

EMPLOYMENT AND LABOUR ACTS OF MALAWI

1. THE LABOUR RELATIONS ACT, 1996

The Labour Relations Act covers the following:

1. Freedom of Association
2. Trade Unions and Employers' Organizations
3. Collective bargaining and Organizational Rights
4. Dispute Settlement
5. Tripartite Labour Advisory Council
6. Industrial Relations Court

The Labour relations act promotes sound labour relations through the protection and promotion of freedom of association, the encouragement of effective collective bargaining and the promotion of orderly and expeditious dispute settlement, conducive to social justice and economic development.

2. THE EMPLOYMENT ACT, 2000

The Employment Act covers the following:

1. Administration
2. Employment of Young People
3. Contracts
4. Hours of Work, Weekly Rest and Leave
5. Wages
6. Discipline and Dismissal

The Employment Act establishes, reinforces, and regulates minimum standards of employment with the purpose of ensuring equity necessary for enhancing industrial peace, accelerate economic growth and social Justice and for matters connected therewith and incidental thereto.

3. WORKERS COMPENSATION ACT,

The Workers' Compensation Act covers the following:

1. Eligibility for Compensation in Case of Injury other than the Contraction of a Scheduled Disease.
2. Compensation for Injury Caused otherwise than by the Contraction of a Scheduled Disease.
3. Calculation and Distribution of Compensation

4. Medical Aid
5. Compensation for Injury due to the Contraction of a Scheduled Disease.
6. Procedure for Obtaining Compensation
7. Administration
8. Workers' Compensation Fund

The Workers' Compensation Act provides for compensation for injuries suffered or diseases contracted by workers in the course of their employment or for death resulting from such injuries or diseases; it provides for the establishment and administration of a Workers' Compensation Fund; and it provides for matters connected therewith or incidental thereto.

4. OCCUPATIONAL SAFETY, HEALTH AND WELFARE ACT, 1997

The Occupational Safety, Health and Welfare Act covers the following:

1. Registration of Workplaces
2. Duties and Responsibilities
3. Health and Welfare
4. Machinery Safety
5. Health and Safety
6. Notification and Investigation of Accidents, Dangerous Occurrences and Industrial Diseases
7. Records
8. Administration
9. Offences, Penalties and Legal Proceedings

The Occupational Safety, Health and Welfare Act makes provision for the regulation of the conditions of employment in workplaces as regards the safety, health and welfare of persons employed therein; for the inspection of certain plant and machinery, and the prevention and regulation of accidents occurring to persons employed or to go into the workplaces; and to provide for matters connected with or incidental to the foregoing.

5. TECHNICAL, ENTREPRENEURIAL AND VOCATIONAL EDUCATION AND TRAINING ACT, 1999

The Technical, Entrepreneurial and Vocational Education and Training Act covers the following:

1. The objectives of Technical Education and Training
2. The establishment of Technical, Entrepreneurial and Vocational Education and Training Authority of Malawi.
3. Establishment of Board of the Authority
4. Technical, Entrepreneurial and Vocational Education and Training Payroll-Levy
5. Establishment of Technical, Entrepreneurial and Vocational Education and Training Fund

The Technical, Entrepreneurial and Vocational Education and Training Act provides for the promotion and co-ordination of Technical, Entrepreneurial and Vocational Education and Training; the establishment of the Technical, Entrepreneurial and Vocational Education and Training Authority of Malawi; Establishment of Technical, Entrepreneurial and Vocational Education and Training Fund, and the payment into the fund of periodical contributions levied on employers and the application of the fund towards the defraying various costs and expenses relating to technical education and training and further to provide for matters incidental to or connected with the foregoing.