-year period 1999 to 2003, two occupational groups remained constant. They were the “Skilled Agricultural and Fishery Workers” which had the largest percentage of workers and “Plant and Machine Operators and Assemblers” which was the smallest group. These rankings remained the same during 2004. The ranking of most of the other groups varied. Elementary Occupations for example, was second during the period 1999 to 2001. It was replaced by Professionals, Senior Officials and Technicians in 2002 and 2003. The second largest group changed again in 2004 when it was “Service Workers and Shop and Market Sales Workers”.

The Statistical Institute of Jamaica’s (STATIN’s) labour force statistics suggest that during the period 1999 to 2004, there was one year (the calendar year 2000) in which employment declined. Examination of the data by sector indicates that there were fluctuations in the number of persons employed in every sector except Wholesale and Retail, Hotel & Restaurant Services, and Construction and Installation. These sectors recorded growth in every year from 1999 to 2004. Wholesale and Retail, and Hotel and Restaurant Services was positively impacted by increased visitor arrivals as well as improved sales and credit from financial institutions to consumers and firms. The construction and installation sector benefited from major investment by cellular telephone companies which were just beginning operations in Jamaica as well as from the construction of the North Coast Highway and Highway 2000.

The quality of employed persons in the Jamaican labour market was assessed by looking at the training that they had received. Persons employed in the vocational area who had certificates, and professionals with degrees or diplomas, comprised less than one-fifth of the employed labour force during 1999 to 2004. Those who participated in apprenticeship programmes or received on-the-job training constituted less than one-tenth for each of these years. The proportion of persons without any training was consistently high ranging from 73.6 per cent to 78.5 per cent during 1999 to 2003. There was a continuation of this trend in 2004 with 75.9 per cent. Analysis of the data by gender suggests that employed men had less training as women consistently comprised more than half of the persons with a vocational certificate, degree and diploma.²

² STATIN, *The Labour Force* (various years)

1.1.6 GDP growth and employment

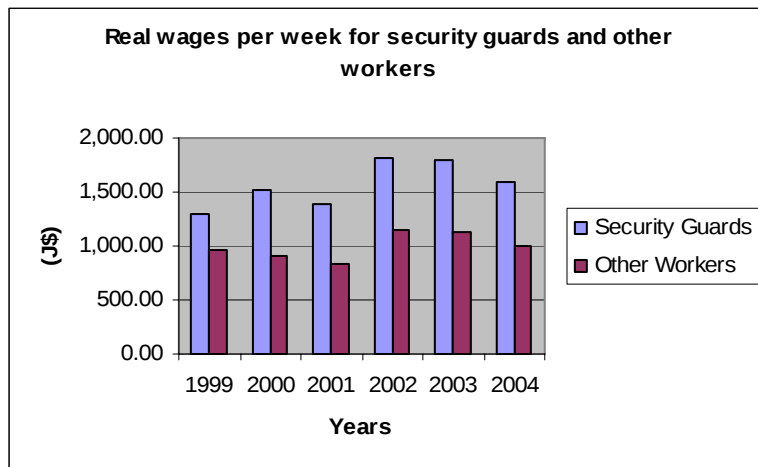
Statistics from the STATIN indicate that the average percentage growth of GDP for the period 1999 to 2003 was 1.4 per cent while employment increased by an average of 27,571 persons per year.³ The data did not reveal a direct relationship between GDP and employment for example, although GDP grew every year. There was a decline in employment in 2000. The increase in GDP in 2004 was 0.94 per cent while employment grew by 1,067 persons.

1.1.7 (Real) Wages: minimum wages and the occupational/sector wages⁴

Jamaica has two types of minimum wage - one for industrial security guards and another for all other workers. During the period 1999 to 2003 the real minimum wage⁵ for security guards ranged from a low of \$1,288.56 per week to a high of \$1,818.18 per week, with an average of \$1,563.56 per week. The real minimum wage during 2004 was \$ 1 585.57 which is slightly higher than the five-year average.

Minimum wage provisions for the “other” category of workers tended to be lower than the one prescribed for industrial security guards (See Figure 3). During 1999 to 2003, the real minimum wage of the other categories of workers ranged from a low of \$827.47 to a high of \$ 1 157.26 per week, with an average of \$ 993.24 per week. The real wage for 2004 was \$990.98 which is slightly lower than the five-year average.

Figure 3



A look at the annual real wages data for large establishments⁶ shows that the average wages per week in these organizations increased from 1999 to 2002 by 4.1 per cent (See Table 2). There was a decline, however, of 10.1 per cent in

³ The employment data were influenced by STATIN's revision of the 2002 and 2003 statistics.

⁴ All of the real wages are given in 1996 Jamaican dollars.

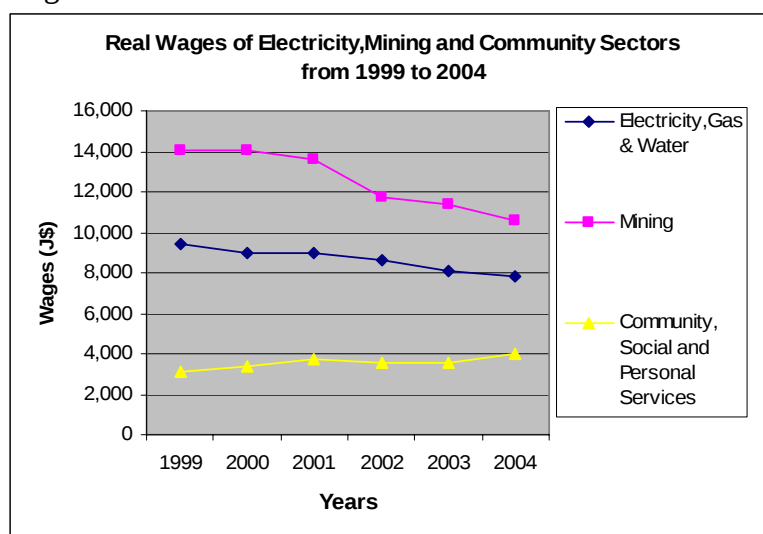
⁵ The real minimum wages were computed using data from the Ministry of Labour and Social Security.

⁶ "Large establishments" refers to those with ten or more employees.

2003 compared to 2002 and this continued in 2004 when there was a further reduction of 6.2 per cent. Examination of the data by sector reveals that Mining and Quarrying had the highest real wages per week during the period 1999 to 2004 (See Figure 4). Despite this, there was a steady decline in wages from 2000 to 2003, with a further reduction in 2004. The average real wage for the sector for 1999 to 2003 was \$12,968.18 compared to \$10,586.17 in 2004.

The second highest paying sector for 1999 to 2004 was Electricity, Gas and Water. As was the case with Mining and Quarrying, real wages declined during the period 1999 to 2003, moving from a high of \$9,427.87 to \$8,130.28. The average wage for 1999 to 2003 was \$8,817.43 compared to \$7,855.51 in 2004. Persons in the Community, Social and Personal Services sector received the lowest average real wages per week. Their average real wage for the five-year period was \$3,474.24 compared to \$4,015.95 in 2004.

Figure 4



1.2 Social Profile

1.2.1 Poverty and the working poor

The incidence of poverty averaged 17 per cent between 1999 and 2001. This increased to 19.7 per cent in 2002. However, it declined to 19.1 per cent in 2003 and then to 16.1 per cent in 2004. Poverty in Jamaica is highest in the rural areas where the rate for 2004 was 22.1 per cent compared to 14.3 per cent for Kingston and 7.8 per cent in other towns. Almost half of the poor are children (under 18 years of age) and approximately 10 per cent are elderly (65 years and over).

Although statistics published by *The Labour Force* suggest that unemployment declined during the period 1999 to 2004 by four per cent, the poverty rate fell by less than one per cent. Low quality jobs, low productivity, underemployment and low wages contributed to the levels of poverty observed. The poor quality of jobs and low wages are reflected in the fact that 14 per cent of the employed are poor.

Also, the working poor remain poor because they have larger families and there

are not enough jobs for all the young people who leave school each year, especially those who leave without the requisite workplace knowledge, skills and attitudes (Blank, 2001).

1.2.2 Educational Levels

Highest level of Education - The highest level of education for the majority of persons in Jamaica is the secondary level. In 2002, approximately 92 per cent of Jamaicans who were no longer in school exited the school system at this level while only 0.5 per cent completed the tertiary level. The ***Jamaica Survey of Living Conditions*** (JSLC) shows that 4.6 per cent of the population had some type of tertiary level qualification while 13.1 per cent had attained passes in Caribbean Examination Council or GCE 'A' level subjects. The majority, 81.2 per cent had not passed any examination. By 2004, the situation had improved with 77.2 per cent of the "out of school" population with no certification while 5.4 per cent attained tertiary level qualification (JSLC, 2002 and 2004).

Enrolment - In 2002, approximately 72 per cent of persons aged 3-24 years of age were enrolled in educational institutions. Female enrolment was 73 per cent compared with 71.1 per cent for males. By 2004, this had improved with enrolment at 75 per cent, an increase of 3 percentage points relative to 2002. Female and male enrolment increased to 75 per cent and 73 per cent respectively in 2004. There is almost universal enrolment up to the age 14 and there was no real difference in enrolment between the genders up to that age. Beyond this age, the gap widens in favour of women (JSLC, 2002 and 2004).

Attendance - The JSLC measures school attendance by looking at the number of days that children attend school during a 20 day-reference period. The data for the years 2002 and 2004 show that there has been a small increase in the school attendance rates for both primary and secondary schools.

1.2.3 Health

Jamaica has made tremendous gains in the health status of the population. The continued increases in life expectancy reflect a relatively high level of public health, advancement in medical technology and access to primary health care services. Average life expectancy from 1999 to 2003 was 72.1 years. This improved to 73.3 years in 2004 [***Economic and Social Survey Jamaica*** (ESSJ), 1999-2004].

The number of deaths in 2004 was 16,000, an increase of 6 per cent relative to 2003. As a result, the crude death rate was 6.1 per 1000 population. The overall death rate for Jamaica has remained fairly low for over two decades with rates varying between 5.5 and 7.0 per 1000. However, when age specific rates are considered, there is cause for concern especially in the 15-30 years age group, where there are high levels of death among males due to crime, violence, drugs and motor vehicle accidents.

HIV/AIDS is an issue for special focus as, in spite of extensive national and international support for activities to prevent HIV/AIDS infections, the number of reported cases continued to increase. The number of cases reported in 1999 was 892. This increased gradually each year with 1,070 cases reported in 2003. Overall more males are reported with AIDS than females. However, females in the 10-14 and 15-19 years age group are twice and three times as likely to be infected (ESSJ, 1999-2004).

1.2.4 Housing

The housing quality index for Jamaica in 1999 was 66.9; this declined to 64.8 per cent in 2002. The benchmarks used to arrive at the measure were:

- access to piped potable water;
- access to electricity;
- exclusive access to flush toilets and kitchens; and
- one person for each habitable room.

There has been a national shift in the sources of water. Direct access to piped water declined by 6.4 per cent over 2001 and use of rainwater (tanks) and wells/other sources increased by 5.7 per cent. Indoor tap/pipe was the source of drinking water for 12.4 per cent of households in the poorest quintile (1) compared to 60.9 per cent for those in the wealthiest quintile (5). On the other hand, public standpipes remained a source of water for an average 24.7 per cent (wealthiest 7.9 per cent) and rainwater (tanks) 25.7 per cent of the poorest quintile.

The national measures for separate house detached households averaged approximately 8.0 per cent above 2001 (4.9 per cent above 1993) comprising 93.8 per cent for the rural areas, and 60.5 per cent of the Kingston Metropolitan Area (KMA) stock. The national average ownership of households was some 2.5 per cent above 1993 and the Survey found 72.3 per cent of households owned in the rural areas compared with 47.2 per cent in the KMA. Some 65.1 per cent of the poorest quintile owned and occupied their dwelling compared with 57.4 per cent for the wealthiest.

All the households surveyed had access to some type of toilet facility. There was a 2.6 per cent decline in the use of water closets. Access to water closets averaged 74.4 per cent among the wealthiest quintile and 24.9 per cent among the poorest. The use of pit latrines increased, however, by 4.1 percentage points.

The ideal occupancy for housing quality was established as one household member for each habitable room. In the KMA, other towns, and rural areas, an average of more than 50.0 per cent of the households met the ideal occupancy criterion with 75.4 per cent being in the wealthiest and 26.9 in the poorest quintile. The national average occupancy, although 4.0 percentage points higher than in 1993, was 5.2 percentage points below 2001.

1.2.5 Crime

Major crimes against the person have been declining, moving from 5,649 reported in 2001 to 5138 in 2003. The crime rate was 1,195 per 100,000 of the population. Violence in Jamaica is concentrated amongst the poorest and young males. In 2003, males accounted for 98 per cent of those arrested for major crimes, and 49 per cent were from the 16-25 years age group. Similarly 40 per cent of all major crimes were committed against young persons of which 65.7 per cent were females. Of all crimes, it is the high murder rate that attracts the most concern, with a rate of 36 per 100,000 in 2003. The estimated cost of crime in Jamaica during 2001 was 3.7 per cent of GDP and this excludes the impact on businesses (ESSJ, 2001-2003).

The Government is committed to tackling the problem of crime through the implementation of a national crime plan. The plan utilizes an integrated approach to crime. It includes social intervention strategies such as improvement in the living conditions in “inner city communities” and providing job opportunities to young males at risk. There is also more stringent law enforcement, especially as it relates to illegal drugs and improvements in the judicial system.

2.0 Summary of Macro-economic Objectives and Policies

2.1 Government policies

2.1.1 Sectoral Policies

Sectors targeted by development policies (GDP/employment growth potential)

Jamaica's National Industrial Policy (1996), which is still being implemented, identified four lead sectors which are expected to stimulate growth and development. They are Services, Technology, Manufacturing and Agriculture. The areas of the economy which are projected for growth are divided into five industry clusters with each one having one or two leading sector(s). Each lead sector is expected to function as a "growth pole" with a strong capacity and potential for considerable long-term expansion.

