



NAMIBIA DECENT WORK COUNTRY PROGRAMME

2019 to 2023

ILO Country Office for Zimbabwe and Namibia

Acronyms.....	2
1. Introduction.....	3
2. Country context: Diagnostic and situation analysis.....	3
2.1. Fundamental principles and rights at work and civil protections.....	4
2.1.1. Child and forced labour, Trafficking in Persons (TiP) and labour migration.....	4
2.1.2. Gender equality and empowerment.....	5
2.2. Employment.....	5
2.2.1. Formal and informal employment.....	5
2.2.2. Unemployment.....	6
2.2.3. Incomes.....	6
2.2.4. Skills and technical and vocational education and training.....	6
2.2.5. Sustainable enterprises and entrepreneurship development.....	6
2.2.6. Green economy and a just transition.....	7
2.2.7. Labour market information.....	7
2.3. Social dialogue and tripartism; and labour administration.....	7
2.3.1. Social dialogue and tripartism.....	7
2.3.2. Labour administration.....	8
2.3.3. Unionisation.....	8
2.4. Social protection.....	8
2.4.1. HIV and AIDS, tuberculosis and malaria.....	9
3. Status and relevance of national development frameworks.....	10
3.1. Vision 2030, Harambee Prosperity Plan and National Development Plans.....	10
3.2. Lessons learned from previous DWCP implementations.....	11
3.3. The ILO's and tripartite partner's comparative advantage and possible risks.....	11
4. Country Priorities and Country Programme Outcomes (CPOs).....	12
5. Management, implementation planning, monitoring, reporting and evaluation arrangements.....	16
5.1. Implementation, performance monitoring and evaluation arrangements.....	16
5.2. Outcome risks assessment.....	16
6. Funding Plan.....	16
ANNEX 1: DWCP RESULTS MATRIX.....	18
ANNEX 2: DWCP RESULTS MATRIX.....	21
ANNEX 3: DWCP RESULTS MATRIX.....	25

Acronyms

AIDS	Acquired Immune-Deficiency Syndrome
AU	African Union
CPR	Country Programme Review
DWA	Decent Work Agenda
DWCP	Decent Work Country Programme
DWP	Decent Work Profile
EESE	Enabling Environment for Sustainable Enterprises
ELS	Employment and Labour Sector
FES	Friedrich Ebert Stiftung
GB	Governing Body
GDP	Gross Domestic Plan
HIV	Human-Immuno-Virus
HPP	Harambee Prosperity Plan
ICLS	International Conference for Labour Statisticians
ILC	International Labour Conference
ILO	International Labour Organization
ILS	International Labour Standards
IOM	International Organisation for Migration
LAC	Labour Advisory Council
LFS	Labour Force Survey
M&E	Monitoring and Evaluation
MEAC	Ministry of Education, Arts and Culture
MGECW	Ministry of Gender Equality and Child Welfare
MHAI	Ministry of Home Affairs and Immigration
MHSS	Ministry of Health and Social Services
MITSMED	Ministry of Industrialization, Trade and SME Development
MLIREC	Ministry of Labour, Industrial Relations and Employment Creation
MNEs	Multi-National Enterprises
MoU	Memorandum of Understanding
MPESW	Ministry of Poverty Eradication and Social Welfare
MTI	Ministry of Trade and Industry
NANLO	Namibia National Labour Organisation
NASCO	Namibia Standard Occupation Classification
NCCI	Namibia Chamber of Commerce and Industry
NDP5	National Development Plan 5
NEA	National employers Association
NEET	Not-in Employment, Not in Education and Training
NEF	Namibian Employers Federation
NEP	National Employment Policy
NIDA	Namibian Industrial Development Agency
NIEIS	Namibia integrated Employment Information system
NIPAM	Namibia Institute of Public Administration and Management
NISO	Namibian Informal Sector Organisation
NMW	National Minimum Wage
NPC	National Planning Commission
NSA	National Statistical Agency
NUNW	National Union of Namibian Workers
OPM	Office of the Prime Minister
OSH	Occupational Safety and Health
PES	Public Employment Services
SADC	Southern Africa Development Community
SDGs	Sustainable Development Goals
SMEs	Small and Medium Enterprises
SSC	Social Security Commission
TECL	Towards the Elimination of Child Labour
TIP	Trafficking in Persons
TUCNA	Trade Union Congress of Namibia
TVET	Technical Vocational Education Training
UMIC	Upper Middle Income Country
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDP	United Nations Development Programme
UNESCO	United Nations Education and Scientific Organisation
UNICEF	United Nations Children Emergency Fund
UNPAF	United Nations Population Fund

1. Introduction

Namibia has been a member of the International Labour Organization (ILO) since 1978 and is an integral part of the global community of work through its collaboration and cooperation with the ILO. In 2018, Namibia became a Deputy ILO Governing Body (GB) member for 2018-2021 having assumed the same role before from 2000 to 2002. In August 2018, Namibia took over as Chair of the Southern African Development Community (SADC) Employment and Labour Sector (ELS) and actively participates as part of SADC in the African Union (AU) Specialized Technical Committee on Social Development, Labour and Employment.

Since 2005, the ILO has channelled its support to Member States through the framework of Decent Work Country Programmes (DWCPs). Namibia's first Decent Work Country Programme covered the period of 2010-2014 and was signed in June 2010. The 2010-2014 DWCP focused on three priorities and key areas of work, namely: *Employment Promotion, Enhancing Social Protection and Strengthening Social Dialogue and Tripartism*. The Programme was extended with the agreement and support of the tripartite partners to cover the period up to 2018 to allow for better alignment of the DWCP 2019-2023 with the country's fifth National Development Plan (NDP5), 2017/18-2021/22, the United Nations Partnership Assistance Framework (UNPAF) -2019-2023 and the ILO's Strategic Plan for 2018–21. The new programme (outlined below) will commence in 2019 and end in 2023.

The DWCP for 2019-2023 is a result of extensive consultations with the government led by the Ministry of Labour, Industrial Relations and Employment Creation (MLIREC), employers' and workers' organisations and other stakeholders, including the UN family and development partners. Initial consultations for the second generation of the programme began in March 2017 with a meeting with participants from government including the Office of the Prime Minister, National Planning Commission, representatives from Workers and Employers Organizations, Social Security Commission and ILO Specialists from the Decent Work Team (DWT) in Pretoria and the ILO Country Office for Zimbabwe and Namibia.

A Country Programme Review (CPR) was completed in 2017 and the key findings and lessons learned from the previous DWCP informed the formulation of this new Programme, especially in the context of new global, continental and national development agendas led by the Sustainable Development Goals (SDGs), the African Union (AU) Agenda 2063, the Harambee Prosperity Plan (HPP), the Fifth National Development Plan (NDP5) and the new United Nations Partnership Assistance Framework (UNPAF) roll-out.

Aligned with the NDP5 and the UNPAF 2019-2023, the DWCP seeks to contribute to the broad priorities on economic progression, social transformation, environmental sustainability, and good governance through the following three (3) priority areas of work:

1. Promoting employment creation,
2. Strengthening social dialogue and industrial relations, and
3. Promoting social justice at work

Support by the ILO to the Government of the Republic of Namibia and social partners for 2019-2023 will be guided by this strategic planning document and the corresponding results framework.

2. Country context: Diagnostic and situation analysis

Since independence, the country's economy has grown by an average of 4.5 per cent per annum, driven by growth and contribution of its extractive industries. The country recorded its slowest growth in recent years, registering an estimated growth of only 1.1 per cent in 2016 due to weak performance by the secondary, tertiary and primary industries. The economic growth fostered mainly by the mining industry has not led to the development of a manufacturing sector, nor to significant job creation.

Agriculture contributes only 6.7 per cent to the economy, although it accounts for more than 10 per cent of total employment in the country because of low productivity levels due to limited industrialisation in farming techniques and poor infrastructure (NPC 2018). The mining sector's share of employment at about 2 per cent is noticeably lower than its 11.3 per cent contribution to the GDP (NPC, 2018). The economy has increasingly been growing by diversifying, into exporting fish and beef and because of a boom in the tourism sector. The services sector accounts for the major share of employment, rising from about 39 per cent in 1997 to over 55 per cent in 2004 (World Bank, 2008). Employment levels in the construction sector however fell by more than 30 per cent in 2016/17 on the back of fiscal austerity measures.

Since 2009, Namibia has been classified as an Upper-Middle Income Country (UMIC) by the World Bank. This has unfortunately masked significant pockets of poverty, unemployment and inequalities in Namibia. This is despite the observed declining trend in equality over the last twenty-three years by about 14.1 percentage points ¹. Poverty rates remain high compared to per capita wealth (27 per cent in rural areas and 9.6 per cent in urban). Sixty-six percent of the

1. The Gini co-efficient has reduced from 71.3% in 1993/94 to 57.2% in 2015/16- NSA, Namibia Household Income and Expenditure survey, 1993-2016

population is under the age of 30, and youth unemployment is high at 43.4 per cent (NSA Labour Force Survey (LFS), 2016). A number of decent work deficits exist, including gender inequality (including violence and harassment at work), lack of social protection and for children, youth and people with disabilities (PWDs)² being more at risk of being left behind. There is need to address inequality through programmes that enhance the employment and livelihood impacts of public expenditures and improve working conditions for those in the informal economy (2018 UN Common Country Assessment (CCA)).

Significant advances have been made to modernise infrastructure, especially in transport and logistics; with housing remaining a key challenge. Despite efforts to increase coverage of social protection programmes, a huge proportion of the population remains dependent on government support and some remain unprotected. Despite great advances in expanding education and training services to the poorest, educational and training outcomes, remain weak. On health, UNAIDS estimates that 14 per cent of the population was living with HIV in 2016; and violence against women and children is widespread (2018 UN CCA). The country has a significant number of migrant workers in key sectors, such as health and education. Despite the good performance on global governance and democracy indicators³; there is inadequate capacities in the public sector to implement policies and programmes, including a lack of effective inter-sectoral coordination in socio-economic issues; limited data; and lack of integrated monitoring, evaluation and reporting systems.

2.1. Fundamental principles and rights at work and civil protections

Several provisions under Article 95 of The Namibian National Constitution⁴ refer to specific issues related to fundamental principles and rights of workers among them - equality of women, safety health for workers, formation of trade unions, receipt of pensions and living wages. Chapter 3 of the Constitution also protects fundamental human rights and freedoms under Articles 5, 9, 10, 15, and 21 covering: freedom of association, the right to form trade unions, freedom from child and forced labour, non-discrimination and the right to withhold labour without criminal penalties.

A series of labour law reforms have sought to move the country towards a system of social partnership entrenching fundamental rights and protections. The Labour Act of 2007 (Act 11 of 2007) introduced the prohibition of discrimination and sexual harassment in employment as a fundamental right, as well as introducing a simplified system of alternative labour disputes. However, there are still some discrepancies between law and practice regarding constitutional provisions, subsidiary laws, including the Labour Act and the provisions of key international labour standards.

Namibia has ratified fifteen (15)⁵ international labour standards, including all eight core Conventions, 4 out of 177 of the technical Conventions, 3 out of 4 of the governance Conventions and recently, P029 - Protocol of 2014 to the Forced Labour Convention, 1930. Although it has not ratified the Domestic Workers Convention, 2011 (No. 189), Namibia has taken specific measures to promote the rights of domestic workers, including the setting of a domestic minimum wage order, as well as building the capacities for the extension of labour inspectorate services. Over the years, the ILO supervisory bodies have provided comments and requests for information on the application of ratified and unratified international labour standards in key areas of: freedom of association (C087) and collective bargaining (098), forced labour and child labour (C105, C029, C138, C182), labour administration (C150), tripartite consultations (C144), termination of employment, discrimination in employment and occupation (C100) and equal remuneration (C111).

