

REPORT ON THE
UNEMPLOYMENT FUND
FOR THE YEAR 2010

LETTER OF TRANSMITTAL

February 16th, 2015

Sen. Dr. The Honourable Esther Byer
Minister of Labour, Social Security & Human Resource Development
Ministry of Labour, Social Security & Human Resource Development
3rd Floor, West Wing,
Warrens Office Complex,
Warrens,
ST. MICHAEL

Dear Minister:

I have the honour to submit to you, in your capacity as Minister responsible for National Insurance and Social Security, the Board's report on the Unemployment Fund for the year 2010.

Kindly note, that at the time of preparation of the report, the audit of the accounts had not been completed. The report of the Auditor General will be forwarded to you as soon as it becomes available.

Sincerely,



Dr. Justin Robinson
Chairman,
National Insurance Board

THE BOARD

Ms. Sandra Forde	–	Chairman (January – February)
Mr. Keith “Tony” Marshall	–	Chairman (March – December)
Dr. Justin Robinson	–	Deputy Chairman
Mr. Neil Marshall		(January – February)
Ms. Annice Dalrymple		(March – December)
Mr. Dennis Clarke		
Mr. Jon Martineau		
Sir Allan Fields		
Mr. Vincent Burnett		
Mrs. Nancy Headley		
Senator Sir Roy Trotman		

TABLE OF CONTENTS

SECTION

1.	Introduction	6
2.	Economic Overview	7
3.	General	10
4.	Financial Operations	10
	I. Revenue	10
	II. Expenditure	11
	III. Investment Portfolio and Fund Balance	12
	IV. General	14
5.	Benefit Matters	14
6.	Statistical Data Summary	15
7.	Conclusion	15
8.	References	15
	Appendix A. Statistical Data	17
	Appendix B. Unemployment Benefit Guidelines	24
	Appendix C. About the Retraining Programme	26

LIST OF TABLES AND FIGURES

LIST OF TABLES

Table 1: Distribution of Investment Income, 2010	11
Table 2: Investment Portfolio at December 2010 & 2009	12
Table 3: Unemployment Fund Balance 2010 & 2009	14

LIST OF FIGURES

Figure 1: Contributions and Benefit Payments, 2006 to 2010	11
Figure 2: Portfolio Composition at December 31, 2010	13

STATISTICAL APPENDICES

1. Contribution and Benefit Expenditure by Month, 2010 & 2009
2. Unemployment Benefit Contributions, Claims & Payments, 2006 – 2010
3. Unemployment Claims Received and Approved by Month, 2010 & 2009
4. Unemployment Claims Processed, 2006 – 2010
5. Unemployment Benefit Claims Received per Month, 2006 – 2010
6. Unemployment Benefit Claims Awarded by Days Paid and Gender of Claimant, 2010
7. Unemployment Benefit Claims Awarded by Occupation, Days Paid and Gender of Claimant, 2010
8. Unemployment Benefit Recipients by Gender, 2006 – 2010
9. Unemployment Benefit Recipients by Age Group, 2010 & 2009
10. Unemployment Benefit Recipients by Gender and Age Group, 2010
11. Unemployment Benefit Recipients by Number of Days Paid, 2006 – 2010
12. Unemployment Benefit Claims Awarded by Industry, Days Paid and Gender, 2010

NATIONAL INSURANCE BOARD

REPORT OF THE UNEMPLOYMENT BENEFITS FUND FOR THE YEAR 2010

1. INTRODUCTION

The Unemployment Benefit Fund was introduced on 5 July, 1981 as a branch of the National Insurance and Social Security Scheme. The objective is to provide financial compensation to employees who either suffer partial or total loss of earnings due to total unemployment, lay-off or short-time.

Employed persons between the ages of 16 and under pensionable age are provided with coverage. However, permanent government employees and self employed persons are not eligible for unemployment benefits and therefore are not required to contribute to the Scheme.

The Scheme is financed through contributions and investment income. The contribution income is shared equally between employer and employee at a rate of 1.50% of earnings up to a maximum of \$3,900.00 per month or \$900 per week.

