Legislative Assembly of the Cayman Islands

PRIVATE MEMBER'S MOTION NO. 5 of 2017/2018

Expatriate Workers Pension Exodus

WHEREAS Recent legislative changes in the Cayman Islands, will soon put a stop to expatriate workers leaving the country and withdrawing their accumulated pensions from their pension plan prior to retirement;

AND WHEREAS The concern has been raised that many businesses will lose a significant number of expatriate workers who have opted to leave the country prior to the cut-off date of December 31st 2017, allowing them to withdraw their accumulated pension from their pension plan;

AND WHEREAS An exodus of expatriate workers will have economic consequences for many local businesses including businesses in the tourism sector who will be in the middle of their busy season;

AND WHEREAS The number of unemployed, unskilled and underemployed Caymanians continues to be a concern for these islands;

AND WHEREAS Many unemployed and currently unskilled or semi-skilled Caymanians could potentially be employed in those positions vacated by expatriate workers if they are given the opportunity, training and necessary support;

AND WHEREAS The Cayman Islands has less than (6) six months to address this problem, and in the very near future will be left with no alternative but to grant new work permits as pressure from the affected businesses mounts;

AND WHEREAS One of the Cayman Islands top priorities must be that of providing training, upskilling, education, and employment opportunities for all Caymanians;

BE IT NOW THEREFORE RESOLVED That the Government considers immediately putting the following plan in place to address the concerns raised by the potential 'expatriate workers exodus' from the Cayman Islands:

1. Require all affected businesses to provide the Government with a detailed listing of those vacancies that will be created by the 'expatriate exodus'.
2. Require all affected businesses to immediately register these vacancies on the NWDA jobs database.
3. Embark on a recruitment drive in partnership with the affected businesses encouraging interested Caymanians to register and apply as job seekers.
4. Identify those Caymanians who can be upskilled and trained either on the job or in the period leading up to the expatriates departure date, and ensure that they receive the necessary training and support to be able to successfully perform in the positions.

5. Ensure that the Immigration department can access the vacancy and job seeker information to ensure that work permits are not being granted when there is a potential Caymanian applicant available.

AND BE IT FURTHER RESOLVED That the Government considers creating a special purpose multi-agency management team who will oversee the process and ensure adherence to the strict time-lines and requirements.

AND BE IT FURTHER RESOLVED That the Government considers immediately putting in place policies and directives in the Immigration department and by extension the work permit board to ensure that no work permit is granted to fill a vacancy caused by the "Pension Exodus" which has not been identified as such, and registered with the NWDA.

Moved by: _____

Mr. Alva H. Suckoo Jr, MLA
Deputy Leader of the Opposition
Elected Member for Newlands

Seconded by: _____

Mr. Anthony Eden, OBE, JP, MLA
Elected Member for Savannah

Received in the Office of the Clerk this 10th day of August, 2017.

Rejected by the Cayman Islands Legislative Assembly this 24th day of August, 2017.

Clerk of the Legislative Assembly