Fourth Session of the 12th Parliament

FINANCIAL SCRUTINY UNIT
Office of the Parliament of Trinidad and Tobago

HEAD 30: Ministry of Labour
Allocation: $402,621,700.00

A Summary of the Department’s Projects Expenditure, Divisions and Projects.
An electronic copy of this Guide can be found on the Parliament website: www.ttparliament.org

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About This Guide
This guide provides a summary of expenditure for the Ministry of Labour (MOL) for the period 2018-2024. 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 MOL, and provide readers with an analysis of same. This guide is based primarily on:

➢ the Draft Estimates of Recurrent Expenditure 2024;
➢ the Draft Estimates of Development Programme 2024;
➢ the Public Sector Investment Programme 2024; and
➢ the Auditor General’s Report on the Public Accounts of the Republic of Trinidad and Tobago for the fiscal year 2022.
Head 30: Ministry of Labour

Ministerial Overview
The Ministry of Labour is primarily informed by the Official Policy Framework of the Government of Trinidad and Tobago, the Draft National Development Strategy 2016-2030 (Vision 2030), and other official policy frameworks as may be determined over the course of time. It is also informed by the Trinidad and Tobago Gazette Vol. 52, No. 97, dated September 23, 2015, which identifies the Schedule of the Ministry.

Additionally, the Ministry’s mandate is impacted by legislation and regional and international obligations, including international instruments such as Conventions, Recommendations and Protocols. The Ministry focuses on the provision of decent work, the facilitation of industrial peace and, the provision of employment opportunities through on-the-job training and job placements. This is implemented through its work undertaken in the following two (2) main functional areas:

- Labour Administration
  This function comprises a range of services focused on implementing the Decent Work Agenda
- Support Services
  The Support Services are the internal services which are dedicated to the task of enabling the provision of the external services. The Labour Administration function engages the stakeholders and the general public: i.e. the external services.

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

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

## Core Values

<table>
<thead>
<tr>
<th>Leadership</th>
<th>We will demonstrate via exceptional results our prominence as the primary Leader in execution of our given mandate.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Innovativeness</td>
<td>We will engender a spirit of innovativeness in the development and execution of all policies and programmes.</td>
</tr>
<tr>
<td>People-Centred</td>
<td>We will anchor all our initiatives in ensuring equal opportunity for all our stakeholders in the provision of access to our services and involvement in our programmes.</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>We will provide the necessary support to develop and nurture the Nation’s entrepreneurial eco-system.</td>
</tr>
<tr>
<td>Co-operative Spirit</td>
<td>We will intensify our efforts at developing and promoting a cooperative approach to development and problem solving.</td>
</tr>
<tr>
<td>Result-Oriented</td>
<td>We will ensure tangible and measurable results to both our Internal and External Stakeholders.</td>
</tr>
<tr>
<td>Quality-Focused</td>
<td>We are committed to maintaining the highest standards in service delivery to all our stakeholders.</td>
</tr>
<tr>
<td>Transparency</td>
<td>We demand accountability and integrity in the overall discharge of our responsibilities and in delivery of services to our Stakeholders.</td>
</tr>
</tbody>
</table>
**Assigned Duties**

The Ministry of Labour is assigned the following areas of responsibility as published in the Trinidad and Tobago Gazette No. 158 of 2020: ²

**Areas of Responsibility**

- Employment and Manpower Placement
- Factories
- Labour Education
  - Health and Safety Awareness
  - HIV/AIDS in the Workplace
  - Labour Laws
  - Small and Micro Enterprise Development
- Labour Inspectorate
- Labour Registry
- Labour Relations
- Labour Standards
- Occupational Safety and Health
- Overseas Employment
- Trade Disputes
- Trade Unions
- Wages Council

**Programmes:**

- On the Job Training

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Statutory Boards and Other Bodies:

- Boilers Examiners Board
- Cipriani College of Labour and Cooperative Studies
- Minimum Wages Board
- National Productivity Council
- Occupational Safety and Health Authority
- Registration, Recognition and Certification Board

The Executive

The Ministry of Labour is led by the:

