# SECTOR IMPACT ANALYSIS OF IMPACT AND MITIGATION STRATEGY FOR COVID-19 RESPONSE.

**MINISTRY OF LABOUR AND EMPLOYMENT**

| **SUB-SECTOR** | **FORESEEABLE IMPACT** | **PROPOSED STRATEGIES/ INTERVENTIONS** | **ESTIMATED** COSTS (IN MALOTI) | **REMARKS (INCLUDING ASSUMPTIONS)** | **RESPONSIBLE MINISTRY/ DEPT/ AGENCY** |
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| SECTOR: | | | | | |
| Hospitality and Leisure | Hotels, B&Bs, Restaurants are facing the risk closure due to lack of tourism activities, thereby threatening tourism related jobs as well. | Promote through all media fraternities and market our most attractive and adventurous places to encourage tourism within Basotho. |  |  | Ministry of Tourism |
| Foreign Direct Investments | Lesotho, like most developing countries is still looking to attract foreign investors so as to boost our struggling economy. However, with this pandemic, that is going to be hard to achieve. | Sharpen our entrepreneurship skills so as to create jobs domestically and invest in our economy. |  |  | Ministry of Foreign Affairs, Ministry of Trade |
| Manufacturing | Most businesses are going to run out of products to sell because of non-importation (of raw materials) activities while locally-produced goods may pile up because of non-exportation activities. | To curb the importation problem, the country may need to explore other means of producing their own goods/services. |  |  |  |
| -Mining  -Domestic Workers  -Construction  -Farm  -Firms  (All in South Africa) | Most families in Lesotho still depend on their heads of households working in South African mines. Now they fail to deliver and support their families because the borders are closed.  Although some are eligible to Unemployment Insurance Fund, however they cannot access it because they did not lodge their applications.  Those with occupational injuries find it difficult to access medical treatments in South Africa.  Migrant workers using South African banks cannot access their funds. | -Agricultural activities by the impacted families and by the entire nation may help fill the void caused by non or less income.  -Provide food parcels to such families to offload their burden  -TEBA on behalf of the miners may negotiate with the mines for them to offer stranded miners with at least half their incomes.  -Ministry of Labour in Lesotho should work with Ministry of Labour-South Africa to encourage employers to apply for UIF on behalf of the workers.  -Have an organised arrangement for workers to cross the borders and access the needed treatment and funds. |  |  | Ministries (Labour, Agriculture), TEBA |
| Retail Supermarkets | Employees in such sectors face reduced earnings as they now work two weeks shifts. | The government should compensate with food parcels or money so as to help such people to still be better off like before this pandemic. |  |  | Ministries  (Trade, Small Business) |
| -Construction  -Motor dealers  -Factories  -Security  -Small scale garments manufacturing companies | -Employees in these sectors face unbearable effects such as non-payments of wages, lay-offs and retrenchments which are mostly without terminal benefits. Some factories have even been closed down.  -Extreme poverty (inability to meet basic needs) which can result in increased level of crime and psychological stress. | To put social security measures into place to assist those affected and their families. |  |  | Ministry of Labour & Employment |
| Inspectorate | Number of labour inspections conducted by the ministry has declined considerably since the beginning of May 2020 or after the national lockdown due to unavailability of Personal Protective Equipment (PPE). | 1. Increase the number of people to attend to labour disputes alone.  2. Group counselling sessions (at least 2) for labour inspectors is encouraged to mitigate the psychological impact of the Covid-19 situation. | M744, 000.00 per annum  M39, 750.00 per session | 1. For the first few weeks after lockdown, labour inspectors were not provided with Personal Protective Equipment (PPE) at all thus they felt unsafe and did not conduct inspections at all. Even after being provided with masks and sanitizers, labour inspectors still feel uncomfortable to return to their normal routine in fear of increasing the risk of conducting Covid-19.  2. The number of labour disputes brought to the office has also increased significantly and labour inspectors have been tasked to share in attending to them. | Ministry of Labour & Employment |
| Mineworkers(Returning to South African mines) | Upon returning to South Africa to their respective mines, Basotho mine workers need to be provided with Personal Protective Equipment (PPE). Therefore, unavailability of PPE affects or delays their return to work to fend for their families and contribute to our economy. | Government of Lesotho’s quick reaction to provide the necessary PPE and/or to make sure of the satisfying quarantine period to these mine workers may be vital. | M5, 220, 000.00 |  | Ministry of Labour and Employment |
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