



Republic of Malawi

NATIONAL EMPLOYMENT AND LABOUR POLICY

MINISTRY OF LABOUR, YOUTH, SPORTS AND MANPOWER DEVELOPMENT

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FOREWORD

The Malawi Government recognizes that employment and labour are critical to national development. Malawi, just like other ILO member States, has developed the Decent Work Country Programme to ensure creation of productive, safe and gainful employment, technically known as “Decent Work”. It is the labour force that is responsible for generating wealth both at household and national levels. As such, productive employment and work increase incomes of families and reduces poverty. This policy therefore marks an important milestone in Government’s efforts to promote the role of employment in national development. It also underscores Government’s commitment to placing employment and labour at the heart of the country’s development agenda. As the most precious resource of the Malawi nation, the labour force has the potential to propel the attainment of the country’s most cherished dream of transforming the economy from a predominantly importing and consuming to a predominantly producing and exporting, thereby accelerating economic growth and development. This, however, is only possible if the labour force is equipped with appropriate skills and works in a conducive environment. The government realizes that a low skills level of our labour force is the major factor contributing to low labour productivity. To this end, the government has given special attention to manpower development in order to increase productivity. Skills development efforts will be aligned to the needs of the industry to make it more relevant and effective.

It has become globally apparent that economic growth will not necessarily automatically translate into more jobs and poverty reduction in an economy. Efforts should therefore be vigorously pursued in all sectors of the economy to promote employment and work that leads to poverty reduction which has persistently remained high, only going down slightly from 52% to 51% between 2001 and 2011. This policy will ensure that future economic growth is more inclusive, pro-poor and employment intensive in order to reduce poverty and create further growth through investment. The prevalence of unemployment and underemployment means putting human resources that would otherwise have been contributing to national development to waste. In view of this, Government will facilitate the creation of employment through establishment of labour intensive but equally productive investment ventures especially in the area of agro-processing and value addition.

Honourable Henry Mussa, MP

MINISTER OF LABOUR, YOUTH, SPORTS AND MANPOWER DEVELOPMENT

PREFACE

This policy offers an opportunity for Government to take a more holistic and focused approach in addressing the challenge of unemployment, underemployment and low productivity as part of the national strategy to fight widespread poverty among the population. Care has been exercised to ensure that the jobs being created are productive and decent. The policy has been developed in the context of the Malawi Vision 2020, the Malawi Growth and Development Strategy (MGDS) II 2011-2016 and Malawi Decent Work Country Programme 2011-2016. It has identified ten (10) priority areas on which to focus action in order to achieve the desired results.

For the policy to have maximum impact, it needs to be implemented within the framework of the broader national economic and social agenda. The policy therefore identifies and elaborates its linkages with other related policies and its success will depend, to a large extent, on the level of cooperation, collaboration, and coordination amongst all the policy holders of these inter-related policies and the other stakeholders as a whole. As a cross-cutting issue, addressing employment challenges calls for concerted efforts of all concerned and this entails mainstreaming employment concerns in development programmes.

National laws, including the Republican Constitution provide for the right to engage in economic activity and to work. In addition, Malawi is a signatory to a number of international instruments guaranteeing similar rights. These include International Labour Conventions such as: Migration for Employment (No. 97); Equal Remuneration (No. 100); and, Vocational Rehabilitation and Employment (Disabled Persons) (No. 159). This policy therefore offers an opportunity for Malawi, as a member of the international community, to increase her level of compliance with these obligations.

This policy has been developed through a process of extensive and thorough consultations with stakeholders in the public and private sectors as well as with development partners. My most profound thanks are due to them all.

Luckie Kanyamula Sikwese

SECRETARY FOR LABOUR, YOUTH, SPORTS AND MANPOWER DEVELOPMENT

LIST OF ABBREVIATIONS AND ACRONYMS

AIDS	Acquired Immuno Deficiency Syndrome
ALMPs	Active Labour Market Policies
ART	Anti-retroviral Treatment
BDS	Business Development Services
CBE	Complementary Basic Education
DHRMD	Department of Human Resource Management and Development
ECAM	Employers' Consultative Association of Malawi
FEDOMA	Federation of Disability Organizations in Malawi
GDP	Gross Domestic Product
GoM	Government of Malawi
HIPC	Highly Indebted Poor Countries
HIV	Human Immuno deficiency Virus
IHS	Integrated Household Survey
ILO	International Labour Organization
IRC	Industrial Relations Court
LMI	Labour Market Information
LMIS	Labour Market Information System
MACOHA	Malawi Council for the Handicapped
MARDEF	Malawi Rural Development Fund
MBCA	Malawi Business Coalition Against AIDS

MCCCI	Malawi Confederation of Chamber of Commerce and Industry
MDWCP	Malawi Decent Work Country Program
MFI	Micro Finance Institutions
MGDS II	Malawi Growth and Development Strategy II
MIRTDC	Malawi Industrial Research and Technology Development Centre
MITC	Malawi Investment and Trade Centre
MLFS	Malawi Labour Force Survey
MoAIWD	Ministry of Agriculture, Irrigation and Water Development
MoCEC	Ministry of Civic Education and Culture
MoEST	Ministry of Education, Science and Technology
MoFAIC	Ministry of Foreign Affairs and International Cooperation
MoFEPD	Ministry of Finance, Economic Planning and Development
MoGCDSW	Ministry of Gender, Children, Disability and Social Welfare
MoHAIS	Ministry of Home Affairs and Internal Security
MoH	Ministry of Health
MoITT	Ministry of Industry, Trade and Tourism
MoJCA	Ministry of Justice and Constitutional Affairs
MK	Malawi Kwacha
MoLGRD	Ministry of Local Government and Rural Development
MoLHUD	Ministry of Lands, Housing and Urban Development
MoLYSMD	Ministry of Labour, Youth, Sports and Manpower Development

MoNREM	Ministry of Natural Resources, Energy and Mining
MoTPW	Ministry of Transport and Public Works
MSME	Micro, Small and Medium Enterprises
NAC	National AIDS Commission
NEC	National Employment Committee
NELP	National Employment and Labour Policy
NGO	Non-Governmental Organization
NSO	National Statistical Office
NYCoM	National Youth Council of Malawi
ODPP	Office of Directorate of Public Procurement
OPC	Office of the President and Cabinet
OVOP	One Village One Product
RBM	Reserve Bank of Malawi
R & D	Research and Development
SMEDI	Small and Medium Enterprise Development
TEP	Temporary Employment Permit
TEVET	Technical, Entrepreneurial and Vocational Education and Training
TEVETA	Technical, Entrepreneurial and Vocational Education and Training Authority
WMS	Welfare Monitoring Survey

GLOSSARY OF TERMS

- Decent work:** Involves opportunities for safe work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.
- Economically active persons:** All persons that contribute or are available to contribute to the production of goods and services falling within the System of National Accounts (SNA) production boundary (also known as the labour force).
- Employment:** The measure of employment quantifies persons, within a set range of ages, who worked for payment (also payment in kind) or/and for profit during a particular reference period; or who were temporarily absent from their work for specific reasons.
- Employment rate:** Indicates employed persons as a proportion of the labour force. For purposes of data collection, employment is defined as those people who worked in an economic activity for at least one hour during the reference period.
- Formal economy:** The portion of the country's economy that is registered and regulated by the state, whose activities are reflected in official statistics on economic activity.

Full employment:	Situation in which everyone who is available for work and is willing to work, has access to work.
Informal economy:	The part of an economy that is not taxed or monitored by any form of government or included in any gross national product (GNP).
Labour	The aggregate of all human physical and mental effort used in the production of goods and services.
Labour force:	Persons aged 15 years or more who are either employed or unemployed. This is notwithstanding the provisions of the national constitution and other legislations which prevent children from participating in hazardous work.
Labour force participation rate:	Indicates employed and unemployed persons as a proportion of the population aged 15 years and above.
Private sector of the economy:	The part of a nation's economy which is not directly owned or controlled by the public domain.
Productivity/Labour productivity:	Productivity refers to the efficiency of input use, such as capital, labour, and land, to maximize output, and is usually given as the ratio of output to input. In the case of labour productivity, the focus is on the efficiency of labour use in the production of output.
Public sector of the economy:	The part of the economy concerned with providing basic services under the public domain.

Underemployment:	Reflects the underutilization of the productive capacity of the employed population. Refers to a situation where working individuals aged 15 years and above are not fully utilized in terms of hours of work, skills and earnings.
Unemployment rate:	Indicates unemployed persons (defined as persons in the working age group without work, available for work, and have actively sought work in the reference period) as a proportion of the labour force.
Working Age Population	Persons aged between 15 and 64 years.
Working poor:	Refers to individuals who are employed but whose income/consumption expenditure falls below a poverty line.
Youth:	The UN defines Youth “as those persons between the ages of 15-24”. The Malawi National Youth Policy defines “Youth” as those aged 10-29 years. For purposes of employment, youth are defined as persons aged 14-29 years.

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1.0 INTRODUCTION

The National Employment and Labour Policy (NELP) seeks to place employment as a central objective of social and economic policies; making it one of the major drivers of poverty reduction.

In order to achieve this, the policy will be implemented around ten priority areas: Economic Growth and Employment; Labour Market Information; Skills Development and Labour Productivity; Private Sector Growth and Employment; Improving informal sector, Micro, Small and Medium Scale Enterprises; Improving Labour Administration and Labour Standards; Employment of Vulnerable Groups and Promotion of Gender Equality; Youth Employment; Protection of Migrant Workers ; and Promotion of Agriculture and Rural Employment. Taken together, the priority areas as identified are expected to address the challenges facing the labour market with regard to employment creation and ensuring safe and gainful employment.

The National Employment and Labour Policy (NELP) represents deliberate efforts by Government to put together measures that promote employment growth both in terms of quality and quantity, and whether directly or indirectly.

The policy recognizes that labour and employment is a cross-cutting issue and as such, it's effective implementation calls for coherence with other relevant policies in order to achieve complementarity and maximize the synergies. It further requires all the stakeholders to mainstream employment in their programmes and activities.

1.1. Background

Malawi's economic growth experience during the period 2005 to 2011 has been hailed as a success story. GDP grew at an average annual rate of 7 per cent, with strong growth especially in the agriculture sector which employs the majority of the labour force. Despite the high economic growth rates registered prior to 2012, poverty declined only marginally - the percentage of poor people was 52 percent in 2004 as compared to 51 percent in 2011 (IHS2, 2005; IHS3, 2011).

