Head 30: Ministry of Labour and Small Enterprise Development
Total Allocation: $456,648,883.00

A summary of the Ministry’s Expenditure, Divisions and Projects.
Financial Scrutiny Unit, Parliament of the Republic of Trinidad and Tobago
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About This Guide

This guide provides a summary of expenditure for the Ministry of Labour and Small Enterprise Development (MOLSED) for the period 2014-2020. It provides Members of Parliament and stakeholders with an overview of the Ministry’s responsibilities. The primary purpose of this guide is to consolidate the information contained within the various Budget Documents pertaining to the MOLSED, and provide readers with an analysis of same. This guide is based primarily on:

- the Draft Estimates of Recurrent Expenditure;
- the Draft Estimates of Development Programme;
- the Public Sector Investment Programme; and
- the Auditor General’s Report on the Public Accounts of the Republic of Trinidad and Tobago for the fiscal year 2018.
Head 30: Ministry of Labour and Small Enterprise Development

Overview

Mission:
To champion equity and opportunities for all stakeholders through a collaborative approach to labour administration, the empowerment of employers and employees, and entrepreneurship.

Vision:
Decent Work. Industrial Peace. Opportunity for all.

Minister²: Senator the Honourable Jennifer Baptiste-Primus

Permanent Secretary (Ag.): Ms. Natalie Willis

Mandate:
The Ministry focuses on the provision of decent work, the facilitation of industrial peace, the development of small enterprises and cooperatives and, the provision of employment opportunities through on-the-job training and job placements.
This is implemented through its work undertaken in the three (3) main functional areas of Labour Administration (implementing the Decent Work Agenda), Small Enterprise Development and Support Services.

The Ministry of Labour and Small Enterprise Development is assigned the following areas of responsibility as published in the Trinidad and Tobago Gazette:

- Micro Development Cooperatives including Credit Unions

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Ten Point Plan:
The MOLSED developed a 10-point plan in response to the increased rate of retrenchment and employment termination across the labour-force. The 10 points are:

1. Establishment of a National Register of Unemployed Workers;
2. Solicit New Job Opportunities for Unemployed Persons and Facilitate Jobs and Skills Matching;
3. Operationalization of Training, Re-Training, Up-Skilling and Multi-Skilling Programmes for Unemployed Persons;
4. Provision of Psychological and Financial Counselling To Unemployed Persons and their Families;
5. Formation of Small Businesses and Co-Operatives;
6. Provision of Seed Capital and Start-Up Business Financing for Unemployed Persons and Support in Forming Co-Operatives;
7. Encourage Financial Institutions to Adopt a Humane Approach to Unemployed Persons with Loans and Mortgages;

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8. Exploration of Overseas Employment Opportunities;
9. Up-Skilling Suitable Unemployed Persons to the Standard of Technical and Vocational Teachers to Fill the Shortage of These Teachers in Secondary Schools; and

**Strategic Plan 2017-2020**

**Key Results**

- Increased percentage of persons accessing the Ministry’s services
- Improved Multipartite relations between employers, employees and other stakeholders
- Improved Workplace conditions
- Increased transparency on the results obtained from divisional programmes /projects
- Improved competitiveness and innovative small businesses

**Key Strategic Priority Areas**

1. Service delivery
2. Multipartite Stakeholders Relationships
3. Policy and Legislation
4. Result-based Monitoring
5. Co-ordinated innovation and Small Enterprise Development and Training
6. Employment facilitation for Persons With Disabilities (PWDs) and other vulnerable groups

**State Enterprises, Statutory Boards and Other Bodies**

The list of Statutory Board and Other Bodies taken from the Trinidad and Tobago Gazette:

- Boilers Examiners Board;
- Cipriani College of Labour and Cooperative Studies;

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• Friendly Societies;
• Minimum Wages Board;
• National Productivity Council;
• Occupational Safety and Health Authority;
• Registration Recognition and Certification Board; and
• National Entrepreneurship Development Company (NEDCO).

Programmes:
• On The Job Training Programme.
ACCOUNTS OF ACCOUNTING OFFICERS

INDIVIDUAL AREAS OF CONCERN

EXPENDITURE CONTROL
Rent totalling $1,046,003.71 was paid for the period August, 2017 to December, 2018 for unoccupied premises on which there is reportedly an on-going legal issue between the Ministry of Labour and Small Enterprise Development and the Landlord. The building continued to be rented up to March 2019.

