

MEASURING QUALITY OF EMPLOYMENT

6-8 NOVEMBER, 2019

KINGDOM OF
ESWATINI

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Presentation Outline

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Introduction

- The Kingdom of Eswatini is a small landlocked country between South Africa and Mozambique.
- The population of Eswatini is young with 56% below the age of 25 years.
- Over 70% live in rural areas
- LFS is done after three years, EWS annually (MoLSS) while other labour statistics are collected by the Central Statistics Office and other stakeholders collated by MoLSS

Cont.

- The Kingdom of Eswatini has just developed a Labour Market Information System (LMIS) as a means of having timely, accurate, valid, reliable and comparable statistics
- The System was launched in August 2019

Country at Glance

Population	1.1 million
Youth (15-35 years)	37.4%
Working age Population	64.5%
Labour Force	51%
Out of Labour Force	49%
Unemployed	23%
Time related underemployment	8%
Poverty Rate	58.9%
GDP	59,118 million
Inflation Rate	5%

Job Security

		2013	2016
Decent work time	Excessive hours (more than 48 hours per week	43%	31.9%
	Part-time employment rate	20%	8%
	Written contracts	58%	67%
Stability and security of work	Precarious employment rate	14%	9.1%
	Proportion of Employees with social security Union density		51.7%
			23.9%

Adequate minimum wages and fair remuneration

			2013	2016
Adequate earnings and productive work	Low Pay rate (2/3 of median monthly earnings)		43%	25%
	Median monthly earnings in selected occupations	Management and professionals Technical and Clerical workers Plant operators Elementary occupations Skilled agricultural workers All Workers Youth (15-24)	E6 500 E4 000 E2 400 E1 000 E800 E1 600 E750	E7 500 E3 800 E2 200 E1 500 E1 200 E2 125 E1 200
	Median hourly earnings of employees	Male Female		E42 E45

The protection and promotion of health and well-being of employees

- The country enacted an OSH Act in 2001 which regulates and promotes safety health and well being of employees.
- This act creates bipartite structures that take care of safety health & welfare in workplaces.
- System of inspection that ensures compliance and advisory services
- Promotional training activities and continuously developing legislations and policies relating to occupational health

Labour inspectors, 2010, 2014 and 2016

	2010	2014	2016
Number of labour inspectors	5	5	5
Number of employed	193 556	212 131	288 044
Inspectors per 10 000 employed	0.26	0.24	0.17

Occupational injury and fatal, 2014

	2 014
Number of fatal injuries	12
Number of employed	212 131
Fatal injuries per 100 000 employed	5.7

Skills improvement

- The country enacted an IVT Act in 1982 which established a Directorate of Industrial & Vocational Training; that administers an apprenticeship and trade testing
- This is done in continuous consultation with stakeholders (companies, training institutions and Government)
- The work is governed by the Industrial and Vocational Training which is formulated by industry & workers union
- The panel testing members consist of stakeholders

Achievements of DIVT as at 2015

- 72 Routine and follow up inspections were carried
- 16 Apprentices qualified to be skilled artisans
- 83 artisans were tested and 65 artisans passed Grade 1 skills assessment test
- 138 artisans were tested and 106 passed the Grade two skills assessment test

National Legislation, Policies, Plans and Programmes for job promotion

- Statistics Act
- Employment Policy and Act
- Youth Policy
- National SMME Development Policy
- National Development Strategy (Vision 2022)
- Poverty Reduction Strategy
- Eswatini Human Development Index
- Decent Work Country Programme

National Legislation, Policies, Plans and Programmes

- Local Economic Development Programmes
- Youth Enterprise Fund Programme
- Kickstart Programme
- Rural Development Fund
- Inhlanyelo Fund
- SMME Loan Guarantee Scheme
- Export Guarantee Scheme

National Legislation, Policies, Plans and Programmes

- Graduates Enterprise Programme
- Junior Achievement
- ENACTUS programme
- Scholarship fund for skills
- Royal Science and Technology Park Incubation Centre

National Structures and Institutional arrangements

- Ministry of Commerce, Education and Training, Youth, Labour, Housing (Local Authorities)
- Workers Federations and Federation of Employers
- Demographic Unit, National Household Survey, National Accounts, Labour Statistics, Agricultural statistics
- Institutional Agreements

Role of Social Partners

- International Partners – such as UNDP conducting research in youth employment and offering funding for programmes to promote innovation and youth entrepreneurship. Put in place an Innovation Association of Eswatini
- Programmes such as JA and Enactus – training in entrepreneurship and business management for in-school youth
- Local Authorities – have put in place local economic development programmes for job creation and poverty alleviation

Role of Social Partners

- Youth Chamber of Commerce and Industry – Assists youth with networking, informing policy, training, linking youth with business opportunities in and out of the country, advocacy
- Private sector – Breweries – availing grant funding for business (Kickstart). Some private sector players providing mentorship, internships and job shadowing to youth

Role of Social Partners

- NGOs such as the Imbali foundation and Technoserve provide programmes for youth employment/ entrepreneurship
- Media – information dissemination
- Workers – play major part in employment creation as part of tripartite structures agreements ie AGOA, EPA, also have the biggest SACCOS (Cooperatives)

Challenges in implementing legislation, policies, plans & programmes

- Incomplete and irregular data to inform the policies for employment creation and promotion
- Lack of proper coordination of stakeholders which is partly brought about by the fact that employment is a crosscutting issue
- Inadequate funding for these programmes
- Improper crafting of policies and programmes (lack of a proper action plan with M&E)

Recommended techniques/skills to promote youth employment creation

- Internships and job shadowing be part of all school and tertiary programmes for experience
- Strengthening career guidance in schools
- Putting in place comprehensive programme to promote youth entrepreneurship
- Development of an Employment Policy.

Thank you for
your attention