



Republic of Zambia

NATIONAL OCCUPATIONAL SAFETY AND HEALTH POLICY





REPUBLIC OF ZAMBIA

NATIONAL OCCUPATIONAL SAFETY AND HEALTH POLICY

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FOREWORD

The Government of the Republic of Zambia is aware that occupational safety and health plays a significant role in promoting the productivity of labour and ultimately in economic development. As espoused in the Eighth National Development Plan (8NDP), occupational safety and health promotion is one of the key outcomes of the decent work agenda. The Government has a general responsibility of ensuring that workers are protected from work-related hazards and risks.



As part of the efforts to protect the Zambian worker from unsafe work conditions, in December 2013, Zambia ratified the International Labour Organization's Conventions No. 155 on Occupational Safety and Health and No. 187 on Promotional Framework on Occupational Safety and Health. Thus, it is a requirement under both Conventions that the country should formulate a comprehensive national policy on occupational safety and health and review the related laws to conform to the ratified Conventions. In this regard, Government has developed the National Occupational Safety and Health Policy.

This Policy covers all sectors to comprehensively address the requirements, functions and roles of stakeholders including public institutions, employers' and workers' organisations as well as research institutions. In addition, the Policy mainstreams occupational safety and health in all sectors and reinforces the promotion of decent work in the country. Since occupational safety and health services are multidisciplinary and cut across all sectors of the economy, I wish to encourage all stakeholders to play an active role in the implementation of the Policy.

A handwritten signature in black ink, appearing to read 'B. Mwika Tambatamba'.

Hon. Brenda Mwika Tambatamba, MP

MINISTER OF LABOUR AND SOCIAL SECURITY

ACKNOWLEDGEMENTS



I wish to express my sincere gratitude to various Government Ministries, Provinces and other Spending Agencies (MPSAs) for the support and contributions rendered towards the development of this Policy.

I would like to express my gratitude to the International Labour Organisation for the technical and financial support provided towards the development process of the Policy. Further, I would like to acknowledge the financial support given by the World Bank through the Southern Africa Tuberculosis and Health Support Systems project. I would also like to recognise the contributions of the Zambia Congress of Trade Unions and the Zambia Federation of Employers.

Finally, I wish to thank the Policy Analysis and Coordination Division at Cabinet Office for their commitment to facilitating the development process of this Policy.

I am confident that this Policy provides a general framework for addressing occupational safety and health matters holistically and efficiently. Therefore, the Ministry looks forward to the support of all stakeholders in the implementation of this Policy.

A handwritten signature in black ink, appearing to be 'Z. Luhanga'.

Zechariah Luhanga (MZIHRM)
Acting Permanent Secretary
MINISTRY OF LABOUR AND SOCIAL SECURITY

WORKING DEFINITIONS

Decent Work:	Decent work includes productive work that guarantees respect for fundamental principles and rights at work, social protection and social dialogue.
Occupational Injury:	An injury contracted, incurred or suffered as a result of one's employment.
Hazard:	An agent that has the potential to cause damage, harm or adverse health effects.
Occupational Disease:	Any disease contracted primarily as a result of exposure to risk factors arising from work activity.
Occupational accident:	An unexpected and unplanned occurrence, arising out of or in connection with work, which results in one or more workers incurring a personal injury, disease or death.
Rehabilitative Health Services:	Special healthcare services that help a person regain physical, mental and/or cognitive abilities that have been lost or impaired as a result of disease, injury or treatment.
Risk:	The likelihood of exposure to a given hazard causing damage, harm or adverse health effects.
Unemployment:	Unemployment comprises the labour force who are completely jobless, seeking work and available for work.

LIST OF ACRONYMS/ABBREVIATIONS

AIDS	Acquired Immunodeficiency Syndrome
GDP	Gross Domestic Product
HIV	Human Immunodeficiency Virus
ILO	International Labour Organization
LDCs	Least Developed Countries
M&E	Monitoring and Evaluation
MLSS	Ministry of Labour and Social Security
MOH	Ministry of Health
MPSAs	Ministries, Provinces and other Spending Agencies
MSD	Mines Safety Department
MSMEs	Micro, Small and Medium Enterprises
NGOs	Non-Governmental Organisations
OHSI	Occupational Health and Safety Institute
OSH	Occupational Safety and Health
OSHMS	Occupational Safety and Health Management System
SAPs	Structural Adjustment Programmes
SNDP	Seventh National Development Plan
WCFCB	Workers Compensation Fund Control Board
ZCTU	Zambia Congress of Trade Unions
ZFE	Zambia Federation of Employers



- CHAPTER ONE -

INTRODUCTION

THE labour market is a key driver of economic activity in the country for all economic growth sectors as it is a factor of production. Labour in the economy plays a central role in the economic and social development of the country. Therefore, maintaining a safe and healthy working environment is key to maintaining higher levels of labour productivity, which in turn contributes to increased economic output. A workplace which is not safe and healthy leads to accidents, deaths, diseases, disasters and environmental degradation. This causes financial and socio-economic burdens to the country. The prevention of workplace accidents, injuries and diseases falls within the domain of occupation safety and health.