The Government has carried out consultations and research on the possibility of ratifying Conventions and is actively engaged in discussions on the new standard on violence and harassment in the world of work and the general strengthening of the application of gender equality standards in law and practice. The gaps are expected to be addressed through the on-going labour law reform process. Namibia, as a member of the SADC Employment and Labour Sector (ELS) has endorsed the SADC ILS policy, which entails, inter alia, compliance with the eight core Conventions and ratification of all governance Conventions. As part of that commitment, Namibia has, as of 20 September 2018 ratified the following conventions: Work in the Fishing Sector, 2007 (C188), Employment Policy Convention, 1964 (C122), Labour Inspection Convention, 1984 (C81) and Labour Relations (Public Service) Convention, 1978 (C151). The conventions will enter into force for Namibia on 20 September 2019.

2.1.1. Child and forced labour; Trafficking in Persons (TiP) and labour migration

In recent times, limited reporting suggests that Namibia may be a source and destination country for trafficked children; however, the magnitude of this problem is unknown. It is suspected that the largest percentages of trafficking victims are children. There is evidence that a small number of Namibian children are trafficked within the country for domestic servitude, as well as forced agricultural labour, cattle herding and possibly vending. There have been a few reported cases of Zambian and Angolan children trafficked to Namibia for domestic servitude, agricultural labour, and livestock herding

2. Persons with disabilities make up 5% of the total population-NSA Inter-Censal Demographic Survey of 2016; WHO & WB estimates, the actual number may be as high as 15%

3. In 2017 Namibia was ranked second in Africa as Overall Governance Ibrahim Index and 51/180 (worldwide) as per Corruption Perceptions Index.

4. CHAPTER 11-Principles of State Policy: Article 95 Promotion of the Welfare of the People

5. C029, C081, C087, C098, C100, C105, C111, C122, C138, C144, C150, C151, C158, C182 and C188

(MGECW, 2009). Namibia has continued to reinforce its legislation and institutions to combat trafficking in persons, particularly through the adoption of the Child Care and Protection Act No. 3 of 2015, which criminalizes trafficking in children for both labour and sexual exploitation and provides for protective measures for victims. Namibia is also in the process of passing the Bill on Combating Trafficking in Persons, a stand-alone law on TiP, which not only criminalizes the offence, but also makes provision for the protection of victims and coordination of victim support services.

Namibia is part of the regional and continental efforts towards the promotion of mutually beneficial (labour) migration through the SADC Protocol on facilitation of movement of persons. In this regard, a draft National Labour Migration Policy has been developed with ILO and IOM support for adoption by government. There are significant levels of migrant labour in key economic and social sectors, including health and education due to skills gaps in the local labour market. Data to support this is either not available or insufficient, as noted in the Migration Profile of Namibia (IOM, 2006). Nevertheless, there are indications of cross-border movement for family reasons, economic and employment opportunities. Likewise, information on emigration is inadequate and the contribution of remittance flows to the national economy need to be further analysed.

2.1.2. Gender equality and empowerment

In the 2014 Gender Development Index, Namibia ranked among the top tier of countries with a high score of 0.981 (out of a possible 1.0). This strong performance is largely attributed to the share of parliamentary seats held by women; female attainment in secondary and higher education and their labour market participation rates (GRN, 2017). Despite these advances, disparities between women and men remain common. According to the Namibia Demographic Health Survey 2013, domestic violence is an endemic problem and may be the most underreported form of violence. Gender Based Violence (GBV) is deeply entrenched in harmful socio-cultural norms that undermine women's decision-making ability and contribute to women's poor socio-economic outcomes.

Strategies to address the challenges above include increased financial and human capacity of service providers; strengthened implementation of gender responsive budgeting and planning; mainstreaming informal businesses into the formal economy because women constitute the biggest cohort in this sector and ensuring financial inclusion for women in medium, small and micro enterprises (MSME) in agri-business, blue economy and extractive industries. Empowering women in business is a key strategy of addressing growth in the manufacturing sector by ensuring equal access for women, both as workers and as entrepreneurs, under the National Women Economic Empowerment Framework Programme. The GRN launched the revised National Gender Policy 2010-2020 in March 2012 and updated the National Gender Plan of Action, unfortunately the institutions responsible for gender mainstreaming remain weak and underfunded (AfDB, 2014).

2.2. Employment

The government has put in place several initiatives to create employment, including a National Employment Policy (NEP), that was first adopted in 1997. Over the years, implementation was hampered by weak linkages to national development planning and the absence of clear implementation strategies. A new NEP was adopted in 2013/2014, but again implementation was hampered by lack of ownership and adoption relevant sectoral ministries and government departments. Namibia is facing daunting structural unemployment and in spite of increasing growth over the years, unemployment has pushed many people into working poverty in the informal economy.

In this regard, substantial analytical work has been supported around the promotion of employment including skills and entrepreneurship opportunities for green jobs (2013/2014); skills and training outcomes (2016), decent work in the informal economy (2016), youth employment potential and a survey of the enabling environment for sustainable enterprises (EESE) in 2017. There is need to develop a new growth path that is job rich through promoting and mainstreaming employment and decent work in national development planning.

The pattern of employment in Namibia essentially remained unchanged since independence. Community, social and personal services have been the main sectors, closely followed by agriculture and wholesale/retail/hospitality⁶. Mining contributes a few jobs, with contribution to employment in the manufacturing also very limited at 6.6 per cent in 2016. Sixty-five per cent of the employed population were in informal employment in 2016. Thus, despite the many attempts to create manufacturing jobs and to bring down the high rate of unemployment, Namibia's success so far has been limited.

2.2.1. Formal and informal employment

In the absence of formal employment opportunities, informal employment has grown significantly over the years, as the majority of people are engaged in informal economy activities and micro-enterprises, out of necessity. The 2016 LFS distinguishes formal and informal employment based on the provision of some form of social protection. Informal

6. World Bank 1991; Department of Economic Affairs 1988; NSA 2016.

employment has reached 61.1 per cent (450,075) overall, and is at 67.5 per cent for women and 65.6 per cent for men. The industrial sectors, in which informal employment was particularly widespread were agriculture (89.6 per cent), private households (89.8 per cent), construction (75.3 per cent) and “other service activities” (70 per cent).

2.2.2. Unemployment

The broad unemployment rate in 2016 stood at 34 per cent, while the strict unemployment rate stood at 23.4 per cent. Disaggregation by sex shows that unemployment among women was at 38.3 per cent, significantly higher than the 29.8 per cent for men. The increase in unemployment in 2016 was driven by both growth in the labour force, as well as by job losses in the economy. More worrying is the level of youth unemployment, which is at 43.4 per cent, and the number of youths Not in Education, Employment, or Training (NEETs) is at 34.5 per cent (NSA, 2016 LFS). Unemployment among people with disabilities (PWDs) is higher than the national average at 39 per cent leading to higher rates of poverty, increased dependency and less legal protection. These rates, indicate that a large part of the population is unproductive and limits the ability of Namibia to reap the full extent of its demographic dividend in the future.

2.2.3. Incomes

Eighteen per cent of the population is estimated to live under the \$1.9 per day international poverty line in 2016 compared to 16.8 per cent in 2015. The 2016 Labour Force Survey puts the average wage of employed Namibians at N\$6,759, with the average wage for men (N\$ 6,850) being higher than that of women (N\$ 6,642). The sectors with the lowest average monthly wages were domestic work in private households (N\$1,334) and the agriculture, forestry and fisheries sector (N\$2,252). Through Ministerial Orders, minimum wages and conditions of employment negotiated through collective bargaining can be extended to cover all vulnerable workers including farm workers, security guards and construction workers. In 2017, the lowest of these minimum wages applied to farm workers (N\$3.80 per hour) while the highest minimum wage was for the construction industry (N\$ 16.04 per hour). In 2012, the Government of Namibia established, with ILO support, its first Wage Commission to investigate conditions of work for domestic workers. This was to facilitate recommendations leading to a minimum wage. The first Minimum Wage for Domestic Workers came into effect in April 2015 and was set at N\$ 7.80 per hour and increased to N\$ 8.67 per hour in September 2017. The ILO has further been supporting a feasibility to develop a national minimum wage (NMW), as part of the government action plan under the HPP to reduce hunger and poverty.⁷

2.2.4. Skills, technical, and vocational education and training

Education and training outcomes remain well below expected standards considering the level of investment. Namibia has a shortage of skills needed to boost employability, productivity, value addition and diversification. Youth illiteracy is high, which results in a scarcity of qualified workers needed in the labour market (UNESCO, 2016⁸). Technical and Vocational Education and Training (TVET) is fragmented between different providers and has weak linkages with basic and higher education, and between its own components. To promote apprenticeships as a way of bridging the skills gaps and mismatches, employers are partnering with the National Training Authority (NTA). Further, to reduce skills mismatches and strengthen school-to-work transition, reforms to the education and training systems and simplifying business regulations are being considered and implemented as the best strategies that will yield positive results on employment and employability.

2.2.5. Sustainable enterprises and entrepreneurship development

Despite the sizeable increase of small and medium enterprises (SMEs) and their contributions to jobs and the economic output, SMEs are experiencing challenges that discourage investment, entrepreneurship, job creation and firm competitiveness (ILO EESE, 2017). A national policy for SMEs was adopted in 2016 to promote SMEs as an integral part of the mainstream economy to contribute to employment creation and poverty reduction. The 2017 assessment of the Enabling Environment for Sustainable Enterprises (EESE) identified a need for key improvements of the business environment. The key priority conditions identified by the tripartite constituents were a) creation of an enabling legal and regulatory environment (with an emphasis on formalization); b) education, training and lifelong learning; and c) building an entrepreneurial culture among Namibians, especially among young women and men. According to UNESCO, (2016), potential entrepreneurs in Namibia face formidable barriers that start with unavailability of credit, to lack collateral, and business management skills. Most small and micro-enterprises are fragile which could be solved by entrepreneurship training but the quality offered in most formal VET centres is not of good standard.

7. <http://www.gov.na/documents/10181/264466/HPP+page+70-71.pdf/bc958f46-8f06-4c48-9307-773f242c9338>

8. UNESCO, 2016. TVET, Higher Education and Innovation Policy Review Namibia.

2.2.6. Green economy and a just transition

As a country heavily reliant on extractives and use of its vast natural resources, the Government of Namibia puts environmental protection high on the agenda. The 2018-2021 NDP5 highlights that Namibia is internationally recognised as a leader in environmental protection and natural resource conservation and management, by being the first nation in the world to incorporate environmental protection into its constitution. Forty-three percent of the land mass area is under protection by either the state (18 per cent, including 976 miles of coastline as a national park), communal conservancies or private conservancies. Almost all of the world's oldest desert, the Namib, is protected from environmental damage. Namibia's Community Based Natural Resource Management (CBNRM) Plan provides incentives to communities to manage wildlife and natural resources in sustainable ways. There is however room for improvement, for example, if they could create clusters of conservancies and community forests which, beyond environmental, biodiversity and ecosystem gains, these would create livelihoods in the rural economy and alleviate poverty (2018 UN CCA).

As a country highly vulnerable to climate change, Namibia has strengthened its climate change adaptation and mitigation measures in recent years through climate plans and policies. In 2010, Namibia adopted the National Climate Change Policy and established the National Authority for Climate Change, which is operational. It was one of the first countries in Africa to join the Nationally Determined Contribution (NDC) Partnership and formalized its request for technical assistance in 2018. To further fast-track climate action, Namibia released its strategy the NDC Partnership Plan to deliver its commitments to the Paris Agreement in 2018. Despite socio-economic constraints, Namibia contributes unconditionally a share of its resources to combat climate change (Southern African Climate Finance Partnership, 2017).

