

**VOTE 14: MINISTRY OF LABOUR, INDUSTRIAL RELATIONS &
EMPLOYMENT CREATION**

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INTRODUCTION

The mandate of the Vote

The Mandate of the Ministry of Labour, Industrial Relations & Employment Creation is to provide labour and employment services as derived from the Constitution of the Republic of Namibia, Article 95. The Ministry's legislative framework consists of the Labour Act (Act 11 of 2007), Employment Services Act (Act 8 of 2011), Social Security Commission Act (Act 34 of 1994), Employees Compensation Act (Act 2010) and the Affirmative Action Act (Act 29 of 1998).

To this end, the Ministry developed its Vision which is "A productive nation with its workforce enjoying harmonious industrial relations, decent work and full employment". The Ministry's main activities are driven from the objectives of Vision 2030 and National Development Plans currently, the fourth National Development Plan (NDP4).

These activities were cascaded into the Ministerial Strategic Plan as follows: Prevention and Resolution of Industrial Disputes, Strengthen Social Dialogue and Tripartism, Labour Services Protection, Affirmative Action Implementation and Monitoring, provide Labour Market Information, Employment Creation and Promote Productivity in Namibia.

EXECUTIVE SUMMARY OF THE VOTE

The Ministry had the following achievements and challenges: -

Achievements

- The Office of the Employment Equity Commission has noted that during the Affirmative Action (AA) reviews, the representation of persons in designated groups showed some steady improvements with 2% at the three (3) top levels of employment in the Private Sector and the Public Service improvement in the representation of women to 64%, in Managerial Positions. The Commission pressed charges against a number of employers who breached the law. Some were convicted and fined by the Court of Law.
- The Office of the Labour Commissioner successfully resolved 83% of labour cases through conciliation and 17% of the cases through arbitration.
- The Minister has appointed the Employment Service Board to oversee the implementation and enforcement of the Employment Service Act. About 12,257 jobseekers were registered while 1,497 were placed in employment during the period under review.
- The Directorate Labour Service resolved 4 528 complaints and conducted 5 449 labour inspections at workplaces. The Directorate managed to enforce 88 arbitration awards and 195 conducted stakeholders' consultative meetings.

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- Namibia's reporting obligation on ratified and unratified ILO Conventions in terms of the ILO Constitution were submitted. The Labour Advisory Council members for the 2014-2017 term of Office were appointed and inaugurated. Applications for Exemption on Overtime and Continuous Operations in terms of the Labour Act were processed and approved by the Permanent Secretary and Minister respectively, as the case may be.

Challenges

- The Office of the Labour Commissioner was unable to attract and retain well qualified arbitrators due to low salary scales and preferred localities. The PAMs are also inhibiting.
- The Ministry experienced a high staff turnover, due to staff members leaving for greener pastures.
- Newly appointed graduates require a period of orientation and learning before being fully productive.
- Non-compliance with all legislations and regulations by employers remain prevalent.

The Main Objectives of the Vote

To promote harmonious Labour Relations and provide Labour Market Information for Policy Formulation and decent Employment Creation.

Overall vote actual performance

Breakdown \ Year	2014/15	
	N\$	
	Estimate	Actual
Operational Budget	1,771,433,000	1,611,571,526
Development Budget	40,296,000	40,296,000
Development Partners	0	0
Total	1,811,729,000	1,651,867,526

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OVERVIEW OF THE OF MINISTERIAL TARGETS

Name of the Ministerial Targets	2013/14 Actual	2014/2015 Actual	2015/16 Forecast	2016/2017 Forecast
Coverage of social grants increased to 98,5% for old age in 2016/17	98%	98%	0%	0%
Coverage of Dissability Grants increased to 70% in 2016/17	65%	68%	0%	0%
Successfully Resolve of labour cases through conciliation and arbitration processes of dispute increased to 95% by FY 2016/17	77%	69%	95%	95%
Percentage of factories and machinery inspected by the year 2016/17 increased to 92% of the targeted inspections by 2016/17	67%	94%	92%	92%
Percentage of the occupational health and safety awareness campaigns conducted increased to 85% of the targeted campaigns by 2016/17	70%	133%	80%	85%
Percentage of the major and fatal accidents notifications investigated increased to 70% by 2016/17	0%	0%	60%	70%
Percentage of workplaces inspected by the year 2016/17 increased to 70% of the targeted labour	67%	94%	70%	90%
Percentage of employees in relevant organisations covered by the Affirmative Action Plan increased to 89% by 2016/17	70%	69%	75%	80%
Conduct Labour Market Research/ Survey every	0%	75%	99%	99%

Target 1: Coverage of social grants increased to 98% for old age in 2016/17.

