

# **Ministry of Labour**

**Vote Number:** 370

**Controlling Officer:** Secretary for Labour

## **1. Overview**

### **1.1 Mission**

To sustain full employment and promote decent work for all workers in our country.

### **1.2 Objectives and Strategies**

<b><i>Objectives</i></b>	<b><i>Strategies</i></b>
To enhance and extend workers' social security benefits	Developing a comprehensive National Social Security System (NSSS); For e.g seed money will be requested from Treasury to hasten the functionality of Workers Compensation Fund in Malawi. (2) Review Labour legislation and policies.
To reduce the vulnerability of workers in Malawi	Facilitate the promotion of occupational safety, health and welfare in workplaces through intensive OSH workplace inspections; Facilitate reduction of number of people earning below poverty
To increase Labour Productivity	1. Mainstreaming employment as a central objective of all social & economic policies. 2. Improving Labour Administration systems; 3. Facilitating employment intensity projects and other programmes targeting the vulnerable groups will be promoted;

### **1.3 Summary of Achievements in 2010/ 2011**

- A total of 1,376 workers compensation cases registered and 264 of the cases settled;
- Child Labour Action Plan developed and launched;
- A Pilot Labour Force Survey conducted;
- A National Employment and Labour Policy drafted;
- Capacity of Trade Test officers to improve the quality of Trade Test examinations and professionalism in examination setting built;
- Designed data collection forms with respect to Workers Compensation Fund;
- Reviewed Workers Compensation Act;
- Developed Technical Guidelines and Standards on OSH in Malawi; and
- Established national, district & community structures in the fight against child labour and provide training to law enforcers, social partners and child care administrators in the fight against child labour.

## 1.4 Priority Outputs and Measures

Output	What Objective Is Output Contributing To?	2010-11 Planned	2010-11 Preliminary	2011-12	2012-13	2013-14
Employment-related laws developed, reviewed, amended and adopted	To facilitate attainment of decent employment for all	National Labour and Employment Policy Developed; Draft Labour and Employment Chapter for incorporation into MGDSII	National Employment and Labour Policy drafted; Labour and Employment incorporated into the MGDSII	Mapping Exercise of Private Employment Agencies. . Labour Productivity centres established (Job efficiency & performance Improved). Productivity law propagated. Employment ACT revised).	Modernization of Public Employment Services. . Labour Productivity centres established (Job efficiency & performance Improved). Productivity law propagated. Employment ACT revised).	Modernization of Public Employment Services. . Labour Productivity centres established (Job efficiency & performance Improved). Productivity law propagated. Employment ACT revised).
Improved occupational safety, health and welfare.	To support a healthy and safe working environment.	Registration of workplaces, Pressure vessel inspections, workplaces inspection, OSH act and registration fees reviewed.	Registered 124 workplaces, 104 pressure vessel examined, 67 workplace inspection done, 2 workplace accidents investigated.	i). Integrating child labour issues into other development initiatives and interventions (ii). Occupational safety and health inspections done (iii). Occupational safety and health laboratory constructed and handed over	i). Integrating child labour issues into other development initiatives and interventions (ii). Occupational safety and health inspections done (iii). Occupational safety and health laboratory constructed and handed over	i). Integrating child labour issues into other development initiatives and interventions (ii). Occupational safety and health inspections done (iii). Occupational safety and health laboratory constructed and handed over
Improved workers social security system.	To enhance and extend workers' social security benefits;	1 Functional Workers Compensation Fund; Workers Compensation Act reviewed; Workers Employers data collection forms designed;	Workers Compensation Draft Bill; Workers Compensation Data Collection Forms designed; Workers Compensation Institutional Capacity developed	Establishment of workers' compensation fund. Workers compensation act reviewed .Social security act drafted Social Security (workers compensation) policy drafted and launched.	Establishment of workers' compensation fund. Workers compensation act reviewed. Social security act drafted. Social Security (workers compensation) policy drafted and launched	Establishment of workers' compensation fund. Workers compensation act reviewed. Social security act drafted. Social Security (workers compensation) policy drafted and launched
Child labour issues mainstreamed into national development and legislative agenda.	To eliminate worst forms of Child Labour by 2016	Development of National Child Labour Action Plan; List of Hazardous Child Labour developed; Community and Village level Child Labour structures in place and functional	National Child Labour Action Plan developed; List of Hazardous Child Labour Developed	Develop and disseminate IEC Materials on Child labour	Develop and disseminate IEC Materials on Child labour	Develop and disseminate IEC Materials on Child labour

