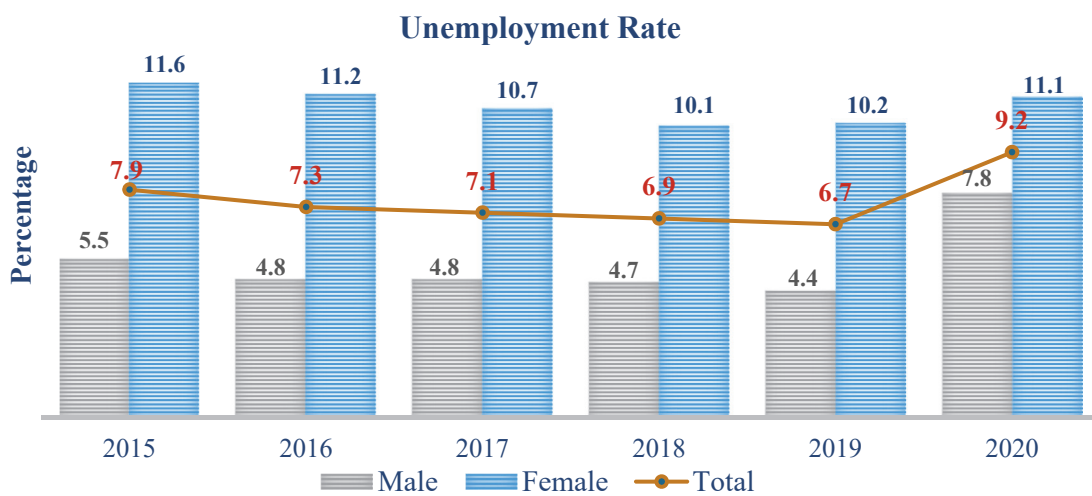


**STRATEGIC OVERVIEW**

**I. Mission Statement**

- To promote decent work and support employers and workers in creating a safe, conflict-free and productive workplace
- To facilitate access to gainful employment underpinned by responsive skills development programmes and high-quality training

**II. Current Situation & Challenges**



- In 2020, the total number of employed was 517,900, of which 310,300 were males and 207,600 were females.
- The unemployment rate was contained at 9.2 percent in 2020 mainly due to the measures taken by Government, such as the Wage Assistance Scheme and the Self-Employed Assistance Scheme, to mitigate the impact of the COVID-19 pandemic on the economy and the labour market.
- From July 2020 to March 2021:
  - Termination of employment due to
    - Economic reasons: 6,774
    - Non-economic reasons: 6,326
  - Some 900 individuals have benefitted from various training programmes, namely Youth Employment Programme, Women Back to Work Programme and Trainee Engineer Scheme
  - Enquiries were conducted on 119 complaints in relation to Occupational Safety and Health
  - 489 visits carried out to investigate cases of accidents at work

- 15 Prohibition Orders were issued due to non-compliance with Occupational Safety and Health (OSH) legislation
- Government has approved the ratification of the International Labour Organisation (ILO) Convention No. 190 on Violence and Harassment on 18 December 2020.

### **Key Challenges**

- Job losses due to closure of enterprises owing to COVID-19 pandemic
- Aligning skills with labour market needs
- Improving placement rates and addressing youth and women unemployment
- Increase in complaints and labour disputes with respect to termination of employment due to closure of enterprises on ground of insolvency or other economic reasons
- Redeployment of foreign workers who have lost their jobs due to economic reasons
- Strengthening enforcement to reduce number of illegal foreign workers
- Response to new challenges/hazards at workplaces and compliance with existing OSH legislation

### **III. Strategic Direction 2021-2024**

| <b>Strategic Direction</b>                                 | <b>Enabler</b>  |
|--|---|
| <b>Address changing labour market conditions</b>           | <ul style="list-style-type: none"> <li>▪ Identify new training and reskilling needs of redundant/unemployed persons to improve employability</li> <li>▪ Implement training/employment programmes with greater focus on addressing unemployment among youth and women</li> <li>▪ Expand Ministry’s network with Private Registered Training Institutions and Government Agencies to provide industry-based training</li> </ul> |
| <b>Promote employment opportunities across all sectors</b> | <ul style="list-style-type: none"> <li>▪ Consolidate the existing training and placement schemes to target unemployed/redundant workers</li> <li>▪ Undertake Employment Outreach Initiative through Virtual Job Fairs, amongst others</li> <li>▪ Upgrade the Labour Market Information System to facilitate interaction between employers and jobseekers</li> </ul>   |

