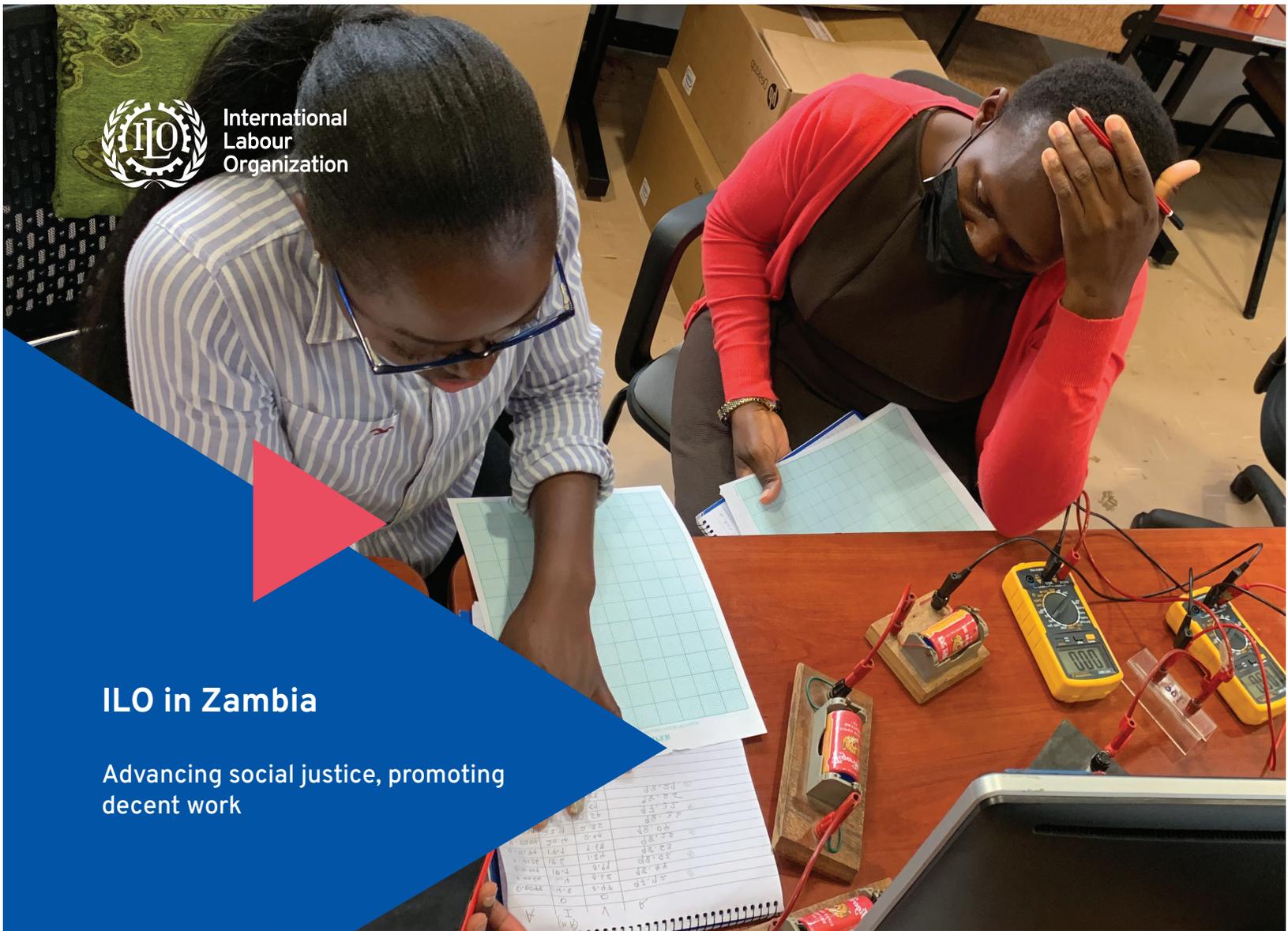




International  
Labour  
Organization

## ILO in Zambia

Advancing social justice, promoting  
decent work



ILO Country Office for Zambia,  
Malawi and Mozambique

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## Facts and figures



### United Nations Joint Programme (UNJP) on Gender Based Violence

- **428** beneficiaries have increased income levels above **ZMW2,000** (about USD\$ 122) wealth creation at household
- Increased resilience to shocks among **593** Households.
- **428** Beneficiaries owning sustainable enterprises.



