



2nd ANNUAL LABOUR CONFERENCE
14 -15th September 2023

**“A JUST TRANSITION AND DECENT WORK: Inclusive Job Creation
Approaches and Effective Labour Market Protection Systems”.**

1. Background

An investigation and analysis of current policies and programs, their effects and the role of the Government, Employers' and Worker Organizations in achieving A Just Transition and Decent Work agenda calls for an observance of a tripartite quorum that will foster and drive towards the intended goals. It is pressing to understand the country's strategies geared towards inclusive job creation that enhances labour demand in the country and matches the voluminous labour supply in the labour market. Reduction of the country's rising unemployment rates which have proved difficult to apprehend is a priority for the country. In addition, labour market protection systems that are inclusive and effective have to be instigated in order for Botswana to evolve to A Just Transition, Decent Work and an Inclusive socio-economic growth process.

It is against this backdrop that the Institute for Labour and Employment Studies (ILES) will host the 2nd Annual Labour Conference that will congregate a network of more than 300 local and international delegates who are essential stakeholders and experts on A Just Transition and Decent Work agenda. The labour conference thematic discussions will have a systematic approach and specific focus on inclusive employment creation strategies and effective labour market protection systems that advance an environmentally sustainable inclusive socio-economic growth.

2. Objectives

- a) Investigate national policies and strategies, as well as implementation plans in place for A Just Transition to environmentally sustainable economy with a centrality to Decent Work and an inclusive socio-economic advancement.
- b) Assess policy frameworks and practical recommendations for job creation, that drive the Decent Work agenda and quality jobs for all.
- c) Establish the role of social dialogue and tripartite partnerships by the Government, Employers' and Worker Organization's, as well as, their responsibilities in a successful implementation of an inclusive job creation approach and effective labour market protection systems.
- d) Discuss the impacts and risks resulting from climate, technology and demographic changes centred around prevention and protection measures that promote A Just Transition towards environmentally sustainable economies and societies for all.
- e) Formulate coherent guidelines, policies and programmes in relation to the protection of worker's health and well-being at work, communities and the environment against the risks and effects from technological, environmental and demographic dynamics.
- f) Establish the status of unemployment in the region and steps taken by Botswana to enhance job creation and productive jobs which the country committed to during a Joint Ministerial High level Dialogue by member states on Pro-Employment Policies and Strategies in SADC in July 2022.

3. Conference Thematic Areas

Thematic areas were generated from international agendas that promote sustainable decent work, inclusive socio-economic and environmentally friendly growth, labour and employment trends and conditions as well as the Institution's insights. The thematic areas will motivate discussions around the following topics;

❖ Botswana's policy frameworks, strategies and implementation plans for job creation and quality jobs for all to an environmentally sustainable economy.

- ✓ Dialogue that focuses on inventories of current and future manpower needs and resources by the country.
- ✓ Labour demand driven legislative, regulatory, policy frameworks, market systems and their supporting functions that accommodate skills acquired from training institutions.
- ✓ Discussions on reforms of the education and training system that strengthen its quality outcomes and enhance job creation.
- ✓ Initiatives for upskilling training programs and capacity building for relevant labour demand driven industry skills which are progressive and in accordance with the recommendations for the country e.g (Quality apprenticeships and Technical Vocational Education and Training- TVET).
- ✓ Interventions that address issues regarding lack of recognition and low absorption of graduates by the labour market.
- ✓ Diversification of the country's export base, and establishment for access to higher value markets.
- ✓ The status of unemployment in the region and steps taken by Botswana to enhance job creation and productive jobs that the country committed to during a Joint Ministerial Dialogue on Pro-Employment Policies and Strategies in SADC in July 2022.

❖ Social dialogue and tripartite partnership's responsibilities in a successful implementation of an inclusive job creation approach and effective labour market protection systems.

- ✓ Mapping of Organizations that drive job creation, quality jobs and eradicate poverty in Botswana.
- ✓ Collective aspirations in achieving sustainable job creation, inclusive economic growth and eradicate poverty for Botswana.
- ✓ Tripartite partnerships and their roles in coordinating the right structures that drive sustainable employment creation and a poverty eradication agenda.
- ✓ Commitments by the Private Sector through Business Botswana and Organized Labour Movement on strengthening job creation and decent work in the country.

- ✓ Establishment of frameworks for coherent and coordinated programmes that drive job creation with systematic monitoring and evaluation for a successful just transition and decent work agenda.

❖ **Climate, technology and demographic dynamics and measures that promote A Just Transition towards environmentally sustainable economies and societies for all**

- ✓ Impacts of Climate Change and A Just Transition on the economy, sectors and occupations in Botswana.
- ✓ An enabling policy environment for A Just Transition, decent work and investment framework that promotes a green, inclusive, and gender sensitive economy.
- ✓ Institutions that support A Just Transition and their technical guidelines and coherent policies and programmes that cover fundamental principles of a healthy working environment.
- ✓ The role of the Government, particularly national and local regulations in place to ensure the protection of the informal sector and communities on matters related to Occupational Health & Safety.
- ✓ Coherence and cooperation of strategies by employers with regards to regulation to reduce and where possible, eliminate hazardous materials across the supply chain of products and production processes.
- ✓ Community development through operational revenues generated along with sustainable job creation and decent work resulting in an increase of living standards by communities.
- ✓ Adequate training and programmes provided for workers on health and safety matters.

❖ **Labour market protection systems that improve the health and well-being of worker's and foster A Just Transition working environment.**

- ✓ Implementation of existing and proposed fundamental rights at work and labour laws that are gender sensitive and ensure an inclusion and meaningful participation by citizens.
- ✓ Commitments by a tripartite that foster improved Occupational Health & Safety and preventative measures.
- ✓ Implementation of robust accident and incident prevention management programmes that pro-actively promote employee's health and wellness.
- ✓ Processes, programmes and strategies for management of biological, chemical, physical, psychosocial hazards and risks (including emerging risks) that can have an impact on worker's health & safety, community and the environment.
- ✓ Protection of the environment which includes; managing waste, effluents, emissions, dust, noise pollution, soil conservation and management of hazardous substances to prevent pollution.

- ✓ Consumption methods and capacities of natural resources relative to production that promote efficient and sustainable use of water, energy, land and implementation of biodiversity conservation programmes.

Email: labourconference@ilescollege.ac.bw