Cluster one is led by the **Services** sector which includes tourism and entertainment. The policies for this cluster are designed to ensure that the tourism sub-sector is sustained through expansion and product development. It involves infrastructure development such as road and air links (locally and internationally), provision of security and training of the hospitality staff. There is also support for the diversification of the tourism product to include health, heritage and eco-tourism, and exploration of linkages with sport activities.

The "growth poles" for cluster two are the **Services and Technology** sectors. The primary focus of this cluster is shipping and berthing and the aim is to position Jamaica as a major trans-shipment centre for the region. The plan, as outlined in the policy, is to put in the appropriate facilities, a productive and skilled labour force and modern technology to attract major shipping lines.

Cluster three focuses on agro processing and the lead sectors are **Agriculture and Manufacturing**. The aim of this cluster is to provide the atmosphere for the development of an integrated agro-processing industry which produces distinctively Jamaican foods. The government is also committed to facilitating research and development in areas such as pest control and management, disease control and adaptive technology to increase productivity per hectare.

Manufacturing is the lead sector for clusters four and five. The primary focus of cluster four is apparel and light manufacturing. Provisions are made to support light manufacturing which results in import substitution and the penetration of export markets. Cluster five addresses mining and industrial chemical processing including the production of limestone and lime as well as bauxite and alumina. It advocates the use of Jamaican limestone along with imported inputs to manufacture caustic soda.

Special policies aimed at increasing productivity in educational reform and technical and vocational education and training (TVET)

The reform of TVET is being led by HEART Trust/NTA which finances, offers and regulates technical training in Jamaica. An analysis of the economic sectors was conducted and several policy recommendations were made which HEART Trust has decided to adopt. These include:

- Ensuring that technical education and training focus on areas of the economy that are generating investments, creating employment and capable of earning foreign exchange. The areas on which emphasis is being placed include bauxite and alumina, distributive trade, information and communication services and manufacturing especially of beverages and processed foods.
- Increasing the accumulation of human capital by training more persons in order to offset the negative impact of emigration.
- Ensuring that the TVET system is able to adapt to changes in the global economic environment. TVET should ensure that the workers are more flexible that is, they are able to learn new skills, jobs and functions. It was also suggested that the TVET programmes should place emphasis on communication, English Language, analytical skills (understanding and solving problems) and team work skills. Additionally, workers who are products of the TVET system should have the ability to show initiative and a sense of responsibility.

2.2 Overview of major ongoing/planned public and private investment programmes

A review of investment ventures undertaken from 1999 to 2004 in Jamaica showed that the majority of them took place in the Hotel and Tourism and the Transportation, Roads and Works sectors. In relation to hotel and tourism, there has been investment by several Spanish hotel chains. It is estimated that by 2010 a total of thirteen Spanish hotels will have invested US\$550-600 million, thereby creating 10,000 new jobs, and adding approximately 5,000 rooms. Other major developments in the hotel and tourism sector include the 360 room Sandals Whitehouse European Village & Spa, the Cinnamon Hill Integrated Resort Development and Harmony Cove. There are also plans to build a 1700 room luxury AM Resort in Oyster Bay, Trelawny.

Investment in transportation, roads and works included the construction of two major highways and schools as well as the expansion and refurbishing of the Norman Manley and Donald Sangster International Airports. The two major highways are the North Coast Highway and Highway 2000. The North Coast Highway Project which runs from Negril to Port Antonio is expected to be approximately 289 km long and was divided into three segments. Segment one - Negril to Montego Bay - began in September 1997 and was officially opened in 2002. The entire project is scheduled to be completed in 2007.

Highway 2000 is Jamaica's first Toll Road and it is expected to be 230 km long and it will run from Kingston to Montego Bay, via Ocho Rios. It is a public-private partnership with the National Road Operating and Constructing Company Limited (NROCC), TransJamaican Highway Limited (TJH), Bouygues Travaux Publics Jamaican Branch and Jamaican Infrastructure Operator (JIO). The estimated cost of the project is US\$390 million (J\$18 Billion) and it is to be constructed in three phases. Two segments of Phase 1 were completed in 2003 and 2004 and the final segment is scheduled for completion in 2006. The estimated date for the completion of Phase two is December 2008 and there is no scheduled completion date for the last Phase.

In order to increase the number of school places available, a partnership was formed among the Government of Jamaica (GOJ), the Urban Development Corporation (UDC) and West Indies Home Contractors Infrastructure Limited (WIHCON). This partnership was responsible for two major school building projects, the North Western Schools Programme and St. Catherine Schools Programme. During the period 2000 to 2002, the partners built 10 new schools under the St. Catherine Schools Programme. They were a mixture of basic (pre-primary), primary and high schools. The J\$3.5B North Western Schools Programme commenced in 2002. It was responsible for the erection of 17 schools (basic, primary, and high) in the parishes of Trelawny, St. James, and Westmoreland.

The expansion project for the Donald Sangster International Airport began in March 2000 and it is expected to cost US\$21 million. The anticipated benefits include four new gates; improved public address, security and information systems; improved drainage of the airfield; and a new 16-gate landside terminal. The Norman Manley International Airport upgrading project has been divided into three phases. Phase one was completed in 1999 at a cost of US\$12.5 million. It included a full depth excavation and reconstruction of all eight taxiways, the removal of asphalt surfacing and total resurfacing of the 2.8 km runway. Phase 2 which cost US\$13.43 million lasted for 12 months and was concluded in March 2000.

A number of the island's major investment projects continued into the year 2005, which showed bright prospects for the island's construction sector. Some major projects slated to get under way are the Caribbean Cement Expansion Project, the construction of the Greenfield Sports Complex and the Martha Brae to Harmony Hall Water Supply Project.

3. The Labour Market: Trends, Issues and Policies

3.1 Institutional structure for employment and labour market policies

Jamaica currently has institutional infrastructure that supports various employment and labour market policies and/or programmes. These policies and/or programmes include the following:

Protection of Workers Rights and Decent Work

The Ministry of Labour and Social Security (MLSS) administers labour laws which are designed to protect the rights of workers and ensure decent work. These include the Labour Relations and Industrial Disputes Act (LRIDA); Factories Act (addresses industrial safety); and Employment Equal Pay for Men and Women Acts. Two units (the Conciliation Section and the Pay and Conditions of Employment Branch) have been established within the Ministry to ensure that the needs of the workers are met and that their rights are protected. The Conciliation Section deals with unionized workers in the formal sector. Workers who seek the services of the Pay and Conditions of Employment Branch are non-unionized workers in the formal sector as well as workers from the informal sector.

Employment

In relation to employment, MLSS administers the Employment Agencies Regulation Act and the Foreign Nationals and Commonwealth Citizens Employment Act. The Employment Agencies Regulation Act has provisions for monitoring the activities of employment agencies island-wide to ensure that job seekers are not exploited. The Foreign Nationals and Commonwealth Citizens Employment Act on the other hand, is the legislation under which work permits are granted. It seeks to ensure that the local entities are able to access scarce skills from abroad. The Act and its regulations attempt to prevent the employment of expatriates at the expense of Jamaicans by stating that organizations:

- have to prove that they are unable to get suitable persons locally; and
- have to arrange for local persons to understudy the expatriates. This is to facilitate transfer of knowledge so that the job can be eventually performed by Jamaicans.

The Ministry also has programmes which are designed to assist people to gain employment. These are the Electronic Labour Exchange (ELE) component of the web-based national Labour Market Information System (LMIS) and the Overseas Employment Programmes. The ELE facilitates the matching of job seekers with vacancies in local organizations while Jamaicans access employment opportunities primarily in the United States of America and Canada through the Overseas Employment Programme.

Child Labour

Subsequent to a joint GOJ and ILO/IPEC agreement which was signed in the year 2000, a Child Labour Unit was established in the MLSS. It should be noted, however, that the supporting infrastructure has not yet been put in place.

Disabilities

The Jamaica Council for Persons with Disabilities (JCPD) is the government body which is responsible for formulating the national policy and implementing programmes for persons with disabilities. Its programmes provide disabled persons with educational, vocational and social opportunities. The services are provided through the Early Stimulation Programme (ESP) and the National Vocational Rehabilitation Service (NRVS).

The ESP examines and assesses children aged zero to six years. Assessments are done in Kingston and the children are referred to the relevant institutions throughout the country. These institutions include public and private schools which have the facilities to address the special needs of the children. The NVRS provides training and financial assistance for disabled adults aged 18 to 59 years. Training is provided in areas such as baking, woodwork and garment construction. Financial assistance is given for income generating activities such as tailoring, leather craft and chicken rearing as well as for school fees and the purchase of school supplies.

Another agency which addresses the needs of the disabled community is the Abilities Foundation of Jamaica. This agency is entrusted with the responsibility of equipping disabled persons with marketable skills which will ensure their integration into the local labour market. The Abilities Foundation offers full time day courses in areas such as Cabinet Making, Information Technology and Horticulture. Compulsory subjects for the trainees include Mathematics, English Language and Entrepreneurship. Services are also provided to the disabled Jamaican community by private entities.

Senior Citizens

The National Council for Senior Citizens is the government entity which is responsible for the formulation and implementation of policies and programmes for persons aged 60 years and over. Programmes for senior citizens are delivered through Golden Age Clubs and Senior Day Activity Centres. The Council seeks to empower the elderly by enabling them to socialize and participate in financially rewarding activities such as animal rearing, agriculture and dry goods trading. Social services are also made available to them through feeding programmes and referrals are made to other institutions for assistance.

Social Security

The Social Security Division of the MLSS develops and implements social policies and programmes. It focuses on social protection for the most vulnerable in the society by providing the means for them to meet some of their most basic

needs. These services are provided to a wide cross section of Jamaicans through a contributory social insurance scheme and non-contributory social assistance programmes. The Division also has responsibility for groups with special needs such as the elderly and the disabled.

Jamaica has no unemployment insurance, although workers who are insured under the NIS can be entitled to employment injury, disablement and disability benefits. Jamaica also has an Employment Termination and Redundancy Payments Act (ETRPA) which mitigates the effects of unemployment for some workers. The ETRPA has provisions for the protection of workers whose posts have been made redundant by their employers. It clearly states the conditions under which workers are considered to be affected by a redundancy exercise and indicates how the redundancy payments should be calculated. The calculation of the payments is based on the number of years that the worker has been employed by the employer. Workers with longer years of service are entitled to larger payments.

Productivity

The Jamaica Productivity Centre (JPC) is a fledgling organization which began operations on 1 April 2003. It is a tripartite body which is sponsored by the GOJ, the Jamaica Confederation of Trade Unions (JCTU) and the Jamaica Employers' Federation (JEF). The Centre's current policy and operating framework includes:

- establishing a legal structure so that it is independent of its stakeholders and has a legal identity;
- establishing a board of directors; and
- developing and implementing programmes and activities which will facilitate and improve the productivity of the local labour force in the production of goods and services.

Ministry of Labour and Social Security's Consultative Bodies

The MLSS has a history of consulting with stakeholders before designing and/or implementing policies and programmes. It also seeks consensus before laws are amended in an attempt to address the concerns of all of the relevant parties. Four of the bodies which facilitate consultation are the Labour Advisory Committee (LAC), the Minimum Wage Advisory Commission (MWAC), the Tripartite Labour Market Information and Labour Exchange Advisory Commission and the Labour Market Information Technical Advisory Committee. All of these bodies are tripartite.

The LAC is an advisory body. Its mandate includes advising the Minister of Labour on matters affecting labour and the promotion of industrial peace. The LAC also:

- focuses on issues in which employers and workers have a common interest;

- promotes consultation and cooperation among workers' and employers organizations, and the government on matters such as the protection of workers' rights and the application of labour legislation;
- makes recommendations to the Minister of Labour for the amendment of labour legislation and in relation to the general functioning of MLSS.

The MWAC was established under the Minimum Wage Act. Its primary function is to continuously review all minimum wages which are fixed under the Minimum Wage Act and make recommendations for adjustments to the Minister of Labour. In order to accomplish this, the Commission:

- solicits and considers the input of various interest groups and members of the public before making a recommendation to the Minister;
- considers the ability of employers to pay in order to ensure that the new rate does not result in lay-off or increased unemployment; and
- uses inflation data to help arrive at an appropriate adjustment.

The Tripartite Labour Market Information and Labour Exchange Advisory Commission is responsible for “enabling and developing a consistent and sustainable national policy ...”⁷ for the national LMIS. Secretariat services are provided by the MLSS and the Commission reports to the Minister of Labour and Social Security.

Another body which is attached to the LMIS is the Labour Market Information Technical Advisory Committee (LMITAC). This body provides technical advice to the Tripartite Labour Market Information and Labour Exchange Advisory Commission on all matters pertaining to labour market information (LMI). It also facilitates cooperation among the stakeholders in order to promote the development and improvement of the national LMIS and encourages the use of LMI in macro and micro-economic planning. The Secretariat of the Committee is PIOJ.

Women

At the national level, women's issues are addressed primarily by the Bureau of Women's Affairs (BWA) and the Women's Centre of Jamaica Foundation (WCJF). The primary focus of the BWA is to plan, develop and implement policies which will “enable women to achieve their full potential as participants in Jamaica's social, cultural and economic development...”⁸ The Bureau's activities also include increasing policy makers' awareness of gender issues in an attempt to have them addressed in new or amended policies and programmes.

The Women's Centre of Jamaica Foundation was established to assist girls aged 17 years and younger, who have been forced to drop out of school due to pregnancy. Its mission is to provide education, training and developmental

⁷ This was taken from the Terms of Reference of the Tripartite Labour Market Information and Labour Exchange Advisory Commission.

