



NATIONAL ASSEMBLY

Contribution by Hon. Hamata (PDM) on the Motion to discuss and engage in a constructive dialogue with regard to the prevailing labor hire practices in Namibia and come up with solutions to the exploitation of workers in the country as tabled by Hon. Longinus Iipumbu (NEFF)

April 24, 2024

Honorable Speaker, Hon. Members,

1. I rise today to contribute on Hon. Iipumbu's motion on labor hire. First and foremost, allow me to shed some light on why I withdrew my motion on labor. I noticed that Hon. Iipumbu's motion addressed the same concerns and proposals as mine. Recognizing this overlap, I made the decision to withdraw my motion and instead offer my contribution to the discussion at hand.

Honorable Members,

2. I am deeply concerned about the deteriorating labor conditions and collective bargaining rights in Namibia. Our hardworking citizens continue to face mistreatment, poor working conditions, and meager wages, while the Minister of Labor, Industrial Relations and Employment Creation remains notably silent on these pressing issues.
3. The International Labor Organization (ILO) has identified poor working conditions as a major global employment challenge, affecting millions

worldwide. In Namibia, labor conditions have worsened in recent years, with reports of employers worsening working conditions to save on severance pay-outs, forcing many workers into poor quality work lacking security and decent pay. The 2019 report by the ILO highlights the inadequate economic security experienced by a majority of the global workforce.

Honorable Speaker,

4. In light of these challenges, I propose urgent measures to address the plight of Namibian workers. To begin with, every major business in our country should be mandated to pay workers a minimum of N\$6800.00 per month, plus medical aid, with contractual terms limited to one year.
5. Additionally, a thorough investigation should be conducted into potential ministerial conflicts of interest, with severe consequences for those found guilty. Furthermore, I emphasize the need for comprehensive support for workers who have lost their jobs due to unfair treatment, including proper compensation and counselling.
6. I also propose some suggestions to enhance the effectiveness of the Ministry of Labor, including the implementation of a comprehensive monitoring system, and the enhancement of transparency within the Ministry.
7. This signals a commitment by the PDM to rectify the injustices faced by Namibian workers and ensure a more equitable and prosperous future for all.
8. Let us work together to secure a brighter future for Namibia's workforce.

Thank you.