

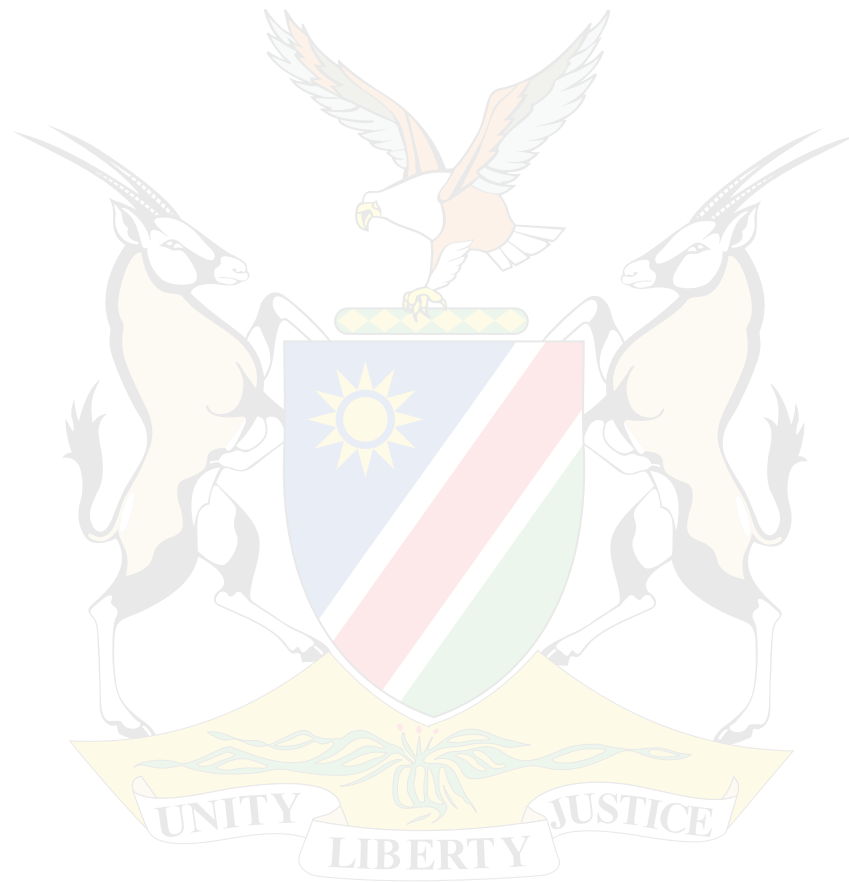


REPUBLIC OF NAMIBIA

NATIONAL LABOUR MIGRATION POLICY

DRAFT IMPLEMENTATION PLAN

November 2017



Acronyms And Abbreviations

AU	African Union
BLAs	Bilateral Labour Agreements
BoN	Bank of Namibia
EEC	Employment Equity Commission
IMS	Information Management System
LMIS	Labour Market Information System
MAWF	Ministry of Agriculture, Water and Forestry
MGECW	Ministry of Gender Equality and Child Welfare
MHAI	Ministry of Home Affairs and Immigration
MIRCO	Ministry of International Relations and Cooperation
MHETI	Ministry of Higher Education, Training and Innovation
MITSMED	Ministry of Industrialisation, Trade and SME Development
MLIREC	Ministry of Labour, Industrial Relations and Employment Creation
MoEAC	Ministry of Education, Arts and Culture

Acronyms And Abbreviations

MoF	Ministry of Finance
MoHSS	Ministry of Health and Social Services
MoJ	Ministry of Justice
MSS	Ministry of Safety and Security
MWT	Ministry of Works and Transport
NPC	National Planning Commission
NSA	Namibia Statistics Agency
OMAs	Offices, Ministries and Agencies
OPM	Office of the Prime Minister
PEAs	Private Employment Agencies
SADC	Southern Africa Development Community
SSC	Social Security Commission
TVET	Technical and Vocational Education and Training
VOTs	Victims of Trafficking

NATIONAL LABOUR MIGRATION POLICY - DRAFT IMPLEMENTATION

Objective	Strategies	Key Activities	Output	Key Performance Indicator	Baseline	Time Frame And Targets					Budget N\$	Responsible Institutions
						Y1	Y2	Y3	Y4	Y5		
1. To develop labour migration system that benefits optimally from the developmental impact of migration to and migration from Namibia	Strengthen labour inspection at workplaces to ensure compliance with work permit skills imparting obligations and with other relevant laws	Conduct workplace inspections at workplaces to ensure compliance with work permit	Inspection conducted and reports produced	Number of Inspecting reports produced	0	1	1	1	1	1	500 000.00	MHAI
	Explore unique work opportunities for skilled Namiban migrants abroad through circular migration. This should be linked to ensuring sufficient protection of these workers at pre-departure, while they are abroad, and upon return.	Conduct workplace inspection/ verification to ensure compliance with the Affirmative Action Act (Act 29 of 1998)	Inspection conducted and reports produced	% of relevant employers compliant with the exemption condition	0%	100%	100%	100%	100%	100%	500 000.00	MLIREC, Unions and Employers Organization
		Develop and implement binding/ enforceable Bilateral Labour Agreements (BLA's) addressing labour migration needs.	BLA's developed and implemented.	No of BLA's Signed	0	2	2	2	2	2	100 000.00	MLIREC(lead), O.M.As, Trade Unions, Employers and Civic Organizations

