



Monitoring and Assessing Progress on Decent Work in Zambia

National Background Study

Griffin K. Nyirongo



This document has been produced with the financial assistance of the European Union. The views expressed herein can in no way be taken to reflect the official opinion of the European Union.

**ILO OFFICE FOR ZAMBIA, MALAWI AND MOZAMBIQUE (ILO-LUSAKA)
ILO/EC PROJECT “MONITORING AND ASSESSING PROGRESS ON DECENT WORK” (MAP)**

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List of acronyms and abbreviations

ACP	Africa, Caribbean and Pacific
BBW & JC	Broad-based Wealth and Job Creation
BDS	Business Development Service
CSO	Central Statistical Office
CL	Child Labour
CEEC	Citizens Economic Empowerment Commission
CPI	Consumer Price Index
DFID	Department for International Development
EMIS	Education Management Information System
EL-SAG	Employment and Labour Sector Advisory Group
EC	European Communities
EU	European Union
FFTUZ	Federation of Free Trade Unions on Zambia
FNDP	Fifth National Development Plan
GDP	Gross Domestic Product
HIPC	Highly Indebted Poor Countries
ILO	International Labour Office
IOM	International Organisation for Migration
INCLUDE	Project Promoting Decent Work for People with Disabilities through a Disability Inclusion Support Service
IPEC	International Programme on the Elimination of Child Labour
ISIC	International Standard Industrial Classification
JASZ	Joint Assistance Strategy for Zambia
LFS	Labour Force Survey
LMIS	Labour Market Information Systems
LCMS	Living Conditions Monitoring Surveys
MSME	Micro, Small and Medium Enterprise
MDG	Millennium Development Goal
MCDSS	Ministry of Community Development and Social Services
MOE	Ministry of Education
MLSS	Ministry of Labour and Social Security
MoFNP	Ministry of Finance and National Planning
MOV	Means of Verification
NAS	National Accounts Statistics
NAP	National Action Plan
NELMP	National Employment and Labour Market Policy
OSHS	Occupational Safety and Health Services
PEPDEL	Project on Promoting the Employability and Employment of Persons with Disabilities
PS	Priority Surveys
PSD	Private Sector Development
PPES	Probability Proportional to Estimated Size
PWD	Persons with disabilities
RBSA	Regular Budget Supplementary Account
SAG	Sector Advisory Group

1. Introduction

Monitoring and assessing progress towards decent work at the country-level is a long-standing concern for the ILO and its constituents. Against this background, the 2008 Declaration on Social Justice for a Fair Globalization details that member States may consider “the establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made” (Paragraph II.B.ii.). In the past, countries have repeatedly called for ILO technical cooperation to support their efforts to monitor and assess progress towards decent work. With funding from the European Union, the project “Monitoring and Assessing Progress on Decent Work (MAP)” will help to address this need. Over a period of four years (2009 to 2012), the project will work with Government agencies (including Ministries of Labour), National Statistical Offices, workers’ and employers’ organisations and research institutions to strengthen the capacity of member States to self-monitor and self-assess progress towards decent work.

This study presents an overview of existing programmes, activities and data collection exercises related to decent work in Zambia. The study contributes to the identification of Decent Work Indicators that are relevant at the national level, in particular in the context of the Zambia Decent Work Country Programme (Z-DWCP). The study thus starts with a brief overview of the priorities under the Z-DWCP (Section 2) before outlining ongoing technical cooperation projects related to decent work that might provide synergies for the MAP-Project (Section 3). It then provides an overview of existing data sources for decent work indicators (Section 4) before closing with a synopsis and conclusions (Section 5).

2. Zambia Decent Work Country Programme (Z-DWCP)

2.1. Overall presentation of Z-DWCP

The Decent Work Country Programme for Zambia was launched in December 2007 following consultations to identify priorities between the Government, social partners and the ILO from 2005 to 2007. During 2005, these consultations ran in parallel with the Government finalizing its National Employment and Labour Market Policy (NELMP). In late 2005, the Government adopted the NELMP, followed by the formulation of the Fifth National Development Plan which was launched in January 2007. The major issues addressed in the Zambian DWCP were identified and prioritized through a participatory planning process involving all of the constituents in Zambia: Ministry of Labour and Social Security on behalf of Government; Zambia Federation of Employers on behalf of employers, and Zambia Congress of Trade Unions and Federation of Free Trade Unions on behalf of the workers. In addition, relevant Government ministries, the UN system, bilateral and multilateral cooperating partners and civil society were consulted.

The implementation of the DWCP for Zambia is the prime responsibility of the ILO Lusaka Office, which manages and supervises the Programme in collaboration with the Government and social partners in Zambia. A DWCP advisory committee comprising of Government, social partners, cooperating partners/donors, and other stakeholders has been established to provide policy and strategic guidance in the context of national development priorities as well as monitoring and overseeing the timely delivery of DWCP outputs.

The priority areas of the Z-DWCP job creation for women, young people and people with disabilities; prevention and mitigation of HIV and AIDS in the world of work; and

elimination of the worst form of child labour. The DWCP priorities reflect constituents' priorities and are consistent with national development priorities. Poverty reduction and employment creation is a high priority for the Zambian Government, as reflected in the National Employment and Labour Market Policy (NELMP) and in the title of the Fifth National Development Plan (2006-2010) – “*Achieving broad-based wealth and job creation through technological advancement and citizenry participation*”.

2.2. Country context during DW programme design

Since 1991 successive Zambian governments have demonstrated unwavering commitment to economic reform. Though commendable progress has been made at stabilizing the economy at the macro-economic level, the economy has faced many challenges. Poverty levels remain high with approximately 67 per cent of Zambians living below the poverty line (*Living Conditions Survey III, CSO, Lusaka, 2004*). Poverty has been exacerbated by the persistently high unemployment levels, and compounded by the HIV and AIDS pandemic whose prevalence is estimated at about 15.6 per cent of the population between the ages of 15-49 years (*Zambia Demographic and Health Survey 2001- 2002*). The GDP growth, which has averaged 5 per cent annually over the past seven years, has not translated into a commensurate increase in the number of jobs. Of the 6,184,000 people in the labour force, only about 700,000 are formally employed, and the remainder of the labour force is either engaged in the informal economy or unemployed (*Zambia Labour Force Survey 2005*). Many of these are women, young people and people with disabilities. There are 900,000 children in child labour in Zambia, primarily in agriculture, forestry and fishery, and approximately 780,000 of them in hazardous labour.

The attainment of the Highly Indebted Poor Countries (HIPC) Initiative completion point in April 2005 brought about a renewed sense of optimism in the country. The savings from debt relief are being channelled into poverty reduction programmes, as well as into investment in the social sectors.

Since it joined the ILO in 1964, Zambia has ratified a total of 43 Conventions, of which 39 are currently in force. Included among the ratified Conventions are all eight core Conventions. For decent work to become a reality in Zambia, it is essential to have the fundamental labour standards in place and operational.

2.3. Country programme priorities, outcomes, indicators and targets

The ILO's consultations with its constituents led to employment and labour issues being identified as priorities for the DWCP. These are: More and better employment for the youth, women and people with disabilities, supported by enhanced labour market information systems (LMIS); responding to HIV and AIDS challenges in the world of work; and eliminating child labour, particularly in its worst forms. The DWCP for Zambia provides specific focus to these three agreed priority areas, while at the same time taking into account other elements of the ILO's Decent Work Agenda as they relate to the problems, issues, needs and decent work deficits in Zambia.

The three DWCP priorities will contribute towards Zambia's efforts to achieve Millennium Development Goals (MDGs) #1: Eradicate extreme poverty and hunger; #2: Achieve universal primary education; #3: Promote gender equality and empower women; #6: Combat HIV and AIDS, and on strategies for decent and productive work for youth. By addressing the three Z-DWCP priorities, every effort will be made to contribute to the NELMP implementation, and to the actionable areas of the Employment and Labour chapter in the FNDP.

The overarching goal of the Z-DWCP is: More and better jobs for women and men in Zambia, resulting from the National Employment and Labour Market Policy (NELMP) implemented under the MLSS, supported by the social partners, connected to the FNDP, the UNDAF and the JASZ, and with national and international budgetary support. Table 1 presents the ZDWCP priorities, outcomes, indicators and targets.

2.4. Degree of advancement of the implementation of the programme

The Z-DWCP has been implemented by the tripartite partners and the ILO since its launch in December 2007. Whilst the activities under the country programme have multiplied, key structures for an effective implementation of the country programme are only being put in place. One of the key issues is the development of a national monitoring and evaluation (M&E) framework and an implementation plan (IP) for the Z-DWCP. A workshop was held at the end of August 2009 to complete the M&E and IP on the basis of a draft provided by the ILO. The M&E and IP workshop recommended the composition of the Advisory Committee to provide guidance to the work under the country programme. The Z-DWCP Advisory Committee held its inaugural meeting in December 2009. Another important coordination element is provided in the form of the Employment and Labour Sector Advisory Group (EL-SAG). The final composition of the EL-SAG was agreed upon and EL-SAG meeting held in September 2009. ILO and the Ministry of Labour and Social Security (MLSS) have appointed focal points for the Z-DWCP Pillars, and ILO has also a programme officer in place with a DWCP coordination function. It is important that also the social partners appoint their respective focal points for the Z-DWCP as soon as possible.

Table 1: Overview of the Zambia Decent Work Country Programme (Z-DWCP) and linkages to the Decent Work Agenda

Zambia Decent Work Country Programme (Z-DWCP)				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work												
Priority #	Outcome	Outcome indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers' & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
	Overarching goal: More and better jobs for women and men in Zambia, resulting from the National Employment and Labour Market Policy (NELMP) implemented under the MLSS, supported by the social partners, connected to the FNDP, the UNDAF and the JASZ, and with national and international budgetary support (in the next 4-6 years).				x			x												
P1	Priority 1: More and better employment for all, in particular for the youth, women and people with disabilities, supported by a functional Labour Market Information (LMI) system				x			x											x	
	Outcome 1.1: Increased employment opportunities for all, with focus on youth, women and persons with disabilities in particular through sustainable enterprise development and employment protection	1.1.1 LMI system with main Decent Work Indicators strengthened and supported by a spectrum of stakeholders based on regular LFSS 1.1.2 Number of decent jobs created for youths, women and persons with disabilities 1.1.3 Relevant laws and policies reviewed with a view to establishing an enabling Policy, Regulatory and Legal (PRL) Environment, particularly for MSMEs	10,000 new decent jobs created by 2010 15,000 new decent jobs created by 2011		x			x	x				x	x					x	x

Zambia Decent Work Country Programme (Z-DWCP)				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work												
Priority #	Outcome	Outcome indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers' & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
		1.1.4 Budgetary allocation (Government commitment) for promoting full and productive decent employment and graduation from informal to formal economy	Govt budget allocation for the creation of decent work increased by 10 % and 20% from 2009 and from 2010 respectively																	
	Outcome 1.2: Enhanced employment and self-employment opportunities for the target groups through access to BDS, finance and skills development	1.2.1 Number of targeted beneficiaries accessing BDS 1.2.2 Uptake of business financing and other financing mechanisms by the target groups	2,000 MSMEs access BDS to expand their businesses by 2009 5,000 MSMEs access BDS to expand their businesses by 2010 10,000 MSMEs access BDS to expand their businesses by 2011 1,000 are linked to providers of finance by 2009 3,000 are linked to providers of finance by 2010 5,000 are linked to providers of finance by 2011		x			x	x				x							
	Outcome 1.3: Enhanced Social Protection Mechanisms for specified target groups (Women, Youth and persons with disabilities, including those affected by the	1.3.1 Number of MSMEs graduating from informal to formal entities. 1.3.2 Number of people in target groups in formal employment and self-employment	5 % of MSMEs graduated from informal to formal economy by 2011 Formal employment increased by 10% by 2010 Formal employment increased by 15% by 2011	x	x	x		x					x			x				

Zambia Decent Work Country Programme (Z-DWCP)				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work												
Priority #	Outcome	Outcome indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers' & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
	Global Financial and Economic crisis) promoting graduation from informal to formal employment and enterprises	1.3.3 Number of people in the target groups covered by social security 1.1.4 Decent Work incorporated in policy and regulatory frameworks as a national priority	Micro-Insurance products developed and accessed by at least 5% and 10% of MSME owners and employees by 2010 and 2011 respectively Ratification of C.187 by 2009 C.187 domesticated by 2010																	
P2	Priority 2: Responding to HIV and AIDS challenges in the world of work in Zambia					x	x												x	
	Outcome 2.1: Adoption of nation and sector wide HIV & AIDS workplace policies based on ILO Code of practice, adopted by social partners and other key stakeholders	2.1.1 A national HIV & AIDS workplace policy developed 2.1.2 Number of sectors with sectoral HIV & AIDS workplace policies in place 2.1.3 Number of functional HIV & AIDS workplace programmes in place	5 sectors with sectoral workplace policies in place by 2010 8 sectors with sectoral workplace policies in place by 2011 200 workplaces with workplace programmes in place by 2010 500 workplaces with workplace programmes in place by 2011	x		x										x		x		

