



International
Labour
Organization

BROAD BASED WEALTH & JOB CREATION NEWS



INSIDE
THIS
ISSUE

APRIL 2010

VOLUME 2 ISSUE 2

LISIE PROGRAMME ACTIVITIES EXPANDED

INSIDE THIS ISSUE:

ILO PARTNERS WITH CENTRAL BANK 2

CAMFED & ILO PARTNERSHIP 2



BDSVP RE-DESIGNED 3

FINNEGAN RETIRES 4

CYP & ILO SIGN MOU 5

In the first quarter of 2010, the ILO, constituents, Zambia Federation of Employers, Zambia Federation of Employers, Zambia Congress of Trade Unions, and Ministry of Labour and Social Security and other local partners continued with a set of upscale activities for the Luanshya Integrated Support Initiative on Employment (LISIE) begun in June 2009. Structured as a response for residents of Luanshya town drastically affected by the Global financial crisis of 2008/9, the LISIE upscale activities were tailored towards strengthening service delivery and enhancing opportunities for targeted beneficiaries.

Collaborating partners that participated in the LISIE included Luanshya District Business Association (LDBS), Citizens Economic Empowerment Commission (CEEC), Zambia Development Agency (ZDA),

Roan Youth Development, Zambia Federation of Employers (ZFE), Mine Workers Union of Zambia, Zambia Congress of Trade Unions (ZCTU), Community Integrated Health and Education Programme (COIHEP), Ministry of Sports,



Participants of the LISIE GET Ahead training

Youth and Child Development (MSYCD) and the Luanshya Technical Vocation Training College.

The upscale of LISIE was mainly centred on creating opportunities for self employment through business skills training, facilitating business



Bisque fired shackles made by trainees

linkages between the micro-businesses and large corporations, as well as preventing vulnerable children from engaging in child labour.

A rapid assessment of the existing skills gap between the demand for, and supply of skills in Luanshya was done, in addition to identifying potential for business linkages between MSMEs and large corporations. The assessment established that those ex-miners that were not employed had either attained the retirement age of 55 years **(contd on page 3)**

Message from the Director's Desk



Supporting MSME policy implementation; promoting better and more effective supply of and demand for business development services; developing business linkages between large and small/micro enterprises; bringing a more coordinated UN-wide input to support MSME creation and growth and Zambia, and overall, promoting economic empowerment of Zambian citizens through micro, small and medium-sized enterprise (MSME) development – **this is what the BBW&JC was established to do.** And this is what it is working flat out, to achieve!

The evolving partnerships with numerous national and local partners are helping to ensure that the support of the UN system in Zambia is deeply embedded in national systems and structures in both the public as well as private sectors. During the month of April alone, agreements were signed by the ILO on behalf of the UN with Commonwealth Youth Programme – Africa Centre; Campaign for Female Education (CAMFED), and Copperbelt Energy Corporation. That deals with the “Cs” – so maybe next month we deal with the “Ds”! More cooperation agreements are in the pipeline with Zambia Development Agency (ZDA) and Citizens' Economic Empowerment Commission (CEEC), and where would we be without our funding partner, Finland. Partnering is surely the way to go ...

It is my sincere hope, that the excellent work initiated over the past 12 months or so can be consolidated, upgraded and expanded, and that the ILO-led UN programme strengthens its national partnerships, expands the engagement of other UN agencies, and attracts the support of more funding partners. Good luck!

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Editorial

Welcome to yet another edition of the BBW & JC news!

We trust that through this medium you are able to follow on some of the work we have been doing over the last 3 or so months. You will find in this issue some of the activities implemented under the second phase of LISIE which builds from the initial activities we implemented in 2009. We also report on the training of financial institutions in FAMOS – a self check on how organizations can assess themselves on how they are reaching out to, and offering services to both female owned and male owned enterprises. The BDS VP is being redesigned and linked to the national business linkages programme. The Business linkages itself stepped up with a well attended awareness workshop for large companies. Following on this, individual consultations are now being held to design specific interventions for 2010.

Finally and sadly, we bid farewell to the ILO Country Director and Representative for Malawi, Mozambique and Zambia, Mr. Gerry Finnegan who retired at the end of April. Many of you have either met or interacted with Mr. Finnegan in the course of his four and half years stay as Director. I am sure we can agree that we shall all miss him. On behalf of the ILO and its partners in Zambia, we would like to wish him success in his future endeavors.

