

MINISTRY OF LABOUR (MOL)

Response to Findings and Recommendations contained in the Seventh Report of the Public Administration and Appropriations Committee on an examination into the implementation of the Public Sector Investment Programme for fiscal year 2021

The MOL should report to Parliament on the following by December 31, 2022;

i. The status of efforts to engage consultants for the preparation of the Child Labour Policy and of the Determination and Impact of the Minimum Wage Level on the Economy

Development of a National Policy for the Prevention and Elimination of Child Labour

The National Steering Committee for the Prevention and Elimination of Child Labour was established in February 2019. The Committee identified the need to engage a Consultant to conduct research on child labour in order to develop an evidence-informed policy. As a result, the Committee prepared Terms of Reference (TOR) for the engagement of a Consultant. A Bid Package comprising a Request for Proposals (RFP), the TOR and a draft Contract was prepared. Advertisements were published in the daily newspapers in August 2019 requesting proposals for the Consultancy. One (1) tender was received in response to the RFP. The Ministry sought advice from the Central Tenders Board and a decision was taken to return the Bid unopened and re-advertise.

The RFP was again published in the daily newspapers in April 2020. At the close of the process in May 2020, the tender box was opened and no Bids were received.

A decision was taken to review and revise the TOR. With assistance from the International Labour Organisation (ILO), the TOR was amended and was again re-advertised in the daily newspapers for a third time in April 2022. On this occasion, one (1) bid was received and based on the advice of the Central Tenders Board (CTB), it is currently being evaluated by an Evaluation Committee.

Determination and Impact of the Minimum Wage Level on the Economy

A Request for Proposal for the consultancy on the Minimum Wage was published in the newspapers for the first time in March 2022. However, after bids were closed on April 9, 2022, only one bid was received and following the completion of the evaluation process on June 5, 2022, the bidder proved unsuccessful. As a result, the MOL embarked on a second bidding process within three months, advertising again on August 24, 2022, and closing bidding on September 23, 2022. Two (2) bids have been received and an Evaluation Committee was appointed on November 8, 2022. The Committee is currently reviewing the bids received.

ii. The expected timeline for the re-establishment of the NPC and the implementation of the National Productivity Enhancement project

The Ministry is currently in the process of receiving nominations from organizations to serve on the National Productivity Council (NPC) and is expected to seek the approval of Cabinet for the reconstitution of the Council within the second quarter of fiscal 2023. Implementation of the National Productivity Enhancement project would commence thereafter, to be overseen by the Council.

iii. The expected timeline for the completion of the Child Labour Policy

The National Policy for the Prevention and Elimination and Child Labour is proposed for completion by December 2023, consequent on the findings and Report submitted by the Consultant.

iv. The status of the completion of the Labour Migration Policy

The Draft Labour Migration Policy was submitted for the consideration of Cabinet in November 2022. Cabinet informed in November 2022 that the Policy has been referred to the Finance and General Purposes Committee for consideration.

v. The status of the analytical report on the Public Sector Vacancy Survey and the progress made on the Private Sector Vacancy Survey

The Public Sector Vacancy Census was completed for the period October to December 2020 and a draft report has been prepared and is currently being reviewed for finalisation. With respect to the Private Sector Vacancy Survey, a Consultant has been engaged and a pilot survey is expected to commence at the end of January 2023 after which a national survey will be undertaken in February 2023.

vi. An assessment of the measurable effects of the Ministry's efforts to raise public awareness of the National Workplace Policy on Sexual Harassment.

In fiscal 2023, the Ministry intends to undertake a survey and study on sexual harassment in the workplace post the introduction of the National Workplace Policy on Sexual Harassment. This is expected to provide baseline data which can be compared with data from assessments of the actions of the MOL to address sexual harassment in the workplace, including public awareness initiatives.