Occupational safety and health (OSH) is the anticipation, recognition, evaluation and control of hazards arising from the workplace that could impair the health and well-being of the workers and the surrounding. Over time, OSH has evolved in response to social, political, technological and economic changes. Zambia has various frameworks that support safe and healthy workplaces through various institutions and legal frameworks.

The Policy provides guidelines on instilling a preventive occupational safety and health culture and rehabilitative health services while at the same time offering compensation to those who suffer physical injuries and occupational diseases. In addition, the Policy seeks to strengthen the capacity of oversight institutions and provide information on OSH. Further, the Policy is based on international occupational safety and health standards and global best practices to reduce the incidences of work-related accidents and diseases.

This Policy document is arranged into five sections. Chapter one provides an introduction to occupational safety and health. Chapter two outlines the prevailing situation on occupational safety and health matters in Zambia. Chapter three outlines the vision, rationale, guiding principles and values that will guide the implementation of the Policy. Chapter four outlines Policy Objectives and Measures that will be implemented to address the inadequacies in occupational safety and health management. The document ends with Chapter five, which provides the required implementation framework mechanisms to operationalise the Policy.



- CHAPTER TWO -

SITUATION ANALYSIS

THIS section of the Policy highlights the current status of occupation safety and health in Zambia. It highlights the institutional and legal framework in Zambia, the occurrence of occupational injuries and diseases and the challenges associated with the management of occupational health and safety in the country.

2.1 Institutional and Legal Framework for Occupational Safety and Health

Zambia is a signatory to several international conventions on decent work for all. These include the Labour Inspection (Agriculture) Convention No. 129 of 1969, the Occupational Safety and Health Convention No. 155 of 1981, the Safety and Health in Mines Convention No. 176 of 1995, and the Promotional Framework for Occupational Safety and Health Convention No. 187 of 2006. To domesticate these conventions and international commitments, Government has established several agencies to regulate and monitor occupational safety and health in workplaces in the country. The OSH landscape in the country is characterised by a multiplicity of Government agencies and regulations which has resulted in inefficient resource utilisation and duplicity of roles in some cases.

Further, occupational safety and health agencies are not decentralised to cover the entire country to efficiently provide the required services equitably across the country. Currently, the Ministry of Labour and Social Security has occupational safety and health offices in Lusaka, Copperbelt (Ndola, Kitwe) and Southern (Choma) provinces while the Ministry of Mines and Minerals Development has the mines safety regional offices on the Copperbelt, North Western Central, Luapula and Southern Provinces. The Occupational Health and Safety Institute only has offices in Kitwe, Solwezi and Lusaka. This limits the capacity of occupational safety and health agencies to efficiently and effectively execute their mandates and provide these services to the public.

The following are the Government Ministries and Statutory Bodies providing occupational safety and health regulatory services:

a) Ministry of Labour and Social Security

The Ministry of Labour and Social Security is mandated to provide policy direction on occupational safety and health services. In executing this mandate, the Ministry administers safety and health standards at workplaces through the enforcement of the Factories Act, Chapter 441 of the Laws of Zambia. The Factories Act is the main legal framework for the regulation and promotion of OSH in the workplace. However, the Act has not been reviewed since it was enacted in 1967 and does not meet the current international best practices and standards for the management of OSH.

b) The Workers' Compensation Fund Control Board

The Workers' Compensation Fund Control Board (WCFCB) is a statutory body under the Ministry of Labour and Social Security. The Board is constituted under the Worker's Compensation Act No. 10 of 1999, of the Laws of Zambia to compensate workers injured, disabled or contract diseases during their course of employment. The Board also compensates the dependents of workers who die from workplace accidents. The Workers' Compensation Fund Control Board also promotes the health and safety of workers through accident prevention and awareness programmes as well as the provision of facilities designed to assist injured or afflicted workers to return to work. Despite a large number of informal sector workers, who make up 73.2 percent of all employed persons, the Workers' Compensation Act does not cover the occupational injuries and diseases of these workers. Further, the Act does not also cover workers employed by the Government or the local authorities who also face the risk of occupational injuries and diseases.

c) Occupational Health and Safety Institute

The Institute draws its mandate from the Occupational Health and Safety Act No. 36 of 2010 of the Laws of Zambia. The Occupational Health and Safety Institute is responsible for investigating and detecting occupational diseases and injuries in workplaces and conducts medical examinations for occupational health and safety purposes for all sectors of the economy. In addition, the Institute prepares and maintains statistics on employees' morbidity and mortality and conducts and encourages awareness and educational programmes relating to the promotion of occupational health and safety. Currently, the Institute is unable to adequately provide these services to sectors other than mining due to limited geographical coverage.

