



REPUBLIC OF NAMIBIA

NATIONAL LABOUR MIGRATION POLICY

IMPLEMENTATION PLAN


2020/21- 2024/25



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Published in 2019 by
Ministry of Labour, Industrial Relations and Employment Creation
Windhoek



National Labour Migration Policy –Implementation Plan

Acronyms and Abbreviations

| | |
|---------|--|
| AU | African Union |
| BLA | Bilateral Labour Agreement |
| BoN | Bank of Namibia |
| EEC | Employment Equity Commission |
| IMS | Information Management System |
| LMIS | Labour Market Information System |
| MAWF | Ministry of Agriculture, Water and Forestry |
| MGECW | Ministry of Gender Equality and Child Welfare |
| MHAI | Ministry of Home Affairs and Immigration |
| MIRCO | Ministry of International Relations and Cooperation |
| MHETI | Ministry of Higher Education, Training and Innovation |
| MITSMED | Ministry of Industrialisation, Trade and SME Development |
| MLIREC | Ministry of Labour, Industrial Relations and Employment Creation |
| MoEAC | Ministry of Education, Arts and Culture |
| MoF | Ministry of Finance |
| MoHSS | Ministry of Health and Social Services |
| MoJ | Ministry of Justice |
| MSS | Ministry of Safety and Security |
| MWT | Ministry of Works and Transport |
| NPC | National Planning Commission |
| NSA | Namibia Statistics Agency |
| OMAs | Offices, Ministries and Agencies |
| OPM | Office of the Prime Minister |
| PEAs | Private Employment Agencies |
| SADC | Southern Africa Development Community |
| SSC | Social Security Commission |
| TVET | Technical and Vocational Education and Training |
| VOT | Victims of Trafficking |

National Labour Migration Policy –Implementation Plan

| Objective | Strategies | Key Activities | Output | Key Performance Indicator | Baseline | Time Frame and Targets | | | | | Budget N\$ | Responsible Institutions |
|---|--|---|---|--|----------|------------------------|------|------|------|------|------------|--|
| | | | | | | Y 1 | Y 2 | Y 3 | Y 4 | Y 5 | | |
| 1. To develop a labour migration system that benefits optimally from the developmental impact of migration to and migration from Namibia | Strengthen labour inspection at workplaces to ensure compliance with work permit skills imparting obligations and with other relevant laws | Conduct Workplace Inspections to ensure compliance with work permit | Inspection conducted and reports produced | No of Inspection reports produced | 0 | 1 | 1 | 1 | 1 | 1 | 500 000.00 | MHAI |
| | | Conduct workplace inspection/ verification to ensure compliance with the Affirmative Action Act (Act 29 of 1998). | Inspection conducted and reports produced | % of relevant employers compliant with the exemption condition | 0% | 100% | 100% | 100% | 100% | 100% | 500 000.00 | MLIREC, Unions and Employers Organisations |
| | Explore unique work opportunities for skilled Namibian migrants abroad through circular migration. This should be linked to ensuring sufficient protection of these workers at pre-departure, while they are abroad, and upon return | Develop and implement binding/enforceable Bilateral Labour Agreements (BLA's) addressing labour migration needs | BLAs developed and implemented | No of BLAs Signed | 0 | 2 | 2 | 2 | 2 | 2 | 100 000,00 | MLIREC (lead), O.M.As, Trade Unions, Employers & Civic Organisations |
| | Integrate remittances in economic, social | Document the flow of remittances | Annual flow of remittances | No. of report produced | 0 | 1 | 1 | 1 | 1 | 1 | 100 000,00 | BoN, MoF |

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| | and migration frameworks in Namibia | | documented | | | | | | | | | |
| | | Provide and promote incentives to the productive investment of remittances in Namibia. | Increased investments by diaspora to promote economic development | % increase in investment by diaspora | 0 | 5% | 5% | 5% | 5% | 5% | 500 000.00 | BoN, MITSME D, MoF |
| | | Provide information to Namibia diaspora on local investment opportunities | Increased capital inflow from the Diaspora. | % increase in Capital inflow from the diaspora | 0 | 2% | 5% | 10% | 15% | 20% | 500 000.00 | MITSME D BoN |
| | Develop a dedicated communication plan or strategy, supported by the establishment of an Information Management System (IMS) | Establish a Unit on labour migration | Labour migration unit established | % of progress made toward the establishment of the labour migration unit | 0 | 20% | 50% | 100% | | | 300 000.00 | MLIREC, NSA |
| | Benchmark the implementation of the Labour Migration Policy against international, AU and SADC instruments and programmes | Undertake study tours and implement the recommendations | Study tour report produced and recommendations implemented | Number of study tour conducted | 0 | 2 | 2 | 2 | 2 | 2 | 500 000.00 | MLIREC, MHAI, OPM, Employers and Unions |
| | Explore unique work opportunities for | Implement Circular Migration program | Knowledge and skills gained | No. of circular migration | 0 | | | | 1 | | 500 000.00 | MLIREC, MHAI, MoF |