Zambia Decent Work Country Programme (Z-DWCP)				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
Priority #	Outcome	Outcome indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers' & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
	Outcome 2.2: HIV and AIDS included and mainstreamed in national projects and programmes of the Government, employers' and workers' organizations, the ILO, and the UN system	2.2.1 Number of ILO and UN programmes and projects with a budget component on HIV & AIDS and TB 2.2.2 Number of programmes and projects of the Government, and employers' and workers' organizations with a budget component on HIV & AIDS and TB	25% of ILO and UN programmes and projects with a budget component on HIV & AIDS and TB by 2010 60% of ILO and UN programmes and projects with a budget component on HIV & AIDS and TB by 2011 50% of programmes and projects of the Government, and employers' and workers' organizations with a budget component on HIV & AIDS and TB by 2009 75% of programmes and projects of the Government, and employers' and workers' organizations with a budget component on HIV & AIDS and TB by 2010			x	x							x			x	x	
P3	Priority 3: Elimination of child labour, particularly in its worst forms			x															
	Outcome 3.1: Adoption and implementation of a national Child Labour Policy to combat child labour and trafficking	3.1.1 Policies, statutory instruments and national action plans adopted 3.1.1 Number of children withdrawn and prevented (Breakdown by prevention and withdrawn and by age, sex, geographical location)	6000 (cumulative) children withdrawn and prevented by 2008 8000 (cumulative) children withdrawn and prevented by	x								x						x	

Zambia Decent Work Country Programme (Z-DWCP)				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work												
Priority #	Outcome	Outcome indicator	Target	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunities and treatment in employment	Safe work environment	Social security	Social dialogue, workers' & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
		from WFCL through the DWCP (MOV: MCDSS, LFS, ILO Records, CSO) 3.1.3 Number of partners involved in the implementation of the NAP (MOV: partner implementation plan)	2009; 10000 (cumulative) children withdrawn and prevented by 2010; 12000 (cumulative) children withdrawn and prevented by 2011 CL partners mobilized in all provinces (at least 5 partners per province) by 2010 CL partners mobilized in all provinces (at least 8 partners per province) by 2011																	
	Outcome 3.2: Enhanced capacity for awareness raising and advocacy on Child Labour and human trafficking issues among stakeholders	3.2.1 Number of partners (employment category, sex, geographical location and type of training) trained on CL and forced labour and trafficking (MOV: training reports) 3.2.2 System in place for ensuring coherent awareness raising and reporting on results of awareness raising activities	50 partners trained by 2008 100 (cumulative) partners trained by 2009 150 (cumulative) partners trained by 2010 200 (cumulative) partners trained by 2011	x			x					x						x	x	
	Outcome 3.3: Child labour issues and concerns are promoted, included and mainstreamed in national projects and programmes	3.3.1 Government's and SPs' programmes and projects that have child labour components and/or address the root causes of child labour (MOV: Minutes		x								x								

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		of SAG meetings, CL NAP, CL Policy, SNDP) 3.3.2 Number of partners identified in the NAP stakeholder meeting engage in CL related activities (MOV: MLSS implementation reports, partner implementation reports)	At least 5 partners per province by 2010 At least 8 partners per province by 2011																	

3. Technical cooperation projects related to decent work

Technical cooperation projects related to decent work are mainly implemented by the ILO. Other cooperating partners involved in projects related to decent work are the European Union, the World Bank and various United Nations agencies. The Z-DWCP also contributes to the common objectives of the United Nations system in Zambia through the United Nations Development Assistance Framework (UNDAF). The Z-DWCP contributes to all of the UNDAF outcomes:

- (1) HIV & AIDS, through the DWCP priority II on HIV and AIDS;
- (2) Basic Social Services, through DWCP priority III on the Elimination of Child Labour and the cross-cutting priority on Job Quality;
- (3) Governance, through all DWCP priorities, and
- (4) Food Security, through DWCP priority I on Job Creation and the cross-cutting priority on Job Quality.

3.1. ILO projects related to decent work

ILO works closely with the UN system and mobilizes its support to various employment and labour issues. ILO projects are implemented in the three priority areas of the Z-DWCP, namely: Job Creation (Pillar I), HIV and AIDS at the Workplace (Pillar II) and Elimination of Child Labour (Pillar III). Close cooperation with sister UN agencies exists in all priority areas of the Z-DWCP. Within Pillar I on Job Creation, the ILO is designated as the lead agency for a UN programme on Broad-based Wealth and Job Creation (BBW&JC), where it cooperates with UNCTAD, UNDP and the UN Global Compact in Zambia. Additionally, ILO works with UNCTAD and UNESCO on an EU-funded project in support of culture-based industries, and leads in bringing together various UN agencies to work on a range of issues relating to persons with disabilities in Zambia. Under Pillar II, ILO and UNESCO are working on a small pilot project on HIV & AIDS in the education sector. Furthermore, in the context of eliminating child labour, ILO is working with UNICEF and IOM to combat trafficking of persons in Zambia.

3.1.1. Pillar I: Job Creation

Several projects are being implemented under Pillar 1.

Broad-based wealth and job creation programme (BBW&JC)

The Broad-Based Wealth and Job Creation (BBW&JC) Programme is largely financed by the Government of Finland with some support from the ILO. The BBW&JC follows up on some aspects of the Swedish Sida-funded Business Development Services (BDS) Zambia project, which concluded at the end of 2008. The BBW&JC programme started in the beginning of the year 2009. The development objective of the programme is to contribute to broad-based wealth and job creation in Zambia, in particular by stimulating investment, enterprise and employment creation within the MSME sector and through pro-poor business models. This will be attained by stimulating demand for business development services among targeted MSME and strengthening the service delivery capacity of MSME service facilitators and providers.

Women's entrepreneurship development and gender equality project (WEDGE)

The Women's Entrepreneurship Development and Gender Equality (WEDGE) Project was launched in 2001 and is currently in the third phase. The project, funded by Irish Aid, has focused on building capacity among women entrepreneurs, women entrepreneurs' associations and support organizations for women entrepreneurs. Phase III of the programme, which runs from August 2008 – 2011, concentrates on sustainability and capacity building to WEDGE partners so that they can sustain programme activities after the exit of the Programme in 2011. The objectives for phase III include gender equality and women's economic empowerment, creation of decent work and productive employment, and poverty reduction. The aim is to achieve these objectives by creating an enabling environment for women's entrepreneurship development (WED), institutional capacity building in WED, and development of tools and support services for women entrepreneurs.

Youth employment project

The Job Creation priority on Youth Employment is funded by DFID and Irish Aid through RBSA allocations (the ILO's Regular Budget Supplementary Account). Youth employment interventions are now being implemented simultaneously at two levels of activities, both which are essential in creating more and better employment for young people: at the policy level and at the micro-level of assistance. The support concentrates on upstream work through creating an enabling environment with regard to Youth Employment and National Action Plan. The support also pilots innovative approaches to decent employment and entrepreneurship for young women and men based on international good practices and related to the needs of the Zambian economy. The support further assists in enhancing statistical capacities and developing an effective system for labour market analysis.

Projects supporting employment of people with disabilities

ILO's projects to support for the Employment of People with Disabilities started at the beginning of 2009, with funding from Irish Aid from 2008 to 2011. These interventions contribute to the Job Creation for Persons with Disabilities component of Pillar I.

The project promoting decent work for people with disabilities through a disability inclusion support service (INCLUDE)

The INCLUDE Project aims to promote the development and strengthen capacities of disability inclusion support agencies as well as to sensitize policy-makers, programme and service providers to disability issues from a rights-based perspective. The project provides technical advice regarding the inclusion of persons with disabilities in mainstream policies, programmes and services.

The project on promoting the employability and employment of persons with disabilities (PEPDEL)

PEPDEL Project aims to review and reform disability-related training and employment laws and policies, and supports their effective implementation. The project also aims at building the capacity of Government, social partners and civil society to effectively promote decent work opportunities for women and men with physical, sensory, intellectual and psycho-social disabilities, including those living with HIV & AIDS. In this way, the PEPDEL activities also link to the Z-DWCP Pillar II on HIV & AIDS.

3.1.2. Pillar II: HIV and AIDS at the Workplace

Projects under Pillar II have facilitated the establishment of a number of HIV & AIDS workplace policies and programmes during 2007-2008. However, currently there is a major funding gap under this very important priority for Zambia. Recent, ongoing and pipeline initiatives under Pillar II include the following:

- ILO/UNDP rapid assessment on HIV & AIDS in the informal economy (report launched in 2008);
- ILO/Sida support for women marketers on HIV & AIDS issues (completed and report produced in 2008);
- ILO/UNESCO support for HIV & AIDS issues in education sector (with Ministry of Education) – ongoing;
- ILO/UNAIDS support for HIV & AIDS programmes with Zambian Police;
- ILO/Italy support for HIV & AIDS workplace programmes in the commercial agriculture and gemstone mining industries;
- ILO's engagement with the UN system, and its support for the UN "We Care" programme;
- Involvement in the next round of Global Fund initiatives for Zambia.

3.1.3. Pillar III: Elimination of Child Labour

The ILO currently implements two projects towards the elimination of child labour under Pillar III of the Z-DWCP: the Time-Bound Programme Support Project (TBP-SP) with funding from US Department of Labor (USDOL) and Tackling Child Labour through Education and Training (TACKLE) with EU funding.

Time-Bound Programme Support Project (TBP-SP)

The implementation of the TBP-SP started in 2006 and runs to March 2010. Its main objective is supporting national partners establish and begin implementing the National Time Bound Programme on elimination of child labour as provided for in the FNDP. Under the TBP-SP, ILO is supporting the MLSS to spearhead the formulation of a National Action Plan (NAP) for the elimination of child labour and to establish effective implementation mechanisms. The support comes in the form of technical advice as well as an Action Programme (AP) or small project support.

Tackling Child Labour through Education and Training (TACKLE)

TACKLE aims to strengthen capacity among national partners to provide quality education and training to all children to prevent their premature entry into work. Through its mandate, the TACKLE project partners with both MLSS and Ministry of Education (MOE). The implementation of the TACKLE project started in 2008, and will run until 2012. The project is engaged in both upstream work related to the policy and legal framework and institutional capacity strengthening, and downstream work related to targeted interventions, networking, advocacy, sensitization and enhanced information sharing.

3.1.4. Cross-cutting projects

The Z-DWCP ensures that the following cross-cutting concerns are addressed through a number of projects addressing gender equality and equity, job quality and social security.

I. Cross-Cutting Priority on Job Quality

As a cross-cutting issue in the Z-DWCP, Job Quality encompasses two broad areas of social security/protection and safety and health at work. The Global Campaign for Social Security for All Project, which was launched in January 2007, has been the main entry point in furthering the social security policy agenda in Zambia. The major priorities of the project have included identifying the fiscal space needed to implement a minimum social protection package and exploring social protection policy options for Zambia. The package includes affordable universal access to essential health care services; targeted social assistance; basic cash and in-kind benefits for children; and a basic universal pension for the elderly and for persons with disabilities in order to reduce the incidence and depth of poverty in Zambia.

II. Cross-Cutting Priority on Gender Equality and Equity

In addition to the WEDGE programme addressing the issue of gender, the project on Women Workers' Rights was launched in the first quarter of 2009. This project complements the WEDGE approach by bringing in a rights-dimension and targets women workers, whereas WEDGE is concentrates on entrepreneurship promotion. Through the Irish Aid RBSA funding on women workers' rights, the ILO gives due attention to assisting the worker constituents in promoting the rights of women in the formal and informal economies. The women workers' rights aims at ensuring that women as workers have sufficient and equal access to and information regarding their rights, entitlements, responsibilities and support mechanisms with respect to entering the Zambian labour market and progressing to achieving decent work in all its aspects.

Table 2: Overview of ILO technical cooperation projects in Zambia and linkages to the Decent Work Agenda

ILO Technical cooperation projects in Zambia				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
Project name and project objectives	Amount and funding agency	Project dates		Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
Pillar I: Job creation																			
TC1	ILO Project on Broad-based Wealth & Job Creation	US (\$2,240,000) Finland (\$1,680,000) UNCTAD (\$138,000) ILO	1.1.2009-31.12.2011.		x														
	Objective 1: Stimulate demand for business development services (BDS) among targeted MSME							x											
	Objective 2: Strengthen the service delivery capacity of MSME service facilitators and providers							x											
	Objective 3: Strengthen policy dialogue, planning and coordination on economic empowerment through MSME development																		x
	Objective 4: Generate greater coherence among UN-PSD interventions																	x	
TC2	ILO Project on Women's Entrepreneur Development and Gender Equality (WEDGE)	US\$523,585 Irish Aid	1.8.2008-31.8.2011		x														
	Objective 1: Entrepreneurship Development: enabling business environment & BDS							x	x					x					
	Objective 2: Financial Services: increased access to financial services and related support services							x	x					x					
	Objective 3: Market Access: increased MA & better technical skills							x	x					x					
	Objective 4: Skills Training: increased access to formal and non-formal technical vocational skills training							x	x										
	Objective 5: Stronger associations: increased capacity to provide voice, support & enterprise development							x	x	x			x		x	x		x	

ILO Technical cooperation projects in Zambia				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work												
	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
TC3	ILO Project on Youth Employment Zambia	US\$349,250, Irish Aid and DFID	1.3.2009-28.02.2010.		x															
	Objective 1: Develop National Action Plan on Youth Employment							x												
	Objective 2: Facilitate entrepreneurship, job quality and rights for Youth Training Centres in Zambia							x	x				x							
	Objective 3: Establish an effective system for labour market analysis covering both demand and supply																			x
TC4	ILO Project Promoting Decent Work for People with Disabilities through a Disability Inclusion Support Service (INCLUDE)	US\$305,975 (2009), Irish Aid	2008 - 2011.		x															
	Objective 1: Sensitize policy makers, programme and service providers to disability issues from a human rights-based perspective													x						
	Objective 2: Provides technical advice regarding the inclusion of persons with disabilities in mainstream policies, programmes and services.													x						
	Objective 3: Establish an effective system for labour market analysis covering both demand and supply																			x
TC5	ILO Promoting the Employability and Employment of People with Disabilities through Effective Legislation (PEPDEL)	US\$256,306 (2009), Irish Aid	2008-2011		x															
	Objective 1: Increased capacity of national government of participant countries to collaborate with employers', workers', and disabled persons' organizations in plan-							x						x						

