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| | Unit ID: 838 |
| Domain | ROAD CONSTRUCTION AND MAINTENANCE - LABOUR BASED WORKS |
| Title: | Demonstrate knowledge of labour based systems and techniques in road construction and maintenance |
| Level: 3 | Credits: 4 |

Purpose

This unit standard is intended for those who work in road construction and maintenance performing labour based works. People holding credit for this unit standard are able to: Demonstrate knowledge of the principles of the labour based works policy and demonstrate understanding of the applications of the labour based works policy.

Special Notes

1. Assessment evidence may be collected from a real workplace, a simulated workplace or an appropriately simulated environment in which road construction and maintenance operations are carried out.
2. Reference documentation include: White Paper on Labour Based Works Policy (Republic of Namibia Ministry of Works, Transport and Communication).
3. Performance of all elements in this unit standard must comply with all relevant workplace requirements contractual agreement and or manufacturers' specifications.
4. Safe working practices include but are not limited to day-to-day observation of safety policies and procedures and compliance with emergency procedures.
5. Regulations and legislation relevant to this unit standard include but are not limited to the following:
 - Labour Act, No. 11 of 2007 as amended
 - Occupational Health and Safety Regulations No. 18, 1997
 - White Paper on Labour Based Works Policy, 1999
and al subsequent amendments.

Quality Assurance Requirements

This unit standard and others within this subfield may be awarded by institutions which meet the accreditation requirements set by the Namibia Qualifications Authority and the Namibia Training Authority and which comply with the national assessment and moderation requirements. Details of specific accreditation requirements and the national assessment arrangements are available from the Namibia Qualifications Authority and the Namibia Training Authority. All approved unit standards, qualifications and national assessment arrangements are available on the Namibia Training Authority website www.nta.com.na.

Elements and Performance Criteria

Element 1: Demonstrate knowledge of the principles of the labour based works policy

Performance Criteria

- 1.1 The philosophy, principles and concepts of the labour based works policy are described.
- 1.2 The importance of labour based works policy is aligned with policies for employment creation and income generation for disadvantaged groups without being unfair or exploitative.
- 1.3 The importance of labour based works policies is aligned with policies for poverty eradication, community development and participation.

Element 2: Demonstrate knowledge of the applications of the labour based works policy

Performance Criteria

- 2.1 The critical aspects and provisions of the “White Paper on labour based works policy” are described in terms of employment creation.
- 2.2 The underlying principles to be applied to labour based works such as to perform these in a socially responsible, cost effective and qualitatively compliant manner are described.
- 2.3 Ways and areas where the labour based works policy may be applied in the road construction and maintenance industry in accordance with the underlying principles, inclusive of the involvement of SME’s, are identified.
- 2.4 Factors to be considered in applying the labour based works policy are identified in terms of distance to and from the construction site, geological structures in the site locality, local cultural mores, execution of projects and economic feasibility.
- 2.5 The rights and obligations of the different parties involved in the application of labour based works policy are identified.

Registration Data

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| Subfield: | Road Construction and Maintenance |
| Date first registered: | |
| Date this version registered: | |
| Anticipated review: | |
| Body responsible for review: | Namibia Training Authority |