Output	What Objective Is Output Contributing To?	2010-11 Planned	2010-11 Preliminary	2011-12	2012-13	2013-14
Increased skills testing and certification	To increase quantity and quality of skills testing and certification relevant to the needs of the labour market;	Trade Test Centres and workshops rehabilitated; Trade Test Examination Hall constructed; Trade Testing tools procured; Trade Test Instructors/examiners trained	Trade Test Institutional Capacity enhanced; Trade Test Examiners' capacity enhanced; Preliminary consultation with Director of Buildings conducted on rehabilitation of Trade Test Centres.	Trade Test Centres and workshops rehabilitated; Trade Test Examination Hall constructed; Trade Testing tools procured; Trade Test Instructors/examiners trained. Produced a minimum of 8000 grade 1,2, and 3 certificate holders per annum.	Trade Test Centres and workshops rehabilitated; Trade Test Examination Hall constructed; Trade Testing tools procured; Trade Test Instructors/examiners trained. Produced a minimum of 8000 grade 1,2, and 3 certificate holders per annum.	Trade Test Centres and workshops rehabilitated; Trade Test Examination Hall constructed; Trade Testing tools procured; Trade Test Instructors/examiners trained. Produced a minimum of 8000 grade 1,2, and 3 certificate holders per annum.

## 2. Summary of Budget

### 2.1 Medium-Term Expenditure Allocations

*Table 2a: Budget by Type*

	MK 000'000s				
	2010-11 Approved	2010-11 Revised	2011-12 Estimate	2012/13 Projection	2013/14 Projection
PE	149.84	147.68	172.96	185.18	205.99
ORT	162.31	172.08	185.84	201.63	218.77
<b>Recurrent - Total:</b>	<b>312.15</b>	<b>319.76</b>	<b>358.79</b>	<b>386.81</b>	<b>424.76</b>
Dev Part II	150.00	150.00	80.00	195.80	581.00
<b>Development - Total:</b>	<b>150.00</b>	<b>150.00</b>	<b>80.00</b>	<b>195.80</b>	<b>581.00</b>
<b>370 - Labour - Total:</b>	<b>462.15</b>	<b>469.76</b>	<b>438.79</b>	<b>582.61</b>	<b>1,005.76</b>

**Table 2b: Budget by Program**

	MK 000'000s				
	2010-11 Approved	2010-11 Revised	2011-12 Estimate	2012/13 Projection	2013/14 Projection
04. Vocational Training	116.02	116.02	94.15	129.73	240.51
<b>08. Education and Vocational Training - Total:</b>	<b>116.02</b>	<b>116.02</b>	<b>94.15</b>	<b>129.73</b>	<b>240.51</b>
02. Minister's Office	11.15	11.17	3.21	5.11	5.54
03. Management and Support Services	100.90	99.72	97.91	105.46	155.26
04. HR Development and Management	5.63	5.63	1.88	19.32	20.97
07. Internal Monitoring and Evaluation	2.98	2.98	5.90	4.52	4.91
<b>17. Public Administration - Total:</b>	<b>120.66</b>	<b>119.50</b>	<b>108.89</b>	<b>134.42</b>	<b>186.67</b>
01. Employment and Labour Relations	139.81	143.58	125.69	176.84	295.67
02. Occupational Safety and Health Service	25.84	30.84	47.16	63.49	117.49
03. Social Security	30.69	30.69	57.08	61.78	121.61
05 - Other Labour Services	26.75	26.75	5.83	16.35	43.61
<b>18. Employment, Manpower Development and Labour</b>	<b>223.09</b>	<b>231.86</b>	<b>235.75</b>	<b>318.46</b>	<b>578.38</b>
Other	2.38	2.38	0.00	0.00	0.00
<b>Other - Total:</b>	<b>2.38</b>	<b>2.38</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>370 - Labour - Total:</b>	<b>462.15</b>	<b>469.76</b>	<b>438.79</b>	<b>582.61</b>	<b>1,005.56</b>