| Strategic Direction   | Enabler   |
|---|---|
| Improve working conditions of workers                       | <ul style="list-style-type: none"> <li>▪ Encourage adoption of work from home, shift system and flexi-time concept</li> <li>▪ Strengthen OSH legislation to ensure safe working conditions</li> <li>▪ Review existing legislation to reinforce different aspects relating to migrant workers</li> </ul> |
| Improve compliance with labour legislation                  | <ul style="list-style-type: none"> <li>▪ Increase coverage of inspections at the workplace and address complaints in a timely manner</li> <li>▪ Provide continuous professional development to officers in handling labour disputes</li> </ul>  |
| Improve manpower planning to support labour market policies | <ul style="list-style-type: none"> <li>▪ Devise a National Employment Policy to provide a clear framework to align employment opportunities with economic development of the country</li> </ul>   |
| Making TVET an attractive pathway                           | <ul style="list-style-type: none"> <li>▪ Increase apprenticeship</li> <li>▪ Modernise and equip Training Centres</li> </ul>   |

#### IV. Key Deliverables & Key Performance Indicators

| Outcome   |  |  |                        |                |                |                |
|---|--|--|------------------------|----------------|----------------|----------------|
| Low unemployment, industrial peace and harmony, decent work and safe work environment |  |  |                        |                |                |                |
| Outcome Indicator   |  |  | Actual 2020/21 (Prov.) | Target 2021/22 | Target 2022/23 | Target 2023/24 |
| Unemployment Rate   |  |  | 9.2 % (2020)           | < 10%          | < 9.0%         | <8.8%          |
| Delivery Unit   | Main Service   | Key Performance Indicator                                  | Actual 2020/21 (Prov.) | Target 2021/22 | Target 2022/23 | Target 2023/24 |
| Human Resource Development and Training   | Facilitate placement opportunities for registered jobseekers | Number of persons placed by the Ministry                   | 3,193                  | 4,000          | 4,500          | 5,000          |
| Mauritius Institute of Training and Development                                       | Provision of training  | Enrolment in National Apprenticeship Programme (Dual Mode) | 1,358                  | 2,382          | 2,700          | 3,100          |

**VOTE 17-1: Labour, Human Resource Development and Training - *continued***

| Delivery Unit                                   | Main Service                      | Key Performance Indicator                   | Actual 2020/21 (Prov.) | Target 2021/22 | Target 2022/23 | Target 2023/24 |
|---|-----------------------------------|---|------------------------|----------------|----------------|----------------|
| <b>Occupational Safety and Health Division</b>  | Enforcement of OSH Legislation    | Number of inspections carried out           | 3,554                  | 4,500          | 4,700          | 4,800          |
| <b>Labour and Industrial Relations Division</b> | Enforcement of labour legislation | Percentage of registered complaints settled | 32%                    | 40%            | 45%            | 50%            |

**V. Human Resource & Gender Distribution**

| Staff in Post  | Number     | Male       | Female     |
|--|------------|------------|------------|
| Top Management (Salary $\geq$ Rs 100,000)                | 5          | 100%       | -          |
| Middle Management (Rs 40,000 $\leq$ Salary < Rs 100,000) | 77         | 44%        | 56%        |
| Support (Salary < Rs 40,000)                             | 477        | 32%        | 68%        |
| <b>Overall</b>   | <b>559</b> | <b>34%</b> | <b>66%</b> |

*CISD Figures – May 2021*

**VOTE 17-1: Labour, Human Resource Development and Training - continued**

**FINANCIAL RESOURCES**

**Summary by Economic Categories**

Rs 000

| Code                                | Economic Categories                 | 2020/21<br>Estimates | 2021/22<br>Estimates | 2022/23<br>Planned | 2023/24<br>Planned |
|-------------------------------------|-------------------------------------|----------------------|----------------------|--------------------|--------------------|
| <b>VOTE 17-1: TOTAL EXPENDITURE</b> |                                     | 811,000              | <b>880,000</b>       | 887,000            | 892,000            |
| <b>Recurrent Expenditure</b>        |                                     | 763,100              | 849,950              | 861,300            | 869,300            |
| 20                                  | Allowance to Minister               | 2,400                | 2,400                | 2,400              | 2,400              |
| 21                                  | Compensation of Employees           | 275,058              | 293,050              | 305,400            | 312,900            |
| 22                                  | Goods and Services                  | 102,342              | 99,300               | 99,300             | 99,800             |
| 26                                  | Grants                              | 197,800              | 208,200              | 207,200            | 207,200            |
| 28                                  | Other Expense                       | 185,500              | 247,000              | 247,000            | 247,000            |
| <b>Capital Expenditure</b>          |                                     | 47,900               | 30,050               | 25,700             | 22,700             |
| 26                                  | Grants                              | 39,000               | 21,300               | 21,000             | 21,000             |
| 31                                  | Acquisition of Non-Financial Assets | 8,900                | 8,750                | 4,700              | 1,700              |