Minister of Labour: Honourable Stephen Mc Clashie M.P,
Permanent Secretary (Ag.) Ms. Natalie Willis,
Deputy Permanent Secretary Ms. Kevan Williams

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2.55 Financial Instruction 212 (1) requires all Accounting Officers or Heads of Departments to reconcile the balance of each Deposit Account with the corresponding balance in the accounts of the Comptroller of Accounts. Financial Instruction 212 (2) requires departments to prepare reconciliation statements with details of the composition of balances. A copy of all such reconciliations is required to be submitted to the Comptroller of Accounts and the Auditor General at the end of the year concerned. The submission of such reconciliations provides documentary support to the balances contained in the ministries’ and departments’ deposit ledgers. However, many ministries and departments do not submit such reconciliations in a timely manner. Presented below are ministries and departments that did not submit the required reconciliations of deposit accounts to the Auditor General.

### Deposit Accounts 2022

<table>
<thead>
<tr>
<th>Ministry/Department</th>
<th>No. of Accounts not Submitted</th>
<th>Value as per Treasury Records/Trial Balance $</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 - Ministry of Labour</td>
<td>2</td>
<td>7,357,275.20</td>
</tr>
</tbody>
</table>

**Current Transfers**

3.15 With effect from October 1, 2019, a Treasury decision was taken to decentralise the payment of contract gratuities to ministries and departments. Ministries and departments are now required to bring to account contract gratuities under 04 - Current Transfers and Subsidies/007 - Households/40 - Gratuities to Contract Officers. Ministries and Departments Appropriation Statements recorded $183,345,509.83 expended to meet the payments of contract gratuities.
Table 3.3 Contract Gratuity Payments as per Appropriation Account 2022

<table>
<thead>
<tr>
<th>Head of Expenditure</th>
<th>Ministry</th>
<th>2022 ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>30</td>
<td>Ministry of Labour</td>
<td>12,778,041.90</td>
</tr>
</tbody>
</table>

Commitments

3.17 Comptroller of Accounts Circular No. 15 dated July 27, 2022 required ministries and departments to present in the Notes to the accounts at Note 2l(i) of the Appropriation Accounts a statement showing total outstanding commitments in respect of each sub-head of expenditure as at September 30, 2022. Presented below in Table 3.4 are the commitments recorded by Ministries and Departments at Note 2l(i) of their Appropriation Accounts.

Table 3.4 Commitments as per Note 2l(i)

<table>
<thead>
<tr>
<th>Head of Expenditure</th>
<th>Ministry</th>
<th>Commitments as per Note 2l(i) ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>30</td>
<td>Ministry of Labour</td>
<td>42,876.25</td>
</tr>
</tbody>
</table>
Key Statement from the 2022 Standing Finance Committee Meeting

During the budget debate of 2022, the following statement was made in relation to the emphasis of the Ministry of Labour for the fiscal year 2022/2023:\(^5\)

“\*In fiscal 2023, the Ministry of Labour will continue with its mandate of promoting decent work in Trinidad and Tobago. This will be achieved through key activities such as labour legislation reform; facilitating opportunities for employment and employability; increasing public education on rights and responsibilities in the workplace; and strengthening social dialogues and key labour issues.\*\n
\*Mr. Chair, our efforts at modernizing the labour legislation framework in Trinidad and Tobago will continue in fiscal 2023, with work scheduled to continue on the Industrial Relations Act, the Retrenchment and Severance Benefit Act, the Cipriani College of Labour and Co-operative Studies Bill, Sexual Harassment Bill, the Minimum Wages Act, Maternity Protection Act, Trade Union Act, and the Occupational Safety and Health Act. Additionally, important regulations on occupational safety and health will be addressed.\*\n
\*Mr. Chair, continuing into fiscal 2023, the Ministry of Labour intends to enhance employment initiatives by ensuring trainees on the On-the-Job Training Programme receive quality training and they are assigned to areas in their fields of study as they transition into the labour market. There are approximately 4,000 trainees currently in the programme. Also, many use this avenue as a steppingstone to further their skills which can be amplified through the use of our national employment service where sustainable employment opportunities are facilitated.\*\n
\*The Ministry is currently in the process of establishing a national employment online network which would provide much needed linkages and
matching of jobseekers with vacancies across all sectors of the economy. Our work in producing quality labour market information to inform and guide students and jobseekers and opportunities in the world of work will continue with the conduct of a vacancy survey in the private sector and among state enterprises. We have already engaged a consultant for this undertaking. Our public education campaign on rights and responsibilities in the workplace will be enhanced using various media such as webinars, seminars, social media, as well as the traditional print and television media.