ILO Technical cooperation projects in Zambia				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work												
Project name and project objectives	Amount and funding agency	Project dates		Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
ning the implementation of effective legislation, policy and programmes addressing the employability and employment of persons with disabilities, with particular attention to women with disabilities and disabled persons living with HIV/AIDS																				
Pillar II: HIV and AIDS at the workplace																				
TC5	PEPDEL (see above)				x			x						x						
TC6	ILO Project on HIV and AIDS (Completed)	US\$306,166	2006-2008.			x														
Objective 1: Increasing the understanding of HIV/Aids as a labour and development issue																			x	
Objective 2: Mobilizing commitment and resources of the tripartite constituents at various levels																			x	
Objective 3: Promoting a systematic response to HIV/Aids through workplace policies and programmes																			x	
Objective 4: Enhancing the capacity of the constituents to plan and implement activities aimed at addressing HIV & Aids and their impacts																			x	
Pillar III: Elimination of Child Labour																				
TC7	ILO Project on Time-Bound Programme for the elimination of the worst forms of child labour	US\$3,920,000, United States	15.9.2006-14.03.2010.			x														
Objective 1: By the end of the project, the Government of Zambia is equipped to design, implement & monitor initiatives to address WFCL through a national TBP												x							x	
Objective 2: By the end of the project, inclusive educational and training opportunities for (ex) child labourers and at risk children have improved sufficiently to support the NPA's education-focused strategies																			x	

ILO Technical cooperation projects in Zambia				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
	Objective 3: By the end of the project, models of interventions on providing direct support to children and families are implemented and documented															x			x
TC8	ILO Project on Tackling child labour through education (TACKLE)	US\$1,600,000, European Union	2008-2011.			x													
	Objective 1: Reduce poverty through the provision of basic education and skills training for disadvantaged youth and children.											x				x		x	
	Objective 2: Strengthen local and national authority capacities in the formulation, implementation, and enforcement of policies to tackle child labour in coordination with social partners and civil society											x						x	
	Objective 3: Integrate the efforts to eliminate the WFCL into national strategies to achieve Education for All.											x						x	
Cross-cutting projects																			
TC9	ILO Project on Social Security / Job Quality	\$557,370	2007-2009			x													
	Objective 1: Advancement of the knowledge, capacity and advocacy for appropriate social security systems and measures in Africa															x			
TC10	ILO RBSA Project on Women Workers' Rights in Zambia	US\$298,000 Irish Aid	1.4.2009-31.03.2010.	x															
	Objective 1: To ensure that women as workers have sufficient and equal access to and information regarding their rights, entitlements, responsibilities and support mechanisms with respect to entering the Zambian labour market and progressing to achieving decent work in all its aspects.							x					x	x					
	Objective 2: To create a more supportive environment within which the tripartite constituents play an effective role in promoting and protecting women workers' rights and making gender equality a reality in their policies and operations.													x					x

ILO Technical cooperation projects in Zambia				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work											
Project name and project objectives	Amount and funding agency	Project dates		Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
Objective 2: Strengthened implementation and enforcement of employment-related laws													x						
Objective 3: Sustained attention to disability perspectives in laws and policies through greater involvement of universities in sensitizing existing and future generations of lawyers.													x						

Source: Author's compilation based on ILO documents.

3.2. Projects by other cooperating partners that are related to decent work

i. Support for Creative Industries Project

With the support from the EU-ACP programme, the ILO along with UNCTAD and UNESCO is implementing a small project providing Support for Creative Industries in Zambia (among 6-8 countries globally). This project can make a modest contribution to the implementation of Pillar I on Job Creation, and it is hoped that it can lead to more systematic support for job creation and enterprise development in culture-related industries.

ii. UN Joint Programme (with UNICEF and IOM) on Human Trafficking (UNJPT)

Furthermore, ILO's contribution to the new UN Joint Programme (with UNICEF and IOM) on Human Trafficking (UNJPT) is covered under Pillar III of the DWCP. The Joint Programme is planned to run from 2009 to 2011. The UNJPT aims to support the implementation of the national policy and plan for elimination of human trafficking, focussing on support for awareness raising, social mobilisation and capacity building. The trafficking component will be funded by the European Communities (EC).

iii. Bilateral partners

There a number of bilateral cooperating partners assisting the Government in implementing technical projects with links to decent work. The projects are either supported by more than one bilateral partner or by a single partner as shown in the Table below.

3.3. Government projects related to decent work

The Private Sector Development (PSD) Programme

The government-led the process of creating a Private Sector Development (PSD) Action Plan that it considers as its road map to creating the right environment for investment, infrastructure development and private sector-led economic growth. The Action Plan proposes rapid improvements and specific reforms to the investment climate, particularly targeted at high potential sectors such as non-traditional/gemstone mining, tourism, agriculture and resource-based manufacturing. Employment creation is an objective of this programme, given Government's recognition of the potential that a thriving private sector will have on the demand for labour. The ILO participates in the Working Group, chaired by MLSS, on "wider labour law reform for Private Sector Development".

Labour Force Survey 2008

Under the Job Creation Pillar, ILO also successfully made efforts to mobilize funding from the cooperating partners as well as internally from the ILO for the Labour Force Survey 2008. The Private Sector Development Reform Programme (PSDRP) committed funds to carrying out the survey, and the ILO has internally secured technical assistance for the analysis of the gathered data. The ILO is in discussion with the CSO on possibilities of undertaking joint activities between the two organizations. The CSO indicated specific needs in the analysis phase of the Labour Force Survey.

Table 3: Overview of other technical cooperation projects and linkages to the Decent Work Agenda

Other technical cooperation projects in Zambia				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)												
	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics	
TC11	Private Sector Development Reform Programme I	US\$10.2 million, the Netherlands, Sweden, Finland and DFID	January 2006 – March 2009		x															
	Private Sector Development Reform Programme II	ZMK180 Billion GRZ (27%), DFID, the Netherlands and Finland	June 2009 – June 2014		x															
	Objective 1: Create an enabling macro-economic environment, strengthen the public agencies that support PSD and enhance public/private dialogue.							x											x	
	Objective 2: Improve regulatory framework and revise investment code to foster PSD.							x											x	
	Objective 3: Enhance infrastructural platform for PSD by encouraging private investment in infrastructure							x											x	
	Objective 4: Remove administrative barriers to business entry and operations and facilitate development of high growth sectors							x											x	
	Objective 5: Create opportunities to access regional and international markets by Zambian businesses							x											x	
	Objective 6: Unlock the growth potential of the SME sector through development support and local empowerment initiatives							x											x	
TC12	Capacity Building for Private Sector Development	EUR 15 million European Union	2005-2009.		x															
	Objective 1: Enhance the environment for public driven economic activity through greater availability and quality of business support services provided and promoted by the public sector							x									x			

Other technical cooperation projects in Zambia				Strategic objective of the Decent Work Agenda				Substantive element of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work (MAP)											
	Project name and project objectives	Amount and funding agency	Project dates	Fundamental principles and rights at work	Employment	Social protection	Social dialogue and tripartism	Employment opportunities	Adequate earnings and productive work	Decent hours	Combining work, family and personal life	Work to be abolished	Stability and security of work	Equal opportunity and treatment in employment	Safe work environment	Social security	Social dialogue, workers & employers' representation	Economic and social context for decent work	Improvement of data collection and statistics
	Objective 2: Enhance the environment for public driven economic activity through greater availability and quality of business support services provided and promoted by the private sector							x									x		
	Objective 3: Enhance the environment for public driven economic activity through greater availability and quality of business support services provided and promoted by the civil society							x									x		
TC13	PROFIT ZAMBIA	US\$15,000,000 USAID	June 2005 - June 2010		x														
	Objective 1: Improve the competitiveness of selected industries in which large numbers of MSEs participate and might benefit							x	x										
	Objective 2: Foster the sustainability of competitiveness to enable firms and industries to respond to market demands, both in the short and long run							x	x										
	Objective 3: Increase the breadth and depth of benefits at the industry, MSE, and household levels							x	x										

Source: Authors' compilation.

4. Existing data sources and Decent Work Indicators

The Government of Zambia recognizes the fact that information plays a vital role in the operation of the Labour Market. Both the Fifth National Development Plan and Zambia's National Employment and Labour Market Policy highlight the importance of Labour Market Information. To this effect, the provision of a labour market management mechanism that responds effectively and efficiently to the demands of a liberalized market economy is an essential element in Zambia's National Employment and Labour Market Policy. The Z-DWCP reinforces this need and has as one of the outcomes the establishment of a Labour Market Information System (LMIS). Players in the Labour Market need timely and reliable data to enable them to make accurate and informed decisions.

4.1. Major producers of labour market information (LMI)

The labour market information in Zambia is produced by different public institutions. Below is an overview of the major producers of this information which shows that the Central Statistical Office is the country's major producer of Labour Market Information. Table 4 shows existing data sources relevant to the ILO Decent Work Agenda.

Table 4: Existing data sources with relevance to the Decent Work Agenda

No.	Name of the survey	Organization responsible	Data of the latest round sent to the ILO? (Yes/No)
Household surveys			
1	Labour Force Survey	Central Statistical Office / Ministry of Labour and Social Security	Yes
2	Child Labour	Central Statistical Office / ILO-IPEC	Yes
3	Living Conditions Monitoring Survey	Central Statistical Office	Yes
Establishment surveys			
4	Employment and Earnings Survey	Central Statistical Office	Yes
5	Consumer Price Index	Central Statistical Office	Yes
Administrative records and related sources			
6	Data from social security offices	National Pension Scheme Authority Public Service Pensions Fund Local Authorities Superannuation Fund	No
7	Data from Unemployment Agency	Ministry of Labour and Social Security Private Employment Agencies	No
8	Statistics on strikes and lockouts	Ministry of Labour and Social Security	No
9	Occupational injury	Ministry of Labour and Social Security / CSO	Yes
Population Census			
10	Census of Population	Central Statistical Office	Yes

Source: Author's compilation.

4.1.1. Central Statistical Office (CSO)

The Central Statistical Office (CSO) is a Government Department under the Ministry of Finance and National Planning (MoFNP). The CSO was set up under the Census and Statistics Act of 1964, CAP 127 of the Laws of Zambia and its primary objective is that of providing basic statistics for all functions of Government. The department is responsible for coordinating all statistical activities in the country and is a major source of official statistics. The various socio-economic surveys cover the major sectors of social and economic development. The surveys are undertaken primarily at the national level with urban/rural and male/female comparisons. Some surveys are undertaken on a regular basis, while others are only on an ad-hoc basis. National Accounts Statistics (NAS), for instance, are collected annually, while other data are collected with long intervals, like Census of Population which are done at ten year intervals. Among the socio-economic surveys undertaken by CSO are the Living Conditions Monitoring Surveys (LCMS) and Labour Force Survey (LFS).

4.1.1.1. Living Conditions Monitoring Surveys (LCMS)

The Living Conditions Monitoring Survey (LCMS) is intended to highlight and monitor the living conditions of the Zambian society. The survey includes a set of priority indicators on poverty and living conditions. The Living Conditions Monitoring surveys are built-upon the Priority Surveys conducted in 1991 (PSI) and 1993 (PSII), by the Central Statistical Office. The LCMS has been funded by the World Bank resulting in it being held more frequently than other surveys conducted in Zambia. The LCMS's normative point of departure is that it describes the living conditions as good or bad, as improving or deteriorating, and identifies those which require policy action. The survey provides a basis on which to monitor the impact of government policies and donor support on the well being of the Zambian population.

The LCMS also provides various users with a set of reliable socio-economic indicators against which to monitor development. The following topics are usually covered in the LCMS: Demography and migration; Orphanhood; Health; Education; Current economic activities; Income; Anthropometrics; Household amenities and housing conditions; Household access to facilities; Household assets; Poverty and household coping strategies; Household expenditure; Community developmental issues; Household food production; and Deaths in the household. The survey has a nationwide coverage on a sample basis. It covers both rural and urban areas in all the nine provinces. The survey is intended to provide data for each and every district in Zambia. Hence a very big sample size of about 18,000 households is drawn. Two types of questionnaires are used in the survey, namely; The Listing Booklet used for listing all the households residing in the selected Standard Enumeration Areas (SEAs); and the main questionnaire used for collecting detailed information on all household members.