**Summary by Sub-Heads**

Rs 000

| Details   | 2020/21<br>Estimates | 2021/22<br>Estimates | 2022/23<br>Planned | 2023/24<br>Planned |
|---|----------------------|----------------------|--------------------|--------------------|
| Sub-Head 17-101: General  | 81,950               | 89,900               | 91,700             | 92,500             |
| Sub-Head 17-102: Labour and Employment Relations<br>Management      | 179,610              | 183,200              | 186,000            | 183,800            |
| Sub-Head 17-103: Registration of Associations and<br>Trade Unions   | 18,100               | 16,700               | 16,900             | 17,100             |
| Sub-Head 17-104: Employment Facilitation                            | 298,700              | 365,700              | 368,100            | 374,200            |
| Sub-Head 17-105: Technical and Vocational<br>Education and Training | 226,000              | 217,300              | 217,000            | 217,000            |
| Sub-Head 17-106: Human Resource Development                         | 6,640                | 7,200                | 7,300              | 7,400              |
| <b>TOTAL</b>  | <b>811,000</b>       | <b>880,000</b>       | <b>887,000</b>     | <b>892,000</b>     |

**Sub-Head 17-101: General**

Rs 000

| Item No.                     | Details                          | 2020/21<br>Estimates | 2021/22<br>Estimates | 2022/23<br>Planned | 2023/24<br>Planned |
|------------------------------|----------------------------------|----------------------|----------------------|--------------------|--------------------|
| <b>Recurrent Expenditure</b> |                                  | <b>81,950</b>        | <b>89,900</b>        | <b>91,700</b>      | <b>92,500</b>      |
| <b>20</b>                    | <b>Allowance to Minister</b>     | <b>2,400</b>         | <b>2,400</b>         | <b>2,400</b>       | <b>2,400</b>       |
| 20100                        | Annual Allowance                 | 2,400                | 2,400                | 2,400              | 2,400              |
| <b>21</b>                    | <b>Compensation of Employees</b> | <b>63,660</b>        | <b>72,688</b>        | <b>74,488</b>      | <b>75,288</b>      |
| 21110                        | Personal Emoluments              | 55,780               | 64,993               | 66,703             | 67,478             |
| .001                         | Basic Salary                     | 41,393               | 44,516               | 45,796             | 46,432             |
| .002                         | Salary Compensation              | 1,945                | 2,545                | 2,650              | 2,650              |
| .004                         | Allowances                       | 1,660                | 1,660                | 1,660              | 1,660              |
| .005                         | Extra Assistance                 | 6,932                | 10,300               | 10,300             | 10,300             |
| .006                         | Cash in lieu of Leave            | -                    | 2,012                | 2,086              | 2,162              |
| .009                         | End-of-year Bonus                | 3,850                | 3,960                | 4,211              | 4,274              |

**VOTE 17-1: Labour, Human Resource Development and Training - continued**

Rs 000

| Item No.     | Details                                     | 2020/21<br>Estimates | 2021/22<br>Estimates | 2022/23<br>Planned | 2023/24<br>Planned |
|--------------|---|----------------------|----------------------|--------------------|--------------------|
| 21111        | Other Staff Costs                           | 6,780                | 6,495                | 6,585              | 6,610              |
| .001         | Wages                                       | 230                  | 230                  | 230                | 230                |
| .002         | Travelling and Transport                    | 5,100                | 4,815                | 4,905              | 4,930              |
| .100         | Overtime                                    | 1,400                | 1,400                | 1,400              | 1,400              |
| .200         | Staff Welfare                               | 50                   | 50                   | 50                 | 50                 |
| 21210        | Social Contributions                        | 1,100                | 1,200                | 1,200              | 1,200              |
| <b>22</b>    | <b>Goods and Services</b>                   | <b>15,890</b>        | <b>14,812</b>        | <b>14,812</b>      | <b>14,812</b>      |
| 22010        | Cost of Utilities                           | 2,245                | 1,835                | 1,835              | 1,835              |
| 22020        | Fuel and Oil                                | 600                  | 450                  | 450                | 450                |
| 22030        | Rent  | 6,673                | 6,770                | 6,770              | 6,770              |
| 22040        | Office Equipment and Furniture              | 500                  | 400                  | 400                | 400                |
| 22050        | Office Expenses                             | 860                  | 860                  | 860                | 860                |
| 22060        | Maintenance                                 | 990                  | 1,035                | 1,035              | 1,035              |
| 22070        | Cleaning Services                           | 140                  | 130                  | 130                | 130                |
| 22100        | Publications and Stationery                 | 1,032                | 1,032                | 1,032              | 1,032              |
| 22120        | Fees  | 100                  | 50                   | 50                 | 50                 |
| 22900        | Other Goods and Services                    | 2,750                | 2,250                | 2,250              | 2,250              |
|              | <i>of which</i>                             |                      |                      |                    |                    |
| .032         | Organisation of Labour Day and other Events | 200                  | 200                  | 200                | 200                |
| .955         | Gender Mainstreaming                        | 200                  | 200                  | 200                | 200                |
| .967         | National Wage Consultative Council          | 2,000                | 1,500                | 1,500              | 1,500              |
| <b>TOTAL</b> |   | <b>81,950</b>        | <b>89,900</b>        | <b>91,700</b>      | <b>92,500</b>      |