d) Ministry of Mines and Minerals Development

The Ministry of Mines and Minerals Development is responsible for matters of occupational safety, health and environmental protection in the mining sector in accordance with the provisions of the Mines and Minerals Development Act No.11 of 2015. The Ministry of Mines and Minerals Development is also mandated for occupational safety, health and environmental protection in the manufacture, import, export, transporting, storage and use of civil explosives as provided under the Explosives Act, No. 10 of 1974. Further, it is responsible for the initiation of the formulation of occupational safety and health standards and legislation in the areas mentioned above.

e) Zambia Environmental Management Agency

Zambia Environmental Management Agency is mandated under the Environmental Management Act No. 12 of 2011 to control and manage chemicals through a life cycle approach. The Agency is responsible for controlling the importation, exportation, manufacture, storage, distribution, sale, use, packing, transportation, disposal and advertisement of pesticides and toxic substances.

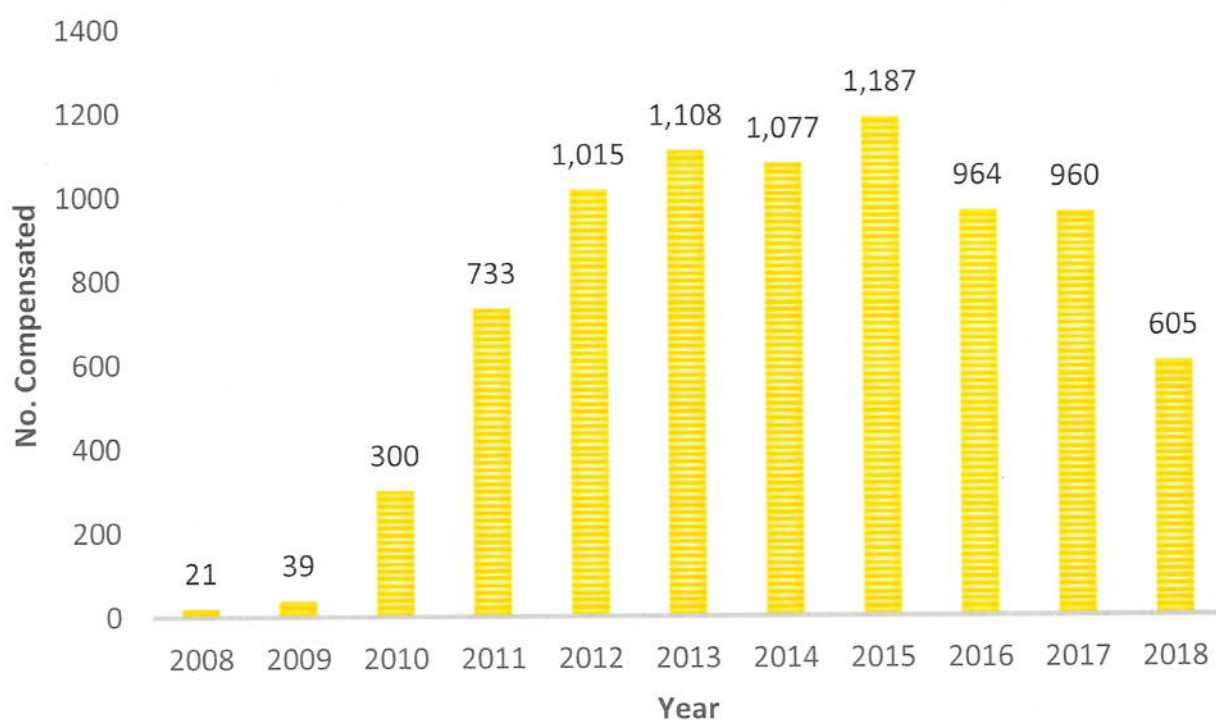
f) Radiation Protection Authority

The Radiation Protection Authority is a statutory body under the Ministry of Technology and Science which draws its mandate from the Ionizing Radiation Act No. 16 of 2005. The Authority provides for the protection of the public, workers and the environment from hazard arising from the use of devices or materials capable of producing ionizing radiation.

2.2 Compliance to Occupational Safety and Health

Zambia has existing legal and institutional frameworks for the management of occupational safety and health in workplaces. However, the levels of compliance with occupational safety and health laws in the country are very low. Between 2018 and 2019, the number of reported occupational accidents increased from 1,000 to 1,168, with a lot more being unreported. Further, between 2008 and 2018, the compensation claims paid out by the WCFCB increase from 21 to 605 as highlighted in figure 1.