Additionally, the Ministry of Labour will continue with its thrust in digitization of its services, epitomized by the Cipriani College of Labour Co-operative Studies who transitioned into a fully online institution. The upgrades to our technology have allowed online programmes to be readily available to national and regional students. We will also continue to strengthen our governance framework in key labour issues such as productivity, minimum wages and child labour. The upgrades to our technology have allowed online programmes to be readily available to national and regional students. We will also continue to strengthen our governance framework in key labour issues such as productivity, minimum wages and child labour.”

- Honourable Stephen McClashie, MP
  Minister of Labour
Public Sector Investment Programme 2023 Achievements

ADMINISTRATION: PROVIDING MODERN, SAFE PUBLIC BUILDINGS

- the entire allocation of $2.5 million was expended by the Ministry of Labour for the Relocation and Upgrading of the Occupational Health and Safety Agency (OSHA) at Western Corner of St. John’s Road and Eastern Main Road, St. Augustine;

- phase three of the Upgrading of the Physical Infrastructure of the Cipriani College of Labour and Co-operative Studies. Works included upgrading of the air-conditioning system which is 70 percent completed. Of the $2.0 million allocated for the project, the sum of $1.8 million was expended

CAPACITY BUILDING/INSTITUTIONAL STRENGTHENING

Empowerment of the Labour Force
The Ministry of Labour (MOL) plays a pivotal role in fostering economic growth, promoting diversity and restoring confidence through its efforts in fulfilling the Government's labour and service obligations. Its primary objective is to ensure industrial peace, facilitate decent work, enhance the overall well-being of life for citizens, and simultaneously position the economy to thrive in the global marketplace. In fiscal 2023, the MOL received an allocation of $16.0 million to drive the implementation of the following strategic initiatives.

Cipriani College of Labour and Co-operative Studies - Upgrade of ICT

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The Cipriani College of Labour and Co-operative Studies (CCLCS) continued the upgrade of its ICT system, with expenditure in the sum of $0.6 million utilised for business and educationally-focused ICT products and services, delivered through virtual curricula that are effective, robust and scalable for the stakeholders of the College;

**Labour Legislation Reform**

Under the project, the MOL pursued the review and amendment of significant labour legislation to align them with current labour standards and practices. The MOL undertook consultations with key stakeholders to garner valuable insights. An expenditure of $0.1 million was incurred under the project related to the following key pieces of legislation:

- the Truck Act Chapter 88:07 reached 20 percent completion. Some of the activities undertaken included: the commencement of a paper-based consultation, procurement of stationery and printers, and the publication of notices in three (3) newspapers inviting comments on the Act;
- the Industrial Relations Act, Chapter 88:01 – the Industrial Relations Act Policy Position Paper was submitted to Cabinet for consideration;
- the Trade Disputes and Protection of Property Act, Chapter 88:03 - a draft Research Paper is being finalised; and
- legislation to Govern HIV/AIDS in the Workplace - a Research Paper was prepared and is currently being reviewed by the Ministry.

**Development of a Modernised Labour Market Information System**

Funds in the sum of $0.3 million were expended under the project for the engagement of a consultancy to conduct a vacancy survey for private sector and State Enterprises. A workplan was submitted by the consultant, which included an inception report, project charter,
and project management plan. The consultant also completed the survey instrument which was used for the pilot testing. Training for the pilot testing was completed and the pilot survey was subsequently conducted.

**Job Vacancy Survey**

**Development of a Child Labour Policy**
The MOL commenced the procurement process to engage a consultant to conduct research on child labour by geographic areas, sectors and economic activities.