FUNDS & ACCOUNTS OF ADMINISTERING OFFICERS

UNEMPLOYMENT FUND

The Unemployment Relief Programme is the programme for which advances are made from the Unemployment Fund as permitted by section 14 (3) of its Act. This is done pursuant to decisions made by Cabinet from time to time.

Records show that responsibility for administration of this Programme was changed over the years to and from the Office of the Prime Minister through various Ministries such as the Ministry of Local Government, the Ministry of Works and Transport, the Ministry of Labour, the Ministry of Public Utilities, and effective October 2013, to the Ministry of Works and Transport. One aspect of the Programme is also administered by the Ministry of Agriculture, Land and Fisheries.

ACCOUNTS OF THE TREASURY OFFICERS

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7 Report of the Auditor General on the Public Accounts of the Republic of Trinidad and Tobago for the Financial Year ended September 30, 2018, pgs.22,38, 72, 101
http://138.128.179.50/sites/default/files/Auditor%20Generals%20Report%20on%20the%20Public%20Accounts%202018.pdf
DEPOSIT ACCOUNTS
Ministries and Departments are given approval by the Comptroller of Accounts to maintain Deposit Accounts. Monies accepted as deposits are lodged with the Treasury for safekeeping and are referred to as “Treasury Deposits”. The amounts in the Treasury Deposit accounts are temporary lodgements and are shown as liabilities in the records of the Treasury.

The Financial Instructions 1965, Part XIII, paragraph 212 (2) states, “Departments shall prepare a reconciliation statement with details of the composition of the balance and such statement shall fully explain any difference between the departmental and Comptroller of Accounts balances of the account.” Reconciliation Statements of Deposit Accounts and/or supporting analyses of balances where necessary were not received as shown below:

<table>
<thead>
<tr>
<th>Ministry / Department</th>
<th>Number of Accounts Held</th>
<th>Number of Accounts Submitted</th>
<th>Number of Accounts Not Submitted to AGD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ministry of Labour and Small Enterprise Development</td>
<td>6</td>
<td>4</td>
<td>2</td>
</tr>
</tbody>
</table>

APPENDIX 1 – TREASURY STATEMENTS

STATEMENT OF EXPENDITURE FOR THE FINANCIAL YEAR 2018

<table>
<thead>
<tr>
<th>HEAD OF EXPENDITURE</th>
<th>ORIGINAL ESTIMATES FY 2018</th>
<th>SUPPLEMENTARY ESTIMATES &amp; TRANSFERS</th>
<th>TOTAL APPROVED ESTIMATES FY 2018</th>
<th>ACTUAL EXPENDITURE FY 2018</th>
<th>VARIANCE LESS THAN ESTIMATES</th>
<th>VARIANCE MORE THAN ESTIMATES</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 - Ministry of Labour and Small Enterprise Development</td>
<td>$372,450,800.00</td>
<td>$0.00</td>
<td>$372,450,800.00</td>
<td>$338,113,520.20</td>
<td>$34,337,279.80</td>
<td>$0.00</td>
</tr>
</tbody>
</table>
Public Sector Investment Programme 2018-2019 Achievements

Capacity building / Institutional strengthening

134. The Ministry of Labour and Small Enterprise Development (MOLSED) aspires to be the leader in promoting entrepreneurship and decent work in Trinidad and Tobago by inducting labour policies and programmes, reviving the Industrial Relations Advisory Committee and establishing a registry for domestic workers. By solidifying the legislative framework, greater equity has been achieved in the labour market, through sustainable opportunities for both micro and small enterprises sector. This will also enhance productivity and reduce discrimination in our country’s labour force. The MOLSED undertook a series of key initiatives, among these were:

- Labour Legislation Reform, in fiscal 2019, the MOLSED expended $0.8 million through in hosting a succession of consultations on the amendments of legislative framework. The strategic intent allows businesses and employees to thrive in an environment co-operation whilst sustainability and to maintain favourable industrial relations in the workforce. These consultations comprised:
  - review of the Retrenchment and Severance Benefits Act, proposed amendments to the Act have been submitted to Cabinet for review;
  - review of the Industrial Relations Act, proposed amendments to the Act have been submitted to the National Tripartite Advisory Council (NTAC) for review;
  - consultation on the Employment Exchange Act was held with stakeholders on May 17, 2019 at the Radisson Trinidad Hotel;
  - consultation on the Foreign Labour Contracts Act was held with stakeholders on March 29, 2019 at the Hyatt Regency Hotel;
  - consultation on the Recruiting of Workers Act was held with specific stakeholders on June 7, 2019 at the Hilton Trinidad and Conference Centre; and

