



THE EMPLOYER NEWSLETTER

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ECAM PLEDGES TO HELP ELIMINATE CHILD LABOUR



International
Labour
Organization

Act now



End
Child
Labour



#EndChildLabour2021



Employers' Consultative Association of Malawi-ECAM pledges to accelerate efforts to fight against child labour by offering opportunities to provide work readiness programs to working age children.

The ECAM action Pledge titled: Engage ECAM members for work readiness initiatives (mentorships, apprenticeships, internships) for working age children in tea and coffee value chains.

In a statement ECAM Executive Director George Khaki says withdrawing and protecting working age children from the Worst Forms of Child Labour is most effective when training and decent work alternatives are provided to ensure alternative replacement sources of income, reducing the risk of such children being drawn back into child labour.

"As employers we are aware that child labour poses a threat to the reputation of businesses, we strive to ensure no children are employed at the workplace, this demonstrates compliance and respect for child rights at the same time boosting business, said Khaki."

The specific target for 2021 is to train and empower not less than 50 working age children withdrawn from, or at risk of child labour who will go on to be attached to various organizations either as apprentices, mentees, interns or young workers, or who become entrepreneurs in their own right.

Firstly, our Action Pledge will show that collaboration between different actors including businesses, is an effective approach to addressing child labour.

Secondly, by demonstrating that providing training and alternative sources of income through decent work can help working age children to get out of child labour, our Action Pledge will galvanize and inspire employers to undertake special efforts to do their part in contributing to the ending of child labour as part of their Corporate Social Responsibility (CSR).

TEVETA-HWK PARTNERSHIP PLANS DUAL TRAINING COURSE IN WELDING AND FABRICATION



Picture showing some participants in a Metal Fabrication and Welding training

The Chamber of Skilled Crafts and Small Business of Koblenz (HWK Project) Germany in partnership with the TEVET Authority plans to pilot a Dual Vocation training course in metal fabrication and welding.

Dual training is a system where learning is balanced between companies and technical colleges. This system is known for its emphasis on in-company training and close collaboration between public and private sectors in TEVET.

TEVETA -HWK Partnership Project Officer Wanangwa Mhone in a statement made available to Employers' Consultative Association of Malawi-ECAM says the intention is to develop and implement a pilot course for one year in which apprentices will be trained in Metal Fabrication and Welding with elements of dual TEVET and that responds to the needs of companies.

Mhone said dual TEVET system enhances active involvement of the industry in recruiting apprentices and also apprentices obtaining much training from the world of work.

"Germany, for instance, has an advanced dual system which is effective and strongly responds to industry needs and demands as companies

take significant part in training apprentices, said Mhone".

He added that companies who will participate in this pilot course range from micro, small, medium and large companies in metal fabrication and welding or that have an active unit of metal fabrication and welding.

So far, sensitization workshops with companies and technical colleges have been conducted across the country and the project shall in the upcoming months upskill technicians from companies in advanced welding processes.

The project is part of development cooperation between Germany Government and Malawi and is financed by the Federal Ministry of international cooperation (BMZ) through Sequa. The partnership project is being implemented by TEVET Authority and HWK Koblenz and the second phase of the project started in November 2019. Among other things, the project is championing development of level 4 in Electrical Installation and Electronics, Piloting the Dual Vocation Educational system and offering advanced training for trainers in metal sectors.

ALWAYS REMIT PENSION SAYS ECAM

Employers' Consultative Association of Malawi-ECAM has called upon employers to continue complying with the law including remitting pension even amidst covid-19 pandemic.

This follows an announcement made by the pension regulatory body Reserve Bank of Malawi in June 2021 that some employers have not been remitting pension contributions.

In a statement ECAM Executive Director says obligation to continue remitting is not just a form of decent work but also legal requirement.

“Always remember that it is mandatory that all employers shall remit pension in accordance with the law to avoid penalties and other sanctions, said Khaki”.

Khaki said many employers have indeed not been able to abide by the provisions of the pension Act because of the tough operating environment in the country.

He said, even though amidst covid-19 we urge employers to set up recovery plans that will help to ensure that companies who fails to remit their pension start remitting them.

Top Reasons to Hire an Apprentice



Apprentices help to increase the business productivity.

It has been observed that apprentices are always ready to learn new things and can be moulded as per business requirement easily.



Hiring Apprentices help to close the vacancies quickly.

Employers think that training an apprentice is more cost effective than hiring a skilled staff.



Apprentice bring fresh, innovative and creative ideas into business.



The British Institute
of Recruiters

<https://ior.org/>



**EMPLOYERS' CONSULTATIVE
ASSOCIATION OF MALAWI**
The Voice of Employers in Malawi



One of our Services:

RESEARCH AND INFORMATION

Through Advocacy and Lobbying, ECAM publicizes some some research and information which are useful to members. These include:

- Cost of Living Analysis
- Newsletters
- Employment and Labour Related Updates
- Research and Publications
- Recent Court Judgements
- Labour Law guides
- Positon papers on labour and Employment related matters



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