Targeting:

Yes, 98% eligible beneficiaries in remote rural areas were covered.

Effectiveness:

Beneficiaries were reached through outreach programs and Awareness Campaigns country wide.

Efficiency:

Yes. As eligible beneficiaries were covered with the limited resources.

Impacts:

Yes poverty reduction and decrease of Ginicoefficient.

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Target 2: Coverage of Disability Grant increased to 70% by 2016/17.

Targeting:

Yes, 68% of beneficiaries were medically certified.

Effectiveness:

Beneficiaries were reached through Outreach Programs and Awareness Campaigns country wide.

Efficiency:

Yes. The certification of the degree of disability at MOHSS gained momentum.

Impacts:

Yes, poverty reduction and decrease of Ginicoefficient.

Target 3: Successful resolve of labour cases through conciliation and arbitration processes of dispute increase to 95% by 2016/17.

Targeting:

Yes, 69% of cases successfully resolved through conciliation and arbitration.

Effectiveness: The target was not met due unwillingness of the parties to settle disputes at conciliation and postponements.

Efficiency:

No, more arbitrators are required to resolve labour disputes in order to achieve 100% success rate.

Impacts:

Yes, after successful conciliation some applicants were reinstated in their employment while others were paid compensation.

Target 4: Percentage of factories and machinery inspected by the year 2016/17 increased to 92% of the targeted inspections by 2016/17.

Targeting:

Yes, 94% of factories and dangerous machineries were inspected.

Effectiveness: More factories and dangerous machineries were covered comparing to the previous year.

Efficiency:

Yes. There is a slight improvement on compliance levels.

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Impacts:

Yes. There is a slight improvement on compliance levels.

Target 5: Percentage of occupational health and safety awareness campaigns conducted increased to 85% of the targeted campaigns by 2016/17.

Targeting:

Yes, 133% of planned sessions were conducted.

Effectiveness:

More stakeholders were reached.

Efficiency:

Yes, there is a slight increase in awareness and acceptance of responsibilities.

Impacts:

Yes. There is a slight improvement on compliance levels.

Target 6: Percentage of the major and fatal accidents notifications investigated increased to 70% by 2016/17.

Targeting:

No, 0% of recorded accidents were successfully investigated.

Effectiveness:

No investigation was concluded due to slow responsiveness from involved parties.

Efficiency:

Stakeholders' awareness will improve the efficiency.

Impacts:

No, the impact was still low.

Target 7: Percentage of workplaces inspected by the year 2016/17 increased to 70% of the targeted labour inspectorate inspections.

Targeting:

Yes, 94% of workplace inspections were done.

Effectiveness:

The target was exceeded.

Efficiency:

No, the country is vast more inspectors are required.

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Impacts:

Yes, more compliance with Labour Act has been achieved.

Target 8: Percentage of employees in relevant organizations covered by the Affirmative Action Plan increased to 89% by 2016/17.

Targeting:

No, only 69% of employees of relevant organizations (employers) were covered by AA Plan.

Effectiveness:

The target was not met due to late submissions or non-submissions of Affirmative Action Reports.

Efficiency:

No, more awareness raising and enforcement required.

Impacts: Although progress has been made, there is still a need for improvement in order to reach the goal.

Target 9: Conduct Labour Market Research/Survey every year.

Targeting:

No, only 75% of survey information processed.

Effectiveness:

No, due to technical problems in the sampling frame, the target could not be achieved.

Efficiency:

No, due to technical problems in the sampling frame, the target could not be achieved

Impacts:

Although progress has been made, there is still a need for improvement in order to reach the target.