Please do enjoy the reading.

**STANDARD CHARTERED BANK ZAMBIA WITH ILO
LAUNCHES SUPPORT A WOMEN ENTERPRENUER**

Standard Chartered Bank Zambia (SCB) has launched an initiative in partnership with the International Labour Organisation (ILO) to support vulnerable women in business with little or no access to credit.

The programme, called “Support A Woman Entrepreneur”, which was launched by Deputy Minister of Finance and National Planning, Ms. Chileshe Kapwepwe on 11 March 2010 in Lusaka, aims to support 10 women entrepreneurs through mentorship programmes, networking opportunities, financial support, financial and business planning.



Women entrepreneurs with, back row: Left, SCB Zambia MD Mrs Mizinga Melu; Back row extreme left Deputy Minister of Finance and national Planning Ms Chileshe Kapwepwe adjacent to ILO Director Mr. Gerry Finnegan

In launching the Programme Ms Kapwepwe said the initiative was a positive step in the promotion of the small and medium enterprise (SME) sector. Ms Kapwepwe also said that women entrepreneurs had for a long time been disadvantaged, especially when it came to accessing capital for business promotion, expansion and growth, because of stern lending conditions. She said the programme launched by Standard Chartered Bank should be a pioneer initiative in providing the much needed practical support to women entrepreneurs in Zambia.

International Labour Organisation (ILO) Country Representative for Zambia, Malawi and Mozambique, Mr. Gerry Finnegan said the organisation was pleased to be a partner in the initiative that the bank had introduced because it was in line with the

Women’s Entrepreneurship Development and Gender Equality (WEDGE) programme. Standard Chartered Bank managing director Mizinga Melu said the programme will deliver an exceptional trading profit of K66.9 billion, which she said was driven mainly by the robust SMEs and retail innovations.

The 10 women entrepreneurs are members of Zambia Federation of Associations of Women in Business (ZFAWIB) and their affiliates. These women associations work with the ILO Women Entrepreneurship Development and Gender Equality (WEDGE) Programme—a women’s economic empowerment programme through Micro, Small and Medium Enterprise development- a now recognized and fully harnessed intervention for economic growth in Zambia.

ILO Partners with Bank of Zambia

28th March—1st April 2010

A FAMOS (Female and Male Operated Small Enterprises) Check Training for Bankers was initiated by ILO and the Bank of Zambia – a unique cooperation in Africa with the aim to promote better access to financing by women or men entrepreneurs operating in the SME sector.

Putting FAMOS first and starting with the financing needs and demands is a requirement which was recently called for at a WEDGE Africa-wide meeting on financing held in Nairobi. This FAMOS training was a pioneering act of ILO Zambia’s WEDGE programme and the Bank of Zambia that brought together over 19 banks in order to help banks respond more effectively towards entrepreneur needs and demands using a set of alignment and quality checks.

DECENT WORK

A better world starts here.

Job Creation for the youth, women and people with disabilities, supported by enhanced labour market information (LMI) systems is one of the 3 main priorities of the Zambia Decent Work Country Programme



**MINISTRY FOR FOREIGN
AFFAIRS OF FINLAND**

The Broad Based Wealth and Job Creation Programme (BBW&JC) has been made possible through the support of the Government of Finland as technical cooperation to the United Nations and the International Labour Organization (ILO). BBW&JC is a joint UN initiative designed within the context of the UN system “Delivering as One UN” in the area of Private Sector Development. ILO is the lead UN agency on behalf of the UN system in Zambia and represents the UN in the Employment and Labour Sector Advisory Group of the Government

RE-DESIGN OF BUSINESS DEVELOPMENT SERVICES VOUCHER PROGRAMME

In March this year, the Zambia Development Agency with technical support from the International Labour Organization began the process of re-designing and developing a sustainable and cost effective model of providing micro, small and medium enterprises with vouchers for business development services. This move was in response to operational and strategic challenges encountered in the management of the BDS voucher scheme since the programme began operations in November 2007.

Principally designed as a tool for developing a commercially vi-

able BDS market in Zambia, the voucher scheme, has faced a number of challenges in meeting its objective of creating commercially viable supply and demand for BDS, a necessary ingredient for enterprise development.

As a strategy to re-design the voucher scheme, the Zambia Development Agency engaged in discussions with key stakeholders including government, cooperating partners, private sector, local and international NGOs including BDS facilitator organizations in trying to develop alternative models of

distributing vouchers. Indicative conclusions of the re-designed model point to the linking of this voucher scheme to existing MSME programmes such as the national business linkages initiative which assists MSMEs find business opportunities in the value chains of large corporations.