**Sub-Head 17-102: Labour and Employment Relations Management**

| <b>Recurrent Expenditure</b> |                                  | <b>175,510</b> | <b>178,900</b> | <b>181,800</b> | <b>182,600</b> |
|------------------------------|----------------------------------|----------------|----------------|----------------|----------------|
| <b>21</b>                    | <b>Compensation of Employees</b> | <b>121,017</b> | <b>124,186</b> | <b>128,186</b> | <b>128,986</b> |
| 21110                        | Personal Emoluments              | 104,752        | 107,852        | 111,759        | 112,559        |
| .001                         | Basic Salary                     | 89,652         | 87,936         | 91,208         | 91,740         |
| .002                         | Salary Compensation              | 2,600          | 3,309          | 3,372          | 3,372          |
| .004                         | Allowances                       | 4,500          | 4,500          | 4,500          | 4,500          |
| .006                         | Cash in lieu of Leave            | -              | 4,450          | 4,597          | 4,760          |
| .009                         | End-of- year-Bonus               | 8,000          | 7,657          | 8,082          | 8,187          |
| 21111                        | Other Staff Costs                | 14,795         | 14,864         | 14,957         | 14,957         |
| .001                         | Wages                            | 220            | 220            | 220            | 220            |
| .002                         | Travelling and Transport         | 14,400         | 14,494         | 14,587         | 14,587         |
| .100                         | Overtime                         | 75             | 50             | 50             | 50             |
| .200                         | Staff Welfare                    | 100            | 100            | 100            | 100            |
| 21210                        | Social Contributions             | 1,470          | 1,470          | 1,470          | 1,470          |
| <b>22</b>                    | <b>Goods and Services</b>        | <b>43,693</b>  | <b>42,514</b>  | <b>42,414</b>  | <b>42,414</b>  |
| 22010                        | Cost of Utilities                | 7,965          | 7,761          | 7,761          | 7,761          |
| 22030                        | Rent                             | 25,965         | 26,080         | 26,080         | 26,080         |
| 22040                        | Office Equipment and Furniture   | 800            | 400            | 400            | 400            |
| 22050                        | Office Expenses                  | 1,840          | 1,840          | 1,840          | 1,840          |
| 22060                        | Maintenance                      | 1,050          | 1,190          | 1,190          | 1,190          |
| 22070                        | Cleaning Services                | 265            | 260            | 260            | 260            |
| 22090                        | Security                         | 180            | 100            | 100            | 100            |
| 22100                        | Publications and Stationery      | 1,620          | 1,770          | 1,770          | 1,770          |
| 22120                        | Fees                             | 2,183          | 1,688          | 1,688          | 1,688          |

