



Malawi Congress of Trade Union (MCTU)

The Skills Development Policy (2018-2022)

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Acronyms

AIDS	Acquired Immune Deficiency Syndrome
BCCEAWU	Building Construction Civil Engineering & Allied Workers Union
CIAWU	Commercial Industrial and Allied Workers Union
ECAM	Employers Consultative Association of Malawi
ECM	Energy Community Malawi
HIV	Human Immunodeficiency Virus
IE	Informal Economy
ILO	International Labour Organization
MCTU	Malawi Congress of Trade Unions
MGDS	Malawi Growth Development Strategy
MDGS	Millennium Development Goals
MUFIS	Malawi Union for the Informal Sector
OSH	Occupation Safety and Health
SD	Social Dialogue
NCIC	National Construction Industry Council
SDGs	Sustainable Development Goals
SNA	Skills Needs Assessment
TEV	Technical Entrepreneur and Vocational skills
TEVETA	Technical Entrepreneurship Vocational and Education Training Authority
TOTs	Trainers of Trainers

Foreword

The Skills Development Policy aims to guide the implementation of skills development activities in the informal economy. The Policy target workers in the informal economy, especially those from the construction sector.

Malawi Congress of Trade Unions (MCTU) as a worker's organization and also as a government development partner, noted the skills gap among workers in the informal economy, who are members to Building Construction Civil Engineering and Allied Workers Union (BCCEAWU), CIAWU and Malawi Union for the Informal Sector (MUFIS). MCTU in consultation with key stakeholders has design and develop programs and strategies which will positively contribute towards filling the skills gap and deficit in the industry. This policy is among the strategies which will guide MCTU and its affiliates in the implementation of the skills development training program in the informal economy.

The policy will positively contribute towards the development of demand driven skills for workers in the informal economy. It will also contribute towards creation of decent employment since at the end of each training program participants will be given a recognition certificate, which will be used by participants to prove to employers to have received a formalized training hence in a better position to bargain for better working conditions.

This policy will allow trade unions in Malawi to actively participate in filling the skills gap among workers in the informal economy. Not only that but also, actively contribute towards the socio-economic development of this country, since the labour force will be able to offer demand driven skills.

President

Luther Mambala

PREFACE

This policy is as a result of consultation with key stakeholders. We acknowledge the invaluable support and active participation of the Ministry of Labour, The Technical, Entrepreneurial and Vocational Education and Training Authority (TEVETA), Employers Consultative Association of Malawi (ECAM), Community Energy Malawi (CEM), Commercial Industrial and Allied Workers Union (CIAWU), Malawi Union For the Informal Sector (MUFIS), Building Construction and Civil Engineering Workers Union (BCCEWU). Without your participation this document would have not been produced. Special appreciation is also given to MCTU secretariat staff for the tireless effort towards the drafting and finalization of this policy document.

The policy started with a research study and skill needs assessment which were successful conducted by MCTU. These activities helped to identify the skills gap in the construction industry and later informed policy development. The policy has identified five key policy priority areas which MCTU and key stakeholders need to focus on, in order to actively contribute towards the development of demand driven skills in the industry.

This policy falls within the framework of other public policies and programs and specifically learns and makes reference to those that target technical and vocational skills development in Malawi. In this regard the policy make reference to, The Vision 2020, MGDs II, The National Indicative Programme (NIP), the Millennium development Goals, The Republic Constitution of Malawi, The Technical Entrepreneurial and Vocational Education and Training (TEVET) Policy, The National Education Policy, The National HIV and AIDS and Gender Policy, The Sustainable Development Goals (SDGs).

In addition, The Malawi Congress of Trade Union's Constitution and Recruitment and Organizing Strategy in the Informal economy, and other internationally recognized standards and recommendations including but not limited to Convention 142, 155, 87, 98, 155, 184 and 100.

We consider this policy document, to be a strategic tool that will help, trade unions in Malawi contribute towards filling the skills gap in the informal economy. It is therefore very important that MCTU and stakeholders utilize this policy document in relation to skills development in the construction industry.

Denis Chalera Kalekeni
Secretary General

1. Introduction

The Technical, Entrepreneurship, and Vocational (TEV) Skills Development Policy seek to guide and address the many challenges that informal workers including youth and women in the construction industry face (Kachali, 2017 and TEVET Policy,2013). The policy has identified five key policy priority areas which MCTU and key stakeholders need to focus on, in order to actively contribute towards the development of demand driven skills in the industry. The policy will also contribute towards the creation of relevant skills for sustainable decent employment for informal workers.