Although Namibia contributes a minimum amount to global greenhouse gas emissions, climate change presents the country with excellent opportunities to move towards low carbon and climate resilient development (Republic of Namibia, 2016). Green jobs as a means to create more and decent employment has been receiving increased attention since 2012. In a first attempt to respond to this development, the ILO provided technical assistance in the form of a pilot project in 2013/2014 to boost SME productivity and improve the quality of workplaces in waste management SMEs. Green jobs were explicitly identified as a strategic pillar for job creation in the 2013/2014 National Employment Policy. There is great potential to generate green, decent jobs especially in agriculture, mining, transport, renewable energy (solar and wind), hospitality industry, waste management (biomass), housing, eco/nature-based tourism and eco-system management (de-bushing). To embark on a just transition to an environmentally sustainable society, and build a greener, low-carbon and more resilient economy, there is however a need to create an enabling environment through policy coordination and coherence (including with the NDC Partnership Plan and other national environmental strategies and policies). These would also include social dialogue; social protection; public awareness; proactive preparations to adapt to and mitigate the effects of climate change; transformational collaborative mechanisms; and to develop and adapt skills necessary for green investment and green economic development.

2.2.7 Labour market information

Since 1997, six Labour Force Surveys (1997, 2000, 2004, 2008, 2012 & 2016) have been conducted in the country at more or less regular intervals of every four years. Despite these and other efforts through the Namibia Statistical Agency (NSA) to meet the demands of users of labour statistics at national level, as well as SADC, AU, ILO and other global platforms; there are still major gaps in decent work indicators (DWIs), particularly in relation to the growing informal economy. Support was extended to the NSA to pilot-test the 19th ICLS Resolution on the Measurement of Work. It is expected that the new methodology will be deployed in future labour force surveys to give a better analysis of the labour market in Namibia. Submissions have been made by Namibia to SADC and the ILO on employment trends and SDGs, albeit with gaps in some key DWIs. The NSA and the MLIREC have submitted requests for support to establish online platforms for LMI to capture and share data and information on the labour market.

2.3. Social dialogue and tripartism; and labour administration

2.3.1. Social dialogue and tripartism

Key institutions that are integral to social dialogue in Namibia include the Labour Advisory Council (LAC), the Social Security Commission (SSC), the Employment Service Board (ESB) and the Employment Equity Commission (EEC). The LAC was established under the Labour Act of 1992, in order to fulfil obligations under the ILO international labour Convention No. 144 on Tripartite Consultations. The main purpose of the LAC is to advise on matters such as collective bargaining, national policies on employment conditions and occupational safety and health, labour legislation, unemployment and ILO affairs, among others.

The advisory nature of the LAC and its focus on just one Ministry undermines the chances of reaching binding consensus by the social partners on broader socio-economic issues. There is a need to address the institutional and constitutional features of social dialogue and in the same vein, facilitate stronger cooperation amongst and within the social partners. However, there is growing fragmentation among social partners - with social partners organized in more than one

competing federation at national, sectoral and in some cases, at enterprise level to the detriment of workers. They are confronted with the threat of a dwindling membership base due to the increasing “casualization” of work, the increase in ‘flexible’ forms of employment and a growing informality of the economy.

2.3.2. Labour administration

The labour administration system and related policy areas are spread across ministries in charge of labour, education (vocational training); gender (gender equality); health (social services); home affairs (access to the local labour market); poverty (social protection), as well as statutory bodies, such as the Office of the Labour Commissioner; Office of the Equal Treatment Commissioner and the Social Security Commission, among others. In 2012, the ILO through a technical memorandum recommended the need to review the organizational structure of the Ministry in order to systematically structure its services (labour, employment, industrial relations, and social protection). Implementation of the recommendations have been held back by budgetary constraints and lack of enabling provisions under the current Labour Act. There is need to strengthen capacities of the labour inspectorate to increase the coverage of its inspections and integrate both general and occupational labour inspections. The memorandum also recommended the creation of an agency responsible for dispute resolution.

Namibia has developed a Draft National Occupational Safety and Health (OSH) Policy informed by an OSH Profile to address gaps and challenges in the management of OSH across all sectors of economy in Namibia. The policy is expected to be finalized as part of the on-going programmes under the DWCP framework. Namibia instituted reforms through the enactment of the Employment Services Act in 2011, which established the Employment Services Board (ESB) and Bureau, “to provide professional labour market services for the purpose of achieving full, productive and decent employment in Namibia”. Despite the above, employment services face capacity constraints that prevent it from maximising its contribution in improving the functioning of the labour market.

2.3.3. Unionization

Namibia has three trade union federations and close to 40 industrial sector unions with many others not affiliated to any federation. According to the 2016 LFS, only 17.5 per cent (83,516 out of 477,558) of Namibia’s employees were unionized, this read against the reported figures by the trade unions of a combined membership of 160,000 translating to a unionization rate of about 35 per cent. Somewhat surprisingly, the rate was higher amongst women (18.7 per cent) than men (16.5 per cent). The industrial sectors that were most unionized were education (55.8 per cent), mining and quarrying (48 per cent), as well as water supply and related industries (36.3 per cent). The lowest levels of unionization were found in construction (8.5 per cent), real estate activities (3.4 per cent) and private households (1.2 per cent).

2.4. Social protection

Namibia’s social protection systems consists of a variety of well-established programmes and schemes that include contributory social security schemes, as well as a number of social assistance schemes. The latter includes grants for the elderly, for people with disabilities, child grants and other forms of indirect support, such as school fees exceptions (MPESW 2016). The majority of Namibia’s population of working age is excluded from social security coverage, putting added pressure on the social welfare budget, as more people enrol in social assistance programmes to supplement low and informal incomes. Increasing social protection coverage has become a major part of the government’s drive against poverty.

Several labour policy and legislative reforms have created an enabling environment for the enforcement of basic rights of workers, including for low-income categories of workers such as domestic workers, security guards and farm workers. Over 35 000 beneficiaries are on the old-age pension, 205 000 orphans and vulnerable children, and those living with disabilities are on unconditional cash transfers and 300 000 are on contributory occupational schemes providing pension and medical benefits for government employees and a significant portion of private sector employees.

Social assistance consists largely of a universal benefit for the elderly and disabled, a war veterans’ subvention and a number of grants to parents of children under certain financially constrained conditions. Social insurance consists of two schemes run by the Social Security Commission (SSC), covering maternity, sick leave and death and motor vehicle accidents. Occupational and private retirement funds, health insurance funds and medical aid schemes cater for the upper end of the labour market and are regulated by the Namibian Financial Services Authority (NAMFISA)⁹. This social insurance coverage is not enjoyed by the majority of workers in informal employment. In addition, the government and agencies fund a number of schemes aimed at poverty alleviation, job creation and promoting tertiary education.

There are also gaps in the social assistance system with no general support for poor households, children, and the unemployed. On the latter, this is the case for both formal workers (there is no contributory unemployment scheme) and informal workers (who typically are not included in contributory systems). The contributory retirement system is

9. ILO Namibia Social Protection Floor Assessment, 2014

essentially voluntary, with no mandatory state system in place. Work has been undertaken to identify gaps in social protection in Namibia. A Social Protection Floor Assessment for Namibia was conducted with ILO support in 2014. Namibia is preparing to put into operation the National Pension Fund with ILO technical advice pursuant to the enactment of the Basic State Grant Bill (Act of 2000) promulgated in 2001. Efforts are also being made to implement the Social Security National Medical Benefit Fund, in line with the Social Security Act, No. 34 of 1994. Another scheme under consideration is the introduction of a universal child grant to extend the current child grant to all poor and vulnerable children (including those poor children, whose biological parents are alive but do not have sufficient income). The Government of Namibia is finalizing a study aimed at rationalising the systems of social protection and expanding social protection coverage.

2.4.1 HIV and AIDS, tuberculosis and malaria

HIV/AIDS, tuberculosis (TB) and malaria continue to pose significant public health risks in the country. Namibia has one of the highest HIV/AIDS prevalence rates in the world, being highest among adults aged 15 to 49 at 13.8 per cent. The number of PLWH (all ages) is 230,000. The prevalence rate is twice as high for women as compared to men, especially young women. Forty three per cent of new infections are occurring among young people aged 15-29, making the vulnerability of this group of major concern for Namibia's youthful population.

The TB notifications and estimated prevalence, incidence and mortality have been declining over the past ten years. However, TB remains a serious health challenge and the second leading cause of death, after HIV related deaths. HIV and AIDS has negatively affected key sectors such as education and transport and logistics. The new National Strategic Framework for HIV and AIDS 2017/18-2022/23 sets ambitious targets linked to the commitment to Ending AIDS by 2030 that prioritises the roll out of prevention, testing and treatment for all people living with HIV (90/90/90).

Sustaining the HIV national response is hindered, however, by weak legislation, institutions and functioning of multi-sectoral coordination mechanisms between government, CSOs, private sector and development partners. A multi-sectoral HIV and AIDS response is still needed in order to address stigma and discrimination, determinants of health and vulnerability, and the holistic needs of people at risk of and living with HIV and AIDS. The National Code on HIV and AIDS in Employment is still to be aligned to the ILO Recommendation No. 200 concerning HIV and AIDS and the World of Work. This alignment is expected to be done in line with the Article 95(d) of the country's Constitution.

3 Status and relevance of national development frameworks

3.1. Vision 2030, Harambee Prosperity Plan and national development plans

Namibia's overall development goals and strategies are outlined in Vision 2030 and the Harambee Prosperity Plan (HPP)¹⁰, which summarises the Government's short to medium term strategic plans. Chapter 4 of HPP states that the most effective way to address poverty is by growing the economy and through the creation of decent employment opportunities. It also proposes a broad-based economic empowerment framework and the fast-tracking of land reform, as well as youth enterprise development. The HPP proposes strategies to achieve sustained economic growth of seven per cent and value chain development (VCD) through a "transformational and labour-intensive growth model" that is expected to result in the creation of new industries and jobs.

The HPP's social progression pillar includes addressing hunger and poverty, land servicing, providing housing and sanitation, as well as improving and expanding TVET. The focus on poverty eradication, the creation of decent employment opportunities and youth enterprises, the improved social protection through a national pension fund, national minimum wage and the consolidation of grants into a more effective coordinated safety net are key points of convergence with the DWCP. The current National Development Plan, NDP5, covering the period 2017/18 to 2021/22 has four integrated pillars of achieving: economic progression, social transformation, environmental sustainability, and good governance. The Pillars 1 and 2 touch on key employment and labour issues that will be tackled within the framework of the DWCP. Pillars 3 and 4 are cross-cutting, and will be treated as such in the implementation of the DWCP.

The new United Nations Partnership Assistance Framework (UNPAF) signed in 2018 for the period of 2019-2023 will support the GRN national development initiatives under the National Vision 2030 and the National Development Plan 2017/18-2021/22 (NDP 5), as well as the Sustainable Development Goals (SDGs) and other international treaties and conventions.