Figure 1: Living Conditions Monitoring Surveys (LCMS)

Title of survey	Living Conditions Monitoring Survey
First survey carried out in (year)	1996
Organization responsible for last survey	Central Statistical Office
Date of fieldwork for last survey	October 2004 – January 2005
Date of publication of report of last survey (if still pending, indicate expected date)	2006
Periodicity of survey	Quinquennial survey
Date of fieldwork for next scheduled survey	December 2009
Objectives	<p>To monitor the impact of government policies and donor support on the well being of the Zambian population.</p> <p>To monitor poverty and its distribution in Zambia.</p> <p>To provide various users with a set of reliable indicators against which to monitor development.</p> <p>To identify vulnerable groups in society and enhance targeting in policy implementation</p>
Main labour topics covered by survey	<p>Demographic Characteristics of the Population</p> <p>Migration</p> <p>Health</p> <p>Education</p> <p>Economic activities</p> <p>Income</p> <p>Household assets</p> <p>Household amenities and housing conditions</p> <p>Household access to facilities</p> <p>Self assessed poverty and household coping strategies</p> <p>Agricultural production</p>
Coverage	<p>National</p> <p>Excluding institutional households (army, prison population, etc.)</p>
Concepts and definitions used	<p>Concepts and definitions used conform to the standards usage in household based surveys in international standards and the International Labour Organization</p> <p>Industries ISIC</p> <p>Employment by sector: The sectors of economic activity are defined according to the International Standard Industrial Classification of All Economic Activities (ISIC), Revision 2 (1968) and Revision 3 (1990)</p>
Measurement of employment	<p>Recall for employment: 7 days (current) and 12 months (usual activity) prior to survey</p> <p>Work for pay, profit or family gain (in cash and/or kind)</p> <p>Use of prompt with example of what constitutes work</p>
Measurement of unemployment	<p>Question on type of work looked for in last 12 months</p> <p>Question on seeking work included/available for work</p> <p>Reference period for seeking work: Last 12 month</p>
Sample design	<p>1st stage – 1048 Standard Enumeration Areas (SEA's) selected with Probability Proportional to Estimated Size (PPES). The size measure was taken from the 2000 Census of Population and Housing.</p> <p>2nd stage – households were systematically selected from an</p>

	enumeration area listing
Sampling unit	Households
Raw (gross) sample size of last survey	Households: 20,000
Realized (net) sample size of last survey	Households: 20,000 (replacements was applied for non responding household)
Target sample size of last survey	Households: 20,000
Questionnaire design	'Landscape' questionnaire for all household members / Portrait
Language of master questionnaire	English
Other language versions of questionnaire	None
Data collection methods	Face-to-face interviews
Use of proxy respondents (e.g. head of household provides answer for absent household members)	Yes
Data access policy	Anonymized data file is available to general public (e.g. posted on web-site: http://www.zamstats.gov.zm ; National Data Archives data set Access Authority Director -CSO (Ministry of Finance and National Planning), info@zamstats.gov.zm)
Has the ILO permission to post the survey reports and questionnaire on its web-site for public access?	Yes

Source: Author's compilation and CSO.

4.1.1.2. Labour Force Survey

Perhaps the most important LMIS survey undertaken in Zambia, the Labour Force Survey focuses on employment, unemployment and underemployment. The objectives of the LFS include determining the size, growth, composition and distribution of the labour force and the level of unemployment and underemployment. The outcomes of the survey which is conducted at household level include the labour force size, distribution and composition, employment by formal / informal sector, employment status (sector, occupation, age, province and gender, education and training etc), underemployment and underemployment rates by industry, occupation, employment status, reason, etc. The Labour Force Survey has only been conducted three times, the first in 1985 followed by the 2005 and 2008 surveys. The Central Statistical Office in collaboration with the Ministry of Labour and Social Security undertook the Labour Force Survey (LFS) in 2005, nineteen years after the last LFS, to address the dearth of detailed Labour Market Information. Since 2005 the survey has been conducted by the Ministry of Labour and Social Security and CSO. The CSO is currently working on the 2008 LFS report, which is expected to be published in early 2010. The lack of funds has contributed to the inability of the CSO to conduct the labour force survey biennially. While it is the intention of CSO and MLSS to conduct labour force surveys once every two years, availability of funds will determine the actual periodicity of the surveys.

The absence of key indicators of the labour market made it extremely difficult for the Government to formulate appropriate labour market programmes and monitor and evaluate programmes.

Figure 2: Labour Force Survey

Title of survey	Labour Force Survey
First survey carried out in (year)	1986
Organization responsible for last survey	<i>Central Statistical Office</i>
Date of fieldwork for last survey	November - December 2008
Date of publication of report of last survey (if still pending, indicate expected date)	2005, latest expected early 2010
Periodicity of survey	Biennial
Date of fieldwork for next scheduled survey	2011
Objectives	To determine the size, growth, composition and distribution of the labour force To determine the level of unemployment and under employment To determine the participation of different categories of the population especially women and youth in the labour force To determine the characteristic of employment and under employment in the informal sector
Main labour topics covered by survey	Demographic Characteristics of the Population Economically active and inactive population The under employed population The informal sector Unemployed population Income Occupational health and injuries of the employed population Skills Training
Coverage	National Excluding institutional households (army, prison population, etc.)
Concepts and definitions used	Concepts and definitions used conform to international standards and the International Labour Organization Industries ISIC Revision 4 Employment by sector: The sectors of economic activity are defined according to the International Standard Industrial Classification of All Economic Activities (ISIC), Revision 2 (1968) and Revision 3 (1990)
Measurement of employment	Recall for employment: 7 days and 12 months prior to survey Work for pay, profit or family gain (in cash and/or kind) Recall for employment: last week Use of activity list Use of prompt with example of what constitutes work
Measurement of unemployment	Question on type of work looked for in last 12 months Question on seeking work included/Available for work Reference period for seeking work: Last 12 month
Sample design	1 st stage: 320 clusters were selected from frame of enumeration areas compiled from the 2000 Census of Population and Housing. A cluster is the primary sampling unit which is equivalent to a Standard Enumeration Area (SEA). 2 nd stage: A complete listing of households in the selected clusters was carried out. Households were then selected systematically for participation in the interviews.

Sampling unit	Households
Raw (gross) sample size of last survey	Households: 30,000
Realized (net) sample size of last survey	Households: 29,000
Target sample size of last survey	Households: 30,000 Individuals:
Questionnaire design	'Landscape' questionnaire for all household members Listing book for "fresh" listing of households
Language of master questionnaire	English
Other language versions of questionnaire	None
Data collection methods	Face-to-face interviews
Use of proxy respondents (e.g. head of household provides answer for absent household members)	Yes
Data access policy	Anonymized data file is available to general public (e.g. posted on web-site: http://www.zamstats.gov.zm ; National Data Archives data set Access Authority Director -CSO (Ministry of Finance and National Planning), info@zamstats.gov.zm)
Has the ILO permission to post the survey reports and questionnaire on its web-site for public access?	Yes

Source: Author's compilation and CSO.

4.1.1.3. Child Labour Survey

Following interest by cooperating partners particularly the ILO, data from the 2005 Labour Force Survey was further analysed to draw out information on child labour. The survey aims at documenting information on the character, nature, size and reasons for child labour in Zambia. The Child Labour Survey also highlights the conditions of work and its effects on the health, education and normal development of the working child and provides a comprehensive analysis of the worst forms of child labour.

Figure 3: Child Labour Survey

Title of survey	Child Labour Survey
First survey carried out in (year)	1999
Organization responsible for last survey	Central Statistical Office
Date of fieldwork for last survey	November - December 2005
Date of publication of report of last survey (if still pending, indicate expected date)	January 2007
Periodicity of survey	Irregular
Date of fieldwork for next scheduled survey	2011 (proposed)
Objectives	To collect information on the character, nature, size and reasons for child labour in Zambia. Determine the conditions of work and its effects on the health, education and normal development of the working child. To provide a comprehensive analysis of the worst forms of child labour. These should provide inputs towards developing policies and action programmes for elimination of child labour.

	<p>To update quantitative and qualitative information contained in the Child Labour Database being developed by Ministry of Labour and Social Security with support of ILO/IPEC. Also, to update the database on a regular basis through household surveys and other administrative records, as a component of the Labour Market Information System being developed by Ministry of Labour and Social Security.</p> <p>To increase the capacity of the Central Statistical Office (and other stakeholders) in the collection of quantitative information which is critical for planning actions against child labour, through development improved concepts, definitions, standardised methodologies and survey instruments for future surveys.</p> <p>To produce a comprehensive National Survey Report on child labour in Zambia. The production of the publication and the survey findings, particularly about the extent of child labour in the country, will serve to enhance the knowledge and understanding of the issue amongst the general public. Thereby, promoting a sustainable campaign against the practise.</p>
Main labour topics covered by survey	<p>Socio economic characteristics of the population</p> <p>Children's activities</p> <p>Incidence and characteristics of children</p> <p>Education and health status (Health and injuries of children)</p> <p>Employment-related income (ICLS ...)</p> <p>Hazardous working environment)</p> <p>The context of child labour</p> <p>Worst forms of child labour (children in prostitution and street kids was covered in 1999 survey)</p>
Coverage	<p>National</p> <p>Excluding institutional households (army, prison population, etc.)</p>
Concepts and definitions used	<p>Conform to the requirements set by the International Labour Organization and the International Programme on the Elimination of Child Labour (IPEC)</p> <p>Working time</p> <p>Status in employment</p> <p>Differentiation between different types of employees?</p> <p>Occupations ISCO-88</p> <p>Industries ISIC Revision 2</p> <p>Employment by sector: The sectors of economic activity are defined according to the International Standard Industrial Classification of All Economic Activities (ISIC), Revision 2 (1968) and Revision 3 (1990)</p>
Measurement of employment	<p>1 hour criterion for employment</p> <p>Recall for employment: last week</p> <p>Use of prompt with example of what constitutes work</p>
Measurement of unemployment	n/a
Sample design	<p>1st stage: 320 clusters were selected from frame of enumeration areas compiled from the 2000 Census of Population and Housing. A cluster is the primary sampling unit which is equivalent to a Standard Enumeration Area (SEA).</p> <p>2nd stage: A complete listing of households in the selected clusters was carried out. Households were then selected systematically for participation in the interviews.</p>
Sampling unit	Households
Raw (gross) sample size of last survey	Households 8,000 for 2005
Realized (net) sample size of last survey	Households 7,886 (98.5%) for 2005

Target sample size of last survey	Households: 8,000 for 2005
Questionnaire design	'Landscape' questionnaire for all household members
	In the 1999 Survey additional questionnaires were used in the two specialised qualitative studies that were undertaken to i) describe the key characteristic of street kids and children in prostitution in Zambia and ii) to enhance the usefulness and policy relevance of the information generated from the modular household survey on child labour
Language of master questionnaire	English
Other language versions of questionnaire	None
Data collection methods	Face-to-face interviews
Use of proxy respondents (e.g. head of household provides answer for absent household members)	Yes
Data access policy	Anonymized data file is available to general public (e.g. posted on web-site: http://www.zamstats.gov.zm ; National Data Archives data set Access Authority Director -CSO (Ministry of Finance and National Planning), info@zamstats.gov.zm)
Has the ILO permission to post the survey reports and questionnaire on its web-site for public access?	Yes

Source: Author's compilation and CSO.

4.1.1.4. Employment and Earnings Inquiry

The Quarterly Employment and Earnings Inquiry is conducted every quarter. Data is collected from a continuing panel of the largest formal sector establishment and a sample of smaller formal sector establishments. The sample is based on the register of formal business establishments compiled by CSO. The CSO inquiry shows employment and earnings in the formal sector. Where necessary, data for the previous quarters and years have been included as time series for trend analysis. However, the Central Government payroll does not enable the disaggregation of employment by sex.

Figure 4: Employment and Earnings Inquiry

Organization responsible:	Central Statistical Office
History of the survey:	Since 1985
Periodicity:	Quarterly
Objectives:	To monitor formal sector employment levels on a quarterly basis and provide employment estimates and average earnings for use by policy makers.
Main labour topics covered by the survey:	Formal sector employment, employment by industry, employment by sector and average earnings by industry and sector.
Concepts and definitions:	ILO Standards, Establishment are categorized according to the ISIC Revision 4
Reference period:	Employment: 31 March/ 30 June/ 30September/ 31 December Earnings: March/ June/ September/ December.
Coverage (geographical, industrial, occupations, etc.):	ISIC Revision 4
Sample size and design:	Sampling unit is employment establishment; sampling technique is a single stage systematic stratified system. 2000 establishments
Field work:	Face to face and questionnaire mailing
Estimates:	Formal sector employment
Construction of indices:	None
Available series:	1985 – 2008

Source: Author's compilation and CSO.

4.1.1.5. Consumer Price Index

The Consumer Price Index (CPI) is a compilation of consumer prices and inflation data on a monthly, quarterly and annual basis. The CPI cover three sub-series based on different consumption baskets, namely: low-income households in the urban areas; high-income households in the urban areas; and households in rural areas. In addition, a Composite Consumer Price Index series combining the three groups is also compiled. The base period for the Consumer Price Index is 1994.

Figure 5: Consumer Price Index

Organization responsible:	Central Statistical Office
History of the survey:	Since 1965
Periodicity:	Monthly
Objectives:	To monitor consumer prices and inflation a monthly, quarterly and annual basis for use by policy makers.
Main labour topics covered:	None
Concepts and definitions:	The Consumer Price Index (CPI) is an index that measures the average change from month to month in the prices of goods and services purchased by households or individuals.
Reference period:	Each month of the year, 1994 = 100
Coverage (geographical, industrial, occupations, etc.)	National (rural and urban areas)
Sample size and design:	2,000 Outlets, non-probability sampling (purposive)
Field work:	Data collection is undertaken by enumerators using outlet type questionnaires
Estimates:	Inflation rates
Construction of indices:	Arithmetic mean of price relatives (AR) or Carli index formula is used to calculate elementary aggregate indices Laspeyres-type formula is used to calculate higher level indices
Available series:	1965 up to September, 2009

4.1.1.6. The Census of Population and Housing

The Census of Population and Housing is conducted once every 10 years as a major source of baseline information for most socio-economic indicators. The latest census of population and housing was conducted in 2000 and the next census will be in 2010. The Census covers the following core indicators: population size, growth and composition, fertility, mortality, labour force and employment, household characteristics, migration and urbanization, disability and education characteristics. These indicators only constitute country and provincial information.