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Program-activities Description

*P-Code	Programme Name	*A-Code	Activity Name	*MD in Charge	2014/15		
					Estimate	Actual	Execution rate(%)
01	Provision of Social Assistance	01:01	Social Assistance and Funeral Benefits	MD06	1,466,022,000	1,390,920,609	94.88
Sub-Total					1,466,022,000	1,390,920,609	94.88
02	Promotion of Harmonious Labour Relations	02:01	Prevention and Settlement of Industrial Peace	MD05	35,879,000	20,077,399	55.96
		02:02	Labour Services Protection	MD04	70,352,000	48,052,454	68.30
		02:03	Affirmative Action Monitoring	MD07	13,350,000	5,271,108	39.48
Sub-Total					119,581,000	73,400,962	61.38
03	Promotion and Ensurance of Optimum Development and Utilization of Human Resources	03:01	Labour Market Service facilitation	MD03	74,522,000	67,410,051	90.46
Sub-Total					74,522,000	67,410,051	90.46
04	Supervision and Support Services	04:01	Policies Supervision	MD01	12,728,000	8,326,078	65.42
		04:02	Coordination and Support Services	MD06	138,876,000	111,809,826	80.51
Sub-Total					151,604,000	120,135,904	79.24
Sub-Total					0	0	0.00
Vote-Total					1,811,729,000	1,651,867,526	91.18

code: Programme Code
A-code: Activity Code

PROGRAMME DESCRIPTION

Programme 1: Provision of Social Assistance

Programme Objective

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Administration and management of Basic State Grants. To provide support and social relief to families and individuals with special needs, particularly the old and those living with disabilities.

Main Activities

- Social Assistance and Funeral Benefits

Output

- Improved access to grants and coverage of beneficiaries,
- Awareness campaign conducted,
- Service access extended,
- Eligible beneficiaries registered,
- National Social Safety Nets in place, and
- Service access extended.

Programme 2: Promotion of Harmonious Labour Relations

Programme Objective

The objective of this Program is to ensure compliance with Labour Act, Affirmative Action Act, (Employment Act) and any other legislations relevant to the conditions of employment and the protection of workers at the workplaces.

Main Activities

- Conduct conciliation and arbitration process,

Outputs

- Stakeholders well informed on their labour rights and obligations,
- Reduction in labour unrest,
- Labour disputes resolved through conciliation and/or arbitration,
- Full compliance with Labour Act and other relevant legislations,
- Fair labour practices at workplace,
- Safe working environment at workplace.
- Payment made to eligible beneficiaries for Workmen's Compensation.
- Capacitated relevant employers,
- Employment equity enforced and promoted at workplaces, and
- Non-compliant relevant employers prosecuted.

Programme 3: Promotion and Insurance of Optimal Development and Utilization of Human Resources.

Programme Objective

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To facilitate Labour Market Service by providing quantitative and scientific information through conduction labour market surveys and research in Namibia, provide vocational and occupation guidance, register jobseekers and assist them to find employment, promote employment creation initiatives, promote productivity and reduce poverty.

Main Activities

- Conducting regular Labour Market Surveys and economic researches,
- Providing Vocational and Occupational guidance services,
- Registration and placement of Jobseekers,
- Formulation of the National Productivity Policy,
- Implementation of National Employment Policy, and
- Ensure budgetary provision for Development Fund at Social Security Commission.

Outputs

- Reports of surveys and researches produced and disseminated,
- Employment Policy and guideline in place and enforced,
- 'Careers in Namibia' book effectively and efficiently distributed,
- Integrated Employment Information System fully operational,
- Draft National Productivity Policy developed, and
- Budgetary provision for development fund transferred to SSC.

Programme 4: Supervision and Support Services

Programme Objective

To focus on the formulation of policies, exercise of statutory powers granted to the Minister. The programme is aimed at promoting tripartism and to foster social dialogue. Ensure support services to the Ministry programmes and proper financial management, optimal deployment of human resources, capacity building and coordination of international, regional labour and employment matters as well as providing service to Labour Advisory Council.

Main Activities

- Policy Supervision, and
- Coordination and Support Services.

Output

Policy supervision

- Harmonious Labour Relation maintained, and
- Policy coherence and updated policy frameworks.

Coordination and Support Services

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- Stakeholders' consultations,
- Capacity building programmes,
- Financial resources controlled and monitored,
- Selection and recruitment of personnel,
- Ministerial assets properly managed,
- Reports submitted to the ILO on ratified and non-ratified conventions,
- Ensure tripartite participation at the African Union Labour and Social Affairs Commission, International Labour Conference, ARLAC and SADC Employment Labour Sector, and
- Promote social dialogue.