⁸ Excerpt from the Mission Statement of Jamaica's Bureau of Women's Affairs.

counseling thereby improving the levels of employment and productivity among the young and delay unwanted pregnancies. The services provided by the Centre include continuing education for teen mothers who are 17 years old or younger and skill training for men and women in the 17 to 25 age group. Currently the WCJF delivers its services through seven main centres and four outreach stations island-wide.

Education and Training

The Ministry of Education and Youth (MOEY) in Jamaica has overall responsibility for the national education system from pre-school (children under six years old) through to the tertiary level. This includes:

- education planning;
- early childhood education;
- researching, designing, developing, implementing and reviewing curricula for grades one to eleven;
- student assessment;
- technical and vocational education and training; and
- tertiary education (including teacher training).

The System is administered through the MOEY head office in Kingston and six regional offices. Private (independent) schools are also regulated by the Ministry and are registered if they meet clearly identified minimum requirements. This is done through the Independent Schools Section in an attempt to ensure that the quality of education available in the private schools is not below that of the public schools. All schools are monitored, supervised and assessed by education officers.

In addition to the above, there are several agencies which fall under the auspices of the MOEY which have specific functions which are necessary for the proper functioning of the System such as the following three statutory bodies:

- the ***National Council on Education*** (NCE) which is a non-partisan national body which seeks to address the issues impacting the education process. Its primary functions include:
 - advising the Minister on policy matters relating to education;
 - helping to prepare plans and programmes for developing and maintaining an effective and efficient education system; and
 - monitoring and evaluating the implementation of programmes and making recommendations to the Minister.
- the ***University Council of Jamaica*** (UCJ) which has functions such as:
 - registering institutions which offer tertiary education to ensure that certain minimum standards are met such as the suitability of physical facilities, and the qualifications and competence of the academic staff; and
 - assisting tertiary institutions in the development and improvement of programmes.

- **HEART Trust/NTA** facilitates and coordinates workforce development in Jamaica by focusing on the development of technical and vocational education and training (TVET). It provides access to training, competence assessment and certification to all working aged Jamaicans through 28 TVET institutions and over 120 special TVET programmes. The training programmes are industry-driven and the standards are developed in conjunction with employers.

The Trust acts as a quality manager for the TVET system through the National Council on Technical and Vocational Education and Training (NCTVET). This arm of the Trust develops competency standards and assessments. It provides certification to individuals and accreditation to TVET institutions and registers training organizations. HEART administers national vocational qualification through the National Vocational Qualification of Jamaica (NVQ-J). This qualification is based on occupational/job standards and has five levels. Level one is the entry level while Level five is the graduate/professional level. Each level is discrete.

Youth

The two government agencies which are responsible for youth are the National Centre for Youth Development (NCYD) and the National Youth Service (NYS). The NCYD is Jamaica's first youth development secretariat. Its mandate is to coordinate, plan and monitor youth development nationally and implement the national youth policy. The Centre has a limited role in service delivery however, it works with other agencies to implement programmes and has developed partnerships with community groups and non-governmental organizations. It is also responsible for facilitating collaboration and coordination among government and non-governmental organizations in order to fulfill the youth development objectives.

The NYS is a statutory body which was established to address problems which the youth experience such as unemployment and lack of training opportunities. Its programmes include:

- The National Youth Corps - It combines training in specific career areas with socialization and work experience. In addition, it provides opportunities and orientation for their entry into the labour force;
- Information Communication Technology (ICT) which is a certificate course for persons with disabilities; and
- The National Summer Employment Programme which assists students throughout the country to get employment during the summer holidays.

Micro, Small and Medium Enterprises

Government's programmes and initiatives in relation to micro, small and medium enterprises (MSMEs) have been guided by the National Industrial Policy. The Policy recognizes the importance of MSMEs to the Jamaican economy and

attempts to lay the foundation for the integration of these organizations into the developmental process. Three special problems of MSMEs are identified in the policy - their small scale, limited capital and the owners' lack of training. Provisions are made to address their problems through financial and non-financial services, and training.

Broad economic policies such as the reduction of interest rates in general and special low interest financing for the productive sector were designed and implemented. In addition, credit programmes which target the MSMEs were implemented. These include making wholesale funds available through public and private sector entities to retail credit agencies such as credit unions as well as other private and public sector bodies. The private sector has also provided financial and technical assistance to MSMEs through umbrella bodies such as the Small Business Association of Jamaica, Jamaica Manufacturers Association, Jamaica Exporters Association and Jamaica Chamber of Commerce. A private sector body, Micro Enterprise Financing Limited (MEFL) was also established to provide funding to micro enterprises in inner city communities.

Several agencies have been established by the government to support the development of MSMEs. They include:

- Micro Development Agency (MIDA) which enables entrepreneurs to access funding on a timely basis and on satisfactory terms. It also networks with stakeholders to facilitate the delivery of non-financial services to persons who wish to start or expand micro businesses;
- Self Start Fund (SSF) which was established to spur entrepreneurial development;
- Micro and Small Enterprises (MSEs) Credit Bureau which should lessen the likelihood of persons borrowing through government related programmes and defaulting on the loans; and
- Jamaica Business Development Centre (JBDC) whose mission is to promote and facilitate the development of MSEs through enhanced productivity and by providing technical services.

Initiatives have also been put in place to bolster MSMEs such as:

- the Modernization of Industry (MOI) Programme which allows registered firms involved in tourism and manufacturing to be exempt from tariffs on machinery and equipment;
- the Building Youth for National Development (BYND) Project. This Project has two types of activities. One involves placing participants in a commercial environment for three months and providing them with a stipend from the government during this time. The other activity is designed for young persons who are desirous of starting own businesses. These participants are given training, technical assistance and a grant to start the business.

The Bureau of Standards Jamaica maintains a *Quality, Environmental and Food Safety Systems in Jamaica Project* (Quality Jamaica Project) which targets MSMEs. Its aim is to get these entities to implement ISO production management systems. There is also a USAID-funded programme – New Economy Programme (NEP). It seeks to assist with general improvements in MSMEs by providing training and technical assistance.

3.2 The Labour Market: Structure and Growth

3.2.1 Demography⁹

Jamaica's end of year population increased from 2,435,500 in 1991 to 2,650,934 in 2004 (see Table 3). The annual growth rate declined from 0.9 per cent in 1991 to 0.6 per cent in 2001. There was a further reduction of 0.5 per cent in 2004. Additionally, both the natural and net increase were lower in 2001 and 2004. A look at the urban rural distribution of the population showed that the country is becoming more urbanized. The number of persons in urban areas increased from 50.1 per cent of the population or 1,192,000 in 1991 to 52.0 per cent or 1,354,900 in 2001.¹⁰ There was almost an equal distribution of the population between men and women.

In order to determine changes in the structure of the Jamaican population and its implications for the labour force, the data were divided into four age groups:

- 0 – 14 which comprises the youngest persons and forms the base of the population;
- 15 – 24 or the youth;
- 15 – 64 which is the work-aged population; and
- 65 and over which includes retirees.

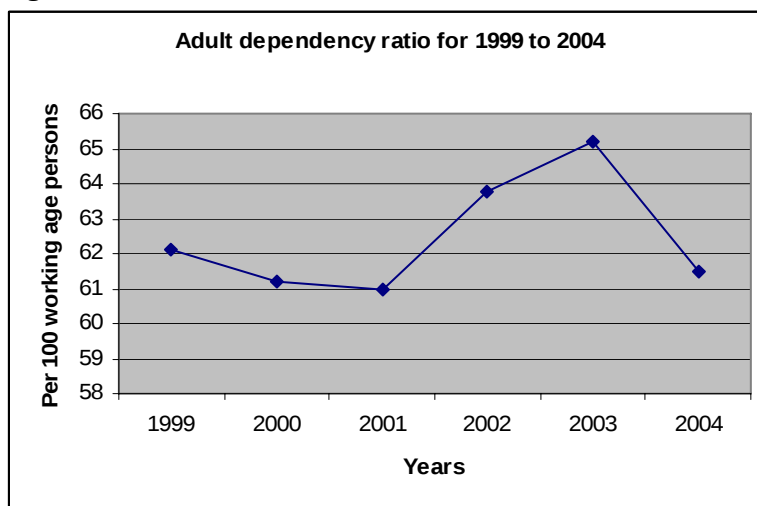
The number of persons in the 0 to 14 age group increased by 5.1 per cent in 2001 compared to 1991. A comparison of 2004 to 2001, however, showed a decline of 4.7 per cent. The youth population declined by 11.8 per cent in 2001 and increased by 3.7 per cent in 2004 (See Figure 5). There were increases in the work-aged population (15 – 64) and 65 and over group during both periods. The 15 to 64 age group recorded the largest increases with 8.5 per cent in 2001 and 4.6 per cent in 2004 while those for the 65 and over category were 6.7 per cent and 3.0 per cent respectively.

As shown in Table 4 in 2001 and 2004, the 0 to 14 age group declined as a percentage of the entire population. The youth population declined by 3.9 percentage points in 2001, and increased by 0.4 percentage points in 2004. The proportion of persons in the 15 to 64 age group increased in both 2001 and 2004 while the 65 and over fluctuated. Of all the years under review, 2003 had the highest adult dependency ratio (65.2 per 100 working aged persons). This declined to 61.5 in 2004 (See Figure 5).

⁹ Heavy reliance was placed on census data for the preparation of this section.

¹⁰ Most of the data is only available for the census years.

Figure 5



3.2.2 Structure and Growth of Employment

The average figure for the Jamaican labour force for the period 1999 to 2003 was 1,145,410, approximately 50,000 less than the 1,194,800 recorded in 2004. Examination of the data by sex showed that men comprised more than half of the labour force during the period 1999 - 2004. The labour force participation rate for the year 2004 of 64.3 per cent was slightly higher than the average rate of 61.9 per cent for the five-year period 1999 to 2003.¹¹ Some of the factors which affected the labour force participation rate included:

- persons becoming discouraged as they felt that no work was available, they were unable to find suitable jobs or they were tired of looking for jobs;
- businesses failing;
- persons being made redundant or being laid off; and
- persons choosing to resign from their jobs for personal reasons.

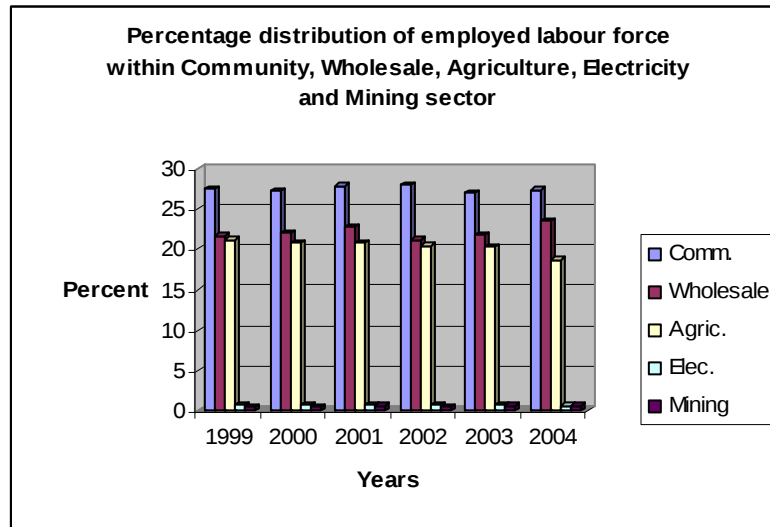
Employment statistics indicate that the average figure for the employed labour force for 1999 to 2003 was 981,532 compared to 1,055,200 in 2004. The data suggest that employment grew by an average of 2.1 per cent during the five-year period compared to 0.1 per cent during 2004. These figures should be used with caution, however, as they were heavily influenced by revised statistics for 2002 and 2003. The 2002 employment figures for example, show a 10.4 per cent increase compared to 2001 although this is not supported by any major job creation activity. Men consistently comprised a larger proportion of the labour force.

A look at the statistics by sector showed each sector ranking remained fairly consistent with average ranking for seven being the same as that for 2004 (See

¹¹ It was difficult to determine a trend as the data were influenced by the STATIN's revision of the statistics for 2002 and 2003.

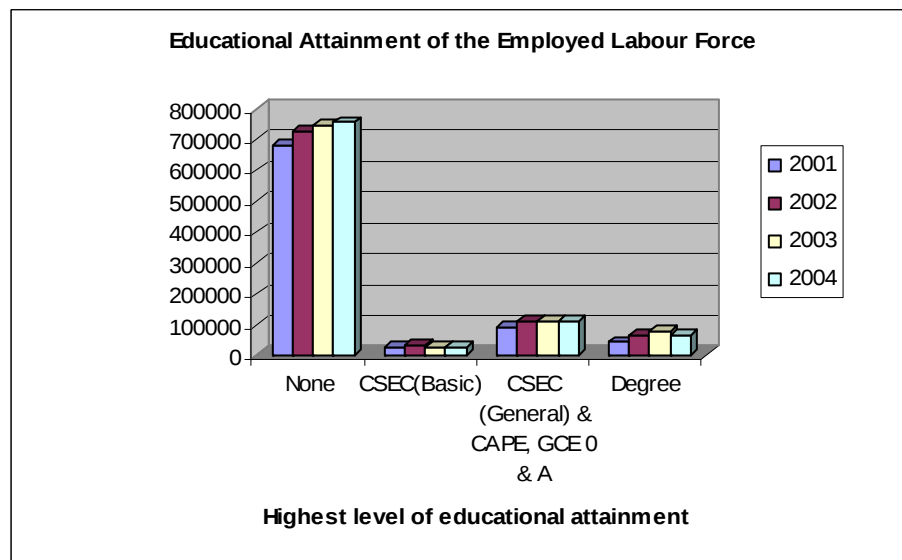
Table 5). The sectors which were the largest employers in descending order were Community, Social and Personal Services; Wholesale and Retail, Hotels and Restaurant Services; and Agriculture, Forestry and Fishing. Conversely the two sectors which had the smallest percentage of the employees were Electricity, Gas and Water; and Mining, Quarrying and Refining (See Figure 6).