NDP5 Priority	UNPAF 2019-2023 Outcomes	DWCP Priority	Decent Work Outcomes	SDGs
Economic progression: Achieve inclusive, sustainable & equitable growth	Outcome 1.1: Inclusive development & poverty reduction	Promoting employment creation	1,2,4,5,6,10	1,4,5,7, 8,9,10, 14,17
Social transformation: Build capable & healthy human resources	Outcome 2.2: Education & skills	Promoting social justice at work	1,4,5,6,10	1,2,3,4, 5,6,8,10,1 6,17
	Outcome 2.3: Protection against violence	Strengthening Social dialogue & industrial relations	1,7,8,9,10	
	Outcome 2.4: Social protection	Promoting social justice at work	1,3,9,10	
Environmental sustainability : Ensure a sustainable environment & enhance resilience	Outcome 3.1: Resilience to natural disasters & climate change	Promoting employment creation	1,4,10	1,2,3,8, 10,11,12, 13,14,15,17
Good Governance: Promote good governance through effective institutions	Outcome 4.1: Accountability & transparency	Strengthening social dialogue & industrial relations	1,2,4,6,7,10	1,8,10,16, 17

The DWCP will be integrated in the UNPAF 2019-2023 Economic progression and the Social transformation Pillars to contribute to results on strengthening the design and implementation capacities of government institutions at all levels in the areas of productivity, VCD and sustainable energy production, MSMEs development, job-rich infrastructure development and empowering vulnerable groups (youth, women and rural communities) to participate in economic activities, in particular through skills development for the growing informal economy. Other areas include improving timely collection, analysis, dissemination and application of comprehensive, quality and disaggregated data on the labour market, especially on child and forced labour, trafficking in persons and violence against women and girls. Mainstreamed strategies will be pursued in support of the Environmental sustainability and Good governance pillars covering the green economy and jobs initiatives; and support to strengthening labour market information systems, social dialogue and the ratification and application of international labour standards.

10. The HPP has 4 central pillars, namely Effective governance, Economic advancement, Social progression and Infrastructure development

3.2. Lessons learned from previous DWCP implementations

Detailed reviews of the implementation of the DWCP Namibia were undertaken in 2012 and 2017 and a Decent Work Country Profile was developed in 2013. The key findings of the review were that the co-operation between the various state agencies dealing with economic and labour issues is often poor, which undermines the possibilities of creating more and decent jobs. Although a new National Employment Policy was launched in 2013, it did not result in a noticeable number of new jobs created. Limited resources, delays caused by staff changes and capacity constraints within and amongst government, unions and employers also hampered implementation.

The review found that ILO programmes are most effective, if they are locally owned and driven and if local capacity exists. Support to social partners to develop their capacity was identified as crucial and should be intensified as a precondition for the speedy and effective achievement of DWCP goals in future. The HIV and AIDS initiatives of past years showed some positive results but the HIV and AIDS section within the Ministry's Occupational Safety and Health Division has not yet become operational and the Code and Guidelines on HIV and AIDS were not yet finalised. The review found that the current initiatives of the MLIREC regarding occupational safety and health conditions at work need support and that an expanded Labour Inspectorate needs to be created.

The Decent Work Country Profile highlighted some key challenges to achieving decent work in Namibia. It found that prescribed minimum wages were often not paid, with adherence rates of 41 per cent in construction, 51 per cent in the security industry and 64 per cent in agriculture. Added to this are the relatively low wages, in relation to cost of living, and excessive hours of work (more than 48 hours per week) are widespread and affect about a third of Namibia's employed population. However, most labour disputes in Namibia arise out of terminations of employment and worryingly, there is an increasing proportion of workers in precarious forms of employment.

Progress with the extension of social protection schemes has been slow but the anticipated National Pension Fund should see the extension of coverage to most formal sector employees, who currently do not enjoy any pension coverage beyond the universal social pensions. Attempts to extend coverage to the informal economy are still exploratory in nature. Despite the progress made in fighting discrimination, wage disparities are still defining features of the Namibian labour market. Women comprise less than 50 per cent of persons in indefinite employment but are the majority in vulnerable employment including in the informal economy. In addition, the overall gender wage gap has increased to 16 per cent.

Despite legal protection, child labour occurs mostly in agriculture and private households. The last Child Labour Survey conducted in 2010 found that almost 200,000 children (nearly 40 per cent of all children) were affected by child labour. The absence of up-to-date data on child and forced labour makes it currently impossible to assess the overall success of various interventions to tackle child and forced labour, that are mostly underpinned by poverty.

3.3. The ILO's and tripartite partner's comparative advantage and possible risks

The cross-cutting nature of several areas of the DWCP requires coherent collaboration between stakeholders. During the first DWCP, this has proven difficult even amongst government agencies. The DWCP is seen in government as the "baby" of the MLIREC, while the Industrialization Strategy falls in the domain of the Ministry of Industrialization, Trade and SME Development (MITSMED) and the NDPs are the responsibility of the National Planning Commission. The current practice of each agency working on their own can only undermine the effectiveness of addressing cross-cutting issues like employment, inequality, poverty and the informal economy.

An example of the continuous challenges of inter-agency relations was the way the NDP5 was developed. Trade unions complain that they were not consulted in its formulation, while employers were superficially consulted. On the other hand, it was encouraging that the priorities of the first DWCP were mainstreamed and integrated into the MLIREC's core activities, such as improved labour inspections, improved health and safety standards, HIV and wellness programmes at the workplace and developing an employment policy in consultations, not only with employers and unions but also other Ministries and the Namibia Informal Sector Organization (NISO). This close cooperation between the ILO and the MLIREC, as well as social partners can provide a basis for the successful implementation of the second DWCP.

During the implementation of the first DWCP, there were some positive examples of inter-organizational collaboration, such as the cooperation between the United Nations Development Programme (UNDP) and the MLIREC on the issue of HIV and AIDS in the workplace. Similarly, the Child Labour Project involved, collaboration between the ILO and UNICEF. A project on tourism was conducted by the ILO jointly with MTI and UN agencies that included UNESCO, UN Habitat and UNDP. Furthermore, a human rights project on indigenous people was implemented by the ILO in collaboration with the Office of the Prime Minister and the Office of the Ombudsman. A further example of successful collaboration was provided by Health Works, which worked with two Ministries (health and labour) and a trade union on HIV/AIDS issues. The ILO also worked with UNESCO on the review of the TVET, Higher Education and innovation policy.

4. Country Priorities and Country Programme Outcomes (CPOs)

Country priority 1: Promote employment creation

Outcome 1.1: Improved policies and programmes support decent employment and economic opportunities for youth and women

Unemployment has remained one of the most persistent problems in Namibia over the years and the increase in unemployment between 2014 and 2016 is a particular cause of concern. The overall unemployment is significantly higher for women and the youth. There is need, therefore, to promote the creation of employment and economic opportunities especially for youths and women. Under this outcome, the DWCP will support actions towards profiling youth and the skills gaps that prevent them from transitioning from school to work, as well as facilitate access to information and opportunities in the labour market through apprenticeships and entrepreneurship development. The constituents will be supported to implement programmes for mass employment creation in the informal and rural economies, as well as explore opportunities in the green economy. Complementary interventions will also seek to promote skills and decent jobs for youth using up to date LMI to inform, advocate and facilitate access to labour markets and improve the efficiency of labour market institutions.

Indicators:

- ▶ Key policies and programme innovations and/or improvements for decent employment and economic opportunities for youth and women implemented
- ▶ Number of youth and women supported under the DWCP initiatives that access jobs and economic opportunities

Outputs:

- Output 1:** New or improved programmes, including apprenticeship and entrepreneurship programmes, that facilitate school to-work transition for young women and men including disadvantaged youth are put in place and regularly assessed
- Output 2:** Labour market statistics and information systems strengthened using international statistical standards and report on SDG Global Indicator Framework
- Output 3:** Measures to enhance the effectiveness and inclusiveness of employment services and active labour market policies implemented
- Output 4:** Multi-pronged local economic development initiatives on skills and decent jobs for young women and men implemented

Outcome 1.2: Institutional mechanisms for employment promotion initiatives strengthened

The creation of decent employment opportunities is a cross-cutting intervention that requires co-ordination among different role players. This has been a major weakness in the past and now needs to be addressed to achieve the desired DWCP outcomes. Thus, there is a need to review the national employment policy, to improve coordination and mainstreaming of employment and decent work in national planning and effective implementation of programme and project interventions. An enabling policy environment will facilitate the promotion and creation of employment opportunities through targeted programmes and projects. The constituents will be supported to advocate for the promotion of employment friendly policies and programmes; strengthen inter-ministerial or tripartite institutions for the periodic review of employment frameworks and outcomes.

Indicators:

- ▶ A revised National Employment Policy, reflecting gender equality actions and integrating recommendations of an evaluation of the existing NEP is adopted
- ▶ A national inter-ministerial/tripartite plus coordination mechanism (body) for employment promotion established and operational

Outputs:

- Output 1:** Gender-responsive comprehensive national employment policy framework guided by relevant international labour standards is revised in consultation with the social partners
- Output 2:** Inter-ministerial/tripartite coordination mechanism reviews employment frameworks and outcomes using improved labour market information and SDG indicators.
- Output 3:** Relevant policy and programme actions to address implementation gaps on the Employment Policy Convention, 1964 (C122) implemented

Outcome 1.3: Legal framework and policies and programmes to accelerate transition to formality and sustainable enterprises improved

As a result of the inability of the Namibian labour market to create a sufficient number of decent jobs for an increasing number of job seekers, graduate unemployment is increasing and many young workers and those retrenched from the formal economy are forced to enter the informal economy. There is a sizeable increase of Small and Medium Enterprises (SMEs) and their contributions to jobs and economic output need to be enhanced. Informal employment is also increasing, with most of the jobs being survivalist in nature and lacking basic decent working conditions, as set out in the Labour Act.

This calls for an assessment of how economic units, SMEs and workers in the informal economy can be better supported to create decent and environmentally sustainable jobs; increase productivity and reduce their environmental footprint, while moving up the ladder of formalization. Constituents will be supported to design interventions that can lead to the creation of decent work in the informal and rural economy, as well as across the SME sector. Specific focus will be put on the recommendations of the 2017 EESE study, particularly on the legal and regulatory environment (with an emphasis on formalization); entrepreneurship education and development.

Therefore, in a bid facilitate the transition of workers and economic units from the informal to the formal economy and promoting the creation, preservation and sustainability of enterprises and decent jobs, the indicators are:

- ▶ A national policy and programme for facilitating transition to formality is developed, adopted and implemented
- ▶ Key legislative or regulation reforms adopted to strengthen the business environment that contributes to an enabling environment for sustainable enterprises

Outputs:

Output 1: Consensus built on the scope and incidence of informality at national level

Output 2: New or revised policies, legislation or compliance strategies increase coverage, in law and in practice for the informal economy

Output 3: Informal economy units, enterprises and their workers receive technical assistance and business development support to formalise

Output 4: Entrepreneurship capacity development delivered for youth, women and SMEs

Country priority 2: Strengthen social dialogue and industrial relations

Outcome 2.1 Strengthened Social Dialogue and Collective Bargaining Institutions

There is consensus that social dialogue must be strengthened and that social dialogue institutions must become more effective, with independent and employers' and workers' organizations strengthening their promotion of workers' rights, including freedom of association and collective bargaining and to build just and inclusive societies. Particular emphasis has to be placed on enabling tripartite partners to engage and influence broader socio-economic policies and programmes; including gender mainstreaming in social dialogue.

Collective bargaining is one of the key activities to improve working conditions and to achieve decent standards of work. For many years, the ILO has promoted the idea of mutual gains negotiations as an alternative to the adversarial approach that still characterises many bargaining processes. Parties to the collective bargaining process (employers and workers) will therefore need to have their capacities developed on mutual gains negotiations to achieve better collective bargaining outcomes. Furthermore, support will be extended to amending the Labour Act to address identified gaps that hinder freedom of association and collective bargaining; and the effective institutionalization of social dialogue.