Figure 6: The Census of Population and Housing

Organization responsible:	Central Statistical Office
History of the survey:	1969, 1980, 1990, 2000
Periodicity:	Decennial
Reference period:	last 7 days and 12 months prior to survey
Main labour topics covered by the survey:	Employment and unemployment
Estimates related to labour:	Employed and unemployed persons (actual figures)
Construction of indices:	None

4.1.2. Ministry of Labour and Social Security

One of the missions of the Ministry of Labour and Social Security (MLSS) is to provide labour market information. The Ministry comprises various departments, such as the Productivity Development Department, the Occupational Health and Safety Department, Labour Department and Department of Social Security. The Ministry operates labour inspections through its Department of Labour. Officers are required to visit establishments to examine wages and other conditions of employment to ensure that employers comply with the law. The MLSS provides labour market information on:

- Trade unions registered;
- Trade union activities;
- Employers' activities;
- Man-hours lost in relation to strikes by sector;
- Occupational Accidents;
- Available Social Security Schemes;
- Labour Laws;
- Labour Productivity

With regards to Employment Exchanges, MLSS provides data on:

- Register of the officially unemployed in the district based on their qualifications /skills;
- How many jobs were filled within a certain reference period;
- How many vacant position were reported per district.

The information collected by the Ministry is published in the Ministry of Labour and Social Security Annual Report. The coverage is not very comprehensive as it does not have a functional labour market information system nor does it include data from private employment agencies, which have become major participants since the liberalisation of the economy in 1991. The Ministry's Department of Productivity Development undertakes some research on productivity

indices. The Department receives the GDP figures and employment levels from CSO, from which they come up with the productivity indices.

Figure 7: Ministry of Labour and Social Security

Organization responsible:	Ministry of Labour and Social Security
Main labour topics covered by the survey:	Public employment services, industrial relations, collective agreements, social dialogue, labour inspections, occupational safety and health services, social security and productivity
Periodicity or frequency of availability of the statistics:	Annual
Reference period:	Annual (1Jan - 31 Dec of previous year)
Coverage of the statistics (geographical, industrial, establishments, persons, occupations):	National
Concepts and definitions:	ILO Standards
Data collection:	Labour inspection, administrative records
Estimates:	None
Construction of indices:	Yes, productivity indices
Available series:	1976 – 2006
History of the statistic: first one, most recent one:	1964, 2006

4.1.3 Ministry of Education

The Ministry of Education with the financial and technical assistance of the United States Agency for International Development (USAID) has developed an Education Management Information System (EMIS) for the collection of timely education data. The database is used in planning and decision making at headquarters, provincial and district levels and, to a degree, zone and community. The Zambia Education Management Information System (EMIS) provides the Ministry of Education with the technical and strategic planning tools needed to put an efficient and comprehensive education management system. The EMIS provides information to all levels of the education system from the Ministry of Education’s headquarters through provincial and district offices to schools and supports policy implementation and improve information management in ways that promote efficiency in the provision of education.

Figure 8: Ministry of Education

Organization responsible:	Ministry of Education
Main labour topics covered by the survey:	Key education indicators such as education provision, access and participation, quality and equity.
Periodicity or frequency of availability of the statistics:	Annual
Reference period:	Annual (1Jan -31 Dec of previous year)
Coverage of the statistics (geographical, industrial, establishments, persons, occupations):	National
Concepts and definitions:	Standard Educational Definitions
Data collection:	Administration records
Estimates:	Nil
Construction of indices:	
Available series:	
History of the statistic: first one, most recent one:	

4.2. Barriers to Labour Market Information Systems development in Zambia

Data collecting activities are hampered by the lack of resources allocated to this activity through the national budget, which is the main funding source. The CSO's Labour Branch, for example, relies mainly on the funds allocated through the Government budget and does not receive any funding from external sources. The LCMS, which is supported by the World Bank and is designed primarily for poverty assessment collects limited data on labour and employment. With sufficient resources, the LFS would be the ideal point of departure in developing an LMIS. For example, in the absence of timely LMI, MLSS reviews statutory instruments on minimum wages solely based on consultations with the social partners and not based on LMI signals.

The limited coverage of some CSO surveys is another limitation posed for designing policy. Most establishment surveys cover only formal sector enterprises. There is also very weak link between the demand for the labour market information and the supply side of these labour statistics. Both the MoE and the MSTVT are supposed to supply the MLSS with LMI in terms of the skills they are producing and the level of demand for those skills on the labour market.

The LMI distribution network in Zambia is not decentralised to the district level. In order to obtain CSO publications, the general public has to go the Publication Unit at the CSO in Lusaka or the CSO offices in the nine provincial centres to collect or buy a report. CSO does have a website, which has been developed with the assistance of the Canadian International Development Agency and Statistics Canada. On this website CSO provides general information on activities undertaken, the role of CSO and quick links to the monthly statistical bulletin. There is also a section on latest releases: census reports; other survey reports and Zambia's Socio-Economic database. Most of these uploaded releases can be downloaded in pdf format. However, most of the other key stakeholders, producers as well as user of LMI in Zambia, either do not have a website, or if they do is not used for disseminating the labour market statistics.

Concerning the identification of the constraints in the production and use of LMI in relation to MLSS's, the major problem identified is largely related to the communication between

headquarter and the field stations. The field offices are not computerised and the district offices have no access to email, so the Ministry is faced with a situation where reports arrive months later than scheduled, which complicates the production of report.

4.3. Indicators for Monitoring and Assessing Progress on Decent Work

The list of indicators presented below are those identified by the Tripartite Meeting of Experts on the Measurement of Decent Work held in September 2008 in Geneva and additional ones presented by the Ministry of Labour and Social Security and Central Statistical Office at the Addis Ababa Technical Seminar on Strengthening Labour Market Information to Monitor Progress on Decent Work in Africa Agenda.

Table 5: List of statistical indicators for monitoring and assessing progress on decent work

Elements of the Decent Work Agenda	Indicator identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should also be disaggregated by sex.)
Employment opportunities	EMPL-1	M – Employment-to-population ratio, 15-64 years (S)
	EMPL-2	M – Unemployment rate (S)
	EMPL-3	M – Youth not in education and not in employment, 15-24 years (S)
	EMPL-4	M – Informal employment (S)
	EMPL-5	A – Labour force participation rate, 15-64 years
	EMPL-6	A – Youth unemployment rate, 15-24 years (S)
	EMPL-7	A – Unemployment by level of education (S)
	EMPL-8	A – Employment by status in employment (S)
	EMPL-9	A – Proportion of own-account and contr. family workers in total employment (S)
	EMPL-10	A – Share of wage employment in non-agricultural employment (S)
Adequate earnings and productive work	EARN-1	M – Working poor (S)
	EARN-2	M – Low pay rate (below 2/3 of median hourly earnings) (S)
	EARN-3	A – Average hourly earnings in selected occupations (S)
	EARN-4	A – Average real wages (S)
	EARN-5	A – Minimum wage as % of median wage
	EARN-6	A – Manufacturing wage index
	EARN-7	A – Employees with recent job training (past year / past 4 weeks) (S)
Decent hours	HOUR-1	M – Excessive hours (more than 48 hours per week; 'usual' hours) (S)
	HOUR-2	A – Usual hours worked (standardized hour bands) (S)
	HOUR-3	A – Annual hours worked per employed person (S)
	HOUR-4	A – Time-related underemployment rate (S)
Work to be abolished	ABOL-1	M – Child labour [as defined by draft ICLS resolution] (S)
	ABOL-2	A – Hazardous child labour (S)
Stability and security of work	STAB-1	M – Precarious work (informal employment)
	EMPL-4	M – Informal Employment (S)
	STAB-2	A – Employment tenure (S)
Equal opportunity	EQUA-1	M – Occupational segregation by sex

Elements of the Decent Work Agenda	Indicator identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should also be disaggregated by sex.)
and treatment in employment	EQUA-2	M – Female share of employment in ISCO-88 groups 11 and 12 (19a)
	EQUA-3	A – Gender wage gap (n.a.)
	EQUA-4	A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office
	EQUA-5	A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.
Safe work environment	SAFE-1	M – Occupational injury rate, fatal
	SAFE-2	A – Occupational injury rate, non-fatal
	SAFE-3	A – Time lost due to occupational injuries
	SAFE-4	A – Labour inspection (inspectors per 10,000 employed persons)
Social security	SECU-1	M – Share of population aged 65 and above benefiting from a pension (S)
	SECU-2	M – Public social security expenditure (% of GDP)
	SECU-3	A – Health-care exp. not financed out of pocket by private households
	SECU-4	A – Share of population covered by (basic) health care provision (S)
Social dialogue, workers and employers' representation	DIAL-1	M – Union density rate (S)
	DIAL-2	M – Enterprises belonging to employer organization [rate]
	DIAL-3	M – Collective bargaining coverage rate (S)
	DIAL-4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office
	DIAL-5	A – Strikes and lockouts/rates of days not worked
Economic and social context for decent work	CONT-1	C – Children not in school (% by age) (S)
	CONT-2	C – Estimated % of working-age population who are HIV positive
	CONT-3	C – Labour productivity (GDP per employed person, level and growth rate)
	CONT-4	C – Income inequality (percentile ratio P90/P10, income or consumption)
	CONT-5	C – Inflation rate (CPI)
	CONT-6	C – Employment by branch of economic activity
	CONT-7	C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)
	CONT-8	C – Labour share in GDP
	CONT-9	C (additional) – Real GDP per capita in PPP\$ (level and growth rate)
	CONT-10	C (additional) – Female share of employment by industry (ISIC tabulation category)
	CONT-11	C (additional) – Wage / earnings inequality (percentile ratio P90/P10)
	CONT-12	C (additional) – Poverty indicators (gap and rate)

4.4. Indicators of decent work in existing sources of data

The majority of Decent Work Indicators are captured in the various sources of labour market information in Zambia. There are, however, a number of areas where data disaggregation needs to be done. The major decent work deficits are on social security and social dialogue, workers and employers representation where none of the Decent Work Indicators are collected in the existing sources of data. Table 6 presents the Decent Work Indicators that are collected in existing sources of data.

Table 6: Decent Work Indicators in existing sources of data

Decent Work Indicators	Household Surveys			Establ. Surveys		Administrative records				Census
	1. Labour Force Survey	2. Child Labour Survey	3. Living Conditions Monitoring Survey	4. Employment & Earnings	5. Consumer Price Index	6. Social Security Office	7. Employment Agencies	8. MLSS: Strikes and lockouts	9. MLSS: Occupational injuries	10. Census of Population
Codes used: 1 = Primary data for indicator are collected, but indicator is not calculated / not published; 2 = Primary data for indicator are collected, and indicator is calculated and published; (S) indicator is disaggregated by sex										
Employment opportunities										
EMPL-1. M – Employment-to-population ratio, 15 plus years (S)	2 (S)									2 (S)
EMPL-2. M – Unemployment rate (S)	2 (S)		2 (S)							2 (S)
EMPL-3 M – Youth not in education and not in employment, 15-24 years (S)	1 (S)		1 (S)							1 (S)
EMPL-4. M – Informal employment (S)										
EMPL-5. A – Labour force participation rate, 15 plus years	2 (S)									2 (S)
EMPL- 6. A – Youth unemployment rate,15-24 years (S)	2 (S)		2							1 (S)
EMPL-7. A – Unemployment by level of education (S)	2									
EMPL- 8. A – Employment by status in employment (S)	2 (S)		2 (S)							2 (S)
EMPL-9. A – Proportion of own-account and contributing family workers in total employment (S)	2 (S)		2 (S)							2
EMPL-10. A – Share of wage employment in non-agricultural employment (S)	2 (S)			1 (S)						2
Adequate earnings and productive work										
EARN-1. M – Working poor (S)			1 (S)							
EARN-2. M – Low pay rate (below 2/3 of median hourly earnings) (S)										
EARN-3. A – Average hourly earnings in selected occupations (S)	2 (S)									
EARN-4. A – Average real wages (S)				2						
EARN-5. A – Minimum wage as % of median wage										
EARN-6. A – Manufacturing wage index										
EARN-7 A – Employees with recent job training (past year / past 4 weeks) (S)	1									
Decent hours										
HOUR-1. M – Excessive hours (more than 48 hours per week; 'usual' hours) (S)	1 (S)	1 (S)								

Decent Work Indicators	Household Surveys			Establ. Surveys		Administrative records				Census
	1. Labour Force Survey	2. Child Labour Survey	3. Living Conditions Monitoring Survey	4. Employment & Earnings	5. Consumer Price Index	6. Social Security Office	7. Employment Agencies	8. MLSS: Strikes and lockouts	9. MLSS: Occupational injuries	10. Census of Population
Codes used: 1 = Primary data for indicator are collected, but indicator is not calculated / not published; 2 = Primary data for indicator are collected, and indicator is calculated and published; (S) indicator is disaggregated by sex										
HOUR-2. A – Usual hours worked (standardized hour bands) (S)	2 (S)									
HOUR-3. A – Annual hours worked per employed person (S)	2 (S)									
HOUR-4. A – Time-related underemployment rate (S)	2 (S)									
Work that should be abolished										
ABOL-1. M – Child labour [as defined by draft ICLS resolution] (S)	2 (S)	2 (S)								
ABOL-2. A – Hazardous child labour (S)										
Stability and security of work										
STAB-1. M – Precarious work	1 (S)		1 (S)							
STAB-2. A – Employment tenure (S)	1 (S)									
Equal opportunity and treatment in employment										
EQUA-1. M – Occupational segregation by sex	1 (S)		1 (S)							1 (S)
EQUA-2. M – Female share of employment in ISCO-88 groups 11 and 12	2 (S)		2 (S)							2 (S)
EQUA-3. A – Gender wage gap										
EQUA-4. A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office										
EQUA-5. A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.										
Safe work environment										
SAFE-1. M – Occupational injury rate, fatal									1	
SAFE-2. A – Occupational injury rate, non-fatal	1 (S)								1	
SAFE-3. A – Time lost due to occupational injuries	1 (S)									
SAFE-4. A – Labour inspection (inspectors per 10,000 employed persons)									1	
Social security										
SECU-1. M – Share of population aged 65 and above benefiting from a pension (S)						1				
SECU-2. M – Public social security expenditure (% of GDP)										
SECU-3. A – Health-care exp. not financed out of pocket by private households										
SECU-4. A – Share of population covered by (basic) health care provision (S)										
Social dialogue, workers' and employers' representation										
DIAL-1. M – Union density rate (S)										
DIAL-2. M – Enterprises belonging to employer organization [rate]										