Figure 6



The data in Table 6 and Figure 7 show that persons with no qualification consistently comprised almost three-quarters of the employed labour force. The combined groups of CSEC (Basic and General), JSC, CAPE, and GCE O' and A' Levels had percentages ranging from 12.8 per cent to 13.7 per cent. Persons with degrees constituted less than one-tenth of the employed labour force although their percentage increased.

Figure 7

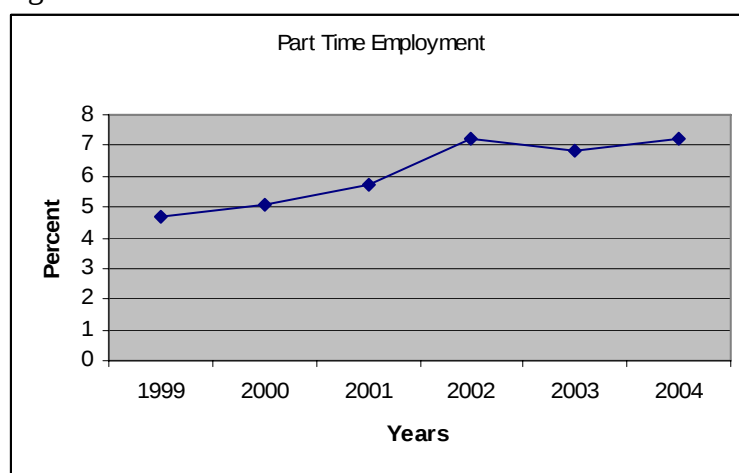


STATIN's publication *The Labour Force* was used to determine the proportion of part-time and full-time employees. Persons classified as part-time employees were those who worked for less than 33 hours who indicated that:

- only part-time work was available; and
- they did not want to work more hours.

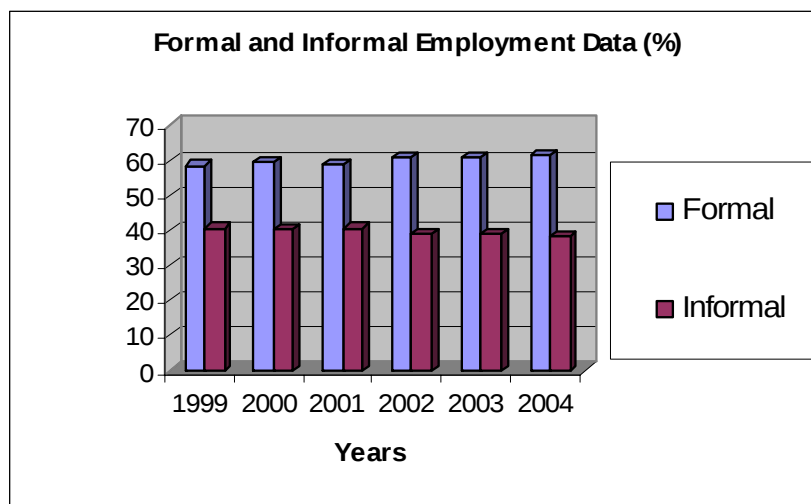
The statistics suggest that the percentage of persons in these two categories increased during the period 1999 to 2003 with proportions ranging from 4.7 per cent to 7.2 per cent of the employed labour force (See Figure 8). The percentage for 2004 was the same as the upper limit of the range for the five-year period (7.2 per cent)

Figure 8



The Labour Force was also used to determine the percentage of employees in the formal and informal sectors and the statistics for employment status were used. Government and non-government workers comprise the formal sector while the informal sector constitutes unpaid workers, employer and own-account workers. The proxies used indicate that the percentage of workers in the informal sector ranged from 38.1 per cent to 40.7 per cent during the period 1999 to 2004 (See Figure 9). The data suggests that the informal sector declined during this period although it should be noted that the figures which were calculated based on the 2001 census data (2002 to 2004) were the lowest.

Figure 9



Another area of interest is non-standard employment. Although there are several types of non-standard employment, data are only available for contract employment.¹² The Jamaica Employers' Federation (JEF) conducted surveys on contract labour in 1997 and 2002.¹³ The 1997 survey was conducted among 80 companies and the response rate was 16 per cent therefore it is not prudent to make inferences from it. The respondents indicated that:

- contract workers provide specialized skills, lower training costs, higher productivity and better quality work;
- employing persons on contract was beneficial to employers in instances where the success of the business was uncertain;
- professional, technical and clerical personnel had a higher probability than any other group of workers to be employed on a contractual basis;
- the contracts tended to be for a duration of six months to a year; and
- the remuneration for contract workers tended to be higher than those of regular full-time employees.

The data set of the 2002 survey included both the public and private sectors. The number of organizations which were included in the survey and the response rate are unclear. The information provided indicated that:

- more than three-quarters of the organizations which responded had used contract labour during the period 1997 to 2002;
- contract workers comprised a small portion of the labour force of each entity that responded; and
- most of the contract workers were in jobs which required unskilled labour.

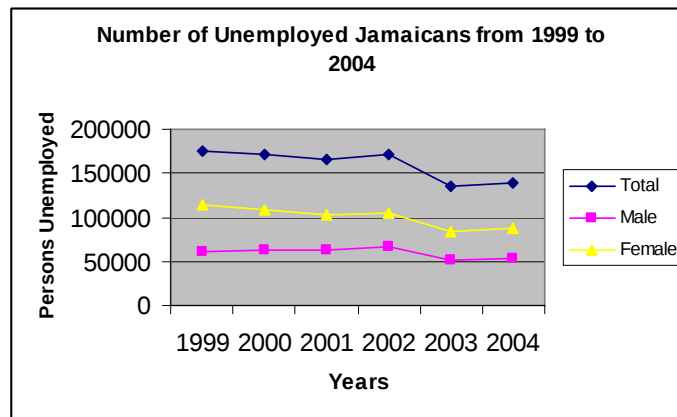
¹² Non standard employment refers to work that is not permanent or full time such as self employment, fixed term full time work (contract work), part time employment, casual work, temporary employment and day labour.

¹³ ILO, "Desk Review of Scope of Work and Employment Relationships in Jamaica" (2006)

3.2.3 Unemployment: characteristics and recent trends

An average of 163,885 persons per year was recorded as being unemployed from 1999 to 2003, compared to 139,600 in 2004 (See Table 7). The data suggests that there was a decline in the number of unemployed individuals during the period with the highest number of 175,225 recorded in 1999 and the lowest (135,600) in 2003. Examination of the data by sex showed that 62.8 per cent of the unemployed persons during the period 1999 to 2003 were female (See Figure 10). The data for 2004 showed a similar pattern as almost three-quarters of the unemployed during that year were women. Although male unemployment was consistently lower, there was a steady increase in the number of unemployed men from 1999 to 2002 with a reduction in 2003.

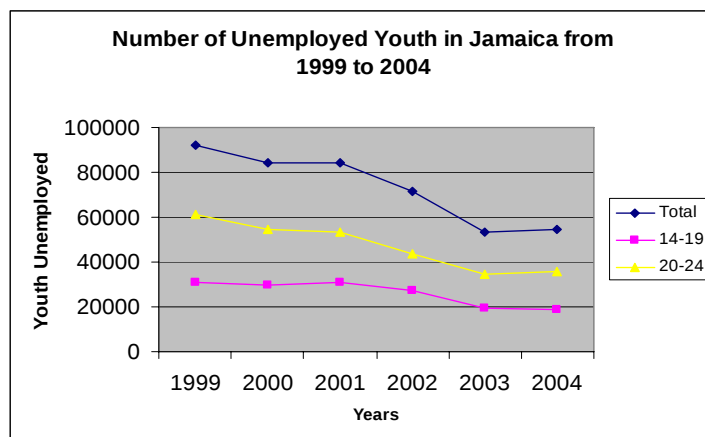
Figure 10



During the five-year period 1999 to 2003, the average youth unemployment (See Table 7) was 77,060 compared to 54,800 in 2004. There was a 22.6 per cent decline in the number of unemployed youth during the five-year period as it moved from 175,225 in 1999 to 135,600 in 2003. Examination of the 1999 to 2004 data by sex and age group show that more than half of the unemployed youth were women and approximately two-thirds were in the 20-24 age group (See Figure 11). Statistics from *The Labour Force* suggest that the average long-term unemployment¹⁴ for 1999 to 2003 was 60,302. This is similar to the 60,166 recorded in 2004. The long-term unemployed was predominantly women as they comprised approximately two-thirds of the total each year from 1999 to 2004.

¹⁴ Persons were considered to be experiencing long term unemployment if they were unemployed for one year or more.

Figure 11



3.2.4 The Working Poor: size, characteristics and trends

The incidence of poverty among employed persons is lower than the rate of the general population. During 1999 for example, the poverty rate among employed persons was 12.5 per cent compared to 16.9 per cent for the entire population. Poverty was highest among employed persons in rural areas. In fact, the poverty rate for rural areas was twice that of the Kingston Metropolitan Area (KMA) and major towns throughout the country.

A look at the statistics by sex indicated that most of the employed poor and approximately 60 per cent of the persons below the poverty line are men. Additionally, the data for 1999 and 2001 show that one-fifth of the men who were considered to be working poor were more than 45 years old. The predominance of men in the working poor category could be due to the fact that men have higher labour force participation and lower unemployment rates than women.

Analysis of the data by type of employment, education, occupation and industry indicated that the working poor were highest among unpaid and own-account workers and lowest among government paid employees. Although most persons in the working poor category had attained secondary level education, they had relatively low education and skill levels (See Table 8). A few of these persons had tertiary education and men were more likely not to have progressed beyond the primary level. In relation to academic qualification, more than 80 per cent of the working poor had none in 1999 and 2001. The statistics showed, however, that women were more likely than men to have attained some form of academic qualification (See Table 9).

Examination of the data by occupation shows that there was a high incidence of working poor among persons engaged in agriculture and fishing activities (40.0 per cent) and elementary occupations (25.6 per cent). At the other extreme, the occupational group with the lowest amount was clerks with 2.9 per cent. The industry in which the working poor were highest was agriculture, forestry and fishing followed by community, social and personal services. The industry with

the third largest number was wholesale and retail trade, hotel and restaurant services. The prevalence of the working poor in these industries is consistent with the fact that own-account workers tend to be involved primarily in low skill and low paying jobs. These jobs include subsistence farming, gardening, domestic services and small scale distribution (vending).

3.2.5 Child Labour: incidences, characteristics, influencing factors, objectives, policies, measures/impact

Child labour is defined as work that is mentally, physically, socially or morally dangerous and harmful to children. In its most extreme forms it exposes children to conditions of work that are deleterious to their growth and development. They are forced to participate in activities that are hazardous to them. These include prostitution, drug smuggling and gun running.

The Jamaica Youth Activity Survey 2002 indicated that “nationally, 2.2 per cent of children aged 5 to 17 years, that is 16,240 children, were involved in economic activities during the reference week”. Of this number, 75 per cent were male and 25 per cent were female. It is important to note that most of the children interviewed were poorly educated and without skills to be employed in high-paying jobs. This leaves them with very limited opportunity for upward mobility. A comparison of the findings of The Jamaica Youth Activity Survey to the UNICEF study of 1994 suggests that there has been a reduction in the incidences of child labour in Jamaica as in the earlier study 22,000 incidences were identified.

In September 2000, Jamaica signed a Memorandum of Understanding (MOU) with ILO/IPEC to implement a national country programme to prevent and ultimately eliminate child labour. The objectives of the MOU are to improve the knowledge base on child labour, develop awareness programmes, improve capacity-building and withdraw and rehabilitate 600 children from hazardous work, and prevent 300 from engaging in child labour. During the period 2002 to 2004, a total 503 children were withdrawn from hazardous work while 852 were prevented from engaging in child labour. Additionally, 117 parents benefited from training/orientation interventions.

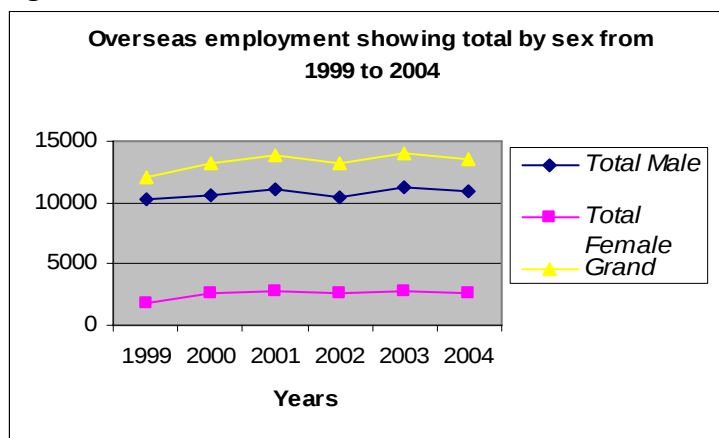
During October 2003, Jamaica ratified ILO Convention No.138 (Minimum Age of Employment) and No. 182 (Worst Forms of Child Labour). The primary tenets of these Conventions were included in the Child Care and Protection Act of 2004. This legislation makes it illegal to employ children less than 13 years of age and indicates the penalties for persons who contravene the Act. When the Occupational Safety and Health (OSH) Act is promulgated, the OSH inspectors will be empowered to enter formal and informal establishments to identify and monitor child labour activities.