The policy understands the complexity associated with the informal economy, hence for the successful implementation of TEV skills development training programs in the informal economy, it recognizes the need of a coordinated intervention among key stakeholders. In this context the key stakeholders includes, The Ministry of Labour and Man-power development, Technical, Entrepreneurial, Vocational, Education and Training Authority (TEVETA) , Employers Consultative Association of Malawi (ECAM), National Construction Industry Council (NCIC) and Development Partners (DP).

1.1. Background

The government of Malawi in its various policy and strategic documents recognizes the relevance of skills development for quality production, job creation and the general socio-economic development and growth, in Malawi (MGDSII). In 1999 the government established TEVETA to promote and regulate sustainable provision of quality technical, entrepreneurial, vocational, education, and training programs for workers and individuals planning to enter the labour market (TEVET Policy,2013). TEVETA through various TEVET training institutions has done and still deliver commendable skills and services in various socio-economic sectors of Malawi. However the system has not done very well in the informal economy, especially in designing and supplying of demand driven skills (Kachali,2017).

The construction industry suffers from skills shortages and mostly it has tend to employ labour from the informal economy and experience has shown that majority of informal workers lack appropriate skills and qualifications (TEVETA Workshop and Kachali,2017). The skills deficits among informal workers in the construction industry has led to substandard work and also exposed them (Informal Workers) to various unjust labour practices. Informal workers are mostly

employed as casual and temporal workers, a type of employment that is characterized with precarious and vulnerable working conditions.

Malawi Congress of Trade Unions (MCTU) as a worker's organization and also as a government development partner, noted the skills gap among its workers, who are members to Building Construction Civil Engineering and Allied Workers Union (BCCEAWU), CIAWU and Malawi Union for the Informal Sector (MUFIS). The skills mismatch plus the low levels of skills in the industry among informal workers, has prompted MCTU to take an active role towards development of demand driven skills for the construction industry in Malawi. Therefore MCTU in consultation with key stakeholders will design and develop programs and strategies which will positively contribute towards filling the skills gap and deficit in the industry. This policy will therefore lay and guide MCTU and its affiliates in the implementation of the skills development training program in the informal economy.

1.2. Linkage with other policies and programmes

This policy falls within the framework of other public policies and programs and specifically learns and makes reference to those that target technical and vocational skills development in Malawi. In this regard the policy make reference to, The Vision 2020, MGDs II, The National Indicative Programme (NIP), the Millennium development Goals, The Republic Constitution of Malawi, The Technical Entrepreneurial and Vocational Education and Training (TEVET) Policy, The National Education Policy, The National HIV and AIDS and Gender Policy, The Sustainable Development Goals (SDGs).

In addition, The Malawi Congress of Trade Union's Constitution and Recruitment and Organizing Strategy in the Informal economy, and other internationally recognized standards and recommendations including but not limited to Convention 142, 155, 87, 98, 155,184 and100.

2. Broad Policy Directions

2.1. Vision

- Trade Unions to contribute towards the development of demand driven Technical, Entrepreneurship, and Vocational (TEV) skills among youth and women from the informal economy in the construction industry.

2.2. Goal

- To make TEV skills accessible and affordable to youth and women from the informal economy.

2.3. Objectives

- To make demand driven TEV skills more accessible and affordable to youth and women from the informal economy including those from the remote areas of Malawi.
- To contribute towards creation of sustainable and decent employment in the construction industry among informal workers.
- To contribute towards addressing skills gap and deficits in the construction industry

2.4. Outcomes

- Availability of competent and well skilled youth and women in TEV from the informal economy.
- Availability of demand driven skills among youth and women from the informal economy.
- Increased productivity in the construction.
- Improved working conditions in the informal economy

2.5. Policy target groups

The policy targets the following groups of people;

- Informal workers
- Youth and women
- Disadvantaged workers

3. Policy Priority Areas

The informal economy is complex and associated with various pressing issues that contribute to precarious and vulnerable working conditions. The policy is aware of the various issues that need immediate attention, however it has identified five policy priority areas for action;

- **Access and affordability**
- **Social Dialogue**
- **Research**
- **Recognizing informal skills and qualification**
- **Financing and sustainability**

3.1. Access and affordability

It is evident that informal workers find it hard to access and afford formal TEVETA training programs due to financial and the nature of the training programs. TEVETA formal training programs target candidates, who are literate up to form 4 and also those with sound financial base. This set up automatically excludes informal workers since majority are illiterate characterized with low income levels.