**VOTE 17-1: Labour, Human Resource Development and Training - continued**

Rs 000

| Item No.                   | Details  |                         | 2020/21<br>Estimates | 2021/22<br>Estimates | 2022/23<br>Planned | 2023/24<br>Planned |
|----------------------------|--|-------------------------|----------------------|----------------------|--------------------|--------------------|
| 22170                      | Travelling within the Republic                                       |                         | 75                   | 75                   | 75                 | 75                 |
| 22900                      | Other Goods and Services   |                         | 1,750                | 1,350                | 1,250              | 1,250              |
|                            | <i>of which</i>  |                         |                      |                      |                    |                    |
| .001                       | Uniforms   |                         | 1,100                | 1,100                | 1,100              | 1,100              |
| <b>26</b>                  | <b>Grants</b>  |                         | <b>10,800</b>        | <b>12,200</b>        | <b>11,200</b>      | <b>11,200</b>      |
| 26210                      | Contribution to International Organisations                          |                         |                      |                      |                    |                    |
| .098                       | International Labour Organisation                                    |                         | 1,800                | 2,000                | 2,000              | 2,000              |
| .099                       | African Regional Labour Administration Centre                        |                         | 1,000                | 1,200                | 1,200              | 1,200              |
| 26313                      | Extra Budgetary Units  |                         |                      |                      |                    |                    |
| .013                       | Manufacturing Sector Workers Welfare Fund                            |                         | 4,000                | 4,000                | 4,000              | 4,000              |
| .092                       | Trade Union Trust Fund   |                         | 4,000                | 5,000                | 4,000              | 4,000              |
| <b>Capital Expenditure</b> |  |                         | <b>4,100</b>         | <b>4,300</b>         | <b>4,200</b>       | <b>1,200</b>       |
| <b>31</b>                  | <b>Acquisition of Non-Financial Assets</b>                           | Project Value<br>Rs 000 | <b>4,100</b>         | <b>4,300</b>         | <b>4,200</b>       | <b>1,200</b>       |
| 31122                      | Other Machinery and Equipment  |                         |                      |                      |                    |                    |
| .802                       | Acquisition of IT Equipment  |                         | 500                  | 1,300                | 200                | 200                |
|                            | (a) Acquisition of IT Equipment                                      |                         | 500                  | 500                  | 200                | 200                |
|                            | (b) Digital Court Recording System (for Redundancy Board)            | 5,200                   | -                    | 800                  | -                  | -                  |
| 31132                      | Intangible Fixed Assets  |                         |                      |                      |                    |                    |
| .113                       | Computerisation of the Occupational Safety and Health (OSH) Division | 12,000                  | 3,600                | 3,000                | 4,000              | 1,000              |
| <b>TOTAL</b>               |  |                         | <b>179,610</b>       | <b>183,200</b>       | <b>186,000</b>     | <b>183,800</b>     |

**Sub-Head 17-103: Registration of Associations and Trade Unions**

| <b>Recurrent Expenditure</b> |                                  | <b>17,600</b> | <b>16,200</b> | <b>16,900</b> | <b>17,100</b> |
|------------------------------|----------------------------------|---------------|---------------|---------------|---------------|
| <b>21</b>                    | <b>Compensation of Employees</b> | <b>12,485</b> | <b>11,145</b> | <b>11,845</b> | <b>12,045</b> |
| 21110                        | Personal Emoluments              | 11,465        | 10,086        | 10,821        | 10,971        |
| .001                         | Basic Salary                     | 9,815         | 8,066         | 8,388         | 8,467         |
| .002                         | Salary Compensation              | 300           | 320           | 343           | 343           |
| .004                         | Allowances                       | 500           | 500           | 500           | 500           |
| .006                         | Cash in lieu of Leave            | -             | 400           | 415           | 431           |
| .009                         | End-of-year Bonus                | 850           | 800           | 1,175         | 1,230         |
| 21111                        | Other Staff Costs                | 900           | 939           | 904           | 954           |
| .002                         | Travelling and Transport         | 850           | 889           | 854           | 904           |
| .200                         | Staff Welfare                    | 50            | 50            | 50            | 50            |
| 21210                        | Social Contributions             | 120           | 120           | 120           | 120           |
| <b>22</b>                    | <b>Goods and Services</b>        | <b>5,115</b>  | <b>5,055</b>  | <b>5,055</b>  | <b>5,055</b>  |
| 22010                        | Cost of Utilities                | 570           | 470           | 470           | 470           |
| 22030                        | Rent                             | 2,950         | 2,950         | 2,950         | 2,950         |
| 22040                        | Office Equipment and Furniture   | 325           | 200           | 200           | 200           |
| 22050                        | Office Expenses                  | 310           | 260           | 260           | 260           |
| 22060                        | Maintenance                      | 365           | 315           | 315           | 315           |
| 22070                        | Cleaning Services                | 100           | 85            | 85            | 85            |
| 22090                        | Security                         | 100           | 100           | 100           | 100           |