In October 2009, the Zambia Development Agency in collaboration with the Ministry of Commerce, Trade and Industry, up-scaled the business linkages initiative (advanced by ILO/UNCTAD under BBW&JC project) to a national programme. This move

brought on board key players in MSME development including the private sector at a national coordination and strategic planning level. It is envisaged that in the immediate to near future, the business linkages programme all also be integrated into the Private Sector Development Reform Programme of the Government. A business linkages awareness workshop was held with MSMEs and large corporations in March at which 5 new linkages were identified and consultations initiated.

LISIE PROGRAMME ACTIVITIES EXPANDED (CONTINUED FROM PAGE 1)

(from page 1) or were in poor health. The skill gaps identified among the youth included, automotive mechanics, agribusiness, carpentry, electrical/electronics engineering, ceramic technology and information technology. The skill gaps identified among women were in welding, carpentry, instrumentation, bricklaying, mechanical, electrical, chemical engineering and plumbing. In this regard, the electricity utility companies Zambia Electricity Supply Corporation ZESCO and Copperbelt Energy Corporation (CEC) indicated that former miners needed to re-train in skills that match the demand of these corporations.

Additional activities in the LISIE upscale included enterprise training to link skills to business development for Women, retrenched and Youth including training for 25 of them in SYB and 20 in GET Ahead).

In addition was the facilitation of technical skills training for retrenched workers and youths



Trainees being shown how to construct a kiln



Trainees sealing smoke from a kiln



Participant on a potter's wheel

through the production of Ceramic insulators; finalisation of Business Plans for trained entrepreneurs for submission to Citizens Economic Empowerment Commission (CEEC) and training of youths and women linked to business opportunities brokered with large enterprises and Municipal Councils.

A firm called the African Ceramics Limited was engaged in this assignment and trained 19 youth in pottery equipping them with skills in wheel based ceramic insulator production. The training included clay research, screening of clay, test tile making, tile drying, first firing, glost firing, kiln building, testing of colour, shrinkage and strength. ZESCO and CEC are major users of ceramic insulators and form a ready market for this product.

The youth have formed a cooperative to supply these companies and ILO is providing technical support in this regard. ILO has also procured a kiln and kiln equipment to support the youth cooperative.

Country Director for Zambia, Mozambique and Malawi, Gerry Finnegan Retires

With a career spanning over 20 years at various positions in the ILO, Country Director and Representative for Malawi, Mozambique and Zambia, Gerry Finnegan retired from active service at the end of April 2010.

Mr Finnegan who first joined the ILO in 1988 as the Chief Technical Advisor for an ILO/ UNDP funded Project called Self Employment for School Leavers (SELP) and later as acting Director for the Small Enterprise Development (SEED) Programme in Geneva, took up the position as Director for ILO Lusaka Office (ILO/LO), covering Malawi, Mozambique and Zambia in January, 2006.

The outgoing Director describes the experience of overseeing three countries as exciting especially because Mozambique was a UN reform pilot country. He however, admits that there have been challenges owing to the fact that ILO is non resident in the other two countries. This he says, sometimes resulted in the other countries -especially Malawi- being given insufficient attention.



Mr Finnegan with His Excellency Mr. Rupiah Banda, President of Zambia then Vice-President, and former UN resident representative Mr Aeneas Chuma at the launch of the Zambia Decent Work Country Programme in Dec 2006

Reflecting on his tenure as Director of ILO/LO Mr Finnegan says he is satisfied with the strides that he has made in pushing forward the overall agenda of the ILO in Zambia, citing some of his major achievements as having been able to contribute to the inclusion of the Employment and Labour Chapter in the Fifth National Development Plan (FNDP); the launch of the Zambia Decent Work Country Programme; partnering with the Bank of Zambia in helping Financial Institutions reach out to Women Entrepreneurs, and the launch of the UN Broad Based Wealth and Job Creation (BBWJC) Project, which has facilitated the engagement of a wide range of stakeholders.

