

**ARTICLE 22 OF THE CONSTITUTION OF THE INTERNATIONAL  
LABOUR ORGANISATION**

Report submitted by the Government of the Kingdom of Eswatini during the  
reporting cycle of **June to September, 2022**

**LABOUR STATISTICS CONVENTION, 1985 (NO.160)**

(Ratified on the 22<sup>nd</sup> September, 1992)

**Direct Requests (CEACR) – adopted 2015, published 105<sup>th</sup> ILC session (2016)**

**1. Article 2 of the Convention. Consideration of the latest standards and  
guidelines**

*“The committee requests that the government indicate, for each Article of the  
Convention for which obligations were accepted (namely, Articles 7, 8, 10, 12, 13,  
14 and 15) the standards and guidelines being followed.”*

**GOVERNMENT’S RESPONSE:**

Articles 7, 8, 10 and 12 of the Convention are fully followed and implemented in the  
course of the collection, compilation and publication of statistics on economically  
active population. The Government is pleased to provide the information contained  
below in respect of each of these Articles:

**ARTICLE 7: LABOUR FORCE PARTICIPATION**

The Labour Force Survey for 2021 was conducted and Key Findings Results  
are submitted under the ILO Swazi Data folder attached. The report is  
published and made available within 12 months from the data collection. The

current statistics of Eswatini economically active population stand at 64.7 percent, while unemployment rate is 33.3 percent. In addition, underemployment rate is 9.2 percent according to the Labour Force Survey for 2021.

## **ARTICLE 8: STRUCTURE AND DISTRIBUTION**

The population census in Eswatini is conducted at 10-year intervals. The current population census available was conducted in 2017. The next population census is planned for 2027. Collection, compilation and analysis of the economically active population uses the same concepts and definitions used in the Labour Force survey. A module of standardised employment questions are included in the population census questionnaire.

## **ARTICLE 10: WAGE STRUCTURE AND DISTRIBUTION**

The Employment and Wages survey was conducted in 2019 and the main report will be published upon completion. The employment and wages survey key findings results provide a statistical summary on wage bills, employees profile and earnings distribution. A summary of the key findings is attached to this report.

## **ARTICLE 12: CONSUMER PRICE INDICES**

Consumer price indices are compiled monthly (report attached).

Concerning the review of the concepts, methodology and definitions used in collection, compilation, analysis and publication of the CPI, the Government engaged all relevant stakeholders including the workers and employers organisations.

### **ARTICLE 13: STATISTICS OF HOUSEHOLD EXPENDITURE**

Statistics of household expenditure covering the different types and sizes of private households covering the whole country collected (SHIES 2016).

### **ARTICLE 14: OCCUPATION INJURIES**

Currently, Eswatini has not published updated statistics on occupational injuries and diseases. The last report which had statistics was 2015.

### **ARTICLE 15 INDUSTRIAL DISPUTES**

Statistical data covering industrial disputes is sourced from the Conciliation Mediation and Arbitration Commission report for year 2020/21. The report is compiled in such a way as to be representative of the country as a whole, covering all branches of economic activity. Data for 2021/2022 for industrial dispute is under process and will be submitted once completed.

## **2. ARTICLES 7 AND 8. Economically active population, employment, unemployment and underemployment statistics. Structure and distribution of the economically active population.**

*“The committee requests the government to provide all available statistics of the economically active population, employment, unemployment and, if available, underemployment, and to indicate for the labour force survey referenced: (a) the title and reference number of the principal publication in which the statistics appear; and (b) the form and frequency with which statistics are communicated to the ILO. The Committee also requests the Government to provide information regarding the coverage of statistics to be compiled in accordance with Article 8. It also invites the Government to*

*provide information on the next population census. Please also include information on any development in relation to the implementation of the Resolution concerning statistics of work, employment and labour underutilization (Resolution I), adopted by the 19<sup>th</sup> International Conference of Labour Statisticians (October 2013).”*

### **GOVERNMENT’S RESPONSE:**

The labour force survey conducted in 2021 and key findings report was published in September 2021. Labour Force Survey in Eswatini is conducted every after three years, however due to COVID-19, the following survey after the 2016 Labour Force Survey which was schedule for 2019 was interrupted by the pandemic which then forced the Ministry of Labour and Social Security and all stakeholders to shift it to year 2021. The Kingdom of Eswatini employment rate stand at 66.7 percent, unemployment rate is 33.3 percent.