Establishment of the Unemployment Benefit Fund

The National Insurance and Social Security Act Cap. 47, Laws of Barbados was amended and resulted in the establishment of the Unemployment Benefit Account as a separate entity from the National Insurance Fund. This became effective on 1 January, 1997 and the Unemployment Fund started with an opening balance of \$50 million.

2. ECONOMIC OVERVIEW

I. Economic Performance

The Barbados Economic and Social Report 2010 estimated that Real Gross Domestic Product (GDP) grew by 0.4%, led mainly by an improved performance in the non-traded sector, following a 4.2% decline a year earlier. This growth was attributed to improved activity in the mining and quarrying sub-sector which rose by 10.5%. In addition, inflation rose from 3.7% in 2009 to 5.8% in 2010.

Unemployment was estimated at 10.7% despite government incentives designed to assist employers with the management of their National Insurance contributions. The deficit on the current account of the Balance of Payment (BOP) widened to 7.6% from 6.6% estimated in 2009, while the fiscal deficit stood at 8.8% of GDP in 2010.

The Net International Reserves (NIR) fell by 2.4% to \$1,453.3 million compared with \$1,487.8 million at the end of 2009. At the end of 2010, the import reserve cover for goods stood at 31.6 weeks, a decline of 3.9 weeks when compared with the corresponding period in 2009.

TOURISM

Tourism receipts in 2010 were estimated at \$2,065.7 million, an increase of 3.6% compared with \$1,994.8 million in 2009. Between 2008 and 2009, value added from the tourism sector was negative. However, in 2010 the tourism industry started to recover and value added from this sector rose by 2.9%. This was due to an increase in arrivals from Canada and the USA which were up by 17% and 13% respectively.

These increases, as stated by the Central Bank of Barbados in its publication Annual Economic Review 2010, were partly due to additional flights by low cost carriers. Furthermore, there were a few events in 2010 that attracted persons to Barbados such as the Barbados Food and Wine Festival and the ICC World Twenty20 (T20) competition. Arrivals from the UK and other Caribbean countries, excluding Trinidad and Tobago were down by 6% and 3% respectively.

AGRICULTURE

During 2010, sugar production fell significantly by an estimated 20.3%, reversing the 1.2% increase registered in 2009. This fall-off was due to severe drought conditions, reduced crop yields, a fall in the value of the Euro *vis-à-vis* the US dollar, and the phased reduction in guaranteed prices. In contrast, output in the

non-sugar agriculture and fishing sub sectors recorded an increase, expanding by 1.0%.

MANUFACTURING

Manufacturing output fell by an estimated 4.4% during the review period. In addition, credit to manufacturing declined by 5.0%, to reach \$129.8 million compared with the \$136.6 million recorded for 2009.

TRADE SECTORS (Exports & Imports)

Domestic exports for 2010 were estimated at \$472.5 million, representing an increase of 7.5% or \$32.9 million above the \$439.6 million recorded for 2009. The primary market for Barbados' domestic exports continued to be CARICOM, with a market share of 43.6%. The UK and US were the second and third largest markets respectively, for Barbados' domestic exports.

During 2010, total imports (cif) stood at \$2,393.6 million, a decrease of \$289.2 million or 10.8%. The US continued to be the primary extra-regional supplier and the largest trading partner overall, accounting for 43.3%, CARICOM was the second largest source of imports, accounting for 11.0 per cent of total imports, and the third largest supplier of imports in 2010 was the UK, with a market share of 5.4%. Increases were registered for Germany by 32.1%, Japan by 3.6% and Canada by 3.3%. A decline of 66.7% was recorded for Venezuela.

NON-TRADED SECTORS

During 2010, activity rose marginally by 0.4% in these sectors. The Mining and Quarrying and Wholesale and Retail sub sectors registered the largest increases during the review period, rising by 10.5% and 2.3%, respectively. In contrast, construction fell, for the second successive year, by 10.9% relative to the fall-off of 19.9% in 2009.

INTERNATIONAL & FINANCIAL SERVICES

In the midst of the continued global challenges the International Business and Financial sector maintained its resilience and achieved improved results in the number of new companies seeking incorporation during the review period. At the end of 2010, the number of new entities licensed totalled 442 as compared with 407 at the end of 2009, representing an 8.6% increase in overall new company formation.