**Child Labour Sensitisation**
Ministry of Labour’s Digital Transformation Plan
The sum of $4.0 million was allocated for the project, of which $0.3 million was utilised for the upgrade of operating systems and software licenses, including the procurement of the license for the Statistical Package for Social Sciences (SPSS), to serve both internal and external users. The Ministry also engaged the iGovTT to procure the Microsoft Server licenses;

Regulations of the Occupational Safety and Health (OSH) Authority
The project is focused on establishing a robust and effective legal framework comprised of regulations that will significantly enhance compliance with occupational safety and health standards. The primary objective is to mitigate industrial accidents and injuries, leading to a substantial reduction in the national cost associated with such incidents. The OSH Agency, through the MOL, hosted two (2) public consultations on policy documents on the Control of Substances Hazardous to Health, and Personal Protective Equipment (PPE), at a cost of $0.3 million.
The Ministry’s Total Allocation as a Percentage of the National Budget for the Period 2018-2024

<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>2018</td>
<td>$352,910,546.00</td>
<td>$54,211,726,813.00</td>
<td>0.65%</td>
</tr>
<tr>
<td>2019</td>
<td>$374,911,779.00</td>
<td>$54,581,467,181.00</td>
<td>0.69%</td>
</tr>
<tr>
<td>2020</td>
<td>$445,944,203.00</td>
<td>$57,388,076,726.00</td>
<td>0.78%</td>
</tr>
<tr>
<td>2021</td>
<td>$427,624,132.00</td>
<td>$56,498,472,820.00</td>
<td>0.76%</td>
</tr>
<tr>
<td>2022</td>
<td>$362,853,768.00</td>
<td>$58,974,346,470.00</td>
<td>0.62%</td>
</tr>
<tr>
<td>2023</td>
<td>$384,832,500.00</td>
<td>$67,063,358,456.00</td>
<td>0.57%</td>
</tr>
<tr>
<td>2024</td>
<td>$399,562,700.00</td>
<td>$68,384,229,740.00</td>
<td>0.58%</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 by **0.01%** during the periods 2022/2023 and 2023/2024.

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7 For the Fiscal Years 2018-2022, actual figures were used to calculate total allocation. However, estimates were used to calculate the total allocation for the Fiscal Years 2023 and 2024.
8 Total Allocation for Ministry = Recurrent Expenditure + Consolidated Fund
9 The National Budget = Total Recurrent Expenditure + Total Development Programme Expenditure Consolidated Fund
Where the Ministry spends its Money

2023-2024 Estimates of Expenditure

The budget of $402,621,700.00 allocation for the Ministry of Labour and is comprised of:

- The Draft Estimates of Recurrent Expenditure\(^\text{10}\) in the sum of $391,791,700.00;
- The Draft Estimates of Development Programme\(^\text{11}\) in the sum of $10,830,000.00
  - Consolidated Fund in the sum of $7,771,000.00; and
  - Infrastructure Development Fund\(^\text{12}\) of the sum $3,059,000.00.

The Estimates of Recurrent Expenditure include:

- 01 Personnel Expenditure - $23,209,300.00;
- 02 Goods and Services - $321,664,400.00;
- 03 Minor Equipment Purchases - $478,000.00;
- 04 Current Transfers and Subsidies - $10,360,000.00; and
- 06 Current Transfers to Stat. Boards and Similar Bodies - $36,080,000.00.

The Ministry of Labour:

- Recurrent Expenditure as a percentage of the total Recurrent Expenditure budget is 0.60%;
- Consolidated Fund allocation as a percentage of the total Consolidated Fund allocation is 0.24%; and
- Infrastructure Development Fund allocation as a percentage of the total Infrastructure Development Fund is 0.1%.


