

2.5. LABOUR AND EMPLOYMENT

This section first defines labour force and describes the employment rate; types of labour available; sectoral distribution of labour and the employment structure by occupation and industry in respect to Rumphi district. Secondly, the section describes wages and wage ranges for each sector; minimum wage; working hours and number of organized labour unions followed by other minimum conditions of employment. Finally, the section reports on some of the core activities performed by the district labour office during the five year period from 2008 to 2012.

2.5.1 Labour force

Labour force is defined as the total number of all the employed and the unemployed individuals from within the ages of 15 years to 70 years. The employed individuals could either be skilled / professional or unskilled / labourers or expatriates. The unemployed individuals are usually those jobless individuals with potentials to be employed and are actively looking for employment.

According to the 2008 Population and Housing Census by NSO, there are 89,615 people aged between 14 years and 70 years representing 52 % of 172,034, the whole total population in Rumphi. This figure (89,615) constitutes the ideal labour force for Rumphi district. Of these 89,615, 45 % are males and 55 % are females. The age category of 15-70 years is used to determine labour force because 14 years and 70 years are the minimum and maximum employment ages in Malawi according to the labour laws in force. The use of the phrase “ideal labour force” is appropriate because some of the unemployed people aged within the age range of 15-70 years may not be actively looking for employment because of various reasons such as being still in schools, illhealth / illness, mental disorders etc. Note that it is the condition of being an active job seeker that fully defines the term labour force on part of the unemployed individuals.

Table 2. 5.1.1 The District Ideal Labour Force

	Total District Population			Ideal Labour Force		
	M	F	Total	M	F	Total
N	84,297	87,737	172,034	40,327	49,288	89,615
%	49	51	100	45	55	52

Source: Adapted from NSO 2008 Population and Housing Census report.

2.5.1.2 Estimated Size of Rumphi District Labour Force

The District Council through Labour Office has the responsibility to analyse and determine the volume of labour force (distribution of the employed and unemployed workforce) from various workplace establishments in the district through the process of registering workplace establishments, the working statistics and job seekers.

As of August 2013, the distribution of labour force in Rumphi district by industry; sector i.e. public & private; category i.e. civil service (CS) or statutory corporations (SC) or formal or informal and by sex as well as by skill was as detailed in the table 2.5.1.2 below.

Table 2.5.1.2 Distribution of Labour Force (Employed) by Industry, Sector/category and Sex

Industry	Sector	Category	Employed				Skilled/ Profess.	Unskilled/ Labourer	Expatriate
			M	F	Total	%			
Education & Vocational Training	Public	Formal-CS	938	548	1486	55	1422	63	1
		Formal-SC	-	-	-	-	-	-	-
	Private	Formal	114	44	154	16	134	16	4
		Informal	104	66	170	2	0	170	0
Agriculture & Forestry	Public	Formal-CS	242	31	273	10	241	30	2
		Formal-SC	59	13	72	46	18	54	0
	Private	Formal	50	13	63	7	49	14	0
		Informal	4501	3684	8185	73	1020	7165	0
Construction, Manufacturing & Mining	Public	Formal-CS	4	0	4	.15	4	0	0
		Formal-SC	0	0	0	0	0	0	0
	Private	Formal	335	115	450	48	390	56	4
		Informal	84	12	96	1	96	0	0
Wholesale & Retail Trading	Public	Formal-CS	1	1	2	.07	2	0	0
		Formal-SC	0	0	0	0	0	0	0
	Private	Formal	72	20	92	10	88	4	0
		Informal	560	680	1240	11	1020	220	0
Hotels & Restaurants	Public	Formal-CS	5	1	6	.2	6	0	0
		Formal-SC	14	0	14	9	8	6	0
	Private	Formal	33	17	50	5	40	7	3
		Informal	84	146	230	2	210	20	0
Transport & Telecommunications	Public	Formal-CS	4	0	4	.1	4	0	0
		Formal-SC	11	0	11	7	8	2	1
	Private	Formal	0	1	1	.1	1	0	0
		Informal	192	124	316	3	316	0	0
Health, Water & Sanitation	Public	Formal-CS	478	214	692	26	668	24	0
		Formal-SC	14	6	20	13	20	0	0
	Private	Formal	22	13	35	4	30	5	0
		Informal	16	48	64	1	64	0	0
Security, Social & Community Services	Public	Formal-CS	176	45	221	8	220	0	1
		Formal-SC	39	2	41	26	41	0	0
	Private	Formal	19	14	33	4	33	0	0
		Informal	106	98	204	2	48	156	0
Banking & Financial Institutions	Public	Formal-CS	0	0	0	0	0	0	0
		Formal-SC	0	0	0	0	0	0	0
	Private	Formal	40	9	49	5	49	0	0
		Informal	9	3	12	.1	12	0	0
Others	Public	Formal-CS	6	1	7	.3	7	0	0
		Formal-SC	-	-	-	-	-	-	-
	Private	Formal	5	1	6	1	6	0	0
		Informal	407	346	753	7	704	49	0
Totals	Public	Formal-CS	1854	841	2695	18	2574	117	4
		Formal-SC	137	21	158	1	95	63	1
	Private	Formal	690	247	937	6	820	102	11
		Informal-	2681	1109	3790	25	3489	282	20
Grand Totals			8744	6316	15060	100	6979	8061	20

