



REPUBLIC OF NAMIBIA

MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION

For **Immediate Release**; 18 January 2023 – Windhoek
MEDIA RELEASE

DESIGNATED EMPLOYERS THRESHOLD REDUCED

The Minister of Labour, Industrial Relations and Employment Creation, after consultation with the Employment Service Board (ESB) has reduced the prescribed threshold requirements for Designated Employers (DEs) from the current 25 to 10 employees. Notice of the threshold reduction was published in the Government Gazette of the Republic of Namibia on September 30, 2022. Any employer who employs 10 employees and above is now regarded as a DE and is required to comply with the provisions of Part 3 of the Employment Services Act, 2011 (Act No. 8 of 2011) as of 30 September 2023.

The Employment Services Act makes a provision for any Designated Employer to register with the Ministry and report any vacancies within its establishment to this Ministry. This enables the Ministry to link the DEs and also to register jobseekers in terms of employment through the Namibia Integrated Employment Information System (NIEIS). Additionally, DEs are also required to submit profiles of establishments on an annual basis.

The NIEIS collect, store and update information concerning the relevant details of jobseekers; vacancies in the labour market; specialized skills and qualifications possessed by Namibian citizens and permanent residents and employers in Namibia.

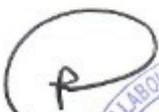
The change of the threshold is prompted to promote inclusivity and allow extension to the informal sector, which forms a large part of the Namibian labour force. In addition, this will likely be maximizing employment opportunities for jobseekers, as many employers are now required to comply with the new requirement.

Last year alone, the Ministry registered 494 DEs and placed 2200 jobseekers for employment in various establishment across all sectors of economy.

It is unlawful for a DE to fill a vacancy without considering in good faith any suitably qualified job-seeker referred to him/her/it by the Ministry. Any DE who contravenes or fails to comply with this requirement commits an offence and on conviction is liable **to a fine not exceeding N\$20, 000.00 or to imprisonment not exceeding two years or both such fine and imprisonment.**

The Ministry is therefore urging all qualified employers to register with the Ministry and to start complying instantly.

ISSUED BY: _____


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