### Skills for Energy in Southern Africa (SESA)

 **107**  **137**

Technicians, engineers and managers trained in Renewable Energy, Energy Efficiency and Regional Energy Intergration (RE/EE/REI) technologies within the SADC Region.



### The Inclusive Growth, Social Protection and Jobs (IGSPJ) Programme



- **180** journalists capacity strengthened on social protection reporting in all **10** provinces of Zambia.
- **30** Lusaka-based employers trained in disability inclusion in the workplace.
- **25** Persons with Disabilities employed as interns in private sector.



### United Nations Joint Programme (UNJP) on Social Protection in Zambia

- Number of Social Cash Transfer (SCT) beneficiary households rose from **887,759** in 2021 to **913,254** in 2022, while targeting **1 million** beneficiary households by December 2022.
- Transfer value for all SCT beneficiaries increased from **K300** (about USD\$ 19) to **K400** (about USD\$ 25) every two months, with the transfer value for **Persons with Disabilities (PWDs)** rose from **K600** (about USD\$ 25) to **K800** (about USD\$ 49) every two months.
- Rolled out the Social Protection Single Windows Initiative from 6 districts to **44** districts.



### ILO Programme on HIV and AIDS in the World of Work (ILO/AIDS)

- **17,500** HIV Self-testing (HIVST) test kits to the workforce in the informal (**3,538**) and formal sector (**13,962**) between 2019 and 2022.
- **220** tests came out positive for HIV (**176 males and 44 females**) and **217** were successfully linked to health facilities for confirmatory tests and **50** of them were initiated on HIV treatment and care.
- **303** HIV Self-testing (HIVST) at work champions in 11 districts across four provinces between 2019 – 2022.



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## The ILO

**The International Labour Organization (ILO)** is the United Nations agency for the world of work.

It sets international labour standards, promotes rights at work and encourages decent employment opportunities, the enhancement of social protection and the strengthening of dialogue on work-related issues. The ILO has a unique structure, bringing together governments, employers' and workers' representatives.

The ILO has 187 member States and is the oldest UN agency.

### Creating jobs

- Promoting economies that generate opportunities for investment, entrepreneurship, skills development, job creation and sustainable livelihoods.

### Guaranteeing rights at work

- Obtaining recognition and respect for the rights of workers. All workers, and in particular disadvantaged or poor workers, need representation, participation and laws that protect their rights.

The ILO's Secretariat has its headquarters in Geneva, Switzerland, and a global network of technical experts and field offices in more than 40 countries.

The International Labour Conference (ILC) meets once a year to adopt new international labour standards and to approve the ILO's work plan and budget.

The Governing Body is the executive council of the ILO and meets three times a year in Geneva.

### Extending social protection

- Ensuring that women and men enjoy working conditions that are safe, allow adequate free time and rest, take into account family and social values, provide for adequate compensation in case of lost or reduced income and permit access to adequate health care.

### Promoting social dialogue

- Strong and independent workers' and employers' organizations are central to increasing productivity, avoiding disputes at work and building cohesive societies.

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## ► The ILO in Zambia

The ILO office for Zambia was established in Lusaka, Zambia in 1968. The office was initially set up to cater for several countries in Southern Africa namely Botswana, Lesotho, Malawi, Mozambique, Namibia, Zambia and Zimbabwe. Today, the office is responsible for only three countries namely Zambia, Malawi and Mozambique.

Since the establishment of the Lusaka office, the ILO has been heavily involved in working with and bringing together workers, employers and governments to uphold key values of decent work and social justice.

The ILO's programme of work emphasizes that the ILO will continue to deliver services to the government of the Republic of Zambia, employers and workers (including through its sectoral programme

and development cooperation), consistent with its mandate and based on a thorough understanding of, and attention to, their diverse circumstances, needs, priorities and levels of development.

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We see an unprecedented deepening of inequalities within and between countries; a deterioration in employment relationships; the insecurity of millions of jobs, the trend towards the informalization of the formal sector; the deterioration in child labour and forced labour; a terrible absence of any social protection floor for four billion citizens; challenges in youth employment, etc.

Gilbert F. Hougbo  
ILO Director-General

# ILO interventions in Zambia





## The Inclusive Growth, Social Protection and Jobs (IGSPJ) Programme

The central purpose of the Programme is for national governments to strengthen their social protection systems in order to deliver appropriate, well-designed and well-managed social protection measures and employment promotion approaches in the delivery of public investments, in order to promote resilience, access to services and employment opportunities for poor and vulnerable people, thereby contributing to inclusive economic growth.