Source: District Labour Office

Table 2.5.1.2 indicates a total of 2,695 public civil servants working in the district representing 18 % of the total employed labour force of 15,060; indicates a total of 3,790 total formal sector employees from both the public and private sectors representing 25 % of the total employed labour force and finally, the table indicates a total of 11,270 total informal sector employees representing 75 % of the total employed labour force.

From the total ideal labour force of 89,615, we can see that a total of 74,555 individuals constitute the unemployed component of labour force in Rumphi district representing 83 % unemployment assuming every individual out of the unemployed group was actively looking for employment.

By comparing the total employed labour force of 15,060 to that of the total ideal labour force of 89,615, the following statements are therefore drawn:

- The employed labour force of 15,060 gives the district employment rate of 17 % far much lower than the unemployment rate that stands at 83 %. The employment rate of 17 % means that 17 people for every 100 individuals in the age range of 15-70 years are employed and working in Rumphi district. Hence the ratio 17:100 is the employment -to- population ratio for Rumphi district that is on the lower part as compared to the Millenium Development Goal (MDG) on the employment agenda that requires 86 individuals for every 100 people to be employed.
- Furthermore, there are more employed males than females in both the public and private sectors. The formal sector is small in Rumphi as compared to the informal sector i.e the overall informal sector employment is high, 75 %, as compared to the formal sector employment, which is only 25 %.
- In addition, the greatest employment in the informal sector as compared to the formal sector indicates the availability of many low quality jobs in the district. This seems to be true because greater numbers of employees from the informal sector are those on the seasonal or self employment or casual labour employment in the district. The higher figures of unskilled workers, 7,780, as compared to the smaller figures of skilled/professional workers, 3,490, in the informal sector coupled with the fact that more informal employees are from the agriculture sector / industry, 73 %, where more seasonal or casual / unskilled workers are engaged supports this assertion.
- The district has all the types of labour available. As shown in the table, almost every employee in the public and private formal sectors is a skilled/ professional worker and there are more unskilled workers in the private informal sector, 7,780. Finally, a total of 20 employees are expatriates who are usually the people coming from abroad, in most cases, to come and work in some sectors in the district on short contract form of employment or on volunteer basis as experts to impart their expertise to the local employees in their course of work.
- The unemployment rate which is 83 % is expected to increase in the next coming years because of the continued new entrants to the labour market annually as a result of those exiting school education at various levels i.e. from secondary level or tertiary level into the labour market looking for employment opportunities unless the district embarks at the mobilization of those economical activities with potential to create more jobs.
- The Agriculture & Forestry industry is an industry with greatest number of workforce in the district with an overall average of 34 % employment followed by the Education & Vocational sector with an overall average of 18 % employment. Whereas the Banking & Financial Institutions industry with an overall average of 1 % employment is an industry with the least number of employees. This highlights that Agriculture still remains the major industry/sector of employment for most job seekers in the district. It further means that the district has to promote or rather support more investments in the agriculture sector if the district council is to perform in the area of job creation.