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EXPENDITURE BY STANDARD ITEMS

Breakdown \ Year	2014/15	
	Estimate	Actual
Personnel Expenditure	143,363,000	111,160,820
Goods and Other Services	180,563,000	118,651,008
Subsidies and Other Current Transfers	1,426,257,000	1,366,020,380
Acquisition of Capital Assets(Operational)	21,250,000	15,739,319
Capital Transfers (Operational)	0	
Operational Budget	1,771,433,000	1,611,571,526
Operational Capital		
Acquisition of Capital Assets (Development)	40,296,000	40,296,000
Capital Transfers (Development)		
Development Budget	40,296,000	40,296,000
Total State Revenue Fund Appropriation	1,811,729,000	1,651,867,526
Development Partners		
Grand Total	1,811,729,000	1,651,867,526

EXPLANATIONS ON VARIANCES

Underspending on the Operational Budget was attributed to vacancies not filled due to the fact that the Ministry was unable to attract suitable qualified applicants, and re-grading of positions that were negatively affected. Furthermore, service providers, such as Government Stores and private companies, were often unable to deliver goods and services on time which resulted in the cancelation of Purchase Orders, and certain activities were limited due to unforeseen circumstances.

NON-TAX REVENUE

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Revenue Source	Estimate	First Half FY Collection	Execution Rate(%)	Estimated Full Year Revenue
Miscellaneous	120,000	58,091	48.4	
Total	120,000	58,091	48.4	0

EXPLANATIONS ON VARIANCES OF NON-TAX REVENUE

This revenue source comprises of revenues from Factory Registration, Plan Approval, Career Guidance, Applications for License and Tender Documents, The observed variance was due to a decrease in factory registration, sales from career guidance and approval of plans.

HUMAN RESOURCES CAPACITY

No of Staff	2014/15
Approved	509
Funded	509

SUMMARY OF MOVABLE

Furniture and equipment

worn and damages						
	Description	Quantity	Average estimated market unit value (N\$)	Toal Value (N\$) BiXCi	Quantity available to date	% of items not take for to auction(current stock level of individu al items)
	A	B	C	D	E	

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1	Air cooler Convour	1	2,260	2,260	35	1.5
2	Benches 3 seats	1	1,900	1,900	11	0.6
3	Blinds	72	181.42	13,062	444	3.4
4	Cabinets steel 3 drawers	1	739	739	2	0.3
5	cabinets steel 4 drawers	17	290.79	4,943	344	7.0
6	Calulatorcasio	1	140	140	131	93.6
7	Calulatorcatiga	1	69	69	73	105.8
8	Calulatorkaiser	2	87	174	10	5.7
9	Calulatorkarce small	1	89	89	0	0.0
10	Calulatortrully	2	98	196	4	2.0
11	camera digital A850 Kodak	1	1,694	1,694	7	0.4
12	carpet meduim	1	175	175	2	1.1
13	chair comet	4	494.04	1,976	706	35.7
14	chair material w/arm rest	6	211	1,266	171	13.5
15	chair material w/out arm rest	15	361.33	5,420	126	2.3
16	Chair straight	2	160	320	5	1.6
17	Chair swivel h/b	20	874.69	17,494	134	0.8
18	chair swivel h/b leather	7	1403.37	9,824	287	2.9
19	chair swivel l/b	1	575	575	41	7.1
20	computer accer	1	3,200	3,200	246	7.7
21	computer auwa	1	5,990	5,990	41	0.7
22	computer HP	5	3,800	19,000	67	0.4