\(^\text{12}\) 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.
Total Allocation to the Ministry of Labour - $402,621,700.00

- $7,771,000.00, 2%
- $3,059,000.00, 1%
- $391,791,700.00, 97%
### Summary of Recurrent Expenditure for the period 2018-2024

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>03 Minor Equipment Purchases</td>
<td>$-</td>
<td>$2,998</td>
<td>$48,455</td>
<td>$-</td>
<td>$743,253</td>
<td>$545,000</td>
<td>$478,000</td>
</tr>
<tr>
<td>04 Current Transfers and Subsidies</td>
<td>$47,991,904</td>
<td>$15,049,322</td>
<td>$16,034,373</td>
<td>$3,944,910</td>
<td>$18,106,074</td>
<td>$9,296,000</td>
<td>$10,360,000</td>
</tr>
<tr>
<td>06 Current Transfers to Stat. Boards &amp; Similar Bodies</td>
<td>$20,882,000</td>
<td>$25,833,021</td>
<td>$20,872,752</td>
<td>$27,307,991</td>
<td>$29,865,298</td>
<td>$26,571,000</td>
<td>$36,080,000</td>
</tr>
</tbody>
</table>

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Analysis of Summary of Expenditure

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, Current Transfers and Subsidies and Current Transfers to Statutory Boards and Similar Bodies. Recurrent Expenditure for Fiscal Year 2023/2024.

- Recurrent Expenditure for Fiscal Year 2023/2024 is $391,791,700.00. This represents 0.60% of the total Recurrent Expenditure for the fiscal year.
- Recurrent Expenditure for Fiscal Year 2022/2023 was $380,402,500.00 (revised). Comparing this figure with Fiscal Year 2023/2024, there is a 3% increase of $11,389,200.00
- The largest portion of the allocation has consistently gone to Sub-Head 02 Goods and Services. The 2024 Fiscal allocation was $321,664,400.00, in comparison to the revised 2023 figure there, is an 1% increase of $1,778,900.00
- Sub Head 03 Minor Equipment Purchases consistently received the lowest portion of the total allocation for the Ministry over the period 2018-2024.
- Sub-Head 01 Personnel Expenditure received the second largest portion of the allocation and has been fluctuating over the period 2018-2024. Comparing 2022/2023 to 2023/2024, the allocation decreased by 4% or ($895,700.00).
- Sub Head 04 Current Transfers and Subsidies increased by 11% between its 2023 revised estimate and its 2024 estimate by the sum of $1,064,000.00.

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2020 Actual - $436,169,210
- $16,034,373, 4%
- $20,872,752, 5%
- $32,377,908, 7%
- $48,455, 0%
- $366,835,722, 84%

2021 Actual - $375,521,326
- $27,307,991, 7%
- $22,464,994, 6%
- $3,944,910, 1%
- $321,803,431, 86%
**2022 Actual - $359,504,544**

- $23,227,501, 7%
- $29,865,298, 8%
- $18,106,074, 5%
- $743,253, 3%
- $287,562,418, 80%

**2023 Revised Estimates - $380,402,500**

- $24,105,000, 6%
- $26,571,000, 7%
- $545,000, 0%
- $9,296,000, 3%
- $319,885,500, 84%

- 01 Personnel Expenditure
- 02 Goods and Services
- 03 Minor Equipment Purchases
- 04 Current Transfers and Subsidies
- 06 Current Transfers to Stat. Boards & Similar Bodies
2024 Estimates - $391,791,700

- **$321,664,400**, 82% (01 Personnel Expenditure)
- **$36,080,000**, 9% (02 Goods and Services)
- **$10,360,000**, 3% (04 Current Transfers and Subsidies)
- **$478,000**, 0% (06 Current Transfers to Stat. Boards & Similar Bodies)
- **$23,209,300**, 6% (03 Minor Equipment Purchases)
Staff and Pay

The allocation of staff expenditure for the fiscal year 2024 was $317,641,300.00. The following chart provides a breakdown of all expenditure related to staff from 2022-2024.

Staff and Pay Related Expenditure 2022-2024

<table>
<thead>
<tr>
<th></th>
<th>2022 Actual</th>
<th>2023 Revised Estimates</th>
<th>2024 Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel Expenditure</td>
<td>$23,227,501.00</td>
<td>$24,105,000.00</td>
<td>$23,209,300.00</td>
</tr>
<tr>
<td>Travelling and Subsistence</td>
<td>$1,669,679.00</td>
<td>$1,967,000.00</td>
<td>$1,870,000.00</td>
</tr>
<tr>
<td>Uniforms</td>
<td>$21,740.00</td>
<td>$31,600.00</td>
<td>$110,600.00</td>
</tr>
<tr>
<td>Contract Employment</td>
<td>$22,271,831.00</td>
<td>$30,500,000.00</td>
<td>$32,250,000.00</td>
</tr>
<tr>
<td>Training</td>
<td>$220,744,933.00</td>
<td>$250,060,000.00</td>
<td>$255,855,000.00</td>
</tr>
<tr>
<td>Short Term Employment</td>
<td>$12,247,343.00</td>
<td>$8,500,000.00</td>
<td>$4,274,000.00</td>
</tr>
<tr>
<td>Employees Assistance Programme</td>
<td>$33,413.00</td>
<td>$65,000.00</td>
<td>$72,400.00</td>
</tr>
</tbody>
</table>