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| | skilled Namibian migrants abroad and labour immigrant through circular migration. This should be linked to ensuring sufficient protection of these workers at pre-departure, while they are abroad, and upon return | | | program conducted | | | | | | | | |
| 2. To ensure effective border control, and sound management of migration flows, including the eradication of human trafficking, smuggling, child labour and forced labour and irregular migration | Improve and manage a dedicated Cross-border Migration Management System | Strengthen boarder control | Control measure in place | % of progress made towards the Cross-border Migration Management System | 75% | 95% | 100% | | | | 500 000.00 | MHAI |
| | Address the wide-spread problem of foreign labour migrants changing their status in the labour market and those that are starting their own business, after arrival in | Amend the Immigration Control Act | Immigration control act amended | % of progress made towards amendment of the law | 50% | 70% | 100% | | | | 100 000.00 | MHAI (lead), MLIREC MoSS, MoJ |
| | | Enforce the Immigration Control Act | Compliance achieved | % of compliance cases | 80% | 100% | 100% | 100% | 100% | 100% | 100 000.00 | MHAI (lead), MLIREC MoSS, MoJ |

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| | Namibia | | | | | | | | | | | |
| | Streamline the work permit process by ensuring permanent and full members of the Immigration Selection Board; | Amend the Immigration Control Act | Permanent and full-time members of the Immigration Selection Board Established | % of progress made towards the amendment of the Immigration Control Act | 50% | 70% | 100% | | | | 0 | MHAI, MoJ |
| 3. To have an informed well-regulated legal mandate and dedicated policy context, which are appropriately aligned to relevant international and regional standards | Adopt a proper legal/regulatory framework informing the implementation of this Policy | Review relevant Legislations and Policies such as Labour Act No 11 of 2007, Immigration Control Act No 7 of 1993, Public Service Act No13 of 1995, Social Security Act No 34 of 1994, Employment Policy | Policy Coherence | Number of reviews carried out | 1 | 2 | 0 | 2 | 0 | 2 | 100 000.00 | NPC, OPM, MHAI, MOE, MLIREC, SSC, NSA, MIRCO, MHSS, MAWF, MWT, |
| 4. To employ immigrant labour to provide and transfer critical skills, in the absence of available human resources | Enforce understudy and skills impartation obligations, supported by an appropriate legal mandate. Amend the relevant legislation to deal with the | Review Affirmative Action reports in line with the provision of section 19 (3) & (4) of the Affirmative Action Act (Act 29 of 1998). | All non-Namibian employees employed by relevant employers understudied | Number of Namibian understudies gleaned from the reviewed affirmative action reports | 1550 | 1450 | 1400 | 1100 | 800 | 600 | 200 000.00 | MLIREC (EEC), OPM, |

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| | shortcomings pertaining to understudy programmes | | | | | | | | | | | |
| 5. To appropriately regulate the selection and recruitment of migrant workers, through supervised private employment agencies (PEAs) and public employment services, in accordance with universal good practice | Extend services rendered by regulated PEAs and public employment services to migrant workers, with a particular emphasis on promoting ethical recruitment, self-regulation and utilising a dedicated and enhanced public employment service framework | Provide employment services to migrant workers | Employment services provided | % of employment services provided | 0 | 50% | 100% | 100% | 100% | 100% | 500 000.00 | MLIREC, PEAs |
| 6. To effectively include and make efficient use of the ability of Namibian workers abroad to support development in Namibia and impart skills to other Namibians | Develop a Namibian Diaspora Profile and engage them by developing an appropriate supportive framework | Conduct a situational analysis | Diaspora profile developed | % of progress made towards the development of the profile | 0 | 0% | 50% | 100% | | | 500 000.00 | MHAI, MLIREC, MIRCO |
| | Liaise with the Namibians diaspora via Namibian foreign missions and diaspora | Engage diaspora association | Diaspora associations engaged | No of associations engaged | 0 | 3 | 4 | 4 | 4 | 4 | 400 000.00 | MIRCO, MHAI, MLIREC |
| | | Establish a diaspora liaison Unit | Well-coordinated | % of progress | 0 | 0% | 20% | 30% | 50% | 100% | 500 000.00 | MIRCO, MHAI, |