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23	Hp screen	2	2,800	5,600	560	10.0
24	meccer screen	1	5,934	5,934	166	2.8
25	computer meccer	1	3,800	3,800	205	5.4
26	philips screen	1	1,200	1,200	1	0.1
27	Computer proline	3	2,800	8,400	5	0.1
28	Cupboard stationery	1	210	210	7	3.3
29	Desk 2 draws wood	2	343	685	15	2.2
30	Desk 2 draws pigeon hole L extension	1	2,225	2,225	29	1.3
31	Desk 3 draw wood	2	3,800	7,600	70	0.9
32	Desk L shape	2	6,975	13,950	0	0.0
33	Gun caulting 1/2	1	29	29	0	0.0
34	Heater 1 bar	1	68	68	4	5.9
35	Heater 2 bar	4	99	396	60	15.2
36	HpPhoto smart all in 1	1	7,990	7,990	1	0.0
37	Key boar BIS	2	580	1,160	2	0.2
38	Key board Olivetti	1	450	450	1	0.2
39	Key board Hp	4	260	1,040	33	3.2
40	Lap top	1	4,500.00	4,500	0	0.0
41	Link for desk	2	50	100	3	3.0
42	Mouse Hp	2	24	48	42	87.5
43	Mouse Accer	2	67	134	162	120.9
44	Mouse macro soft	1	89	89	20	22.5
45	National flag	6	127.17	763	51	6.7

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46	OAU flags	3	219.33	658	45	6.8
47	PC index	1	4,500.00	4,500	1	0.0
48	pedestal mobile 4 draws orbit	1	5,250.00	5,250	1	0.0
49	Philip Chart	1	500	500	14	2.8
50	Pigion hole 9 draws	1	200	200	1	0.5
51	Polish machine	1	1,700.00	1,700	0	0.0
52	President Photo	2	175	350	86	24.6
53	HP desk jet printer	1	4,100.00	4,100	50	1.2
54	HP Laser jet printer 4 in 1	1	6,200.00	6,200	0	0.0
55	Hp Laser jet p2035 printer	1	2,800.00	2,800	3	0.1
56	HP laser jet printer	1	1,100.00	1,100	0	0.0
57	Rake	1	60	60	13	21.7
58	Set of draws	4	899	3,596	1	0.0
59	Speaker	1	138	138	94	68.1
60	stand for fax machine	1	120	120	1	0.8
61	Steel wardrobe	1	285	285	5	1.8
62	table 2 drawers	1	180	180	0	0.0
63	table 4 drawers	1	350	350	0	0.0
64	tape-recordedsonyo	1	280	280	0	0.0
65	telephone heads	26	190.08	4,942	185	3.7
66	Telephone extension with	1	385	385	63	16.4
67	telephone with speakers	9	229.78	2,068	98	4.7

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68	Tent for travel	1	110	110	0	0.0
69	tyres	18	1,200	21,600	0	0.0
70	Water cooler	2	1,797.50	3,595	14	0.4
71	water cooler angel	1	1,700	1,700	21	1.2
72	TV	2	1,600	3,200	12	0.4
73	chair steel p/ cover w/out arm rest	3	552.69	1,658	108	6.5

Furniture and equipment

Obsolete and redundant					
Description	Quantity	Average estimated market unit value (N\$)	Total Value (N\$) BiXci	Quantity available to date	% of items not take for to auction(current stock level of individual items)
A	B	C	D	E	
Telephone Heads	1	157	157		0.0
Telephone with speaker	1	580	580		0.0
Rack distribution 6 drawers	2	88	176		0.0
Table office 6 drawers	1	275	275		0.0
heater 2 bars	3	105	315		0.0
water cans	2	59	118	2	1.7
Curtains with lining	11	68	748		0.0
Air Cool	3	2,800	8,400		0.0

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keyboard mecer	10	250	2,500	81	3.2
keyboard Microft	1	250	250	0	0.0
keyboard Auwa	1	210	210	2	1.0
Mouse Microsft	4	45	180	12	6.7
Speaker Meccer	10	25	250	38	15.2
Computer Auwa	1	3,100	3,100	2	0.1
Auwa screen	1	2,800	2,800	1	0.0
Meccer screen	7	6,958	48,703	166	0.3
Meccer pc	7	3,500	24,500	205	0.8
HP screen	1	2,800	2,800	46	1.6
mouse genius	1	45	45	1	2.2
mouse auwa	1	39	39	2	5.2
Meccer screen	7	6,957.50	48,703	166	0.3

Vehicles

Obsolete and redundant						
	Description	Quantity	Average estimated market unit value (N\$)	Toal Value (N\$) BiXCi	Quantity available to date	% of items not take for to auction(current stock level of individual items)
	A	B	C	D	E	
1	None	none	none	none	none	none