



**GOVERNMENT OF THE REPUBLIC OF ZAMBIA**

**MINISTRY OF LABOUR, YOUTH AND SPORT**

**MINISTERIAL STATEMENT TO THE FIRST SESSION OF  
THE ELEVENTH NATIONAL ASSEMBLY ON (1) THE  
MINIMUM WAGE SITUATION IN ZAMBIA AND (2)  
SPORADIC INDUSTRIAL STRIKES IN THE COUNTRY**

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## **OUTLINE OF THE MINISTERIAL STATEMENT**

**MR. SPEAKER SIR,**

I STAND TO BRIEF THIS AUGUST HOUSE AND THE NATION AT LARGE ON THE MINIMUM WAGE SITUATION IN THE NATION AND ON THE INDUSTRIAL RELATIONS SITUATION IN THE COUNTRY. I HAVE DIVIDED MY PRESENTATION INTO THREE PARTS: THE FIRST WILL DEAL WITH THE MINIMUM WAGE SITUATION AND THE SECOND PART WILL DEAL WITH THE INDUSTRIAL RELATIONS SITUATION IN THE COUNTRY. FINALLY, I WILL CONCLUDE BY PROVIDING ASSURANCES ON WHAT WE INTEND TO DELIVER AS A PF GOVERNMENT TO RESOLVE THESE MATTERS.

### **PART ONE –MINIMUM WAGE SITUATION**

**MR. SPEAKER,**

THE MINIMUM WAGES AND CONDITIONS OF SERVICE ACT, CAP 276 IS AN ACT OF PARLIAMENT WHICH PROVIDES POWERS TO THE OFFICE OF THE MINISTER OF LABOUR FOR SAFEGUARDS AGAINST EROSION OF DECENT EARNINGS AND WORKING CONDITIONS MAINLY TARGETED AT VULNERABLE WORKING GROUPS.

THE SPIRIT OF THE LAW WAS MEANT TO CUSHION THE WAGES AND CONDITIONS OF EMPLOYMENT FOR CATEGORIES OF EMPLOYEES WHO MAY BE PRONE TO EXPLOITATION. IN THIS REGARD, OTHER CATEGORIES OF EMPLOYEES WHO HAVE REPRESENTATION AND WAGES AND CONDITIONS OF EMPLOYMENT REGULATED THROUGH THE PROCESS OF COLLECTIVE BARGAINING OR IN MANAGEMENT POSITIONS ARE EXCLUDED TO ALLOW FOR FREE COLLECTIVE BARGAINING.

THIS LAW WAS FIRST ENACTED BY THIS HOUSE IN 1982 AND HAD MAJOR AMENDMENTS IN 1997. AS MINISTER IN-CHARGE OF LABOUR, I AM EMPOWERED UNDER THIS LAW TO PROVIDE THIS PROTECTION TO WORKERS BY ISSUANCE OF A STATUTORY INSTRUMENT WHICH WILL SET THE MINIMUM WAGES AND OR MINIMUM CONDITIONS OF EMPLOYMENT FOR ANY GROUP OF WORKERS. THE LAW ALSO ALLOWS MY OFFICE TO SET THE STIPULATED RATE OF WAGES TO BE PAID BY HOUR, DAY, WEEK OR MONTH.

**MR. SPEAKER,**

THE LEGAL PROVISIONS FOR REVISION OF ANY OF THE STATUTORY INSTRUMENTS THAT HAVE BEEN ISSUED UNDER THIS LAW IS SUPPOSED TO BE EVERY TWO YEARS. TRADITIONALLY, OVER THE YEARS, THE STATUTORY INSTRUMENTS HAVE EXCLUDED GOVERNMENT EMPLOYEES, LOCAL AUTHORITIES AND DOMESTIC WORKERS AND THOSE WHOSE CONDITIONS OF SERVICE ARE REGULATED THROUGH THE PROCESS OF

COLLECTIVE BARGAINING AND BY CONTRACT IF WORKING IN MANAGEMENT.

**MR. SPEAKER,** OVER THE LAST FIFTEEN (15) YEARS, THE MINIMUM WAGES HAVE BEEN SET AS FOLLOWS: -

IN 1997, UNDER STATUTORY INSTRUMENT NO. 119 OF 1997 (GENERAL ORDER) AND STATUTORY INSTRUMENT NO. 120 OF 1997 (SHOP WORKERS), THE MINIMUM WAGE WAS SET AT K245 PER HOUR OR K55, 000 PER MONTH.