**Table 2c: Development Budget Projects**

	MK 000'000s					
	Total Estimated Cost	2010-11 Approved	2010-11 Revised	2011-12 Estimate	2012/13 Projection	2013/14 Projection
061 - Decent Work Country Program		150.00	150.00	80.00	195.80	581.00
<b>Dev Part II - Total:</b>		<b>150.00</b>	<b>150.00</b>	<b>80.00</b>	<b>195.80</b>	<b>581.00</b>
<b>370 - Labour - Total:</b>		<b>150.00</b>	<b>150.00</b>	<b>80.00</b>	<b>195.80</b>	<b>581.00</b>

## 2.2 Medium-Term Revenue Projections

**Table 2d: Medium Term Revenue Projections**

	MK 000'000s				
	2010/11 Approved	2010/11 Revised	2011/12 Estimate	2012/13 Projection	2013/14 Projection
370 - Labour - Total Revenue	14.91	15.00	60.00	80.00	100.00

## 3. Past Performance and Planned Outputs

**Table 3a - Recurrent Budget Outputs**

Sub - Program/ Program	2010/11 Approved Budget		2010/11 Revised Budget		2011/12 Estimates	
	Planned Outputs	Allocation: MK 000'000s	Actual Outputs	Allocation: MK 000'000s	Planned Outputs	Allocation: MK 000'000s
<b>04. Vocational Training</b>						
	Increased skills testing and certification	74.86	8147 candidates registered, 3464 candidates tested, 1839 passed and certificate to be issued.	74.86	Increased skills testing and certification	72.59
<b>08. Education and Vocational Training - Total</b>		<b>74.86</b>		<b>74.86</b>		<b>72.59</b>
<b>02. Minister's Office</b>						
	Provide policy direction and guidance	11.15	Provide policy direction and guidance	11.17	Provide policy direction and guidance	3.21
<b>03. Management and Support Services</b>						
	Support Services	74.39	Support Services	73.21	Support Services	89.30
<b>04. HR Development and Management</b>						
	Human resource recruited, managed and developed.	5.63	Number of staff trained, Submitted recruitment request to civil service commission, 1 security guard employed. Human resource audit conducted.	5.63	Human resource recruited, managed and developed.	1.88
<b>07. Internal Monitoring and Evaluation</b>						
	Effective implementation of ministries activities achieved.	2.98	3 Monitoring and evaluation conducted and statistical bulletin produced.	2.98	Effective implementation of ministry's activities achieved.	5.90

<i>Sub - Program/ Program</i>	<b>2010/11 Approved Budget</b>		<b>2010/11 Revised Budget</b>		<b>2011/12 Estimates</b>	
	Planned Outputs	<b>Allocation: MK 000'000s</b>	Actual Outputs	<b>Allocation: MK 000'000s</b>	Planned Outputs	<b>Allocation: MK 000'000s</b>
<b>17. Public Administration - Total</b>		<b>94.15</b>		<b>92.98</b>		<b>100.28</b>
<i>01. Employment and Labour Relations</i>						
	Awareness and practice of human rights and responsibilities enhanced	<b>100.27</b>	8 departmental meetings held quarterly, number of labour complaints settled, number of labour inspection conducted,draft national labour and employment policy,	<b>104.03</b>	Improved labour administration ( Number of cases of breach of labour laws and standards and number of collective bargaining agreement.	<b>103.69</b>
<i>02. Occupational Safety and Health Service</i>						
	Improved occupational safety, health and welfare.	<b>14.69</b>	Registered 124 workplaces, 104 pressure vessel examined, 67 workplace insection done, 2 wokplace accidents investigated.	<b>19.69</b>	Improved occupational safety, health and welfare.	<b>36.69</b>
<i>03. Social Security</i>						
	Pension, compensation and statutory services improved	<b>18.06</b>	Number of injured workers compensated, number of reported workplace injuries investigated. 1376 cases of industrial accidents registered which 264 cases were settled.	<b>18.06</b>	Improved workers social security system.	<b>45.32</b>
<i>05 - Other Labour Services</i>						
	Prevalence and incidence of HIV and AIDS and its negative impact reduced	<b>7.75</b>	Number of workplaces HIV commitee established, number of employees oriented on HIV and AIDS at workplaces.	<b>7.75</b>	Prevalence and incidence of HIV and AIDS and its negative impact reduced	<b>0.22</b>
<b>18. Employment, Manpower Development and Labour Affairs - Total</b>		<b>140.77</b>		<b>149.53</b>		<b>185.92</b>
<i>Other</i>						
		<b>2.38</b>		<b>2.38</b>	Increase access to skills development and career guidance by the vunable groups.	<b>0.00</b>
<b>Other - Total</b>		<b>2.38</b>		<b>2.38</b>		<b>0.00</b>
<b>370 - Labour - Recurrent Budget Total</b>		<b>312.15</b>		<b>319.76</b>		<b>358.79</b>