Decent Work Indicators	Household Surveys			Establ. Surveys	Administrative records				Census	
	1. Labour Force Survey	2. Child Labour Survey	3. Living Conditions Monitoring Survey	4. Employment & Earnings	5. Consumer Price Index	6. Social Security Office	7. Employment Agencies	8. MLSS: Strikes and lockouts	9. MLSS: Occupational injuries	10. Census of Population
Codes used: 1 = Primary data for indicator are collected, but indicator is not calculated / not published; 2 = Primary data for indicator are collected, and indicator is calculated and published; (S) indicator is disaggregated by sex										
DIAL-3. M – Collective bargaining coverage rate (S)										
DIAL-4. M – Indicator for Fundamental Principles and Rights at Work (FoA & CB) to be developed by the ILO										
DIAL-5. A – Strikes and lockouts/rates of days not worked							2			
Economic and social context for decent work										
CONT-1. C – Children not in school (% by age) (S)		2 (S)	2 (S)							
CONT-2. C – Estimated % of working-age population who are HIV positive (S)										
CONT-3. C – Labour productivity (GDP per employed person, level and growth rate)	1		1							1
CONT-4. C – Income inequality (percentile ratio P90/P10, income or consumption)			1 (S)							
CONT-5. C – Inflation rate (CPI)					2					
CONT-6. C – Employment by branch of economic activity	2(S)		2 (S)	2						2 (S)
CONT-7. C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)			2 (S)							
CONT-8. C – Labour share in GDP										
CONT-9. C (additional) – Real GDP per capita in PPP\$ (level and growth rate)										
CONT-10. C (additional) – Female share of employment by industry (ISIC tabulation category)	2		2	2						
CONT-11. C (additional) – Wage / earnings inequality (percentile ratio P90/P10)										
CONT-12. C (additional) – Poverty indicators (gap and rate)			2 (S)							

Coding: 1 = Primary data for indicator are collected, but indicator is not calculated / not published; 2 = Primary data for indicator are collected, and indicator is calculated and published; (S) indicator is disaggregated by sex.

Source: Author's compilation, CSO and MLSS.

4.5. Key FNDP performance indicators measured by Decent Work Indicators

The performance of the FNDP as a whole in terms of its impact on poverty and the welfare of the population is measured using specific poverty indicators. These are based on the survey programme of CSO. In respect to the FNDP, the following Decent Work Indicators can be used the poverty indicators:

Figure 9: Key FNDP Performance Indicators Measured by Decent Work Indicators

FNDP Poverty Indicators	Relevant Decent Work Indicator
Population living below the poverty line Poverty	CONT-12 C (additional) – Poverty indicators (gap and rate)
Share of poorest quintile in national consumption	CONT-4 C – Income inequality (percentile ratio P90/P10, income or consumption)
Real per capita GDP (in US Dollars)	CONT-9 C (additional) – Real GDP per capita in PPP\$ (level and growth rate)
Employment	EMPL-1 M – Employment-to-population ratio, 15-64 years (S) EMPL-2 M – Unemployment rate (S) EMPL-3 M – Youth not in education and not in employment, 15-24 years (S) EMPL-4 M – Informal employment (S) EMPL-5 A – Labour force participation rate, 15-64 years EMPL-6 A – Youth unemployment rate, 15-24 years (S) EMPL-8 A – Employment by status in employment (S) EMPL-9 A – Proportion of own-account and contr. family workers in total employment (S) CONT-6 C – Employment by branch of economic activity

With regard to the FNDP sector indicators, the key performance indicators that can be used to measure decent work are as follows:

Figure 10: FNDP sector indicators and relevant Decent Work Indicators

Sector	FNDP Performance Indicators	Decent Work Indicator
Education and Skills Development	Net Enrolment ratio (a) Grades 1 – 7 (b) Grades 8 – 9 (c) Grades 10 – 12	CONT-1: C – Children not in school (% by age) (S)
Social Protection	Total expenditure on social protection as a % of total budgetary allocation	SECU-2: M – Public social security expenditure (% of GDP)
Employment and Labour	Formal Sector Employment Rate	EMPL-8 : A – Employment by status in employment (S)
	Number of days lost through industrial disputes	DIAL- 5: A – Strikes and lockouts/rates of days not worked
	Number of individuals covered by social security	SECU-1: M – Share of population aged 65 and above benefiting from a pension (S) SECU-2: M – Public social security expenditure (% of GDP) SECU-3: A – Health-care exp. not financed out of pocket by private households SECU-4: A – Share of population covered by (basic) health care provision (S)

Sector	FNDP Performance Indicators	Decent Work Indicator
	Number of labour inspections taken in a year	SAFE-4 : A – Labour inspection (inspectors per 10,000 employed persons)
	Number of Factory inspections taken in a year	SAFE-4 : A – Labour inspection (inspectors per 10,000 employed persons)
	Number of industrial accidents in a year	SAFE-1 : M – Occupational injury rate, fatal SAFE-2: A – Occupational injury rate, non-fatal SAFE-3: A – Time lost due to occupational injuries
	Productivity Improvement Indices (a) Labour Productivity (b) Labour Cost Competitiveness (c) Capital Productivity (d) Profitability	CONT-3: C – Labour productivity (GDP per employed person, level and growth rate)
HIV and AIDS	Number of workplaces, including line ministries, with developed workplace policies and programmes for HIV and AIDS Amount of funds spent on HIV and AIDS in the past 12 months	CONT-2: C – Estimated % of working-age population who are HIV positive
Gender	Number of sectors with gender disaggregated data bases	CONT-10 C (additional) – Female share of employment by industry (ISIC tabulation category) EQUA-2 M – Female share of employment in ISCO-88 groups 11 and 12

Source: Author's compilation.

4.7. Proposed indicators for MLSS's Labour Market Information System

The Ministry of Labour and Social Security has proposed a number of indicators to be incorporated in their LMIS. There are a number of indicators in the proposed LMIs that are not measured by existing Decent Work Indicators. With respect to the Z-DCWP, there are no indicators in the existing Decent Work Indicators that measure aspects of disability. The Ministry of Labour and Social Security have also identified the need to develop indicators that measure aspects related to persons with disabilities. Other areas that the MLSS deem as necessary but are not measured in current Decent Work Indicators are related to migration. The MLSS is in the process of developing a labour market information system. The following are the indicators proposed to be captured by the MLSS Labour Market Information System. Most of the information is available from a variety of sources but is not organized in a systematic manner. It is for this reason that MLSS has, as one of its immediate priorities the establishment of the Labour Market Information System.

Figure 11: Proposed Indicators for the MLSS's Labour Market Information System and Decent Work Indicators

No.	Proposed Indicators for the Ministry of Labour and Social Security's Labour Market Information System	Data Source	Corresponding Decent Work Indicators
POPULATION			
1.	Population by age, sex	Census	
2.	Population by level of education	Census	CONT-7. C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)
3.	Population by district, age, and sex	Census	
LABOUR/WORKFORCE			
4.	Labour force by sex, locality	LFS	
5.	Labour force participation rate (LFPR), by age group, sex, locality	LFS	EMPL-5 A – Labour force participation rate, 15-64 years
6.	Total employment by industry (including SMEs), occupation, and sex	LFS	EQUA-1. M – Occupational segregation by sex (19) EQUA-2. M – Female share of employment in ISCO-88 groups 11 and 12 (19a) CONT-6. C – Employment by branch of economic activity CONT-10. C (additional) – Female share of employment by industry (ISIC tabulation category)
7.	Total employment by education, sex	LFS	
8.	Total employment by status in employment	LFS	EMPL-8. A-Employment by status in employment (S)
9.	Proportion of own account and contributing family workers in total employment	LFS	EMPL 9. A- Proportion of own-account and contr. family workers in total employment (S)
10.	Employment to population ratio, 15-64 years	LFS	EMPL-1 M – Employment-to-population ratio, 15-64 years (S)
11.	Paid employment by economic activity, sex	LFS	EMPL-10 Share of wage employment in non-agricultural employment (S) when combined with 6.
12.	Youth not in education and not in employment 15-24 years	LFS	EMPL-3 M – Youth not in education and not in employment, 15-24 years (S)
13.	Youth unemployment	LFS	
14.	Unemployment by sex, age, education level and province/district	LFS	EMPL-7. A – Unemployment by level of education (S)
15.	Unemployment rate	LFS	EMPL-2. M – Unemployment rate (S)
16.	Time-related under employment by sex, province/district	LFS	HOUR-4. A – Time-related underemployment rate (S)
17.	Hours of work by economic activity, occupation and sex	LFS	
18.	Excessive hours (more than 48 hours per week) by occupation and sex	LFS	HOUR-1. M – Excessive hours (more than 48 hours per week; 'usual' hours) (S)
LABOUR DEMAND AND SUPPLY			
	Number of job openings by occupation, industry and province	Public and private employment agencies/ newspapers	
19.	Number of job openings by occupation, education level and experience required	– as above –	

No.	Proposed Indicators for the Ministry of Labour and Social Security's Labour Market Information System	Data Source	Corresponding Decent Work Indicators
20.	Number of job seekers by sex, education, and province	– as above –	
21.	Number of job seekers by sex, education, and experience	– as above –	
22.	Number of job seekers by sex, education, and occupation	– as above –	
23.	Number of vacancies notified in the local newspapers by occupation	Newspapers	
EDUCATION AND TRAINING			
24.	Number of primary and secondary schools by province	Ministry of Education records	
25.	Number of tertiary and vocational institutions by type and province	Ministry of Education / Science and Technology records	
26.	Enrolment in schools by year type, sex and province	– as above –	
27.	Expected graduates from tertiary schools by sex, course and course level	– as above –	
INFORMAL SECTOR			
28.	Informal sector employment by type of business, province	LFS	
29.	Informal sector employment by sex and level of education, province	LFS	
30.	Informal sector average earnings by occupation, sex, type of activity, province	LFS	
CHILD LABOUR			
31.	Number of child labourers by age, sex and economic activity	LFS/child labour survey	ABOL-1. M – Child labour [as defined by ICLS resolution] (S)
32.	Number of children in work by province, district	– as above –	
33.	Number of children involved in hazardous activities by sex, district	– as above –	ABOL-2. A – Hazardous child labour (S)
34.	Average earnings by industry age and sex	– as above –	
35.	Number of children in work by educational level	– as above –	
36.	Number of children withdrawn from child labour by sex, district, age	MLSS records	
WAGES AND EARNINGS			
37.	National minimum wage by year	Minimum wage legislation	
38.	Minimum wage levels by sector, year	Collective agreements	
39.	Wages rates (nominal) by economic activity	Wages survey	
40.	Real wage index by economic activity (1990=100)	Wages survey	
41.	Share of wages in gni by economic activity	Wages survey	
42.	Average monthly earnings by year and sector	LFS	
43.	Real minimum wage index by economic activity (1990=100)	Wages survey	

No.	Proposed Indicators for the Ministry of Labour and Social Security's Labour Market Information System	Data Source	Corresponding Decent Work Indicators
44.	Ratio of minimum to average wage rates by economic activity	Wages survey	EARN-5. A – Minimum wage as % of median wage
45.	Working poor	Wages survey	EARN-1. M – Working poor (S)
46.	Low pay rate (below 2/3 of median hourly earnings)	LFS	EARN-2. M – Low pay rate (below 2/3 of median hourly earnings) (S)
ECONOMIC STATISTICS			
47.	GDP by sectors in current prices over 5 years	MOFNP economic report	
48.	GDP by sectors in constant prices over 5 years	MOFNP economic report	
49.	Sectoral growth rates over 5 years	MOFNP economic report	
50.	Consumer Price Indices (CPI) by year	CSO price surveys	CONT-5. C – Inflation rate (CPI)
51.	Gross National Income (GNI)	MOFNP economic report	
52.	Incidence of poverty by region, urban/rural	Living conditions monitoring survey	CONT-12. C (additional) – Poverty indicators (gap and rate)
INDUSTRIAL RELATIONS			
53.	Number of registered trade unions by industry	Labour department records	
54.	Number of registered employers by district, industry	– as above –	
55.	Number of registered employers' organizations	– as above –	
56.	Trade union membership by economic activity/sex	ZCTU/ FFTUZ	
62.	Union density rate	ZCTU/ FFTUZ	DIAL-1. M – Union density rate (S)
57.	Number of disputes resolved by Industry	Labour department records	
58.	Number of unresolved disputes by Industry.	– as above –	
59.	Number of strikes and lockouts by industry and year	– as above –	
60.	Hours lost due to strikes/lockouts	– as above –	DIAL-5. A – Strikes and lockouts/rates of days not worked
61.	Number of signed collective agreements by industry in a year ¹	– as above –	DIAL-3. M – Collective bargaining coverage rate (S)
PRODUCTIVITY			
62.	Labour productivity by industry and firm size	Department of productivity development	CONT-3. C – Labour productivity (GDP per employed person, level and growth rate)
63.	Number of labour inspections by industry, year	Labour department records	
OCCUPATIONAL SAFETY AND HEALTH			
64.	Number of occupational safety and health inspections by Industry, year	Occupational safety and health services (OSHS) records	
65.	Number of cases of occupational diseases by industry	OSHS records	
66.	Number of occupational accidents classified as	OSHS records	SAFE-1. M – Occupational injury rate, fatal

No.	Proposed Indicators for the Ministry of Labour and Social Security's Labour Market Information System	Data Source	Corresponding Decent Work Indicators
	fatal/non-fatal		SAFE-2. A – Occupational injury rate, non-fatal
67.	Number of claims for occupational injuries and amounts of settlement	OSHS /workers compensation board records	
68.	Number of establishments penalized by type of penalty	OSHS records	
SOCIAL PROTECTION			
69.	Number of workers covered by social security schemes	Social security department records	
70.	Share of population aged 65+ benefiting from pension	Social security department records	SECU-1. M – Share of population aged 65 and above benefiting from a pension (S)
71.	Public Social Security expenditure (% of GDP)	Social security department records	SECU-2. M – Public social security expenditure (% of GDP)
72.	Number of beneficiaries of cash transfer programmes by sex, district	Social security department records	
PERSONS WITH DISABILITIES			
73.	Number of persons with disabilities in formal sector by Sex, Age and Industry	Census	
74.	Total number of persons with disabilities by sex, locality and type of disability	Census	
PERSONS LIVING WITH HIV AND AIDS			
75.	Number of PWHIV/AIDS in formal sector by sex, age, province/district	Demographic and health survey	
LABOUR MIGRATION			
76.	Number of skilled Zambians in the diaspora by sex, skill type and location	Ministry of Foreign Affairs records/ Zambians in the diaspora associations	

Note: 1. The collective bargaining agreements include the number of employees covered. 2. There are a number of Decent Work Indicators that are not taken into account in the proposed Ministry of Labour and Social Security's labour market information system.