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Summary of Development Programme Expenditure for the period 2018-2024

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 for development programmes and projects for fiscal year 2023/2024 = $10,830,000.00, these funds are presented in two parts as follows:

- Funds disbursed directly from the Consolidated Fund = $7,771,000.00 and represent 72% of the total allocation to the Ministry; and

- Funds disbursed from the Infrastructure Development Fund = $3,059,000.00 and represent 28% of the total allocation to the Ministry.

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Summary of Development Programme Expenditure for the period 2018-2024

<table>
<thead>
<tr>
<th>Fund Type and Description</th>
<th>2018 Actual</th>
<th>2019 Actual</th>
<th>2020 Actual</th>
<th>2021 Actual</th>
<th>2022 Actual</th>
<th>2023 Revised Estimates</th>
<th>2024 Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economic Infrastructure- Consolidated Fund</td>
<td>$999,613.00</td>
<td>$-</td>
<td>$-</td>
<td>$10,764.00</td>
<td>$-</td>
<td>$-</td>
<td>$600,000.00</td>
</tr>
<tr>
<td>Social Infrastructure- Consolidated Fund</td>
<td>$445,877.00</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
</tr>
<tr>
<td>Multi-Sectoral and Other Services- Consolidated Fund</td>
<td>$3,809,143.00</td>
<td>$5,601,743.00</td>
<td>$3,704,319.00</td>
<td>$3,562,049.00</td>
<td>$3,349,224.00</td>
<td>$4,430,000.00</td>
<td>$7,171,000.00</td>
</tr>
<tr>
<td>Multi-sectoral and other services- Infrastructure Development Fund</td>
<td>$-</td>
<td>$347,066.00</td>
<td>$1,394,301.00</td>
<td>$356,344.00</td>
<td>$588,368.00</td>
<td>$1,800,000.00</td>
<td>$3,059,000.00</td>
</tr>
</tbody>
</table>
Public Sector Investment Programme Projections - 2024

ADMINISTRATION: PROVIDING MODERN, SAFE PUBLIC BUILDINGS

- a provision of $4.0 million will be allocated to the Ministry of Labour and Small Enterprises Development, which will continue to undertake activities for the relocation and enhancement of the OSH Head Office. Additionally, works including the upgrade of bathroom facilities and the air-conditioning systems, will be executed at the Cipriani College of Labour and Co-operative Studies;

CAPACITY BUILDING/INSTITUTIONAL STRENGTHENING

Empowerment of the Labour Force

In fiscal 2024, the GORTT will invest the sum of $10.8 million for programmes and projects that are focused on the promotion of decent work, the facilitation of industrial peace, and the provision of employment opportunities to enrich the lives of citizens, whilst positioning the economy to compete effectively in the global marketplace. The Ministry of Labour (MOL) will undertake the following:

Labour Legislation Reform

An allocation of $0.3 million will be provided to enable continued work on labour legislation reform, which is geared towards maintaining good industrial relations and creating a modern legislative framework. In fiscal 2024, the following legislation will be reviewed:

- Legislation to Govern HIV/AIDS in the Workplace (Tobago);
- Employment Standards Legislation;
- Sexual Harassment Bill;

• Industrial Relations Act (Amendment) Bill; and

• Retrenchment and Severance Benefits Act (Amendment) Bill.

**Determination and Impact of the Minimum Wage Level**

Establishment of a system to review the minimum wage will be allocated the sum of $0.3 million for the hiring of a consultant to conduct research on the impact of the minimum wage and to develop an econometric model system to allow for future levels.