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| | associations in creating a platform for engagement and a conducive environment for involvement | | Diaspora unit | made towards the establishment of the unit | | | | | | | | MLIREC |
| 7. To extend rights-based protection to migrant workers, as well as to victims of human trafficking, refugees and asylum seekers in the form of, among others, labour and social protection, and access to justice | Address human trafficking by protecting victims of trafficking (VOTs), and finalise the new, overarching law on human trafficking | Finalise the anti-trafficking law | Anti – Trafficking law in place | % of progress made towards the completion of anti-trafficking law | 80% | 100% | | | | | 100 000.00 | MGECW(lead), MHAI, MoSS, MoJ |
| | Ensure access to and portability of social security benefits for migrant workers, and address deficient protection of Namibian migrant workers abroad | Conduct situational Analysis on social security benefits | Situational analysis conducted | % of progress made towards the situational analysis | 0 | 50% | 100% | | | | 500 000.00 | SSC, MHAI, MLIREC |
| 8. To ensure positive health outcomes for migrant workers and affected households | Implement strategic frameworks on migration and health and improve health facilities and | Develop a strategic framework on migration and health | strategic framework on migration and health developed | % of progress made towards the development of the | 0 | 20% | 50% | 100% | | | 100 000.00 | MoHSS, MHAI, MLIREC |

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| and communities | build capacity | | | framework | | | | | | | | |
| 9. To ensure the collection, analysis and dissemination of reliable labour migration statistics | Address labour migration data shortcomings through enhanced data collection, analysis and availability | Regularly update data on granted work permit/visa | Labour immigrants data updated | No of granted work permits to migrants | | | | | | | 500 000.00 | MHAI |
| | | Conduct regular skills audit surveys | Updated information on skills shortage in the country | No. of report produced | 2 | | 1 | | | 1 | 15,000,000 | MLIREC & NSA |
| | | Inclusion of labour migration indicators in all surveys such as labour force survey | Labour migration data collected | No of reports produced | 1 | 1 | 1 | 1 | 1 | 1 | 0 | MLIREC, NSA |
| | | Update the development of the Labour Market Information System (LMIS) quarterly | LMIS Updated | No. of times the LMIS is updated | 0 | 4 | 4 | 4 | 4 | 4 | 300 000.00 | MLIREC, NSA |
| 10. To improve the skills of Namibians to bridge the skills gap in the country through training (including internship, | Review the Human Resources Development Plan and the Standard Classification of Occupation to better understand and | Update the National Human Resource Development Model | National Human resources development Model updated | No of updates made | 1 | 1 | 1 | 1 | 1 | 1 | 500 000.00 | OPM, NPC, MLIREC, MHETI, Unions and Employers Organisations |

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| mentorship and apprenticeship programme) and projection of demand and supply of human resources. | profile occupation and skills competencies in the Namibian labour market | Update Namibia Standard Classification of Occupation book and create a database of needed scarce skills | Namibia Standard Classification of Occupation book updated | % of progress made towards the updating of the Namibia Standard Classification of Occupation | 0 | 50% | 100% | | | | 300 000.00 | MLIREC, OPM, NSA , Unions and Employers Organisations |
| | Enhance skills development, training and human resource management in Namibia, by reforming the education sector (including TVET) | Review School Curriculum | Curriculum reviewed | % of progress made towards the reviewing of the curriculum | 0 | 50% | 100% | | | | 2,900,000.00 | MoE |
| | Harmonise the qualifications and standardised evaluation framework for foreign qualifications within the SADC and AU context | Harmonisation of qualifications | Qualifications harmonised | % of progress made towards harmonisation of qualifications | 0 | 30% | 50% | 75% | 100% | | 800 000.00 | MoE |
| Monitoring and Evaluation | Monitor and evaluate the implementation of the Policy | Conduct monitoring and evaluation (M&E) the implementation of the Policy | M&E reports compiled | Number of M&E reports produced | 0 | 2 | 2 | 2 | 2 | 2 | 200 000.00 | MLIREC, NPC |



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