A protocol to the Double Taxation Agreement (DTA) with China was signed and ratified during the first quarter of 2010 while DTAs were signed between Barbados

and Panama, Portugal and Spain.

FINANCIAL SECTOR

The banking system during 2010 continued to be challenged as domestic deposits of commercial banks declined marginally while credit accumulation remained severely constrained by low productive activity. With the subdued performance in credit and deposits, liquidity in the banking system remained suppressed. As a result, the excess liquidity ratio fell from 9.9% at the end of December 2009 to 9.3% at the end of December 2010. Despite this, all commercial banks remained adequately capitalized.

II. Impact on the Unemployment Fund

According to the International Labour Organization (ILO) estimates, and stated in the Barbados Economic and Social Report 2010, the global unemployment rate stood at 6.2% in 2010 compared with 6.3% in 2009, but still well above 5.6% in 2007.

There was a marginal decrease of 2.6% in the number of claims received by the National Insurance Office of Barbados during 2010 in comparison to 2009. Conversely, in the year under review, there was a significant increase in claims allowed of 32.9% over 2009. Unemployment benefits paid, inclusive of 2,011 claims brought forward in the year 2009, increased by 5% to \$46.2 million in 2010.

3. GENERAL

I. Board Meetings

The National Insurance Board held eleven meetings during the year at which matters relating to the administration of the Scheme and its finances were discussed.

II. Appeals to Tribunal

During 2010, there were no cases heard by the Tribunal.

4. FINANCIAL OPERATIONS

I. Revenue

Total revenue for 2010 was \$42.2 million compared to \$38.5 million in 2009, an increase of 9.6%.

(i) Contributions

Contributions increased by 3.5% in 2010, which totalled \$32.9 million compared to \$31.8 million in 2009.

(ii) Investment Income

Investment income earned on this fund dropped, by \$0.9 million, from \$6.7 million in 2009 to \$5.8 million in 2010. In 2009, the short term investments accounted for 26.11% of the income collected while the long term investments accounted for 73.89%. On the other hand, short term and long term investments income in 2010 accounted for 19.15% and 80.85% respectively. Table 1 shows the income distribution for 2010.

The portfolio continued to reflect a decrease in short term investment instruments while the long term instruments, namely Treasury Notes and Debentures, continued to account for larger percentages of the investment income. Short-term investment income, which is only 19.15% of the overall portfolio in 2010, decreased by \$0.6 million, which represents 75% of the overall decline from 2009. Within long-term investments, an increase of approximately \$0.3 million was noted in the asset type of Treasury Notes.

Table 1: Distribution of Investment Income 2010

Asset	Income \$	Distribution %
Treasury Bills	377,939	06.51
Deposits	733,698	12.64
Debentures	2,787,250	48.02
Treasury Notes	1,905,293	32.83
Total	5,804,180	100.0

II. Expenditure

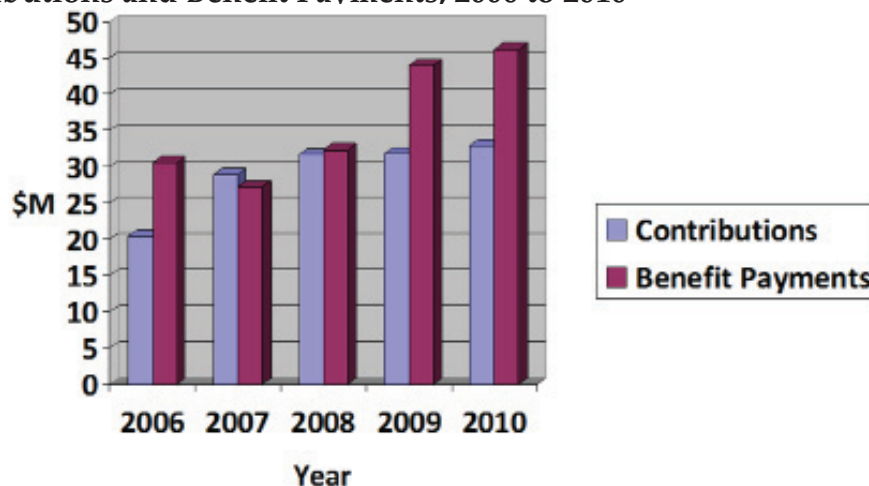
2. In 2010, total expenditure for the Fund was \$59.0 million compared to the 2009 total of \$46.2 million. Total expenditure comprised \$46.2 million in benefit expenditure, \$10 million transferred to the retraining account and \$2.8 million in administrative expenditure. The **Retraining Account** was introduced with legislation enacted on June 8th 2010 which provided for the transfer of \$10 million from the Unemployment Benefit Account.