The Programme has a regional and national scope, as well as interational significance through its global component at headquarters, developing the capacity of national stakeholders in the selected countries; and sharing knowledge on how to develop policies, systems and schemes on social protection and employment-intensive investment programmes.

The project countries are Zambia, Malawi, Mozambique, Tanzania and Viet Nam.

All the project countries are committed to achieving the global sustainable development goals. In cooperation with the UN and national partners, they have developed strategic partnerships and plans to ensure synergy through the UN Joint Programme on Social Protection (UNJP-SP) programmes in the respective countries.

The countries have also committed themselves to achieving the goals set out in their respective Decent Work Country Programmes (DWCP) in which the extension of social protection and employment are two of the four pillars of the Decent Work Agenda.

### FUNDED BY



**BUDGET** USD 1,115,213

**LEAD IMPLEMENTING AGENCY**  
Ministry of Community Development and Social Services

**DURATION** December 2017 to December 2022



## United Nations Joint Programme for Social Protection Phase II (UNJPSP-II)

The overall goal of the programme is to contribute to the reduction of multi-dimensional poverty through an integrated Social Cash Transfer (SCT) system; single windows service delivery system; and concerted efforts to unlock nutrition outcomes through nutrition- and gender-sensitive social protection.

The United Nations Joint Programme on Social Protection Phase II (UNJPSP-II), which is being implemented by ILO, UNICEF, UNDP and WFP, is being implemented from August 2019 to December 2024 is contributing towards building from the UNJPSP-I to continue and enhance technical assistance to the Government of the Republic of Zambia (GRZ) to meet its aspirations of an effective, efficient, and rights-based social protection programme.

### FUNDED BY



**BUDGET**  
USD 306,314

**LEAD IMPLEMENTING AGENCY**  
Ministry of Community Development and Social Services

**DURATION** July 2019 to December 2024



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## Skills for Energy in Southern Africa (SESA) project

This intervention has the overall development objective of increasing the uptake of Renewable Energy (RE), Energy Efficiency (EE) and Regional Energy Integration (REI) technologies in Southern Africa, that will contribute a more sustainable and low-carbon energy mix.

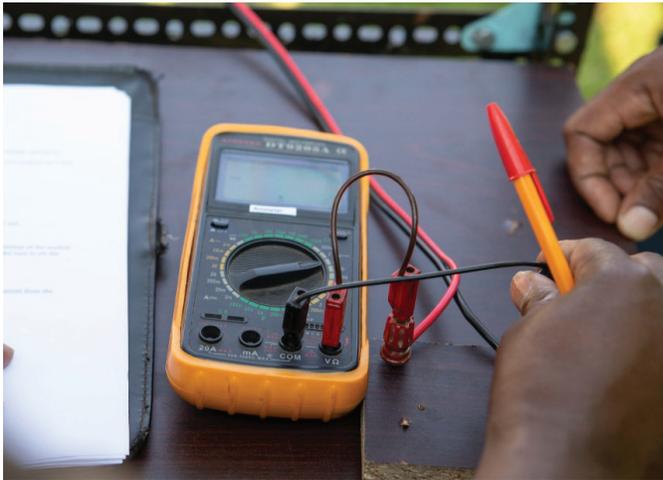
The SESA project is implemented by way of the Public Private Development Partnership (PPDP) model which creates concrete cooperation between public partners and private sector actors to achieve the objectives of the project to achieve the objectives of the project.

Together with partners [Private Sector; government; Southern Africa Development Cooperation (SADC) and its affiliates, Regional and National Bodies - Workers & Employers Organizations etc.], the ILO is supporting the implementation of this skills development project ensuring that there is gender and disability inclusion mainstreamed in its interventions. The key implementing partner of the SESA Project is the Kafue Gorge Regional Training Centre (KGRTC).

The project targets to train over 1,600 technicians, engineers and managers in Zambia and the region to support the rapid deployment of technology in renewable energy and energy efficiency. It is expected that companies active in the RE, EE and REI, both foreign and domestic, will be able to access the pool of RE, EE and REI skilled workers for their own operations or their suppliers.

The project expects to support and contribute to the regional energy training centre, KGRTC, having its brand and standing enhanced as the region's Centre of Excellence for competitive skills training in RE, EE and REI technologies built.