Indicators:

- ▶ Number of new gender sensitive social dialogue and collective bargaining provisions integrated into the new Labour Act in line with relevant international labour standards
- ▶ Number of tripartite constituent positions developed on socio-economic policies and programmes

Outputs:

Output 1: New laws and regulations integrate social dialogue and collective bargaining principles

Output 2: Capacities for mutual gain negotiations strengthened

Output 3: Strengthened capacities of tripartite constituents through the Labour Advisory Council to pursue decent work policies

Outcome 2.2 Increased application of international labour standards in law and practice

The country has made great strides in increasing its ratifications which now stand at fifteen ratifications, including all core Conventions, 4 technical conventions, 3 governance conventions and recently, P029 - Protocol of 2014 to the Forced Labour Convention, 1930. The country has also over the years regularly submitted its reports to the ILO supervisory Bodies and several comments have been made, particularly on conventions related to freedom of association and collective bargaining, as well as on termination of employment. There is a need for continued support towards timely Article 19 and 22 reporting, effective participation by tripartite partners and making the relevant legislative amendments. This will, among others, ensure that excluded workers have the right to establish and join organizations for furthering and defending their interests, avail statistics on cases on termination of employment and measures implemented to strengthen gender equality.

Indicators:

- ▶ Number of international labour standards ratified, especially instruments on OSH, labour inspection and labour statistics
- ▶ Number of provisions of ratified and unratified international labour standards integrated in the amended Labour Act, statutory instruments and regulations
- ▶ Number of reports submitted for the preparation and reporting on international labour standards

Outputs:

Output 1: Gap Analysis on ratification of the Labour Inspection (Agriculture) Convention, 1969 (No. 129)

Output 2: Principles of key international labour standards applied in labour law reforms

Output 3: Tripartite constituents' capacities for reporting on international labour standards strengthened

Outcome 2.3 Improved labour dispute prevention and resolution system

A key policy in the Labour Act of 2007 was the introduction of alternative dispute resolution mechanisms in the form of conciliation and arbitration. This was meant to resolve disputes with greater speed and at lower costs to the parties involved. Over the years, the parties to labour disputes have identified various shortcomings, which will have to be addressed to improve dispute resolution. The DWCP will support actions towards updating knowledge and skills on dispute resolution for arbitrators, trade unions and employers. Emphasis will be made to include formerly excluded groups such as labour inspectors and OSH inspectors in the settlement of collective disputes, which will be in line with Recommendation 81 of the Labour Inspection Convention, 1947 (No. 81). This will also include the design and development of upgraded electronic dispute Case Management System (CMA).

Indicators:

- ▶ Number of disputes resolved through use of information, consultation, mediation, arbitration and conciliation mechanisms.
- ▶ An operational comprehensive Information Management System (IMS) on dispute resolution linking Labour Commissioners' Office, the Labour Inspectorate, OSH Inspectorate, trade unions and employers organizations and issuing the required reports.

Outputs:

Output 1: Capacity of arbitrators, labour inspectors, OSH inspectors, trade unions and employers on dispute resolution and prevention strengthened

Output 2: A comprehensive Information Management System (IMS) on dispute resolution linking Labour Commissioners' Office, Labour Inspectorate, OSH Inspectorate, trade unions and employers organizations developed as the basis for an upgraded electronic dispute Case Management System (CMA)

Output 3: Actors involved in the electronic dispute Case Management System (CMA) trained for its implementation

Country priority 3: Promote social justice at work

Outcome 3.1 Strengthened knowledge base, laws and policies to protect women and men from unacceptable forms of work.

A large number of workers are confronted with low pay and vulnerable working conditions that put their lives, health, freedom, human dignity and security at risk. Thus, there is an urgent need to take informed actions to address the challenges of vulnerable workers and those in unacceptable forms of work. In this regard, a feasibility study on a national minimum wage, as one of the instruments to fight poverty will be conducted. Further research and data gathering is envisaged to inform dialogue on the questions of a living wage, unpaid household activities, labour migration; promoting maternity protection, gender equality and ending harassment and violence at work; promoting decent work for PWDs and PLWHIV and AIDS; eliminating child labour and trafficking in persons and forced labour.

Indicators:

- ▶ Number of new provisions integrated into laws, statutory instruments and policies to protect workers from unacceptable forms of work
- ▶ Number of tripartite positions on laws and policies that protect vulnerable workers from unacceptable forms of work adopted for policy advocacy

Outputs:

Output 1: Feasibility for establishing a National Minimum Wage (NMW) conducted

Output 2: Knowledge and information on gender equality in the world of work improved

Output 3: Improved institutional capacity for the implementation of policies and regulations for the eradication and prevention TiP, forced and child labour, and disability inclusion

Output 4: ILO Recommendation 200 mainstreamed in the National HIV and AIDS Code

Output 5: Strengthened capacities of national gender machinery on gender mainstreaming and equality in the workplace

Output 6: Fair and effective national labour migration management draft policies developed

Output 7: Decent work profile for vulnerable employment sectors developed

Outcome 3.2: Improved environment for safe work and workplace compliance

Despite the relatively low figures on workplace-related injuries and fatalities, a lot more work still needs to be done to support the establishment of an integrated approach to the management of OSH. Interventions under this outcome will seek to continue work initiated under the first DWCP on promoting safe work and workplace compliance, including strengthening legal frameworks, policies, systems and regulations on OSH, with an emphasis on labour inspection and protecting workers from unacceptable forms of work. The work will also seek to promote the reporting of occupational incidents and accidents and updating of the national occupational/industrial disease list in line with the ILO framework.

Indicators:

- ▶ Number of laws, regulations, policies and strategies adopted to improve safe work and workplace compliance
- ▶ Occupational disease classification framework updated in line with relevant international labour standards

Outputs:

Output 1. National OSH Policy and Profile adopted and implemented

Output 2. National OSH programme and utilization of data through reporting and notification systems strengthened

Output 3. A national occupational disease list aligned with ILO Framework developed

Outcome 3.3: National social protection system coverage and benefits strengthened

The Social Security Act, 1994, No. 34 of 1994 mandates the establishment of the Social Security National Pension Fund (NPF), but the fund has not yet been brought into existence. The Commission has been working with consultants for several years on the design and governance of the NPF, but requires technical assistance to ensure that the Fund optimizes coverage and improves the management and sustainability of social protection systems, including social protection floors. The DWCP will support actions towards the finalization of the National Pension Fund and strengthen capacities and national coordination mechanisms for national dialogue on social protection. The ILO will also seek to increase constituent capacity and expand the knowledge base for effective implementation of national social protection systems, including SDG monitoring.

Indicators:

- ▶ Number of national social protection strategies, policies and legal frameworks to extend coverage or enhance benefit adequacy developed with ILO technical assistance

Outputs:

Output 1. National Pension Fund drafted integrating principles for extended coverage, enhanced benefit adequacy and coordination

Output 2. Constituents enhance knowledge base and their capacities to design, manage or monitor social protection systems

5. Management, implementation planning, monitoring, reporting and evaluation arrangements

5.1. Implementation, performance monitoring and evaluation arrangements

A Tripartite Drafting Committee was established to develop this DWCP. It will be replaced by a DWCP Steering Committee to monitor the implementation over the 5-year period. This Steering Committee will be established by June 2019. It will draw from the key constituents, from the MLIREC, NEF, NUNW and TUCNA; and other Ministries, state agencies and stakeholders.

The Steering Committee shall meet on a regular basis, twice per year. The Minister of Labour, Employment Creation and Industrial Relations may also convene meetings of the Steering Committee on an ad hoc basis to address issues of major concern at the request of the majority of the members of the Steering Committee. A mid-term review will be conducted towards the end of 2020 before the final evaluation of the DWCP at the end of 2022.

The DWCP Steering committee will be supported by a Technical Working Group (TWG) that will meet quarterly to review the status and progress towards achieving outputs and outcomes. An M&E plan will be developed and implemented indicating who, when and how data and information from different sources will be consolidated. The TWG will brief the Steering Committee to allow it to provide oversight and intervene, as soon as challenges are detected. This will serve to achieve the desired outcomes and to prevent the delays experienced during the implementation of the first DWCP.

The Steering Committee will also take note and follow other ILO-supported projects in the SADC region and on the African continent, such as those dealing with creating jobs in the rural and informal economy and those tackling a transition towards formality with a focus on extending social protection to the informal economy, as well as those promoting a just transition to environmental sustainability through creation of green jobs. Another area of interest and possible cooperation is on employment creation initiatives in Algeria, Cameroon and Rwanda, which have shown some success and thus might hold relevant lessons for Namibia. Employment creation is a cross-cutting issue and need to be prioritised within a wide range of government policies and programmes.

5.2. Outcome risks assessment

There are various risks which might undermine the achievements of the DWCP outcomes. The austerity policy that Namibia has followed since 2016, which resulted in reduced funding for various Ministries and the cancellation or delay of infrastructure projects is perhaps the greatest of them. In the MLIREC, for example, the cut in funding has meant that new positions for additional labour inspectors were approved but could not be filled. The austerity programme, which bears similarities with the structural adjustment programmes implemented elsewhere in Africa since the 1980, therefore poses a threat to the successful implementation of the DWCP.

To mitigate this risk, the tripartite constituents will explore various options, among them, to engage the relevant UN Agencies for resource mobilisation under the UNPAF 2019-2023. Other risks are associated with the stakeholders' ability to deliver. Staff changes within Ministries, a lack of urgency, capacity constraints amongst employers and trade unions all have the potential to undermine the achievement of DWCP outcomes. This was clearly visible during the implementation of the first DWCP programme and thus the Steering Committee and the social partners will now have to prove that they are fit for purpose. This will require political will from all constituents, as well as continuous capacity-development programmes needed to achieve the DWCP goals, particularly in the areas of gender equality, collective bargaining and social dialogue. Such support programmes might mitigate against the risks posed by a general lack of capacity.

Another risk associated with employment creation is the influence of economic structures covered with mass unemployment on the creation of decent jobs. Mass unemployment tends to put downward pressure on working conditions, as the unemployed present a "reserve army of labour" that is desperate to accept any job under almost any condition. This might undermine the move towards decent jobs and a living wage and thus, the creation of substantial numbers of new jobs might be a precondition for successful collective bargaining that covers the majority of employed Namibians.

6. Funding plan

Namibia's classification as an UMIC has resulted in significant reduction in funding patterns by development partners. Major development partners, with a few exceptions, have reduced their bilateral contributions; preferring instead to use multilateral instruments, such as thematic vertical funds with regional focus. New stakeholders, each with their own set of resources including, from the private sector, academia, foundations and civil society are engaging in development support. There is absence of a collective learning architecture that transcends sectoral and organizational mandates to help shape a common narrative centered around joint approaches to data collection, analysis, sharing and actions on development financing.

The ILO will leverage on the Namibia Joint Partnership and Resource Mobilization Strategy (JPRMS) that has been developed, as part of the UNPAF 2019-2023 roll-out. The ILO will seek to expand its development cooperation portfolio and expand its engagements, including the tripartite partners with other UN agencies under the Area Based Programming (ABP) strategy adopted to focus UN common actions in Namibia. In this regard, the ILO will take a strong interest and lead the initiative on the joint programme on youth development with UNFPFA, UNDP and UNESCO covering economic empowerment, skills and enterprise development.