135. Occupational Health and Safety Programme - in an effort to reduce occupational accidents, injuries and fatalities, to promote compliance with the OSH Act, 2004 as amended and to build capacity and awareness, MOLSED expended $0.9 million for activities as follows:

- Consultations on OSH Regulations – Tripartite Consultations on the Pressure Systems, Gas Use Safety, Blasting and Welfare Regulations were held in May 2019;
- Strategic Planning Phase II – a Diagnostic Report and Strategic Plan was completed;
- Development of OSH Website was completed;
- Development of a Document Management System Phase II – Reconfiguration of the Document Management System commenced and included the scanning and uploading of 13,520 files which equated to 70 percent of the physical files;
- OSH Corporate Brand Strategy - the Agency developed a strategy to enhance its corporate image with the focus on utilising creative and free publicity to encourage a more cost-effective approach;
- Development of a National OSH Policy – Tripartite Consultation on the National OSH Policy took place on April 29, 2019, synchronising with the Commemoration of World Day for Safety and Health. The Tobago round of consultations was conducted on May 3, 2019;
- Institutional Strengthening – the Agency collaborated with the Cipriani College of Labour and Co-operative Studies for the development of modules to train officers in various disciplines, such as, construction, hygiene and oil;
- Development of OSH Profile – the Agency assembled data from Associations across various industries to determine gaps against international standards. Works have been initiated to engage a Consultant to assist in development of the profile;
- Nationwide Awareness of Workplace Rights and Responsibilities, the MOLSED expended $0.08 million in 2019, to advocate strong and harmonious industrial relations climate through the following activities:
  - Maternity Protection Campaign – Public education campaign to disseminate information on the entitlements under the Maternity Protection Act begun in July 2019;
  - Nationwide Awareness Campaign - the MOLSED continued with the education of workers and employers on services provided by the Ministry, as well as, their rights and responsibilities in the workplace through the following activities:
    - A series of radio interviews “Plain talk….Work” matters was aired two (2) times per week for the period February to May 2019;
    - The Ministry commemorated World Day Against Child Labour on June 12, 2019 with a short march that extended to community caravans across Trinidad and Tobago;
In July 2019, in commemoration of the Centenary of the International Labour Organisation (ILO), the MOLSED engaged in a number of initiatives including Future of Work Conversations, displays and publications highlighting the impact of the ILO in the development of Trinidad and Tobago.

136. Relocation and Upgrade of the Occupational Health and Safety Authority - the sum of $1.5 million was expended for the relocation and upgrade of OSHA facilities as follows:

- Outfitting of the Tobago Office – Advertisements, RFQs and RFPs, and Tender Evaluations for furniture/outfitting services were completed;
- Relocation and Outfitting of South Office – Advertisements, RFQs and RFPs, and Tender Evaluations were completed for ICT equipment, CCTV system, furniture/outfitting services, signage, security and janitorial services and an OSH Management Information System. The final report was subsequently completed; and
- Relocation and Outfitting of Head Office - Site and inspection visits were conducted and subsequent reports were forwarded to the Property and Real Estate Services Division (PRESD).
Key Statement from the 2018 Standing Finance Committee Meeting

During the budget debate of 2018, the following statement was made in relation to the emphasis of the Ministry of Labour and Small Enterprise Development for the fiscal year 2018/2019:

“We at the Ministry of Labour and Small Enterprise Development have been contributing to the turnaround in the economy by working towards our vision of decent work, industrial peace and opportunity for all. This includes the promotion of decent, productive and sustainable employment, whilst encouraging labour market efficiency, still yet attempting to create and sustain a peaceful industrial relations climate. […] We have doubled our efforts at the Ministry of ensuring value for money and efficiency and effectiveness of our programmes, as well as sustainability. To this end, we have started the review of a number of programmes and projects to ensure higher-level delivery of quality service to the people of Trinidad and Tobago.”