The 2013 Malawi Labour Force Survey (MLFS) indicates that unemployment among economically active population in Malawi, based on International Labour Organization (ILO) broad definition, was

at 21percent. The unemployment rate is higher among females (26percent) than among males (14 percent). In urban and rural areas, the unemployment rate is 28 percent and 19 percent respectively. Among the youth aged 15-34 years, unemployment rate is at 23 percent. 27 percent of the employed population in Malawi is underemployed.

1.2 Purpose of the Policy

The policy provides a framework to promote productive and decent employment in the economy and increase compliance with labour standards by employers, investors and workers. It also aims at unleashing the potential for Malawi to move onto a development path that is more inclusive, pro-poor and job rich thereby strengthening the link between economic growth and job creation on one hand and poverty reduction on the other hand.

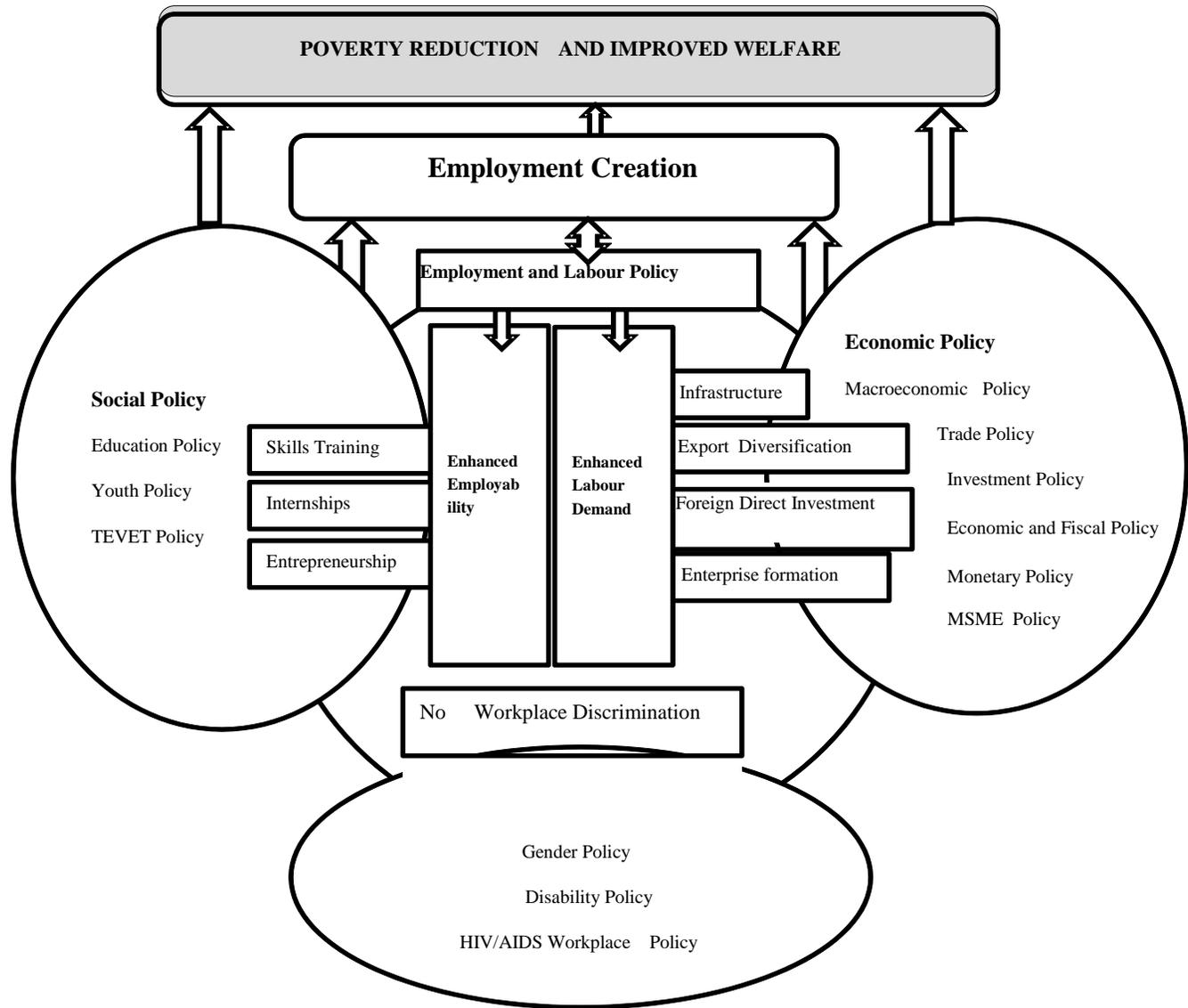
1.3 Linkages with the Malawi Growth and Development Strategy (MGDS) II and other strategic documents

The priorities and strategies of the National Employment and Labour Policy (NELP) reflect the development priorities and proposed outcomes articulated in the Malawi Growth and Development Strategy (MGDS) II covering the period 2011-2016. MGDS II explicitly recognizes labour and employment as a sub theme under the theme ‘Sustainable Economic Growth’. The sub-theme seeks to achieve the following outcomes: increased labour productivity; increased gainful and decent employment for all; strengthened legal, regulatory and institutional reforms; elimination of worst forms of child labour; and improved availability of and accessibility to labour market information.

1.4 Linkages with Other Sectoral Policies

Interventions set out in the National Employment and Labour Policy have strong positive linkages with other economic and social policies. These national policies include those focusing on: Youth; Gender; HIV and AIDS at the Workplace; Micro, Small and Medium Enterprises (MSME); Persons with Disabilities; Skills development; Social Protection; Agriculture; Education; Trade and Investment. The NELP will not supplant the existing policies but rather supplement them. The synergies are as the figure below depicts:

Figure 1: National Employment and Labour Policy Linkages with other Policies



1.5 Linkages with Employment and Labour Laws, and International Labour Conventions

The National Employment and Labour Policy is guided by, and seeks to be consistent with, various legislations and international labour and other conventions which govern and support the labour market in Malawi. The relevant legislation in Malawi include:

- The Constitution of the Republic of Malawi;
- The Employment Act (Cap. 55:01);
- The Labour Relations Act (Cap.54:01);
- The Workers Compensation Act (Cap. 55:03);
- The Occupational Safety, Health and Welfare Act (Cap.55:07);
- The TEVET Act, 1999
- The Public Finance and Management Act, 2003;

A list of international labour conventions ratified by Malawi has been provided as an annex¹.

2.0 BROAD POLICY DIRECTIONS

2.1 Policy Goal

The overriding goal of this policy is to promote the attainment of full employment and decent work in the country.

2.2 Policy Objectives

The objectives of this policy are:

- (i) To make employment creation central to economic, fiscal, monetary, trade, investment, sectoral and social policies;
- (ii) To improve the availability and accessibility of timely and reliable labour market information (LMI);
- (iii) To promote skills development and training in order to enhance the employability and productivity of the labour force;
- (iv) To promote a conducive environment for private sector growth and expansion in order to create more decent and productive jobs;

¹Annex I: International Labour Conventions ratified by Malawi

- (v) To provide a conducive business environment for the Micro, Small and Medium Enterprises (MSMEs) and support the creation of safe and gainful employment and availability of skilled labour;
- (vi) To promote decent and productive employment opportunities for women and persons with disabilities and other vulnerable groups;
- (vii) To create more and better employment and income generating opportunities for the youth that are decent and productive;
- (viii) To promote the protection of Malawian migrant workers both in foreign countries and locally, and to restrict the employment of expatriate personnel in the country;
- (ix) To create more on and off-farm decent and productive employment for women and men in the agriculture sector; and
- (x) To enhance labour administration, labour standards and labour services.

2.3 Policy Outcomes

The implementation of the National Employment and Labour Policy is expected to lead to the following beneficial outcomes:

- (i) Economic, fiscal, monetary, trade, investment, sectoral and labour market policies promote the creation of productive and decent employment for all
- (ii) Reliable and timely labour and employment data is available and accessible;
- (iii) A skilled and productive human resource is developed and labour productivity is increased;
- (iv) Increased private sector business growth and accelerated decent and productive employment creation;
- (v) Increased growth of micro, small and medium-sized enterprises and their accelerated transition to formality;
- (vi) Decent and productive employment opportunities for women and persons with disabilities are promoted;
- (vii) Gender and disability are mainstreamed in all employment related interventions;
- (viii) Increased productive and decent employment and income generating opportunities for the youth;

- (ix) Improved protection for Malawian migrants working abroad and locally
- (x) Increased output and productivity of the agriculture sector to achieve food security, poverty reduction and agro-industry growth, making the sector a source of generation of productive and decent jobs;
- (xi) Rapid rural development and increased productive and decent employment and income generating opportunities; and
- (xii) Improved and safe working conditions and better quality of work for all workers locally and abroad.
- (xiii) Improved and safe working conditions and better quality of work for all workers.

3.0 POLICY PRIORITY AREAS

The policy identifies the following as priority areas: Economic Growth and Employment; Labour Market Information; Skills Development and Labour Productivity; The Private Sector growth and Employment; Improving informal sector, Micro, Small and Medium Scale Enterprises; Improving Labour Administration and Labour Standards; Employment of Vulnerable groups and promotion of gender equality; Youth Employment; Protection of migrant workers; and Promotion of Agriculture and Rural Employment.

3.1 Priority Area 1: Economic Growth and Employment

The economy registered strong economic growth rates averaging 7 per cent per annum between 2000 and 2011. However, this impressive economic growth did not bring meaningful increase in jobs created mainly because the source of growth was mostly from primary level agriculture production which only creates seasonal employment. Since agriculture remains the main employer, more investment is needed to promote value addition for agricultural products so that more and better jobs are created while the economy continues to diversify.