2.5.2 Conditions of Employment

2.5.2.1 Minimum Wage

For the private sector, according to the Malawi Gazette supplement of 1st June 2012 as Government Notice No. 16, the Minimum wage rate is Mk317.00 per work day including housing allowance which translates to a monthly minimum basic wage of Mk9, 510.00. This means that every employed person in Rumphi district should receive a monthly basic pay of not less than Mk9, 510.00 as from July 2012 onwards.

However, in many cases in Rumphi district, the actual pay is even less than the minimum wage, since most workers are subsistence farmers, *alimi*, or they work in the informal sector with a lot of challenges to be easily regulated by government district labour inspectors. For instance, according to labour inspection reports filed at Rumphi labour office, the lowest paid employees in the informal business sectors across Rumphi Boma as well as in some trading centres in the district such as Bolero, Hewe, Mwazisi, Mhuju and Phwezi earned less than Mk4, 500.00 per month as at June 2013.

Nevertheless, there is also notable evidence that some formal firms too, pay less than minimum wages. For example, records at Rumphi labour office show that the lowest paid employed coal mine Sorters and Trenchers at the Coal Mining companies of Mchenga and Kaziwiziwi were getting a monthly basic pay of Mk8, 692.00 as at February 2013.

For the public sector, according to the Civil Service Revised Salaries circular dated 1st July 2013, the lowest paid civil servant graded R gets the monthly basic salary of Mk30,450.00 and the highest paid civil servant graded E in Rumphi district gets the monthly basic salary of Mk352,920.00. This gives the public sector monthly wage range of Mk322, 460.00.

Furthermore, in both private and public sector, there are large wage differences across sectors. For example, employees in agriculture, forestry and construction earn on average less than what employees in banks and other financial institutions at the Boma do. Generally, wages are currently better in the public sector as compared to the private sector on average.

2.5.2.2 Working Hours

The Legal requirement for maximum normal working hours is 48 hours per week, that is, 8 hours per working day. However, workers can work overtime for overtime wages. This means that every employed worker in Rumphi district may be allowed to work for more than forty-eight hours per day provided that any hours worked in excess of 48 hours shall be treated as overtime and paid at acceptable set legal rates for each overtime wage categories indicated below.

There are three classes of Overtime hours that can be worked according to the Employment Act Cap. 55:01 and each class has its corresponding overtime payment rate. The three Overtime classes are as follows: (1) **Ordinary Overtime**. This is time worked by an employed worker on a working day but in excess of the hours normally worked. For instance, the 9th hour worked per day should be treated as overtime worked hour. A worker should be paid at the hourly rate of not less than 1 & 1/2 (one and half) his / her normal hourly wage rate for one worked hour of ordinary overtime hours; (2) **Day-off Overtime**. This is time worked by an employed worker on a day on which the worker would otherwise be off duty. A worker should be paid at the hourly rate of not less than twice his / her wage for one worked hour of a day-off overtime hours. (3) **Holiday Overtime**. This is time worked by an employed worker on a public holiday. A worker should be paid at an hourly rate of not less than twice his/her normal hourly wage rate for one worked hour of holiday overtime.

The above overtime rates apply to every employed worker except the Guard who when works in excess of forty-eight hours should have his/her overtime worked hour paid at the rate of fifty (50%) percent of the Guard's basic pay.

It is a requirement according to the Employment Act that every employed worker should be given at least one working day of rest in each week of 7 days. This means an employee should work for a maximum of six days during the week. The declared weekly rest day should be the day to be agreed upon between the employer and the employee. It could be Sunday, or Saturday, or Wednesday or any other day of the week.