IN 2002, UNDER STATUTORY INSTRUMENT NO. 2 (GENERAL ORDER) AND STATUTORY INSTRUMENT NO. 3 (SHOP WORKERS), THE MINIMUM WAGE WAS SET AT K400 PER HOUR OR K95, 000 PER MONTH.

IN 2006, UNDER STATUTORY INSTRUMENTS NO. 56. (SHOP WORKERS) AND STATUTORY INSTRUMENT NO. 57 (GENERAL ORDER), THE MINIMUM WAGE WAS INCREASED TO K268, 800 PER MONTH WITH 30% HOUSING ALLOWANCE, K70, 000 LUNCH ALLOWANCE AND K80, 000 TRANSPORT ALLOWANCE.

IN 2011, UNDER STATUTORY INSTRUMENT NO. I (GENERAL ORDER) AND 2 (SHOP WORKERS) OF 2011, THE MINIMUM WAGE WAS SET AT K419, 000 PER MONTH WITH HOUSING ALLOWANCE OF 30% OF THE BASIC SALARY, LUNCH ALLOWANCE OF K120, 000 AND TRANSPORT

ALLOWANCE OF K102, 400 PER MONTH. FOR THE FIRST TIME, DOMESTIC WORKERS MINIMUM SALARY AND CONDITIONS OF SERVICE WERE INCLUDED UNDER STATUTORY INSTRUMENT NO. 3. FOR DOMESTIC WORKERS, THE MINIMUM WAGE WAS SET AT K250, 000 WITH TRANSPORT ALLOWANCE OF K102, 400 GIVING THEM A TOTAL EARNING OF K352, 400 PER MONTH.

### **CHALLENGES IN SETTING THE PROVISIONS OF THE MINIMUM WAGE AND CONDITIONS OF SERVICE**

**MR. SPEAKER,** KINDLY NOTE THAT IN THE SETTING OF THE MINIMUM WAGE AND CONDITIONS OF SERVICE, THIS AUGUST HOUSE HAS MADE LEGAL PROVISIONS THAT THE MINISTER OF LABOUR MAY CONSULT HOWEVER, IT IS NOT A LEGAL REQUIREMENT THAT THE SOCIAL PARTNERS IN THE TRIPARTITE CONSULTATIVE LABOUR COUNCIL (THAT IS FORMED BY GOVERNMENT, ZAMBIA FEDERATION OF EMPLOYERS BEING THE EMPLOYERS REPRESENTATIVES, ZAMBIA CONGRESS OF TRADE UNIONS AND FEDERATION OF FREE TRADE UNIONS, BEING THE WORKERS REPRESENTATIVES) MUST BE IN AGREEMENT FOR THE STATUTORY INSTRUMENTS TO BE ISSUED.

THE MINISTRY OF LABOUR HAS HAD CHALLENGES IN THE PAST IN COMING UP WITH A GENERAL MINIMUM WAGE AND CONDITIONS OF SERVICE AS STAKEHOLDERS UNDER THE TRIPARTITE CONSULTATIVE

LABOUR COUNCIL, HAVE IN THE PAST FAILED TO AGREE ON THE FIGURE FOR THE MINIMUM WAGE FOR VARIOUS CATEGORIES OF WORKERS.

**MR. SPEAKER,** IN ORDER TO AVERT WHOLESAL INDUSTRIAL LIQUIDATIONS, REDUNDANCIES AND UNEMPLOYMENT CAUTION HAS TO BE EXERCISED AS THIS MIGHT LEAD TO SMALL AND MEDUIM SCALE ENTERPRISES AND HOLDHOLDS NOT BEING ABLE TO AFFORD TO PAY THEIR WORKERS.

