



Ministry Of Labour's Newsletter

Volume 1, Issue 1

Newsletter 31—January—2022

Directorates in the Ministry of Labour.

- Directorate of Labour and Industrial Relations
- Directorate of Vocational Skills Trainings and Development
- Directorate of Occupational Safety and Health
- Directorate of Policy Planning and Labour Statistics
- Directorate of Admins and Finance



Hon. Minister Of Labour , Gen. James Hoth Mai in Office focuses on the future

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Lead Stories Headline:

- 1) Labour awaits to establish National Social Insurance Fund.
- 2) Improves work performance at least 135 labour disputes resolves effectively.

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Labour awaits to establish National Social Insurance Fund



Photo: 17/11/2021 Undersecretary, Mary Hillary Pitia.

the Legislative Assembly officially pass it into law. Meanwhile Ministry of Labour is using the Social Insurance Fund Act of Sudan 1990 amended in 2008.

According to her, it's through this document that the government can governs and collecting the fund for the good of the beneficiaries and the country as well.

On the same story, the Acting Director General for Policy Planning and Labour Statistics in the Ministry of Labour, Adwok Chol Awur stated that Ministry of Labour has been out in the regions benchmarking on the National Social Insurance Fund for lessons learned. " We have learned so much, but still some areas need to be study that why today 31/01/2022 the team of Ministry of Labour has left to visit Republic of Rwanda on the same issue, Adwok disclosed

The National Ministry of Labour anticipating for Transitional National Legislative Assembly to enact its National Social Insurance Fund (NSIF) document. Once the bill is passed into laws, it will open ways for the Ministry to establish an autonomous NSIF in the Country.

The Undersecretary Ministry of Labour, Mary Hillary Pitia narrated that the process of formulation of South Sudan National Social Insurance Fund was commenced in 2016, subsequently submitted to Ministry of Justices in 2018 and was finalized in 2021.

"We have drafted the bill for South Sudan Social Insurance Fund. It has been reviewed by the ministry of Justice, approved by the cabinet waiting for submission to the legislative assembly for enactment".

The delayment in reconstituting the parliament was one of the factors that made the bill to delay.

"We are following it with the ministry of Justices to see that it has been passed, once it is enacted then we shall be able to get it out from the parliament and begin to implement" Undersecretary explain.

She ensured public that the Ministry cannot use it until

He added that ministry of labour has acquired enough knowledge, what remained is the technicality in the area of governance and managements of fund. "The only key issue is to have good governance of the fund to win trust of the public and investors."

He concluded that the absence of the body to manage the social insurance fund due to in adequate laws to regulate the activities have made the ministry's unable to establish the National Social Insurance Fund in the country. It is in this regards that there is no place for keeping the accrued NSIF contributions of 8% from employee and 17% employer obligation.

However, Ministry advices clients from different organization to seek for approval for payment of 25% of their NSIF deducted from employee salary as per the employment contract. "We are working hard to make sure that South Sudan Social Insurance Fund Bill is enacted into law to ease the establishment of the fund,"

Adwok explained.

Improves work performance at least 135 labour disputes resolves effectively, on page 2

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Improves work performance at least 135 labour disputes resolves effectively

Ministry of Labour resolved at least 135 related labour disputes effectively in 2021, which have improved work performance in many of clients' work places.

The resolution of labour dispute, which were done by our labour inspectors have opened ways for many issue among them include regaining reputations in the ministry.

Worth of mouth says; "the best mood in the work place is the friendly work relations" but the pandemic outbreak of COVID-19 has soared up much related cases of labour disputes, which have broken work relationship in many work places in private sectors.

Out of 154 cases received from plaintiffs to the Ministry of Labour 135 were resolved and 13 cases were put pending. This comes when the plaintiffs did not make the follow-up or cases on process.