In Rumphi district, according to labour inspection reports filed at Rumphi labour office, most workers in the Agriculture/farming, Trading/business, Construction, forestry, fishing, Manufacturing/bakery and domestic/household sectors work for more than 48 hours per week (i.e. more than 8 hours per day) and also for more than 6 days in a week. While some of them are paid overtime wages for their worked overtime hours as is the case with Coal mining workers at Mchenga and Kaziwiziwi mining companies, records from labour inspection reports indicate that almost 75 % of the domestic/household employed workers as well as 75 % of the numerous Tuckshops / Groceries working employees around Rumphi Boma do not get overtime payments despite their working for overtime hours. Only less than 25 % of such workers are at times paid overtime wages that still are not computed correctly according to the above specified overtime payment rates. This remains a big challenge for the Council to check/enforce whether compliance to the government regulations on working & overtime hours are effectively and efficiently done or not, particularly at domestic/household employment level.

2.5.2.3 Number of Organised Labour Unions

A Labour or a trade union is an organisation of workers that have come together to achieve common goals such as fighting for better working conditions and bargaining for their improved wages/salaries. The formation of such organizations and their work activities in workplaces are required according to labour laws in Malawi.

The current state of labour / trade unions has not been that vibrant in Rumphi district. The Rumphi organized and operational unions, except the BCCEWU at Mchenga Coal Mines Ltd, have been silent and usually fail to fight for employees' rights.

Furthermore, despite having been granted the freedom to associate, to form and join trade / labour unions and not to be discriminated against on account of trade/labour union membership, there are still very little trade union activities on the ground in Rumphi district.

Currently, there are only 7 organised and registered labour unions in Rumphi out of the total 22 registered trade unions, by the Ministry of Labour, in Malawi according to information maintained by MCTU. All these seven trade unions are affiliates of the Malawi Congress of Trade Unions (MCTU) which is the Malawi's 1st national mother trade union of the two. The 2nd one is Congress of Malawi Trade Unions (COMATU). Tables 2.5.2.3 shows names of all the six trade unions in Rumphi.

Table 2.5.2.3 : List of Organised Trade / Labour Unions in Rumphi District.

No	Name of the Union	Address & email	Contact person (s)
1.	Building, Construction & Civil Engineering Allied Workers Union of Malawi (BCCEAWUM).	C/O MCTU, Box 5094, Limbe. E-mail: johnmwafulirwa@yahoo.com	John Mwafulirwa Cell: 0888 146 186
2.	Civil Servants Trade Union (CSTU)	Private Bag B476, Lilongwe E-Mail: cstu@malawi.net , pekalichero@yahoo.co.uk	Pontius Kalichero Cell: 0888 873 745
3.	Commercial and Industrial Allied Workers Union of Malawi (CIAWUM).	C/O MCTU, Box 5094, Limbe. E-mail: mareydzinyemba@yahoo.co	Ms Mary Dzinyemba Cell : 09 559 170

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4.	ESCOM Staff Union,	Box 2047, Blantyre E-mail: walessoko@yahoo.com , kondwani.kazembe@gmail.com	Kondwani Kazembe Cell: 0999413490
5.	Teachers Union of Malawi (TUM)	P/Bag 11, Lilongwe E-mail: tum@sdp.org.mw	Dennis Kalekeni Cell : 0888 852 058/0999 100013 or Chauluka Muwake Cell: 0999 923 897
6.	Tobacco Tenants and Allied Workers Union of Malawi (TTAWUM).	Box 477 Nkhotakota. E-mail: totawum@malawi.net , raphaelsandramu@yahoo.com	Raphael Sandram Cell : 0888 310 818
7.	Communications Workers Union (CWUM).	Private Bag 186 Blantyre E-mail: cowuma@yahoo.co.uk , delezah@gmail.com	Robert Mkwezalamba Cell: 0999 950 524/0888 871 871 or Deputy: H. Deleza: 0888878200

2.5.2.4 Other Conditions of Employment

Apart from minimum wages and working hours, there are other minimum conditions of employment that are also provided for in the Malawian labour laws. These too are labour rights to be enjoyed by all Malawian workers and indeed the employed and working people in Rumphi district.