**MR. SPEAKER,** THE EFFORTS TO BETTER THE WORKING CONDITIONS OF WORKERS IN ZAMBIA IS NOT RESTRICTED TO THIS LAW BUT THIS LAW CAN ASSIST THE TRADE UNIONS TO NEGOTIATE REASONABLE CONDITIONS OF SERVICE TAKING INTO CONSIDERATION THAT THE ONES UNDER THIS LAW SHOULD BE THE MINIMUM. HOWEVER, WE HAVE OBSERVED THAT SOME TRADE UNIONS HAVE NEGOTIATED FOR CONDITIONS LESS FAVOURABLE THAN WHAT IS PRESCRIBED IN THE STATUTORY INSTRUMENTS. AN EXAMPLE OF THIS IS THE AGRICULTURAL SECTOR, WHERE FARMERS PAY ACCORDING TO THE JOINT INDUSTRIAL COUNCIL (JIC) AGREEMENT WHICH IS LIKE A SECTORAL COLLECTIVE AGREEMENT BUT HAS LESS FAVOURABLE CONDITIONS THAN THE MINIMUM WAGES SET IN THESE STATUTORY INSTRUMENTS.

**MR. SPEAKER,** THE MINISTRY IS WORKING ON A SECTOR BASED MINIMUM WAGES MECHANISM WHICH WILL FOCUS ON THE SECTORS WHERE EXPLOITATION AND LOW WAGES ARE RIFE. THIS PROCESS

REQUIRES CONSULTATION AND RESEARCH SO THAT WE CAN DEVELOP EVIDENCE BASED POLICY DECISIONS. WE WILL REQUIRE BEING CAREFUL IN OUR CONSIDERATION TAKING INTO ACCOUNT THE PERFORMANCE OF VARIOUS ECONOMIC SECTORS, BOTH DOMESTIC AND FOREIGN INVESTORS, BEING ABLE TO GET A FAIR RETURN ON CAPITAL INVESTED AND CAPACITY OF EMPLOYERS TO PAY. WE NEED TO BE CAUTIOUS BECAUSE A BADLY SET MINIMUM WAGE COULD HAVE NEGATIVE EFFECTS ON EMPLOYMENT GENERATION AND FAMILY INCOME.

## **PART TWO –INDUSTRIAL RELATIONS SITUATION**

**MR. SPEAKER, SIR** IT IS A NORMAL PHENOMENON WHEN THERE IS A CHANGE OF GOVERNMENT TO HAVE SPORADIC WORK STOPPAGES BECAUSE WORKERS ARE CONFIDENT THAT THE NEW RULERS ARE LIBERATORS FOR THE WORKERS. THIS HAPPENED IN 1964 AFTER INDEPENDENCE, IN 1991 WHEN MMD CAME TO POWER AND NOW IN 2011 WHEN THE PF GOVERNMENT HAS ASCENDED TO POWER THROUGH THE BALLOT. THIS NOTWITHSTANDING, THE PF GOVERNMENT WILL STAND BY ITS ELECTION PROMISES TO DELIVER OUR PEOPLE, ESPECIALLY OUR WORKERS, FROM EXPLOITATIVE EMPLOYERS.

**MR. SPEAKER,** YOU WILL RECALL THAT HIS EXCELLENCY THE PRESIDENT MR. MICHAEL CHILUFYA SATA IN HIS INAUGURAL SPEECH TO THE NATION LAMENTED ABOUT SOME INVESTORS NOT ABIDING BY THE

ZAMBIAN LABOUR LAWS AND DISADVANTAGING ZAMBIAN WORKERS AND LATER ABOUT LOW LEVELS OF FORMAL SECTOR DECENT JOBS. FURTHERMORE, HIS EXCELLENCY INSTRUCTED US ON THE NEED TO ADJUST THE MINIMUM WAGES UPWARDS AND OFFER BETTER PROTECTION FOR WORKERS UNDER THE ZAMBIAN LABOUR LAWS.

**MR. SPEAKER,** THIS LED TO WORKERS IN DIFFERENT COMPANIES MISUNDERSTANDING THIS POSITION AND WORKERS THOUGHT THAT THEY COULD TAKE THE LAW INTO THEIR OWN HANDS AND RESOLVE ALL THEIR LABOUR GRIEVANCES AND WAGE INCREASES IMMEDIATELY.