**VOTE 17-1: Labour, Human Resource Development and Training - continued**

Rs 000

| Item No.                   | Details  |                         | 2020/21<br>Estimates | 2021/22<br>Estimates | 2022/23<br>Planned | 2023/24<br>Planned |
|----------------------------|--|-------------------------|----------------------|----------------------|--------------------|--------------------|
| <b>Capital Expenditure</b> |  |                         | <b>4,300</b>         | <b>3,950</b>         | <b>500</b>         | <b>500</b>         |
| <b>31</b>                  | <b>Acquisition of Non-Financial Assets</b>               | Project Value<br>Rs 000 | <b>4,300</b>         | <b>3,950</b>         | <b>500</b>         | <b>500</b>         |
| 31112                      | Non-Residential Buildings                                |                         |                      |                      |                    |                    |
| .401                       | Upgrading of Office Buildings                            |                         | -                    | 1,000                | -                  | -                  |
| 31122                      | Other Machinery & Equipment                              |                         |                      |                      |                    |                    |
| .802                       | Acquisition of IT Equipment                              |                         | 500                  | 500                  | 500                | 500                |
| 31132                      | Intangible Fixed Assets                                  |                         |                      |                      |                    |                    |
| .104                       | Enhancement of Employment Information Centres (EICs)     |                         | 2,800                | 2,450                | -                  | -                  |
|                            | (a) Upgrading of Labour Market Information System (LMIS) | 4,610                   | 1,300                | 1,400                | -                  | -                  |
|                            | (b) Restructuring of EICs                                | 13,430                  | 1,500                | 1,050                | -                  | -                  |
| .401                       | Modernisation of Work Permit System                      | 24,700                  | 1,000                | -                    | -                  | -                  |
| <b>TOTAL</b>               |  |                         | <b>298,700</b>       | <b>365,700</b>       | <b>368,100</b>     | <b>374,200</b>     |

**Sub-Head 17-105: Technical and Vocational Education and Training**

|                              |   |  |                |                |                |                |
|------------------------------|---|--|----------------|----------------|----------------|----------------|
| <b>Recurrent Expenditure</b> |   |  | <b>187,000</b> | <b>196,000</b> | <b>196,000</b> | <b>196,000</b> |
| <b>26</b>                    | <b>Grants</b>                                   |  | <b>187,000</b> | <b>196,000</b> | <b>196,000</b> | <b>196,000</b> |
| 26313                        | Extra-Budgetary Units                           |  |                |                |                |                |
| .027                         | Mauritius Institute of Training and Development |  | 187,000        | 196,000        | 196,000        | 196,000        |
| <b>Capital Expenditure</b>   |   |  | <b>39,000</b>  | <b>21,300</b>  | <b>21,000</b>  | <b>21,000</b>  |
| <b>26</b>                    | <b>Grants</b>                                   |  | <b>39,000</b>  | <b>21,300</b>  | <b>21,000</b>  | <b>21,000</b>  |
| 26323                        | Extra-Budgetary Units                           |  |                |                |                |                |
| .027                         | Mauritius Institute of Training and Development |  | 39,000         | 21,300         | 21,000         | 21,000         |
|                              | <i>of which</i>                                 |  |                |                |                |                |
|                              | (a) Equipment - Formation Professionnelle       |  | 32,000         | 10,000         | 10,000         | 10,000         |
|                              | (b) Improvement/Refurbishment                   |  | 5,000          | 10,000         | 10,000         | 10,000         |
| <b>TOTAL</b>                 |   |  | <b>226,000</b> | <b>217,300</b> | <b>217,000</b> | <b>217,000</b> |

**Sub-Head 17-106: Human Resource Development**

|                              |                                  |  |              |              |              |              |
|------------------------------|----------------------------------|--|--------------|--------------|--------------|--------------|
| <b>Recurrent Expenditure</b> |                                  |  | <b>6,640</b> | <b>7,200</b> | <b>7,300</b> | <b>7,400</b> |
| <b>21</b>                    | <b>Compensation of Employees</b> |  | <b>5,616</b> | <b>6,226</b> | <b>6,326</b> | <b>6,426</b> |
| 21110                        | Personal Emoluments              |  | 5,336        | 5,701        | 5,801        | 5,901        |
| .001                         | Basic Salary                     |  | 4,751        | 4,706        | 4,800        | 4,894        |
| .002                         | Salary Compensation              |  | 160          | 150          | 150          | 150          |
| .004                         | Allowances                       |  | -            | 150          | 150          | 150          |
| .006                         | Cash in lieu of Leave            |  | -            | 250          | 256          | 262          |
| .009                         | End-of-year Bonus                |  | 425          | 445          | 445          | 445          |
| 21111                        | Other Staff Costs                |  | 260          | 450          | 450          | 450          |
| .002                         | Travelling and Transport         |  | 260          | 450          | 450          | 450          |
| 21210                        | Social Contributions             |  | 20           | 75           | 75           | 75           |