Annual leave: Every employee shall be entitled to a period of annual leave with full pay. An employed worker working for six days in a week should enjoy 18 working days leave per annum with full pay. An employed worker working for five days in a week should enjoy 15 working days leave per annum with full pay. Depending upon agreement between Employer and Employee, Annual leave days for the employee may be bought by the employer.

Sick leave: An employee who has worked for at least 12 months continuously for the same employer is entitled to sick leave with pay of some amount for maximum of twelve weeks. This should be on condition that a suffering employee produces a signed medical report. For instance, first, a suffering employee is entitled to 4 weeks sick leave on full pay; second, a suffering employee is entitled to 8 more weeks sick leave on half pay. These two circumstances should be the case during each year of suffering by the employee and finally, a suffering employee for more than 12 months continuously is either terminated on medical grounds or remains in the employment without pay upon the discretion by the employer.

Maternity leave: Every female employee is entitled to at least eight weeks maternity leave on full pay within a period of every three years. This means that a female employee who falls on maternity leave for the second time but within a period of 3 years shall either be granted maternity leave on no pay or be replaced based on her employer's discretion. A female employee on normal maternity leave should be entitled to all benefits during maternity leave; have the right to return for work after maternity leave; have the right not to be dismissed for being pregnant; be granted with additional leave in case of pregnancy related illness; have her maternity leave enjoyed whether she is a temporary or permanent employee.

Workers Compensation: Every employed worker, except those of casual nature, is entitled to compensation if he / she gets injured or contracts diseases whilst in the course of his / her duties. This is a requirement according to Workers Compensation Act of 2000.

Pension Benefits: According to the Pension Act of 2011, all employers and employees in Rumphi including employees on contract employment as well as employees on probation and temporary basis are entitled to minimum monthly pension contributions and to pension benefits thereafter. The pension Act / law of 2011 excludes the following groups of workers and employers: (1) all employers with less than five employees each receiving less than MK10, 000 per month and must have not been running any pension / gratuity scheme prior to commencement of this pension law, on 1st June, 2011; (2) employees with less than three (3) years to retirement; (3) domestic Workers; (4) tenants; (5) seasonal workers; (6) members of Parliament (MPs); (7) and expatriate employees with valid temporary employment permit.

For the monthly pension contributions, the Employer pays a minimum of **10 %** of employee's monthly basic earnings whereas the Employee pays a minimum of **5 %**. The following are the conditions under which pension fund benefits are payable: (1) when an employee has reached retirement age as agreed by one's employer provided it is within the Act's age range of 50 to 70 years; (2) when a member retires on the basis of years of service which is at 20 years; (3) when the employee is incapacitated as certified by a Malawian registered medical practitioner (this is retirement on medical grounds); (4) when the employee has decided to leave Malawi permanently in which case, **40 %** of the accumulated pension amount becomes payable on the grant of the application and the balance of **60 %** to be payable after twelve (12) months from the date of the first payment once the trustee is satisfied that the employee has indeed left Malawi permanently; (5) when the employee has permanently left the service of employer and that six months have elapsed from the date of employment termination during when the terminated or resigned employee fails to secure employment with another employer in which case only employee's accumulated pension contributions are payable; (6) and finally, when the Registrar has given permission for the payment of one's terminal benefits.

