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## TABLING OF LABOUR RELATIONS (PUBLIC SERVICE) CONVENTION, 1978 (C151) IN THE NATIONAL ASSEMBLY FOR RATIFICATION BY THE MINISTER OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION, 2018

Honourable Speaker, Honourable Members

I rise to place before this house the Labour Relation (Public Service) Convention, 1978 (C151) for ratification.

Namibia is one of the few countries in Africa where Public Service employees are fully covered by labour laws.

The Convention therefore, provides for public employees to enjoy adequate protection against acts of anti-union discrimination. Their organisations shall enjoy adequate protection against acts of interference by a public authority in their establishment, functioning and administration. Public employees' organisations shall enjoy complete independence from public authorities.

The Convention stipulates that public employees shall have the same civil and political rights as other workers which are essential to the normal exercise of freedom of association, subject only to the obligations arising from their status and the nature of their functions.

Further, the Member States must abide facilities to the representatives of recognised public employees' organisations to enable them to carry out their functions promptly and efficiently, both during and outside their hours of work, without impairing the efficient operation of the administration or service concerned.

The Convention further recognises that measures appropriate to national conditions shall encourage and promote the negotiation of terms and conditions of employment for public employees, or such other methods as will allow their representatives to participate in the determination of these matters. The settlement of disputes shall be sought through negotiation between the parties, or through independent and impartial machinery (such as mediation, conciliation and arbitration).

Like other Conventions, this Convention is well within the Namibian Constitution, the Public Service Act and the Labour Act. By ratifying this Convention, therefore strengthen our current system of collective bargaining in Public Service for better and professional service delivery.

Honourable Speaker Honourable Members

I have the honour to move for the adoption by this House the ratification of the Labour Relation (Public Service) Convention, 1978 (C151).

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TABLING OF LABOUR INSPECTION CONVENTION, 1984 (C81) IN THE NATIONAL ASSEMBLY FOR RATIFICATION BY THE MINISTER OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION, 2018

Honourable Speaker, Honourable Members

I rise to place before this house the Labour Inspection Convention, 1984 (C81) for ratification.

Convention No. 81 provides for a system of labour inspection to secure enforcement of the legal provisions relating to conditions of work and the protection of workers in workplaces, as well as in commercial workplaces if the ratifying Member State accepts this extension. Mining and Transport undertakings may be excluded from the application of this Convention in relations to health and safety at workplace matters only.

The Convention deals with the organisation and functioning of inspection services, the responsibilities of a central authority, its co-operation with other public and private services and with employers and workers or their organisations. It further deals with the recruitment of qualified staff in sufficient numbers (including women) and with appropriate status, material means and facilities (offices and transport), the thorough regular inspection of workplaces, and the publication of reports and annual statistics on the work of the inspection services.

The Convention defines the functions of labour inspectors and also stipulates the powers of labour inspectors. Inspectors are required to respect certain obligations: they are prohibited from having any direct or indirect interest in the undertakings under their supervision and shall not reveal manufacturing or commercial secrets of the workplaces they inspect or the source of any complaint.

By ratifying this Convention, Namibia strengthen its labour inspection systems as provided for in the Labour Act, (No. 11 of 2007). It also facilitates Namibia's efforts to train its Labour Inspectors in accordance with international standards for example partnering with international training centre (ITC/ILO) based in Turin, Italy, which is a specialised training centre in labour and employment fields.

Honourable Speaker Honourable Members

I have the honour to move for the adoption by this House the ratification of the Labour Inspection Convention, 1984 (C81).



TABLING OF THE EMPLOYMENT POLICY CONVENTION, 1964 (C122) IN THE NATIONAL ASSEMBLY FOR RATIFICATION BY THE MINISTER OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION, 2018

Honourable Speaker, Honourable Members

I rise to place before this house the Employment Policy Convention, 1964 (C122) for ratification.

The Convention requires, as a major goal, the declaration and pursuit of an active policy designed to promote full employment with a view to stimulating economic growth and development, raising the levels of living, continuous meeting manpower requirements and overcoming unemployment and underemployment.

This Convention aims at ensuring that there is work for all who are available for and seeking work; that such work is as productive as possible and that there is freedom of choice of employment. It requires that worker shall have the fullest possible opportunity to qualify for, and use his or her skills and endowments in, a job for which the worker is well suited, without discrimination.

Employment Policy Convention takes due account of the stage and level of economic development and the mutual relationships between employment objectives and other economic and social objectives, and shall be pursued by methods that are appropriate to national conditions and practices. The measures to be adopted for attaining the specified objectives shall be decided and kept under review within the framework of a co-ordinated economic and social policy.

Finally, the Convention provides for consultation of representatives of the persons affected by the measures to be taken, and in particular representatives of employers and workers.

Honourable Speaker Honourable Members

Employment creation efforts in every country are dependent on good employment policies. Currently Namibia is embarking on ILO/ South Korea project public employment services. Therefore, by ratifying this Convention, Namibia continues to improve in the area of public

employment services by acquiring technical expertise and upgrading its Namibia Integrated Employment Information System (NIEIS) to offer better services.  $\supset$ 

Honourable Speaker Honourable Members

I have the honour to move for the adoption by this House the ratification of the Employment Policy Convention, 1964 (C122).

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## TABLING OF CONVENTION CONCERNING WORK IN THE FISHING SECTOR, 2007 (C188) IN THE NATIONAL ASSEMBLY FOR RATIFICATION BY THE MINISTER OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION, 2018

Honourable Speaker, Honourable Members

I rise to place before this house the Convention concerning the Work in the Fishing Sector, 2007 (C188) for ratification.

/ Convention on Work in the Fishing Sector, 2007, (No. 188) was adopted by the International Labour Conference in 2007 and Namibia was the lead negotiator for Africa Government Group.

The Convention applies to all fishers and all fishing vessels engaged in commercial fishing operations. In the event of doubt as to whether a vessel is engaged in commercial fishing, the question shall be determined by the competent authority after consultations. Any member, after consultations may extend, in whole or in part, to fishers working on smaller vessels the protection provided in this Convention for fishers working on vessels of 24 metres in length and over.

The Convention ensures that fishers have decent conditions of work on board fishing vessels with regard to minimum requirements for work on board; conditions of service; accommodation and food; occupational safety and health protection; medical care and social security. It applies to all fishers and fishing vessels engaged in commercial fishing operations. It supersedes the old Conventions relating to fishermen (fishers).

This Convention owing to special problems of a substantial nature in the light of insufficiently developed infrastructure or institutions, the Member States may, in accordance with a plan drawn up in consultation, progressively implement all or some of the provisions of the convention (flexibility provision).

Namibia is a fishing nation and by ratifying this Convention, Namibia will be able to address some of the labour and employment challenges currently facing this sector including receiving technical assistance from ILO on regular basis.

Honourable Speaker Honourable Members

I have the honour to move for the adoption by this House the ratification of Convention concerning the Work in the Fishing Sector, 2007 (C188).