**VOTE 17-1: Labour, Human Resource Development and Training - continued**

Rs 000

| Item No.     | Details                        | 2020/21<br>Estimates | 2021/22<br>Estimates | 2022/23<br>Planned | 2023/24<br>Planned |
|--------------|--------------------------------|----------------------|----------------------|--------------------|--------------------|
| <b>22</b>    | <b>Goods and Services</b>      | <b>1,024</b>         | <b>974</b>           | <b>974</b>         | <b>974</b>         |
| 22010        | Cost of Utilities              | 142                  | 92                   | 92                 | 92                 |
| 22030        | Rent                           | 707                  | 707                  | 707                | 707                |
| 22040        | Office Equipment and Furniture | 50                   | 50                   | 50                 | 50                 |
| 22050        | Office Expenses                | 25                   | 25                   | 25                 | 25                 |
| 22100        | Publications and Stationery    | 70                   | 70                   | 70                 | 70                 |
| 22900        | Other Goods and Services       | 30                   | 30                   | 30                 | 30                 |
| <b>TOTAL</b> |                                | <b>6,640</b>         | <b>7,200</b>         | <b>7,300</b>       | <b>7,400</b>       |

**VOTE 17-1: Labour, Human Resource Development and Training - continued**

**HUMAN RESOURCES**

| SN   | Position Titles  | Funded     |            |
|--|--|------------|------------|
|  |  | 2020/21    | 2021/22    |
| <b>Vote 17-1: Labour, Human Resource Development and Training</b>  |  | <b>589</b> | <b>635</b> |
| <b>Sub-Head 17-101: General</b>                                    |  | <b>152</b> | <b>159</b> |
| 1  | Minister   | 1          | 1          |
| 2  | Permanent Secretary  | 1          | 1          |
| 3  | Deputy Permanent Secretary   | 1          | 1          |
| 4  | Assistant Permanent Secretary  | 1          | 1          |
| 5  | Manager, Financial Operations  | 1          | 1          |
| 6  | Assistant Manager, Financial Operations                              | 1          | 1          |
| 7  | Financial Officer/Senior Financial Officer                           | 2          | 2          |
| 8  | Assistant Financial Officer  | 2          | 3          |
| 9  | Assistant Manager (Procurement and Supply)                           | 1          | 1          |
| 10   | Procurement and Supply Officer/Senior Procurement and Supply Officer | 1          | 1          |
| 11   | Assistant Procurement and Supply Officer                             | 1          | 1          |
| 12   | Assistant Manager, Internal Control                                  | 1          | 1          |
| 13   | Internal Control Officer/Senior Internal Control Officer             | -          | 1          |
| 14   | Manager, Human Resources   | -          | 1          |
| 15   | Human Resource Executive   | -          | 1          |
| 16   | Office Management Executive  | 4          | 4          |
| 17   | Office Management Assistant  | 10         | 11         |
| 18   | Higher Executive Officer ( <i>Personal</i> )                         | 1          | 1          |
| 19   | Office Supervisor  | 1          | 1          |
| 20   | Management Support Officer   | 47         | 48         |
| 21   | Confidential Secretary   | 6          | 7          |
| 22   | Word Processing Operator   | 9          | 9          |
| 23   | Senior Receptionist/Telephone Operator                               | 1          | 1          |
| 24   | Receptionist/Telephone Operator                                      | 4          | 4          |
| 25   | Head Office Auxiliary  | 2          | 2          |
| 26   | Office Auxiliary/Senior Office Auxiliary                             | 26         | 26         |
| 27   | Stores Attendant   | 1          | 1          |
| 28   | Driver   | 5          | 5          |
| 29   | Handy Worker   | 19         | 19         |
| 30   | General Worker   | 2          | 2          |
| <b>Sub-Head 17-102: Labour and Employment Relations Management</b> |  | <b>216</b> | <b>229</b> |
|  | <b>Employment Relations</b>  |            |            |
| 1  | Chairperson, National Remuneration Board                             | 1          | 1          |
| 2  | Vice-Chairperson, National Remuneration Board                        | 1          | 1          |
| 3  | Head Remuneration Analyst  | 1          | 1          |
| 4  | Senior Remuneration Analyst  | 1          | 1          |
| 5  | Remuneration Analyst   | 4          | 4          |
| 6  | Director, Labour and Industrial Relations                            | -          | -          |
| 7  | Deputy Director, Labour and Industrial Relations                     | -          | 1          |
| 8  | Assistant Director, Labour and Industrial Relations                  | 8          | 8          |