Figure 12: Decent Work Indicators not included in the MLSS's proposal for a Labour Market Information System

Adequate earnings and productive work
EARN-3. A – Average hourly earnings in selected occupations (S)
EARN-7. A – Employees with recent job training (past year / past 4 weeks) (S)
Decent hours
HOUR-3. A – Annual hours worked per employed person (S)
Stability and security of work
STAB-2. A – Employment tenure (S)
Equal opportunity and treatment in employment
EQUA.-3. A – Gender wage gap
EQUA.-4. A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office
EQUA.-5. A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.
Safe work environment
SAFE-3. A – Time lost due to occupational injuries
Social security
SECU-3. A – Health-care exp. not financed out of pocket by private households
SECU-4. A – Share of population covered by (basic) health care provision (S)
Social dialogue, workers' and employers' representation
DIAL- 4. M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office
Economic and social context for decent work
CONT-2. C – Estimated % of working-age population who are HIV positive (S)
CONT-4. C – Income inequality (percentile ratio P90/P10, income or consumption)
CONT-8. C – Labour share in GDP
CONT-11. C (additional) – Wage / earnings inequality (percentile ratio P90/P10)

In some cases, the difference is in the focus of the indicator. The decent work indicator on HIV and AIDS focuses on the working population whereas the Ministry's LMIS indicator concentrates only on formal sector employees

5. Synopsis and conclusion

5.1. Synopsis

Table 7: Synopsis of Decent Work Country Programmes, ongoing technical cooperation projects, legal indicators and available statistical Decent Work Indicators

Element of Decent Work	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Legal Indicators	Available statistical indicators
Employment opportunities	<p>Priority 1: More and better employment</p> <p>Outcome 1.1: Increased employment opportunities for all, with focus on youth, women and persons with disabilities in particular through sustainable enterprise development and employment protection</p> <p>Outcome 1.2: Enhanced employment and self-employment opportunities for the target groups through access to BDS, finance and skills development</p> <p>Outcome 1.3 Enhanced Social Protection Mechanisms for specified target groups (Women, Youth and persons with disabilities, including those affected by the Global Financial and Economic crisis) promoting graduation from informal to formal employment and enterprises</p>	<p>ILO Youth Entrepreneurship Project</p> <p>Objective 1: Develop National Action Plan on Youth Employment</p> <p>Objective 2: Facilitate entrepreneurship, job quality and rights for Youth Training Centres in Zambia</p> <p>ILO WWR Project</p> <p>Objective 1: To ensure that women as workers have sufficient and equal access to and information regarding their rights, entitlements, responsibilities and support mechanisms with respect to entering the Zambian labour market and progressing to achieving decent work in all its aspects.</p> <p>ILO WEDGE Project</p> <p>Objective 1: Entrepreneurship Development: enabling business environment and BDS</p> <p>Objective 2: Financial Services: increased access to financial services and related support services</p> <p>Objective 3: Market Access: increased MA & better technical skills</p> <p>Objective 4: Skills Training: increased access to formal and non-formal technical vocational skills training</p> <p>Objective 5: Stronger associations: increased capacity to provide voice, support</p>	<p>Constitution of Zambia</p> <p>Employment Act (286),</p> <p>Industrial Relations Act (269),</p> <p>Minimum Wage and Conditions of Employment Act</p> <p>Persons with Disabilities Act No. 33 of 1996</p> <p>Zambia Development Agency (ZDA) Act. No 11 of 2006,</p> <p>Citizens Economic Empowerment Commission (CEEC) Act No. 9 of 2006,</p> <p>National Youth Development Council Act (Cap 144)</p>	<p>EMPL-1. M -Employment-to-population ratio, 15-64 years (S)</p> <p>EMPL-2. M-Unemployment rate (S)</p> <p>EMPL-3 M-Youth not in education and not in employment, 15-24 years (S)</p> <p>EMPL-4. M- Informal employment (S)</p> <p>EMPL-5. A- Labour force participation rate, 15-64 years</p> <p>EMPL-6. A – Youth unemployment rate, 15-24 years (S)</p> <p>EQUA-1. M – Occupational segregation by sex (19)</p> <p>EQUA-2. M – Female share of employment in ISCO-88 groups 11 and 12 (19a)</p> <p>EQUA-3. A – Gender wage gap (n.a.)</p> <p>LMI system with main Decent Work Indicators strengthened and supported by a spectrum of stakeholders based on regular LFSS;</p> <p>Number of decent jobs created for youths, women and persons with disabilities</p> <p>Relevant laws and policies reviewed with a view to establishing an enabling Policy, Regulatory and Legal (PRL) Environment, particularly for MSMEs;</p> <p>Budgetary allocation (Government commitment) for promoting full and</p>

Element of Decent Work	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Legal Indicators	Available statistical indicators
		& enterprise development ILO PEPDEL Project Objective 1: Increased capacity of national government of participant countries to collaborate with employers', workers', and disabled persons' organizations in planning the implementation of effective legislation, policy and programmes addressing the employability and employment of persons with disabilities, with particular attention to women with disabilities and disabled persons living with HIV/AIDS ILO BBW&JC Project Objective 1: Stimulate demand for business development services among targeted MSME Objective 2: Strengthen the service delivery capacity of MSME service facilitators and providers		productive decent employment and graduation from informal to formal economy; Number of targeted beneficiaries accessing BDS Uptake of business financing and other financing mechanisms by the target groups Number of MSME's graduating from informal to formal entities. Number of people in the target groups covered by social security Decent Work incorporated in policy and regulatory frameworks as a national priority
Adequate earnings and productive work	Priority 1: More and better employment Outcome 1.2: Enhanced employment and self-employment opportunities for the target groups through access to BDS, finance and skills development	ILO Youth Entrepreneurship Project Objective 2: Facilitate entrepreneurship, job quality and rights for Youth Training Centres in Zambia	Employment Act (286), Industrial Relations Act (269), Minimum Wage and Conditions of Employment Act Zambia Development Agency (ZDA) Act. No 11 of 2006, Citizens Economic Empowerment Commission (CEEC) Act No. 9 of 2006	EQUA 1. M – Occupational segregation by sex EQUA 2. M – Female share of employment in ISCO-88 groups 11 and 12 EQUA. 3. A – Gender wage gap Number of targetted beneficiaries accessing BDS Uptake of business financing and other financing mechanisms by the target groups
Decent hours	n/a	n/a	n/a	n/a
Combining work, family & personal life	n/a	n/a	Public Holidays Act	nn/a
Work that should be abolished	Priority 3: Elimination of child labour Outcome 3.1: Adoption and implementation of a national Child Labour Policy to combat child labour and trafficking	ILO TBP Project Objective 1: By the end of the project, the Government of Zambia is equipped to design, implement and monitor initiatives to	Employment of Young Persons and Children Act (274) Anti Human Trafficking Act No 11 of 2008	ABOL 1. M – Child labour [as defined by draft ICLS resolution] (S) ABOL 2. A – Hazardous child labour (S) CONT 1. C – Children not in school (% by age) (S)

Element of Decent Work	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Legal Indicators	Available statistical indicators
	<p>Outcome 3.2: Enhanced capacity for awareness raising and advocacy on Child Labour and human trafficking issues among stakeholders</p> <p>Outcome 3.3: Child labour issues and concerns are promoted, included and mainstreamed in national projects and programmes</p>	<p>address WFCL through a national TBP</p> <p>ILO TACKLE Project</p> <p>Objective 3: Integrate the efforts to eliminate the WFCL into national strategies to achieve Education for All.</p>		<p>Policies, statutory instruments and national action plans adopted</p> <p>Number of children withdrawn and prevented (Breakdown by prevention and withdrawn and by age, sex, geographical location) from WFCL through the DWCP (MOV: MCDSS, LFS, ILO Records, CSO)</p> <p>Number of partners involved in the implementation of the NAP (MOV: partner implementation plan)</p> <p>Number of partners (employment category, sex, geographical location and type of training) trained on CL and forced labour and trafficking (MOV training reports)</p> <p>System in place for ensuring coherent awareness raising and reporting on results of awareness raising activities</p> <p>Government's and SP's programmes and projects that have child labour components and/or address the root causes of child labour (MOV: Minutes of SAG meetings, CL NAP, CL Policy, SND)</p> <p>Number of partners identified in the NAP stakeholder meeting engage in CL related activities (MOV: MLSS implementation reports, partner implementation reports)</p>
<p>Stability and security of work</p>	<p>Priority 1: More and better employment</p> <p>Outcome 1.3 Enhanced Social Protection Mechanisms for specified target groups (Women, Youth and PWD's including those affected by the Global Financial and Economic crisis) promoting graduation from informal to formal employment and enterprises</p>	<p>ILO Youth Entrepreneurship Project</p> <p>Objective 2: Facilitate entrepreneurship, job quality and rights for Youth Training Centres in Zambia</p> <p>ILO WWR Project</p> <p>Objective 1: To ensure that women as workers have sufficient and equal access to and information regarding their rights, entitlements, responsibilities and support mechanisms with respect to entering the Zambian labour market and progressing to achieving decent work in all its aspects</p>	<p>Constitution of Zambia</p> <p>Employment Act (286),</p> <p>Industrial Relations Act (269),</p> <p>Minimum Wage and Conditions of Employment Act</p> <p>Persons with Disabilities Act No. 33 of 1996</p> <p>Public Holidays Act</p> <p>Zambia Development Agency (ZDA) Act. No 11 of 2006,</p> <p>Citizens Economic Empowerment</p>	<p>STAB 1. M – Precarious work (informal employment)</p> <p>Number of MSME's graduating from informal to formal entities.</p> <p>Number of people in the target groups covered by social security</p> <p>Decent Work incorporated in policy and regulatory frameworks as a national priority</p>

Element of Decent Work	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Legal Indicators	Available statistical indicators
		<p>ILO PEPDEL Project</p> <p>Objective 2: Strengthened implementation and enforcement of employment-related laws</p> <p>Objective 3: Sustained attention to disability perspectives in laws and policies through greater involvement of universities in sensitizing existing and future generations of lawyers</p>	<p>Commission (CEEC) Act No. 9 of 2006,</p>	
<p>Equal opportunity and treatment in employment</p>		<p>ILO WWR Project</p> <p>Objective 1: To ensure that women as workers have sufficient and equal access to and information regarding their rights, entitlements, responsibilities and support mechanisms with respect to entering the Zambian labour market and progressing to achieving decent work in all its aspects</p> <p>Objective 2: To create a more supportive environment within which the tripartite constituents play an effective role in promoting and protecting women workers' rights and making gender equality a reality in their policies and operations.</p> <p>ILO INCLUDE Project</p> <p>Objective 1: Sensitize policy makers, programme and service providers to disability issues from a human rights-based perspective</p> <p>Objective 2: Provides technical advice regarding the inclusion of persons with disabilities in mainstream policies, programmes and services.</p> <p>ILO PEPDEL Project</p> <p>Objective 1: Increased capacity of national government of participant countries to collaborate with employers', workers', and disabled persons' organizations in planning the implementation of effective legislation, policy and programmes addressing the</p>	<p>Constitution of Zambia Employment Act (286), Industrial Relations Act (269), Minimum Wage and Conditions of Employment Persons with Disabilities Act No. 33 of 1996</p>	<p>EQUA 1. M – Occupational segregation by sex EQUA 2. M – Female share of employment in ISCO-88 groups 11 and 12 EQUA. 3. A – Gender wage gap CONT 10. C (additional) – Female share of employment by industry (ISIC tabulation category)</p>