As a way of addressing skills deficit among informal workers in the construction industry, TEVETA delivers a training program targeting informal workers, see www.teveta.com. However this program has failed to deliver to the expectations of the industry, since it pays little attention to the needs of the industry, (Mangazi, 2018 and Kachali,2017). Employers in the industry have submitted their concerns in various forums, saying that skills mismatch and low quality skills among construction workers especially those from the informal economy is on the rise and heavily disadvantaging the industry. On the other hand unions that organize in the informal sector have also received numerous complaints from informal workers about decent work deficit in the industry (MCTU Strategic Plan in the Informal Economy,2017-2021). Lack of proper qualification and quality skills among informal workers has highly contributed towards low productivity and poor working conditions in the industry.

However it is encouraging that the government of Malawi is constructing and establishing Community Technical Colleges across the country. This presents an opportunity for trade unions to contribute towards skills development in the informal economy.

3.1.1. Goal

- To contribute towards making TEV training programs more accessible and affordable for informal workers including youth and women in the construction industry.

3.1.2. Objective

- To deliver easy to access and afford TEV skills in the construction industry, by informal workers.

3.1.3. Policy Statement

To achieve the above objective the policy will ensure that;

- Existing TEVETA and community infrastructures are utilized for training programs.
- Curriculums with demand driven trades for the informal economy are developed

- Both on job and classroom trainings are free of cost for all informal workers.
- Strength Trainers of Trainers (TOTs) capacity, for effective delivery of demand driven modules in the informal economy.

3.2. Social Dialogue

Social Dialogue (SD) is a pillar of democracy. According to International Labour Standards Social Dialogue is also relevant to any effort aiming to achieve more productive and effective enterprises and sectors and a fairer and more efficient economy. The Malawi Decent Work Country Program-2016 also supports this statement, stating that social dialogue is a mechanism for facilitating consultation, and effectively addressing strategic issues related to employment and labour.

Social Dialogue offers a great opportunity for informal workers (MCTU) to engage employers (ECAM) and the government, on relevant issues that affect them. However experience has shown under-utilization of this opportunity due to the low levels of capacity among worker's organizations and its members at enterprise level Workers and worker's representatives' fall short of the necessary skills that would allow them to constructively bring up issues and engage employers from a workers perspective. On the other hand ECAM has also raised a concern saying that the low membership within ECAM especially among Small and Medium Enterprise (SMEs) also negatively contribute towards ineffectiveness of social dialogue at enterprise level.

Informal workers in the construction industry face challenging situations which expose them to working conditions that falls within the range of decent work deficits.

3.2.1. Goal

- To effectively utilize the social dialogue mechanism to address labour issues at enterprise and national level.

3.2.2. Objective

- To create an environment at enterprise level that will allow workers and employers to effectively utilize the social dialogue mechanism to address labour related issues.

3.2.3. Policy Statement

To achieve the above objective, the policy will ensure that:

- Workers, Employers and Government are sensitized and educated on social dialogue mechanisms.
- Social dialogue skills are strengthened at enterprise level (workers and employers).

3.3. Research

The policy recognizes the key role that research plays in any development activity. Literature relating to the construction industry in Malawi is minimal making it very difficult for stakeholders to make informed decisions. It is therefore important to intensify research related activities to contribute towards bridging literature gap in the industry. The policy is also well aware that the construction industry is embracing new technologies, which has created demand for new and advanced skills.

In addition the policy believes there are many ways of generating relevant information in the industry including but not limited to Skills Needs Analysis (SNA) workshops and Social Dialogue, however research offers a scientific solution towards identifying the skills needs and gap in the industry. Therefore research will ensure that TEV training programmes are competitive, relevant and tailored to the industry. In addition research will also be able to monitor and evaluate the progress of the training programs and propose recommendations for better service delivery in the industry.

3.3.1. Goal

- To contribute towards availability of reliable and valid labour market information related to the construction industry.

3.3.2. Objective

- To create an effective information system that will provide easy to access labour information in the industry.

3.3.3. Policy Statement

To achieve the above objective, the policy will ensure that:

- Research activities in the construction industry are strengthened and intensified.
- Research findings are disseminated to all stakeholders.

- MCTU website and social media pages are updated with research findings and other labour related information.

3.4. Recognizing informal skills and qualification (Prior learning skills)

Skills are an important factor in the socio-economic development of every country. It is therefore undeniable that for tangible development outcomes, human resources need continuous updating with demand driven skills. Training workers with demand driven TEV skills has the potential of contributing towards the achievement of sustainable employment in the industry, however the challenge in the informal economy remains the lack of recognition of TEV skills by employers.

It is therefore important that sensitization and lobbying campaigns are conducted targeting key stakeholders including government, employers, and workers, so that skills and qualification in the informal economy are recognized. Recognizing the skills and qualification in the informal economy has the potential of addressing decent work deficits and consequently contribute towards improved service delivery in the industry.

