



REPUBLIC OF NAMIBIA

MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION

Annexure “A”

MAJOR ACHIEVEMENTS AND CHALLENGES FOR VOTE 14, THE MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION (MLIREC) DURING THE 2023/2024 FINANCIAL YEAR, PER PROGRAMME

Programme 01: Promotion and Ensurance of Optimum Development and Utilisation of Human Resource.

- 1.1 **Provision of Employment Services** - A total number of **12,129** jobseekers were registered on the Namibia Integrated Employment Information System (NIEIS), out of which **1,350** job seekers were placed at various industries. A total of **2,725** vacancies were reported to the Employment Services Bureau online and through manual notification on Form ESA 3a. Three hundred and twenty-four (**324**) Designated Employers were registered on NIEIS of which **105** Designated Employers, represented by **214** participants, were trained on the Employment Services Act and on the usage of NIEIS. A total number of **244** establishments were visited to solicit employment for jobseekers, while **87** school orientation talks were conducted at different schools country-wide.
- 1.2 In terms of vocational counselling services, **2,124** individuals received counselling, psychometric testing for career counselling and guidance as well as testing for education selection; **26** career-themed events/motivational talks and **8** employee wellness activities were conducted.
- 1.3 **Specialized training and professional development** – Nine (**9**) Intern Psychological Counsellors were enrolled of which **5** were enrolled by this Ministry and **4** were visiting interns from other institutions such as Ministry of Education, Arts and Culture, Ministry of Health and Social Services and Okonguari Psychotherapeutic Center. Out of the **5** interns enrolled by this Ministry, **3** have successfully completed their training programme and awaits

registration with the Health Professions Council of Namibia, while 2 are still undergoing training. Six **(6)** staff members attended a Certification training on the Neethling Brain Instruments as part of Continuous Professional Development.

- 1.4 **The Guidelines on Psychometric use in the Employment Sector in Namibia –** The development of the Guidelines on best practices of psychometric usage in the Namibian Employment Sector has been completed and will soon be launched.
- 1.5 **Pre-retirement workshops –** The Ministry has developed a Programme to provide necessary information and knowledge to the general public to plan and prepare for retirement. During the reporting period, **8** pre-retirement workshops were conducted.
- 1.6 **Implementation of the National Labour Migration Policy -** The Ministry continuously engaged the stakeholders on the implementation of the National Labour Migration Policy. A Namibian Employers and Trade Union Migration Network (NETUMN) on labour migration management was established between trade unions and employers. NETUMN is a Bi-partite arrangement amongst trade unions, and employers supporting the implementation of the National Labour Migration Policy. The Network (NETUMN) will officially be launched on the 18th April 2024.
- 1.7 **Global Accelerator on Jobs and Social Protection for Just Transitions (GA) –** Namibia has been accepted as one of the 13 pathfinder countries on Global Accelerator project of the United Nations' Secretary General to facilitate the creation of jobs, increase social protection and accelerate formalisation of informal sector. The Draft National Roadmap for the project is in place awaiting finalization and adoption. In addition, various structures and committees have been established, comprising of committee of Ministers and national stakeholder's committee to facilitate the development and implementation of the roadmap.
- 1.8 **Employment-Centred Budgeting Tool –** The tool for employment-centred budgeting and a plan aiming to introduce employment centred-budgeting in the

process of approving budgets in the public sector and state-owned enterprises is developed and validated by key stakeholders.

- 1.9 **Development of the National Employment Policy** - The Ministry has successfully facilitated consultative sessions between key stakeholders and a local Consultant has been appointed to oversee the development process of the policy. These consultations aimed at extensively engage the stakeholders with the aim of developing an up to date, evidence based and comprehensive situational analysis of Namibia's labour market and employment situation including an analysis of country specific inequalities as well as challenges and opportunities that are likely to arise from Future of Works transitions. Situation analysis report is in place.
- 1.10 **Implementation of Employment Impact Assessment** – Key government personnel were trained in various methodologies of employment impact assessment in order to enable them to evaluate the employment creation potential of the National Development Plans, policies and programmes and proposed investments.
- 1.11 **Namibia Standards Classification of Occupation (NASCO)** – This project is in the final stage of finalisation.
- 1.12 **Productivity Promotion** - The Ministry held the Annual Productivity Week in October 2023 under the theme: "A Productive Nation is a Wealthy Nation," to create national awareness on productivity and its importance and benefits. The theme was strategically chosen to underscore the direct link between the country's productivity and its economic prosperity. This annual event is a significant step in promoting a productive mindset and establishing a foundation for enhanced productivity in the nation.