Figure 1: Number of persons compensated between 2008 and 2018



Source: WCFCB Annual Reports

Most private and public companies do not adequately adhere to occupational safety and health law. The companies do not implement the provisions of the law providing for the day-to-day management of occupational safety and health. Further, companies do not submit notifications on accidents, diseases and dangerous occurrences arising from workplaces. As a result, the condition of the work environment in most of our workplaces is not as safe as it should be and does not assure the safety and health of all in the workplace. Low levels of compliance with occupational safety and health law can largely be attributed to three factors:

(a) Limited Capacity in OSH by enterprises

Currently, in Zambia, there are very few enterprises with adequate capacity to carry out programmes and activities to enable them to comply with the provisions of the laws. This inadequacy in most enterprises arises from a lack of policies on occupational safety and health. This results in failure by management to establish institutional structures required for effective management of occupational safety and health. Further, the absence of policies and structures has resulted in the absence of trained occupational safety and health professionals and limited professional development for professionals by the enterprises.

(b) Inadequate Technical Support and Awareness

The low levels of compliance can also be attributed to inadequate technical support from occupational safety and health agencies. The agencies do not have adequate human resources and presence in the country to effectively provide occupational safety and health technical support to the enterprises. In addition, occupational safety and health agencies are unable to carry out adequate sensitisation programmes for the enterprises. This has resulted in the failure of some workplaces to understand the laws and implement OSH programmes. Furthermore, the inability to understand and correctly interpret the law leads to a negative attitude and lack of commitment towards occupational safety and health laws in the workplace.

2.3 Enforcement of Occupational Safety and Health Legislation

Responsibility for enforcement of occupational safety and health in Zambia is vested in the various Ministries responsible for labour, social security, health, technology and science, mines and minerals development. These Ministries draw their power to enforce occupational safety and health through Acts of parliament which fall under their respective jurisdictions. The respective Acts of parliament enforced by the relevant Ministries include the Factories Act, Chapter 441 of the Laws of Zambia; the Workers' Compensation Act, No. 10 of 1999; the Occupational Health and Safety Act, No. 36 of 2010; the Mines and Minerals Development Act, No. 11 of 2015; the Explosives Act, No. 10 of 1974; and the Ionizing Radiation Act No. 16 of 2005.

The availability of both occupational safety and health legislative and institutional frameworks provides a basis on which to build an effective occupational safety and health enforcement mechanism in the country. This is further enhanced by the availability of a backbone of qualified and experienced occupational safety and health professionals in enforcement agencies. Despite having these advantages, the occupational safety and health enforcement system does not perform optimally to ensure improved standards of safety and health in workplaces.

Currently, there are inadequate regulations to fully operationalise the existing occupational safety and health laws as well as a lack of occupational hygiene standards to cover aspects of the work environment such as noise, air quality, lighting, and temperature among others. Further, there is a duplication of some legal provisions particularly, the Factories Act, the Mines and Minerals Development Act and the Occupational Health and Safety Act. These duplications are also extended to the functions of occupational safety and health agencies, thus causing inefficiencies in resource utilisation and making coordination difficult. These inadequate regulations and duplications are compounded by inadequate specialized occupational safety and health practitioners particularly, occupational medicine specialists.

2.4 Knowledge Levels in Occupational Safety and Health

The country has fragmented information and statistics on occupational safety and health due to a lack of a centralised repository for the storage and management of data. There is no “one-stop-shop” for information such as the total number of injuries or accidents in a year in the country. In addition, the information collected by the various occupational safety and health agencies is collected in formats that cannot be used by persons with disabilities. Further, these agencies are unable to coordinate information flow effectively and efficiently in the country.

In addition to the absence of a central database, there is limited research and development conducted in the country and the school curricula at the primary and secondary levels do not adequately cover matters of occupational safety and health. The inadequate school curriculum is compounded by the absence of specialised courses at the tertiary level that focus on occupational safety and health.

2.5 Cross-Cutting Issues

(a) Mainstreaming of Gender and Disability

The provision of occupational safety and health services currently does not take into consideration the physiological makeup of men and women. As a consequence, there is a bias toward services tailored to the physiological needs of men. Further, there is inadequate recognition of the occupational safety and health needs of persons living with disabilities such as making the physical environment more accessible, providing information in a variety of formats, and challenging attitudes and mistaken assumptions about people with disabilities.

(b) HIV/AIDS and Wellness

The government developed the HIV/AIDS policy, which compels workplaces to put in place wellness programmes aimed at promoting healthy lifestyles. However, several institutions have not integrated these programmes and activities as part of occupational safety and health management.

(c) Climate Change

Climate change has had an impact on various sectors of the economy and has affected human health in two significant ways by changing the severity and frequency of health issues already affected by climate factors, and by creating unprecedented health threats in places where they have not previously occurred. Outdoor workers from occupational sectors that include agriculture, construction, transportation, oil production, landscaping, firefighting and other emergency response operations are often among the first to be affected by extremes in climatic factors such as temperature, dust storms, and lightning.