- Minister of Labour and Small Enterprise Development

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Supplementation of Appropriation for the Fiscal Year 2019\textsuperscript{10}

During fiscal 2018/2019, it was necessary to have a Supplementation of Appropriation of resources to fund urgent and critical Recurrent and Capital Expenditure in areas where insufficient or no allocation was provided. The source of these additional funds was the Consolidated Fund.

The Ministry of Labour and Small Enterprise Development (MOLSED) requested and was granted the following supplementations:

**Recurrent Expenditure - $39,258,000**

02/005/17 – Training - $39,258,000

This sum was required to finance the recruitment of 1,600 additional trainees through the On-the-Job Training Programme (OJT) to add to the Programme’s existing 5,033 trainees as at May 2019. Part of the supplementation was to facilitate the monthly 5-day orientation sessions for new trainees held at the Cipriani College of Labour and Co-Operative Studies. The MOLSED stated that its goal was to place up to 400 trainees per month. The supplementation could also possibly enable the MOLSED to recruit Placement and Marketing Officers for the OJT Programme.

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The Ministry’s Total Allocation as a Percentage of the National Budget for the Period 2014 to 2020

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Allocation</th>
<th>National Budget</th>
<th>Percentage of National Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>$176,838,528.00</td>
<td>$65,020,886,424.00</td>
<td>0.27%</td>
</tr>
<tr>
<td>2015</td>
<td>$184,721,623.00</td>
<td>$61,966,922,675.00</td>
<td>0.3%</td>
</tr>
<tr>
<td>2016</td>
<td>$516,589,495.00</td>
<td>$56,573,913,053.00</td>
<td>0.91%</td>
</tr>
<tr>
<td>2017</td>
<td>$363,475,671.00</td>
<td>$54,883,153,410.00</td>
<td>0.66%</td>
</tr>
<tr>
<td>2018</td>
<td>$338,113,520.00</td>
<td>$54,211,726,813.00</td>
<td>0.62%</td>
</tr>
<tr>
<td>2019</td>
<td>$379,500,080.00</td>
<td>$54,149,378,860.00</td>
<td>0.70%</td>
</tr>
<tr>
<td>2020</td>
<td>$454,648,883.00</td>
<td>$58,058,338,392.00</td>
<td>0.78%</td>
</tr>
</tbody>
</table>

- Total allocation for the Ministry as a percentage of the National Budget illustrated an increase in the allocation to the Ministry of Labour and Small Enterprise Development of 0.08% during the periods 2018/2019 and 2019/2020.

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11 For the Fiscal Years 2014-2018, actual figures were used to calculate the Ministry’s total allocation. However, estimates were used to determine the Ministry’s total allocation for the Fiscal Years 2019 and 2020.
12 Total Allocation for the Ministry of Labour and Small Enterprise Development = Recurrent Expenditure + Consolidated Fund.
13 The National Budget = Total Recurrent Expenditure + Total Development Programme Consolidated Fund.
Where the Ministry spends its money

2019-2020 Estimates of Expenditure

The budget of $456,648,883 allocation for the Ministry of Labour and Small Enterprise Development is comprised of:
- The Draft Estimates of Recurrent Expenditure in the sum of $435,857,883;
- The Draft Estimates of Development Programme\(^\text{14}\) in the sum of $20,791,000;
  - Consolidated Fund in the sum of $18,791,000; and
  - Infrastructure Development Fund\(^\text{15}\) of the sum $2,000,000.

The Estimates of Recurrent Expenditure include:
- 01 Personnel Expenditure - $37,020,839;
- 02 Goods and Services - $349,393,664;
- 03 Minor Equipment Purchases - $1,542,965;
- 04 Current Transfers and Subsidies - $26,900,415; and
- 06 Current Transfers to Stat. Boards and Similar Bodies - $21,000,000.

The Ministry of Labour and Small Enterprises’:
- Recurrent Expenditure as a percentage of the total Recurrent Expenditure budget is 0.79%;
- Consolidated Fund allocation as a percentage of the total Consolidated Fund allocation is 0.73%; and
- Infrastructure Development Fund allocation as a percentage of the total Infrastructure Development Fund is 0.07%.

