



**Republic of South Sudan**  
**Directorate of Labour, Public Service**  
**And Human Resource Development**  
**Gogrial State-Kuajok**



NO: RSS/GSK/ADOVHRD/0/37.A.1

Date 19/11/2018

To all NGOS and Companies who are operating in

Gogrial State

**Subject: resolution and guideline on the recruitment procedures to be followed by all NGOS and private companies operating in Gogrial state**

In reference to the above mentioned subject the two government institutions, relief and rehabilitation commission (RRC) and directorate of Labor have met on date 17/11/2018 and come up with resolution guideline for all the NGOS and private companies and these resolutions come as a result of concern from our citizen to be protected on job related activities and as a government of Gogrial State base on Labor ACT 2017 section 46 subsection 1,2,and 3(a,b,c and NON-GOVERNMENTAL ORGANIZATION ACT 2016 section 18 subsection 1&2(a,b,c,d , e) as well as relief and rehabilitation ACT 2016 it is stipulated that each and every foreign and local employers have to be monitored by this two institutions. This resolution shall only be implemented in the territory of Gogrial State and below are resolutions agreed upon:

1. All NGOS and private companies who are operating in Gogrial state are to submit the lists and names of all their staffs both foreign and local with positions, and nationality to the labor office.
2. The recruitment has to be overseen by two government representatives starting from sorting of application to short listing and interview one from RRC and one from Labor and if the project is connected with any ministry then one representative from that ministry will be part of panel also.
3. All NGOS and private companies who are operating in Gogrial state shall give priority of employment at least 80% to national who are Gogrial state citizens only at different level of management starting from project manager, project coordinator, Project officer and any other senior and junior position.
4. All kind of recruitment intended for Gogrial state has to be done here in Gogrial state and any recruitment done in juba and meant for Kuajok will not be acceptable

5. All the NGOS & private companies who want to recruit foreigners should first proof to Labor and RRC of Gogrial state that qualifications for recruiting that foreigner are not locally available
6. All the employment of foreigners has to be approved by the Labor office of Gogrial state and that those foreigners obtain state validate work permit and resident permit
7. After all NGOS and companies related to humanitarian activities register to RRC then they should come to the labor office to establish files with their policies

Hence the above mentioned resolution shall be implemented as soon as from the date of its signature by two institutions, and any violation of this resolution by any NGO or private company then the legal measures will be taken against that person or company

Thanks

Sign.....



Christopher Kuac Pio

Director of Labor office

19/11/2018

Gogrial State-kuajok

Sign .....



Chan Deng Adim

Director of RRC

Gogrial State-Kuajok

Cc governor office

Cc Minister of finance & public service Office

Cc RRC office