3.2.6 Migrant Workers

Each year a number of Jamaicans choose to relocate overseas to make use of employment and other opportunities. The most popular destination is the United States of America (USA), followed by Canada. During the decade 1990 to 1999 a total of 215,560 Jamaicans emigrated to these countries¹⁵. Approximately 42 per cent of these persons were workers. The majority of the workers (38,667 or 42.5 per cent) were classified as “service workers including private household workers”. Second was the “Professional, Technical, Administrative and Management” group with 17.9 per cent. Although only partial figures are available for the period 2000 to 2003, the statistics suggest a continuation of the pattern noted during this period.¹⁶

Jamaicans also participate in programmes which provide seasonal employment overseas. The three major ones are the US Farm, US Hotel and Canadian Farm/Factory programmes. All three programmes are regulated by the Ministry of Labour and Social Security. During the period 1999 to 2003, the number of participants in the three programmes ranged from a low of 12,010 in 1999 to a high of 13,956 in 2003 (See Table 10 and Figure 12). The average number of participants per year for this period was 13,221 which is slightly lower than the 13,569 recorded in 2004. The Canadian Farm/Factory programme had the largest number of participants with an average of 5,264 for 1999 to 2003 and there was a continuation of this pattern in 2004 when 5,671 persons participated. Examination of the data by sex shows that there was a bias towards the employment of men. The ratio of men to women was four to one for all of the years except 1999 when it was six to one.

Figure 12



While Jamaica lost a number of its workers to other countries attempts were made to provide the skills needed to drive the economy by granting work permits to foreign nationals. The data in Table 11 shows that more than 3,000 work permits

¹⁵ Planning Institute of Jamaica (March 2005), *Labour Market Information Newsletter of Jamaica* p 12

¹⁶ USA data were not available by occupation for 2002 and 2003. No datum was available for 2004 for both Canada and the USA.

were granted per year during the period 2002 to 2004.¹⁷ The occupational group “professionals, senior officials and technicians” received more than three-quarters of the work permits in each year.

The Jamaican law has provisions for some categories of workers to work in the country without work permits. These workers are usually granted work permit exemptions. The number of work permit exemptions granted during the five-year period 1999 to 2003 ranged from a low of 3,599 in the year 2000 to a high of 4,353 during 2003 (See Table 12). The average number of exemptions granted per year was 4,090.8 which was slightly lower than the 4,219 for 2004. More than half of the exemptions granted during the years 1999 to 2004 allowed persons to work in Jamaica under the 14 or 30 days clause. Additionally, more than one-fifth of the exemptions were to employees of statutory bodies and/or government.

3.2.7 The Informal Sector

In this analysis own-account and unpaid workers are used as a proxy for the informal sector. Approximately 88 per cent of the individuals working in the informal sector were own-account workers while the remainder worked in micro-enterprises which employed 2 to 4 persons.¹⁸ Further examination of the employment data showed that the informal sector comprised approximately 41 per cent of employed persons. It had a greater concentration of males than the formal sector with figures (63 per cent and 54 per cent respectively). In addition, almost half of the individuals employed in the informal sector were over 44 years old. The high concentration of more mature persons could be due to these individuals:

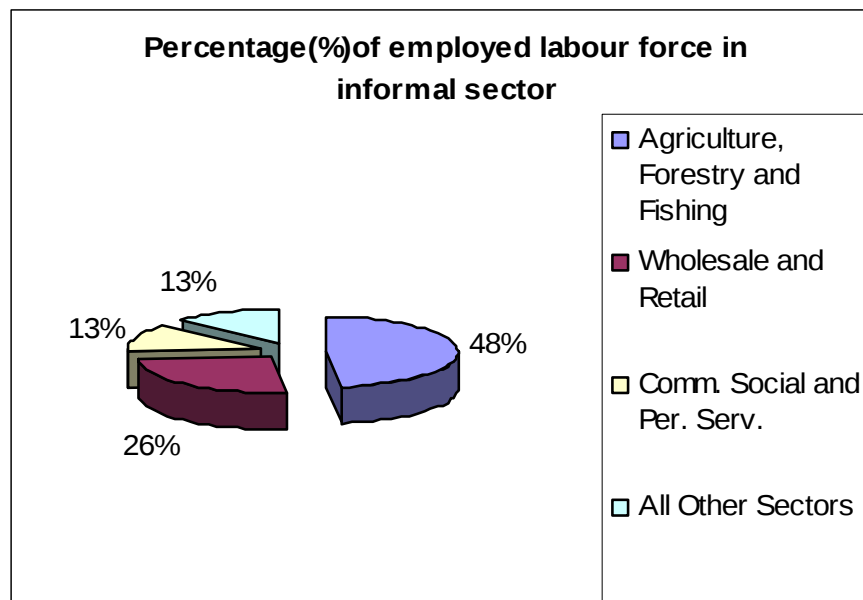
- experiencing difficulties in finding a job in the formal sector; or
- having a preference for running their own businesses.

Agriculture, Forestry and Fishing workers comprised the majority of people employed in the informal sector (See Table 13 and Figure 13). Other sectors which registered a large number of informal workers were Wholesale, Retail, Hotels and Restaurant Services (26 per cent) and Community, Social and Personal Services (13 per cent). An examination of the data by occupation showed that the majority of the informal sector workers were skilled agriculture or fishery workers (47 per cent). Craft and related trade workers were next with 16 per cent followed by service workers and shop and market sales workers with 13 per cent.

¹⁷ Data prior to 2002 are not available in an occupational classification that is compatible with the Jamaica Standard Classification of Occupations (JSCO). This means that it cannot be presented in a way which will facilitate comparison with the data provided in this document.

¹⁸ Grade, “Informal Sector Study for Jamaica” (2002)

Figure 13



3.3 Income and wages

3.3.4 Productivity

During the period 1986 to 2001, labour productivity measured in value added per employed person in Jamaica was estimated to be \$206,261.75 each year. Table 14 shows that labour productivity ranged from a low of \$174,724.00 to a high of \$220,938.00. The data indicate that in 2001 labour productivity was 25.9 per cent higher than it was in 1986. Additionally, there were only three years (1988, 1995 and 1998) in which labour productivity declined.

3.4 Social Protection

3.4.1 Scope, coverage and main indicators

In Jamaica, social protection is divided into two categories of programmes:

- Social insurance which is social security that is financed by contributions and based on the insurance principle; and
- Social assistance which encompasses public actions that are designed to transfer resources to groups deemed eligible due to deprivation.

Social Insurance

The National Insurance Scheme (NIS) commenced in 1966 after the passing of the National Insurance Act in 1965. All persons aged 18-70 (males) or 18-65 (females) who are gainfully employed in insurable employment are required to be registered with the NIS. The insurable population is categorised in three broad areas - employed persons, self-employed and voluntary contributors. The benefits provided under the scheme include retirement, invalidity, widow's/widower's pensions; orphans and special child allowance; employment injury, disablement/death benefit; maternity allowance; funeral grant; and special anniversary pension (Innerarity, 2005). Additionally, in an attempt to address the

needs of pensioners, the Scheme introduced a supplemental benefit in the form of health insurance for pensioners in 2004. At present there are approximately 75,000 pensioners.

Social Assistance (Public Assistance Programmes)

These programmes were designed in the 1970's and 1980's for individuals who lack the means to adequately sustain themselves temporarily or permanently. The target groups include unemployed and underemployed individuals in the economically active population, the elderly, persons with disabilities, and children in households below the poverty line as well as victims of misfortunes such as fire, flood, hurricane and other natural disasters. The social assistance programmes included rehabilitation grants, compassionate grants, emergency relief assistance, services to senior citizens and persons with disabilities, poor relief, old age and incapacity assistance allowance and food stamp, the Programme of Advancement through Health and Education (PATH) and the National Health Fund (NHF). Poor relief, old age and incapacity assistance allowance and food stamp were replaced or gradually subsumed by the PATH after its introduction in 2001.

Rehabilitation Grants are provided for poor persons who are unemployed or have met with misfortune that interrupts their income earning capacity or living conditions. The Grants are intended for the establishment of micro business enterprises.

Compassionate Grants are disbursed to individuals who are in need of immediate financial assistance (to address for example, funeral, medical and school expenses) and have no means of funding. **Emergency Relief Assistance** on the other hand, is designed to provide support to persons affected by disasters such as fire and flood.

Services to Senior Citizens and Persons with Disabilities - A National Policy on Senior Citizens was adopted by Parliament in 1997 and a National Policy for Persons with Disabilities in 2000. The programmes of the National Council for Senior Citizens and Jamaica Council for Persons with Disabilities include the delivery of welfare services.

The **Old Age and Incapacity Assistance Allowance** which was discontinued in 2002 sought to address the needs of persons who had reached the age of retirement but were not eligible for NIS or other pension benefits and had no means of support. Benefits under this programme were also extended to persons below the age of retirement who were suffering from mental or physical disability that made them unable to provide for themselves and their families. This programme had a scope of approximately 20,000 beneficiaries.

The **Poor Relief** programme is divided into two main areas, institutional and non-institutional care. Institutional care entails the placement and total care of

registered poor persons in infirmaries and Golden Age Homes and some needy children in specialized homes. Non-institutional or outdoor care for the registered poor involved financial assistance (dole), clothing, bedding, medical attention, food, shelter, burial assistance, school supplies and educational assistance up to tertiary level for children. It is the Non-Institutional/Outdoor Poor Relief programme that was subsumed under PATH in 2003.

There were two broad categories of **Food Stamp** beneficiaries - health and income. The persons benefiting from the health component included pregnant women and lactating mothers as well as children under six years old. The income segment covered elderly/incapacitated persons and single member households. The programme had a scope of 300,000 and was discontinued in 2002.

The **Programme of Advancement through Health and Education (PATH)** is a new type of social protection programme which was introduced in 2001. It targets all poor below the poverty line who fall within specified categories deemed to be the most vulnerable of all poor. In addition, it seeks to promote human capital development, especially among the youth, as a means of breaking the inter-generational cycle of poverty. This is being done through the provision of monetary transfers to poor families conditional upon meeting certain requirements such as sending the children to school and/or taking them to health centres for regular health checks. PATH provides benefits to 236,000 individuals with a disbursement of J\$530 to each qualified beneficiary per month.

The National Health Fund (NHF) began operations on 28 April 2003. It was established to provide financial support to the national health care system as well as to improve its effectiveness and the health of the Jamaican population through two categories of benefits which are:

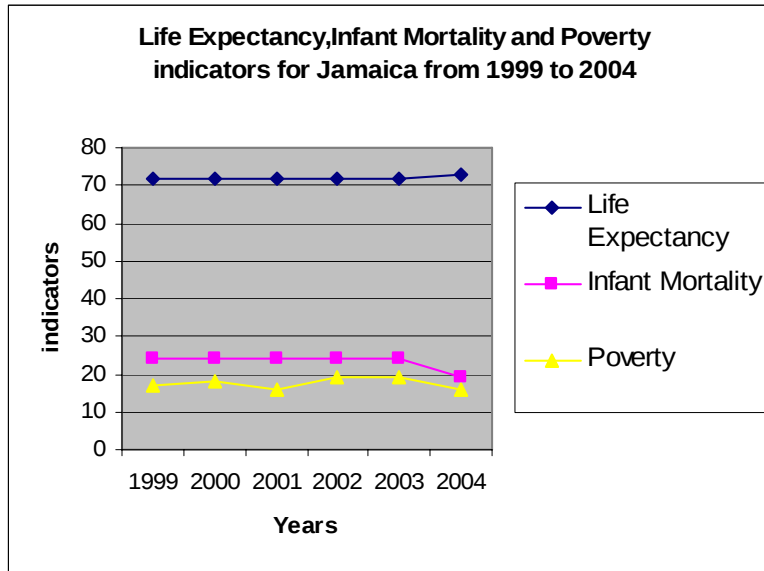
- Individual Benefits; and
- Institutional Benefits.

The individual benefits provide assistance to persons to purchase specific prescription drugs used in the treatment and management of clearly identified chronic illnesses. The NHF also conducts an intensive public information programme to educate the public on chronic illness prevention and management. NHF Institutional Benefits provide financial assistance to private and public sector organizations for projects to help improve infrastructure and service delivery facilities.

Indicators

Table 15 shows that there has not been any dramatic change in Jamaica's social indicators during the period 1999 to 2004. Figure 14 shows that infant mortality and life expectancy remained relatively stable while there were fluctuations in the poverty rate.

Figure 14



3.4.2 Main Issues in Social Protection

The provision of adequate social protection in Jamaica is affected by longer life expectancy due to improvements in health care (which has resulted in an ageing population) and declining fertility rates. These factors have led to a decline in the adult dependency ratio (ADR). Between 1999 and 2003, the average ADR was 62.6. By 2004, the ADR had declined to an estimated 61.5 per 100 working persons (ESSJ, 2004). The overall declining trend in the ADR has been occurring since 1970 and is attributed to the lower child dependency ratio which averaged 49.9 per 100 between 1999 and 2001 compared to 90 per 100 in 1970. In contrast, the old age dependency ratio increased to 16.1 per 100 in 2001 from a level of 10.8 in 1970 and 11.5 in 1999.

The declining ADR which is projected to continue beyond 2020 presents a window of opportunity for economic growth. However, this has to be carefully managed in relation to the increasing number of elderly in the population. The financial viability of social protection systems, such as the National Insurance Scheme, increasing health cost for geriatric illnesses and the increasing number of non-pensionable population are cause for concern. Already the majority of older persons do not qualify for NIS pensions. Currently, over 50 per cent of the employed labour force is employed in the informal sector, the majority of whom do not contribute to the National Insurance Scheme [Planning Institute of Jamaica (PIOJ), 2004]. In future years this will create added pressure on social assistance schemes to provide for these persons.

Another issue affecting social protection is HIV/AIDS. Jamaica has an adult HIV prevalence rate of 1.5 per cent and indicators suggest that this rate is increasing. HIV/AIDS is having a major impact on the working population aged 15 to 49 years (National HIV/AIDS Policy: Jamaica). The increasing number of children

orphaned by the loss of one or both parents will place added pressure on the social protection systems in place.