(i) Benefits

In 2010, \$46.2 million was paid out in benefits. This represents an increase of 5% over the \$44 million paid in 2009. Please note that in August 2010, the Benefit period of 26 weeks was increased by 14 weeks to a period of 40 weeks.

The relationship between contribution income and unemployment benefits for the period 2006 to 2010 is shown in Figure 1.

Figure 1: Contributions and Benefit Payments, 2006 to 2010



(ii) Administrative Expenses

Administrative expenses for 2010 totalled \$2.8 million compared to \$2.2 million in 2009.

The ratio of Administrative Expenses to Contribution Income increased slightly from 6.9% in 2009 to 8.5% in 2010.

At December 31, 2010, there was a liability of \$5.8 million representing amounts owed to the National Insurance Fund for benefits paid on behalf of the Unemployment Fund.

A deficit of \$16.8 million was recorded for the year.

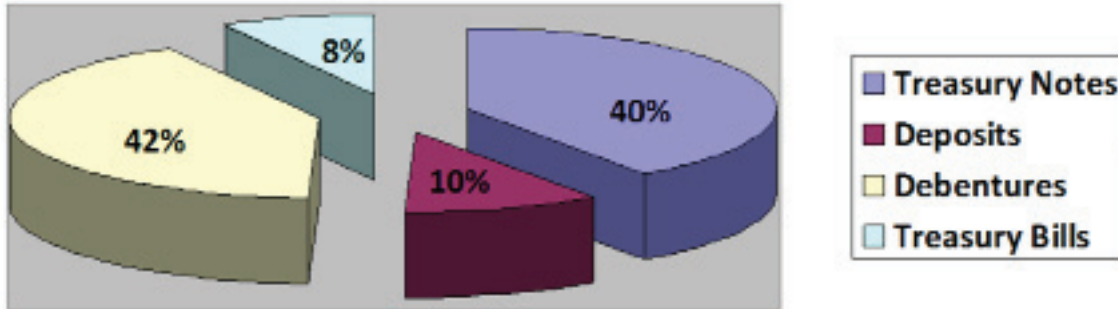
III. Investment Portfolio

The composition of the investment portfolio for 2010 compared to 2009 is shown in Table 2. There was a significant decrease in Deposits of \$20.2 million or 70.1% in 2010 compared to 2009. This is as a result of the use of maturing investments to meet the payment of increased benefit expenditure.

Table 2: Investment Portfolio at December 2010 and 2009

	2010 Portfolio		2009 Portfolio	
	\$M	%	\$M	%
Deposits	8.6	10.17	28.8	25.8
Treasury Bills	6.8	7.96	9.4	8.4
Debentures	35.2	41.46	39.1	35.0
Treasury Notes	34.3	40.41	34.5	30.8
Total	84.9	100.0	111.8	100.0

Figure 2: Portfolio Composition at December 31, 2010



FUND BALANCE

Cash in hand and at bank at the end of 2010 was \$4.6 million compared to the \$0.2 million recorded in 2009. Interest receivable was \$0.4 million less than the \$1.4 million recorded in 2009. Contribution and other receivables increased to \$38.6 from the \$32.4 million recorded in 2009.

Investments on the other hand showed a significant reduction of \$26.9 million from \$111.8 million in 2009 to \$84.9 million in 2010 as increased pressure was put on the Fund due to the unemployment situation in the country.