Individuals exposed to hot indoor work environments, such as steel mills, dry cleaners, manufacturing facilities, commercial kitchens and warehouses are also at risk of climate change impacts, such as extreme heat exposure and indoor air pollutants. The challenges of the impacts of climate change on workers are worsened by the lack of mainstreaming and technological advancement in the industries.



- CHAPTER THREE -

VISION, RATIONALE AND GUIDING PRINCIPLES

3.1 Vision

"A nation free from occupational diseases, accidents and dangerous occurrences".

3.2 Rationale

Zambia has had no specific policy to guide the regulation and management of occupational safety and health despite having ratified the International Labour Organization's Conventions on occupational safety and health, i.e. Convention No. 155 on Occupational Safety and Health and Convention No. 187 on Promotional Framework. In addition, the Seoul Declaration of 2008 on Safety and Health at Work reaffirmed the principle that the right to a safe and healthy working environment should be recognised as a fundamental human right. The 110th Session of the International Labour Conference of the International Labour Organisation also made a declaration to include "a safe and healthy working environment" as a fundamental principle and right at work. This directs Governments and other stakeholders in the development agenda to remain committed to the protection of workers from hazards and risks at the places of work.

Ratification of these conventions and the declarations to which Zambia is a party require that the country develops a National Occupational Safety and Health Policy for the country to conform to the requirements of both Conventions. Therefore, this Policy is expected to provide a framework for implementing the national programmes on occupational safety and health and ensure that OSH management, regulation and practices are in line with international best practices.

In this regard, this National Occupational Safety and Health Policy addresses the current challenges, gaps and future development of safety and health systems and programmes in the country. The Policy seeks to improve coordination amongst the different agencies in occupational safety and health and enhance the legal and legislative frameworks.

3.3 The Guiding Principles

The implementation of this Policy is guided by the following principles:

- (a) **Equity:** Government will ensure the provision of occupational safety and health with a special focus on gender, age and disability.
- (b) **Social Justice:** Government will promote and maintain impartiality in the administration and enforcement of occupational safety and health.
- (c) **Equality and Non-Discrimination:** Government will ensure fairness of treatment with regard to the implementation of occupational safety and health functions regardless of an individual or institution's status.

- (d) **Good Governance:** Government will uphold the tenets of good governance to affirm high standards of morality, honesty, transparency and accountability in the administration of occupational safety and health.
- (e) **Partnerships:** Government will guarantee continuous review and strengthening of cooperation among stakeholders to advance mutual interests in occupational safety and health.



- CHAPTER FOUR -

POLICY OBJECTIVES AND MEASURES

4.1 Strengthen Legal and Institutional Arrangement

Objective 1: To enhance coordination of occupational safety and health management in the country.

Policy Measures:

Government shall:

- (a) Review the legal framework on occupational safety and health management;
- (b) Strengthen the institutional framework on occupational safety and health management; and
- (c) Enhance enforcement mechanisms for occupational safety and health laws and regulations.

4.2 Generation of Information

Objective 2: To strengthen the capacities of occupational safety and health institutions to generate information.

Policy Measures:

Government shall:

- (a) Enhance the enforcement of the law requiring workplaces to submit occupational safety and health information;
- (b) Promote awareness of the duties of employers to provide occupational safety and health information to the government;
- (c) Establish an integrated electronic occupational safety and health management information system; and
- (d) Strengthen bipartite cooperation between employers and workers and their representatives at workplaces.

4.3 Enhancing Skills and Training

Objective 3: Ensure availability of qualified occupational safety and health specialists on the labour market.

Policy Measures:

Government shall:

- (a) Promote specialised training in occupational safety and health;
- (b) Enhance the mainstreaming of occupational safety and health in all learning institutions;
- (c) Promote Research and Development in the field of occupational safety and health; and
- (d) Establish a professional body to register occupational health and safety practitioners.

4.4 Mainstreaming of Cross-Cutting Issues

Objective 4: Ensure the mainstreaming of cross-cutting issues of gender, HIV and AIDS, disability and climate change in the management of occupational safety and health to address emerging occupational safety and health challenges.

Policy Measures:

Government shall:

- (a) Promote gender-sensitive regulations in workplaces;
- (b) Promote the mainstreaming of HIV and AIDS in occupational safety and health programmes;
- (c) Promote access to occupational safety and health services for persons with disabilities and vulnerabilities;
- (d) Promote wellness policies in the workplace; and
- (e) Enhance the integration of climate change programmes in occupational safety and health services.

- CHAPTER FIVE -

IMPLEMENTATION FRAMEWORK

THE implementation framework for this Policy outlines mechanisms for the institutional arrangement, legal framework, resource mobilisation and financing and monitoring and evaluation.

