



OCT. 14, 2021

COMMUNIQUE

1. Non-citizens shall not be employed in Somaliland unless authorized and provided with a valid work permit by the Ministry of Employment, Social Affairs and Family (MESAF).
2. All employers shall adhere to Civil Labour law No: 31/2020 in its entirety without any exemption. This law supersedes any previous labour laws.
3. Employers shall provide to MESAF full details concerning their employees including citizens and non-citizens.
4. Employers shall comply with health and safety regulations without any exemption and shall immediately provide to MESAF details concerning any work-related accidents, after which time MESAF inspectors will undertake comprehensive investigation concerning the causes and consequences of the incident. Employers are expected to ensure that their process, work site, equipment and materials are safe and don't affect the health and wellbeing of their employees.
5. Employers shall train their human resource departments, supervisors, and managers on Civil Labor Law in order to ensure that such officials are well-conversant with issues concerning rights of employees.

6. Employers who contravene or fail to adhere to the Civil Labour Law shall be brought before the law.
7. MESAF encourages skills training and skills transfer and shall see to it that such objectives are realized from now onwards.
8. The Employers' Conference has called upon employers to strengthen their position and establish their own employers' association.
9. The conference has underlined the importance of sharing labour information statistics with the MESAF, a scenario that will benefit both employers and the nation as well, as appropriate laws and regulations will be enacted if such information and statistics are provided to MESAF.
10. The conference has called upon employers to include people with disabilities (PWDs) into employment opportunities and to remove and eliminate all obstacles preventing PWDs from participating in workforce.