***Table 3b - Development Budget Outputs***

Project	2010/11 Approved Budget		2010/11 Revised Budget		2011/12 Estimates	
	Planned Outputs	Allocation: MK 000'000s	Actual Outputs	Allocation: MK 000'000s	Planned Outputs	Allocation: MK 000'000s
<b>061 - Decent Work Country Program</b>						
	Child labour issues mainstreamed into national development and registrative agenda.	150.00	Launched and disseminated child labour national action plan, Formed national, district and community structure in the fight against child labour.	150.00	Child labour issues mainstreamed into national development and registrative agenda.	80.00
<b>370 - Labour - Development Total</b>						
		<b>150.00</b>		<b>150.00</b>		<b>80.00</b>

## **4. Itemized Budget Summary**

***Table 4a - Recurrent Budget by Item***

	MK 000'000s			
	2010-11 Approved	2010-11 Revised	2011-12 Estimate	% Change 2011/12
10 - Salaries	145.97	145.97	169.23	15.93%
11 - Other allowances	3.87	1.71	3.72	-3.72%
21 - Internal travel	49.46	63.03	40.88	-17.34%
22 - External travel	24.44	25.11	23.69	-3.05%
23 - Public Utilities	11.23	11.57	13.98	24.48%
24 - Office supplies and expenses	21.62	19.88	41.91	93.86%
25 - Medical supplies and expense	2.22	2.22	0.22	-90.23%
27 - Education supplies and services	16.27	15.92	22.90	40.78%
28 - Training expenses	3.35	2.46	0.27	-91.94%
34 - Motor vehicle running expenses	20.17	20.92	13.12	-34.98%
35 - Routine Maintenance of Assets	6.51	8.27	0.93	-85.71%
40 - Grants and Subventions	0.00	0.00	0.06	
41 - Acquisition of Fixed Assets	7.05	2.70	27.88	295.43%
<b>370 - Labour - Total:</b>	<b>312.15</b>	<b>319.76</b>	<b>358.79</b>	<b>14.94%</b>

***Table 4b - Development Budget by Item***

	MK 000'000s			
	2010-11 Approved	2010-11 Revised	2011-12 Estimate	% Change 2011/12
21 - Internal travel	21.44	21.44	11.26	-47.49%
22 - External travel	11.10	11.10	6.54	-41.03%
24 - Office supplies and expenses	15.30	15.30	6.31	-58.72%
28 - Training expenses	10.03	10.03	8.77	-12.54%
29 - Acquisition of technical services	1.50	1.50	0.44	-70.86%
34 - Motor vehicle running expenses	6.21	6.21	3.94	-36.55%
35 - Routine Maintenance of Assets	10.00	10.00	0.00	-100.00%
41 - Acquisition of Fixed Assets	74.44	74.44	42.74	-42.58%
<b>370 - Labour - Total:</b>	<b>150.00</b>	<b>150.00</b>	<b>80.00</b>	<b>-46.67%</b>