Table 3: Unemployment Fund Balance 2010 & 2009

	2010	2009
	\$Millions	\$Millions
Cash and bank balances	4.6	0.2
Investment income receivable	1.0	1.4
Contribution and other receivables	38.6	32.4
Investments	84.9	111.8
Total	129.1	145.8

IV. General

The accounts for the year have not yet been audited.

5. BENEFIT MATTERS

Sixteen thousand four hundred and twenty-one (16,421) claims were received in 2010, a decrease of 445 claims when compared to the 16,866 claims received in 2009. In addition to the 2,011 claims brought forward at the end of 2009, there were a total of 18,432 claims to be processed. Of the total claims to be processed, 79.3% or 14,616 claims were allowed and 6.1% or 1,130 claims were disallowed. During the year, 242 claims were canceled and at year end, 2,464 claims were pending. **See Appendix 4.**

There was a decrease of seven hundred and fifty-five (755) in the number of claims allowed in 2010 over the claims allowed in 2009. Total benefit payments rose from \$44.0 million in 2009 to \$46.2 million in 2010. **See Appendix 2.**

Of the 14,616 claims allowed in the year under review, 53.1% (7,754) were recorded for female claimants while the remaining 46.9% (6,862) were male claimants. Similarly, in 2009, female claimants accounted for 56.7% of all claims allowed while the males accounted for 43.2%. **See Appendix 6.**

Service workers accounted for 45.5% of the claims allowed. Skilled craftsmen represented the second largest group of unemployed persons accounting for 13.7%. Meanwhile, during 2009, Service Workers and Skilled Craftsmen accounted for 55.0% and 11.4% respectively of all unemployed persons. **See Appendix 7.**

The total number of claimants in 2010 was 11,112 claimants, some 2,538 less than the 13,650 claimants in 2009. The female category accounted for the majority of unemployed claimants being 52.9% (or 5,873 of the 11,112 claimants), while the males accounted for 47.1% (or 5,239 claimants). Regardless of gender, 53.3% of the unemployment recipients awarded benefits in 2010, were within the 25-44 age category. **See Appendices 8 and 9.**

In 2010, 24.5% (2,724) of the recipients who received unemployment benefit were paid for between 13 to 42 days. This is a decrease of 26 claimants with respect to the (2,698) claimants that were paid for the same period in 2009. The second highest percentage of claimants received payments for between 43 and 78 days and they accounted for 18.7% (2,081) of all recipients. **See Appendix 10.**

6. STATISTICAL DATA SUMMARY

The appendices to this report provide statistical information on

- unemployment claims received and allowed;
- unemployment benefits paid and contributions collected;
- information on the unemployment recipients and claims by varying categories.

There is also comparative data for the period 2006 to 2010.

7. CONCLUSION

The Board wishes to express its appreciation to the Director and staff for their management of the Scheme during the year.

8. REFERENCES

Barbados' Ministry of Finance & Economic Affairs (2011). *Barbados Economic and Social Report 2010*. Government of Barbados. Published on 23 August 2011. Retrieved from <www.economicaffairs.gov.bb/archive.php.cid10>

Central Bank of Barbados (2011). *Annual Economic Review 2010*. Retrieved from <[http://www.centralbank.org.bb/WEBCBB.nsf/\(hpPublications\)/55700A70CF1B813704257815008106A4/\\$FILE/Revised_Annual_Economic_Report_for_2010_as_at_Jan072011_final.pdf](http://www.centralbank.org.bb/WEBCBB.nsf/(hpPublications)/55700A70CF1B813704257815008106A4/$FILE/Revised_Annual_Economic_Report_for_2010_as_at_Jan072011_final.pdf)>