3.4.1. Goal

- To lobby for the recognition of skills and qualifications in the informal economy.

3.4.2. Objective

- To create decent employment for workers in the informal economy.

3.4.3. Policy Statement s

To achieve the above objective, the policy will ensure that:

- Lobbying and sensitization campaigns are intensified at regional and national level so that skills and qualifications in the informal economy are recognized.

3.5. Financing and sustainability

Malawi is well known for drafting good policy and very weak when it comes to implementation. Experience has also shown that as a country we have not really done very well on implementation and monitoring of policies. Among the key challenges confronting policy implementation in Malawi includes lack of enough and competent human resources, political will, and financial resources.

This policy anticipates such challenges during its implementation, and believes that for the successful implementation and sustainability of the skills development program, it is very important that strategies on how to address such challenges are integrated.

3.5.1. Goal

- To ensure the sustainability of the implementation of the plan.

3.5.2. Objective

- To ensure that there is enough funds and competent human resources for the successful implementation and sustainability of the plan.

3.5.3. Policy Statement

To achieve the above objective, the policy will ensure that;

- Proposals writing is intensified for possible funding for the program continuity
- Networking with various stakeholders is encouraged and promoted
- Communities are actively involved in the implementation.
- Training of Trainers is conducted by well qualified and competent trainers in TEVET

3.6. Cross-cutting issues

The policy has identified cross cutting issues which includes HIV and AIDS, gender equality, Occupational Safety and Health (OSH) and Entrepreneurship Development.

3.7. HIV and AIDS

Malawi has one of the highest HIV prevalence in the world despite the impressive progress the country has made in controlling its HIV epidemic in recent years (www.avert.org/professional). According to National Aids Commission HIV and AIDS prevalence statistics for 2010 indicate that 10% of people in Malawi were living with HIV and AIDS while the 2016/17 statistics show that eight 8% of people in Malawi are living with AIDS. In 2016 alone the youth contributed around 49% to the total population living with HIV and AIDS in Malawi. Young people are particularly at risk, due to early sexual activity and marriage.

HIV and AIDS still remain among the key threats and challenges that confront policy makers and implementers. HIV and AIDS is a labour issue as it weakens man-power hence reduce productivity and consequently affects the productivity of relatives since they have to take time off work in order to provide the necessary care and support. It is evident that HIV and AIDS affect all age groups and its impact is very huge, especially because majority of the youth are infected and affected. This policy recognize the seriousness and the far reaching impacts and consequences of HIV and AIDS pandemic on the individual, family, community and at workplace level (MCTU HIV and AIDS Policy, 2005).

3.7.1. Gender equality

The government of Malawi recognizes that sustainable socio-economic development of the country requires full and equal participation of women and youth. A critical analysis of the Malawi society shows that there are strong traditional and cultural forces that impinge on the participation of both men and women in development endeavors (National Gender Policy, 2013). Indications are that disparities exist between men and women in actual power sharing participation and control over decision-making processes. According the Labour Force Survey (2013), females have lower participations rate than males in development activities.

Therefore this policy will ensure that the recruitment process for persons to attend the training on technical and vocation skills is gender sensitive and it will aim for a 60 (women)/40(Men) participation of all sex groups. This is a deliberate approach to ensure that women are empowered and exposed to male dominated trades.

3.7.2. Occupation Safety and Health (OSH)

The international Labour Standards through Convention No. 155 recognize and recommend that all labour related trainings to integrate OSH, in order to create a healthy and safer working environment for all. As a commitment towards OSH the government of Malawi in 1997 adopted the Occupational Safety ,Health, and Welfare Act. A safe working environment is one of the cornerstones of ILO's decent work goal. Therefore to contribute towards a safe working environment this policy aims to integrate OSH lessons in all the technical and vocation skills training programs designed for informal workers. In addition social dialogue and campaigns will be used to advance occupation and safety agendas in all working places.

3.7.3. Entrepreneurship skills development

The policy is aware of the high levels of unemployment in Malawi not only because of skills mismatch but also because the economy fails to create enough decent employment for youth and women. Therefore as a solution towards addressing the problem of unemployment and job creation, the policy will train informal workers on how to establish and successfully run their own business. In addition the TEV training program will ensure that youth and women create jobs for other workers.