In line with the PPDP implementation approach, the project has developed a partnership strategy mapping out potential PPDP partners across SADC countries and beyond to ensure that effective partnerships are established and sustained. The Project Partnership Strategy was completed in May 2022 with an Action Plan which will guide the project going forward. Based on the principles of the partnership strategy four (4) MoUs have been signed and ten (10)



Letters of Commitment have been received from both public and private sector players to support the development and delivery of training.

Over 15 courses were delivered in partnership with key public, private and regional partners. Specifically the course on Off-Grid Solar Design and Installation was conducted in collaboration with the University of Zambia (UNZA) Solar Centre, Engie PowerCorner and SMARTNET who are some of the leading private companies in the installation and maintenance of off-grid solar systems for commercial use. From the region, the SADC Centre for Renewable Energy and Energy Efficiency (SACREEE) supported two courses on Industrial Energy Efficiency and Reporting on Energy respectively.

Building the institutional capacity of KGRTC is an important outcome of the implementation of the SESA project.

#### FUNDED BY



#### BUDGET

USD 3,830,480.00

#### LEAD IMPLEMENTING AGENCY

Kafue Gorge Regional Training Centre (KGRTC)

**DURATION** January 2021 to June 2024



**FUNDED BY**



**LEAD IMPLEMENTING AGENCY**  
Ministry of Health

## ILO Programme on HIV and AIDS in the World of Work (ILOAIDS)

Tailoring its response to country specific needs, the ILO works with the Government, employers' and workers' organisations, UNAIDS as well as other UN Co-sponsors and a range of stakeholders, including the Network of People Living with HIV.

The benefits of knowing one's status including getting treatment for reactive results and living a long healthy life and maintaining a negative result for negative result.

The impact on the world of work includes, increased supply of labour and available skills, increased productivity, reduced labour costs, protects the livelihoods of the worker and the employer and protects the rights of workers.

Notable achievement is the capacity enhancement of 363 workplace champions from both the formal and informal sectors in HIV Self Testing management in the marketplaces was done in collaboration with the Zambia Congress of Trade Unions (ZCTU), Zambia Federation of Employers (ZFE), the National AIDS Council (NAC), Ministry of Health and the World Health Organization (WHO).

As per the national guidelines, the initiative has also facilitated the distribution of ORAQUICK HIV Test Kits to 22,500 working men and women in both the formal and the informal sector. 220 reactive results were recorded and 217 men and women have been successfully linked to treatment, care and support. All negative results have been linked to HIV prevention information. Further, 48,000 male condoms have been distributed in various work places.



## Southern Africa Migration Management (SAMM) Project

The SAMM Project is implemented by the ILO in collaboration with the International Organisation for Migration (IOM), the United Nations Office on Drugs and Crime (UNODC) and the United Nations High Commissioner for Refugees (UNHCR).

The SAMM Project is contributing towards improved migration management in the Southern Africa and Indian Ocean region. Under SAMM, the ILO focuses on, among other things, supporting the formulation and effective implementation of gender-sensitive and evidence-based Labour Migration Policies, strengthening Bilateral Labour Migration Agreements, extending Social Protection to migrant workers, Strengthening Skills Partnerships on migration, reinforcing Fair Recruitment of migrant workers, and strengthening Labour Migration Statistics.

In Zambia, ILO under SAMM is working with Ministry of Labour of Social Security (MoLSS) and ZamStats to strengthen the Labour Market Information System and together with IOM is supporting the production and analysis of labour migration statistics through the Labour Force Survey (LFS) and a labour migration strategy.

### FUNDED BY



### LEAD IMPLEMENTING AGENCY

Common Market for Eastern and Southern Africa (COMESA).

**DURATION** June 2020 to December 2023



## United Nations Joint Programme on Gender Based Violence Phase II

The ILO is implementing the Economic Empowerment (EE) component of the Government of Republic of Zambia (GRZ) and United Nations (UN) Joint programme (JP) on Gender Based Violence (GBV) Phase II. There are five (5) UN Agencies and the Gender Division-Office of the President (OOP) on the GRZ-UNJP-GBV Phase II. The participating UN Agencies are ILO, International Organization for Migration (IOM), United Nations Development Programme (UNDP), United Nations Population Fund (UNFPA), and the United Nations Children's Emergency Fund (UNICEF).

The joint programme is a multi-partner programme designed to reduce the prevalence of GBV in Zambia. The programme builds on and consolidates the gains made in the GRZ-UN Joint Programme Phase I implemented from 2012 to 2017.