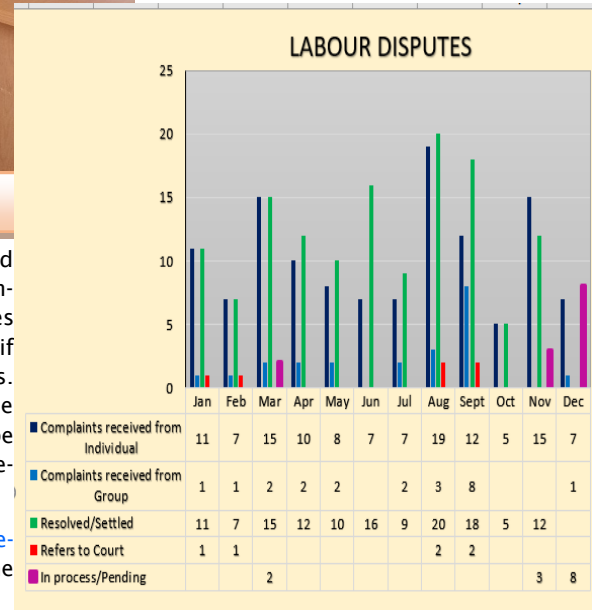
Labour dispute successfully resolved

AG Director General of Labour and Industrial Relations, Allamana, Zachariah unveiled that labour disputes resolved in 2021 were so great if compare with those previous years. "Stubbornly, some 6 cases whose clients refused to comply or to be solved, the Ministry of Labour referred them to court".

Among 135 ,some labour cases resolved were so challenges that one

could not expect that, the parties would co-exist peacefully as usual. "thanks God we managed to solve them perfectly".

Our work in the Ministry is to harmonize the situation, and see that both parties are fairly treated to ensure continue progress in their workplaces.



Ministry of Labour Launches new time zone of Republic of South Sudan



Hon Minister of Labour, Gen. James Hoth focuses on the future



hour behind that of the Eastern Africa time effective from 1st February, 2021.

The discussion was fruitfully reached, which brought a great success to the Ministry of labour to launch a new time zone of the Republic of South Sudan.

Hon. Minister said the changes of time zone would not affect the regular working hours in the country. People still work at an aggregate time of eight hours per day with one-hour rest for lunch. The working hours start from 8 am to 5pm.

The changed in official time from UTC+3 to UTC +2, which is based on South Sudan's real location on the Global Positioning System (GPS) was set back by an hour (for example from 1:00 to 00:00).

Before that, South Sudan had not been using its real time according to Greenwich Meridian Time, but now the country is using its Global Positioning System worldwide. Click here https://time.is/South_Sudan to see how South Sudan local time (UTC+2) works with the

The Minister of Labour, James Hoth Mai's scientific idea of changing time zone from coordinated Universal Time (UTC)+3 to UTC+2 Central Africa Time, was multilaterally discussed in the council of Ministers' meeting on 15th January 2021.

The dignitaries in the Government jointly supported the decision in the council of ministers to set back time zone by one

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MTC Produces quality innovative human resources in the country



Graduates marching to receive certificates

ing training centers in MTC, Torit, Rumbek and Yambio targeting to reach 10,000 students”.

In MTC, the financial support got from Africa Development Bank is supporting 670 trainees out of which 216

are females in different trays of skills training of 2 to 3 months.

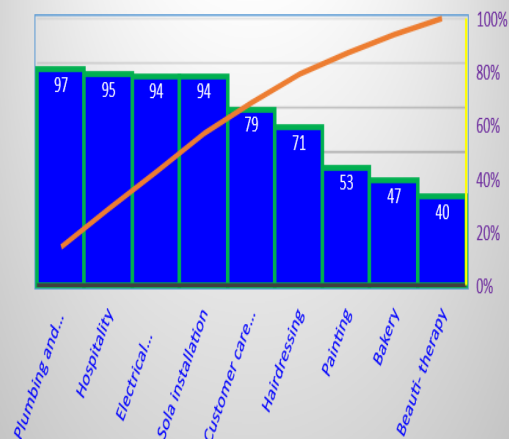
Vocational Skills Training is the only means where the development can immerse in the society. Most of the youths in South Sudan are not educated. Thus, they need to be equipped with productive skills to help them fit in the society.