APPENDICES

A. STATISTICAL DATA

Appendix 1: Contribution and Benefit Expenditure by Month, 2010 & 2009

Month	2010		2009	
	Contributions (\$)	Benefits (\$)	Contributions (\$)	Benefits (\$)
January	3,092,393	3,565,374	2,667,940	3,610,197
February	2,893,311	3,104,000	2,676,182	3,170,199
March	2,930,388	3,749,839	2,852,838	3,498,068
April	2,768,344	3,360,737	2,770,664	2,983,409
May	2,038,821	3,523,103	2,521,336	4,236,934
June	2,983,734	3,732,465	2,651,997	3,816,088
July	2,462,472	4,078,608	2,508,223	3,716,707
August	2,676,182	4,047,694	2,613,255	3,950,568
September	3,120,214	4,112,966	2,839,957	4,212,807
October	2,125,477	4,358,942	2,690,939	4,179,308
November	2,953,130	4,395,019	2,573,812	3,363,923
December	2,809,441	4,129,962	2,453,621	3,238,300
Total	32,853,907	46,158,709	31,820,764	43,976,508

Appendix 2: Unemployment Benefit Contributions, Claims and Payment, 2006 - 2010

Year	Contributions (\$)	Benefits (\$)	Claims Received	Claims Allowed
2006	27.9	26.1	12,446	10,243
2007	28.9	26.8	11,488	10,370
2008	31.7	31.5	12,698	11,568
2009	31.8	44.0	16,866	15,371
2010	32.9	46.2	16,421	14,616

Appendix 3: Unemployment Claims Received and Approved by Month, 2010 & 2009

Month	2010		2009	
	Received	Allowed	Received	Allowed
January	1,605	1,575	1,678	1,481
February	1,088	1,053	1,133	1,392
March	1,488	1,370	1,277	1,285
April	1,415	1,154	1,258	568
May	1,419	1,185	1,599	1,547
June	1,661	1,318	1,768	1,504
July	1,382	1,662	1,429	1,564
August	1,334	1,278	1,384	1,335
September	1,660	1,134	1,632	1,451
October	1,012	1,395	1,207	1,187
November	893	800	864	867
December	1,464	692	1,637	1,190
Total	16,421	14,616	16,866	15,371

Appendix 4: Unemployment Claims Processed, 2006 – 2010

Year	Claims Brought Forward	Claims Received	Total Claims for Processing	Claims Allowed	Claims Disallowed	Claims Pending
2006	1,493	12,446	13,939	10,243	1,172	2,524
2007	1,693	11,488	13,181	10,370	1,286	1,525
2008	1,553	12,698	14,497	11,568	1,063	1,623
2009	1,641	16,866	18,507	15,371	1,125	2,011
2010	2,011	16,421	18,432	14,616	1,130	2,464

Appendix 5: Unemployment Benefit Claims Received Per Month, 2006 - 2010

Month	2010	2009	2008	2007	2006
January	1,605	1,678	1,071	1,070	1,304
February	1,088	1,133	771	660	918
March	1,488	1,277	781	875	963
April	1,415	1,258	973	1,129	952
May	1,419	1,599	1,036	971	1,130
June	1,661	1,768	1,178	1,003	1,230
July	1,382	1,429	1,267	1,004	1,213
August	1,334	1,384	867	828	1,053
September	1,660	1,632	1,355	1,294	1,262
October	1,012	1,207	955	866	893
November	893	864	768	756	672
December	1,464	1,637	1,675	1,032	856
Total	16,421	16,866	12,698	11,488	12,446

Appendix 6: Unemployment Benefit Claims Awarded by Days Paid and Gender of Claimant, 2010

Age Group	Females		Males		Total	
	Claims Allowed	Days Paid	Claims Allowed	Days Paid	Claims Allowed	Days Paid
Under 30	2,224	162,879	2,041	135,626	4,265	298,505
30-39	2,271	134,843	1,826	117,309	4,097	252,152
40-49	1,808	110,380	1,519	92,219	3,327	202,599
50-59	1,176	71,264	1,141	67,046	2,317	138,310
60-69	275	17,778	335	16,245	610	34,023
Total	7,754	497,144	6,862	428,445	14,616	925,589

Appendix 7: Unemployment Benefit Claims Awarded by Occupation, Days Paid and Gender of Claimant, 2010