The policy will ensure that:

3.1.1 Economic growth is more diversified, inclusive and is able to generate more jobs

3.1.2 The creation of decent and productive employment is mainstreamed in all sectors.

3.2 Priority Area 2: Labour Market Information

Labour market information (LMI) is critical in bridging information gap supply of labour and its demand by employers. An efficient Labour Market Information System ensures that there is regular collection, analysis, and dissemination of data to meet information requirements of stakeholders and other users. However in Malawi, labour market information remains fragmented and its collection uncoordinated resulting in employers' (the demand side) inability to know what skills exist in the labour market and job seekers (the supply side) to know which fields demand their skills. Availability of LMI will therefore harness the country's ability to prepare for future human resources demand and supply. Accurate and timely labour market information on jobs, job seekers, labour mobility, employment levels, real wages, working hours and skills levels in all sectors of the economy is essential to this policy. Labour market information enables effective monitoring of the employment situation, trends and the design of appropriate policies.

Policy Statement

The policy will ensure that:

3.2.1 Reliable and timely labour market information is available and accessible.

3.3 Priority Area 3: Skills Development and Labour Productivity

According to the 2010 employment diagnostic study, labour productivity in Malawi is low compared to neighboring and comparable countries. Low skills levels of human capital contribute to low productivity. Additionally, the agricultural sector which employs the majority of the population is characterized by low skills levels as well as poor utilization of human capital. Besides, one of the factors frequently cited by both local and foreign investors as a constraint to investment is the shortage of workers with specialized skills. Studies have shown that Malawi lacks the middle technical skills necessary for driving the industrialization and structural transformation of the country.

Policy Statement

The policy will:

3.3.1 Complement the TEVET Policy and other education and skills development policies to ensure the development of a skilled and productive human resources; and

3.3.2 Ensure that high labour productivity is achieved through the establishment of a National productivity centre.

3.4 Priority Area 4: Private Sector Growth and Employment

The government of Malawi recognizes the critical role the private sector can play in employment generation as the engine of economic growth. However, few people are in formal employment in the sector. Only 11.3 percent of those aged 15 to 64 years are in formal employment while 88.7 percent are in informal employment. The majority of the employed persons are in agriculture, forestry and fisheries (64 percent), which is mostly seasonal employment and the majority are own account workers (54 percent). Private sector growth in Malawi is being hampered by a number of factors. Some of the key factors affecting private sector growth include unstable fiscal and monetary policy which adversely affects business environment; poor electricity and water supply; and infrastructure required to support business growth such as transport and communication networks.

Policy Statement

The policy will ensure that:

3.4.1 Employment creation is mainstreamed in all investment promoting policies in order to promote job creation and availability of safe and gainful employment; and

3.4.2 Complement relevant policies to promote an enabling business environment which will address challenges hampering private sector growth.

3.5 Priority Area 5: Improving Informal Sector, Micro, Small and Medium Scale Enterprises

The formal sector is small in Malawi. According to the Welfare Monitoring Survey of 2008, about 2.5 percent of the labour force work for private businesses and 1.1 percent work on estates, adding up to about 222,000 formal private sector employees, while another 3.6 percent work in the public sector. The 2013 Malawi Labour Force Survey indicates that 89 percent of working persons are in the informal employment sector.

According to the Finscope Malawi MSME Survey of 2012, the Micro, Small and Medium Enterprises sector employs over 1 million people (about 18 %) of the 5.5 Million total work force in Malawi. The

MSME sector is largely youthful with 46 percent of the businesses owned by the youth (18-30 years). Most of the employees generally experience poor conditions of work, have low skills and earn low income, with no social security benefits. They face severe growth constraints such as lack of access to credit, markets as well as business development services.

Policy Statement

The policy will:

Complement the Micro, Small and Medium Enterprise Development Policy to promote the growth and transition of micro, small and medium enterprises to formality

3.5.1 Complement the Micro, Small and Medium Enterprises Policy to promote the growth and transition of micro, small and medium enterprises to formality.

3.6 Priority Area 6: Employment of Vulnerable Groups and Promotion of Gender Equality

Government recognizes that employment of vulnerable groups such as women and persons with disabilities is important for wealth creation and poverty eradication. Women and persons with disabilities are some of the most vulnerable groups that are not only underrepresented in the labour market but are also concentrated in low-paying jobs and do not fully participate in gainful employment.

According to the 2008 Population Census, persons with disabilities constitute 4 per cent of the total population of Malawi. In absolute terms, this is about half a million people. The condition of persons with disabilities imposes severe restrictions on such people to acquire the education and skills required on the labour market as well as to access information on employment opportunities in the formal sector. They also lack opportunities for self-employment, entrepreneurship, access to credit facilities and participation in cooperatives.

Policy Statements

The policy will ensure:

3.6.1 The promotion of gender and disability mainstreaming in employment;

3.6.2 Provision of appropriate skills to women, persons with disabilities and other vulnerable groups to enable their full participation in the labour market; and

3.6.3 Provision of equal opportunity for participation of the vulnerable in economic activities.

3.7 Priority Area 7: Youth Employment

According to the 2008 population Census, the youth (aged 10-29 years) account for 40 percent of the total population. Using the broad definition of unemployment, 23 percent of the youth in age group 15-34 years are unemployed in Malawi. Female youths are more likely to be unemployed than their male counterparts. The unemployment rate is 28 percent among female youths compared to 17 percent for their male counterparts. A comparison of youth unemployment rates by place of residence shows that youth unemployment is 12 percentage points higher in the urban areas than in the rural areas.

Furthermore, the youth faceserious challenges in the labour market due to low levels of skills and lack of experience. Consequently, labour markets are not able to absorb the entire new young entrants; as a result, most of them earn their living in the informal economy which is characterized by severe decent work deficits, including high levels of under-employment. Even when opportunities arise in terms of large projects, there is little room for the youth to be employed and gain work experience.

The youth require to be instilled with, among others, a positive work culture and patriotism; commitment and dedication to work including discipline, career guidance and counseling; and imparting of skills to enable them become relevant to the current needs of the labour market and employment creation.

Policy Statement

The policy will ensure that:

3.7.1 The youth are provided with skills aligned to the needs of the industry and that jobs are created to absorb excess youth labour force;

3.7.2 National Youth Service is reintroduced.

3.8 Priority Area 8: Protection of migrant workers

Government acknowledges that labour markets abroad provide employment opportunities for Malawians in the short run as the country develops its productive capacity to generate sufficient jobs for its labour force. In some instances, however, Malawians working abroad have been subjected to unsafe and hazardous work conditions, hence the need for their protection. Despite the country benefiting from other labour markets, it has also faced an influx of immigrantsome of whom are doing jobs that can be done by Malawians. In addition, there is a lot of internal migration both rural-urban and rural-rural. Rural-urban takes place largely due to perceived better life in towns where there are

more public amenities and concentration of industrial activities providing job opportunities. This phenomenon is leading to rapid urbanisation resulting in pressure on public amenities and rising joblessness of the urban population. Rural-rural migration takes place mainly because the landless who also happen to be the poorest of the poor seek employment opportunities in agricultural farms such as tobacco estates. These areas are often reach of government labour inspectors for inspection to check compliance with minimum labour standards.

Policy Statement

The policy will:

- 3.8.1 Ensure safe, gainful and decent working conditions for Malawians, whether working abroad or locally
- 3.8.2 Broaden the employment base by facilitating the employment abroad of surplus labour
- 3.8.3 Ensure that expatriate-held positions are limited only to those areas where the country does not have adequate skills as stipulated in the Employment of Expatriates and Employment Permit Guide.
- 3.8.4 Promote complementarities with policies and programmes aimed at reducing the rate of rural-urban migration and distributing population more evenly.

3.9 Priority Area 9: Promotion of Agriculture and Rural Employment

Government acknowledges that agriculture is the largest employer and still has the highest propensity to absorb labour in the rural areas. Currently about 20% of the labour force is unemployed, while 27% of those employed are underemployed. The employment in Malawi is predominantly in the low paying agricultural sector (64 percent). Only 5 percent of agricultural workers have formal jobs. Government policy on agriculture and rural employment is: to promote agriculture as a business and not merely for subsistence; to promote irrigation farming to reduce seasonality of employment; to promote value addition of primary agriculture products for better incomes; and to create off-farm employment through rural infrastructure development, active labour market policies, public works programs (ALMPs) and other social protection programmes. The sector has been facing numerous challenges over the past decades that have been hampering the commercialization and diversification of agriculture for international competitiveness.

Policy Statement

The policy will:

3.9.1 Complement agriculture and rural development policies to promote the creation of decent and productive employment in the agriculture sector and rural areas.

3.10 Priority Area 10: Improving Labour Administration and Labour Standards

Effective labour administration ensures the protection of workers' rights, safety and health at work, including effective response measures to HIV and AIDS. It also involves the prevention of industrial unrest so that there is industrial peace and harmony, necessary for sustainable social and economic development. Industrial peace and harmony directly contribute to labour productivity, the competitiveness of enterprises and their growth which in turn leads to economic growth the resulting in employment growth. In Malawi, the institutional and human resource capacity of key players in the labour market is weak and this militates against effective policy coordination and the development of an efficient labour administration system.

Policy Statements

The policy will:

3.10.1 Ensure the enforcement of national labour legislation and application of international labour standards to promote the realization of decent and productive employment.

4.0 IMPLEMENTATION ARRANGEMENT

4.1 Institutional Arrangements

A successful and effective implementation of the policy hinges on the active participation of all relevant institutions because employment is cross-cutting and multi-sectoral in nature. The major actors on the labour market include different government ministries and institutions, workers and their organizations, employers and their organizations, and non-governmental organizations. To ensure that progress in the implementation of the policy is closely monitored, a dedicated National Employment Committee (NEC) that will work under the supervision of the Office of the President and Cabinet (OPC) shall be established.