Element of Decent Work	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Legal Indicators	Available statistical indicators
		employability and employment of persons with disabilities, with particular attention to women with disabilities and disabled persons living with HIV/AIDS.		
Safe work environment	n/a	n/a	Factories Act (441)	n/a
Social security	<p>Priority 1: More and better employment Outcome 1.3 Enhanced Social Protection Mechanisms for specified target groups (Women, Youth and PWD's including those affected by the Global Financial and Economic crisis) promoting graduation from informal to formal employment and enterprises</p> <p>Priority 2: Responding to HIV and AIDS Outcome 2.1: Adoption of nation and sector wide HIV & AIDS workplace policies based on ILO Code of practice, adopted by social partners and other key stakeholders Outcome 2.2: HIV and AIDS included and mainstreamed in national projects and programmes of the Government, employers' and workers' organizations, the ILO, and the UN system</p> <p>Priority 3: Elimination of child labour Outcome 3.2: Greater awareness of child labour issues among ILO constituents, decision-makers and implementing agents, the media and local communities, and effective advocacy and lobbying mechanisms</p>	<p>ILO TBP Project Objective 3: By the end of the project, models of interventions on providing direct support to children and families are implemented and documented</p> <p>ILO TACKLE Project Objective 1: Reduce poverty through the provision of basic education and skills training for disadvantaged youth and children.</p> <p>ILO Social Security Project Objective 1: Advancement of the knowledge, capacity and advocacy for appropriate social security systems and measures in Africa</p>	<p>Employment Act (286), Industrial Relations Act (269), Minimum Wage and Conditions of Employment National Pensions Authority Act, Public Pensions Act, Workers Compensation Act Persons with Disabilities Act No. 33 of 1996</p> <p>Employment of Young Persons and Children Act (274) Anti Human Trafficking Act No 11 of 2008</p>	<p>ABOL 1. M – Child labour (S) ABOL 2. A – Hazardous child labour (S) CONT 1. C – Children not in school (% by age) (S) CONT 2. C – Estimated % of working-age population who are HIV positive. Number of MSME's graduating from informal to formal entities. Number of people in the target groups covered by social security. Decent Work incorporated in policy and regulatory frameworks as a national priority. A national HIV & AIDS workplace policy developed. Number of sectors with sectoral workplace policies in place; Number of functional workplace programmes in place. Number of ILO and UN programmes and projects with a budget component on HIV & AIDS and TB. Number of programmes and projects of the Government, and employers' and workers' organizations with a budget component on HIV & AIDS and TB. Number of partners (employment category, sex, geographical location and type of training) trained on CL and forced labour and trafficking (MOV: training reports) System in place for ensuring coherent awareness raising and reporting on results of awareness raising activities</p>

Element of Decent Work	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Legal Indicators	Available statistical indicators
Social dialogue, workers and employers' representation	n/a	n/a	n/a	n/a
Economic and social context for decent work	<p>Priority 2: Responding to HIV and AIDS</p> <p>Outcome 2.1: Adoption of nation and sector wide HIV & AIDS workplace policies based on ILO Code of practice, adopted by social partners and other key stakeholders</p> <p>Outcome 2.2: HIV and AIDS included and mainstreamed in national projects and programmes of the Government, employers' and workers' organizations, the ILO, and the UN system</p> <p>Priority 3: Elimination of child labour</p> <p>Outcome 3.1: Adoption and implementation of a national Child Labour Policy to combat child labour and trafficking</p> <p>Outcome 3.2: Enhanced capacity for awareness raising and advocacy on Child Labour and human trafficking issues among stakeholders</p>	<p>ILO BBW&JC Project</p> <p>Objective 4: Generate greater coherence among UN-PSD interventions</p> <p>ILO TBP Project</p> <p>Objective 2: By the end of the project, inclusive educational and training opportunities for (ex) child labourers and at risk children have improved sufficiently to support the NPA's education-focused strategies</p> <p>ILO TACKLE Project</p> <p>Objective 1: Reduce poverty through the provision of basic education and skills training for disadvantaged youth and children.</p> <p>Objective 3: Integrate the efforts to eliminate the WFCL into national strategies to achieve Education for All.</p> <p>ILO HIV & AIDS Project</p> <p>Objective 1: Increasing the understanding of HIV/Aids as a labour and development issue</p> <p>Objective 2: Mobilizing commitment and resources of the tripartite constituents at various levels</p> <p>Objective 3: Promoting a systematic response to HIV/Aids through workplace policies and programmes</p>	<p>Constitution of Zambia, Industrial Relations Act (269), Employment Act (286), Employment of Young Persons and Children Act (274)</p> <p>Anti Human Trafficking Act No 11 of 2008</p>	<p>ABOL 1. M – Child labour (S)</p> <p>ABOL 2. A – Hazardous child labour (S)</p> <p>CONT 1. C – Children not in school (% by age) (S)</p> <p>CONT 2. C – Estimated % of working-age population who are HIV positive</p> <p>A national HIV & AIDS workplace policy developed</p> <p>Number of sectors with sectoral workplace policies in place; Number of functional workplace programmes in place</p> <p>Number of ILO and UN programmes and projects with a budget component on HIV & AIDS and TB</p> <p>Number of programmes and projects of the Government, and employers' and workers' organizations with a budget component on HIV & AIDS and TB</p> <p>Policies, statutory instruments and national action plans adopted</p> <p>Number of children withdrawn and prevented (Breakdown by prevention and withdrawn and by age, sex, geographical location) from WFCL through the DWCP (MOV: MCDSS, LFS, ILO Records, CSO)</p> <p>Number of partners involved in the implementation of the NAP (MOV: partner implementation plan)</p> <p>Number of partners (employment category, sex, geographical location and type of training) trained on CL and forced labour and trafficking (MOV: training reports)</p> <p>System in place for ensuring coherent awareness raising and reporting on results of awareness raising activities</p>

Element of Decent Work	Priorities and Outcomes of the Decent Work Country Programme (Table 1)	Objectives of Technical Cooperation Programmes (Table 2)	Legal Indicators	Available statistical indicators
<p>Improvement of data collection and statistics</p>	<p>Priority 1: More and better employment Outcome 1.1: Increased employment opportunities for all, with focus on youth, women and persons with disabilities in particular through sustainable enterprise development and employment protection</p> <p>Priority 3: Elimination of child labour Outcome 3.3: Child labour issues and concerns are promoted, included and mainstreamed in national projects and programmes</p>	<p>ILO Youth Entrepreneurship Project Objective 3: Establish an effective system for labour market analysis covering both demand and supply</p> <p>ILO WWR Project Objective 2: To create a more supportive environment within which the tripartite constituents play an effective role in promoting and protecting women workers' rights and making gender equality a reality in their policies and operations.</p> <p>ILO INCLUDE Project Objective 3: Establish an effective system for labour market analysis covering both demand and supply</p> <p>ILO BBW&JC Project Objective 3: Strengthen policy dialogue, planning and coordination on economic empowerment through MSME development</p> <p>ILO TBP Project Objective 1: By the end of the project, the Government of Zambia is equipped to design, implement and monitor initiatives to address WFCL through a national TBP. Objective 3: Models of interventions on providing direct support to children and families are implemented and documented.</p> <p>ILO TACKLE Project Objective 2: Strengthen local and national authority capacities in the formulation, implementation, and enforcement of policies to tackle child labour in coordination with social partners and civil society.</p> <p>ILO HIV & AIDS Project Objective 4: Enhancing the capacity of constituents to plan & implement activities aimed at addressing HIV & Aids and their impacts.</p>	<p>Employment Act (286), Industrial Relations Act (269), Minimum Wage and Conditions of Employment Census and Statistics Act (127) Employment of Young Persons and Children Act (274) Anti Human Trafficking Act No 11 of 2008 Census and Statistics Act (127)</p>	<p>LMI system with main Decent Work Indicators strengthened and supported by a spectrum of stakeholders based on regular LFSs;</p> <p>Number of decent jobs created for youths, women and persons with disabilities</p> <p>Relevant laws and policies reviewed with a view to establishing an enabling Policy, Regulatory and Legal (PRL) Environment, particularly for MSMEs;</p> <p>Budgetary allocation (Government commitment) for promoting full and productive decent employment and graduation from informal to formal economy;</p> <p>Government's and SPS' programmes and projects that have child labour components and/or address the root causes of child labour (MOV: Minutes of SAG meetings, CL NAP, CL Policy, SND</p> <p>Number of partners identified in the NAP stakeholder meeting engage in CL related activities (MOV: MLSS implementation reports, partner implementation reports)</p>

Source: Author's compilation based on information presented in this study.

5.2. Conclusion

The study has shown that there are a number of indicators that are not measured in existing data sources in Zambia. Some of the substantive elements of the Decent Work Agenda under the framework for Monitoring and Assessing Progress on Decent Work are not adequately addressed. There is, for example, only one indicator for which data is available under each of the substantive elements of ‘Social security’ and ‘Social dialogue, workers’ and employers’ representation’. In some instances, however, the raw data for an indicator are available, but some work needs to be done to calculate the indicator completely.

Government, employers and workers organisations all recognise the importance of labour market information. The Ministry of Labour and Social Security has prioritised the development of a labour market information system. This is in line with the Zambian Governments’ pronouncements in the Fifth National Development Plan and Zambia’s National Employment and Labour Market Policy, both which highlight the importance of Labour Market Information. The significance of the provision of a labour market management mechanism that responds effectively and efficiently to the demands of a liberalized market economy is reinforced in the Z-DWCP. The Z-DWCP considers the enhancement of labour market information system (LMIS) as one of the critical outcomes.

In order to address these challenges and to select Decent Work Indicators for the national monitoring purposes in Zambia, the Advisory Committee for the Zambia Decent Work Country Programme has met in a Special Session on “Monitoring and Assessing Progress on Decent Work in Zambia” to which a draft version of this paper served as an important input. The results of the special session and the recommendations made by the Advisory Committee are summarized in a report that is published in parallel to the present background study.¹ Monitoring and Assessing Progress on Decent Work Project will no doubt contribute to the development of an appropriate labour market management mechanism. The project will also contribute to raising the awareness on decent work in Zambia.

¹ Advisory Committee for the Zambia Decent Work Country Programme, ILO Office for Malawi, Mozambique and Zambia, and ILO/EC Project “Monitoring And Assessing Progress on Decent Work” (MAP). *Monitoring and Assessing Progress on Decent Work in Zambia. Report of the Special Session of the Advisory Committee for the Z DWCP, Siavonga, 25 and 26 January 2010* (Geneva and Lusaka, 2010).

Annex I. Legal Framework Indicators

List of L-indicators (information on rights at work and the legal framework for decent work)

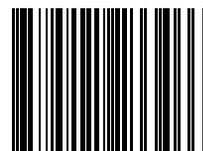
Elements of the Decent Work Agenda	Legal Framework Indicator	
Employment opportunities	LEO-1	Government commitment to full employment: Constitution of Zambia, <i>Zambia Development Agency (ZDA) Act</i> . No 11 of 2006, Citizens Economic Empowerment Commission (<i>CEEC Act No. 9</i> of 2006, National Youth Development Council Act (Cap 144)
	LEO-2	Unemployment insurance None
Adequate earnings and productive work	LEO-3	Minimum Wage and Conditions of Employment Act
Decent hours	LEO-4	Maximum Hours of work - Employment Act (286), Public Holidays Act, Minimum Wage and Conditions of Employment
	LEO-5	Paid annual leave - Employment Act (286),
Combining work, family and personal life	LSP-1	Maternity leave - Employment Act (286), Minimum Wage and Conditions of Employment Act
Work that should be abolished	LRW-1	Child labour - Employment of Young Persons and Children Act (274), Anti Human Trafficking Act No 11 of 2008
	LRW-2	Forced labour - Anti Human Trafficking Act
Stability and security of work	LSP-2	Employment protection legislation- Employment Act (286),
Equal opportunity and treatment in employment	LSP-3	Anti discrimination law based on sex of the worker- Industrial Relations Act (269), Persons with Disabilities Act No. 33 of 1996, Constitution of Zambia, Employment Act (286)
	LSP-4	Anti discrimination law based on race, ethnicity, religion or national origin of the worker - Industrial Relations Act (269)
Safe work environment	LSP-5	Occupational safety and health insurance - Factories Act (441), Constitution of Zambia
	LSP-6	Labour inspection - Factories Act (441)
Social security	LSP-7	Pension (public/private) - National Pensions Authority Act, Public Pensions Fund Act, Local Government Superannuation Act
	LSP-8	Incapacity for work due to sickness - Workers Compensation Act
	LSP-9	Incapacity for work due to invalidity - Workers Compensation Act
Social dialogue, workers' and employers' representation	LSD-1	Freedom of association and right to organize - Industrial Relations Act (269)
	LSD-2	Collective bargaining right - Industrial Relations Act (269)
	LSD-3	Tripartite consultation - Industrial Relations Act (269)
Economic and social context for decent work		Labour administration - Industrial Relations Act (269), Employment Act (286), Constitution of Zambia
Improvement of data collection and statistics		Census and Statistics Act (127)

ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP)

Monitoring and assessing progress towards decent work is a long-standing concern for the ILO and its constituents. Implemented by the ILO with funding from the European Union, the project “Monitoring and Assessing Progress on Decent Work” (MAP) helps to address this need. Over a period of four years (2009 to 2013), the project works with Ministries of Labour, National Statistical Offices, other Government agencies, Workers’ and Employers’ organisations and research institutions to strengthen the capacity of developing and transition countries to self-monitor and self-assess progress towards decent work. The project facilitates the identification of Decent Work Indicators in line with national priorities; supports data collection; and assists in the analysis of data on decent work in order to make them relevant for policy makers. The MAP publication series disseminates project outputs to a broad audience in the ten countries covered by the project and beyond.

For more information on the ILO/EC Project “Monitoring and Assessing Progress on Decent Work” (MAP) see <http://www.ilo.org/map>

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