**VOTE 17-1: Labour, Human Resource Development and Training - continued**

| SN  | Position Titles  | Funded     |            |
|---|--|------------|------------|
|   |  | 2020/21    | 2021/22    |
| 9   | Principal Labour and Industrial Relations Officer                                      | 13         | 13         |
| 10  | Senior Labour and Industrial Relations Officer   | 34         | 34         |
| 11  | Labour and Industrial Relations Officer  | 76         | 86         |
| 12  | President, Commission for Conciliation and Mediation                                   | 1          | 1          |
| 13  | Vice President, Commission for Conciliation and Mediation                              | 1          | 1          |
| 14  | Manager, Human Resources   | -          | 1          |
| 15  | Human Resource Executive   | -          | 1          |
| 16  | Registrar, Redundancy Board ( <i>New</i> )   | -          | -          |
| 17  | Deputy Registrar, Redundancy Board ( <i>New</i> )                                      | -          | -          |
| 18  | Senior Shorthand Writer  | 2          | 2          |
| 19  | Shorthand Writer   | 2          | 2          |
|   | <b>Occupational Safety and Health</b>  |            |            |
| 20  | Director, Occupational Safety and Health   | 1          | -          |
| 21  | Deputy Director, Occupational Safety and Health  | 1          | 1          |
| 22  | Chief Occupational Safety and Health Officer   | 5          | 5          |
| 23  | Divisional Occupational Safety and Health Officer                                      | 5          | 5          |
| 24  | Principal Occupational Safety and Health Officer                                       | 15         | 15         |
| 25  | Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer   | 40         | 41         |
| 26  | Head, Specialist Support Services  | 1          | 1          |
| 27  | Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer | 3          | 3          |
| <b>Sub-Head 17-103: Registration of Associations and Trade Unions</b> |  | <b>23</b>  | <b>23</b>  |
| 1   | Registrar of Associations  | 1          | 1          |
| 2   | Deputy Registrar of Associations   | -          | -          |
| 3   | Principal Inspector of Associations  | 3          | 3          |
| 4   | Senior Inspector of Associations   | 6          | 6          |
| 5   | Inspector of Associations  | 13         | 13         |
| <b>Sub-Head 17-104: Employment Facilitation</b>                       |  | <b>187</b> | <b>214</b> |
| 1   | Permanent Secretary  | 1          | 1          |
| 2   | Deputy Permanent Secretary   | 1          | 1          |
| 3   | Assistant Permanent Secretary  | 3          | 3          |
| 4   | Director, Employment Service   | 1          | 1          |
| 5   | Deputy Director, Employment Service  | 1          | 1          |
| 6   | Chief Employment Officer   | 4          | 5          |
| 7   | Senior Employment Officer  | 15         | 17         |
| 8   | Employment Officer   | 21         | 39         |
| 9   | Director, National Employment Department ( <i>New</i> )                                | -          | -          |
| 10  | Deputy Director, National Employment Department ( <i>New</i> )                         | -          | -          |
| 11  | Chief Employment Coordinator ( <i>New</i> )  | -          | -          |
| 12  | Senior Employment Counselling Officer ( <i>New</i> )                                   | -          | -          |
| 13  | Employment Counselling Officer ( <i>New</i> )  | -          | -          |
| 14  | Training Programme Coordinator   | -          | -          |
| 15  | Principal Financial Operations Officer   | 1          | 1          |
| 16  | Financial Officer/Senior Financial Officer   | 1          | 1          |
| 17  | Assistant Financial Officer  | 1          | 1          |

**VOTE 17-1: Labour, Human Resource Development and Training - continued**

| SN   | Position Titles                          | Funded     |            |
|--|--|------------|------------|
|  |  | 2020/21    | 2021/22    |
| 18   | Principal Procurement and Supply Officer | 1          | 1          |
| 19   | Assistant Procurement and Supply Officer | 1          | 1          |
| 20   | Assistant Manager, Human Resources       | -          | 1          |
| 21   | Human Resource Executive                 | -          | 1          |
| 22   | Office Management Executive              | 6          | 6          |
| 23   | Office Management Assistant              | 18         | 21         |
| 24   | Office Supervisor                        | 1          | 1          |
| 25   | Management Support Officer               | 67         | 68         |
| 26   | Confidential Secretary                   | 1          | 1          |
| 27   | Word Processing Operator                 | 6          | 6          |
| 28   | Receptionist/Telephone Operator          | 4          | 4          |
| 29   | Head Office Auxiliary                    | 1          | 1          |
| 30   | Office Auxiliary/Senior Office Auxiliary | 15         | 15         |
| 31   | Driver                                   | 2          | 2          |
| 32   | General Worker                           | 14         | 14         |
| <b>Sub-Head 17-106: Human Resource Development</b> |  | <b>11</b>  | <b>10</b>  |
| 1  | Human Resource Analyst                   | 2          | 2          |
| 2  | Principal Careers Counsellor             | 1          | 1          |
| 3  | Senior Careers Counsellor                | 1          | 1          |
| 4  | Careers Counsellor                       | 6          | 6          |
| 5  | Word Processing Operator                 | 1          | -          |
| <b>TOTAL</b>                                       |  | <b>589</b> | <b>635</b> |