- a) The principal publication in which the labour force survey 2021 key findings is accessible from the National Employment Statistics Unit website [www.lmis.gov.sz](http://www.lmis.gov.sz) or the Central Statistics Office.
- b) With regards to ILO Standards and Guidance in collection and compilation of Statistics for the implementation of each article of the Convention for which the obligation is accepted, article 7,8,10 and 12 are fully followed and implemented in the course of the collection, compilation and publication of statistics on economically active population. The past Labour Force Survey conducted and Key Findings Results including the

2021 labour force survey key findings were submitted under the ILO Swazi Data folder attached. The 2021 main report which is being finalized will be forwarded after completion.

The next population census will be conducted in the year 2027 since population census in Eswatini is conducted after a decade. The current population census was conducted in 2017.

According to the labour force survey for 2021 results, the Kingdom of Eswatini underemployment rate is 9.2 percent. Time-related underemployment rate is high for females (10.8 percent) compared to males who stands at about eight percent. According to the international (19<sup>th</sup> ICLS, 2013), a person is considered to be in time-related underemployment if the person is employed, available for additional jobs and total usual hours of work less 35 hours per week in Eswatini.

### **3. Article 10. Statistics of wage structure and distribution.**

*“The committee trusts that the Government will take the necessary steps to give effect to this provision.”*

#### **GOVERNMENT’S RESPONSE:**

Data on wage structure covering employees in all the sectors of the economy has been collected (Employment and Wages Survey 2019 key findings results). Data processing is ongoing and the report will be submitted after completion. Disseminated 2021 Employment and Wages Survey quarterly questioners was done through the Labour Market Information System (LMIS) system.

The employment and wages survey 2019 results highlight that Eswatini comprise of 82.1 percent of employees in the private sector, government and parastatals have 1.7 percent and 1.2 percent of employees, respectively. In addition other public institutions consist of 15 percent of employees.

#### **4. Article 12. Consumer Price Indices.**

*“The committee once again asks the Government to supply up-to-date figures of consumer price indices regarding all items and food groups, the title and reference of the publication which contains the detailed methodological description of the new series of CPI (series base April 2007 = 100), and the actual methodological description.”*

#### **GOVERNMENT’S RESPONSE:**

Consumer price indices are compiled monthly (report attached), Eswatini detailed CPI and inflation report from June 2022 backwards.

Concerning the review of the concepts, methodology and definitions used in collection, compilation, analysis and publication of the CPI, the Government engaged all relevant stakeholders including the workers and employers organisations. The Consumer price index data is accessible at the Central Statistics Office.

#### **5. Article 14. Statistics on occupational injuries.**

*“The Committee invites the Government to continue to provide information on any new developments regarding the production and dissemination of statistics on occupational injuries and diseases, and to communicate relevant statistics to the ILO as well as information regarding the sources,*

*concepts, definitions and methodology used in their collection and compilation.”*

**GOVERNMENT’S RESPONSE:**

**ARTICLE 14: OCCUPATION INJURIES:**

1. Total number of work-related accident injury reports received – 539
2. Total number of processed work-related accident injuries – 98
3. Total number of paid work-related injuries – 30
4. Monetary value of work-related injuries – SZL 1 986,889.25

Number of claims paid	Monetary value
30	1 986,889.25

Information on occupation injuries statistics sourced from the Ministry of Labour and Social Security Report 2021/22.

**6. Article 15. Statistics of industrial disputes.**

*“The committee requests the Government to continue to provide information on any new developments regarding the production and dissemination of statistics on industrial disputes.”*

