MALAWI GOVERNMENT

RESOLUTIONS OF THE MEETING OF THE MINISTRY OF LABOUR, MALAWI CONGRESS OF TRADE UNIONS (MCTU) AND EMPLOYERS CONSULTATIVE ASSOCIATION OF MALAWI (ECAM) ON THE TROPICAL CYCLONE FREDDY HELD ON 17TH MARCH, 2023, BLANTYRE

We, the Social Partners comprising the Malawi Government, the Malawi Congress of Trade Unions (MCTU) and the Employers' Consultative Association of Malawi (ECAM) having met at Soche Technical College in Blantyre on 17th March, 2023 regarding the devastating impact of Tropical Cyclone Freddy on the World of Work; and

RECOGNIZING the efforts already made by Government led by His Excellency Dr. Lazarus McCarthy Chakwera, President of the Republic of Malawi, and the need for concerted efforts to alleviate the suffering of all those who are affected;

DESIRING to find ways and means of mitigating the impact of Tropical Cyclone Freddy on the Labour Sector;

AWARE that the challenges associated with Tropical Cyclone Freddy can best be resolved by Tripartite Partners;

DESIRING to develop a plan of action for the Labour Sector to respond to the Tropical Cyclone Freddy in the short, medium and long term;

BEARING IN MIND the role of Social Partners towards achieving Malawi 2063 and the Sustainable Development Goals, in particular, on promoting sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all;

RECOGNIZING the important role of the International Labour Organisation (ILO) including in the area of research and rapid assessments in the Labour Sector;

Have resolved as follows, that:

1. The Tripartite Partners, with the support of the ILO, should assess the impact of Tropical Cyclone Freddy on the Labour Sector in the affected districts of Southern Malawi;
2. TEVETA (Technical Entrepreneurial Vocational Education and Training Authority) should quickly assemble teams to construct sanitary conveniences (toilets and bathrooms) in temporary camps;
3. Employers should continue to embrace the advice provided in the Advisory Note on Tropical Cyclone Freddy issued on 12th March, 2023 by the Ministry of Labour;

4. Employers should promote psychosocial counselling to help traumatized Workers to cope with the impact of Tropical Cyclone Freddy;
5. Employers should provide practical support to their Employees and/or those falling within their supply chains;
6. Employers should exercise good will to provide material or financial support to their Employees;
7. Employers that have capacity should be approached to assist those beyond their businesses that have been affected;
8. Employers who have already committed to provide financial support to their Employees and beyond their businesses, should be commended and recognized;
9. Workers that have done tremendous work towards rescue operations or any other support, should be commended and recognized;
10. The Ministry of Labour in collaboration with other competent authorities should intensify inspection of workplaces to identify decent work deficits and defects arising from Tropical Cyclone Freddy that have to be remedied;
11. Employers should support injured Workers, including those working in the informal sector, and other avenues should be explored when the employer has limited capacity;
12. Employers/Government should consider providing business starter packs to affected self-employed individuals to help them recover from the disaster;

13. Employers should give special consideration to the workloads of Employees still recovering from their injuries;

14. Employers, where possible and appropriate, should allow Employees to work from home without loss of pay in the immediate aftermath of Tropical Cyclone Freddy.

Charles Kumchenga	Honourable Agnes NyaLonje	Annie Chavula
President (MCTU)	Minister of Labour	President (ECAM)