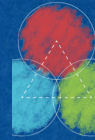


**M**ost Workers and Employers together with Companies' human resource officers in Malawi are not really conversant with provisions of the country labour laws; Government labour officers and inspectors too, experience some application and interpretation challenges while using the labour Acts as their work reference materials; and College students studying industrial relations as a course elsewhere need useful reference text books on labour legislation, for example, to understand and analyse how, and to what extent are the labour relations regulated in Malawi. This book, *A Summary of Labour Legislation in Malawi*, has been written to target these groups of potential readers.

The book provides the much required information from contents of all the Malawian labour legislative Acts through use of summarized and user-friendly approaches in explaining and outlining all key provisions of the Acts. Some of the book potential readers (especially those without formal training or legal background in law) find difficulties to use the laws in their original versions because they are written in legal language with some, being bulky hence the need for this simplified book. In addition, the book is unique for them as it contains boxes with thorough and clear explanations of some frequently used but problematic provisions from the labour Acts. For instance, Box 6 contains the explained process of staging a legal strike/lockout; Boxes 12 & 13 contain calculations with illustrated examples for, and procedures followed to process, workers compensation amounts; whereas illustrated examples to understand the assessments and calculations of the pension opening balances, the severance due entitlements, are contained in box 14.

The book author, Kalani Mbeye Malema, is an experienced labour inspector and researcher currently working in the Malawi -Ministry of labour. He holds a Masters Degree (with focus in Industrial Relations) from the University of Malawi. The author's extensive work experiences of more than ten years in the work of settling labour/industrial disputes and of conducting labour inspections in various workplaces in the country has enabled him to know various challenges faced by employers and employees hence his writing of this book as part solution to their challenges.



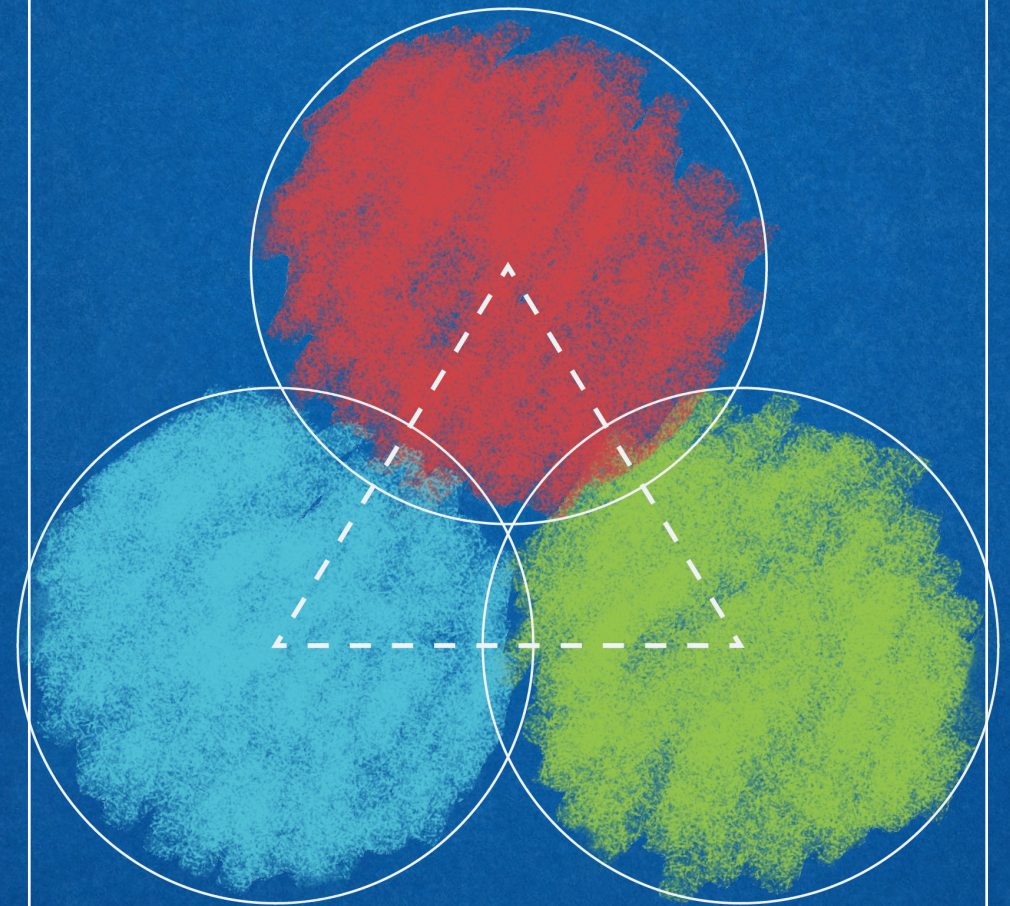
A Summary of Labour  
Legislation in Malawi

-1st Edition-

Kalani Mbeye Malema

# A Summary of Labour Legislation in Malawi

-1st Edition-



Kalani Mbeye Malema