Committee on the Application of Standards

Date: 1 June 2021

Governments appearing on the list of individual cases have the opportunity, if they so wish, to supply written information to the Committee.

Information on the application of ratified Conventions supplied by governments on the list of individual cases

Mozambique (ratification: 1996)

Employment Policy Convention, 1964 (No. 122)

The Government has provided the following written information.

The information covers sectors other than the Ministry of Labour and Social Security, as follows:

1. **The Committee of Experts asks the Government to provide comprehensive information on the results achieved and the challenges encountered to achieve the objectives set out in the NEP (National Employment Policy), particularly on the results of the programmes established to stimulate growth and economic development, raise working and living standards, respond to labour market needs and deal with unemployment and underemployment.**

- The Government approved the Employment Policy in 2016, and the respective Action Plan 2018–22, which contains eight pillars, namely: (1) human capital development; (2) creation of new jobs; (3) harmonization and prioritization of sectorial policies and strategies; (4) promotion of decent, productive and sustainable work; (5) improvement of the labour market information system; (6) occupational health, hygiene and safety at work; (7) strengthening international cooperation; and (8) transversal affairs.
- In the 2015–19 period, 1,893,921 jobs were registered, of which 478,904 in 2019.
- In 2020, due to the impact of the COVID-19 pandemic, there was a reduction of jobs in the order of 47.05 per cent in relation to 2019, reaching 253,542.
- Of this total, 162,893 are new jobs; 90,649 is a person's first job; 158,468 are permanent jobs, 69,311 seasonal and 25,763 temporary jobs; 153,171 jobs for young people corresponding to 60.4 per cent, and 62,293 jobs occupied by women, corresponding to 25 per cent of the total.
- Average inflation was 3.14 per cent, against 2.78 per cent recorded in 2019, below the average of 6.6 per cent forecast for the year 2020 and the gross domestic product of 2020 registered a decrease of -1.28 per cent, against 2.29 per cent in 2019.

- The national electrical network (REN) was expanded, establishing 222,640 new home connections, making a total of 9,997,425 domestic consumers, corresponding to 38 per cent of access to energy in the national territory; the construction of five new water supply cisterns in rural areas and two new water supply cisterns in cities and towns, which culminated in the establishment of approximately 38,677 household connections, benefiting approximately 114,000 inhabitants.
- Adoption of sustainable fiscal and monetary policy measures to support the private sector in addressing the economic impact of the COVID-19 pandemic. Within the scope of this measure and in order to provide greater resilience to the Mozambican financial system, in order to face the growing risks arising from the macroeconomic impact of COVID-19, the Bank of Mozambique decided to release US$500 million to establish a credit line for commercial banks, with the aim of allowing them to have greater liquidity in foreign currency to cover imports of goods and services.
- Introduction of new work modalities, depending on the specificities of the area of activity, ensuring, however, the preventive measures issued by the health sector and the mechanisms for controlling effectiveness.
- Creation of alternative forms of care to replace face-to-face care in public and private institutions.
- Implementation of measures, among others, (i) the granting of credit lines in foreign currency to local banks and the recommendation to restructure customer credits; (ii) constitution of a credit line in the amount of 1,600 million meticais to support small and medium-sized companies, operated by the National Bank of Investment; (iii) suspension of interpellations, constitutions in arrears and executions resulting from the delay in fulfilling obligations related to bank credits, provided that this delay results from the application of the measures imposed by the state of national emergency; (iv) customs and tax facilitation, including the authorization of early departures for the import of goods related to the prevention and treatment of COVID-19, the waiver of payments on account and the postponement of social payment on account, among other measures; (v) 10 per cent reduction in the electricity tariff from 1 June to 31 December 2020, to all consumers (companies and individuals); and, (vi) exemption from VAT (17 per cent) on sugar, edible oils and soaps, from 26 May for one year, aiming to mitigate the costs of these essential goods.

2. The Committee asks the Government to provide updated information, including statistical data disaggregated by economic sector, sex and age, on the current situation and trends in relation to the active population, employment and unemployment.