Occupation	Female		Male		Total	
	Benefits Allowed	Days Paid	Benefits Allowed	Days Paid	Benefits Allowed	Days Paid
Service Workers Production Process Workers	4,114	240,779	2,535	157,303	6,649	398,082
Skilled Craftsmen Transport & Communication Workers	374	11,883	423	16,465	797	28,348
Quarry Workers	291	14,363	1,712	109,897	2,003	124,260
Farmers, Fishermen etc.	302	18,518	834	40,946	1,136	59,464
Sales Workers	0	0	147	3,653	147	3,653
Clerical Workers	73	5,133	132	12,033	205	17,166
Administrative and Managerial Service Professional, Technical and Related Workers	476	40,647	147	13,968	623	54,615
Others	1,068	83,903	187	16,563	1,255	100,466
Total	7,754	497,144	6,862	428,445	14,616	925,589

Appendix 8: Unemployment Benefit Recipients by Gender, 2006 – 2010

Year	Females	Males	Total
2006	4,859	3,452	8,311
2007	4,924	3,378	8,302
2008	5,217	3,787	9,004
2009	7,383	6,267	13,650
2010	5,873	5,239	11,112

Appendix 9: Unemployment Benefit Recipients by Age Group, 2010 & 2009

Age Group	2010		2009	
	No.	%	No.	%
16 - 19	355	3.19	282	2.06
20 - 24	1,477	13.29	1,818	13.32
25 - 44	5,925	53.32	7,325	53.66
45 - 54	2,178	19.60	2,688	19.54
55 - 64	1,125	10.12	1,476	10.81
Over 64	52	0.47	61	0.45
Total	11,112	100	13,650	100

Appendix 10: Unemployment Benefit Recipients by Gender and Age Group, 2010

Age Group	Female	Male	Total
16 - 19	189	166	355
20 - 24	786	691	1,477
25 - 34	1,654	1,477	3,131
35 - 44	1,494	1,300	2,794
45 - 54	1,193	985	2,178
55 - 64	537	588	1,125
Over 64	20	32	52
Total	5,873	5,239	11,112

Appendix 11: Unemployed Benefit Recipients by Number of Days Paid 2006-2010

	2010		2009		2008		2007		2006	
Days Paid	No. of Recipients	%	No. of Recipients	%	No. of Recipients	%	No. of Recipients	%	No. of Recipients	%
1 - 12	1,212	10.9	1,197	8.8	1,008	11.2	1,184	14.26	1,046	12.59
13 - 42	2,724	24.5	2,698	19.8	2,186	24.3	1,810	21.80	1,723	20.73
43 - 78	2,081	18.7	2,235	16.4	1,742	19.3	1,634	19.68	1,561	18.78
79 - 108	1,280	11.5	1,364	10.0	1,015	11.3	1,005	12.11	998	12.01
109 - 138	1,199	10.8	1,211	8.9	1,341	14.9	1,022	12.31	1,161	13.97
139 - 155	804	7.2	676	5.0	797	8.9	844	10.17	895	10.77
156	444	4.0	4,269	31.3	915	10.2	803	9.67	927	11.15
157-239	1,270	11.4								
240	98	0.9								
Total	11,112	100	13,650	100	9,004	100	8,302	100	8,311	100

Note: In 2010, the Unemployment Benefit Payments were extended by 14 weeks, taking the upper limit from 26 weeks (156 days) to 40 weeks (240 days), beginning August 2010 until June 2012.

Appendix 12: Unemployment Benefit Claims Awarded by Industry, Days Paid and Gender, 2010

Industry	Female		Male		Total	
	No. of Claims	No. of Days paid	No. of Claims	No. of Days paid	No. of Claims	No. of Days paid
Agriculture	22	1,168	52	6,268	74	7,436
Mining and Quarrying	0	0	4	73	4	73
Manufacturing	819	22,423	371	21,687	1,190	44,110
Electricity, Gas and Water	18	1,564	14	1,266	32	2,830
Construction	110	9,642	749	45,814	859	55,456
Wholesale & Retail	832	66,380	331	29,624	1,465	83,156
Hotel & Restaurant	1,026	56,043	439	27,113	1,163	96,004
Transport, Storage and Communication	125	9,887	146	15,427	271	25,314
Financial Intermediation	634	61,456	447	41,187	1,081	102,643
Community, Social & Personal Service Activities	4,135	266,837	4,281	238,151	8,416	504,988
Not Assigned	33	1,744	28	1,835	61	3,579
Total	7,754	497,144	6862	428,445	14,616	925,589

