



**NINETEENTH YOUTH PARLIAMENT**  
**PRIVATE MEMBER'S MOTION No. 2 of 2026**

**Establishment of a National Job Criteria Joint Committee**

**WHEREAS** many Caymanians face barriers to employment due to subjective and inconsistent definitions of what constitutes a "qualified" candidate, particularly within the private sector;

**AND WHEREAS** the absence of standardised job criteria increases the risk of bias and diminishes public confidence in national workforce and labour policies;

**AND WHEREAS** there is currently no formal framework through which the Government and the private sector may collaboratively create a list of jobs and job descriptions, defining industry-specific competencies, qualifications, and professional standards.

**BE IT THEREFORE RESOLVED** that this Honourable Youth Parliament Government considers establishing a National Job Criteria Joint Committee which would be tasked with establishing a National Job Criteria List (*which include a list of job criteria and job descriptions*) that would ensure transparency and equal qualification standards across both public and private sectors;

**AND BE IT FURTHER RESOLVED** that this Honourable Youth Parliament Government considers the Committee be comprised of the following members:

- a. One representative each from Workforce Opportunities & Residency Cayman (*WORC*), Portfolio of the Civil Services (*PoCS*), Cayman Islands Society for Human Resources Professionals (*CIHRP*), Chamber of Commerce, Cayman Island Legal Practitioners Association (*CILPA*), Cayman Islands Tourism Association (*CITA*), Labour & Pensions, and Cayman Finance;

- b. One layperson appointed by the Government and one by the Official Opposition;

**AND BE IT FURTHER RESOLVED** that this Honourable Youth Parliament Government considers that the Committee shall:

1. Be formally established within three (3) months of the passage of this motion;
2. Establish the initial National Job Criteria List and submit its recommendations to Cabinet within twelve (12) months of its establishment;
3. Be mandated to update, biennially, a national list of job descriptions, skill levels, and industry-recognised standards; and
4. Report to the Ministry of Caymanian Employment and Immigration.

**AND BE IT FURTHER RESOLVED** that this Honourable Youth Parliament Government considers that the National Job Criteria List be formally adopted by WORC as the primary regulatory benchmark for determining whether a Caymanian applicant is "suitably qualified" for a position;

**AND BE IT FURTHER RESOLVED** that this Honourable Youth Parliament Government considers that the Director of WORC be mandated to refuse the grant or renewal of any work permit where a Caymanian applicant meets the established National Job Criteria for that role, unless the employer can provide documented, exceptional evidence for refusal that exceeds the standardised requirements; and

**AND BE IT FURTHER RESOLVED** that this Honourable Youth Parliament Government considers that the Ministry of Caymanian Employment and Immigration and the Department of Labour and Pensions ensure the National Job Criteria List is maintained as a public digital document on the JobsCayman portal, providing total transparency for job seekers, students, and employers regarding the minimum competencies required for every role in the Cayman Islands economy.

Moved By: Hon. Johanah O'Connor  
Leader of the Opposition  
Elected Member for Bodden Town West

Seconded By: Mr. Dominic Anderson  
Elected Member for Savannah

Received in the Clerk's Office on 20<sup>th</sup> January, 2026

Passed/Rejected by the CPA Youth Parliament this 9<sup>th</sup> day of March, 2026