4.1.1 The National Employment Committee (NEC)

The National Employment Committee (NEC) shall meet twice every year, and shall be responsible for monitoring progress on the implementation of this policy. It shall also be responsible for providing strategic technical direction on the implementation of the policy. Membership to this committee shall be at Principal Secretary or Chief Executive Officer 3Level. The NEC shall be reporting to Cabinet. In this regard, it shall submit to Cabinet, at least once in a year, periodic reports on emerging issues and challenges arising from the implementation of the policy together with recommendations on how the effectiveness of the Policy could be improved and enhanced. The NEC shall comprise the following institutions:

- The Ministry of Finance, Economic Planning and Development (Chair)
- The Ministry of Labour, Youth, Sports and Manpower Development [Secretariat]
- The Ministry of Agriculture, Irrigation and Water Development
- The Ministry of Education, Science and Technology
- The Ministry of Industry, Trade and Tourism
- The Ministry of Gender, Children, Disability and Social Welfare
- Ministry of Home Affairs and Internal Security
- Office of the President and Cabinet
- The National Statistics Office (NSO)
- The Department of Human Resources Management and Development (DHRMD)
- The Employers' Consultative Association of Malawi(ECAM)
- The Malawi Congress of Trade Unions(MCTU)
- The Malawi Confederation of Chamber of Commerce and Industry (MCCCI)
- The Reserve Bank of Malawi (RMB)
- Malawi Investment and Trade Centre (MITC)
- The Academia (Chancellor College)

4.1.2 The Roles of Key Players

4.1.2.1 The Ministry of Finance, Economic Planning and Development

This Ministry shall chair the NEC and shall be responsible for ensuring that freely chosen and productive employment is a priority goal of all national economic and social policies. Specifically, the Ministry shall:

- (i) Ensure the mainstreaming of employment creation in the national vision, sectoral policies and development strategies;
- (ii) Ensure the availability of financial resources and budget for employment generation interventions;
- (iii) Ensure that fiscal and monetary policies drive enterprise development and decent employment growth;
- (iv) Work hand in hand with the Ministry of Finance, Economic Planning and Development and private sector in the provision of incentives to investments which create employment opportunities;
- (v) Prioritize and promote labour intensive projects and programmes through the Public Sector Investment Programmes and social protection programmes; and
- (vi) Monitor employment and earnings trends.

4.1.2.2 The Ministry of Labour, Youth, Sports and Manpower Development

MOLYSMD will be the secretariat of NEC. The Ministry shall have the following responsibilities:

- (i) Ensure availability of timely and reliable labour market information;
- (ii) Ensure that skills development, particularly the missing middle technical and soft skills, is prioritized and is in line with the needs of the industry and the labour market;
- (iii) Ensure the effective enforcement of existing employment and labour laws;
- (iv) Conduct National Manpower Surveys;
- (v) Enhance coordination and collaboration with social partners;
- (vi) Providing secretarial services to the committee, including coordination of technical working groups and the development of technical background papers;
- (vii) Providing information on potential donors and partners for the activities of NELP and securing their support; and
- (viii) Guiding on job- rich sectors where to direct investments.

4.1.2.3 Ministry of Agriculture, Irrigation and Water Development

The Ministry shall:

- (i) Ensure that agriculture policies and strategies, besides aiming at improving agriculture production, also aim at creating more productive and decent jobs in the sector.

4.1.2.4 Ministry of Education, Science and Technology

The Ministry shall ensure that:

- (i) Education is accessible and that the education system is of sufficiently good quality to prepare students for the acquisition of knowledge and skills required in the world of work; and
- (ii) Effective career guidance and counseling is provided to students.

4.1.2.5 Ministry of Industry, Trade and Tourism

As the Ministry responsible for private sector development and trade, the Ministry will ensure:

- (i) Implementation of policies and programmes which provide incentives to investments that promote employment creation, industrialization and structural transformation; and
- (ii) Provision of a conducive environment for the growth of MSME and their transition to the formal economy.

4.1.2.6 Ministry of Home Affairs and Internal Security

The Ministry shall:

- (i) Facilitate the processing of travel documents of Malawians emigrating for work approved by the Government;
- (ii) Adhere to guidelines for the granting of Temporary Employment Permits and ensure that establishments abide by their localization plans;
- (iii) Take appropriate action on foreigners working in the country without work permits or operating businesses illegally;
- (iv) Implement the Trafficking in Persons Act as it relates trafficking for labour or commercial exploitation

4.1.2.7 Office of the President and Cabinet

The Office shall:

- (i) Ensure the mainstreaming of employment and labour issues in policy formulation and reviews;
- (ii) Ensure coherence of this policy with other social and economic policies and programmes;
- (iii) Monitor implementation of Cabinet Directives on employment and labour issues;
- (iv) Provide oversight on this policy; and
- (v) Ensure that issues affecting the National Employment and Labour Policy are placed on the Cabinet Agenda.

4.1.2.8 National Statistical Office (NSO)

The NSO shall:

- (i) Work closely with the Ministry of Labour, Youth, Sports and Manpower Development and other line Ministries to generate and provide timely and quality labour market information

4.1.2.9 Workers' and Employers' Organizations

The Employers' Consultative Association of Malawi (ECAM) and the Malawi Congress of Trade Unions (MCTU) shall:

- (i) Work together with the Ministry of Labour, Youth, Sports and Manpower Development and other relevant bodies in monitoring the achievement of the objectives of this Policy
- (ii) Assist in disseminating the Policy and mobilizing their constituents to take part in its implementation.

4.1.2.10 Malawi Investment and Trade Centre

- (i) Attract investments for employment generation

4.2 Implementation Plan

To ensure effective implementation of the policy, a detailed implementation plan has been developed as a separate document and is attached as Appendix I. The plan provides a linkage between the specific goals and objectives of the policy on one hand and strategies and institutions responsible for implementing those strategies on the other hand. It also includes a time frame for implementing each strategy.

4.3 Monitoring and Evaluation

The implementation of the policy requires an effective and efficient monitoring and evaluation (M&E) system. The system will have a feedback mechanism to ensure that implementation challenges and gaps are addressed timely. A detailed monitoring and evaluation plan of this policy with appropriate performance indicators, outputs, and targets is also presented as a separate document and attached hereto as Appendix II.

4.4 Review of the Policy

The policy shall be reviewed periodically in line with the interval set by Government for the review policies.

ANNEX I: INTERNATIONAL LABOUR CONVENTIONS RATIFIED BY MALAWI

CONVENTION	DATE OF RATIFICATION
C. 11 Right of Association (Agriculture) Convention, 1921 (No. 11)	22.03.1965
C. 12 Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)	22.03.1965
C. 19 Equality of Treatment (Accident Compensation) Convention , 1925 (No. 19)	22.03.1965
C. 26 Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	22.03.1965
C. 29 Forced Labour Convention, 1930 (No. 29)	19.11.1999
C. 45 Underground Work (Women) Convention, 1935 (No. 45)	22.03.1965
C. 50 Recruiting of Indigenous Workers Convention, 1936 (No. 50)	07.06.1966
C. 64 Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)	07.06.1966
C. 65 Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)	22.03.1965
C. 81 Labour Inspection Convention, 1947 (No. 81)	22.03.1965
C. 86 Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)	22.03.1965
C. 87 Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)	19.11.1999
C. 89 Night Work (Women) Convention (Revised), 1948 (No. 89)	22.03.1965
C. 97 Migration for Employment Convention (revised), 1949 (No. 97)	22.03.1965
C. 98 Right to Organize and Collective Bargaining Convention, 1949 (No. 98)	22.03.1965

C. 99	Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)	22.03.1965
C.100	Equal Remuneration Convention, 1951 (No. 100)	22.03.1965
C.104	Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104)	22.03.1965
C.105	Abolition of Forced Labour Convention, 1957 (No. 105)	19.11.1999
C.107	Indigenous and Tribal Populations Convention, 1957 (No. 107)	22.03.1965
C.111	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	22.03.1965
C.129	Labour Inspection (Agriculture) Convention, 1969 (No. 129)	20.07.1971
C.138	Minimum Age Convention, 1973 (No. 138) <i>Minimum age specified: 14 years</i>	19.11.1999
C.144	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	01.10.1986
C.149	Nursing Personnel Convention, 1977 (No. 149)	01.10.1986
C.150	Labour Administration Convention, 1978 (No. 150)	19.11.1999
C.158	Termination of Employment Convention, 1982 (No. 158)	01.10.1986
C.159	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (no. 159)	01.10.1986
C.182	Worst Forms of Child Labour Convention, 1999 (No. 182)	19.11.1999

APPENDIX I: IMPLEMENTATION PLAN

This part presents the Implementation Plan of the NELP. Employment is a cross-cutting issue and consequently the creation of employment is the result of a combination of policy actions at all levels: macro, sectoral and micro. It follows therefore that implementation of the policy will require concerted effort and action from all key stakeholders, notably government ministries, public sector organizations, private sector, civil society and the public at large. All the actors have specific and joint responsibilities that they must fulfill through conscious mainstreaming of employment issues in their policies and programs.

STRATEGIES FOR POLICY PRIORITY AREAS

Policy Priority Area 1: Economic Growth and Employment

Objective: To make employment creation central to economic, fiscal, monetary, trade, investment, sectoral and social policies.

Strategies:

- (i) Set targets in the national development frameworks and macro-economic policies for employment generation for women and men including the youth, and continuously monitor and evaluate progress;
- (ii) Make employment creation a key criterion in selecting between alternative public and private investments, programmes and projects;
- (iii) Create a conducive macroeconomic environment in order to attract foreign and domestic investment with the greatest labour absorbing potential;
- (iv) Ensure that macroeconomic policies (monetary, fiscal, exchange rate and capital account management) promote structural transformation and the creation of decent jobs; and
- (v) Design appropriate Active Labour Market Policies (ALMPs) for specific target groups to improve their employability and provide short to medium term employment opportunities.

Policy Priority Area 2: Labour Market Information (LMI)

Objective: To improve the availability and accessibility of timely and reliable Labour Market Information (LMI).

Strategies:

- (i) Strengthen the Ministry of Labour both technically and financially for it to play its role as the national and regional repository for labour and employment information;
- (ii) Develop a job search engine
- (iii) Develop a database and set up a labour market information system network for users and generators of information as well as define roles and responsibilities of various key actors;
- (iv) Strengthen systems of data collection - including conducting Labour Force Surveys regularly and integrating employment questions in all major surveys -data analysis and dissemination of labour statistics; and
- (v) Disseminate labour market information through regular publications and other established means of communication.

Policy Priority Area 3: Skills Development and Labour Productivity

Objective: To promote skills development and training in order to enhance the employability and productivity of the labour force.

Strategies:

- (i) Strengthen the institutional capacity for and access to skills development focusing on the middle technical and soft skills and entrepreneurship;
- (ii) Improve the quality of education and skills development by regular review of curricula at all levels in line with the demands of the industry and social-economic development needs of the country;
- (iii) Strengthen collaboration between MoLYSMD and MoEST to make technical education and vocational training a requirement in primary and secondary schools as a way of increasing access to TEVET;
- (iv) Enhance the interface and interaction between education and training institutions on one hand and industry on the other to align skills to the demands of industry;
- (v) Promote research into and adoption of modern technologies to increase productivity;

- (vi) Establish a productivity centre to impart productivity improvement knowledge and skills; and
- (vii) Provide regular productivity enhancing training to workers and managers.