5.1 Institutional Arrangement

Implementation of the National Occupational Safety and Health Policy shall be coordinated by the Ministry of Labour and Social Security which is mandated to promote occupational safety and health in the country. To ensure effective implementation of the Policy, the Ministry will collaborate with its Social Partners, other Government Ministries, Provinces and Spending Agencies, the Private Sector, Non-Governmental Organisations and Cooperating Partners.

To ensure optimum coordination, the Ministry of Labour and Social Security will establish a Coordinating Committee that will consist of the Government Ministries and Statutory bodies in OSH. The Committee will serve as a platform for information sharing, coordination and a means of synergizing interventions of the various agencies in OSH. In addition, the Committee will take the overall responsibility for coordinating and monitoring occupational safety and health programmes to ensure the attainment of the objectives of this Policy.

The measures adopted in this Policy cut across institutional mandates of various Government Line Ministries, Government Agencies, Non-Governmental Organisations and Cooperating Partners and hence the need to have clear structures with distinct roles and responsibilities. To fully execute its mandate, the Ministry of Labour and Social Security shall collaborate with the following stakeholder institutions whose responsibilities in the implementation of the Policy are outlined below:

Line Ministries and Other Stakeholders' Responsibilities

Cabinet Office	To provide overall oversight of Policy development, implementation and monitoring.
Ministry responsible for National Development Planning	To mainstream occupational safety and health management in national development planning.
Ministry responsible for Commerce, Trade and Industry	To promote innovative techniques to enhance occupational safety and health management in workplaces across the country.
Ministry responsible for Agriculture	To facilitate the adoption of occupational safety and health management approaches and techniques in the agriculture sector.
Ministry responsible for Finance	To facilitate resource mobilisation for the promotion of occupational safety and health management in the country.

Ministry responsible for Health	To facilitate the integration of occupational safety and health in the delivery of health care.
Ministry responsible for Technology and Science	To provide for the protection of the public, workers and the environment from hazards arising from the use of devices or materials capable of producing ionizing radiation.
Ministry responsible for Gender	To mainstream gender in occupational safety and health programmes.
Ministry responsible for Education	To facilitate the mainstreaming of occupational safety and health programmes in schools across the country. To facilitate specialised training in occupational safety and health and promote research, innovation and skills transfer amongst learners and training institutions.
Ministry responsible for Justice	To facilitate the development of appropriate legislation to support the implementation of this Policy.
Ministry responsible for Infrastructure and Urban Development	To facilitate the adoption of occupational safety and health management approaches and techniques in infrastructure development.
Ministry responsible for Mines and Minerals Development	To provide occupational safety and health services to mine-licensed areas.
Ministry responsible for Transport and Communication	To facilitate the adoption of occupational safety and health approaches and techniques in the transport and communication sector.
Ministry responsible for Environmental Protection	To control and manage chemicals through a life cycle approach.
Ministry responsible for Small and Medium Enterprise Development	To facilitate the adoption of occupational safety and health management practices by Small and Medium Enterprises.
Trade Unions	To advocate for the provision of occupational safety and health services to employees in workplaces.
Zambia Federation of Employers	To promote a positive culture of occupational safety and health among employers in workplaces.
Cooperating partners	To provide technical support during the implementation of this Policy.
Private sector	To ensure the provision of appropriate occupational safety and health interventions in workplaces.
Academia and research institutes	To facilitate training and promote Research and Development in occupational safety and health.
Non-Governmental Organisations	To support the implementation of occupational safety and health programmes.

5.2 Legal Framework

The following are the key pieces of legislation that will support the implementation of this policy:

- a) The Factories Act Cap. 441 of the Laws of Zambia;
- b) The Employment Code Act No. 3 of 2019;
- c) The Mines and Minerals Development Act No. 11 of 2015;
- d) The Occupational Health and Safety Act No. 36 of 2010;
- e) The Zambia Environmental Management Act No. 12 of 2011;
- f) The Standards Act No. 4 of 2017;
- g) The Public Health Act No. 22 of 1995;
- h) The Energy Regulation Act No. 12 of 2019;
- i) The Explosives Act Cap. 115 of the Laws of Zambia;
- j) The Ionizing Radiation Protection Act No. 16 of 2005;
- k) The Workers Compensation Act No. 10 of 1999;
- l) The Petroleum (Exploration and Production) Act No. 10 of 2021 (Amendment); and
- m) The Persons with Disabilities Act No. 6 of 2012.

To effectively implement this policy it will be necessary to repeal and replace the Factories Act, Chapter 441 of the laws of Zambia, and make amendments to the Occupational Health and Safety Act No. 36 of 2010 and the Workers' Compensation Act No. 10 of 1999 to address emerging challenges of occupational safety and health in workplaces.

5.3 Resource Mobilisation and Financing

The implementation of the Policy will be financed through the annual budgets, supplemented with support from Cooperating Partners. The government will leverage the private sector players to provide ideas, innovations and resources that will promote sustainable, efficient and effective occupational health and safety management services.