3.4.3 Social Protection in the Informal Sector

Jamaica has seen an expansion in the informal sector. With global changes and the restructuring of the Jamaican economy (decline in agriculture and manufacturing sectors) that has been taking place, formal employment has failed to grow. The Government recognizes that micro-enterprises will continue to be the engine for employment creation in Jamaica. However, this poses the challenge of how to ensure that these micro-enterprises remain inside the formal economy especially in terms of social security, labour standards and tax compliance.

In terms of social protection, the National Insurance Scheme (NIS) provides an avenue for self-employed persons and domestic workers to be taken care of in their old age. However, the number of voluntary contributors in relation to those in the formal sector remains relatively small. This is probably due to the requirements of the system such as registration and regular contributions which may be difficult as the informal sector is often characterized by unstable employment and incomes. The inability to capture those in micro-enterprises and the informal sector into pension schemes will in turn, place added pressure on the Government's social safety net programmes when these persons are no longer economically active.

3.5 Industrial Relations

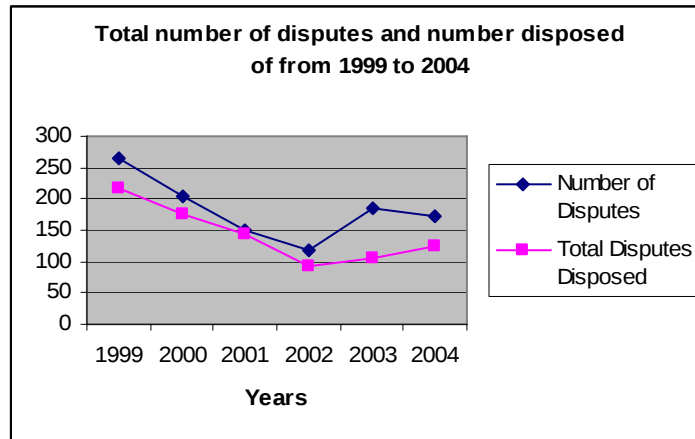
3.5.1 Levels, Characteristics and Trends of Industrial Disputes and Industrial Action

The MLSS records industrial disputes and in the period 1999 to 2003, Community, Social and Personal Services had the largest number of cases with an average of 46. Manufacturing was next with 33 while Mining and Quarrying had the least with an average of five disputes during the five-year period. Statistics for 2004 indicate that Community, Social & Personal Services continued to have the largest number of disputes (39) and Financing, Insurance, Real Estate and Business Services was second with 23. The sectors which recorded the smallest number of disputes were Mining and Quarrying, and Construction and Installation with four each. Most of the industrial disputes during the five-year period were in relation to wages and conditions of employment which had an average of 51 cases. The leading cause of industrial conflict in 2004, however, was dismissals and suspensions with 42 disputes.

During the period 1999 to 2003, the total number of industrial disputes which was handled by the MLSS ranged from a low of 119 to a high of 266 (See Table 16). Most of the disputes were settled through conciliation or returned to the local level. There was a continuation of this trend in 2004 when 49.2 per cent were settled through conciliation and the parties in 21.4 per cent of the disputes were asked to continue negotiations at the local level. The percentage of disputes

settled through conciliation was highest in 1999 with 67.9 per cent. After this, however, it declined with the lowest proportion occurring in 2002 of 48.1 per cent.

Figure 15



The number of industrial disputes referred to the Industrial Disputes Tribunal (IDT) during the period 1999 to 2003 ranged from 11 to 34 and the average number of referrals was 23.2. Referrals to the Tribunal in 2004 were at the lower end of the spectrum as there were only 12 cases. Most of the disputes which were referred to the IDT from 1999 to 2003 were in relation to wages and conditions of employment (51 per cent). In 2004, however, the major cause of disputes referred to the Tribunal was dismissals and suspensions (36 per cent).

During the period 1999 to 2003 the average number of work stoppages per year was 28.2 compared to eight during 2004. The main cause of work stoppages during 1999 to 2004 was wages and conditions of employment. It averaged 16.4 per year during the 1999 to 2003 period compared to eight in 2004. Table 17 shows that most of the work stoppages occurred in the Community, Social and Personal Services sector during the five-year period 1999 to 2003 as well as in 2004 (37.6 per cent and 31.3 per cent respectively). Wholesale and Retail, Hotels and Restaurant Services had the smallest number of work stoppages for 1999 to 2003, while no work stoppage was recorded in three sectors during 2004.

3.5.2 Labour Market (Institutional) Reform

In 1995, the Prime Minister of Jamaica appointed a Committee on Labour Market Reforms (LMRC) to study and make recommendations on how best to reform Jamaica's labour market. The Committee identified ten areas of concern. MLSS was required to be integrally involved in leading the reform in relation to the latter five. The ten areas are as follows:

- National Pension Scheme Portability of Pensions
- Transportation

- Physical Security
- Gender Issues
- Training and Education
- Review of Labour Relations and Industrial Disputes Act (LRIDA)
- Ministry of Labour Restructuring
- Flexible Work Arrangements
- Occupational Safety and Health (OSH)
- Labour Market Information

Review of Labour Relations and Industrial Disputes Act (LRIDA)

In an effort to correct deficiencies in the legal and institutional arrangements and procedures, amendments to the LRIDA were recommended and enacted. In the year 2002 six amendments were made to the LRIDA, with the most important being, the redefinition of the term “worker”. The term was redefined to include certain categories of persons such as Security Guards, previously regarded as independent contractors, thus allowing these persons to enjoy the protection and benefits offered to employed persons.

Ministry of Labour Restructuring

In an attempt to fulfill recommendations made by the LMRC in regard to the restructuring of the Ministry, several initiatives were undertaken. The Committee recommended that within the restructuring effort, the numbers, levels and compensation of staff should be considered. Consequently, the Ministry has added several new positions and upgraded others. One department that has improved greatly as a result of this restructuring is the Conciliation Section, which is now staffed with highly qualified personnel who are continually receiving training from the International Labour Organization (ILO) and the Ministry in industrial relations procedures.

The Ministry has also decentralized several of its functions, resulting in three parish offices being designated as regional offices, namely, Montego Bay, Mandeville and St. Ann’s Bay. These offices now carry out duties, such as conciliation and pay and condition of employment functions, which would normally be carried out only at the head office located in Kingston. The decentralization has increased the Ministry’s ability to provide services to customers island-wide. The IDT was strengthened, an additional division was appointed and salary packages were reviewed and upgraded, in an attempt to attract and keep highly qualified workers. In an effort to remain relevant in its operations, personnel are continuously being sent on relevant training courses.

Flexible Work Arrangements

In 2001, ensuing from several meetings and extensive discussions among the public sector, private sector and the trade unions, a Green Paper on flexible work arrangement was tabled in Parliament. Discussions which followed the tabling of the paper have given rise to several issues being raised by several interest groups. Therefore a working group on flexible work arrangements was established in the

same year to explore the issues raised, arrive at a position on the issues and then report its findings to the Joint Select Committee. The Ministry continues to have consultations with the interest groups, such as the church, to ensure that there is widespread acceptance from all relevant stakeholders when flexible work arrangements are formally introduced.

Occupational Safety and Health (OSH)

In an attempt to address occupational safety and health standards, the committee recommended that there was need for a comprehensive legislation. The committee reported in its findings that the Factories Act which is the main piece of legislation governing safety and health at the work place was deficient, as it provides only minimum standards and disregarded entire sectors and establishments. Consequently, a draft of a New OSH Bill has been completed, and is currently with the Chief Parliamentary Council for minor changes to be effected.

Labour Market Information

The LMIS commenced operations in January 2002. Its aim is to provide a one-stop data and information source, and job search and placement facility. It seeks to improve the availability of labour market data and information by facilitating better coordination between data providers and users. The LMIS operates through a web-based system and has three main components which are Labour Market Data, Labour Market Services and the Electronic Labour Exchange.

Labour Market Data made available to the public through the website includes:

- general labour market information;
- information on developing trends in the labour market including the general employment outlook, which details the types of skills which are in current demand based on advertised vacancies and approved work permits;
- information pertaining to the output of tertiary institutions in relation to skills being demanded in the labour market, as well as a look at where new jobs are currently emerging; and
- information regarding the nine economic sectors including a general overview of the economy.

The Labour Market Services component of the LMIS provides information on support services such as career counselling, sources of funding for educational pursuits, and course offerings at various institutions throughout the island. The final component is the Electronic Labour Exchange (ELE) which seeks to match job seekers with vacancies.

3.6 Employment problems identified: urgency and impact

During the compilation of the report for Jamaica, the following employment problems were identified:

- the labour force participation rate;
- unemployment especially among women and the youth;

- inadequate focus on employment and no labour intensive investment in the sectors of the economy which have been identified for growth;
- programmes which are designed to assist MSMEs are not targeted towards specific groups/activities; and
- education.

3.6.1 Labour Force Participation Rate

More than a third of Jamaica's working-aged population is outside of the labour force. Available data suggest that the primary concerns in relation to persons outside of the labour force are that:

- a large percentage indicated that they did not want work or did not need a job;
- a large percentage did not have any qualification;
- less than half of them had previously worked; and
- during each year a substantial proportion of the women were outside of the labour force.

3.6.2 Unemployment especially among the youth and women

Although the unemployment rate has consistently decreased from 1999 to 2004, unemployment among the youth and women remains disproportionately high. The average unemployment rate for Jamaica during the period 1999 to 2004 was 14.3 per cent while the rate for the youth was 30.2 per cent.¹⁹ Analysis of the youth data by sex showed that female youth had a higher unemployment rate. Female youth had an average unemployment rate of 40.1 per cent for the period 1999 to 2004 while the average rate for male youth was 22.4 per cent. The disparity in the unemployment statistics for both sexes is also evident in the total unemployment figures. The overall unemployment rate for men was 9.3 per cent while the figure for women was 19.6 per cent. This suggests that women in the labour market are experiencing problems which need to be addressed.

3.6.3 Inadequate focus on employment and no labour intensive investment in the sectors of the economy which have been identified for growth

The National Industrial Policy which is being used to guide the country's economic development does not adequately address employment. In relation to the strategic industry clusters which it identifies, there is no mention of the skills which will be needed for them to achieve their goals. The document does not state whether the country will need to invest in additional skills in order to provide the labour force which can propel these sectors in order for growth to occur. Additionally, it does not have any provision to ensure that there are employment intensive investments in the sectors that should lead the country's economic growth.

¹⁹ The calculations are based on *The Labour Force* (various editions).

3.6.4 Programmes which are designed to assist MSMEs are not targeted towards specific groups/activities

The National Industrial Policy states that MSMEs have the potential to create employment and it indicates several policy initiatives aimed at assisting their development. It acknowledges that women in this segment of the economy have special problems. These include limited access to credit and technical expertise, and being involved in activities which have low economic returns. In addition, the document states that women comprise 53 per cent of the urban poor. There is no special provision, however, to break the cycle by providing special assistance for women with these types of businesses. The economic well-being of women is important as they head approximately half of Jamaican households. It should be noted that female-headed households tend to have a higher child dependency ratio than those headed by men and are more vulnerable to poverty.

According to the National Industrial Policy more than 60 per cent of the poor live in rural areas. It also states that more than half of the MSMEs are in urban areas. It has no provision for expanding the development of these types of businesses in rural areas. This could have been used as a policy measure to lessen migration from rural to urban areas in pursuit of employment. Another omission is that there is no linkage between the strategic industry clusters and the development of MSMEs.

3.6.5 Education

The education statistics published in *The Labour Force* indicate that approximately 70 per cent of the people (employed, unemployed and outside the labour force) had no qualification. Persons with CSEC, JSC, CAPE, and GCE O' and A' Levels comprised the next largest group. The proportion of persons with these qualifications who were employed or outside of the labour force was similar (less than one-fifth). The percentage among the unemployed was higher, however, as it was approximately one-fifth. In all three categories persons with degrees constituted a small portion, although the data suggest that most of the persons with degrees are employed.

4 Policy Responses to Labour Market Problems

4.1 Ongoing active labour market policies/programmes/projects

Jamaica has developed a combination of policies, programmes and initiatives to address problems in the local labour market. These labour market interventions are designed to:

- provide labour market information (LMI);
- create a forum in which the job seeker and potential employer can meet;
- address the needs of the disabled;
- assist the youth;
- provide temporary employment for the unskilled; and
- give financial and technical assistance to existing and potential small entrepreneurs.

Labour Market Information System (LMIS)

The LMIS is a government initiative which was implemented to make LMI more accessible and assist in matching job seekers to vacancies. The cost of creating the LMIS web site was US\$37,500.00 with a monthly hosting cost of US\$50.00.²⁰ The employment agency (Electronic Labour Exchange – ELE) component of the LMIS offers free services to both employers and employees. The services provided to the job seekers include advice on resume writing and career counselling. In addition at the Kingston offices of the MLSS, the ELE provides computer facilities for job seekers to conduct job searches and post resumes. Services provided to employers include access to the ELE's conference room to conduct job interviews, the Ministry pre-selected candidates for the employer to interview and filling vacancies (especially for persons with low or no skills) at the request of the employer.

During the period January 2002 to December 2004 its achievements were as follows:

- 9,051 job-seekers registered with the ELE;
- 5,338 resumes were posted;
- 241 companies and 1,514 individual employers registered with the ELE;
- notification of 3,398 vacancies were received from employers island wide;
- 3,632 persons were referred for jobs island wide; and
- 2,285 candidates were interviewed island wide.²¹

Overseas Employment Programmes

In addition to the US Hotel, US Farm and Canadian Farm/Factory programmes which were previously mentioned²² MLSS also administers the Guantanamo Bay and J1 Work and Travel programmes. The Guantanamo Bay Programme targets skilled workers such as electricians and carpenters while the J1 Work and Travel Programme (also known as the US Summer programme) is for students from

²⁰ Ministry of Labour and Social Security

²¹ Ministry of Labour and Social Security

²² Section 4.2.6 Migrant Workers, p24

tertiary institutions. The J1 participants do four or eighteen months internship in the hospitality industry in the United States of America (USA). The students are drawn from various disciplines and employed in areas such as food and beverage, housekeeping, golf and ground attendants, pool and beach attendants and valets. The programme was implemented in conjunction with the Council of International Exchange and Education and the Jamaica Cultural Organization. According to MLSS, a total of 154 students are participating in the 2006 summer programme.