Policy Area 4: Private Sector growth and Employment

Objective: To promote a conducive environment for private sector growth and expansion in order to create more decent and productive jobs.

Strategies:

- (i) Create a favourable business environment through reduction of the cost of doing business;
- (ii) Support deliberate forward and backward linkages through establishment of cluster and value chains development;
- (iii) Facilitate private sector investment in agro-processing in rural areas as a way of diversifying the economy and adding value, which in turn would generate employment opportunities;
- (iv) Put in place deliberate policy measures to influence the private sector to channel investment to highly productive and employment generating sectors for economic transformation, industrialization and poverty eradication;
- (v) Encourage the private sector's involvement in irrigation farming to ensure all-year round employment overcome seasonal unemployment; and
- (vi) Strengthen collaboration between MoLYSMD and MoITT on matters where mandates overlap, including labour inspections.

Policy Priority Area 5: Improving Informal Sector, Micro, Small and Medium Scale Enterprises

Objective: To provide a conducive business environment for the Micro, Small and Medium Enterprises (MSMEs) and support the creation of safe and gainful employment and availability of skilled labour.

Strategies:

- (i) Encourage backward and forward linkages between the formal private sector and informal sectors;
- (ii) Design procurement policies that encourage the participation of MSMEs;
- (iii) Improve access to credit, business development services, markets and other support services for enterprise development;
- (iv) Strengthen entrepreneurship training for enterprise growth;

- (v) Establish business development centres;
- (vi) Strengthen the bargaining capacity of the informal sector;
- (vii) Review the legal and policy frameworks to support the growth of MSMEs; and
- (viii) Promote social dialogue and the application of minimum labour standards in the MSMEs sector

Policy Priority Area 6: Employment of Vulnerable Groups and Promotion of Gender Equality

Objective: To promote decent and productive employment opportunities for women and persons with disabilities and other vulnerable groups.

Strategies:

- (i) Encourage affirmative action in employment of women, persons with disabilities and other vulnerable groups
- (ii) Review labour laws to make them gender sensitive and to help eliminate gender-based discrimination in the workplace;
- (iii) Encourage institutions to target women in skills and business development programs;
- (iv) Increase enrolment of persons with disabilities at all levels of technical education;
- (v) Improve and expand technical skills training and other skills development services suited to the special needs of persons with disabilities;
- (vi) Enhance the capacity of associations and organizations for persons with disabilities to ensure greater access for persons with disabilities to employment and self-employment opportunities;
- (vii) Provide labour market information services to persons with disabilities in a manner best suited to their condition; and
- (viii) Promote disability-friendly infrastructure and facilities in workplaces.

Policy Priority Area 7: Youth Employment

Objective: To create more and better employment and income generating opportunities for the youth that are decent and productive

Strategies:

- (i) Mainstream youth productive and decent employment in the overall employment creation strategy for the country;
- (ii) Increase enrolment of the youth, especially girls, at all levels of technical education;

- (iii) Strengthen efforts to provide complementary basic education and skills training to out-of-school youth;
- (iv) Integrate entrepreneurial skills training into the school and university curricula to encourage young people to venture into entrepreneurship for self-employment;
- (v) Strengthen the capacity for delivering career guidance at all levels of education, including at university level, so that the youth are aware of employment opportunities that exist in different fields and the qualifications required;
- (vi) Promote the acquisition and transfer of skills through attachments, mentoring, coaching, apprenticeships and internships;
- (vii) Provide support to young people to graduate from informal to formal employment through improved access to training, business development services and access to low interest microfinance;
- (viii) Allocate a proportion of government contracts to be awarded to youth entrepreneurs and award contracts to contractors who demonstrate commitment to employ a specified percentage of the youth;
- (ix) Complement the National Youth Policy in the reintroduction of National Youth Service through rehabilitation of former Malawi Young Pioneer (MYP) bases where apart from skills development in such areas as carpentry, agriculture and other businesses, issues of integrity, positive work culture, patriotism and discipline will be taught and demonstrated;
- (x) Design appropriate Active Labour Market Policies (ALMPs) for specific target groups of the youth to improve their employability and provide short to medium term employment opportunities.

Policy Priority Area 8: Protection of Migrant Workers.

Objective: To promote the protection of Malawian migrant workers both in foreign countries and locally, and to restrict the employment of expatriate personnel in the country.

Strategies:

- (i) Strengthen collaboration between MoLYSMD and MoFAIC to enhance labour monitoring abroad and facilitate employment of surplus labour;;
- (ii) Regulate private employment agencies to safeguard labour migrants;
- (iii) Review labour laws to strengthen the legal framework for labour migration;

- (iv) Conclude bilateral labour agreements with governments of receiving countries;
- (v) Improve the collection, analysis, storage and dissemination of information relating to migration;
- (vi) Track returning Malawian migrants to ensure that they continue to use the skills gained abroad productively;
- (vii) Conduct civic education and awareness campaigns to address irregular migration
- (viii) Ensure that a more strict procedure for the granting of TEPs is adopted, including ensuring that establishments adhere to their localization plans;
- (ix) Intensify labour inspections in the rural areas;
- (x) Provide public amenities in rural growth centres and rural-based trading centres to reduce rural urban migration;
- (xi) Resettle the population from densely populated areas to sparsely populated areas including those discharged from tenancy labour; and
- (xii) Design and implement skills training programmes for community colleges to support the local economic activities

Policy Priority Area 9: Promotion of Agriculture and Rural Employment

Objective: To create more on and off-farm decent and productive employment for women and men in the agriculture sector.

Strategies:

- (i) Increase access to Agriculture TEVET for to improve agricultural skills and participation of the population in commercial agriculture;
- (ii) Promote irrigation farming to ensure all year round farming, improved productivity and reduced seasonality of employment;;
- (iii) Promote small scale agro-processing to add value;
- (iv) Enhance upstream and downstream linkages between farm and non-farm activities, including by supporting producers' organizations and contract farming, improving input supply and output processing
- (v) Support cash crop production to increase incomes of farmers
- (vi) Promote the growth and development of rural growth centers;
- (vii) Intensify labour intensive rural infrastructural development;
- (viii) Promote economic empowerment programmes such as MARDEF and OVOP;
- (ix) Capitalize on non-farm activities to diversify sources of incomes in rural areas, and;

- (x) Undertake land reforms to redistribute and increase smallholder farmers' access to productive land, inputs and extension services.

Policy Priority Area 10: Improving Labour Administration and Labour Standards

Objective: To enhance labour administration, labour standards and labour services.

Strategies:

- (i) Strengthen integrated labour inspections and enforce occupational safety and health standards and other labour laws in different industries;
- (ii) Develop a separate wage policy to guide the setting of minimum wages and other remuneration;
- (iii) Institute a Minimum Wage Advisory Board to regularly review minimum wage rates;
- (iv) Provide adequate information and training on occupational safety and health to both workers and employers;
- (v) Strengthen the capacity of the Industrial Relations Court (IRC) to deliver on its mandate;
- (vi) Strengthen social dialogue and tripartism among government, workers and employers and their organisations;
- (vii) Strengthen the capacity of MCTU to organize in the informal economy and ECAM to organize small and medium enterprises;
- (viii) Strengthen national capacity for the elimination of child labour;
- (ix) Promote development of workplace HIV and AIDS policies in line with the National HIV and AIDS Workplace Policy and ILO Recommendation 200.
- (x) Promote the establishment of workplace health committees

IMPLEMENTATION PLAN MATRIX

Policy Priority Area 1: Economic Growth and Employment			
Policy Statements:			
<p>(i) Economic growth is more diversified, inclusive and is able to generate more jobs;</p> <p>(ii) The creation of decent and productive employment in all sectors is mainstreamed</p>			
Objective	Strategy	Responsibility	Timeframe
To make employment creation central to economic, fiscal, monetary, trade, investment, sectoral and social policies	Set targets in the national development frameworks and macro-economic policies for employment generation for women and men including the youth, and continuously monitor and evaluate progress	MoFEPD, RBM	2017-2021
	Make employment creation a key criterion in selecting between alternative public and private investments, programmes and projects;	MoITT, MITC MoFEPD	2017-2021
	Create a conducive macroeconomic environment in order to attract foreign and domestic investment with the greatest labour absorbing potential	MoFEPD, RBM, MoITT	2017-2021
	Ensure that macroeconomic policies (monetary, fiscal, exchange rate and capital account management) promote structural transformation and the creation of decent jobs	MoFECPD, RBM	2017-2021
	Design appropriate Active Labour Market Policies (ALMPs) for specific target groups to improve their employability and provide short to medium term employment opportunities	MoFEPD, MoLYSMD, MoEST,	2017-2021

Policy Priority Area 2:Labour Market Information (LMI)

Policy Statement:

- (i) Reliable and timely labour market information is available and accessible

Objective	Strategy	Responsibility	Timeframe
To improve the availability and accessibility of timely and reliable labour market information (LMI).	Strengthen the Ministry of Labour both technically and financially for it to play its role as the national and regional repository for labour and employment information	MoFEPD, MoLYSMD, NSC	2017-2021
	Develop a job search engine	MoLYSMD, NSC	2017-2019
	Develop a database and set up a labour market information system network for users and generators of information as well as define roles and responsibilities of various key actors	MoLYSMD, NSC	2017-2021
	Strengthen systems of data collection - including conducting Labour Force Surveys regularly and integrating employment questions in all major surveys - data analysis and dissemination of labour statistics	MoLYSMD, NSC	2017-2019
	Disseminate labour market information through regular publications and other established means of communication	MoLYSMD, NSC	2017-2021

Policy Priority Area 3:Skills Development and Labour Productivity

Policy Statements:

- (i) Complement the TEVET Policy and other education and skills development policies to ensure the development of skilled and productive human resources;
- (ii) Ensure that high labour productivity is achieved through the establishment of a national productivity centre

