



REPUBLIC OF NAMIBIA

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**MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION**

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**MEDIA RELEASE**

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**MINISTRY OF LABOUR URGES DESIGNATED EMPLOYERS TO FULLY COMPLY**

The Ministry of Labour, Industrial Relations and Employment Creation has noted with a great concern a trend by some Designated Employers (DEs) who do not fully comply with the Employment Service Act (Act No. 8 of 2011) in terms of vacancy advertisements and recruitment process. Designated Employer is an employer who employs 25 or more employees.

The Employment Services Act that established the Namibia Integrated Employment Information System (NIEIS) requires DEs to recruit through NIEIS and any other means such as in local newspapers.

However as of recent, the Ministry has noted that some DEs on newspaper adverts, refer jobseekers to visit the NIEIS website merely for more information regarding the vacancies while indicating that submission of the applications be sent directly to them, which is contrary to the provision of the Act. The Ministry would like to re-emphasise that the job adverts on NIEIS provides a direct link for jobseekers to apply via the System. This is so done to ensure equal and fair opportunity to all registered jobseekers

The Ministry would like to warn against the practice of requiring applicants/jobseekers to send job applications directly to the employers for positions advertised on NIEIS as it does not only disadvantage the registered jobseekers in terms of re-uploading necessary documents and in some cases might have no means to submit their applications directly to the employers but also straining the government effort to a fair and just placements of jobseekers.

The System is designed in such a way that any registered DE has direct access to the System and may access the applicants of their vacancies as advertised. Moreover, if DE feels that there is no need to advertise the vacancy, then they can access the database and draw from a number of qualified jobseekers as per their vacancy requirements.

The Ministry would like to reiterate the necessity for DEs to fully comply with the provisions of the Employment Service Act.



Issued by :

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