Employment Policy/Projects for Persons with Disabilities

The National Policy for Persons with Disabilities (2000) seeks to foster an enabling environment for persons with disabilities to realize their full potential through employment and training. The Jamaica Council for Persons with Disabilities (JCPD) is therefore charged with the responsibility to implement employment and training programmes to meet the policy objectives. Projects run by the JCPD include:

- a Guidance and Training Centre which provides skills training and remedial education;
- workshops which provide employment and skills training in garment construction, food and pastry preparation; and
- wood craft.

ENABLE

ENABLE is an annual employment exposition for persons with disabilities which is hosted by MLSS in conjunction with partners such as the JCPD. It promotes the employment of persons with disabilities by bringing together private and public sector employers, and members of the disabled community. ENABLE was held for the first time in 2005, and resulted in the employment of 12 persons. The estimated cost of the 2006 fair was approximately \$2.2 million dollars.²³

Abilities Foundation

The Abilities Foundation is a non-governmental organization (NGO) working in conjunction with JCPD and the MLSS to provide vocational training for persons with disabilities. The Foundation targets disabled participants aged 17 and over, however, the courses are only offered in Kingston. The Abilities Foundation offers training in five (5) skill areas with an average of ninety participants. All of the courses include training in work ethics and entrepreneurship. The courses last for two years but may be completed in one year depending on the participant's aptitude. On successful completion of the course, students are placed in various organizations to gain work experience. The Abilities Foundation received a subvention of approximately \$4,000,000.00 per year from the GOJ during the period 1999 to 2004.²⁴

²³ Jamaica Council for Persons with Disabilities

²⁴ Budget of Ministry of Labour and Social Security's (several years).

National Youth Policy

The National Centre for Youth Development (NCYD) which is under the auspices of the Ministry of Education and Youth has developed a National Youth Policy to empower the youth of Jamaica. One of the main areas of the policy is employment and entrepreneurship. It is proposed that in order to increase employment among the youth, an environment of entrepreneurship should be created. The Policy seeks to address youth unemployment, academic underachievement and the lack of training opportunities for young people through National Youth Service (NYS) programmes. During the 2004/2005 training period 1,962 persons participated in NYS programmes, approximately 61 per cent of whom were women. They were trained in areas such as customer care, sales and education. These programmes were funded by several stakeholders such as GOJ, HEART Trust/NTA and the private sector.

The NYS manages a number of programmes, the main ones are briefly outlined below:

- The target group for the **NYS Corps Programme** is for high school graduates aged 17-24 years. It comprises a one-month training and re-socialization residential orientation camp followed by a six months job placement stint. In 2004 the Programme provided training to 1,946 persons who were trained as Early Childhood Education Teachers' Aides, Health Promotion Facilitators and Environmental Aides. Some were also trained in clerical administration, micro-entrepreneurship, sales and administration, and customer care. A Report commissioned by the International Development Bank (IDB) revealed that 60.1 per cent of the 2001/2002 participants went on to either full-time employment or tertiary studies compared to 34.0 per cent of the control group. This suggests that this Programme is having a positive impact on the participants.
- **The Jamaica Values and Attitudes Project for Tertiary Students (JAMVAT)** assists tertiary students by facilitating 200 hours of voluntary service in either the public or private sector. In return the students are given stipends to compensate for meal and transportation cost, and the government pays 30 per cent of their tuition fees. In 2004, there were 773 participants.²⁵
- **The Information Communication Technology (ICT)** is a certificate course for persons with disabilities. Since its inception in 2000, some 300 persons have received training. The course is funded through the Bureau of Standards and the total amount allocated for this fiscal year (2006/2007) is \$6.5 million.²⁶
- **The National Summer Employment Programme** is an annual programme which provides practical work experience as well as assistance

²⁵ *Economic and Social Survey Jamaica 2004*

²⁶ <http://www.jis.gov.jm>

with back-to-school expenses. A total of 4,195 students from secondary and tertiary institutions were employed through this programme in July and August 2004.²⁷ Funding of \$35 million was provided by the GOJ.²⁸

Youth Support Groups

The Building Youth for National Development (BY.ND) aims to reduce unemployment and poverty by preparing Jamaican youth for employment and entrepreneurship opportunities. BY.ND is funded by GOJ through the Ministry of Tourism, Entertainment and Culture. The main stakeholders are the Ministry of Tourism, the Jamaica Business Development Centre (JBDC), NYS and HEART Trust/NTA. There are two aspects to BY.ND - Internship and Grants. The Internship Programme is geared towards providing technical, specialist and business skills to persons 17 to 29 years of age. The duration of the Programme is three months. During the period August to December 2004, a total of 116 persons participated in the Internship programme.²⁹

The Grant Programme assists young persons to start their own businesses and its target group is entrepreneurs aged 17 to 35 years. Those who have identified a product or service that they want to provide can receive training on how to prepare a business plan. If the business is deemed to be viable, a non-cash grant of raw material and equipment may be granted. The maximum value of the grant is \$30,000.00. According to the JBDC during the period August to December 2004, a total of 168 persons benefited from this component of the Programme.

Lift up Jamaica

Lift up Jamaica is a short-term employment programme aimed at reducing unemployment among people aged 18-35 years as well as improving the social and physical environment in their communities. The project is managed by the Urban Development Corporation (UDC) which also has responsibility for its development and implementation. The Programme is funded by the Caracas Energy Agreement Fund and is expected to cost \$2 billion over a three-year period, effective July 2005. It is expected to employ 20,000 persons, 40 per cent of whom will be women. Persons recruited for *Lift up Jamaica* are placed on a compulsory training course with the HEART Trust/NTA for four to five days for orientation and task related training. The long-term objective is to socialize young people into accepting the value and importance of working according to time, quality, teamwork and accountability.

Micro and Small Business Enterprise (MSE)

MSEs are a major source of employment in Jamaica. In an attempt to promote their continued development and to stimulate higher levels of growth and job creation, the Government has approved various institutions to provide financial and non-financial services. They include:

²⁷ *Economic and Social Survey Jamaica 2004*

²⁸ National Youth Service

²⁹ *Economic and Social Survey Jamaica 2004*

- The **Self Start Fund (SSF)** which is administered by the Government. Its primary goal is to alleviate poverty through the creation of sustainable employment. In 2005/2006 approximately 156 entrepreneurs benefited from loans amounting to \$24.5 million to start small businesses or to expand micro-enterprises. It is envisaged that during the 2007/2008 financial year 500 clients will have benefited from an available \$35 million.³⁰
- The **Micro Investment Development Agency (MIDA)** provides wholesale credit to retail lending institutions. During the last five years 2000 to 2005, MIDA has disbursed approximately \$584.3 million through Community Development Funds (CDFs). These funds have been used to generate employment for 13,316 persons and funded 6,019 projects. During the quarter ending July 2005, a total of \$47.9 million was disbursed in loans and this was used to generate 756 full- and part-time jobs.³¹

4.2 Ongoing programmes aimed at the working poor

Examples of programmes which target the working poor are the National Health Fund (NHF) and the Programme of Advancement through Health and Education (PATH).³² The NHF's Individual Benefits assists in meeting the cost of prescription drugs for specific chronic illnesses, including; Arthritis; Asthma; Breast Cancer; Prostate Cancer; Diabetes ; Epilepsy; Enlarged Prostate; Major Depression; Psychosis; Glaucoma; High Cholesterol; Hypertension; Ischaemic Heart Disease; Rheumatic Heart Disease and Vascular Disease. Since its inception, 156,117 persons have registered with the NHF. Funding for PATH during the period 2002 to 2006 is provided through a loan of US\$40 million from the World Bank and US\$37.5 million from GOJ. Approximately J\$900 million was allocated to PATH for the 2005/2006 financial year.³³

Other benefits include Rehabilitation and Compassionate Grants. Rehabilitation Grants may be awarded to supplement earnings. Compassionate Grants can be awarded to persons who have suffered bereavement in circumstances where:

- the deceased did not contribute to the National Insurance Scheme;
- the family is registered with PATH; or
- the family of the deceased is unable to meet the funeral expenses.

The National Insurance Scheme (NIS) also provides assistance to the working poor through a special provision in the National Insurance Act. This allows for the payment of maternity leave benefits to household workers by the NIS to those who contribute to the Scheme. In order to benefit from this provision, household workers who normally receive minimum wages are required to contribute to the

³⁰ <http://www.jis.gov.jm>

³¹ Jaslin U. Salmon, Fighting Poverty: Major Policy Interventions November 2005
http://www.npep.org.jm/Papers/Fighting_Poverty/fighting_poverty.html

³² Additional details on the NHF and PATH are on p 27.

³³ Ministry of Labour and Social Security

NIS for at least 26 weeks. This provision provides household workers with an income while on maternity leave.

4.3 On-going programmes aimed at the elimination of the worst forms of child labour

Children First is a non-governmental organization which began in 1986. It provides social, educational and training programmes for young people in the 10 to 22 age group, and empowers their parents and guardians with the tools necessary to overcome poverty. One of its major achievements has been its assistance to the number of children on the street as well as involved in child labour. Children First was funded by the ILO until January 2006. Funding is currently provided by Ministry of Health, Expanding Educational Horizons, UNICEF and Environmental Foundation of Jamaica.

Another initiative which is aimed at the elimination of the worst forms of child labour is the Western Society for the Upliftment of Children (WSUC). Its goal is to prevent children from doing hazardous work. The Society has worked with 261 children, of this number 78 were performing child labour and 183 were at risk.³⁴ The WSUC programme includes literacy and numeracy. In addition the children are introduced to pre-vocational work in six skill areas (computer, sewing, cosmetology, barbering, cookery and carpentry). They also receive training in personal and family development which includes counseling, career training, work experience placement, peer counselling and life skills.

4.4 Gender policies and the labour market

In 1987, the GOJ adopted a national policy statement on women. The National Policy Statement document recognizes that legal and administrative reforms are required to ensure adequate protection and treatment of women under the law. This approach was guided by the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The Convention indicates that “state parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure on a basis of equality of men and women, the same rights.”³⁵

The goals of the Policy Statement have implications for women in the workplace and wider labour market. They include:

- increasing access to employment and income;
- upgrading women’s skills and increasing their access to credit and markets;
- improving pay and working conditions, and promoting the diversification of women’s employment opportunities;
- eliminating legal discrimination and implementing reforms necessary for the protection and advancement of women; and
- ensuring equal rights for females in all areas of education.

³⁴ Statistics are courtesy of Children First.

³⁵ Aldrie Henry Lee PhD, “The Status of Men and Women in Jamaica” June 2005

4.5 Policies aimed at other labour market problems identified

Jamaica currently has two draft policies which are aimed at addressing labour market problems. One draft policy is aimed at addressing the education and training needs of the labour market while the other focuses on the effect of HIV/AIDS on the working age population. The draft Lifelong Learning Policy is based on the concept of encouraging education and training throughout life. The aim of the Policy is to improve knowledge, skills and competences in order to increase the nation's productivity. Additionally, lifelong learning seeks to foster a climate which allows for economic benefits such as national competitiveness, business success, personal employability and prosperity. The social benefits which are expected include fair inclusive policy, active citizenship, strong families and personal fulfillment. Therefore lifelong learning will increase an individual's employability and has holistic benefits.

The development of the draft National HIV/AIDS Workplace Policy was spearheaded by the Ministries of Labour and Social Security, and Health; JEF; and JCTU. It is being developed in accordance with the principles outlined in the ILO's Code of Practice on HIV/AIDS and is in response to the high occurrence of HIV/AIDS infection among the working age population. The Government anticipates that the final document will provide guidelines about the rights of infected employees. It will also seek to ensure that infected employees are not treated less favourably or victimized in the workplace. Additionally, the document reflects the commitment of the GOJ to:

- effectively prevent and reduce the spread of HIV/AIDS in the workplace;
- reduce the stigma and discrimination attached to infected parties and those affected by the disease.

4.6 Ongoing programmes aimed at labour market reform

GOJ has several programmes which are aimed at reforming the local labour market. These include:

- the establishment of the Jamaica Productivity Centre (JPC);
- the Jamaica LMIS;
- the introduction of new and amendment of old labour legislation; and
- flexible work arrangements.

The JPC is currently focusing on gaining the trust and respect of local private and public sector entities. In an attempt to accomplish this, it:

- has revised its policy and operating framework based on the input of stakeholders. This document outlines the mission, objectives, priorities and organizational structure. It also indicates the transition process from management by a steering committee to an autonomous body with an appointed Board of Directors;
- used several fora to establish a strong working relationship with the local business community. These include arranging functions to update stakeholders on work-in-progress and increasing the awareness of the Jamaican public through several media activities;

- has established a partnership with the University of the West Indies (UWI) whereby graduate students will do an internship in productivity measurement at the Centre. The internship programme was scheduled to begin in the summer of 2006;
- is seeking technical assistance for short- to medium-term capacity-building.

In an effort to upgrade the services offered by the **Jamaica LMIS**, the MLSS reviewed its functionality and operation during the financial year 2005/2006. Some of the things that will be addressed are the general appearance of the website, improving the way that the ELE functions and monitoring customer satisfaction. In addition, the information that is available on the website was expanded to include enrolment and output of tertiary institutions which operate in Jamaica.