Fundamental principles of employment: First, every employee must not be subjected to **forced labour**. Specifically, no person shall be forced to work without pay; shall be made to work against his/her will or by use of threats and that any person who forces another person to work against his/her will or to work without pay shall be punished by law. Second, **non discrimination** at work is not allowed. This means that no employer shall treat an employee less favourably than another in respect of recruitment, training, promotion, terms and conditions of employment or any other matters arising out of the employment relationship on any of the following reasons: sex, race, colour, language, religion, political or other opinion, nationality, ethnic or social origin, disability, property, birth, marital or other status, or family responsibilities. Third, every employer shall pay employees doing work of equal value the same amount of money (**equal pay**) without favour based on: sex, race, colour, language, religion, political or other opinion, nationality, ethnic or social origin, disability, property, birth, marital or other status, or family responsibilities. Finally, the employment of children below the age of 14 years is not allowed by law (**prohibition of child labour**).

2.5.3 Child Labour

Child labour is an economic activity or work done by children under the age of 18 years which harms children's well being and hinders their access to education and development because of being mentally, physically, socially and morally dangerous and harmful on the part of the child. Child labour usually interferes with children's schooling as it deprives them

the opportunity to attend school; requires children to attempt to combine school attendance with excessively long hours and heavy work. Child labour, as a result of being dangerous and harmful to children, is a prohibited work for children under the laws of Malawi. According to the Employment Act, 2000, all children under the age of 14 years must not be employed to work but those from 14 to 17 years can be employed to work only under the environment that is free from hazards.

Child work is any acceptable work performed or to be performed by children in their homes or outside their homes which does not deprive the child's access to education and that it is not hazardous to the child's physical, psychological and moral survival growth and personal development. Some examples of child work include: helping parents to care for the home and the family; or assisting in a family business or earning pocket money outside school hours or during school holidays. Child work contributes to children's development and to the welfare of their families; provides them with skills, attitudes and experience; prepares them to be useful and productive members of society during their adult life and is useful in preparing a child to become a useful citizen in future. As a result, child work for children is encouraged and supported by the government and all its stakeholders.

The prevalence of child labour in Rumphi district increased by 1.7 % from 29.4 % in 2008 to 31.1 % in 2011 as shown in table 2.5. The prevalent percentages of child labour are shown by type of work. These are percentages of children aged below 18 years who are child/non child labourers in Rumphi district. The percentages by sex are percentages of their respective total prevalent percentages.

Table 2.5.3: Prevalence of Children aged below 18 years in Child Labour by Type of Work

Type of Work	2008 %			2011 %		
	Total	M	F	Total	M	F
Tobacco growing & its related activities	52.6	51.5	53.4	39.8	43.5	35.7
Domestic/household chores	15.7	13.8	17.7	6.4	5.6	7.2
Other economic activities	19.9	20.2	19.8	47.1	43.2	51.4
Overall (average) prevalence	29.4	28.5	30.3	31.1	30.8	31.4
Non Child labourers on average	70.6	71.5	69.7	68.9	69.2	68.6

Source: Adapted from the 2006 NSO-MICS and the 2011 CDM-Baseline survey reports

The 2008 prevalent percentages are according to the 2006 Multiple Indicator Cluster Survey (MICS) by the National Statistical Office while those of 2011 are according to a Baseline Survey by Centre for Development and Management (CDM). The major difference in the two surveys is that MICS covered the whole parts of the district while the CDM survey covered only some few selected parts of the district. Otherwise both surveys covered similar parameters / variables to check the prevalence of child labour hence their results are useful to suggest the slight increase trend in the prevalence of child labour in Rumphi district as shown in the table above.

2.5.4 Performance on core activities for the 5 year period from 2008 to 2012

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During a five year period from 2008 to 2012, Rumphi Labour Office had continued performing in its core activities as detailed in the following sections.

2.5.4.1 Labour Complaints

The office received/registered a total of 2,100 labour complaints/disputes and handled / settled a total of 2,083 labour disputes from various employers and employees in Rumphi district. As a result of the settled disputes, the office claimed from defaulting employers and paid out to various respective complainants a total sum of Mk 18, 018,680.93 (18 million Malawi kwacha). This is the money claimed and collected from employers in respect to some of the following: wage arrears, non- payment and underpayment of wages, non paid overtime wages, severance allowance, annual leave pay, termination notice pay etc. Table 2.6.7.1 gives details on the performance of labour complaints.

