



REPUBLIC OF NAMIBIA

MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION

Annexure “A”

MAJOR ACHIEVEMENTS FOR VOTE 14, THE MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION (MLIREC) FOR 2021/2022 FINANCIAL YEAR, PER PROGRAMME

Programme 01: Promotion and Ensurance of Optimum Development and Utilisation of Human Resources. An amount appropriated was N\$23,450,000.00, revised to N\$22,658,975.00 and the actual expenditure was N\$22,522,666.16 (99%)

- 1.1 Provision of Employment Services** - A total number of **17,002** jobseekers and **224** Designated Employers were registered on the Namibia Integrated Employment Information System (NIEIS); **1,420** jobseekers were placed in different industries; **398** establishments were visited to solicit employment for jobseekers, while **266** school orientation talks were conducted at different schools country-wide. Furthermore, **3,174** individuals received vocational counselling services which includes counselling only, psychometric testing for career counselling and guidance as well as testing for education selection; **65** career-themed events/motivational talks and **18** employee wellness activities were conducted.
- 1.2 Specialized training and professional development** – Nine (**9**) persons were enrolled for training, of which **7** were intern Psychological Counsellors and **2** were Intern Psychologists from the Ministry of Health and Social Services. Out of the **7** Psychological Counsellors, **4** successfully completed their internship and subsequently registered with the Health and Professional Council of Namibia (HPCN), while the **2** Intern Psychologists also completed and returned back to their workplaces.
- 1.3 Pre-retirement workshops** – The Ministry developed the Programme to provide necessary information and knowledge to the general public in planning and preparing for retirement. During the reporting period, **8** pre-retirement workshops were conducted.

- 1.4 **Productivity Promotion** - The Ministry successfully conducted Productivity awareness through radio and television advertisements. A virtual annual Productivity Week was held in October 2021 under the theme: ***“A Healthy Nation is a Productive Nation”***.
- 1.6 **Internship Program** – The Ministry in collaboration with the National Youth Service (NYS) placed **55** interns both in the Private and Public Sector for a period of **6** months. An allowance was paid to individual interns. The aim of this project is to ensure that interns acquire workplace professional skills that are required by employers and improve their employability.
- 1.7 **National Employment Policy** - The Ministry in collaboration with the International Labour Organisation (ILO) conducted training to capacitate key stakeholders of the Third National Employment Policy and provided them with the necessary skills and knowledge on the formulation process of the National Employment Policy in order to ensure a common understanding of the employment concepts and definitions.

Programme 02: Promotion of Harmonious Labour Relations: Appropriated amount N\$67,683,000.00.00, revised amount was N\$68,865,809.00.00 and the actual amount spent was N\$68,366,878.56 (99%)

2.1 A total of **2,582** workplaces inspections were conducted during 2021/2022 financial year with the overall compliance of **1,399 (54%)** across the different sectors for both OSH and Condition of employment inspected workplaces. A total of **1,577** inspections were to verify compliance with basic conditions of employment of which **1,158 (73%)** complied and **1,005** inspections were to verify compliance with health and safety standards as well the safety of the dangerous machineries of which only **241 (24%)** complied respectively. The Ministry further investigated the recorded **13** notifications of occupational accidents of which **8** are major accidents and **5** fatal accidents during 2021/2022 financial year. Investigation of Five (**5**) out of **8** major accidents has been completed and investigation reports has been produced while **3** major accidents investigation still ongoing pending. Investigation of **3** out of **5** fatal accidents has been completed: One completed investigation report has been submitted to the Prosecutor General Office for further handling, while **2** reports are yet to be finalised for submission to the Prosecutor General’s Office. Investigations on the two **2** fatal accidents are still on going.

2.2 The Ministry’s labour inspectors also attended to and resolved **3486 (73%) of 4793** labour complaints received, of which an amount of **N\$2,827,109.01** has been recovered from employers on behalf of complainants. The unresolved complaints (27%) were referred to the Office of the Labour Commissioner for Arbitration.

- 2.3 The Employment Equity Commission (EEC) carried out **156** stakeholder engagements; reviewed and approved about **904** of the **1043** affirmative action reports which were submitted by relevant employers – which translates to **87%**; conducted **45** workplace visits; and processed about **14,923** applications for confirmation of non-relevant employer's status to afford the business community especially Small and Medium Enterprises (SMEs) an opportunity to participate in some important public processes such as public tenders; the progress made toward the review of the Affirmative Action (Employment) No. 29 of 1998 is at **80%**, with the assistance of the ILO Technical Team, expected to finalize the process during the first quarter of this financial year (2022/23) and subsequently submit the proposed amendments to Parliament (through Cabinet) for possible consideration.
- 2.4 A total number of **5,182** labour cases were handled by the Labour Commissioner, of which **1,647** cases were from the previous financial year. Out of the total cases handled **2,966** disputes were referred to conciliation and arbitration in all regions and **1,865** were resolved through Conciliation and **596** were resolved through Arbitration proceedings. In addition, **569** cases were referred back for corrections and /or rejected as they were referred out of the prescribed period. Settlement rate of cases during the conciliation process (win-win scenario) has been **78%** or more which leaves only **22%** cases to be resolved through the arbitration, which is more of a win - lose situation.
- 2.5 A total of **95** arbitration awards were appealed against and/or taken on r review at the Labour Court in terms of Section 89 of the Labour Act, 2007.
- 2.6 Only one **trade union** (Namibia Revolutionary Transport Union) was registered in August 2021 by the Labour Commissioner during the period 01 April 2021- 31 March 2022, as other applications are still being reviewed to ensure compliance with the provisions of the Labour Act, No. 11 of 2007.
- 2.7 During the period under review, 3 industrial actions and **2** demonstrations were recorded.

Programme 03: Social Dialogue and Tripartism: Appropriated budget: N\$8,082,000.00.00, revised amount was N\$9,342,223.00 and the actual amount spent was N\$8,096,978.53 (85%)

3.1 The Ministry has carried out activities in preparation for Namibia's implementation of the International Labour Organisation (ILO) Convention **190** and its Recommendation No. **206** such as development of study materials and training of **15** Master Trainers from selected employers and workers organisations to change the mindset of workforce and employers on elimination of all forms of violence and harassment at workplaces.

Programme 04 (99): Supervision and Support Services (for the Office of the Minister and Administration). **Appropriated budget: N\$54,720,000.00, revised amount was N\$58,600,542.00 and actual expenditure was N\$57,496,693.21 (98%)**

4.1 The progress toward the amendment of the Affirmative Action Act, 1998 (Act No. 29 of 1998) is at 80%.

4.2 The National Occupational Safety and Health Policy (OSH) was launched in December 2021.

4.3 The Report on the Gap Analysis of Namibian law with respect ILO OSH Conventions and Protocols has been finalised to pave way for the development of the OSH Bill

4.4 The Minister recently promulgated regulations providing for increases in Sick, Maternity and Death benefits for members of the Social Security Commission.

4.5 The report of the Wages Commission on the possible introduction of a National Minimum Wage was submitted to the Minister on 25th March 2022.

The Grand Total Budget Appropriated for Vote 14 was **N\$162,692,000.00** of which **N\$153,935,000.00** was for Operational Budget and **N\$8,757,000.00** for the Development Budget. The Appropriated budget was revised during the Mid-Year Budget Review to **N\$159,606,740.00** and **N\$2,458,260.00** respectively. The Total Budget Executed as of 31st March 2022 is **N\$158,953,153.64** (**N\$156,517,885.01** for Operational and **N\$2,435,268.63** for Development Budget) estimated at **98%** overall execution rate.

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