During the financial year 2005/2006, the MLSS was involved in the **drafting of one new and the amendment of two old labour legislation**. Instructions for amendments to the draft Occupational Safety and Health Act were submitted to the Chief Parliamentary Council (CPC)³⁶. The Ministry is awaiting a response. A request was also made to the CPC for the drafting of amendments to the existing LRIDA. This amendment will facilitate the referral of industrial disputes involving non-unionized workers to the IDT. The Ministry is currently awaiting further information in order to proceed. Additionally amendments are currently being drafted to increase the penalties under the Minimum Wage Act and the Employment Agencies Regulations.

Flexible work arrangements is one of the strategies that GOJ is using to help Jamaica adjust to and take advantage of changes in the global market. These arrangements are now the subject of deliberation by the Joint Select Committee of Parliament³⁷. At the last meeting which was held in June 2005, the churches were given the opportunity to express their concerns. The Minister of Labour and Social Security has asked that the Committee be re-convened so that flexible work arrangements can be dealt with expeditiously.

³⁶ The CPC falls under the Office of the Parliamentary Council. Its primary responsibility is to draft all laws for the GOJ.

³⁷ The Joint Select Committee is comprised of members from the Senate and Parliament. The Committee may be formed to examine and make recommendations on reports which have been tabled in parliament that require further discussion.

STATISTICAL ANNEX

Table 1
Estimated Net Official (Government) and Private Investment, 1999 to 2004

Net Investment	Investment in millions of US dollars					
	1999	2000	2001	2002	2003	2004
Official	-331.4	383.6	653.4	80.6	-362.5	479.2
Private	482.2	524.2	992.9	767.0	702.9	721.6
Total	150.8	907.8	1,646.3	847.6	340.4	1,200.8

Source: Bank of Jamaica

Table 2
Earnings per week of employees in large establishments in 1996 Jamaican dollars,
1999 to 2004

Sector ³⁸	1999	2000	2001	2002	2003	2004
Mining	14,022.10	14,052.80	13,609.16	11,757.10	11,399.75	10,586.17
Manufacturing	4,003.25	4,196.04	4,240.10	4,155.20	4,236.45	4,097.71
Electricity, Gas & Water	9,427.87	8,988.30	8,952.56	8,588.14	8,130.28	7,855.51
Construction	4,035.06	4,073.05	3,494.00	3,460.85	4,666.40	4,906.35
Trade, Hotels & Restaurant	3,761.44	3,738.56	3,879.46	4,192.49	4,185.73	3,925.28
Transport, Storage & Communication	7,811.62	7,801.86	8,166.46	7,865.50	6,626.28	5,809.63
Finance, Insurance, Real Estate and Business Services	7,141.10	7,537.87	7,209.35	7,114.57	6,621.21	6,044.00
Community, Social & Personal Services	3,144.21	3,386.83	3,693.28	3,584.93	3,561.93	4,015.95
Average Earnings	5,493.82	5,689.97	5,679.91	5,718.79	5,139.19	4,820.63

Source: STATIN

Table 3
End of year population, annual growth rate, natural increase and net increase: 1991, 2001
and 2004

Year	1991	2001	2004
End of year population	2,435,500	2,612,453	2,650,934
Per cent annual growth rate	0.9	0.6	0.5
Natural increase	46,560	37,455	30,590
Net increase	20,660	15,256	12,661

Source: *Demographic Statistics 1993, 2003, 2004*, Statistical Institute of Jamaica

³⁸ These statistics do not include the wages of government, agriculture and free zone workers.

Table 4

Population statistics by age group: 1991, 2001 and 2004

Age Group	1991		2001		2004	
	Population	Proportion (%)	Population	Proportion (%)	Population	Proportion (%)
0 – 14	802,740	32.9	843,528	32.3	803,633	30.3
15 – 24	531,510	21.8	468,726	17.9	485,938	18.3
15 – 64	1,445,840	59.4	1,569,262	60.1	1,641,600	61.9
65 and over	187,080	7.7	199,664	7.6	205,701	7.8

Source: *Demographic Statistics 1993, 2003 and 2004*, Statistical Institute of Jamaica

Table 5

Percentage distribution of the employed labour force by industry: 1999 to 2004

Sector	Years in per cent					
	1999	2000	2001	2002	2003	2004
Agriculture, Forestry and Fishing	21.2	20.9	20.8	20.5	20.4	18.7
Mining, Quarrying & Refining	0.5	0.5	0.6	0.4	0.6	0.6
Manufacturing	8.4	7.5	7.1	7.0	6.8	6.6
Electricity, Gas & Water	0.7	0.7	0.7	0.7	0.7	0.6
Construction & Installation	8.3	8.7	8.5	8.9	9.2	9.9
Wholesale & Retail, Hotels & Restaurant Services	21.7	22.1	22.8	21.2	21.9	23.5
Transport, Storage & Communications	6.0	6.4	6.4	7.0	6.5	7.1
Financing, Ins., Real Estate & Business Services	5.5	5.7	5.0	6.0	6.6	5.5
Community, Social & Personal Services	27.5	27.3	27.9	28.0	27.1	27.4
Industry Not Classified	0.2	0.2	0.2	0.3	0.2	0.1

Source: *The Labour Force 2000, 2001, 2004*, Statistical Institute of Jamaica

Table 6

Educational Attainment of the employed labour force: 2001 to 2004³⁹

Highest Level of Education Attained	2001	2002	2003	2004
None	682,700	725,750	744,900	756,833
CSEC (Basic), JSC etc.	26,650	32,250	27,266	28,467
CSEC (General) & CAPE, GCE O' & A' Levels	93,750	110,000	109,800	112,100
Degree	43,950	67,950	80,000	65,867
Other	37,650	40,350	30,500	24,100
Not stated	54,700	60,450	61,667	67,833
TOTAL	939,400	1,036,750	1,054,133	1,055,200

Source: *The Labour Force 1999, 2000, 2001, 2004*, Statistical Institute of Jamaica³⁹ Data for the years 1999 and 2000 were available.

Table 7

Unemployment Statistics for Select Categories of the Jamaican Labour Force

Unemployment	Years					
	1999	2000	2001	2002	2003	2004
Male	61,425	62,525	63,350	65,800	51,600	52,600
Female	113,800	109,225	102,050	105,650	84,000	87,000
Total	175,225	171,750	165,400	171,450	135,600	139,600
14-19	30,950	29,925	30,650	27,550	19,233	18,933
20-24	61,075	54,450	53,450	43,750	34,267	35,767
14-24	92,025	84,375	84,100	71,300	53,500	54,700

Source: *The Labour Force 2000, 2001, 2004*, Statistical Institute of Jamaica

Table 8

Highest level of education of the working poor by sex, 1999 and 2001

Education Level	1999		2001	
	Male (%)	Female (%)	Male (%)	Female (%)
Primary	19.7	16.8	15.0	12.5
Secondary	78.9	81.3	84.3	82.5
Tertiary	1.4	1.9	0	5.0
None	0.0	0.0	0.7	0.0
Total	100.0	100.0	100.0	100.0

Source: ILO-CEF 2006, "Profile of Working Poor in Jamaica" (Draft report)

Table 9

Educational levels of the working poor by sex, 1999 and 2001

Academic Qualification	1999		2001	
	Male (%)	Female (%)	Male (%)	Female (%)
CXC/A'Levels	1.1	4.1	1.8	11.1
Other	1.7	0	0.0	2.0
None	97.2	95.9	98.2	86.9
Total	100.0	100.0	100.0	100.0

Source: ILO-CEF 2006, "Profile of Working Poor in Jamaica" (Draft report)

Table 10

Overseas employment programmes by sex: 1999 to 2004

Programme	Sex	1999	2000	2001	2002	2003	2004
US Farm	male	4,475	4,111	3,941	3,503	3,865	3,643
	female	0	0	10	0	0	1
US Hotel	male	725	1,542	1,635	1,710	1,714	1,741
	female	1,737	2,633	2,806	2,643	2,735	2,513
Canadian Farm/Factory	male	5,049	4,874	5,436	5,272	5,606	5,501
	female	24	19	4	0	36	170
Total	male	10,249	10,527	11,012	10,485	11,185	10,885
	female	1,761	2,652	2,820	2,643	2,771	2,684
Grand Total		12,010	13,179	13,832	13,128	13,956	13,569

Source: Ministry of Labour and Social Security

Table 11
Work Permit approval by occupation: 2002 to 2004

Occupation	2002	2003	2004
Professionals, Senior Officials and Technicians	2,611	2,983	3,017
Clerks	8	22	45
Service Workers and Shop and Market Sales Workers	172	254	278
Skilled Agricultural and Fishery Workers	91	95	36
Crafts and related Trade Workers	159	443	412
Plant and Machinery Operators and Assemblers	0	26	56
Elementary Occupations	0	11	1
Occupation not specified	81	9	18
Total	3,122	3,843	3,863

Source: Ministry of Labour and Social Security

Table 12
Work Permit Exemptions: 1999 to 2004

Category	1999	2000	2001	2002	2003	2004
Ministers of Religion	341	424	517	391	497	451
Spouses of Jamaicans	172	239	223	235	271	255
Employees of Statutory Bodies and/or Government	1,315	836	978	993	1,224	955
Admission under the 14 and 30 days clauses	2,005	1,959	2,343	2,430	2,215	2,401
Employees at UWI	79	50	69	81	45	47
Employees at the UHWI	90	81	128	80	77	48
CARICOM nationals who are graduates of select CARICOM universities	6	10	12	14	24	62
Total	4,008	3,599	4,270	4,224	4,353	4,219

Source: Ministry of Labour and Social Security

Table 13
Percentage of the employed labour force in the informal and formal sectors in 2001

Industry Group	Sectors	
	Informal (%)	Formal (%)
Agriculture, forestry and fishing	48.0	7.4
Mining and Quarrying	0.0	1.1
Manufacturing	3.9	10.3
Gas, electricity and water	0.0	1.6
Construction	3.0	11.6
Wholesale and retail, hotel and restaurant services	26.4	17.4
Transport, storage and communication	4.5	7.3
Financing, insurance, real estate and business services	0.8	6.1
Community, social and personal services	13.4	37.2
Total	100.0	100.0

Source: "Informal Sector Study for Jamaica" (2002), Grade

Table 14

Total GDP and Value Added per Employed Person in 1996 Jamaican Dollars for the Entire Jamaican Economy, 1986 to 2001⁴⁰

Year	GDP in million 1996 \$	Value added per person employed 1996 \$
1986	141,264	174,724
1987	151,593	179,315
1988	156,345	176,601
1989	167,917	190,577
1990	180,847	202,403
1991	186,450	205,409
1992	195,376	215,730
1993	200,200	220,890
1994	203,948	220,938
1995	206,758	214,635
1996	209,174	217,940
1997	206,689	218,291
1998	202,413	212,262
1999	202,338	213,161
2000	202,940	217,391
2001	206,594	219,921

Source: *CLMIS Working Paper No. 5: Establishing Labour Productivity Indicators for the Caribbean*, ILO

Table 15

Select social indicators for Jamaica, 1999 to 2004

Indicators	1999	2000	2001	2002	2003	2004
Life expectancy	72.2	72	72	72	72.3	73.3
Infant mortality per 1000 live births	24.5	24.5	24.5	24.5	24.5	19.2
Maternal Mortality per 100,000	111	111	111	106.2	106.2	106.2
Age dependency ratio	62.1	61.2	61	65.2	63.4	61.5
Old age dependency ratio	11.5	11.7	12	16.1	n/a	n/a
Child dependency ratio	50.6	49.5	49	49.1	n/a	n/a
Adult Literacy rate	75.4	79.9	79.9	79.9	79.9	79.9
Poverty rate	17	18.7	16.9	19.7	19.1	16.1

Source:

⁴⁰ Data are not available for the years for 2002 to 2004.

Problems with the IR data

Table 16

Industrial Disputes Brought Forward, Reported and Disposed of: 1999 – 2004

Disputes	1999	2000	2001	2002	2003	2004
Brought forward	63	50	31	6	20	33
Reported	203	155	120	113	164	138
Total	266	205	151	119	184	171
Settled through Conciliation	146	109	77	42	48	62
Referred to I.D.T.	32	34	14	25	11	12
Returned to Local Level	37	30	23	25	30	27
Petered Out	0	0	31	1	15	24
Referred to Director of Public Prosecution	1	1	0	0	0	0
Total Disposed of	216	174	145	93	104	126
Outstanding	50	31	6	20	60	45

Source: Ministry of Labour and Social Security

1. **2002** “total disposed of” plus “outstanding” does not add up to the “total” of 119. It adds up to 113, a discrepancy of six.
2. **2003** “total disposed of” plus “outstanding” does not add up to the “total” of 184. It adds up to 164, a discrepancy of 20.
3. **2004** “settled through conciliation”, “referred to IDT”, “returned to local level” and “petered out” add up to 125 while “total disposed of” is 126. A discrepancy of one.
4. **2003** “outstanding” is 60 however, brought forward for **2004** is 33. Both figures should be the same.

Table 17
Work Stoppages by Industry and Cause, 1999 to 2004

Sector	Wages and Conditions of Employment		Dismissals		Miscellaneous ^a	
	1993 - 2003	2004	1993 - 2003	2004	1993 - 2003	2004
Agriculture, Forestry & Fishing	5	2	3	0	4	0
Mining, Quarrying & Refining	3	0	1	0	2	0
Manufacturing	18	1	7	0	6	0
Electricity, Gas & Water	4	0	0	0	1	2
Construction & Installation	4	0	1	0	0	0
Wholesale & Retail, Hotels & Restaurant Services	1	1	0	0	1	1
Transport, Storage & Communications	7	0	1	0	5	4
Financing, Ins., Real Estate & Business Services	8	0	4	0	2	0
Community, Social & Personal Services	32	4	2	0	19	1
All Sectors	82	8	19	0	40	8

^a Includes vacation leave, pension benefits, demotion, redundancies and unpaid bonuses.

Source: Ministry of Labour and Social Security