The ILO will continue to seek to increase the cost sharing option with government, including jointly with tripartite partners to advocate for budgeting of decent work results under the national fiscus. It will also expand its engagement with foundations, vertical funds and deepen the partnership with the private sector, especially MNEs. The ILO will further explore other partnerships to develop new and/or strengthen existing policies, laws, agreements and mechanisms related to TiP, child and forced labour with the IOM. Efforts will be made to include Namibia in multi-country programmes targeting the EU, US-DOL, et al taking a cue from existing partnerships in other UMICs to develop partnerships with BRICS, AfDB and the World Bank under the South-South Cooperation framework, as guided by the ILO Framework for Engagement in MICs-Decent Work in Middle-Income Countries: A Strategy for Africa. The MLIREC will be supported to utilise some of the bilateral agreements in place to gain additional resources for DWCP implementation, such as the ILO/KOICA/GRN agreement for the creation of a comprehensive employment services database and capacity building initiatives.

Other on-going support to the DWCP implementation will be supported through the ILO biennial Regular Budget Technical Cooperation (RBTC) and the ad hoc Regular Budget Supplementary Account (RBSA) resources.

Advocacy and communication plan

A key lesson from Namibia's first DWCP was that it was largely seen as the responsibility of the MLIREC, while other state agencies had little knowledge of and little interest in the programme. It is therefore of importance to develop a clear advocacy and communication plan around the contents of the DWCP and its envisaged implementation and expected results. This will require strong lobbying from all DWCP stakeholders and the MLIREC, in particular. Currently, the Ministry does not yet have its own media strategy, which contributes to the Ministry's poor perception amongst the public.

The Advocacy and Communication Plan will have to include a media strategy, media tracking, as well as a lobbying strategy for the DWCP with the social partners and within government structures, especially Cabinet, the Presidency and the NPC. Regular media adverts, particularly on the radio stations in various languages are envisaged to popularize the DWCP.

ANNEX 1: DWCP RESULTS MATRIX

DWCP PRIORITY 1: PROMOTE EMPLOYMENT CREATION				
NDP5: Economic progression (Achieve inclusive, sustainable and equitable growth); Social transformation (Build capable and healthy human resources) and Environmental sustainability (Ensure a sustainable environment and enhance resilience):				
UNPAF: Outcome 1.1: Inclusive Development and Poverty reduction: Outcome 2.2: Education and Skills: Outcome 3.1: Resilience to natural disasters and climate change				
	Integrated Resource Framework	Est. to be available	Est. to be mobilised	
	TOTAL: \$15,500,000.00	\$1,125,000.00	\$14,375,000.00	
Outcome 1.1: Improved policies and programmes support decent employment and economic opportunities for youth and women	Partners: MAWF, MFMR, MME, MURD, MITSMED, MPESW, MoF, MHETI, MSYNS, MGECW, MLIREC, NSA, NPC, NEF/NEA, NUNW, TUCNA, UNDP, UNFPA, UNESCO, UNICEF, IOM, UNWOMEN	Integrated Resource Framework		
		Est. to be available	Est. to be mobilised	
		\$700,000.00	\$11,300,000.00	
Indicator 1: Key policies and programme innovations and/or improvements for decent employment and economic opportunities for youth and women implemented	Baseline: Skills Audit/Concept Note on SWT, TIPEEG, 2016, PES Portal/2018	Target: National SWT & Apprenticeships programme implemented, Functional LMIS in place and LMI is disseminated, Functional Online Jobs Portal in place		
Indicator 2: Number of youths and women supported under the DWCP initiatives that access jobs and economic opportunities	Baseline: TIPEEG: 2016	Target: 100,000 by 2023		
Outcome 1.2: Institutional mechanisms for employment promotion initiatives strengthened	Partners: MAWF, MFMR, MME, MURD, MITSMED, MPESW, MoF, MHETI, MSYNS, MGECW, MLIREC, OPM, NSA, NPC, NEF/NEA, NISO, NCCI, NUNW, TUCNA, UNDP, UNFPA, UNESCO, UNICEF, IOM	Integrated Resource Framework		
		Est. to be available	Est. to be mobilised	
		\$45,000.00	\$155,000.00	
Indicator 1: A revised National Employment Policy, reflecting gender equality actions and integrating recommendations of an evaluation of the existing NEP is adopted	Baseline: NEP 2013-2017	Target: NEP adopted and implemented, C122/NEP (employment and decent work) mainstreamed in policies and programmes		
Indicator 2: A national inter-ministerial/tripartite plus coordination mechanism (body) for employment promotion established and operational	Baseline: None	Target: Employment Promotion Body established and operational		
Outcome 1.3: Legal framework and policies and programmes to accelerate transition to formality and sustainable enterprises improved	Partners: MAWF, MFMR, MME, MURD, MITSMED, MPESW, MoF, MHETI, MSYNS, MGECW, MLIREC, NSA, NPC, NEF/NEA, NISO, NCCI, NUNW, TUCNA, UNDP, UNFPA, UNESCO, UNICEF, IOM	Integrated Resource Framework		
		Est. to be available	Est. to be mobilised	
		\$10,000.00	\$440,000.00	
Indicator 1: A national policy and programme for facilitating transition to formality is developed, adopted and implemented	Baseline: SME Policy, 2016-21	Target: National Policy and Strategy on Informal Economy adopted and implemented, entrepreneurship development programmes expanded		
Indicator 2: Key legislative or regulations reforms adopted to strengthen the business environment that contributes to an enabling environment for sustainable enterprises	Baseline: EESE Assessment 2017	Target: Enabled environment for sustainable enterprises		

DWCP PRIORITY 2: STRENGTHEN SOCIAL DIALOGUE AND INDUSTRIAL RELATIONS			
NDP5: Economic progression (Achieve inclusive, sustainable and equitable growth); Social transformation (Build capable and healthy human resources), Good Governance (Promote good governance through effective institutions)			
UNPAF: Outcome 1.1: Inclusive Development and Poverty reduction: Outcome 2.2: Education and Skills: Outcome 2.3: Protection Against Violence : Outcome 2.4: Social Protection: Outcome 4.1: Accountability and transparency			
Outcome 2.1: Strengthened Social Dialogue and Collective Bargaining Institutions	Indicator 1: Number of new gender sensitive social dialogue and collective bargaining provisions integrated into the new Labour Act in line with relevant international labour standards	Partners: MITSMED, MPESW, MoF, MHETI, MGECW, MLIREC, OPM, NSA, NPC, NEF/NEA, NISO, NCCI, NUNW, TUCNA, UNDP	Integrated Resource Framework
			Est. to be available
			\$75,000.00
Indicator 2: Number of tripartite constituent positions developed on socio-economic policies and programmes	Outcome 2.2: Increased application of international labour standards in law and practice	Baseline: None	Est. to be mobilised
			\$275,000.00
			Target: All CFA/CAS Comments addressed
Indicator 1: Number of international labour standards ratified, especially instruments on OSH, labour inspection and labour statistics	Outcome 2.3: Improved Labour Dispute Prevention and Resolution System	Baseline: LAC	Target: Five(NMW, NEP, NLMP, Violence and Harassment at Work, NDP5)
			Integrated Resource Framework
			Est. to be available
Indicator 2: Number of provisions of ratified and unratified international labour standards integrated in the amended Labour Act, statutory instruments and regulations	Indicator 3: Number of reports submitted for the preparation and reporting on international labour standards	Partners: MLIREC, NSA, NPC, MoJ, NEF/NEA, NUNW, TUCNA	Est. to be mobilised
			\$50,000.00
			Target: C129 ratified
Indicator 1: Number of disputes resolved through use of information, consultation, mediation, arbitration and conciliation mechanisms.	Indicator 2: A comprehensive Information Management System (IMS) on dispute resolution linking Labour Commissioners' Office, labour Inspectorate, OSH Inspectorate, Trade Unions and Employers Organizations operational and issuing the required reports.	Baseline: 2017/2018 Ratifications of C081 and C122	Target: Address 75% of ILO Supervisory Bodies comments
			Target: All submissions made including R203 - Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203) & R205 - Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)
			Integrated Resource Framework
Indicator 1: Number of disputes resolved through use of information, consultation, mediation, arbitration and conciliation mechanisms.	Indicator 2: A comprehensive Information Management System (IMS) on dispute resolution linking Labour Commissioners' Office, labour Inspectorate, OSH Inspectorate, Trade Unions and Employers Organizations operational and issuing the required reports.	Partners: MLIREC, NSA, NPC, MoJ, NEF/NEA, NUNW, TUCNA	Est. to be available
			\$25,000.00
			Target: Case backlog cleared
Indicator 1: Number of disputes resolved through use of information, consultation, mediation, arbitration and conciliation mechanisms.	Indicator 2: A comprehensive Information Management System (IMS) on dispute resolution linking Labour Commissioners' Office, labour Inspectorate, OSH Inspectorate, Trade Unions and Employers Organizations operational and issuing the required reports.	Baseline: OLC	Target: Labour Commissioners' Office, Labour Inspectorate, OSH Inspectorate, Trade Unions and Employers Organizations linked with IMS generating relevant reports
			Target: Labour Commissioners' Office, Labour Inspectorate, OSH Inspectorate, Trade Unions and Employers Organizations linked with IMS generating relevant reports
			Target: Labour Commissioners' Office, Labour Inspectorate, OSH Inspectorate, Trade Unions and Employers Organizations linked with IMS generating relevant reports

DWCP PRIORITY 3: PROMOTED SOCIAL JUSTICE AT WORK		
NDP5: Economic progression (Achieve inclusive, sustainable and equitable growth); Social transformation (Build capable and healthy human resources), Good Governance (Promote good governance through effective institutions)		
UNPAF: Outcome 1.1: Inclusive Development and Poverty reduction: Outcome 2.2: Education and Skills: Outcome 2.3: Protection Against Violence : Outcome 2.4: Social Protection: Outcome 4.1: Accountability and transparency		
Outcome 3.1: Strengthened knowledge base, laws and policies to protect women and men from unacceptable forms of work	Partners: MLIREC, IRA, LMS	Integrated Resource Framework
		Est. to be available
		Est. to be mobilised \$55,000.00
Indicator 1: Number of new provisions integrated into laws, statutory instruments and policies to protect workers from unacceptable forms of work	Baseline(s): NMW Feasibility report, Domestic Wage Order, P024 Ratification(2017), NLMP and Action Plan, HIV/AIDS Code	Target(s): Proposed NMW discussed, Time Use Data Analysed, Updated NASCO, New JEG System for the public sector, Child Labour and TIP \$1,445,000.00
Indicator 2: Number of tripartite positions on laws and policies that protect vulnerable workers from unacceptable forms of work adopted for policy advocacy	Baseline(s): Domestic Wage Order P024 Ratification(2017), Draft NLMP	Target(s): Five(5) CBA signed CL Labour Action Plan; NLMP Adopted for implementation; HIV/AIDS Code reviewed(R200); Code of Conduct developed, Code on Violence and Harassment at Work
Outcome 3.2: Improved environment for safe work and workplace compliance	Partners: MLIREC, MHSS, MME, MSS, NSA, NPC, NIPAM, MoJ, NEF/NEA, NUNW, TUCNA	Integrated Resource Framework
		Est. to be available
		Est. to be mobilised \$40,000.00
Indicator 1: Number of laws, regulations, policies and strategies adopted to improve safe work and workplace compliance	Baseline: OSH Policy and Draft Profile 2018	Target: National OSH Policy \$110,000.00
Indicator 2: Occupational Disease classification framework updated in line with relevant international labour standards	Baseline: None	Target: Updated National Occupational Disease List
Outcome 3.3: National social protection system coverage and benefits strengthened	Partners: MLIREC, MHSS, MME, MSS, NSA, NPC, SSC, NIPAM, MoJ, NEF/NEA, NUNW, TUCNA	Integrated Resource Framework
		Est. to be available
		Est. to be mobilised \$125,000.00
Indicator 1: Number national social protection strategies, policies and legal frameworks to extend coverage or enhance benefit adequacy developed with ILO technical assistance	Baseline: 2014 SPF Assessment Report , Draft NPF 2018, Forum for Experts on Social Protection(FESP)	Target(s): NPF finalised with ILO technical inputs, Social Security Authority(SSA); Forum for Experts on Social Protection(FESP) & LAC Discuss Social Protection(inc. Social Partners)