B. UNEMPLOYMENT BENEFIT GUIDELINES

GUIDELINES

To qualify for an Unemployment Benefit, one must:

- a. have been insured for at least fifty-two (52) weeks.
- b. have at least twenty (20) contributions paid or credited in the three (3) consecutive quarters ending with the quarter but one before that in which unemployment began.
- c. have at least seven (7) contributions paid or credited in the quarter preceding the quarter in which unemployment commenced.

How is Unemployment Benefit computed?

The daily rate of unemployment benefit is sixty percent (60%) of the insured person's average insurable weekly earnings, divided by six (6). The same principle applies in the case of an insured person who has been laid off or kept on short time.

Average Insurable Weekly Earnings means the sum of the insurable earnings on which contributions, (paid or credited) were based over the continuous period of the quarter but one before the contribution quarter in which unemployment began or is deemed to have begun, divided by thirteen (13).

Two or more periods of unemployment which are not separated by more than thirteen (13) weeks are treated as one continuous period of unemployment starting on the first day of the first period of unemployment, and the rate of benefit payable for the whole period is the rate payable during the first period of unemployment.

Payment of Unemployment Benefit

Unemployment benefit is payable for each day of unemployment, excluding Sundays, as long as unemployment continues, subject to a maximum of twenty-six (26) weeks in any continuous period of unemployment; or for an aggregate of twenty-six (26) weeks in the fifty-two (52) weeks immediately preceding the commencement of the current week of unemployment

A person who becomes unemployed should report to the Unemployment Section at the E. Humphrey Walcott Building, Culloden Road, St. Michael, or at such other place as

may be determined by the Director, National Insurance, to complete a claim form and register at the National Employment Bureau (NEB).

Where an insured person has exhausted entitlement to unemployment benefit, that person shall not be entitled to another such benefit until the expiration of fifty-two (52) contribution weeks from the last week in respect of which benefit was paid.

The first three (3) days of a period of unemployment are treated as “waiting days”. Unemployment benefit is not payable for these days unless the period of unemployment lasts for two (2) weeks or more.

Unemployment benefit is not payable for any period spent out of the island nor for any period more than two (2) weeks from the initial date of registration at the E. Humphrey Walcott Building, Culloden Road, St. Michael. Subsequent visits to the Unemployment Section every three (3) weeks allows for continued payment of benefit.

Termination of Services/Lay Off Certificate

Employers are required to complete form U.3 Termination of Services / Lay Off Certificate in duplicate as soon as the employee’s services are terminated or the employee is laid off,

The certificate must be given to the insured person and the duplicate sent to the National Insurance Office. This form contains information vital to the computation of the employee’s Unemployment Benefit.

C. ABOUT THE RETRAINING PROGRAMME

The Government of Barbados established the Retraining Programme in 2010, to retrain persons who have become unemployed and have paid unemployment contributions. The National Insurance Board has been designated to manage this account while the Ministry of Labour, Social Security and Human Resource Development, through the National Employment Bureau (NEB), has responsibility for its administration.

The Unemployment Section is located at the E. Humphrey Walcott Building, the corner of Culloden Road and Collymore Rock, St. Michael while the NEB is located at Warrens Office Complex, Warrens, St. Michael.

Once applicants register for unemployment, they are provided with information regarding the courses and the institutions that offer these programmes. They are required to visit the NEB to be interviewed, receive career counselling, register for one of the available courses and have their unemployment card stamped.

The various institutions that offer these courses include the

- Samuel Jackman Prescod Polytechnic (SJPP),
- Barbados Vocational Training Board (BVTB),
- University of the West Indies Open Campus - The Pine, St. Michael, Barbados, and
- Caribbean Photovoltaic Design and Installation Training Agency.

Further information regarding Regulations and Amendments for the Retraining Programme can be obtained from website as follows: <http://www.nis.gov.bb/retraining/>.



www.nis.gov.bb