“Various short courses available in MTC; prepare students ready for jobs creation they include; basic and advanced electrical, solar installation, hospitality, bread-baking, customer care building and bricklaying, painting, plumbing & pipe fitting, hair dressing, beauty-therapy, computer training, auto mechanic, carpentry & joinery, ICT, welding & metal fabrication. MTC is also offer career counseling and guiding for both youths females and males”.

The Deputy Director of training at MTC, Haida Christopher Gwonzer surprisingly mentioned that MTC prepared 880 students in different skills training. “some of them are under sponsorship while others were self-sponsored that made the training center to be overwhelmed”. Said Haida

The financial support MTC attained from Africa Development Bank through UNDP and implementing agency SAADO supporting students on the following categories of training as illustrated here on graph.

Categories of skills training under UNDP



Juba Multi-Service Training Center graduated 880 innovative, quality, skills human resources in the country. Through Ministry of Labour, the center received some supports from development agencies implementing projects funded by Africa Development Bank. MTC has become a center for peace where different youths from different backgrounds of South Sudan get opportunities to acquire major sustainable skills to answer a call of youths for employments, which aimed to reduce the burden of widespread youths' unemployment in South Sudan.

This evident based statement was shortly released when the Hon. Minister of Labour, James Hoth Mai on 28th September, 2021, inspected the site to acquaint himself with various skills training activities in Juba Multi-Service Training Center.

Numbers of personages accompanied the Hon. Minister to the site comprised of team from the Ministry of Labour, which include; the Undersecretary, Mary Hillary Wani Pitia, Director General for Vocational Training, Rev. John Chol Dau, and Director General for Admin and Finance, Bidit Nhial, AG Director General for Occupational Safety and Health, Wuol Domach

In addition, team of development agencies, which were also the project partners implementing different training packages at MTC were present.

The Hon. Minister, James Hoth appreciates partners in supporting the Ministry of Labour not only in Juba but also to other parts of South Sudan.

“The Africa Development Bank is support-

216 are females trained in difference skills

“Those who completed training (80%) are doing well. Once they finished training from here they do not hung around. Most of them end up getting employed during internship”. She added

A student David Longer in auto-mechanic expressed his happiness to the staff of Ministry of Labour said he joined the course in 2018, but because of COVID-19 that interrupted his training he completed in September, 2021, waiting for graduation.

“I am supposed to get employment with Zas Aviation but because of delayment in my graduation to acquires my certificate, limit my employment with Zas Aviation. Now I am working for Pinypek as a mechanic, getting 5,000 to 10,000 in some good day however, some time I may came without”. Longa.

The skill trainings take 75% practical in two to three months; to equip a student fully in productive employment. Extensively, like that of David Longer some courses take 2 years.

Thanks, MTC has been receiving projects' supports from different development partners such as Japan International Cooperation Agency (JICA), United Nation for Industrial Development Organization (UNIDO) and European Union (EU). All aimed at reducing negative impact of conflicts and build peace in the country through effective skills training for employment.

Ministry of labour embarks on establishment of DOSH

The Ministry of labour in 2021 embarked on restructuring a complete new Directorate of Occupational Safety and Health (DOSH) in the Republic of South Sudan.

The DOSH is partly deployed with seven qualified staff headed by Director General Mabruk. The Deputy Director Woul Domach is provisionally acting for directorate & running the office programs at Thongpiny site near Indian Embassy.

The smart brains on chairs illustrated below managed to developed OSH policy and operational manual in an office lacking internet services and limited furniture.

The directorate of OSH was once silenced since the separation of the Ministry of Labour from the Ministry of Labour, Public Service and Human Resources Development. It has no staff to operate by then.

In the year 2021, the Ministry done wonders to reestablish the key positions in DOSH through recruitment process that began with the Director General.

Other vacant positions filled in the directorates of OSH include; Assistant Director of OSH Mr. Jacob Deng, Senior Spector Ramadhan Andria, Nyangora Henry Diu and other two Assistant Inspectors, Akura John and Noel Swoka.

Through these staff, the ministry of Labour (DOSH) has made great achievements in the directorate as fol-



Photo: 2021/12/21, Deputy Director of OSH, Wuol Domach (second from right to left) chairs weekly meeting.