Mr Finnegan states that one of his major priorities when he became ILO/LO Director was to ensure that ILO did not work in isolation. He believes in the spirit of one United Nations, and the forging of partnerships that would promote the broader development goal as well as the promotion of decent work in Zambia. This has been achieved largely, as the ILO through its various Programmes and Projects like the BBWJC has been engaging more and more stakeholders in its activities. Mr Finnegan says the Project title, which is drawn from the FNDP, is an indication of the UN's contribution to the FNDP. He adds that the longer title of the project is "economic empowerment through MSME. Development", which fits well with initiatives such as the Citizen's Economic Empowerment.

Commenting on relations between the ILO and its constituents in Zambia, Mr Finnegan is happy to note that the relationship has been growing from strength to strength over the years. He says ILO endeavours to engage Government as well as the workers and employers in its project activities, mentioning the case of the Zambia Federation of Employers, which was engaged to conduct a market analysis and the Zambia Congress of Trade Unions (ZCTU) which has been developing materials on Women Workers' Rights and Child Labour. He is hopeful that the relations shall continue to be cemented, especially in the area of joint resource mobilization to fund gaps in the implementation of the DWCP.

In mid 2010, Mr Finnegan and his family relocate to Ireland, and he hopes to spend more time with his family and ensure that his children finish their education, so as to prepare them for their time in the job market. In due course he hopes to make himself available to take up assignments in his areas of expertise. "Because Mrs Finnegan is from Zambia, Zambia has surely not seen the last of Gerry Finnegan"! He says.

The ILO Regional office, Addis Ababa has designated the BBW&JC Senior Technical Advisor Mr Jealous Chirove as Officer in Charge until the appointment of a new Director for ILO Lusaka Office.



Former Minister of Labour & Social Security Hon Mukuma and President of Tanzania President Kikwete with ILO Director Mr. Finnegan at the ILO Africa Regional Meeting, Addis Ababa, April 2007



Above: ZFE President Dr. Chabwera sharing a light moment with Mr. Finnegan

Below: Mr Finnegan with ZFE Executive Director Mr. Harrington Chibanda



Above: MOU signing ceremony between CAMFED & ILO

Below: MOU signing ceremony between CYP & ILO



CAMFED ZAMBIA: ILO Lusaka Office signed a cooperation agreement with CAMFED in April 2010 to support girls education and entrepreneurship training in Zambia. In a 3 phased model of assistance, young girls or youth will receive entrepreneurship and leadership training as part of the phase 1 level of assistance. Phase 2 will be targeted at skills development in how to start micro projects using the grants received from CAMFED, including counseling and mentoring. Phase 3 will be focused on reviewing individualized phase 2 quality of assistance with a thrust in preparing them for the real world of employment opportunities including preparing job applications, interview skills and guidance on how to proceed strategically with their micro projects.

COMMONWEALTH YOUTH PROGRAMME: ILO and the CYP signed a cooperation agreement to further their collaboration links with specific reference to bridging the divide between available training and needs for skills development among the youth. CYP will collaborate with ILO in promoting ILO's Know about Business (KAB) and the adapted GET Ahead for youth in enterprise package. Further collaboration will be focused on developing capacity building and training programmes of partners and providing the technical support required. CYP will encourage and promote Commonwealth member countries to sign up to the UN's Youth Employment Network (YEN) to which Zambia qualified in 2009.

INTERNATIONAL TRAINING OF TRAINERS , SIAVONGA , ZAMBIA , APRIL 2010

The ILO Lusaka Office and Commonwealth Youth Programme- Africa Centre, brought together 43 international delegates including youth development and government practitioners, employers organizations, worker organizations, private sector, academia



Participants at the "International Perspectives in Youth Entrepreneurship training" in Siavonga

and civil society in a training of trainers workshop titled "International Perspectives in Youth Entrepreneurship Training". With a representation of 17 countries across the globe, participants shared experiences in youth entrepreneurship training and were introduced to contemporary materials, techniques and approaches in the field of youth entrepreneurship. At the training, out-going ILO Director for Malawi, Mozambique and Zambia, Mr. Gerry Finnegan was presented with an award in appreciation for his involvement in the initiation, development and implementation of the GET Ahead entrepreneurship training package and resource kit. The GET Ahead is one of ILO's tools that aims to assist organizations promote enterprise development among targeted women in poverty who want to start or are already engaged in small scale business. It has been adapted for use in several countries including Zambia and widely used among ILO partners including CYP.



International
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Lusaka Country Office

Broad Based Wealth and Job Creation Programme

Tel: +260-211-256895

www.ilo.org/lusaka

Comments and suggestions may be directed to:

Lumba@ilo.org