ANNEX 2: DWCP RESULTS MONITORING MATRIX

[illegible]

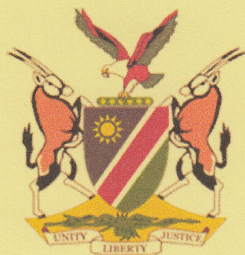
Outcome 1.3: Legal framework and policies and programmes to accelerate transition to formality and sustainable enterprises improved																			
Output 1: Consensus built on the scope and incidence of informality at national level	planned					Conduct exploratory mission and discussion with stakeholders	Conduct a national diagnostic on the informal economy in line with R204, which takes account of gender in view of developing a national policy or strategy for facilitating transition to formal economy.	Conduct a national diagnostic on the informal economy in line with R204, which takes account of gender in view of developing a national policy or strategy for facilitating transition to formal economy.	Build capacities of constituents and stakeholders to effect the transition to formality including creating incentives for informal operators e.g. tax incentives and integrating the informal economy into value chains. Facilitate dialogue, partnerships and exchange of good practices	Design mechanisms for extending coverage of labour administration and social protection systems to the informal economy • Conduct an advocacy campaign on decent work for informal economy								Outcome Indicator 1.3.1: A national policy and strategy for facilitating transition to formality is developed, adopted and implemented	
	actual																		
	planned					Disseminate the findings of the EESE assessment report	Develop Business Agenda to implement EESE recommendations	Implement Namibia EESE Assessment conclusions and recommendations with constituents to develop actions plans and M & E frameworks through social dialogue;	Advocate for efforts to promote gender responsive policy, legal and regulatory reforms to support sustainable enterprises, including enterprise formalisation.	Provide technical support for capacity development for established SMEs to increase productivity and enterprise growth through improvements in working conditions and improved environmental management practices								Outcome Indicator 1.3.3: Key legislative or regulation reforms adopted to strengthen the business environment that contributes to an enabling environment for sustainable enterprises	
	actual																		
Output 3: Informal economy units, enterprises and their workers receive technical assistance and business development support to formalise	planned																		
	actual																		
Output 4: Entrepreneurial capacity development delivered for youth, women and SMEs	planned					Profiling of sectoral opportunities for employment creation	Develop gender mainstreamed, experiential entrepreneurship education curricula and materials for secondary and post-secondary education • Integrate entrepreneurship training at education curricula at Grades 11 and 12 and in tertiary institutions	Develop gender mainstreamed, experiential entrepreneurship education curricula and materials for secondary and post-secondary education • Integrate entrepreneurship training at education curricula at Grades 11 and 12 and in tertiary institutions	Build capacity of teacher educators and teachers on creating a culture of entrepreneurship in schools	Expose young women and men in secondary education, TVET and post-secondary education to experiential entrepreneurship education including green entrepreneurship. Support to MSME formation among youths and women								Outcome Indicator 1.3.4: Number of interventions designed and implemented for entrepreneurship education and MSME and development	
	actual																		
PRIORITY 2: STRENGTHEN SOCIAL DIALOGUE AND INDUSTRIAL RELATIONS																			
Outcome 2.1 Strengthened Social Dialogue and Collective Bargaining Institutions																			
Output 1: New laws and regulations integrate social dialogue and collective bargaining principles	planned						Conduct capacity and institutional social dialogue review assessment, implement the recommendations of the ILO Report commissioned by TUCNA, 2013	Conduct capacity and institutional social dialogue review assessment, implement the recommendations of the ILO Report commissioned by TUCNA, 2013	Develop and implement strategies to strengthen capacities for tripartite/bipartite social dialogue	Monitor and evaluate implementation of the strategies • Benchmark with similar institutions in the region and beyond								Outcome Indicator 2.1.1: Number of new gender sensitive social dialogue and collective bargaining provisions integrated into the new Labour Act in line with relevant international labour standards	
	actual																		
	planned						Integrate principles on freedom of association and collective bargaining in the Labour Law reforms	Build capacities for collective bargaining institutions to pursue decent work policies including mainstreaming of gender	• Train negotiators on Mutual Gains Negotiations Skills and techniques for key sectors e.g. fishing, security, retail, public service, mining									Outcome Indicator 2.1.2: Number of tripartite constituent positions developed on socio-economic policies and programmes	
	actual																		
Output 2: Capacities for mutual gain negotiations strengthened	planned								Capacity building on gender mainstreaming in collective bargaining	Develop manual for mainstreaming gender in collective bargaining									
	actual																		
Output 3: Strengthened capacities of tripartite constituents through the Labour Advisory Council to pursue decent work policies	planned					Build capacities for collective bargaining institutions and stakeholders to mainstream gender													
	actual																		
Outcome 2.2 Increased application of international labour standards in law and practice																			
Output 1: Gap Analysis on ratification of the Labour Inspection (Agriculture) Convention 1969 (No 129)	planned						• Support tripartite consultations on labour and employment law reforms	• Share and review and integrate comments of ILO supervisory bodies in Labour Law reforms • Share and review ILO supervisory bodies' comments on application of labour standards	• Support submission of Article 19 and 22 reports and effective participation by tripartite partners in the promotion and ratification of ILS	• Support submission of Article 19 and 22 reports and effective participation by tripartite partners in the promotion and ratification of ILS								Outcome Indicator 2.2.1: Number of international labour standards ratified, especially instruments on OSH, labour inspection and labour statistics	
	actual																		

ANNEX 3: DWCP RESULTS MONITORING MATRIX

DWCP for Namibia: 2019-2023																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
-----------------------------	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Outcome 1.3 Legal framework and policies and programmes to accelerate transition to formality and sustainable enterprises improved										450,000.00	10,000.00
Outcome Indicator 1.3.1: A national policy and programme for facilitating transition to formality is developed, adopted and implemented	Bi-annual report of MLREC Labour Market Services Directorate, DWCP Annual Report	MLREC/ MITSMED; MOF, NPC	None	Undertake scoping mission and desk needs assessment on informal economy	Facilitate dialogue, partnerships and exchange of good practices; Share information on benefits of decent work	Conduct national diagnostic on informal economy which takes account of gender	Validate and adopt National Policy and Strategy on the Informal Economy	Support implementation of National Policy and Strategy on the Informal Economy	National Policy and Strategy on Informal Economy - Enterprise Partnership Development Programmes expanded	350,000.00	5,000.00
Outcome Indicator 1.3.2: Key legislative or regulatory reforms adopted to strengthen the business environment that contributes to an enabling environment for sustainable enterprises	Bi-annual report of MLREC Labour Market Services Directorate, DWCP Annual Report	MLREC/ MITSMED; MOF, NPC	ESEE Assessment 2017; SME Policy 2016/21	Launch and popularise ESEE report	Extract informal economy related recommendations from ESEE report; Facilitate entrepreneur training at grades 11 & 12 and tertiary education facilities (KAB/ SHB)	Identify key areas for reform with key stakeholders; Provide support for capacity building on financial literacy and IMDW for educators	Promote and advocate for local authority and business reforms; Facilitate access to BDS including finance	Develop elements for financial inclusion policy for MSMEs	Enabled environment for sustainable enterprises	100,000.00	5,000.00
DWCP PRIORITY 2: STRENGTHENED SOCIAL DIALOGUE AND INDUSTRIAL RELATIONS											
Outcome 2.1: Strengthened Social Dialogue and Collective Bargaining Institutions											
Outcome Indicator 2.1.1: Number of new gender sensitive social dialogue and collective bargaining provisions integrated into the new Labour Act in line with relevant international labour standards	Bi-annual report of MLREC Labour Market Services Directorate, DWCP Annual Report	MLREC, NEF: NUNW and TUCNA	None		Conduct capacity and institutional assessment; Consideration of ILO's Smith Report and 2013 SD Assessment recommendations; Review ILO Supervisory Bodies comments	Benchmarking with similar institutions; Develop and implement strategies to strengthen capacities for tripartite/bipartite social dialogue	Develop and implement strategies to strengthen capacities for tripartite/bipartite social dialogue; Benchmark with similar institutions in the region and beyond.	Monitor and evaluate implementation of the strategies; Training on trade unions recruitment strategies	All CFA/CAS Comments addressed	200,000.00	25,000.00
Outcome Indicator 2.1.2: Number of tripartite constituent positions developed on socio-economic policies and programmes	Bi-annual report of MLREC Labour Market Services Directorate, DWCP Annual Report	MLREC, NEF: NUNW and TUCNA	LAC		Training on mutual gains negotiations skills and techniques for key sectors; Sensitisation on role of Social Dialogue in socio-economic growth and development	Develop and implement strategies to strengthen capacities for tripartite/bipartite social dialogue; Training on mutual gains negotiations skills and techniques for key sectors	Training on mutual gains negotiations skills and techniques for key sectors		Five(5) CBA signed; CL Labour Action Plan; NLM Adopted for implementation; HIV/AIDS Code of Conduct developed; Code on Violence and Harassment at Work	150,000.00	50,000.00
Outcome 2.2 Increased application of international labour standards in law and practice											
Outcome Indicator 2.2.1: Number of international labour standards ratified, especially instruments on OSH, labour inspection and labour statistics	Bi-annual report of MLREC Labour Market Services Directorate, DWCP Annual Report, ILO, NORMLEX Database	MLREC, NEF: NUNW and TUCNA	2018 ratification of C081, and C122		Gap analysis on ILO supervisory bodies' comments on application of C129	Sensitisation and advocacy for ratification of C129;	Sensitisation and advocacy for ratification of C129.		C129 Ratified	100,000.00	0.00
Outcome Indicator 2.2.2: Number of provisions of ratified and unratified international labour standards integrated in the amended Labour Act, statutory instruments and regulations	Bi-annual report of MLREC Labour Market Services Directorate, DWCP Annual Report, ILO, NORMLEX Database	MLREC, NEF: NUNW and TUCNA	2017/2018 Ratifications of C081, C122, C188, C151 and P029		Tripartite Task Force on revision of the Labour Act; Review and integrate comments; Gap analysis on implementation of ILO supervisory bodies' comments on application of labour standards	Discuss ILO supervisory bodies' comments on application of labour standards; Consultations with stakeholders on Labour and employment law reforms,	Review ILO supervisory bodies' comments on application of labour standards for integration in Draft Labour Bill	Support dialogue on Labour Law Reforms	Address 75% of ILO Supervisory Bodies comments	100,000.00	25,000.00
Outcome Indicator 2.2.3: Number of reports submitted for the preparation and reporting on international labour standards	Bi-annual report of MLREC Labour Market Services Directorate, DWCP Annual Report, ILO, NORMLEX Database	MLREC, NEF: NUNW and TUCNA	2017 Art 19: C001, C014, C030, C047, C089, C106, C132, C171, C175, P089, R013, R098, R103, R116, R178, R182; Regular-C087, C098, 2018 Art. 19: R202, Regular-C029, C105, C138, C144, C182		Conduct Gap Analysis on reports submission to ILO Supervisory Bodies; Provide technical advice on 2019 reporting	Conduct ILS Reporting workshops for tripartite partners; Provide technical advice on 2020 reporting	Provide technical advice on 2021 reporting	Provide technical advice on 2022 reporting	All submissions made including Recommendation, 2014 (No. 203) & Recommendation, 2017 (No. 205)	50,000.00	25,000.00