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\(^\text{15}\) Head 18 – Ministry of Finance, Sub-Head 04 – Current Transfers and Subsidies, Sub-Item 11 - Infrastructure Development Fund (IDF) (Infrastructure Development Fund allocation is part of the Ministry of Finance allocation for the financial year. Therefore, the total recurrent expenditure for the Ministry of Labour and Small Enterprise Development does not include IDF funding.
Ministry of Labour and Small Enterprise Development

Frequency

- Recurrent: 95.50%
- Consolidated Fund: 4.10%
- IDF: 0.40%

Legend:
- Recurrent
- Consolidated Fund
- IDF
Summary of Recurrent Expenditure for the period 2014-2020

The Public Sector Investment Programme (PSIP), which represents the capital expenditure component of the National Budget, is the instrument used by Government to effect its vision and policies. It is a budgeting and strategic planning tool made up of projects and programmes, designed to realise the goals set out in the Government’s overarching policy.

The PSIP budget document provides a detailed description of the programmes and projects and includes a review of the implementation of projects and programmes in the previous financial year and highlights the major projects and programmes to be implemented in the upcoming financial year.

- The Public Sector Investment Programme is intended to achieve:
  - the country’s social and economic development goals; and
  - enhance the quality of life of all citizens.

<table>
<thead>
<tr>
<th>Project and Programmes Recommended for Priority Funding under Core PSIP</th>
<th>Details</th>
<th>2020 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction of Public Buildings Trinidad</td>
<td>Construction of a New Office Complex for the Occupational Safety and Health Authority</td>
<td>$600,000</td>
</tr>
<tr>
<td>Institutional Strengthening of Public Sector Administrative Services</td>
<td>Determination and Impact of the Minimum Wage Level on the Economy</td>
<td>$500,000</td>
</tr>
<tr>
<td>Development of Small Business Programme</td>
<td>NEDCO – Business Accelerator Programme 2020-2024</td>
<td>$3,000,000</td>
</tr>
<tr>
<td>Institutional Strengthening of Ministries and Departments</td>
<td>Labour Legislation Reform</td>
<td>$1,000,000</td>
</tr>
<tr>
<td></td>
<td>Relocation and Upgrade of Occupational Safety and Health Authority</td>
<td>$900,000</td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>Project and Programmes Recommended for Priority Funding under Core PSIP</th>
<th>Details</th>
<th>2020 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational Health and Safety Programme</td>
<td></td>
<td>$2,000,000</td>
</tr>
<tr>
<td>Development of a Labour Migration Policy in Trinidad and Tobago</td>
<td></td>
<td>$600,000</td>
</tr>
<tr>
<td>Cipriani College of Labour and Co-operative Studies – Upgrade of ICT</td>
<td></td>
<td>$3,000,000</td>
</tr>
<tr>
<td>Delinking On-The-Job Training from the National Training Agency</td>
<td></td>
<td>$2,000,000</td>
</tr>
<tr>
<td>Development of a Child Labour Policy</td>
<td></td>
<td>$800,000</td>
</tr>
<tr>
<td>Cipriani College of Labour and Co-operative Studies – Upgrades to Physical Infrastructure</td>
<td></td>
<td>$2,000,000</td>
</tr>
</tbody>
</table>
Analysis of Summary of Expenditure\textsuperscript{18}

Recurrent Expenditure refers to the payments for expenses which are incurred during the day-to-day operations of the Ministry for Personnel Expenditure, Goods and Services, Minor Equipment Purchases and Current Transfers and Subsidies. Recurrent Expenditure for Fiscal Year 2019/2020.

- Recurrent Expenditure for Fiscal Year 2019/2020 is $435,857,883. This represents 0.79\% of the total Recurrent Expenditure for the fiscal year.

- Recurrent Expenditure for Fiscal Year 2018/2019 (revised) was $371,981,804. Comparing this figure with Fiscal Year 2019/2020, there is an increase of $63,876,079 or 17.2\%.

- Except for fiscal years 2016 and 2017, the largest portion of the allocation has consistently gone to Sub-Head 02 Goods and Services. After decreases in 2016 and 2017, this figure has grown steadily since over 2018, accounting for approximately 80.2\% of total funding for the Ministry for fiscal year 2019/2020, with an allocation of $349,393,664.

- Minor Equipment Purchases consistently received the lowest portion of the total allocation for the Ministry over the period 2014 to 2020.

- Sub-Head 01 Personnel Expenditure received the second largest portion of the allocation and has been fluctuating over the period 2014–2019. Comparing 2018/2019 to 2019/2020, there was an increase in the allocation of 6.2\%.

- Current Transfers and Subsidies fluctuated greatly over the period, growing by 79.6\% from 2018/2019 to 2019/2020.