5.4 Monitoring and Evaluation

The Monitoring and Evaluation (M&E) of the National Occupational Safety and Health Policy will be conducted within the framework of the National Monitoring and Evaluation Policy. Therefore, the monitoring of the National Occupational Safety and Health Policy will leverage the Government-Wide M&E System. In addition, the M&E system will seek to develop an integrated Occupational Safety and Health Information Management System for the line ministries and statutory bodies.

Further, the monitoring and evaluation of the National Occupational Safety and Health Policy will take the form of a periodical assessment based on specifically developed indicators of the extent to which the set goals and objectives will have been achieved. This will involve routine data collection and analysis on the progress made in the implementation of the Policy and would inform future planning, especially in resource allocation for various programmes.

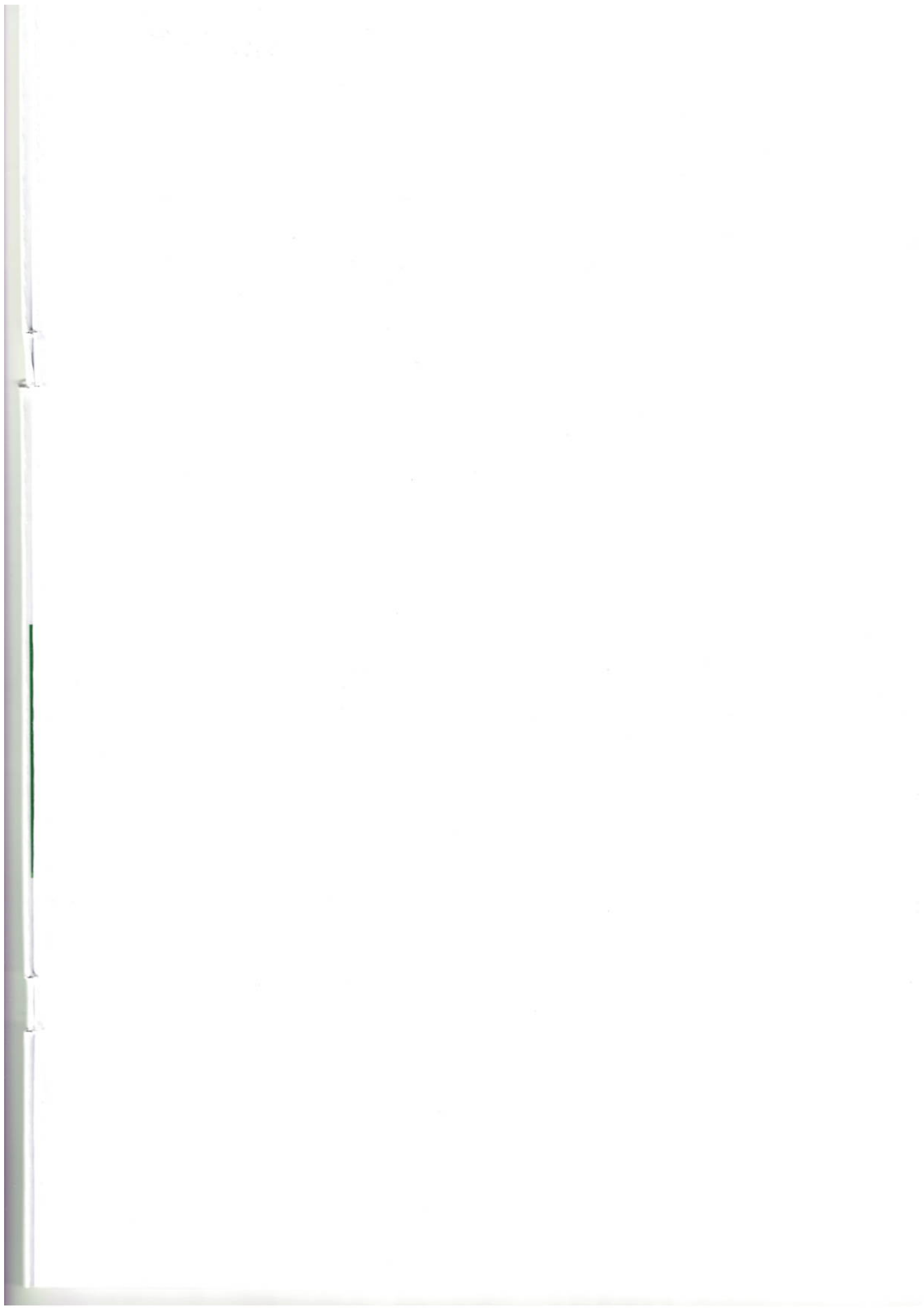
The results would be used to assess the contribution of implementing the policy to the country's development agenda as outlined in the Zambia Vision 2030 and other Development Plans.

