FOR IMMEDIATE RELEASE

18 June 2026

PUBLIC STATEMENT OF NATIONAL EMPLOYEES OF NGOs, PRIVATE SECTOR ENTITIES AND DIPLOMATIC MISSIONS ON MINISTRY OF LABOUR PUBLIC CIRCULAR NO. 5/2026

Issued by the National Employees Steering Committee

We, the members of the National Employees Steering Committee representing National Employees working across NGOs, Private Sector Entities and Diplomatic Missions in South Sudan, respectfully write to express the collective concerns of National Employees regarding the recent Public Circular No. 5/2026 issued by the Ministry of Labour, first annulling the Circular No. 3/2010, and then directing remittance of social insurance contributions to the National Social Insurance Fund (NSIF).

As employees and intended beneficiaries of any future social protection mechanism, we fully recognize and support the principle of a credible, transparent, accountable and sustainable national social insurance system. We believe that social protection is an important pillar for employees' welfare and dignity. However, we at the moment respectfully believe that the issuance of Circular No. 5/2026 and the call to implement it immediately is premature due to unresolved legal, procedural, institutional, and trust-related concerns widely raised by employees, employers, civil society actors, legal experts, and development partners.

Among the key concerns are:

1. The absence of complete operational and implementing regulations required under the National Social Insurance Fund (NSIF) Act 2023;
2. Lack of formal registration and issuance of social insurance identification numbers to employers and employees as required by the law;
3. Insufficient public awareness and stakeholder consultations regarding the implications, procedures, benefits, and safeguards of the proposed system;
4. Concerns regarding the inclusion of accrued social insurance benefits which were being managed or administered under Circular No. 03/2010;
5. Concerns regarding institutional readiness, inclusion of primary beneficiaries in the governance structures, accountability systems, transparency mechanisms, and long-term protection of employees' contributions;
6. The need for confidence-building measures before mandatory implementation affecting thousands of employees and employers across the country.

In light of the above, we respectfully request:

1. The Ministry of Labour to suspend the implementation of the Public Circular No. 5/2026;
2. The Ministry of Labour to allow continuation of the Circular No. 03/2010 until all legal, procedural, operational, and institutional trust requirements are fully addressed;
3. That, pending the conclusion of an inclusive consultative process and the attainment of consensus among all key stakeholders to the National Social Insurance Fund (NSIF), all NGOs, Private

Sector Entities, and Diplomatic Missions shall maintain the existing arrangements under Circular No. 03/2010, and shall not remit employees' social insurance contributions to the National Social Insurance Fund (NSIF) under Circular No. 5/2026. Such remittances should only commence after all legal, procedural, operational, and governance concerns have been comprehensively addressed and agreed upon by the affected national employees and other relevant stakeholders.

4. The Ministry of Labour to first establish a broad-based consultative process involving Employees, Employers, Civil Society Organizations, Government Institutions, Donor Agencies and relevant experts to review and agree on the legal, procedural, operational, governance, and accountability requirements necessary for a legally compliance, transparent, trusted, and institutionally ready implementation framework for the National Social Insurance Fund (NSIF), including clarity on registration procedures, implementing regulations, safeguards for employees' contributions, and the treatment of accrued social insurance benefits under Circular No. 03/2010, before directing remittance of the national social insurance contributions to the National Social Insurance Fund (NSIF).

We strongly believe that a matter involving employees' lifelong savings, retirement security, and social protection cannot succeed without broad national consensus, public trust, institutional credibility, and full stakeholder participation. Accordingly, any final decision on the implementation framework should only be reached through full agreement and meaningful consultation among Employees, Employers, Civil Society, Government, and Development Partners.

We further remind that social insurance contributions are not taxes but constitute a portion of employees' earned income set aside for their future social protection and retirement security, and that the previous arrangement under Circular No. 03/2010 was widely accepted by employees. Therefore, any proposed change should only be undertaken following adequate consultation, legal clarity, institutional readiness, and appropriate safeguards for employees' accrued benefits.

We therefore appeal for constructive dialogue, mutual understanding, and a phased, legally compliance, and transparent approach that protects both the interests of employees and the credibility of national institutions.

In light of the foregoing concerns and the absence of a satisfactory resolution, we have instructed our Legal team to institute legal actions challenging the Ministry of Labour Public Circular No. 05/2026 and to pursue all lawful remedies available under the laws of South Sudan.

We remain committed to engaging respectfully and constructively toward a sustainable and trusted social insurance system for all employees in South Sudan.

National Employees Steering Committee,
On behalf of all National Employees of NGOs, Private Sector Entities and Diplomatic Missions in South Sudan.