Objective	Strategy	Responsibility	Timeframe
To promote skills development and training in order to enhance the employability and productivity of the labour force	Strengthen the institutional capacity for and access to skills development focusing on the middle technical and soft skills and entrepreneurship	MoLYSMD, TEVETA, SMEDI	2017- 2021
	Improve the quality of education and skills development by regular review of curricula at all levels in line with the demands of the industry and social-economic development needs of the country	MoEST, MoLYSMD, DHRMD TEVETA, SMEDI,	2017-2021
	Strengthen collaboration between MoLYSMD and MoEST to make technical education and vocational training a requirement in primary and secondary schools as a way of increasing access to TEVET		
	Enhance the interface and interaction between education and training institutions on one hand and industry on the other to align skills to the demands of industry	MoEST, MoLYSMD, DHRMD TEVETA, SMEDI, ECAM, MCCCCI	2017-2021
	Promote research into and adoption of modern technologies to increase productivity	National Research Council, MoITT, MIRTDC	2017-2021
	Establish a productivity centre to impart productivity improvement knowledge and skills	MIT, MoLYSMD DHRMD MCCCCI ECAM, MCTU	2017-2019
	Provide regular productivity enhancing training to workers and managers	MoLYSMD, MoITT, ECAM,	2017-2021

MoFEPD,
Productivity
Centre

Policy Priority Area 4 : Private Sector Growth and Employment

Policy Statement:

- (i) Ensure employment creation is mainstreamed in all investment promoting policies in order to promote job creation and availability of safe and gainful employment;
- (ii) Complement relevant policies to promote an enabling business environment which will address challenges hampering private sector growth

Objective	Strategy	Responsibility	Timeframe
To promote a conducive environment for private sector growth and expansion in order to create more decent and productive jobs	Create a favourable business environment through reduction of the cost of doing business	MoEPD, MoTIT, RBM	2017-2012
	Support deliberate forward and backward linkages through establishment of cluster and value chains development	MoITT, MCCCCI	2017-2021
	Facilitate private sector investment in agro-processing in rural areas as a way of diversifying the economy and adding value, which in turn would generate employment opportunities	MoITT, MoFEPD, MOA, RBM, MITC, MCCCCI	2017-2021
	Put in place deliberate policy measures to influence the private sector to channel investment to highly productive and employment generating sectors for economic transformation, industrialization and poverty eradication	RBM, MoFEPD, MoLYSMD	2017-2021
	Encourage the private sector's involvement in irrigation farming to	MoAIWD,	2017-2021

	ensure all-year round employment overcome seasonal unemployment		
	Strengthen collaboration between MoLYSMD and MoITT on matters where mandates overlap, including labour inspections	MoLYSMD, MoITT	2017-2021
Policy Priority Area 5 : Improving informal sector, Micro, Small and Medium Scale Enterprises			
Policy Statement:			
(i) Complement the Micro, Small and Medium Enterprise Development Policy to promote the growth and transition of micro, small and medium enterprises to formality			
Objective	Strategy	Responsibility	Timeframe
To provide a conducive business environment for the Micro, Small and Medium Enterprises (MSMEs) and support the creation of safe and gainful employment and availability of skilled labour	Encourage backward and forward linkages between the formal private sector and informal sectors	MoEPD, RBMMoITT, MoFEPD	2017-2021
	Design procurement policies that encourage the participation of MSMEs	ODPP,MoITT, MoFEPD	2017-2019
	Improve access to credit, business development services, markets and other support services for enterprise development	MoITT, MoFEPD, RBM, MFIs, SMEDI	2017-2021
	Strengthen entrepreneurship training for enterprise growth	MIT, SMEDI MoLYSMD, TEVETA	2017-2019
	Establish business development centres	MITC, SMEDI	2017-2020
	Strengthen the bargaining capacity of the informal sector	MoLYSMD,MoIT T, ECAM, MCTU	2017-2019
	Review the legal and policy frameworks to support the growth of MSMEs	MoITT	2017-2021
	Promote social dialogue and the application of minimum labour	MoLYSMD, MCTU, ECAM	2017-2021

	standards in the MSMEs sector		
Policy Priority Area 6 : Employment of Vulnerable Groups and Promotion of Gender Equality			
Policy Statements:			
<p>(i) The promotion of gender and disability mainstreaming in employment;</p> <p>(ii) Provision of appropriate skills to women, persons with disabilities and other vulnerable groups to enable their full participation in the labour market;</p> <p>(iii) Provision of equal opportunity for participation of the vulnerable in economic activities.</p>			
Objective	Strategy	Responsibility	Timeframe
To promote decent and productive employment opportunities for women and persons with disabilities and other vulnerable groups	Encourage affirmative action in employment of women, persons with disabilities and other vulnerable groups	MoGCDSW, MoLGRI	2017-2021
	Review labour laws to make them gender sensitive and to help eliminate gender-based discrimination in the workplace	MoLYMD SMED, MoGCDSW	2017-2019
	Encourage institutions to target women in skills and business development programs	MoLYMD, MoITT, SMEDI, MoGCDSW	2017-2021
	Increase enrolment of persons with disabilities at all levels of technical education	MoEST, MoGCDSW, MACOHA, FEDOMA	2017-2021
	Improve and expand technical skills training and other skills development services suited to the special needs of persons with disabilities	MoGCDSW, MoLYSMD, MACOHA FEDOMA	
	Enhance the capacity of associations and organizations for persons with disabilities to ensure greater access for persons with disabilities to employment and self-employment opportunities	FEDOMA, MoGCDSW, MACOHA	2017-2021
	Provide labour market information services to persons with disabilities in a manner best suited to their condition	MoLYSMD, MoGCDSW, MACOHA, FEDOMA	2017-2021
	Promote disability-friendly infrastructure and facilities in workplaces	MoLHUB MoGCDSW,	2017-2021

		MACOHA MoLYSMD	
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Policy Priority Area 7 : Youth Employment

Policy Statements:

- (i) The youth are provided with skills aligned to the needs of the industry and that jobs are created to absorb excess youth labour force;
- (ii) National Youth Service is reintroduced.

Objective	Strategy	Responsibility	Timeframe
To create more and better employment and income generating opportunities for the youth that are productive and decent.	Mainstream youth productive and decent employment in the overall employment creation strategy for the country	MoFEPD, MoFEPD, MIT, RBM	2017-2021
	Increase enrolment of the youth, especially girls, at all levels of technical education	MoEST, MoLYSMD	2017-2021
	Strengthen efforts to provide complementary basic education and skills training to out-of-school youth	MoEST, MoLYSMD	2017-2021
	Integrate entrepreneurial skills training into school and university curricula to encourage young people to venture into entrepreneurship for self-employment	MoEST, TEVETA, SMEDI	2017-2018
	Strengthen the capacity for delivering career guidance at all levels of education, including at university level, so that the youth are aware of employment opportunities that exist in different fields and the qualifications required	MoEST, MoLYSMD	2017-2021
	Promote the acquisition and transfer of skills through attachments, mentoring, coaching, apprenticeships and internships	MoLYSMD, NYCoM, TEVETA, ECAM	2017-2021
	Provide support to young people to graduate from informal to formal employment through improved access to training,	MoITT, SMEDI, RBM, MoFEPD,	2017-2021

	business development services and access to low interest microfinance	MFIs	
	Allocate a proportion of government contracts to be awarded to youth entrepreneurs and award contracts to contractors who demonstrate commitment to employ a specified percentage of the youth	MoLYSMD, MoFEPP, ODPP	2017-2021
	Complement the National Youth Policy in the reintroduction of National Youth Service through rehabilitation of former Malawi Young Pioneer (MYP) bases where apart from skills development in such areas as carpentry, agriculture and other businesses, issues of integrity, positive work culture, patriotism and discipline will be taught and demonstrated		
	Design appropriate Active Labour Market Policies (ALMPs) for specific target groups of the youth to improve their employability and provide short to medium term employment opportunities	MoLYSMD, MoFEPP,	2017-2021

Policy Area 8: Protection of Migrant Workers

Policy Statements:

- (i) Ensure Safe, gainful and decent working conditions for Malawians, whether working abroad or locally;
- (ii) Broaden the employment base by facilitating the employment abroad of surplus labour;
- (iii) Ensure that expatriate-held positions are limited only to those areas where the country does not have adequate skills as stipulated in the Employment of Expatriates and Employment Permit Guide;
- (iv) Promote complementarities with policies and programmes aimed at reducing the rate of rural-urban migration and distributing the population more evenly.

Objective	Strategy	Responsibility	Timeframe
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To promote the protection of Malawian migrant workers both in foreign countries and locally, and to restrict the employment of expatriate personnel in the country.	Strengthen collaboration between MoLYSMD and MoFAIC to enhance labour monitoring abroad and facilitate employment of surplus labour;	MoLYSMD, MoFEPD, MoFAIC MoITT	2017-2021
	Regulate private employment agencies to safeguard labour migrants		
	Review labour laws to strengthen the legal framework for labour migration		
	Conclude bilateral labour agreements with Governments of receiving countries	MoLYSMD, MoFAIC	2017-2020
	Improve the collection, analysis, storage and dissemination of information relating to migration	MoLYSMD, NSO	2017-2021
	Track returning Malawian migrants to ensure that they continue to use the skills gained abroad productively	MoLYSMD, MoFAIC	2017-2021
	Conduct civic education and awareness campaigns to address irregular migration	MoCEC MoHAIS, MoLYSMD	2017-2021
	Ensure that a more strict procedure for the granting of TEPs is adopted, including ensuring that establishments adhere to their localization plans	MoHAIS, MoLYSMD	2017-2021
	Intensify labour inspections in the rural areas	MoLYSMD, MoHAIS	2017-2021

	Provide public amenities in rural growth centres and rural-based trading centres to reduce rural-urban migration	MoLGRD	2017-2021
	Resettle the population from densely populated areas to sparsely populated areas including those discharged from tenancy labour	MoLHUD, MoLGRD	2017-2021
	Design and implement skills training programmes for community colleges to support the local economic activities	MoLYSMD TEVETA	2017-2021

Policy Priority Area 9 : Promotion of Agriculture and Rural Employment

Policy Statement:

- (i) Complement agriculture and rural development policies to promote the creation of decent and productive employment in the agriculture sector and rural areas

Objective	Strategy	Responsibility	Timeframe
To create more on and off-farm decent and productive employment for women and men in the agriculture sector	Increase access to Agriculture TEVET to improve agricultural skills and participation of the population in commercial agriculture	MoLYSMD, MoAIWD, MFIs	2017-2021
	Promote irrigation farming to ensure all year round farming, improved productivity and reduced seasonality of employment	MoAIWD, MoFEPD, MoLYMD,	2017-2019
	Promote small scale agro-processing to add value	MoAIWD, MoITT	2017-2021
	Enhance upstream and downstream linkages between farm and non-farm activities, including by supporting producers' organizations and contract farming, improving input supply and output processing	MoAIWD, MoITT	2017-2021
	Support cash crop production to increase incomes of farmers	MoAIWD, MoITT	2017-2021
	Promote the growth and development of rural growth centers	MoLGRD,	2017-2021

		MoFEPD	
	Intensify labour intensive rural infrastructural development	MoTPW, MoLGRD, , MoFEPD, MoLYSMD	2017-2021
	Promote economic empowerment programmes such as MARDEF and OVOP	MoFEPD,	2017-2021
	Capitalize on non-farm activities to diversify sources of incomes in rural areas	MoAIWD, MoITT	2017-2021
	Undertake land reforms to redistribute and increase smallholder farmers' access to productive land, inputs and extension services	MoLHUD, MoAIWD MoLGRD	

Policy Priority Area 10 : Improving Labour Administration and Labour Standards

Policy Statement:

- (i) Ensure the enforcement of national labour legislation and application of international labour standards to promote the realization of decent and productive employment.