**MR. SPEAKER,** THE LAST TWO MONTHS HAVE BEEN CHALLENGING TO MY MINISTRY DUE TO CHANGES BEING EXPERIENCED ON THE LABOUR MARKET AND WORKERS PROTESTING IN SOME CROSS SECTIONS OF THE ECONOMY INCLUDING THE MINING SECTOR. THE PROTESTS HAVE INVOLVED TEMPORARY WORKERS, EMPLOYEES WHOSE CONDITIONS OF SERVICE ARE REGULATED THROUGH A PROCESS OF EMPLOYMENT CONTRACTS AND THOSE WORKERS WHOSE TERMS AND CONDITIONS OF EMPLOYMENT ARE REGULATED THROUGH THE PROCESS OF COLLECTIVE BARGAINING INCLUDING THOSE WHO ARE THE ACTUAL BENEFICIARIES OF THE MINIMUM WAGE PROVISIONS. THIS SITUATION HAS PLACED GOVERNMENT IN A VERY AWKWARD POSITION BECAUSE THE EXPECTATIONS OF WORKERS ARE VERY HIGH.

**MR. SPEAKER,** WHILE WORKERS MAY EXERCISE THEIR RIGHT TO PROTEST, THE UNPRECEDENTED LEVELS OF WORK STOPPAGES WITNESSED NEGATE THE PRINCIPLE OF MAKING SURE THAT THINGS ARE DONE WITHIN THE RULE OF LAW, AND ARE THEREFORE, NOT ENCOURAGED. GOVERNMENT APPRECIATES THE CONCERNS BY WORKERS BUT IT IS VERY IMPORTANT THAT THINGS SHOULD BE DONE WITHIN THE LAW IN ORDER TO ADDRESS THE PLIGHT OF OUR WORKERS COUNTRY WIDE.

**MR. SPEAKER,** THE LABOUR LAWS IN THE COUNTRY AND IN PARTICULAR SECTION 76 OF THE INDUSTRIAL AND LABOUR RELATIONS ACT, CAP 269 OF THE LAWS OF ZAMBIA ALLOWS WORKERS TO STRIKE AS LONG AS THE PROPER LEGAL STEPS ARE TAKEN SUCH AS DECLARING A DISPUTE, CALLING FOR THE CONCILIATION PROCESS OR TAKING THE ARBITRATION ROUTE AND/OR TAKING STRIKE ACTION.

**MR. SPEAKER,** THE MAJOR REASONS FOR THE PROTESTS INCLUDE THE FOLLOWING (1) SALARY INCREMENTS; (2) DEMAND FOR IMPROVED CONDITIONS OF SERVICE; (3) PAYMENT OF SALARIES AND WAGES ON TIME AND (4) REDUCTION IN CASUALISATION.

IN THIS CONTEST, SOME OF THE ORGANIZATIONS WHICH WERE HIGHLY AFFECTED WERE

TAZARA LTD	MPIKA	NORTHERN PROVINCE
NFCA	CHAMBESHI	COPPERBELT PROVINCE

SINAL METALS	CHAMBESHI	COPPERBELT PROVINCE
NATIONAL BREWERIES	KITWE	COPPERBELT PROVINCE
SCAW LTD	KITWE	COPPERBELT PROVINCE
MURRAY AND ROBERTS	CHILILABOMBWE	COPPERBELT PROVINCE
LTA – GRINAKE	CHILILABOMBWE	COPPERBELT PROVINCE
COMPANIES CONTRACTED BY KONKOLA COPPER MINES (KCM)	CHINGOLA	COPPERBELT PROVINCE
BARLOWORLD	KITWE AND LUSAKA	LUSAKA AND COPPERBELT PROVINCE
ZESCO	LUSAKA	LUSAKA PROVINCE
ARMCOR SECURITY COMPANY	LUSAKA	LUSAKA PROVINCE
EMBASSY SUPERMARKET	LUSAKA	LUSAKA PROVINCE
ZAMTEL	LUSAKA	LUSAKA PROVINCE
RIVER MOTEL	KAFUE	SOUTHERN PROVINCE
CHOMA MILLING	CHOMA	SOUTHERN PROVINCE

**MR. SPEAKER,** THE WORKERS' PROTESTS WILL HAVE A NEGATIVE EFFECT ON OUR ECONOMY.

**MR. SPEAKER,** BY FAR THE LARGEST NUMBER OF AFFECTED WORKERS, THE HIGHEST NUMBER OF MAN-HOURS LOST AND PRODUCTION COST HAS BEEN AT THE NON FERROUS CHINA AFRICA (NFCA) MINING COMPANY IN CHAMBESHI.