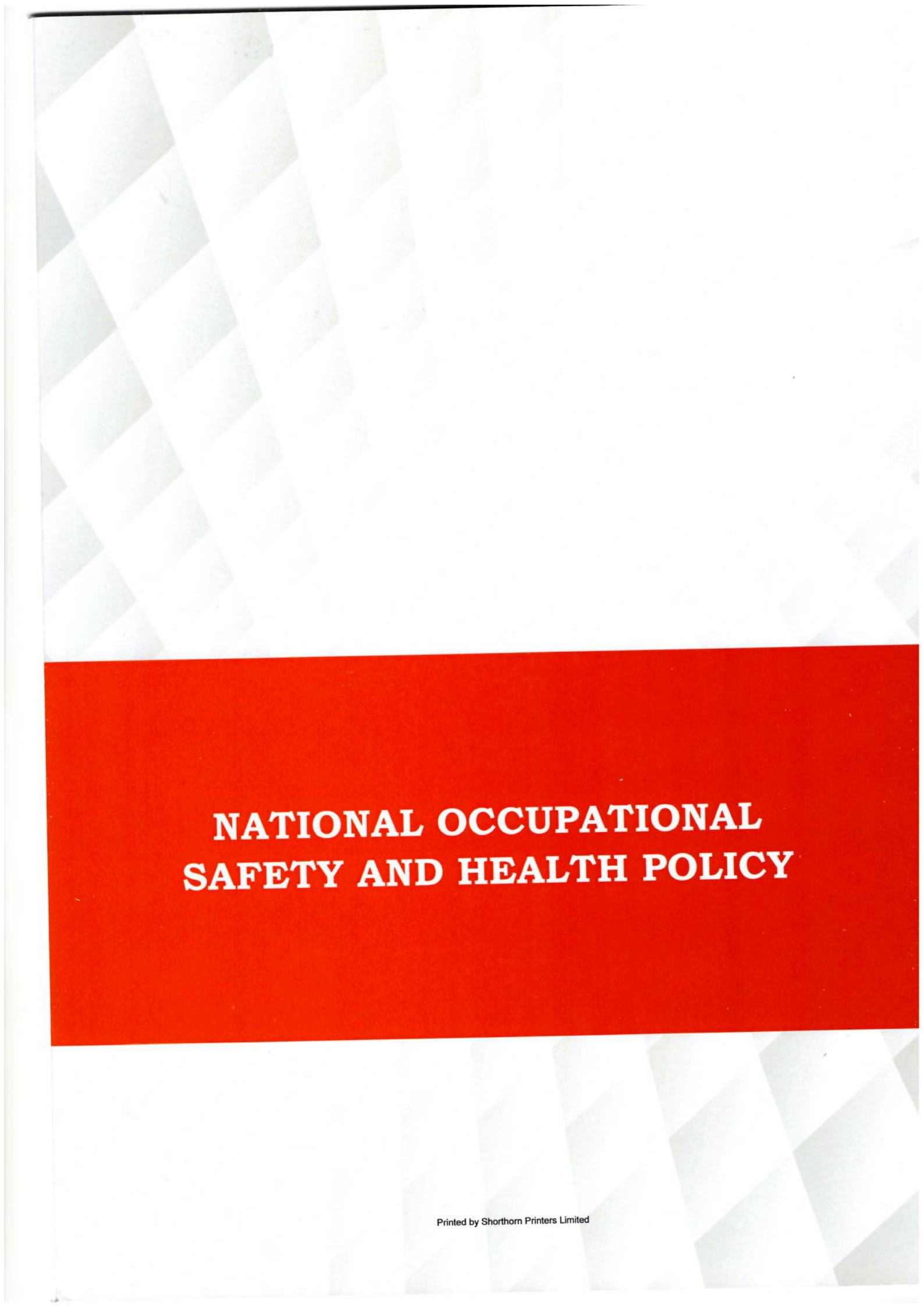
To establish an effective and all-inclusive Monitoring and Evaluation System, the Government shall:

- (a) Develop strategies to implement the Policy objectives. Towards this, a focused, systematic and well-defined Monitoring and Evaluation (M&E) system will be established to measure the outputs of programmes. Clear performance indicators, targets, timelines, responsible persons and institutions and costs will be incorporated into the system to facilitate tracking of progress made in the implementation of programmes;
- (b) Develop mechanisms for participation by all relevant stakeholders, from private and public sectors, and encourage the production of M&E reports which will be part of an information exchange forum for occupational safety and health;
- (c) Develop human and financial capacities in both the public and private sectors to effectively undertake monitoring and evaluation;
- (d) Develop an integrated Management Information System for occupational safety and health statistics/data; and
- (e) Conduct regular surveys to determine the impact of programmes outlined in this policy.

5.5 Implementation Plan

As part of the Implementation Framework for this Policy, a comprehensive implementation plan shall be prepared, which will detail how the Policy shall be implemented, monitored and evaluated.





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