Objective	Strategy	Responsibility	Timeframe
To enhance labour administration, labour standards and labour services	Strengthen integrated labour inspections and enforce occupational safety and health standards and other labour laws in different industries	MoLYSMD, MoFEPD	2017-2021
	Develop a separate wage policy to guide the setting of minimum wages and other remuneration	MoLYSMD, MoFEPD	
	Institute a Minimum Wage Advisory Board to regularly review minimum wage rates	MoLYSMD, ECAM, MCTU	2017-2019
	Provide adequate information and training on occupational safety and health to both workers and employers	MoLYSMD, MoNREM, ECAM, MCTU	2017-2021
	Strengthen the capacity of the Industrial Relations Court (IRC) to deliver on its mandate	Judiciary, MoFEPD	2017-2021

	Strengthen social dialogue and tripartism among government, workers and employers and their organisations	MoLYSMD, ECAM, MCTU	2017-2021
	Strengthen the capacity of MCTU to organize in the informal economy and ECAM to organize small and medium enterprises	MCTU, ECAM,	2017-2021
	Strengthen national capacity for the elimination of child labour	MoLYSMD, MoAIWD, MoLGRD ECAM, MCTU	2017-2021
	Promote development of workplace HIV and AIDS policies in line with the National HIV and AIDS Workplace Policy and ILO Recommendation 200	MoLYSMD, NAC, ECAM	2017-2021
	Promote the establishment of workplace health committees	MoLYSMD, NAC, MBCA, ECAM, MCTU	2017-2021

APPENDIX II: MONITORING AND EVALUATION PLAN

Priority Area 1: Economic Growth and Employment						
Outcome: Economic, fiscal, monetary, trade, investment, sectoral and labour market policies promote the creation of productive and decent employment for all						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions /Risks
To make employment creation central to economic, fiscal, monetary, trade, investment, sectoral and social policies	Employment objectives and targets incorporated in the MGDS and sectoral policies	Number of policies that have incorporated employment objectives and targets	MGDS (20,000 jobs annually) and at least 2 sectoral policies	No Policy has explicit employment objectives and targets	MGDS annual and final Review Reports, National Employment Commission Reports	There is political will among the leadership and authorities
	Investment awarding criteria modified to include employment creation	Number and % of investment awards that have taken into the modified criteria	At least 25% by 2018	None	Reports of the investment awarding agencies	There is political will among the leadership and authorities
	Monetary, fiscal, exchange rate and capital	Number of macroeconomic policies reformed and	Reviews completed by 2017-2018	Macroeconomic policy focus on	RBM Monetary Policy Committee	There is political will among the leadership

	management policy reformed to balance the need for stabilization and growth objectives	the level of macro targets adopted		stabilization goals only	and other reports, Economic Reports, Budget Speech and MGDS Reviews	and authorities
	Active Labour Market Policies (ALMPs) developed for specific target groups in the labour market	Number of ALMPs developed and implemented	At least 2 comprehensive ALMPs implemented	The internship programme in the department of Youth	NEC Reports, MGDS annual reports and reviews	There is political will among the leadership and authorities

Priority Area 2: Labour Market Information (LMI)

Outcome: Reliable and timely labour and employment data is available and accessible

Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions /Risks
To improve the availability and accessibility of timely and reliable labour market	Human, financial and institutional capacity of the Ministry of Labour Strengthened	Number of officers recruited and trained in LMIS; Number of equipment procured; and % increase in	10 officers trained in LMIS; Software and hardware for all critical offices; and	Only 2 officers professionally trained; 4 computers with no software; very low	MoLYS MD quarterly and annual performance Reports; budget	Resources, both human and financial are available

information (LMI).		budget allocation	at least 30% increase in budgetary allocation	budgetary allocation	documents	
	Consensus developed around the locally suitable measures/indicators for the performance of the labour market	Number of labour market concepts reviewed, methodologies developed and adopted	Locally appropriate definitions for employment, unemployment, underemployment, etc.	Currently using international standard definitions which give ridiculous results	Meeting reports, survey reports	human and financial are available
	Labour Force Survey and other labour market surveys regularly undertaken	Number and periodicity of labour market surveys undertaken	At least one comprehensive labour force survey every 2-3 years	No skills profile survey since 1988	Survey Reports	human and financial are available
	An LMI system network of users and producers identifying the critical labour market indicators and defining roles and responsibilities	The system in place by 2017	LMI System	There is none at the moment	MoLYS MD Reports, System meeting reports	human and financial are available

	in place					
	LMI Database and dissemination mechanisms established	Database developed by specific date; Number of dissemination mechanisms established	Database by 2017; at least 3 dissemination mechanisms	No database, No established dissemination mechanism	MoLYS MD Reports,	human and financial are available

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Priority Area 3: Skills Development and Labour Productivity

Outcome: A skilled and productive human resource is developed and labour productivity is increased

Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions /Risks
To promote skills development and training in order to enhance the employability and productivity of the labour force	The capacity of the technical and vocational colleges strengthened	Yearly intake capacity; number of trained teachers; adequacy and relevance of the equipment; adequacy of teaching materials	50% increase by 2017; trained teachers increased to at least 80% of the requirements; equipment and materials to 80% of the cutting edge requirement	-	MoLYS MD Reports, TEVETA reports, Ministry of Industry and Trade Reports	Education and training institutions are well resourced
	The formal	Number and	80% of	-	MoLYS	Education

	education and technical and vocational curriculum at all levels regularly reviewed in line with industry and socio-economic demands	periodicity of curricula reviewed; categories of stakeholders involved in the review process	curricula reviewed and upgraded		MD Reports, TEVETA reports, Ministry of Industry and Trade Reports	and training institutions are well resourced
	Education and TEVET institutions collaboration with the industry improved	Number of stakeholder engagements with the industry	Quarterly	Adhoc	MoLYS MD and MoEST Reports, TEVETA reports, MoITT Reports	Education and training institutions are well resourced
	R&D and technology development for productivity improvement increased	Number of R&D activities per year; number of new technologies developed	At least 1 R&D activity per year; at least 5 technologies developed by 2018	-	Research Council Reports; MoITT Reports, University reports and MIRTDC reports	Education and training institutions are well resourced
	A National Productivity Centre	Functional institution in place by	A National Productivity Centre	Feasibility study undertaken	MoITT Reports; MCCCCI	Education and training institutions

	established	2016	established by 2018	over a decade ago	Reports; ECAM reports	are well resourced
Priority Area 4: Private Sector Growth and Employment						
Outcome: Increased private sector business growth and accelerated decent and productive employment creation						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions /Risks
To promote a conducive environment for private sector growth and expansion in order to create more decent and productive jobs	The cost of doing business reduced	% reduction in institutions facing credit, infrastructure services, legal and administrative procedures, etc as constraint to doing business	Constraint applicable to less than 10-15%	-	Enterprise survey reports, Business Climate Reports, MoITT reports	There is political will among the leadership and authorities
	Industrial clusters and value chains linkages developed	Number of clusters and linkages developed	At least 4 sectors	-	MoITT reports	There is political will among the leadership and authorities
	Agro-processing promoted in specific	Number and nature of incentives provided;	At least 10 new agro-processing industries	-	MoITT reports	There is political will among the leadership

	subsectors for value addition and employment generation	Number of agro-processing units established	established in rural areas			and authorities
	The Reserve Bank and Ministry of Finance promote structural transformation by directing investment into job rich activities and sectors	Number of sectors promoted through a package of incentives and services	At least 2 sectors with high productivity and/or employment potential	-	MoITT Reports, RBM, MoFEPD Reports, MGDS Review Reports, Budget Speech	There is political will among the leadership and authorities

Priority Area 5: Improving informal Sector, Micro, Small and Medium Scale Enterprises.