**MR. SPEAKER,** PLEASE ALLOW ME TO PROVIDE MORE DETAILS ON THIS CASE. THERE WERE OVER 2000 EMPLOYEES WHO WERE INVOLVED AT NFCA MINING COMPANY IN CHAMBESHI. WORKERS AT NFCA PROTESTED FOR A NUMBER OF DAYS DEMANDING FOR IMPROVED

CONDITIONS OF SERVICE AND SALARY INCREMENTS. THE HONOURABLE DEPUTY MINISTER IN MY MINISTRY HONOURABLE REYFORD MBULU WENT WITH SOME LABOUR OFFICERS AND MET BOTH MANAGEMENT AND THE UNION IN ORDER TO FIND A LASTING SOLUTION TO THE PROBLEM.

**MR. SPEAKER,** I AM GLAD TO INFORM THE HOUSE THAT ALL THE WORKERS HAVE SINCE RESUMED WORKING AND NFCA MANAGEMENT HAS PROMISED GOVERNMENT THAT NO EMPLOYEE SHALL BE VICTIMIZED AND BOTH SIDES HAVE STARTED THE PROCESS PAVING WAY FOR NEGOTIATIONS.

**MR. SPEAKER,** WE FOUND THAT THE CURRENT COLLECTIVE AGREEMENT IS VALID UP TO MARCH 2012. THEREFORE, NEGOTIATIONS FOR THE NEXT COLLECTIVE AGREEMENT WERE ABOUT TO START SINCE THE LAW REQUIRES THAT SUCH NEGOTIATIONS SHOULD COMMENCE AT LEAST THREE MONTHS BEFORE THE VALID COLLECTIVE AGREEMENT HAS EXPIRED. SINCE NEGOTIATIONS HAD ALMOST COMMENCED BETWEEN THE TWO TRADE UNIONS AND MANAGEMENT ON COLLECTIVE AGREEMENT, THEY WERE ADVISED TO CONTINUE NEGOTIATING UNTIL BOTH PARTIES REACHED COMMON GROUND.

CURRENTLY, THE SITUATION IN THE COUNTRY IS CALM AND ALL THE 2000 DISMISSED EMPLOYEES AT NFCA MINE IN CHAMBESHI HAVE BEEN REINSTATED UNCONDITIONALLY. MY MINISTRY HAS SINCE DIRECTED

THE MINEWORKER'S UNION OF ZAMBIA AND THE NATIONAL UNION OF MINERS AND ALLIED WORKERS TO IMMEDIATELY BEGIN THEIR NEGOTIATIONS.

**MR. SPEAKER,** ALL THIS NOTWITHSTANDING, MY MINISTRY HAS BEEN FACED WITH A NUMBER OF CHALLENGES THAT HAVE MADE IT INEFFECTIVE IN THE DELIVERY OF SERVICE TO THE PUBLIC ESPECIALLY THE GENERAL PROTECTION OF WORKERS. NORMALLY, THE BEST WAY OF PREVENTING LABOUR DISPUTES OR REDUCING LABOUR COMPLAINTS IS TO UNDERTAKE LABOUR INSPECTIONS. HOWEVER, DUE TO INADEQUATE FUNDING, THE OFFICERS LACK VEHICLES AND LOGISTICS TO UNDERTAKE INSPECTIONS AND OVER 67 PERCENT OF THE POSITIONS FOR LABOUR OFFICERS ARE VACANT WHILE MOST LABOUR LAWS HAVE NOT BEEN AMENDED TO BRING THEM IN LINE WITH MODERN LABOUR PRACTISES.

### **PART THREE -CONCLUSION**

**MR. SPEAKER,** IN ADDRESSING MATTERS IN RELATION TO THE MINIMUM WAGE, WE SHALL COME UP WITH REVISED MINIMUM WAGE AND CONDITIONS OF SERVICE BY ISSUANCE OF THE REQUIRED STATUTORY INSTRUMENTS AND THIS AUGUST HOUSE SHALL BE INFORMED THROUGH THE COMMITTEE ON DELEGATED LEGISLATION AS PER THE LAID DOWN PROCEDURES.

**MR. SPEAKER,** LET ME TAKE THIS OPPORTUNITY TO ENCOURAGE THE ZAMBIA CONGRESS OF TRADE UNIONS (ZCTU) AND FEDERATION OF FREE TRADE UNIONS (FFTUZ) AND URGE THEM TO INSTRUCT ALL THEIR AFFILIATE UNIONS TO UTILISE THE COLLECTIVE BARGAINING PROCESS TO ARRIVE AT REASONABLE WAGES OVER AND ABOVE THE MINIMUM WAGE AND CONDITIONS OF SERVICE.