**National Productivity Enhancement**

This project will be undertaken in collaboration with the International Labour Organisation (ILO). An allocation of $0.3 million will be provided for the activities which will include: hosting of workshops, development of a research agenda, conducting baseline surveys and establishing the National Productivity Centre.

**Development of a Modernised Labour Market Information System**

A consultant has been engaged, and the surveys within the public and private sectors were completed. The sum of $0.7 million will be allocated to continue further job vacancy surveys across different sectors including the Protective Services, Municipal Corporations and Regional Health Authorities.

**Development of a Child Labour Policy**

An allocation of $0.5 million will be provided to continue the project activities. These will include the recruitment of a consultant, hosting of consultations and hosting of activities to commemorate World Day Against Child Labour.

**National Tripartite Advisory Council (NTAC)**

The sum of $0.2 million will be allocated to the MOL will acquire and outfit suitable accommodation to house the secretariat, as well as undertake outreach and public sensitisation activities to promote social dialogue.
National Baseline Survey on Knowledge, Attitudes, Beliefs and Practices on HIV in the Workplace

The sum of $0.3 million will be allocated to conduct a study on the business environment across Trinidad and Tobago.

National Workplace Policy on Sexual Harassment (NWPSH)

With a sum of $0.3 million, the MOL will commence the procurement process to recruit a consultant to conduct the study, as well as to host public awareness sessions on sexual harassment prevalence across workplaces.

Regulations of the Occupational Safety and Health Authority

An allocation of $0.2 million will be provided for the development of subsidiary legislations to the Regulations on Diving, which will entail hosting of stakeholder consultations.

Upgrade of the Security System at the Cipriani College of Labour and Cooperative Studies

The sum of $0.3 million will be provided of the procurement and installation of an access control system, cameras and proximity sensors.

Development of a Strategic Plan

An allocation of $0.3 million will provide for the development of the plan. The MOL, for the period 2024 to 2028 will provide the framework for the operations for that period.
### Noteworthy Development Programme Estimates from 2018-2024

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

<table>
<thead>
<tr>
<th>Sub-Head Description</th>
<th>Project Description</th>
<th>2018 Actual</th>
<th>2019 Actual</th>
<th>2020 Actual</th>
<th>2021 Actual</th>
<th>2022 Actual</th>
<th>2023 Revised Estimates</th>
<th>2024 Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>003-11-G009</td>
<td>Determination of the Impact of the Minimum Wage Level on the Economy</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>300,000</td>
</tr>
<tr>
<td>005-03-M011</td>
<td>Cipriani College of Labour and Co-operative Studies - Upgrade of ICT</td>
<td>500,000</td>
<td>548,638</td>
<td>865,529</td>
<td>733,481</td>
<td>839,371</td>
<td>600,000</td>
<td>1,000,000</td>
</tr>
<tr>
<td>005-06-A059</td>
<td>Labour Legislation Reform project</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>22,572</td>
<td>100,000</td>
<td>300,000</td>
</tr>
<tr>
<td>005-06-A091</td>
<td>Development of Child Labour Policy</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>14,636</td>
<td>180,000</td>
<td>500,000</td>
</tr>
</tbody>
</table>

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# Status of New Projects from the Financial Year 2018

For the financial year 2018, the following new projects were scheduled for implementation under the Ministry of Labour, and as such require further inquiry on the progress of completion:

<table>
<thead>
<tr>
<th>Sub-Item Description</th>
<th>Project - Item Description</th>
<th>2018 Actual</th>
<th>2019 Actual</th>
<th>2020 Actual</th>
<th>2021 Actual</th>
<th>2022 Actual</th>
<th>2023 Revised Estimates</th>
<th>2024 Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>005-06-A093</td>
<td>Operationalization of the National Tripartite Advisory Council</td>
<td>279,252</td>
<td>483,683</td>
<td>627,149</td>
<td>663,165</td>
<td>75,794</td>
<td>-</td>
<td>200,000</td>
</tr>
<tr>
<td>005-06-F012</td>
<td>Cipriani College of Labour and Cooperative Studies- Upgrade of Security Systems</td>
<td>269,976</td>
<td>-</td>
<td>269,976</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>350,000</td>
</tr>
<tr>
<td>005-06-F005 IDF</td>
<td>Cipriani College of Labour and Cooperative Studies- Upgrades to Physical Infrastructure</td>
<td>-</td>
<td>347,700</td>
<td>1,394,301</td>
<td>356,344</td>
<td>588,368</td>
<td>1,800,000</td>
<td>1,000,000</td>
</tr>
</tbody>
</table>

