



GOVERNMENT OF BERMUDA

Ministry of Labour

THE MINISTRY OF LABOUR YEAR END REVIEW 2021

**“SUPPORTING BERMUDA’S
WORKERS AND BUILDING A
BETTER BERMUDA FOR ALL”**





The Honourable Jason P. Hayward JP, MP,
Minister of Labour

As Bermuda has been significantly impacted by the health crisis, I would like to take this opportunity to highlight some of our major wins throughout these challenging times. It has been our mission to ensure that we work strategically and mindfully to address the needs of Bermuda. As the Minister of Labour, I am proud of the advances we have made thus far, and I remain inspired for what is to come. This year has been tumultuous and unpredictable for many, although as a country we have remained resilient. Each of us has a role to play in restoring our community and this Government is committed to improving and protecting our island home.

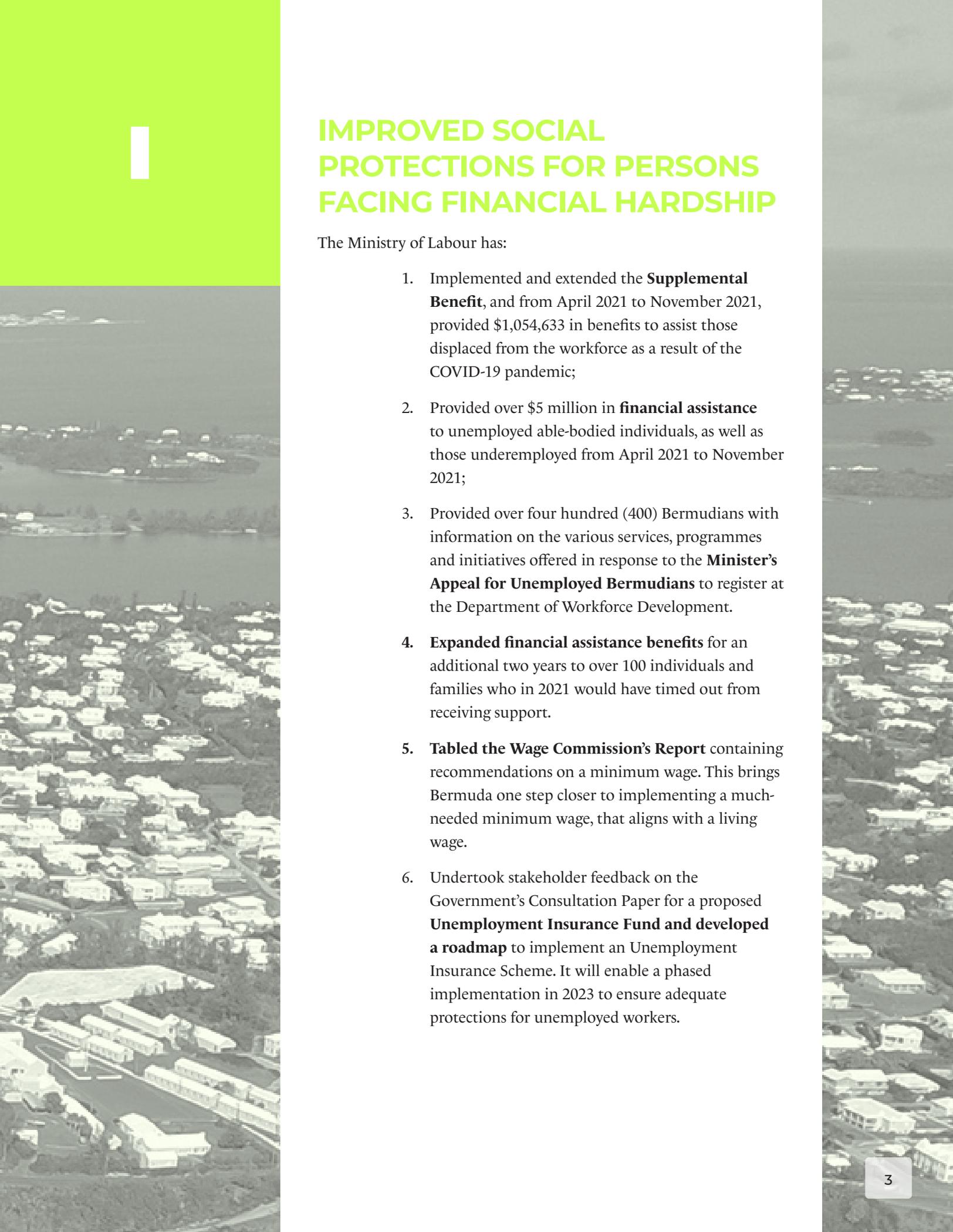
I would like to thank all of the staff across the Department of Workforce Development, The Department of Financial Assistance, and the Department of Immigration for their hard work and commitment to executing the initiatives prioritized this past year. Collectively, we look forward to building on these successes in 2022 and beyond.