Table 2.5.4.1: Labour Complaints registered and processed

	2008		2009		2010		2011		2012		Total
	N	%	N	%	N	%	N	%	N	%	
No. of registered cases	450	21	459	22	490	23	428	20	273	13	2,100
No. of settled cases	190	9	630	30	494	24	480	23	289	14	2,083
Claimed and paid amounts	1,901,405.23	11	3,423,074.66	19	5,943,132.69	33	4,179,767.66	23	2,571,300.69	14	18,018,680.93

Source: District Labour Office

Table 2.5.4.1 shows the number of reported labour disputes to Rumphi labour office with an increase trend for the first 2 years from 2008 to 2010 followed by a decrease trend for the next 2 years from 2010 to 2012. The reduction in the number of reported labour disputes to labour office as shown in the table is due to employers and employees becoming increasingly aware on the minimum standards of employment, among other reasons, hence their increased compliance to labour laws thereby minimizing the occurrence of workplace labour disputes.

Furthermore, the reduction in the number of reported disputes to labour office means a reduction in the number of disputes for settlement hence the decreased trend of the settled labour disputes from 2009 through to 2012 as evidenced in the table.

Whereas for the claimed and paid out amounts, the table indicates years of 2009 to 2011 with bigger figures of claimed and paid amounts. This is possibly because once employers realize that they have an obligation to pay their employees some under paid / non paid wages or overtime wages as well as some accumulated arrears etc through labour office interventions and negotiations with them, they tend to commit themselves to settle all claimed wages from them hence the large sums of paid amounts from 2009 to 2011, the years during when more number of labour cases were being settled as compared to the other years shown in the table.

2.5.4.2 Workers Compensation

During the period of 2008 to 2012, the office received a total of 91 compensation cases for processing. The office also facilitated the payment of compensation moneys amounting to Mk7, 564,362.08 to various injured workers including some deceased workers. Table 2.5.4.2 gives details on the performance of workers compensation.

Table 2.5.4.2: Workers Compensation cases Reported and Processed

	2008		2009		2010		2011		2012		Total
	N	%	N	%	N	%	N	%	N	%	
No. of reported cases	13	14	14	15	13	14	27	30	24	26	91
No. of processed cases	15	19	9	12	12	15	23	29	19	24	78
Paid compensation amounts	287,317.55	4	1,107,667.79	15	137,029.88	2	3,839,115.10	51	2,193,231.81	29	7,564,362.08

Source: District Labour Office Reports, 2013

The performance statistics in the Table 2.5.4.2 indicates that Rumphi District Labour office is quite instrumental in ensuring that social protection of workers in terms of processing and payment of compensation cases and moneys respectively to various injured workers while at work.

2.5.4.3 Labour Inspections

During the period of 2008 to 2012, the office conducted a total of 108 labour inspections in various workplace establishments in Rumphi district. Labour inspection is a mandatory activity carried out by labour officers (the labour inspectors) in order to advise, enforce and check the compliance on labour laws by the workplace parties, the employers and employees. Table 2.5.4.3 shows statistics of the conducted labour inspections.

Table 2.5.4.3: Labour Inspections Conducted

	2008		2009		2010		2011		2012		Total
	N	%	N	%	N	%	N	%	N	%	
No. of conducted inspections.	15	14	56	52	6	6	9	8	22	20	108
Common infringements reported	<ul style="list-style-type: none"> No opened/started pension schemes for workers as required by Pension Act of 2011. Underpayment of wages i.e. paying workers less than Mk317.00 per day which is government minimum wage rate per day. No overtime wages paid despite some workers performing overtime work. Under entitlements of leave days i.e. workers provided with less than 15 annual leave days which is minimum requirement according to Employment Act 2000. 										
Kind of action taken	Advisory role had been played followed by enforcement role through follow-up labour inspections to those workplaces where non compliance had continued.										

Source: District Labour Office.