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# Status of New Projects from the Financial Year 2019

For the financial year 2019, the following new projects were scheduled for implementation under the Ministry of Labour, and as such require further inquiry on the progress of completion:

<table>
<thead>
<tr>
<th>Sub-Head Description</th>
<th>Project</th>
<th>2019 Actual</th>
<th>2020 Actual</th>
<th>2021 Actual</th>
<th>2022 Actual</th>
<th>2023 Revised Estimates</th>
<th>2024 Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>005-06-A097</td>
<td>Distribution of Assets for Closed Societies and Institutional Strengthening of Societies</td>
<td>136,974</td>
<td>35,152</td>
<td>-</td>
<td>-</td>
<td>Removed</td>
<td></td>
</tr>
<tr>
<td>005-06-A099</td>
<td>Conduct of a National Baseline Survey on Knowledge, Attitudes, Beliefs and Practices on HIV in the Workplace</td>
<td>9,900</td>
<td>-</td>
<td>8,215</td>
<td>8,890</td>
<td>-</td>
<td>300,000</td>
</tr>
</tbody>
</table>

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**Status of New Projects from the Financial Year 2021**

For the financial year 2021, the following new projects were scheduled for implementation under the Ministry of Labour, and as such require further inquiry on the progress of completion:

<table>
<thead>
<tr>
<th>Sub-Head Description</th>
<th>Project</th>
<th>2021 Actual</th>
<th>2022 Actual</th>
<th>2023 Revised Estimates</th>
<th>2024 Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>003-11-G015</td>
<td>National Productivity Enhancement</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>300,000</td>
</tr>
<tr>
<td>005-06-A101</td>
<td>Implementation of National Workplace Policy on Sexual Harassment</td>
<td>76,643</td>
<td>-</td>
<td>50,000</td>
<td>30,000</td>
</tr>
</tbody>
</table>

**Status of New Projects from the Financial Year 2022**

For the financial year 2022, the following new projects were scheduled for implementation under the Ministry of Labour, and as such require further inquiry on the progress of completion:

<table>
<thead>
<tr>
<th>Sub-Head Description</th>
<th>Project</th>
<th>2022 Actual</th>
<th>2023 Revised Estimates</th>
<th>2024 Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>005-06-A103</td>
<td>Ministry of Labour Digital Transformation Plan</td>
<td>1,891,921</td>
<td>300,000</td>
<td>2,000,000</td>
</tr>
<tr>
<td>005-06-A104</td>
<td>Redesign of the official website of the Ministry of Labour</td>
<td>-</td>
<td>100,000</td>
<td>-</td>
</tr>
</tbody>
</table>

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Status of New Projects from the Financial Year 2023

For the financial year 2023, the following new projects were scheduled for implementation under the Ministry of Labour, and as such require further inquiry on the progress of completion23:

<table>
<thead>
<tr>
<th>Sub-Head Description</th>
<th>Project</th>
<th>2023 Revised Estimates</th>
<th>2024 Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>005-06-A105</td>
<td>Regulations of the Occupational Safety and Health Authority</td>
<td>300,000</td>
<td>200,000</td>
</tr>
</tbody>
</table>

New Projects for the Financial Year 2024

The following new projects that received funding in the 2023/2024 financial year24:

<table>
<thead>
<tr>
<th>Sub-Head Description</th>
<th>Project</th>
<th>2024 Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>005-06-A106</td>
<td>Ministry of Labour – Strategic Plan 2024-2028</td>
<td>300,000</td>
</tr>
<tr>
<td>005-06-F006 IDF</td>
<td>Relocation of the Occupational Safety and Health Authority to St. Augustine</td>
<td>2,059,000</td>
</tr>
</tbody>
</table>

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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/