



## MINISTRY OF LABOUR AND EMPLOYMENT



### Labour Migration Information Sharing session

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Venue: Lesotho Sun

## TOPIC

# Developing a rights based gender sensitive approach to labour migration in Lesotho

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# Ministry of Labour and Employment's Goals (as perceived from the Mission Statement)

Adhere to International Labour Standards by  
**PROMOTING** and **FACILITATING** ~

- ▶ Employment Opportunities
- ▶ Skills Development required by labour market
- ▶ Sound Labour Relations Management
- ▶ Social Dialogue
- ▶ Social Justice
- ▶ Healthy and Safe Working Conditions and
- ▶ Accessible and Timely Dispute Resolution for ALL Stakeholders

# Why Ex-Miners ???

- ▶ Employment in the LEGAL Mining Sector constitutes around 20% of the Formally Employed Labour Force Presently, Which was historically over 70% at one time.
- ▶ The Returned Ex-Miners constitutes the bulk of the 45% (including hidden unemployment) UNEMPLOYED Population of Lesotho.

# Opportunities for Employment Creation

- ▶ Lesotho Highlands Power Project which started in 2012 going up to 2027 with estimated cost of M116 million is envisaged to employ around 2,000 Engineers and Technicians.
- ▶ There is Upcoming Projects to construct Dams, Reservoirs and Weirs in both Highland and Lowland rivers.
- ▶ There is Upcoming Projects of building Roads and Bridges in the Mountain Kingdom of Lesotho.
- ▶ There is emerging Diamond Mines in the highlands such as in Let'seng, Kao and Liphobong etc.

## SOME CHALLENGES

- ▶ Professional Engineers are in short supply, so it is the prerogative of Ministry of Higher and Technical Education to fulfil this skill shortage of Engineers.
- ▶ If Local Basotho people are un-employable due to present Lack of Skills, these Emerging Future Jobs Would go to Foreign Nationals !

There is a **WONDERFUL OPPORTUNITY EXISTING AMONG US !**

But it is **HIDDEN & UNRECOGNIZED.**

# Let us see WHY it UNREGOCNIZED

▶ Ex-Miners who have left jobs in South Africa or have been Retrenched have MOST of the SKILLS and TECHNICAL expertise required for the construction industry. They form a HUGE AND TRAINED WORKFORCE but UNFORTUNATELY they are UNEMPLOYED.

▶ The Technical CERTIFICATES that they have are in **FANAKALO** Language !

▶ As and Example ‘Excavators’ are called ‘Scoop Drivers’ in the Mines, so their Certificate of Training would Mention ‘Scoop Driver’ but in here ‘Scoop’ is a drum for the Mosotho.

▶ And so even though the Ex-Miner is TRAINED and EMPLOYABLE he is UNEMPLOYED and instead the Government and the Industry have to bear the resources of training a new man or hire a Foreign National for the Job.

## Suggested SOLUTION

If the Ministry of Labour takes the initiative of TRANSLATING the Certificates of the Ex-Mineworkers into ENGLISH and SESOTHO from FANAKALO a BIG POOL of SKILLED Workers would emerge from the UNEEMPLOYED Population.

## OPPORTUNITY

A Workforce that is both SKILLED and HIGHLY in DEMAND in the coming years.

# Problem and Issues that would be Solved

- ▶ Local Unemployment
- ▶ Issue of Skill Shortage
- ▶ Loosing of Jobs to Foreign Nationals
- ▶ Dependency on Foreign Nationals for Domestic Jobs
- ▶ Loss of time and resources in training

# Other Challenges

- ▶ Many Ex-Miners have returned after retirement or being retrenched or ill health and this reverse migration from the mines would continue and might even increase in the coming years.
- ▶ The Ex-Miners and the Migrant workers from South Africa which forms over 20% of the workforce does not have any schemes to be integrated into the workforce and resettled with dignity in Lesotho.
- ▶ Most of them are not productively used and forms part of the unemployed class.

## OPPORTUNITIES

- ▶ Many Ex-Miners return back from the Mines with a substantial amount of Money with them but all of them Lack any form of Financial Literacy and so they tend to misuse their earnings.

## POSSIBLE SOLUTION

- ▶ They can be given financial literacy training to use the money productively for the Economy of Lesotho.
- ▶ They can be given business and other skills training to take up entrepreneurship and be self employed.

## Further CHALLENGE

- ▶ Mineworkers after returning from South Africa are unable to properly access their Rightful SOCIAL BENEFITS.
- ▶ There has been an existing gap between the Miners and the Service Providers mainly because of the ignorance, absence of education among the Mineworkers and lack of proper knowledge by the stakeholders about the plight of the Mineworkers, Ex-mineworkers and their families which resulted in insufficient coordination and support from various stakeholders.

## SOLUTION

- ▶ Arranging of a National Dialogue with ALL the Stakeholders dealing with the Social Benefit Issue of the Mineworkers, Ex-mineworkers and their families.
- ▶ Setting up a Task Force to Exclusively deal with the issues of Coordination among the various Stakeholders regarding the issues of Mineworkers, Ex-mineworkers and their families.

## Additional CHALLENGE

- ▶ A growing trend of Lesotho Nationals being lured to take up **ILLEGAL MINING** activities.
- ▶ There are reported cases that they often go to the mines without any Legal Documents and they turn up to be victim of Forced Labour, suffering Inhuman Hardships and sometimes being Killed during the time of their payment which goes against various ILO Convention that have been ratified by Lesotho.
- ▶ There are reported cases but no correct figures regarding the violations.

## SOLUTION

- ▶ The Government through the Ministry of Labour and Employment along with other stakeholders should take up this issue for immediate resolution

THANK YOU !

I am open for Questions