72%
positions
filled

National Occupational Safety and Health (NOSH) policy draft pending vertical approval. NOSH management system functional manual formulated.

NOSH programs guidelines on formulation. The Directorate also has;

Vision: Enhancing decent safer and healthier accident-free working conditions and workplaces in South Sudan at work industry.

Mission statement: To ensure 100% OSH compliance and safety culture through strengthened tripartite information sharing, networking and coordinating mechanisms at all levels of working life.

Legal mandates: DOSH is the national regulatory authority and custodian of occupational safety and health legally mandated to formulate, administer and enforce the regulatory frameworks.

DOSH legal provisions are enshrined in Labour Act, 2017 Chapter XI and Chapter XII and ILO relevant OSH conventions

1981, 1990, 2001 and 2006.

DOSH core values: We believe in SCAIR; Safety Compliance, Collaboration, Accountability, Integrity and Research innovations.

Functions: DOSH comprises of four departments; Safety, Health, Monitoring, Evaluation and Reporting (MER) and Partnership with overall key functions including but not limited to:

Prospective plans: Strategic annual plans for 2021 include Recruitment of DOSH human resources.

Development of National Occupational Safety and Health (NOSH) policy.

OSH country survey and mapping assessment for the selected work industries; Transport, Construction, Oil & Gas drilling, Mining, Manufacturing & warehousing in 7 states. Formulation of NOSH functional management system manual

Formulation of NOSH programs guidelines.

Despite the achievement the directorate still has some challenges, largely spin around the resource constraints;

Human resource, Equipment and financial (administrative cost) looking for external support to improve on service delivery.



VP for Service Cluster, His Excellency Hessian Abdulbagi and Minister of Labour, Hon. James Hoth



State Ministers of Labour on attention to presentation

2021 appeared to be a dream that come true to the directorate of Policy Planning and Statistics in the Ministry of Labour to formulated three policies, which include Vocational Training & Skills Development policy, Minimum Wage & Employment policy, Occupational Safety & Health policy, and Strategic Plan for the Ministry of Labour 2021-2023. All awaiting for approval from the constitutional post holders.

The documents were reviewed and thoroughly discussed in four days forums of stakeholders before passing them to the council of ministers. The stakeholders reviewed the documents from 12th October, 2021 to 15th October 2021.

The stakeholders to the workshop were collectively brought from ten states and three Greater Administrative Areas, development partners, UN agencies, donors' representatives' civil societies and counterparts from other lines Ministries and staff from the Ministry of labour to review all the policies documents.

To witness the Ministry of Labour's success, the Vice President for Service Cluster, His Excellency Hessian Abdulbagi appreciated the effort to reach in development of those key relevance policies that will help to regulate privates sector.

"I am so please to mention this to you here that take this chance intensively to review, validate and implement all these polices to enable the Ministry of Labour work effectively on the development of this country". Hessian.

The Vice President further appeal to partners to support the government in the areas of capacity building to make them more professional.

On the other hand the Minister of Labour, James Hoth Mai, ensured the present of various stakeholders signify readiness to implementation of the policies in all the states and greater administrative areas. "Thanks, UNDP and other partners present for the support. Ministry of labour is now doing right things to bring in the employment opportunity in the country through being innovative to create job for ourselves.

Labour Market Assessment

On the other development, Ministry of Labour directorate of Policy planning and statistic launched labour market assessment in 2021. The program was designed to fully grasp all the status of the private sector operating in South Sudan. The categories of the private sector reached in Juba include Financial institutions, Companies, Health Service providers, Hospitalities institutions, Nongovernmental Organization (NGOs), Learning institutions, Wholesales and shops, and other institutions. The significant information collected from employees are to help the government in improving policy planning and implementation mechanisms, to regulate the private sectors for purpose of improving working condition of the employers and employees in the private sector.

Labor market analysis basically aimed to take a five-part process, which include to;

Identify the area within which employers are competing for labour.

to determine the salaries being paid for specific positions.

Work with management to validate the market are-

as, market competitors, and job matches (benchmarks).