2.5.4.4 Sensitizations and/or Awareness on Labour Laws to the General Public

During the period of 2008 to 2012, the office, as an ongoing routine activity, continued to conduct sensitizations on labour laws to the general public particularly the employers and employees. The focus was mainly on some newly enacted and amended labour laws such as the new Pension Law of 2011; the Employment Amendment Act of 2011 on Severance / Gratuity provisions; the current gazetted minimum wage rate; and the current gazetted list of hazardous work for children among others. The approach and methods used were mixed based on levels of target groups and materials for coverage. Table 2.5.4.4 shows the covered pieces of labour laws and the used strategy / approach.

Table 2.5.4.4 : Conducted Labour Law Sensitizations

Labour law (s)	Target group (s)	Approach / Strategy used
Pension Act of 2011	Public & Private Employers and Employees including civil servants/ DEC members	Handouts on highlights, Sharing of electronic copies, Office advisory service, Board notices & open sensitizations
Employment Amendment Act of 2011	Private Employers and Employees including Employers of Asian origin	Issuance of informative letters, Office advisory service and Board Notices
List of Hazardous Work for Children in February 2012	DEC/DCLC members, Stakeholders, Child labour Monitors, CCLCs, Employers and Employees including Tobacco Landlord employers and Tenant Employees.	Handouts, Sharing of electronic copies, Office advisory service, Board notices, Trainings & Open/Awareness meetings.
Gazetted Minimum Wage Rate of June 2012	General Public especially the Informal sector Employers and Employees	Issuance of informative letters, Office advisory service and Board Notices
Other pieces of Labour Laws	Complaining Employers and Employees in Labour Disputes	Office Advisory Services during or after conciliation/mediation proceedings

2.5.4.5 Child Labour Activities

During the period of 2008 to 2012, the office has undertaken a number of interventions in attempt to arrest the situation of child labour prevailing in the district as shown in table 2.5.3 above. Table 2.5.4.5 below gives details of some undertaken activities as well as those to be continued.

Table 2.5.4.5: Implemented Child Labour Interventions

	2008	2009	2010	2011	2012
Activities					
Status					
Way forward					

2.5.4.6 Employment Exchange Services

Under the Employment Exchange Services section, labour office is mandated to perform three basic activities of registering all persons looking for employment; registering all vacancies placed to labour office by various employing institutions as well as individual employers looking for persons to employ and placing registered job seekers into employment. The placement of registered job seekers looking for employment into employment vacancies placed by various employers looking for persons to employ is called Employment Exchange Service.

During the period of 2008 to 2012, the office transacted on activities of registration, vacancy notification and placement as detailed in table 2.5.4.6 below.

Table 2.5.4.6: Employment Exchange Services

	2008		2009		2010		2011		2012		Total
	N	%	N	%	N	%	N	%	N	%	
No. of registered job seekers	22	5	69	15	160	35	77	17	124	27	452
No. of placed vacancies	15	12	33	26	6	5	5	4	66	53	125
No. of J/seekers placed for employment	3	2	21	16	39	30	3	2	66	50	132

Source: District Labour Office

Table 2.5.4.6 shows that for all the five years covered, there were people who went and registered at labour office looking for employment as well as employers who planned to recruit employees through labour office. This is despite the fact that the numbers /figures of registered jobseekers and placed vacancies were relatively small during each year. This means that the general public and indeed those looking for employment and those with potential to employ still have confidence in the service delivery of the district labour office with respect to the employment exchange services.

As a result, it would be more beneficial to the people of Rumphi district if the district council would consider supporting labour services and/or prioritizing the construction and/or establishment of the district employment exchange bureau facility that should be well furnished with relevant and updated information for the job seekers as well as the employers including the prospective employers. This would in the long run improve the collection and maintenance of the required labour market data at district level hence provide required labour market information to investors, both internal and external ones, for their investment decision making.

Compiled by Kalani Malema – District Labour Officer for the District Commissioner–Rumphi, 2013.