OVERVIEW

The Ministry of Labour has worked hard to secure Bermuda's success by introducing policies that address the impact of the global crisis. The Ministry has progressed policies that strengthen the fundamental principles and rights in the workplace, enhance social protection, and foster economic growth. In short, the Ministry is focused on promoting jobs, protecting Bermudians, and responding to the economy's needs.

Throughout the past year, departments within this Ministry have worked to:

- ✓ Improve social protections for persons facing economic hardship;
- ✓ Establish sustainable frameworks which promote economic growth;
- ✓ Implement provisions which kept families together;
- ✓ Provide opportunities for jobseekers to achieve personal satisfaction; and
- ✓ Preserve jobs and implement laws that support progress in the workplace.



IMPROVED SOCIAL PROTECTIONS FOR PERSONS FACING FINANCIAL HARDSHIP

The Ministry of Labour has:

1. Implemented and extended the **Supplemental Benefit**, and from April 2021 to November 2021, provided \$1,054,633 in benefits to assist those displaced from the workforce as a result of the COVID-19 pandemic;
2. Provided over \$5 million in **financial assistance** to unemployed able-bodied individuals, as well as those underemployed from April 2021 to November 2021;
3. Provided over four hundred (400) Bermudians with information on the various services, programmes and initiatives offered in response to the **Minister's Appeal for Unemployed Bermudians** to register at the Department of Workforce Development.
4. **Expanded financial assistance benefits** for an additional two years to over 100 individuals and families who in 2021 would have timed out from receiving support.
5. **Tabled the Wage Commission's Report** containing recommendations on a minimum wage. This brings Bermuda one step closer to implementing a much-needed minimum wage, that aligns with a living wage.
6. Undertook stakeholder feedback on the Government's Consultation Paper for a proposed **Unemployment Insurance Fund and developed a roadmap** to implement an Unemployment Insurance Scheme. It will enable a phased implementation in 2023 to ensure adequate protections for unemployed workers.



ESTABLISHED SUSTAINABLE FRAMEWORKS WHICH PROMOTE ECONOMIC GROWTH AND ENGAGEMENT.

The Ministry of Labour has:

1. **Implemented the Economic Investment Certificate** and Residential Certificate policy entitling a person to reside in Bermuda. As of the creation of this document, this has generated over \$45 million through direct investment in the Bermuda economy.
2. **Implemented the One-year Work from Bermuda policy** which yielded over 900 residents and generated over \$23m into the economy. Also referred to as “Permission to Reside on an Annual Basis”, permission can be granted for periods of up to five (5) years. As of November 2021, two hundred and six (206) Work from Bermuda Certificate holders remain on the island.
3. **Increased visitor stays**, permitting them to remain in Bermuda for an additional 90 days for a total of 180 days.