Identify market trends such as ancillary pay, merit and pay practices. Establish, adjust, and/or recommend salary structures that will allow the country to effectively sustain the citizens at all level of life sustainability, which can be best determine through use of minimum wages.

During the process the ministry reached the following categories:

Types of employers	Numbers of Employee
Companies	4543
Hospitalities Institutions	2462
Others Institutions	2089
Wholesales and Shops	1094
Financial Institutions	735
Health Services Providers	564
Learning Institutions	64
Nongovernmental Organizations	28
UN Agencies	0
Total	11,579 individuals

Total 11,579

Ministry of labour recruits 41 professional staff

The Ministry of Labour has increased its labour forces by recruiting 41 quality and professional staff in five directorates to provide professional decent services to clients.

The DG of Admins and Finance Ministry of Labour, Bidit Nhial Deng let the recruitment team that comprised of 7 panelists from Ministry of Public Services and the Ministry of Labour hosted.

“The recruitment processes started in June, 2020 that aimed at ameliorating work performance and was successful concluded on 5th July, 2021. It was the first of its kind since the Ministry of Labour was established in 2018 followed the signing of the Revitalize Peace Agreement” .

The newly recruited competent staffs, were to bridge the shortage of skills staff in the ministry to deliver professional sufficient services to the clients.

The recruitment processes started with advertisement in 2020, short listed 120 applicants for interviews at various positions in the five directorates, which include Directorate of Labour and Industrial



Director General of Admins and Finance, Bidit Nhial Deng

“The various vacant positions that we filled in this first recruitment process were as follow;

Position of Director General for Occupational Safety and Health, Positions of Deputies Directors, Directors, Assistant Directors, Senior Inspectors, Controller of Accounts, Assistant Inspector and Inspectors.

The ministry also recruited 7 unclassified staff in Bor Vocational Training Center and 2 unclassified staff in Juba.

Relations, Directorate of Vocational Skills Training and Development, Directorate of Occupational Safety and Health, Directorate of Policy Planning and Statistic and Directorate of Admins and Finance.

The successful candidates were then confirmed through the Ministry of Public Service and Human Development. They were called to take their offers in July 2021.

DG Bidit Nhial Deng praised the recruitment team for the successful process of recruitment that the Ministry of Labour has really reveal the position of its true ministry in regulating work forces in the private sectors.

“We still have more empty positions to fill, but due to financial constrains we might not do it recently. This means the Ministry really need some financial sup-

Extension of Ministry of Labour offices



MOL brunch office at Thongpiny site.

Following the recent recruitment, the Ministry of Labour leased a premise for an extension of more offices at Tongping of about 300 meters away from main building toward northern direction. Recently, the staff has increased by 41, total to 81 staffs.

The ministry found it very difficult to provide enough space for offices at the headquarter since it has been shared with the Ministry of Public Service. The main office at the ministerial complex has limited space.

“Then the only decision was to rent enough office spaces outside with the financial support from the partners and counterparts of the ministry”.

The compound in Thongping, has one big building with 10 rooms located next to Indian Embassy. Basically, to occupy the newly recruited staff.

The offices, which are allocated in Tongping site, include the whole directorate of Occupational Safety and Health, Directorate of Policy Planning and Statistic, and ICT staffs.

The office building is quite isolated, silence and conducive for office work to set the brain at work. It has electricity 24/7 hours and there is a hope that internet will be installed.

The staff are free to move from office to offices without any disturbance.

Meanwhile the issue of furniture remain haphazard with horrible tables that need some financial support from the friendly partners to intervene.

This newsletter shall come quarterly soon.



Head Office of Ministry of Labour

Address: Ministry Complex, Juba South Sudan

Our motor:

Social Dialogue and Decent Work

Mandate:

To establish an inclusive, impartial, responsive, and efficiently regulate the operations of the Private Sector labour market in a manner consistent with national priorities, values, and cost-effective service delivery.

Vision:

A proactive, responsive, well-managed and accountable public and private sector

Mission:

To provide policy guidance, regulatory framework for effective labour administration, skills development and occupational safety and health.

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