The economic empowerment ensures that GBV survivors, those at risk and communities are empowered to break the cycle of abuse. Under the Economic Empowerment, the ILO working with the Ministry of Community Development and Social Services (MCDSS) in 15 districts in Zambia where the following services are provided to beneficiaries; training and other capacity development activities; enterprise start-up kits; and supporting and strengthening the formation of savings and credit Groups in order to promote digital finance.

By August 2022, a total of 428 Beneficiaries (GBV survivors, those at risk and community members) (391 Women and 37 Men) had shown improvements in the way they understand and handle gender-based violence cases and management of businesses. This

was after they were provided with trainings and other capacity development activities on the enterprises skills and savings and credit groups using the ILOs Gender +Entrepreneurship Together (GET) Ahead for Women in Enterprise Training Package and Resource Kits and the MCDSS Community Savings and Groups (CSG) Trainings Manual respectively.

Further, 593 beneficiaries are engaged in savings and credit groups in savings and credit groups. The benefits of engaging in savings groups is that individuals and households have increased access to

savings and credit facilities within their communities. Belonging to savings and credit groups has also removed the credit constraints they faced by women in the communities. The credit constraints are the high interest rates above 30 percent that is charged by formal banks, financial institutions and individual money lenders on loans. The beneficiaries' entrepreneurial skills have also been improved, there is wealth creation at community, household and individual levels and improvements in the culture of savings.



#### FUNDED BY



**BUDGET**  
USD 50,824

**LEAD IMPLEMENTING AGENCY**  
Gender Division (Cabinet Office)

**DURATION** November 2019 to December 2022



## Skills Development for Increased Employability Programme

The overall objective of the project is to contribute towards the improvement of employability of labour force for both women and men. The objectives are being achieved through complementary areas. The activities focus on the governance and management structures of Zambia's Technical, Education and Vocational Entrepreneurship Training (TEVET) system and the upgrading and maintenance of training facilities and curriculum development. Private sector involvement is being consistently sought for the updating of the curricula and for Work Based Learning (WBL) activities.

The programme is at all levels and establish a strong link with EU's priorities under the Green Deal which apply to Skills development as enshrined in the EU-Africa strategy that is emphasising on increasing access to quality education, skills, research, innovation, health and social rights.

### FUNDED BY



### BUDGET

USD 6.9 million

### LEAD IMPLEMENTING AGENCY

Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA).

**DURATION** February 2023 to January 2027



#### FUNDED BY



#### BUDGET

USD 149, 282

#### LEAD IMPLEMENTING AGENCY

National Health Insurance Management Authority (NHIMA).

## Accelerating the extension of coverage of the Zambia National Health Insurance scheme to the poor and vulnerable through the strengthening of national capacity in actuarial modelling

The European Union (EU) funded project on Social Protection and Public Finance Management (SP&PFM) is supporting the Zambia's National Health Insurance Scheme to extend coverage to the poor and vulnerable in the process of attaining Universal Health Coverage. The scheme is a contributory basis and therefore only covers workers in the formal sector leaving out those in the informal sector who represent many of the labour force at 90 percent of the employed population (Labour Force Survey, 2021).

Through technical support from the ILO, the Social Protection and Public Finance Management is considering multiple scenarios against the phased on-boarding of different Social Cash Transfer (SCT) beneficiary cohorts such as persons with disabilities, the elderly, female, and child-headed households to determine the related prospective liabilities.

To date the project has supported the cleaning of scheme data to improve, quality and completeness. This has resulted in capacity building for NHIMA and government staff to ensure improved data capturing, management, and processing of scheme data.

Further, by interacting with other Social Protection data sources such as the SCT to estimate the cost of onboarding of beneficiaries, the project has built additional internal capacity for better understanding and management of social protection data.

Overall, the ongoing activities have laid a strong foundation in building actuarial capacities internally as per project objectives.



## TRANSFORM: Building Social Protection Floors in Africa

TRANSFORM is an innovative training initiative that strengthens individual and institutional capacity for the management of national social protection systems in Africa.

It empowers learners to handle the complexities of their social protection systems, appreciate diversity and uniqueness, own and implement creative solutions suitable for their contexts.

In Zambia, TRANSFORM is the first step to support the implementation of the Single Windows Initiative (SWI). The SWI is a national programme, reflected in the 8th National Development Plan (8NDP) to facilitate the access to social protection through a unified service delivery approach.

In the subregion, the TRANSFORM initiative uses innovative bottom approach to capacity building of social protection practitioners.

2,545 individuals have been capacity built in TRANSFORM initiative.





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