**GOVERNMENT’S RESPONSE:**

**ARTICLE 15 INDUSTRIAL DISPUTES FOR 2020/21**

**CASES RECEIVED**

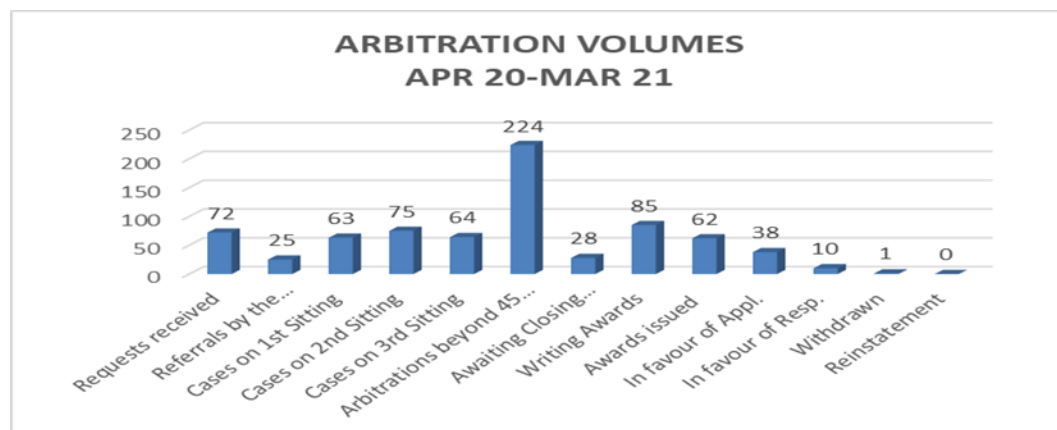
The total volume of activities conducted by the Commission in the year under review stood at 3 073.

A total of 983 cases went to conciliation, 389 of these were resolved, 416 were unresolved. The total number of unresolved cases that went to arbitration were 72 from Conciliation and 25 from the Industrial Court.

## ARBITRATION

In the year under review 72 new Arbitration requests were received. The number of requests has decreased when compared to 86 Arbitrations referred in the previous year (2019). A total of 25 cases were referred from the Industrial Court this year under review when compared to the 39 referrals received in the previous year (2019).

**Figure 6.1 showing a distribution of arbitration volumes**



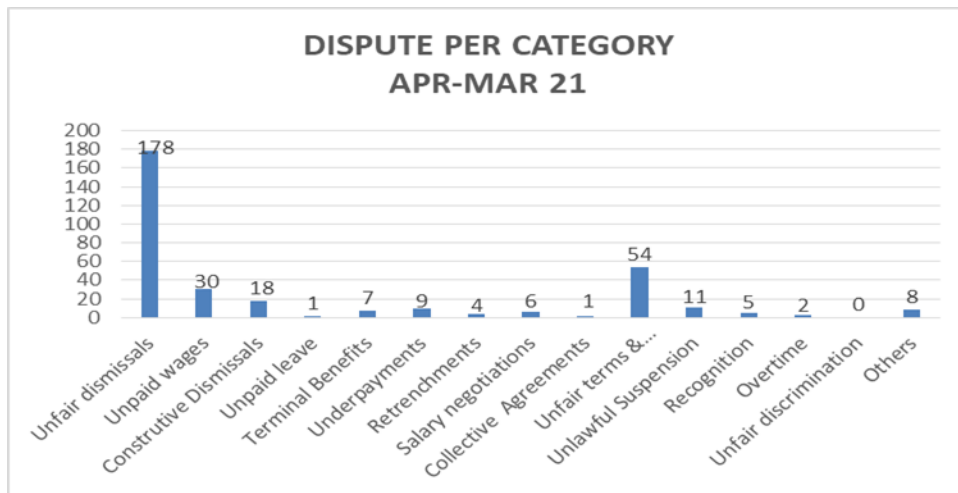
## TYPES OF DISPUTES

In the year under review a total of the 944 cases processed, 904 processed cases were Disputes of Right, the remaining 40 cases were Disputes of Interest.



In the year under review unfair dismissals continue take the lead in the disputes received by the Commission with 18% of cases received. Disputes over unfair terms and conditions stand at 6%, unpaid wages stand at 3%.

**Figure 6.2 illustrating disputes per category**



## CONCILIATION

A total of 983 cases went to conciliation, 389 of these were resolved, 416 were unresolved. The total number of unresolved cases that went to arbitration were 72 from Conciliation and 25 from the Industrial Court.

### Consultation With Most Representative Organizations

- i. This report has been prepared in consultation with the tripartite Labour Advisory Board (LAB) which resolved, in its meeting held on the 17<sup>th</sup> to 19<sup>th</sup> August, 2022 that all Article 22 reports should be circulated to the

members of the LAB as well as the social partners for their consideration and comments, if any.

ii. Pursuant to the LAB resolution as aforesaid, copies of this report have been circulated to the following organizations:

- The Business Eswatini (BE)
- The Federation of Eswatini Business Community (FESBC)
- The Trade Union Congress of Swaziland (TUCOSWA)
- The Federation of Swaziland Trade Unions (FESWATU)