Outcome 2.3 Improved Labour Dispute Prevention and Resolution System										100,000.00	25,000.00
Outcome Indicator 2.3.1: Number of disputes resolved through use of information, consultation, mediation, arbitration and conciliation mechanisms.	Bi-annual report of MLREC Labour Market Services Directorate, DWCP Annual Report, OLC reports	OLC, IRA & LS;	OLC: #		Training on dispute resolution for arbitrators, labour inspectors, OSH inspectors, trade unions and employers : improve preventative/ awareness strategy for labour disputes	Training on dispute resolution for arbitrators, labour inspectors, OSH inspectors, trade unions and employers	Training on dispute resolution for arbitrators, labour inspectors, OSH inspectors, trade unions and employers	Training on dispute resolution for arbitrators, labour inspectors, OSH inspectors, trade unions and employers	Case backlog cleared	25,000.00	10,000.00
Outcome Indicator 2.3.2: A comprehensive information management system (IMS) on dispute resolution linking Labour Commissioners' Office, labour Inspectorate, OSH Inspectorate, Trade Unions and Employers Organizations operational and issuing the required reports	Bi-annual report of MLREC Labour Market Services Directorate, DWCP Annual Report	MLREC, OLC	IMS CMS Ver.*	Consulting with software developers including CCMA, Terms of Reference in consultation with OPM	Designing and testing of the new CMS : Training of Users	Deployment of the new CMS system	Expansion of CMS IMS, Improve database information system to capture key information	Generate report on usage	Labour Commissioners' Office, Labour Inspectorate, OSH Inspectorate, Trade Unions and Employers Organizations linked with IMS generating relevant reports	75,000.00	15,000.00
CP PRIORITY 3: PROMOTE SOCIAL JUSTICE AT WORK											
Outcome 3.1 Strengthened knowledge base, laws and policies to protect women and men from unacceptable forms of work											
Outcome Indicator 3.1.1: Number of new provisions integrated into laws, statutory instruments and policies to protect workers from unacceptable forms of work	Bi-annual report of MLREC Labour Market Services Directorate, DWCP Annual Report	MLREC, IRA and LMS	NMW Feasibility Report, Domestic Wage Order, PO24, Ratification(2017), NLMF and Action Plan, HIV/AIDS Code	Stakeholders training on mainstreaming gender in the National Employment Policy and implementation; Review and develop gender policies for employers and workers organisations; Train workers mainstreaming and gender-sensitive budgeting	Conduct research/census on wages in selected industries/sectors e.g retail and transport ; Conduct situational analysis on violence and harassment at work, Create awareness on gender equality Conventions, Stakeholder engagement Recommendation 200; Train EE Commissioners and staff members on how to facilitate greater access to employment for the designated groups. Promote NLMF for adoption	Conduct gap analysis of C188, C156, C158, C163 and C189; Implement young women leadership development programme at workplace, mainstreaming gender in collective bargaining, Train EE Commissioners and staff members on how to facilitate greater access to employment for the designated groups, Develop platforms for Diaspora Engagement on remittances investment	Implement young women leadership development programme at workplace, Develop manual for mainstreaming gender in collective bargaining, Train EE Commissioners and staff members on how to facilitate greater access to employment for the designated groups, Develop platforms for Diaspora Engagement on remittances investment	Develop a Women at Work Report	Proposed NMW discussed, Time Use Data Analysed, Updated NASCO, New JEG System for the public sector, Child Labour and TIP	1,500,000.00	25,000.00
Outcome Indicator 3.1.2: Number of tripartite positions on laws and policies that protect vulnerable workers from unacceptable forms of work adopted for policy advocacy	Bi-annual report of MLREC Labour Market Services Directorate, DWCP Annual Report	MLREC, NEF, NUNW and TUCNA	Domestic Wage Order PO24 Ratification(2017), Draft NLMF	Conduct assessment study on the introduction of a NMW	Conduct a Time-use Survey, Develop Code of conduct on violence and harassment at workplace, Develop NLMF Action Plan	Review & align a National HIV and AIDS Code to R200	Promote coverage of Labour Laws to key populations including workers in the informal economy, migrants and working children	Five(5) CBA signed CL Labour Action Plan; NLMF Adopted for implementation, HIV/AIDS Code reviewed(R200); Code of Conduct developed, Code on Violence and Harassment at Work		500,000.00	30,000.00
Outcome 3.2 Improved environment for safe work and workplace compliance											
Outcome Indicator 3.2.1: Number of laws, regulations, policies and strategies adopted to improve safe work and workplace compliance	National OSH Profile published on ILO & MLREC websites, National OSH policy approved	MLREC, NEF, NUNW	OSH Policy and Draft Profile, 2016	Validation and publication of OSH Profile, Validation of OSH Policy	Approval of OSH policy, promote and implement OSH Policy implementation plan, Develop National OSH Programme, Launch National OSH Programme, Implement OSH Programme/ OSH Policy	Update & align occupational disease list to ILO list	Report Occupational Diseases, Update Harzardous work list	National OSH Policy Adopted and implemented, Profile Published		150,000.00	40,000.00
Outcome Indicator 3.2.2: Occupational Disease classification framework updated in line with relevant international labour standards	Media releases, Documented Programme, OSH Act gazetted	MLREC, NEF, NUNW, TUCNA and other Stakeholders	None		Gap Analysis on C187, C152, C167, C176 & C184 ratification	Promote ratification of C152, C167, C176 & C184, C167	Promote ratification of C187, C152, C167, C176 & C184	Key OSH ILS ratified		75,000.00	15,000.00
Outcome 3.3: National social protection system coverage and benefits strengthened											
Outcome Indicator 3.3.1: Number of national social protection strategies, policies and legal frameworks to extend benefit coverage or enhance benefit adequacy developed with ILO technical assistance	Bi-annual report of MLREC Labour Market Services Directorate, DWCP Annual Report, SSA Reports	MLREC/ MOF, NRC, SSA, NUNW, TUCNA, NEF	2014 SPF Assessment Report; Draft NPF 2016, FESP	Develop and technical assistance memorandum of understanding, Provide technical support, Finalisation of NPF; Technical support the FESP	Provide technical support to finalisation of NPF, Support the expansion of the FESP to include social partners	Support adoption and operationalisation of NPF, Support the expansion of the FESP to include social partners	Support adoption and operationalisation of NPF, Support the expansion of the FESP to include social partners	NPF finalised with ILO technical support, Social Security Authority(SSA), Forum for Experts on Social Protection(FESP) & LAC Discuss Social Protection(inc. Social Partners)		500,000.00	125,000.00



MEMORANDUM OF UNDERSTANDING

BETWEEN

THE GOVERNMENT OF THE REPUBLIC OF NAMIBIA

AND

INTERNATIONAL LABOUR ORGANISATION

(Hereinafter jointly referred to as the "Parties" and individually as the "Party")

On the 2nd Decent Work Country Programme 2018-2023

A handwritten signature in black ink.

Two handwritten signatures in black ink, one above the other.

PREAMBLE

WHEREAS the ILO cooperates with its Member States in order to achieve the principles and objectives set forth in its Constitution as an International Labour Organisation;

EMANATING from the good relations between the Government of the Republic of Namibia and the International Labour Organization;

WHEREAS the ILO and the Government of the Republic of Namibia have signed the Revised Standard Agreement on technical assistance on 18 May 1969;

WHEREAS the 2nd Decent Work Country Programme (DWCP) continues support provided under the 1st DWCP from 2010-2014 and extended to 2017 which was signed between the Government of the Republic Of Namibia and the International Labour Organisation-Regional Office for Africa on 11 June 2010 in Geneva, Switzerland;

WHEREAS the Government of the Republic of Namibia, the Employers' and Workers' Organisations representing Employers and Workers in Namibia, and the International Labour Organisation(ILO), represented by the International Labour Office(referred collectively as the Parties), wish to continue to collaborate in order to promote and advance decent work in Namibia;

RECALLING Article 40 of the ILO Constitution, according to which the ILO shall enjoy in the territory of each of its Members such Privileges and Immunities as are necessary for the fulfilment of its purposes; and

FURTHER RECALLING Article 95 of the Namibian Constitution according to which Namibia shall actively promote and maintain membership of the International Labour Organization where possible, adherence to and action in accordance with the international Conventions and Recommendations of the ILO.

NOW THEREFORE the Parties re-affirm their commitment to collaborate in the implementation of the 2nd DWCP, 2018-2023 and record the terms under this MoU as follows:

Article 1

The Parties re-affirm their commitment to collaborate in the implementation of the 2nd DWCP, 2018-2023 prepared for this purpose and annexed to this memorandum with the following are agreed as priorities:

- i. Coordinate and promote employment creation opportunities;
- ii. Strengthen social dialogue and industrial relations; and
- iii. Promote social justice at work.

Article 2

The ILO will avail itself to provide technical support and assist in the mobilization of resources and to provide development cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing;

Article 3

In relation to DWCP and to any related activities of the ILO in Namibia, the Government will apply, to the Organization, its property, its officials and any person designated by the ILO to participate in ILO activities the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies and its Annex I relating to the ILO;

Article 4

- 4.1. This Memorandum of Understanding (MoU) shall enter into force effect from its signature by the authorised representatives of the Parties.
- 4.2. Subjects to the provisions of this Article, this MoU shall remain in force for a period of five (5) years, where after it may be renewed automatically for further periods of five (5) years.
- 4.3. Renewal terms may be negotiated by the Parties.
- 4.4. The Agreement may terminated at any time by either Party giving six (6) months prior written notice to the other Party through diplomatic channel of its intention to terminate this Agreement;

Article 5

Any and all activities to be undertaken under this Agreement in the territory of Namibia shall be governed by the laws of Namibia;

Article 6

This Memorandum of Understanding (MoU) may be modified by written agreement between the Parties;

Article 7

Nothing in or relating to this MoU shall be construed as constituting a waiver of the Privileges and Immunities enjoyed by the ILO;

Article 8

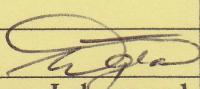
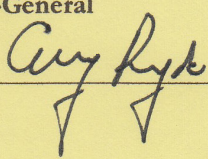
In the event that the terms contained in the DWCP document are incompatible with any of the provisions of this, then the latter shall govern and prevail;

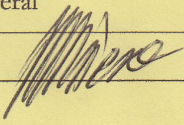
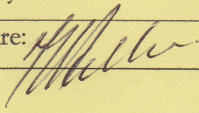
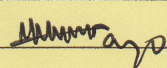
Article 9

The original of the MoU has been written and signed in English. If this MoU is translated into any other language, the English version shall govern and prevail;

IN WITNESS WHEREOF the undersigned, being duly authorised thereto by their respective Representatives, have signed and sealed this Agreement in five (5) original texts in English language, each Party retaining one originally signed version in each language. Both text being equally authentic.

Done at.....WINDHOEK..... on this...07TH.....day ofJULY.....2018

For and on behalf of the Government of the Republic of Namibia	For and on behalf of the International Labour Office
Signature:	Signature:
Honourable Erkki Nghimtina 	Mr. Guy Ryder
Minister of Industrial Relations, Labour and Employment Creation	Director-General 

National Union of Namibian Workers (NUNW) as represented by:	Namibian Employers Federation (NEF) as represented by:	Trade Union Congress of Namibia (TUCNA) as represented by
Mr. Job Muniaro	Mr. Tim Parkhouse	Mr. Paulus Hango
Secretary General	Secretary General	President
Signature: 	Signature: 	Signature: 

CR
E31