**MR. SPEAKER,** LET ME ALSO TAKE THIS OPPORTUNITY TO TELL EMPLOYERS AND THE ZAMBIA FEDERATION OF EMPLOYERS (ZFE) TO INTENSIFY THE SENSITISATION OF THEIR MEMBERS ON THE NEED TO IMPROVE CONDITIONS OF SERVICES OF THEIR EMPLOYEES BY OFFERING DECENT WAGES AND CONDITIONS OF SERVICE.

**MR. SPEAKER,** LET ME ASSURE THE NATION THROUGH THIS AUGUST HOUSE THAT WE ARE VERY MINDFUL THAT WHAT WE SHOULD COME UP WITH SHOULD NOT LEAD TO LIQUIDATION OF COMPANIES, REDUNDANCIES AND INCREASED UNEMPLOYMENT. THE MINISTRY WILL CONTINUE MONITORING THE SITUATION COUNTRYWIDE PARTICULARLY AFTER ANNOUNCEMENT OF THE NEW MINIMUM WAGE AND CONDITIONS OF SERVICE HAVE BEEN REVIEWED.

**MR. SPEAKER,** I WOULD ALSO LIKE TO TAKE THIS OPPORTUNITY TO INFORM THE HOUSE THAT MY MINISTRY WILL DEVELOP A SECTOR BASED MINIMUM WAGE MECHANISM WHICH SHALL APPLY TO COVER EMPLOYEES, WHOSE TERMS AND CONDITIONS OF EMPLOYMENT ARE

NOT REGULATED THROUGH THE PROCESS OF COLLECTIVE BARGAINING AND THOSE ON CONTRACT.

**MR. SPEAKER,** I WOULD ALSO LIKE TO INFORM THE HOUSE THAT MY MINISTRY WILL SHORTLY BE OVERHAULING THE ENTIRE SET OF LABOUR LAWS TO BRING THEM INTO CONFORMITY WITH THE CURRENT SOCIAL ECONOMIC DEVELOPMENTS WITH ASSISTANCE FROM THE INTERNATIONAL LABOUR ORGANISATION (ILO), THE PRIVATE SECTOR DEVELOPMENT PROGRAMME IN CONSULTATION WITH THE TRIPARTITE LABOUR CONSULTATIVE COUNCIL (TCLC).

**MR. SPEAKER,** MY MINISTRY IS ALSO STREAMLINING ITS OPERATIONS BY MAKING THE LABOUR DEPARTMENT MORE EFFECTIVE FOR AVOIDANCE OF FUTURE INDUSTRIAL UNRESTS. THIS WILL BE DONE IN LINE WITH THE PRESIDENTIAL PRONOUNCEMENTS TO MAKE THE MINISTRY OF LABOUR EFFECTIVE AND VISIBLE.

**MR. SPEAKER,** WE SHALL ENDEAVOUR TO INTENSIFY THE LABOUR INSPECTIONS, WORKERS' AND EMPLOYERS' SENSITISATION PROGRAMMES ON THE NEED TO RESOLVE LABOUR PROBLEMS THROUGH THE SOCIAL DIALOGUE PROCESS. OUR APPEAL IS THAT THE ZAMBIA FEDERATION OF EMPLOYERS AND THE LABOUR MOVEMENT SHOULD ALSO CONTINUE TO SENSITIZE THEIR MEMBERS ON THE RIGHTS AND OBLIGATIONS OF EMPLOYEES AND EMPLOYERS AND WHY IT IS

DESIRABLE TO ENSURE THAT WE MAINTAIN GOOD INDUSTRIAL RELATIONS AT ALL TIMES.

**MR. SPEAKER,** IN CONCLUDING, IT IS MY WISH THAT THESE INTERVENTIONS AND STRATEGIES THAT WE HAVE PUT IN PLACE WILL IMPROVE LABOUR ADMINISTRATION, ENHANCE COMPLIANCE LEVELS AND REDUCE ON THE NUMBER OF LABOUR COMPLAINTS AND PROTESTS.

THANK YOU, **MR. SPEAKER.**