- The actual/estimated expenditure for the five (5) Sub-Heads has been fluctuating over the six (6) year period, with a low of $162,616,740 in 2014 to a high of $502,117,801 in 2016. The 2019/2020 total is the second highest over the entire period.

2016 Actual

- 01 Personnel Expenditure: 6.8%
- 02 Goods and Services: 6.3%
- 03 Minor Equipment Purchases: 11.0%
- 04 Current Transfers and Subsidies: 0.1%
- Total: 75.8%

2017 Actual

- 01 Personnel Expenditure: 6.2%
- 02 Goods and Services: 8.7%
- 03 Minor Equipment Purchases: 13.8%
- 04 Current Transfers and Subsidies: 0.0%
- Total: 71.3%
Recurrent Expenditure Unique to the Ministry of Labour and Small Enterprise Development\textsuperscript{19}

Unique Expenditure refers to expenditure items incurred by the Ministry of Labour and Small Enterprise Development that may not feature in other Ministries or Departments.

**Staff and Pay**

The allocation of staff expenditure for the fiscal year 2020 was **$352,956,351**, which represents an increase of approximately **14.2%** from the previous fiscal year 2019. The following chart provides a breakdown of all expenditure related to staff from 2018-2020.

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<table>
<thead>
<tr>
<th></th>
<th>2018 Actual</th>
<th>2019 Revised Estimate</th>
<th>2020 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel Expenditure</td>
<td>33,930,944</td>
<td>34,844,988</td>
<td>37,020,839</td>
</tr>
<tr>
<td>Uniforms</td>
<td>26,284</td>
<td>102,850</td>
<td>239,700</td>
</tr>
<tr>
<td>Travelling and Subsistence</td>
<td>4,033,129</td>
<td>4,141,000</td>
<td>4,637,130</td>
</tr>
<tr>
<td>Contract Employment</td>
<td>27,419,660</td>
<td>31,900,000</td>
<td>34,361,283</td>
</tr>
<tr>
<td>Training</td>
<td>165,558,732</td>
<td>233,687,166</td>
<td>274,267,500</td>
</tr>
<tr>
<td>Short Term Employment</td>
<td>4,543,918</td>
<td>3,840,879</td>
<td>2,548,479</td>
</tr>
<tr>
<td>Employees Assistance Programme</td>
<td>32,625</td>
<td>34,350</td>
<td>137,400</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>325,545,292</td>
<td>308,551,233</td>
<td>353,212,331</td>
</tr>
</tbody>
</table>

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Ministry of Labour and Small Enterprise Development

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Summary of Development Programme Expenditure for the period 2014-2020

Development Programme is capital expenditure aimed at improving and enhancing development in different areas of Trinidad and Tobago which includes; human resources, economic and social development.

The allocation to the Ministry of Labour and Small Enterprise Development for development programmes and projects for fiscal year 2019/2020 = $20,791,000.

These funds are presented in two parts as follows:

- Funds disbursed directly from the Consolidated Fund = $18,791,000 and represent (90.4%) of the total allocation to the Ministry;
- Funds disbursed from the Infrastructure Development Fund = $2,000,000 and represent (9.6%) of the total allocation to the Ministry.

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Summary of Development Programme Expenditure for the period 2014-2020

Ministry of Labour and Small Enterprise Development

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**Noteworthy Development Programme Estimates in 2018-2020**

The table below lists the projects that have experienced uncharacteristic variances in estimates for funding: 23

<table>
<thead>
<tr>
<th>Sub-head / Item / Sub-item / Group / Project Desc.</th>
<th>Project</th>
<th>2018 Actual</th>
<th>2019 Estimate</th>
<th>2019 Revised Estimate</th>
<th>2020 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>IDF 005-06-F005 Cipriani College of Labour and Co-operative Studies – Upgrades to Physical Infrastructure</td>
<td>-</td>
<td>$3,500,000</td>
<td>$197,700</td>
<td>$2,000,000</td>
<td></td>
</tr>
</tbody>
</table>

## Status of New Projects for the Financial Year 2016-2017

<table>
<thead>
<tr>
<th>Sub-Item Description</th>
<th>Project - Item</th>
<th>2018 Actual</th>
<th>2019 Revised Estimate</th>
<th>2020 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>005-03-M011</td>
<td>Cipriani College of Labour and Co-operative Studies - Upgrade of ICT</td>
<td>-</td>
<td>$1,184,700</td>
<td>$3,000,000</td>
</tr>
<tr>
<td>005-06-A083</td>
<td>Nationwide Awareness of Workplace Rights and Responsibilities</td>
<td>$689,337</td>
<td>$821,176</td>
<td>-</td>
</tr>
</tbody>
</table>