3.7.4. Good environmental practices

The environment is currently deteriorating at a very fast rate hence threatening the socio-economic development of this country. There are economic and esthetic losses associated with this degradation and the major environmental and development challenges include narrowing the gap between the degradation of natural resources and the environment on one hand and sustainable production and economic growth on the other. Most development activities impact on the environment and all the trades that this policy aims to train informal workers if wrongly practiced would negatively impact on the environment.

Therefore the policy will ensure in all its activities to raise awareness and knowledge on sustainable ways of using the environment. For instance it will advocate for a tree replanting culture, where any tree that has been cut down will need to be replaced.

4. Review of the Policy

The policy is aware that the construction industry demand different skills as time pass. With the invention of new and sophisticated technologies demand for new and quality skills in the industry is on the rise. In addition clients in the industry are demanding quality products in the shortest possible period, putting pressure on contractors and workers and to achieve and deliver to their satisfaction, it is important that workers acquire new and advanced skills that would match the needs of the industry. It is therefore important that every 3 to 5 years the policy is reviewed.

5. Roles & Functions of Key stakeholders

5.1. MCTU

MCTU will coordinate the implementation of the policy and ensure that all stakeholders play their role. In addition MCTU together with its affiliates BECEAWU, MUFIS, and CIAWU will take an active role in the provision of TEV trainings to informal workers.

5.2. ECAM

ECAM as an institution representing employers it will make sure that it sensitizes employers on the benefits of skills development program in the informal economy. In addition ECAM will be involved in social dialogue to create a favorable environment for the implementation of the project activities.

5.3. NCIC

Will be actively involved in the implementation of all project activities because of its strategic position in the construction industry.

5.4. TEVETA

TEVETA will be a regulatory body in the implementation of the TEV policy program. It will also ensure that the training activities conform to the set standards to achieve quality outcome.

5.5. Ministry of Labour

Will provide oversight to policy implementation plan, and coordinate infrastructure development.

5.6. Implementation plan

Overall Policy Goal: TO PROVIDE AFLAME FOR TRADE UNIONS IN MALAWI TO CONTRIBUTE TO TEVETA SKILLS DEVELOPMENT IN THE INFORMAL ECONOMY

Overall Policy Objectives: To make TEV skills accessible to youth and women from the informal economy

SPECIFIC GOAL	SPECIFIC OBJECTIVES	STRATEGY	RESPOSIBILITY	TIME FRAME
POLICY PRIORITY AREA: Access to quality and relevant skills				
<ul style="list-style-type: none"> To contribute towards making demand driven TEV courses accessible and affordable to informal workers (Including youth and women) in Malawi. 	<ul style="list-style-type: none"> Make TEV courses accessible to youth and women in the informal economy. 	<ul style="list-style-type: none"> Develop curriculum with demand driven trades for informal workers in the construction industry Utilize the locally available TEVETA and Community infrastructures for training programs. Deliver on job and classroom trainings for informal workers Train trainers of trainers (TOT) in how to deliver demand driven skills in the informal economy 	MCTU/TEVETA	On going

Priority area 2: Social Dialogue				
<ul style="list-style-type: none"> To effectively utilize social dialogue in addressing labour related issues at enterprise level and national level 	<ul style="list-style-type: none"> Create conducive environment to allow the utilization of Social Dialogue in addressing labour related issues at both enterprise and national level 	<ul style="list-style-type: none"> Educate workers (Trade Union Leaders), Employers (Employers Organisations) and government on social dialogue mechanisms Strengthen social partners knowledge and skills in social dialogue mechanisms. 	MCTU/ECAM/GOVT	On going
Policy Priority area 3: Research				
<ul style="list-style-type: none"> Contribute towards an effective labour market information system 	<ul style="list-style-type: none"> Contribute towards availability of reliable and valid labour market information 	<ul style="list-style-type: none"> Intensify research activities in the construction industry Dissemination of research findings Constantly update MCTU website and other social media pages with labour related information 	MCTU	On going

Policy Priority area 4: Recognizing informal skills and qualification				
<ul style="list-style-type: none"> • Advocate for the recognition of skills and qualifications in the informal economy 	<ul style="list-style-type: none"> • To contribute towards the achievement of decent working condition in the informal economy. 	<ul style="list-style-type: none"> • Intensify campaigns on recognition of informal skills and knowledge. • Sensitize communities on the relevance of recognizing skills and knowledge in the informal economy. 	ALL	On going
Policy Priority area 4: Financing and continuity				
<ul style="list-style-type: none"> • To achieve the continuity of the training program beyond partners support 	<ul style="list-style-type: none"> • Ensure there is enough funds and competent human resource 	<ul style="list-style-type: none"> • Intensify proposal writing • Networking with stakeholders • Community active involvement in the planning and implementation stage 	ALL	On going