IMPLEMENTED PROVISIONS WHICH KEPT FAMILIES TOGETHER

The Ministry of Labour has:

1. Implemented the **Mixed Status Family Legislation**, which addressed the longstanding discrepancy where some of the same family members were Bermudian, but others were not.
2. Removed the requirement for an **Affidavit of Domicile** for children born to Bermudian parents while overseas, making it easier for these children to obtain Bermudian Status.
3. **Amended the eligibility requirement for Permanent Resident's Certificates** enabling individuals to be granted Permanent Resident's Certificates if they: have resided in Bermuda for 20 or more years; are non-Bermudian parents of children with Bermudian Status who have resided in Bermuda for 15 or more years; and if they are children of 2nd Generation Permanent Resident's Certificate holders.

IV

PROVIDED OPPORTUNITIES FOR JOBSEEKERS TO ACHIEVE PERSONAL SATISFACTION

The Ministry of Labour has:

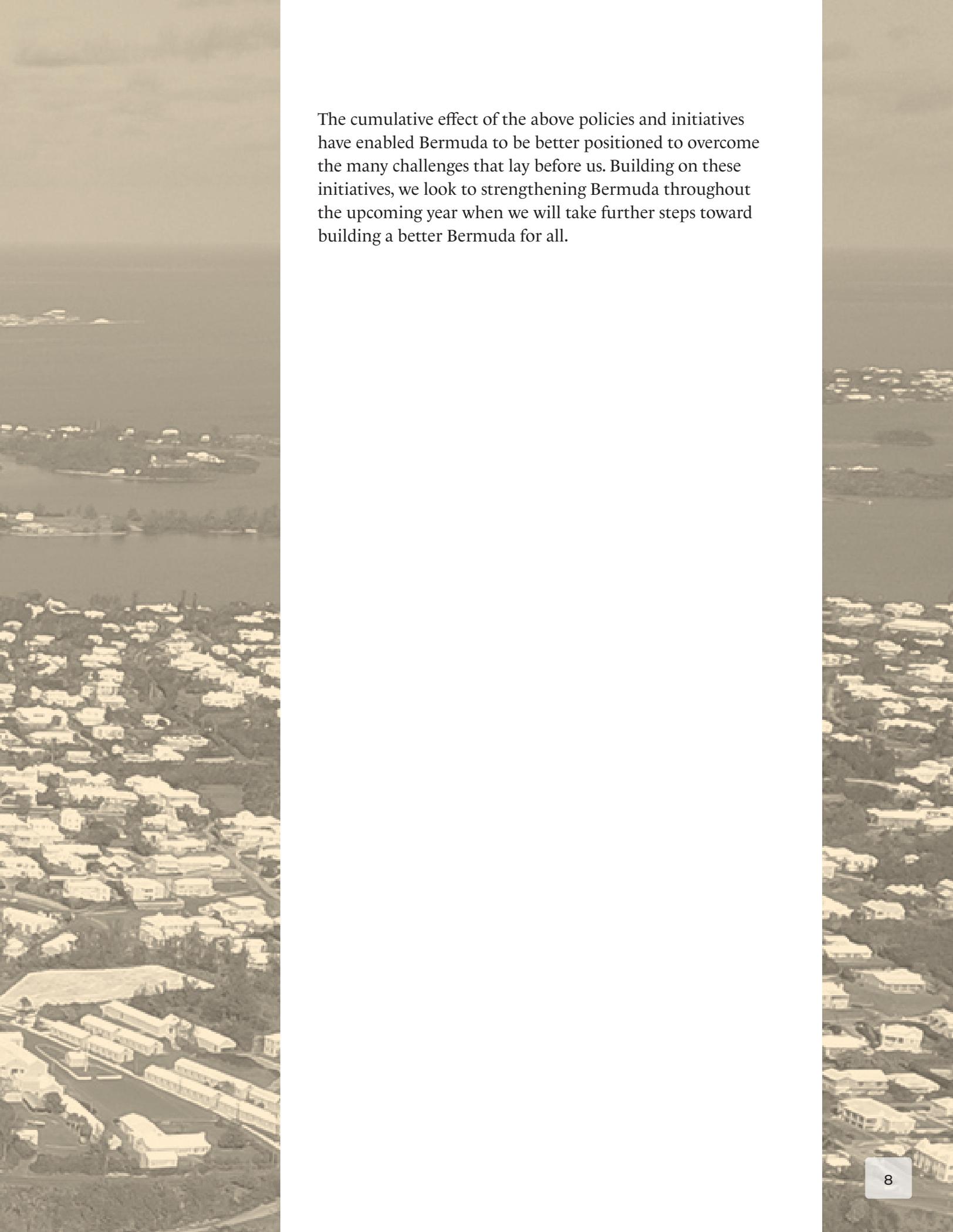
- 1. Implemented the Personal Employment Plan**, a joint initiative between the Department of Financial Assistance and the Department of Workforce Development, designed to help financial assistance recipients secure employment.
- 2. Implemented Phase One of the two-phase National Re-employment Strategy** aimed at reducing unemployment. Phase One included the following education, training and employment services to help individuals secure employment:
 - Administered various face-to-face, on-the-job, online, virtual learning, webinars, internships, apprenticeships and trainee programmes in which over seven hundred and fifty (750) persons participated;
 - Secured part-time or full-time employment for eighty (80) individuals as a result of these training initiatives; and
 - Facilitated employment opportunities for seven hundred and fifty-seven (757) unemployed Bermudians through the Department of Workforce Development's Bermuda Job Board referral process
- 3. Implemented the Graduate Training Program** for two cohorts, providing paid internships and career readiness training to 15 graduates in the first cohort and 10 in the second. This program will assist young Bermudians in gaining the work experience often needed to enter the workforce successfully.
- 4. Provided a total of \$350,000 in Scholarships** to support forty-three (43) Bermudians to attend local educational programmes and overseas tertiary education. This Government recognizes the importance of education and is committed to ensuring Bermuda's young people complete their respective courses of study.
- 5. Continued the College Summer Jobs Programme** with 75 participants and the **High School Jobs programme** with 52 participants.