---

**Status of New Projects for the Financial Year 2017-2018**

The following new projects that received funding in the 2017/2018 financial year:

<table>
<thead>
<tr>
<th>Sub-Item Description</th>
<th>Project - Item</th>
<th>2018 Actual</th>
<th>2019 Revised Estimate</th>
<th>2020 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>005-06-A093</td>
<td>Operationalization of the National Tripartite Advisory Council</td>
<td>$279,252</td>
<td>$500,000</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>005-06-A095</td>
<td>Strategic Enhancement of the Friendly Societies Division and the Friendly Societies Movement</td>
<td>$173,596</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>005-06-F010</td>
<td>Cipriani College of Labour and Co-operative Studies-Retrofitting and Outfitting the Tobago Campus</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>005-06-F012</td>
<td>Cipriani College of Labour and Co-operative Studies-Upgrade of Security Systems</td>
<td>269,976</td>
<td>-</td>
<td>$420,000</td>
</tr>
<tr>
<td>IDF 005-06-F005</td>
<td>Cipriani College of Labour and Co-operative Studies-Upgrades to Physical Infrastructure</td>
<td>-</td>
<td>$197,700</td>
<td>$2,000,000</td>
</tr>
</tbody>
</table>

---

# Status of New Projects for the Financial Year 2018-2019

The following new projects that received funding in the 2018/2019 financial year:

<table>
<thead>
<tr>
<th>Sub-Head Description</th>
<th>Project</th>
<th>2019 Revised Estimate</th>
<th>2020 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CF005-06-A097</td>
<td>Distribution of Assets for Closed Societies and Institutional Strengthening of Societies</td>
<td>$244,400</td>
<td>$471,000</td>
</tr>
<tr>
<td>CF005-06-A099</td>
<td>Conduct of a National Baseline Survey on Knowledge, Attitudes, Beliefs and Practices on HIV in the Workplace</td>
<td>$100,000</td>
<td>$200,000</td>
</tr>
<tr>
<td>CF005-06-F008</td>
<td>Construction of a New Office Complex for OSH Authority <em>(Reactivated Project)</em></td>
<td>-</td>
<td>$600,000</td>
</tr>
</tbody>
</table>

---

# New Projects for the Financial Year 2019-2020

The following new projects that received funding in the 2019/2020 financial year:

<table>
<thead>
<tr>
<th>Sub-Head Description</th>
<th>Project</th>
<th>2020 Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CF003-11-G020</td>
<td>NEDCO – Business Accelerator Programme 2020-2024</td>
<td>$3,000,000</td>
</tr>
</tbody>
</table>

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### Committee Reports Related to the Ministry of Labour and Small Enterprise Development

<table>
<thead>
<tr>
<th>Inquiry</th>
<th>Report Recommendations&lt;sup&gt;28&lt;/sup&gt;</th>
<th>Ministerial Response</th>
<th>Areas requiring funding or follow-up</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. <a href="#">The Ninth Report of the Joint Select Committee on Social Services and Public Administration on an Inquiry into the State of Contract Employment in the Public Services.</a></td>
<td>• That the MOLSED recruit and hire the necessary staff in the Labour Market Information Unit of the MOLSED in order to effectively and efficiently generate information on the labour market needs of Trinidad and Tobago</td>
<td>• MOLSED obtained Cabinet approval by Minute No. 1919 dated September 6, 2015 for the employment, on contract, of staff for the Labour Market Information Unit: 1 Head of Unit (now filled), 4 Labour Market Specialists and 1 Business Operations Assistant II. • MOLSED was going to seek Cabinet approval to recruit 2 more Labour Market Specialists.</td>
<td>• Status of these additional recruitments.</td>
</tr>
</tbody>
</table>

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<sup>28</sup> Key Recommendations relate to recommendations that may have a financial impact.
General Useful Information

- Ministry of Labour, Barbados: https://labour.gov.bb/about-us
- United States Department of Labour, United States of America: https://www.dol.gov/
- Ministry of Labour & Employment, India: http://labour.gov.in/