Outcome: Increased private sector business growth and accelerated decent and productive employment creation

Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions /Risks
To provide a conducive business environment for the Micro, Small and Medium Enterprises	Industrial clusters and value chains linkages developed for MSMEs and big companies	Number of clusters and linkages developed	At least 10 sectors	-	MoITT reports	There is political will among the authorities and leadership
	Procurement policies reviewed to	% of tenders awarded to MSMEs	25%	-	MoITT reports, ODPP	There is political will among the

(MSMEs) and support the creation of safe and gainful employment and availability of skilled labour	promote participation of MSMEs				Reports	authorities and leadership
	Access to credit, BDS and markets improved	% of MSMEs accessing credit, BDS and markets	75%	-	MoITT reports, FI&MFI Reports	There is political will among the authorities and leadership
	Policy and legal framework for operation of MSMEs reviewed and improved	Number of regressive policy and legal frameworks reviewed and improved	75% by 2018	-	MoITT reports,	There is political will among the authorities and leadership
	The capacity to bargain collectively for services by the MSMEs and informal economy strengthened	% of the MSMEs and workers organized	60%	Less than 1%	ECAM, MCTU/ and MCCCCI Reports, MoLYS MD reports	There is political will among the authorities and leadership
	Application of minimum labour standards in the MSMEs and informal economy improved	% of MSMEs and informal sector enterprises that comply with minimum standards	50% by 2018	Less than 1%	ECAM, MCT and MCCCCI Reports, MoLYS MD reports	There is political will among the authorities and leadership
Priority Area 6: Employment of Vulnerable Groups and Promotion of Gender Equality						

Outcomes:						
(i) Decent and productive employment opportunities for women and persons with disabilities are promoted; and						
(ii) Gender and disability are mainstreamed in all employment related interventions						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions /Risks
To promote decent and productive employment opportunities for women and persons with disabilities and other vulnerable groups	Labour laws and conditions of service reviewed to make them gender sensitive and responsive	Number of conditions of service and laws reviewed	5 (Labour Relations Act, Employment Act, Workers Compensation Act, and at least 2 companies' conditions of service)	The laws are gender sensitive but need to be improved	Parliament records and company records	There is political will among the leadership & authorities
	Affirmative action implemented in various programmes and projects	Number of programs and projects that apply affirmative action for women	20	-	MGCDS W records	There is political will among the leadership; management of enterprises are cooperative
	Women access to credit, skills and business development programmes as well as trade	% increase in number of women accessing the services	50%	-	MGCDS W records, MoITT, BDS providers	MFI relax terms for granting credit; there is political will among

	and investment information improved					the leadership
	Financial literacy levels of women increased	% Increase in the number of women participating in financial literacy trainings	60%	-	MGCDS W records, MoEST records	There is political will among the leadership & authorities
	Training and skills development services for the people with disabilities expanded and improved	Number of service programmes developed for people with disabilities	20 % increase	-	FEDOM A records, BDS and skills development providers records	There is political will among the leadership & authorities
	Capacity of organizations for people with disabilities and BDS providers strengthened for improved service delivery	Number of organizations strengthened; Increase in the number of beneficiary service organizations	20% increase	-	MACOH A, BDS providers and organizations' records	There is political will among the leadership and authorities
	Access to credit facilities by the disabled	Increased number of the persons	40%	-	Credit institutions records	There is political will among the

	improved	with disabilities accessing credit				leadership and authorities
Priority Area 7: Youth Employment						
Outcome: Increased productive and decent employment and income generating opportunities for the youth						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions /Risks
To create more and better employment and income generating opportunities for the youth that are decent and productive	Youth employment mainstreamed in the overall employment creation strategy	Number of macroeconomic and sectoral policies and programmes that target the youth	90%	-	Policy and programme documents	There is political will among the leadership and authorities
	Youth enrolment at all levels of technical education increased	% increase in youth enrolment and completion levels	90%	-	MoEST statistics, TVETA statistics	Education and training institutions are well resourced
	Out of School youth provided with complementary basic education and skills training	% increase in the number of out of school youth accessing CBE and skills training	60	-	MoEST statistics,	Education and training institutions are well resourced
	Entrepreneurship	Number of curricula that	60% at all levels	-	MoEST statistics,	Education and training

	mainstreamed in primary, secondary and university curricula	incorporate entrepreneurs hip				institutions are well resourced
	Active Labour Market Policies designed to improve youth employment and employability	Number of ALMPs implemented and number of youth accessing them	60% youth accessing them	-	MoLYS MD statistics; National Youth Council statistics	There is political will among the leadership and authorities
	Youth access to credit, skills development, BDS and markets improved	% increase in the number of youth accessing credit, training, BDS and market information	75%	-	Credit, training and BDS providers	There is political will among the leadership and authorities
	Career guidance services introduced/strengthened at all levels of education	Number of schools/education institutions offering career guidance	70% of all institutions by 2017	-	MoEST records	Education and training institutions are well resourced
Policy Area 8: Protection of Migrant Workers						
Outcome: Improved protection for Malawian migrants working abroad and locally						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions /Risks

					on	
To promote the protection of Malawian migrant workers both in foreign countries and locally, and to restrict the employment of expatriate personnel in the country.	Active participation of the MoLYSMD in regulating and facilitating employment of Malawians abroad	Number of visits abroad and number of offers of employment.	Europe, Middle East, and South East Asia	-	Quarterly reports from M&E of MoLYS MD	Diplomatic relations with other countries remain good; there is demand for Malawi labour abroad
	Number of Malawians working abroad through government facilitation	% increase in the Number of Malawians working abroad	20%		MoLYS MD, MoFAIC	Diplomatic relations with other countries remain good; there is demand for Malawi labour abroad
	Bilateral labour agreements between the Malawi Government and foreign governments.	Number of bilateral labour agreements	3 per year	-	MoFAIC records	There is political will to enter into these agreements
	A regulatory framework for labour migration and private employment	Amendment of the Employment Act to regulate labour	Employment (Amendment) Act enacted by 2018	The Employment Act, has no provisions for	Parliamentary records	There is political will to amend the labour laws

	agencies	migration and private employment agencies		regulation of labour migration-		
	Reduction in the number of TEPs granted for skills available locally	% decrease in number of TEPs granted for skills available locally	50%	-	TEP records from MoHAIS-Immigration Department	There is political will among the leadership and authorities
	Inspection of workplaces in rural areas	% of workplaces in rural areas inspected	30%	-	MoLYS MD records	Availability of financial resources and means of transport
	Internal migration managed and controlled	No. of families resettled from densely populated to sparsely populated areas,	5,000 families resettled by 2021	-	MoLHUD and MoLGRD records	There is cooperation of the population to be resettled and destination communities

		Nt % rural-urban migration	Reduction in net % of rural-urban migration	5.5% net rural – urban migration	MoLHUD records	There is political will and resources are available to develop rural areas
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Priority Area 9: Promotion of Agriculture and Rural employment

Outcomes:

(i) Increased output and productivity of the agriculture sector to achieve food security, poverty reduction and agro-industry growth, making the sector a source of generation of productive and decent jobs

(ii) Rapid rural development and increased productive and decent employment and income generating opportunities

Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions /Risks
To create more on and off-farm decent and productive employment for women and men in the agriculture sector.	Access to agriculture TEVET improved	% increase in number accessing agriculture TEVET	60%	-	MoAIWD, MoLYS MD	There is political will among the leadership and authorities
	Land reform and redistribution to landless farmers coupled with adequate extension services	% increase in number of (near) landless farmers provided with land	40%	-	MoLHUD records	There is political will among the leadership and authorities

	provided					
	Irrigation farming promoted and expanded	% increase in land put under irrigation	60%	-	MoAIW D records	There is political will among the leadership and authorities
	Downstream and upstream linkages between farm and non-farm activities increased	% increase in use of contract farming, input supply and out processing schemes, etc	30%	-	MoAIW D records	There is political will among the leadership and authorities
	Cash crop production promoted to increase income of farmers	% increase of productive land area under cash crop production	25%	-	MoAIW D	There is political will among the leadership and authorities
	Development of rural growth centres promoted	Number of rural growth centres developed	25	-	MoLGR D records	There is political will among the leadership and authorities
	Labour intensive rural infrastructural development intensified	% increase in number of rural and urban infrastructure programmes	40%	-	MoTPW records	There is political will among the leadership and authorities

		applying labour based methods				
	Economic Empowerment programmes such as MARDEF and OVOP streamlined and promoted	% increase in the number of beneficiaries of the economic empowerment programmes in rural areas	60%	-	MARDEF and OVOP secretariat records	There is political will among the leadership and authorities
	Non-farm activities promoted to diversify sources of income	Number of non-farm programmes introduced in rural areas	At least one per district	-	MoAIWD and MoLGRD records	There is political will among the leadership and authorities
	Access to microfinance, particularly the youth, increased	% coverage of microfinance services in the rural areas	70%	-	MFIs records	There is political will among the leadership and authorities

Priority Area 10: Labour Administration and Labour Standards

Outcome: Improved and safe working conditions and better quality of work for all workers

Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions/Risks
To enhance labour administration, labour	Capacity to undertake labour inspections	% increase in the number of inspections	8	3	MoLYSMD Reports	There is political will among the leadership and authorities

standards and labour services	in the Ministry of Labour strengthened	per inspector per week				
	Minimum wage reviewed regularly to keep it in line with the cost of living, productivity and other economic factors at any point in time	Number of reviews undertaken	Annually	At least once every 3 years	Minutes of the Wages Advisory Board	There is political will among the leadership and authorities
	The capacity of the Industrial Relations Court to hear cases enhanced	Reduction in the backlog of cases to 10%; Reduction in turnaround time for cases	10 3 months	60% 24 months	IRC records	There is political will among the leadership and authorities
	The labour market transaction costs reduced through functional Public	% Increase in the usage of the Public Employment Services regulated private employment	80%		MoLYSM D statistics and private employment agencies statistics	There is political will among the leadership and authorities

Employment Services and regulated private employment agencies	agencies					
The share of enterprises and workers in the MSME and informal sector that are organized increased	Increase in membership of ECAM and Trade Unions in the sector	60%	Less than 10%	ECAM and Trade Unions statistics	ECAM and Trade unions engage in membership recruitment	
Companies engaged in collective bargaining with their workers increased	Number of collective bargaining agreements concluded	600	40	The Registrar of Trade Unions and Employers Organization records	There is willingness on the part of employers and workers to conclude collective bargaining agreements	
The child labour prevalence reduced	Decrease in child labour prevalence	20%	29%	Child Labour Survey	There is political will among the leadership and authorities	
Overarching strategy and coordination mechanism	Strategy and coordination mechanism established	By 2017	No workplace overarching strategy,	MoLYSM D	There is political will among the leadership and authorities	

	for the workplace response to HIV and AIDS established	by 2017		coordinati on loosely provided by Ministry of Labour		
	Development of HIV and AIDS workplace policies promoted	Number of new workplace policies	10 per year	-	MoLYSM D, MBCA records	There is political will among the leadership and authorities
	Stigmatization and Discrimination in employment eliminated	% reduction in actual and perceived discrimination and stigma	To less than 10%	-	OPC, MoLYSM D, MBCA and DHRMD records	There is political will among the leadership and authorities
	Workplace health and safety committees established	Number of committees established and functional	500 by 2018	-	MoLYSM D, MBCA records	There is political will among the leadership and authorities
	Access to medical services and nutrition for infected workers increased	% increase in number of workers accessing ARTs and nutrition services	50%	-	OPC, MoLYSM D, MBCA records	There is political will among the leadership and authorities