PRESERVED JOBS AND IMPLEMENTED LAWS THAT SUPPORT PROGRESS IN THE WORKPLACE

The Ministry of Labour has:

- 1. Legislated the Trade Union and Labour Relations (Consolidation) Act 2021** to further strengthen the Employment Act to ensure workers' rights are protected in the workplace. Additional rights include the following:
 - A requirement for employers to provide a **written policy against bullying and sexual harassment in the workplace** and advise how to access it;
 - A requirement for employers to provide employees with a **midway performance review** during their probationary period to identify areas for improvement;
 - **Expanded Bereavement Leave** to include grandparents, great-grandparents, grandchildren and great-grandchildren;
 - A requirement for employers to **pay any wages and other remuneration or benefits owed** to the employee upon termination within seven days or at the next interval that the employee would have been paid; and
 - A requirement for employers to provide their employees with a **meal break of at least 30 minutes** after the employee has worked continuously for five (5) hours.
- 2. In November 2020, placed a moratorium for new work permits** on 41 additional occupations (a total of 53), extended to January 2022. It enabled us to create more opportunities in the local job market for Bermudians.
- 3. Enhanced the scrutiny of work permit applications** to ensure that capable and qualified Bermudians are not passed over for job opportunities.

An aerial photograph of Bermuda, showing a dense residential area with many white buildings and a large body of water in the background. The image is split vertically, with the left and right sides showing the landscape and the center containing a large white rectangular area with text.

The cumulative effect of the above policies and initiatives have enabled Bermuda to be better positioned to overcome the many challenges that lay before us. Building on these initiatives, we look to strengthening Bermuda throughout the upcoming year when we will take further steps toward building a better Bermuda for all.