



REPUBLICA DE MOÇAMBIQUE  
MINISTÉRIO DO TRABALHO, EMPREGO E SEGURANÇA SOCIAL  
DIRECÇÃO DE PLANIFICAÇÃO E COOPERAÇÃO

To: The Office of United Nations  
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Subject: Implementation of the Resolution AQ/HRC/RES/30/15, of United Nations on the "Right to Work".

We thank you for the letter with Reference: RRDD/HRESIS/CM/JS/ SS/is, of 8<sup>th</sup> July, 2016, requesting information on the implementation of Resolution AQ/HRC/RES/30/15, of United Nations on the "Right to Work". In this context, according to the request, we hereby sending the related information.

I. National Legislation on the "Right to Work"

- Constitution of the Republic of Mozambique
- Labour Law , 23/2007, of 1<sup>st</sup> August

II. Policies, Strategies, Programs and Plans

- Five Years Government Program;
- Employment Policy
- Policy on Gender and its Implementation Strategy

## **Constitution of the Republic of Mozambique**

The Constitution of the Republic of Mozambique establishes to all Mozambican citizens, the right and duty to work, to free choice of profession, the right to fair remuneration, vacation, reform, protection, safety and health at work. The Constitution prohibits compulsory labour .

## **The Labour Law 23/2007, of 1<sup>st</sup> August**

The Labour Law 23/2007, of 1<sup>st</sup> August, defines and establishes the general principles and the legal regime applicable to individual and collective labour relations of subordinate work, provided for third parties and for remuneration .

The Labour Law guarantees the right to work to all citizens without discrimination of any kind, and the basic principles of ability and professional individual fitness and equal opportunities in the choice of occupation or work.

The same law guarantees citizens the right to vocational training and capacity building, providing them the possibility of developing skills and access to employment, with a view to their personal development and the promotion of economic, social and technological development of the country

## **Mesures of Employment Promotion**

The employment promotion measures are shaped in Article 240 of the Labor Law and include the preparation and implementation of development plans and programs, support the viability of individual or collective initiatives, aimed to create job opportunities, and the promotion of job-creating investments in the various sectors of economic and social activities.

The same law gives priority to training and vocational guidance for young people and workers aimed to empowering individuals and communities to free choice of profession and type of work according to their capabilities and requirements of the country's development

## **Employment Policy**

The recently approved new Employment Policy, aims to promote job creation, employability and sustainability of jobs, contributing to economic and social development of the country and well being of mozambicans.

The Policy will stimulate the creation of new jobs, particularly in the private sector, ensuring decent jobs for Mozambicans and promote and support programs and initiatives to increase production, productivity, competitiveness and human capital development, increasing supply and improving vocational training programs, aligning them with the requirements of the labour market to allow greater absorption of local manpower, and ensure the harmonization of sectoral policies and strengthen the institutional framework for employment and self-employment.

### **The Five-Year Government Programme 2015-2019**

The Five-Year Government Programme 2015-2019, establishes as strategic objective:

- (I) Promoting a comprehensive, effective and efficient educational system that ensures the acquisition of skills required in terms of knowledge, skills, management and attitudes that respond to human development needs.

To materialize this objective is given priority:

Implementation of vocational training courses with emphasis on civil construction (constructors, painters, plumbers, electricians, carpenters, joiners and others) aimed to training human capital, according to labour market needs, as one of facilitation routes access to employment and private housing for the general population, with a special focus on youth and women;

- 1) Establish programs and synergies with higher education institutions, professional technical, research and technology base, to contribute to stimulating innovation and entrepreneurship. among other priorities.

### **Measures to stimulate more jobs creation**

In this domain is aimed to steer the economy to maximize the increase of jobs , ensuring employment for Mozambicans working age.

### **Main Lines of Action:**

- a) Improving the efficiency and effectiveness of public funds for the promotion of employment;



- b) Promoting investment in public infrastructure to benefit the urban and rural development;
- c) Continuing the dialogue between the government and private financial institutions to make access to credit for easier, faster and secure SMEs .

### **Measures on the Informal Economy**

In this domain it is intended to stimulate support for informal economy by facilitating its transformation into the formal economy, thereby promoting more decent and stable jobs.

#### **Main lines of action :**

- To develop an action plan for the informal economy and a legal framework to facilitate its transformation into the formal economy ;
- To promote measures to increase access to credit to the informal sector;
- To increase the supply of training on entrepreneurship.
- To improve compliance with laws and regulations, including simplification measures registration procedures ;
- To extend social protection to categories of workers in the informal sector, which are currently not covered

### **Education on Entrepreneurship**

In this domain it is intended to contribute to the increasing of the culture of entrepreneurship, especially among young people and women, facilitating their transition from education to the world of work, in order to stimulate innovation and job creation.

**Main lines of Action:**

- To strengthen education on entrepreneurship in the national education system.
- To promote innovation and vocational learning programs for Small and Medium Enterprises (SMEs) providing, especially to young people and women, opportunities for the development of entrepreneurship and basic skills of business management.
- To increase the capacity of providers of support services to the development of Small and Medium Enterprises (SMEs).

**Gender Policy and its Implementation Strategy ( PGEI )**

The Gender Policy and its Strategy for Implementation, aims to develop through an integrated way the main lines of action aimed to promoting gender equality, respect for human rights and strengthening the participation of women in the development of the country. On the other hand, it urges the creation of conditions for greater participation of women on employment and labour, with greater emphasis on entrepreneurship.

Maputo, 8<sup>th</sup> September, 2016

The National Director

Emídio Vicente Mavila