Programme 02: Promotion of Harmonious Labour Relation

- 2.1 The Employment Equity Commission (EEC) commenced with the roll-out of a Project Reset. This is a five-year turnaround strategy aimed at fast-tracking real and meaningful workplace transformation in Namibia. The Government Notice No. 275 of 2022, in terms of section 20 of the Affirmative Action Act which introduced the reduction reporting threshold for all employers employing 10 and above employees effective 15 March 2024 is now in force. The main reasons for the reduction is to increase EEC coverage and to expand the pool of

employers to which the Act will be applied. Submission of the newly identified relevant employees and prescribed AA Reports by commenced effective 15 March 2024.

- 2.2 As part of the Turn-around project the EEC Introduced the Integrated Review Scorecard (IRSC)), a first of its kind for Namibia. Effective 2023/2024, relevant employers are now graded and issued with certificates indicating the level of AA compliance on a scale of “A” to “F”. Stakeholder engagements (training, advice/guidance) and nationwide consultations were conducted in the 2023/2024 financial year to introduce the IRSC and to provide guidance to employers. To date, training of the entire OMAs (Ministries and Regional Councils) and a significant number of Private Sector employers have been concluded and on-going.
- 2.3 The Ministry has paid an amount of **N\$3,330,969.25** between April 2023 to January 2024 on Workmen compensation beneficiaries’ payment for **308 beneficiaries** on its payroll. An amount of **N\$1,107,085.62** was spent on **medical expenses for staff members** who got injured at work and died while on duty during the period under review. The Ministry paid the medical expenses, reimbursement of medical expenses claims of these staff members on behalf of the government.
- 2.4 The Ministry has launched the National Coordination Mechanism on Decent Work in the Fisheries Sector, in line with ILO Working in Fishing Convention No. 188. A business forum in advancing decent work in fishery supply chain was also hosted to share experience and common challenges.
- 2.5 A total of **2,143** workplace inspections were conducted, of which **1,544** labour inspection inspections were to verify compliance with basic conditions of employment and **589** inspections were to verify compliance with occupational health and safety standards as well the safety of the dangerous machineries. The Ministry’s labour inspectors attended to and resolved **4 089** labour complaints received and an amount of **N\$1,812,774.35** has been recovered from employers on behalf of complainants.
- 2.6 A total number of **5,612** labour cases were handled of which **2,818** disputes are successfully resolved through conciliation and arbitration processes, while 2794 are in the process of being finalised.

Programme 03: Social Dialogue and Tripartism

- 3.1 As part of the education campaigns, the Ministry launched the Awareness campaigns on both traditional and social media platforms. The education campaigns materials were posted on the Ministerial Facebook account.
- 3.2 In terms of reporting obligation to regional and international organisations, the Ministry submitted 5 reports on (C100, C111, C122, C189 and C190) on International Labour Organisation Conventions ratified by Namibia that were due for submission in 2023/24 financial year. This is done in terms of Article 22 of the ILO Constitution. The Tripartite National Labour Advisory Council was consulted and provided inputs to the reports.
- 3.3 The Ministry facilitated the gazetting of Variation for the Fishing sector in terms of chapter 3 of the Labour Act (NO. 11 of 2007) and the Collective Agreement in the construction sector to be extended to all non-parties in the sector to ensure fair labour practice and improved wages of workers.

Programme 04: Supervision and Support Services

- 4.1 Remarkable progress has been made in the review and or development process of the Labour Amendment Bill, Occupational Safety and Health Bill; and Affirmative Action Amendment Bill, Social Security Amendment Bill and Employees Compensation Bill.
- 4.2 **Capital Projects** - In order to ensure conducive working environment in terms of upgrading of infrastructure, the Ministry has successfully completed the construction of the Guard house with ablution facility at the Ministry of labour Walvisbay regional office.

5. CHALLENGES

- 5.1 The job seeker' system, the Namibia Integrated Employment Information System has been on and offline this year due to storage capacity. Equipment have been ordered and are yet to be received to restore the system.
- 5.2 The Case Management System at the Labour Commissioner has collapsed and the Ministry has to solicit funds to develop a new system.

- 5.3 Limited staff members, the Ministry' staff movement is high and recruitment is continuous to replace those that have left.
- 5.4 Limited financial allocation to address the inadequate vehicles / old fleet has hampered the operation of the Ministry. All vehicles have reached its lifespan and it is a risk to staff members in terms of occupational safety and health of which the Ministry is custodian.
- 5.5 A total of **4,036** employees from **270** companies lost their jobs during the last Financial Year under review due to the collective termination of contracts of employment (retrenchments) countrywide.
- 5.6 Absence of electronic systems for efficient record retrieval for retrenchments and strikes, as well as measures for verifying retrenchment information received from employers of affected employees as these processes are solely managed manually.

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