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	Integrate remittances in economic, social and migration frameworks in Namibia	Document the flow of remittances	Annual flow of remittances documented.	No. of report produced	0	1	1	1	1	1	100 000.00	BoN, MoF
		Provide and promote incentives to the productive investment of remittances in Namibia	Increased investments by diaspora to promote economic development	% increase in investment by diaspora	0	5%	5%	5%	5%	5%	500 000.00	BoN, MITSMED, MoF
		Provide information to Namibia diaspora on local investment opportunities	Increased capital inflow from diaspora	% increase in Capital inflow from the diaspora	0	2%	5%	10%	15%	20%	500 000.00	MITSMED, BoN
	Develop a dedicated communication plan or strategy, supported by the establishment of an Information Management Systems(IMS)	Establish a Unit on labour migration	Labour migration unit established	% of progress made toward the establishment of the labour	0	20%	50%	100%			300 000.00	MLIREC, NSA

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	Benchmark the implementation of the labour migration policy against international, AU and SADC instruments and programmes	Undertake study tours and implement recommendations	Study tour report produced and recommendations implemented	Number of study tour conducted	0	2	2	2	2	2	500 000.00	MLIREC, MHAI, OPM, Employers and Unions
	Explore unique work opportunities for skilled Namibian migrants abroad and labour immigrant through circular migration. This should be linked to ensuring sufficient protection of the workers at pre-departure, while they are abroad and upon return	Implement Circular Migration program	Knowledge and skills gained	No. of circular migration program conducted	0				1		500 000.00	MLIREC, MHAI, MoF

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2. To ensure effective border control, and sound management of migration flows, including the eradication of human trafficking, smuggling, child labour and irregular migration	Improve and manage a dedicated Cross-border Migration Management System	Strengthen boarder control	Control measure in place	% of progress made towards the Cross-border Migration Management System	75%	95%	100%				500 000.00	MHAI
	Address the wide-spread problem of foreign labour migrants changing their status in the labour market and those that are starting their own business, after arrival in Namibia	Amend the immigration Control Act	Immigration control act ammended	% of progress made towards amendment of the law	50%	70%	100%				100 000.00	MHAI(lead), MLIREC, MSS, MoJ
		Enforce the Immigration Control Act	Compliance achieved	% of compliance cases	80%	100%	100%	100%	100%	100%	100 000.00	MHAI(lead), MLIREC, MSS, MoJ
	Streamline the work permit process by ensuring permanent and full-time members of the Immigration Selection Board;	Amend the immigration Control Act	Permenant and full-time members of the Immigration Selection Board Established	% of progress made towards amendment of the Immigration Control Act	50%	70%	100%				0	MHAI, MoJ

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3. To have an informed well-regulated legal mandate and dedicated policy context, which are appropriately aligned to relevant international and regional standards	Adopt a proper legal/regulatory framework informing the implementation of this policy	Review relevant Legislations and Policies such as Labour Act No 11 of 2007, Immigration Control Act No 7 of 1993, Public Service Act No 13 of 1995, Social Security Act No 34 of 1994, Employment Policy			1	2	0	2	0	2	100 000.00	NPC, OPM, MHAI, MoEAC, MLIREC, SSC, NSA, MIRCO, MoHSS, MAWF, MWT
4. To employ immigrant labour to provide and transfer critical skills, in the absence of available human resources	Enforce understudy and skills impartation obligations, supported by an appropriate legal mandate. Amend the relevant legislation to deal with the shortcomings pertaining to understudy programmes	Review Affirmative Actions reports in line with the provision section 19(3) & (4) of the Affirmative Action Act (Act 29 of 1998)	All non-Namibian employees employed by relevant employers understudied	Number of Namibian understudies gleaned from the reviewed affirmative action reports	1550	1450	1400	1100	800	600	200 000.00	MLIREC(EEC), OPM

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

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

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9. To ensure the collection, analysis and dissemination of reliable labour migration statistics	Address labour migration data shortcomings through enhanced data collection, analysis and availability	Regularly update data on granted work permit/visa	Labour immigrants data updated	No. of granted work permits to migrants	80%	100%					500 000.00	MHAI
		Conduct regular skills audit surveys	Updated information on skills shortage in the country	No. of report produced	2		1			1	15 000 000	MLIREC & NSA
		Inclusion of labour migration indicators in all surveys such as labour force survey	Labour migration data collected	No. of report produced	1	1	1	1	1	1	0	MLIREC & NSA
		Update the development of the Labour Market Information System(LMIS) quarterly	LMIS Updated	No. of times the LMIS is updated	0	4	4	4	4	4	300 000.00	MLIREC & NSA
10. To improve the skills of Namibians to bridge the skills gap in the country through training (including internship and apprenticeship) and projection of demand and supply of human resources	Review the Human Resources Development Plan and the Standard Classification of Occupation to better understand and skills competencies in the Namibia labour market	Update the National Human Resource Development Model	National Human resources development Model updated	No. of updates made	1	1	1	1	1	1	500 000.00	OPM, NPC, MLIREC, MHETI, Unions and Employers Organizations
		Update Namibia Standard Classification of Occupation book and create a database of needed scarce skills	Namibia Standard Classification of Occupation book updated	% of progress made towards the updating of the Namibia Standard Clasification of Occupation	0	50%	100%				300 000.00	MLIREC, OPM, NSA, Unions and Employers Organizations

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	Enhance skills development, training and human resource management in Namibia, by reforming the education sector (including TVET)	Review school curriculum	Curriculum reviewed	% of progress made towards the reviewing of the curriculum	0	50%	100%				2 900 000.00	MoEAC
	Harmonize the qualifications and standardised evaluation framework for foreign qualification within the SADC and AU context	Harmonization of qualifications	Qualifications Harmonized	% of progress made towards harmonization of qualifications	0	30%	50%	75%	100%		800 000.00	MoEAC
Monitoring and Evaluation	Monitor and evaluate the implementation of the Policy	Conduct monitoring and evaluation (M&E) the implementation of the Policy	M&E reports compiled	Number of M&E reports produced	2	2	2	2	2	2	200 000.00	MLIREC, NPC





