

The Commissioner  
Ministry of Labour and Social Security  
Freetown,  
Sierra Leone

27th October 2020

Dear Honourable Minister,

**Re: COALITION OF NGO EMPLOYEES: ISSUANCE OF THE LABOUR GAZETTE 2020**

The coalition of NGOs is a group of NGO workers working tirelessly to collaborate with the Government to effectively address employees' and employers' concerns. We want to commend the Government for reviewing the labour laws on wages and instructs that payments of the new adjustments be pinned in retrospection as of March 1, 2020. This movement intends to amplify employees' voices in favor of executing the newly published 2020 Sierra Leone Labour Gazette. We are closely monitoring meetings and recent events indicating the position of the INGO and NGO community with regards Government's efforts to improve living conditions of citizens, especially the working class, which is indicated in Article 13, Article 14, Article 33, and Article 43 respectively, as released in a letter from SLANGO – Re: Issuance of Labour Gazette 2020 – SLANGO Concerns dated 13th October 2020.

These developments are appalling and not in anyway in the interest of employees. Highlights of the points raised in the letter are as follows:

1. We see this as a deliberate attempt to refuse to adhere to the country's laws in the form of the new gazette. This is of immense concern to us employees, and it is for these reasons that we wish to communicate our position on the matter. For far too long, we diligently served in most times under deplorable conditions in the interest of national development. This complement awaits ancestral celebrations but will only come to fruition when the new laws are enforced and fully implemented. We are afraid that if the line ministries and CSOs do not closely monitor this, there is all possibility that

employers will delay the implementation to a point the value for money will be lost, or in some cases, basic salaries will be manipulated to reduce financial burdens or in extreme instances employees will be given the sack.

2. It is clear that the INGO community is anchoring on the COVID-19 crisis to substantiate its stance. We want to use this medium to make known that all COVID-19 contracts approved are paralleled to existing projects that were fully funded with structured salary lines for national staffs. Statements like this goes to show that INGOs and NGOs are not interested in addressing our concerns according to what was put out by SLANGO.
3. We would also want to kindly seek clarification for the definition of the term 'Supervisory Level' as used in the gazette. Powers vested in the supervisory positions such as to hire and fire as described by the gazette lies in the hands of the Country Directors ONLY. It is for this reason that we kindly request for clarity.

We will appreciate further engagements with the Ministry of Labour and the Ministry of Planning and Economic Development, CSOs, and the other relevant national structures that are pertinent to implementing measures to ensure this gazette's timely execution.

Sincerely yours,

The Coalition

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**Cc:**

*Honorable Ministry of Planning and Economic Development*

*The Head of Industrial Relations*

*Ag. Registrar Trade Union*

*Secretary-General Services Trade Negotiating Council*

*NGO Coordinator, MOPED*

*Parliamentary Committee for Labour*