

HOUSE OF ASSEMBLY

PRIVATE MEMBERS RESOLUTION:

Member for St. George South

Ms. T. N. S-A. Moore

WHEREAS the world of work has undergone significant transformation, with increasing numbers of Barbadians earning their livelihood through short-term contracts, subcontracting arrangements, platform work, freelance engagement, digital work and other non-standard forms of employment;

AND WHEREAS these workers contribute labour, value and productivity to the development of Barbados, yet remain exposed to insecurity because social protection is too often treated as attaching to a job title or contractual label rather than to the worker as a person;

AND WHEREAS the principle that social security must follow the worker and not the job, is essential to ensuring fairness, resilience and national social stability;

AND WHEREAS a Portable Benefits framework, anchored in the National Insurance Social Security Service (NISS), would require every employer, contractor, platform, agency, engager or other beneficiary of labour to make contributions on behalf of every worker for the duration of that engagement to ensure continuity of protection regardless of the form or length of work;

AND WHEREAS such a reform must be national in reach and must therefore extend to all workers including gig workers, construction workers, retail workers, transport workers, tourism workers, care workers, domestic workers, agricultural workers, creative workers and participants in the wider digital economy;

AND WHEREAS this reform will prove vital in protecting young workers building a future, parents who survive by piecing together multiple incomes, and older workers who should not reach pensionable age only to discover that years of labour did not translate into the contributions required for dignity in retirement;

AND WHEREAS recognising that widening participation in the National Insurance Social Security Service will strengthen the system, deepen compliance and close long-standing loopholes that have nurtured lack of accountability and responsibility;

AND WHEREAS accepting that the effective implementation of Portable Benefits would require supporting measures including clear remittance rules; practical digital systems for payment, tracking and reconciliation; stronger inspection, monitoring and enforcement; proportionate penalties for non-compliance; and a sustained programme of public education and sensitisation to ensure that workers and engagers alike understand their rights, duties and responsibilities;

BE IT RESOLVED that this Honourable House:

- a) supports the establishment of a National Portable Benefits framework through the National Insurance Social Security Service that ensures that social security follows the worker, and not the job;
- b) calls for the development and implementation of the supporting administrative, technological and enforcement measures necessary to ensure that the framework is effective, equitable and accessible;
- c) commits Barbados, in its fifth year as a Republic, to affirming that Portable Benefits constitute an act of nation-building and a people-centred investment in fairness, resilience and social stability, so that no worker is rendered invisible, and no worker is left behind.

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Notice of this Resolution was given on 13th March, 2026