- According to the results of the Household Budget Survey of 2019/20 (preliminary data), the employment rate is 74 per cent and the unemployment rate is 17.5 per cent.
- The employment rate of 15–35 years old is 66.7 per cent (67.7 per cent men and 65.8 per cent women).
- The unemployment rate for 15–35 years old is 17.5 per cent (17.4 per cent men and 17.7 per cent women).

3. The Commission asks the Government to provide detailed information on how the implementation of the NEP, the Pre-occupational Traineeship Regulations and other programmes that provide education and vocational training for young people

or supporting the entrepreneurship of young women and men have increased access of young people to full, productive and sustainable employment.

- Agreements were signed to promote pre-professional internships with the business and banking sectors and 3,008 pre-professional internships were carried out, of which 1,174 benefited women.
- The telescope was introduced in vocational training to deal with the COVID-19 pandemic.
- The management procedures for the Youth Initiatives Support Fund were reviewed and 188 projects were financed, benefiting around 1,000 young people.
- The Creative Youth Prize Programme was introduced and 145 young people were awarded in the areas of entrepreneurship, scientific innovation, artistic creation and revelation.
- Multigenerational forums for dialogue held to encourage youth participation and integration.
- The “My Kit, My job” programme was introduced and 741 self-employment kits were acquired and allocated, generating 2,101 jobs, of which 499 are occupied by women.
- The Scholarship Regulation for Girls was introduced with a view to entering courses in the industrial sector (engineering).
- The ECITB international certification for a training center has been renewed.
- The ISO9001 International Quality System Management certification of a training centre has been carried out.
- National Catalog of Professional Qualifications for Vocational Certificates and Professional Education Professionals produced for the areas of hospitality and tourism, education, health and social security, administration and management, agriculture and nature conservation, planning, physical, industrial maintenance, engineering and industrial production, ICTs, hydrocarbons, mining, civil construction, statistics, aquaculture, fisheries and navigation.

4. The Commission asks the Government to provide detailed and updated information on the results of the specific measures adopted and implemented on the NEP to promote equal employment and income opportunities for women and men and to close the gender gap in education, especially in relation to literacy rates.

- The net enrollment rate for students who entered Grade 1 at the age of 6 registered 78.9 per cent (78.1 per cent girls) of a 94 per cent plan. The student/teacher ratio stood at 67 per cent (primary education) against the annual target of 63.6 per cent.
- 7,570 primary school teachers were hired out of a target of 7,639 teachers.
- Hired 7,266 literacy teachers benefiting more than 181,000 literacy students.
- In the scope of professional technical education, 104 teachers were hired.
- 551 classrooms were built, with a plan of 1,355, benefiting about 22,110 students.
- Acquired and distributed 25,120 school desks, out of a plan of 33,875.
- Trainers admitted to vocational training centres.

5. The Commission asks the Government to continue to provide information, including statistical information disaggregated by age and sex, on the impact of measures taken in the area of education and vocational training and on its relationship with prospective employment opportunities.

- In 2020, the school network grew by 0.75 per cent, equivalent to 99 new schools. In secondary education, the school network grew by 8.3 per cent, from 819 schools in 2019 to 887 in 2020.
- In higher education, a total of 239,602 students were enrolled, corresponding to an achievement of 99.7 per cent of the planned target and a growth of 6 per cent, compared to the year 2019.
- In vocational technical education, a total of 93,463 students were enrolled, corresponding to an achievement of 98.9 per cent of the planned goal and a growth of 5 per cent, compared to the year 2019.
- In the area of literacy and non-formal education, 229,329 literacy students were enrolled, corresponding to 69 per cent of the annual goal.
- Trained 3,430 women in entrepreneurship and business management
- Approved by the Government, the Gender Strategy in the elaboration of sectorial instruments of the Government.
- Trained 1,140 women to access productive resources and emerging opportunities in the extractive industry.

6. The Commission asks the Government to continue to provide detailed information on the involvement of the social partners in the promotion and implementation of the NEP. The Committee hopes that the Government will make every effort to take the necessary measures in the near future.

- The Employment Policy and the respective Action Plan were presented, discussed and approved by the social partners partners in the Consultative Labour Committee.
- The implementation of the MozTrabalha programme covers the employment area and involves the social partners.