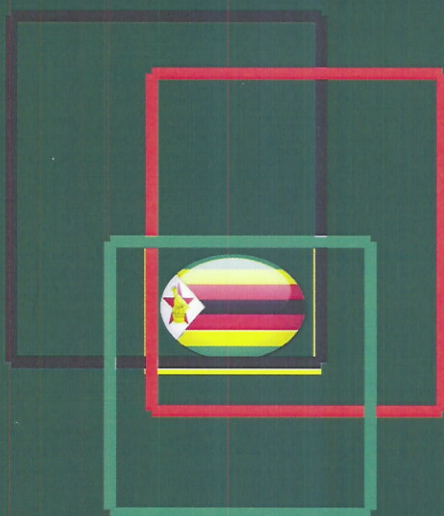




International
Labour
Organization

Decent Work Country Programme for Zimbabwe

2012-2015



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2012-2015

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Preface

The third generation of the Zimbabwe Decent Work Country Programme (ZDWCP) is a revised programme of action building on the past achievements and taking lessons from the implementation of the first two programmes adopted on 14 December 2005 and 15 January 2009.

The adoption of the Decent Work Agenda by the 93rd session of the International Labour Conference in June 2005 paved the way for the development and implementation of the first two programmes made an impact in the Zimbabwe national development processes. As one of the first countries in the region to develop and implement a Decent Work Country Programme (DWCP), Zimbabwe made progress in strengthening social dialogue and labour administration and contributing to socio-economic development.

The current programme aims to provide lasting solutions to the unemployment challenge that the country has had to contend with in recent times. More specifically, issues relating to retrenchees, women, people with disabilities, informal economy and the youth unemployment challenge have negatively affected the country, thus prompting the tripartite constituents to prioritise the promotion of productive employment and creation of decent jobs through active labour market policies and programmes.

The current programme therefore sets out a framework of cooperation among the tripartite constituents in the implementation of the identified strategic programmes with the overall objective of ensuring social justice in the world of work for all Zimbabweans. The following priorities that have been agreed on aim to:

- ✓ Promote Productive Employment and Decent Jobs;
- ✓ Improve the application and implementation of International Labour Standards;
- ✓ Strengthen Social Dialogue capacities and processes for sustainable socio-economic development;
- ✓ Increase coverage of Social Protection through mainstreaming elements of the Social Protection Floor.

The monitoring and evaluation of progress in the implementation of the current programme will be overseen by the ZDWCP National Steering Committee, which was inaugurated on 4 May 2011.

It is therefore my honour and privilege to commend this national development programme to all stakeholders for its full implementation.



.....
Hon. P. Mpariwa (MP)
Minister of Labour and Social Services

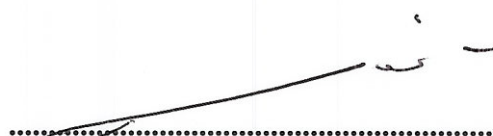
Expression of Commitment for Collaboration between the Tripartite Constituents and the ILO

We, the tripartite constituents of Zimbabwe hereby commit ourselves to ensure the full implementation of the third generation of the Zimbabwe Decent Work Country Programme (2012-2015).

We acknowledge and appreciate the collaboration that our previous programmes have received from the International Labour Organisation (ILO) and thus undertake to continue working tirelessly with the ILO through its Country Office for Zimbabwe in order to realise the goals of our constituents as spelt out in this current programme.

The programme provides the tripartite partners with a framework of collaboration in tackling the socio-economic challenges that our country is faced with. While noting that no one partner can go it alone, it is therefore of paramount importance that the tripartite constituents remain united in the active fight for social justice in the world of work

We therefore encourage each other to work for the national good in the implementation of this programme, and wish to build on the strength of our tripartite relationship in making this aspiration a reality. In this regard, we, the tripartite constituents and the ILO Country Office, append our signatures hereunder, as a sign of our resolute support to this programme, and our desire to contribute towards meaningful and sustainable development for Zimbabwe.



.....
Minister of Labour and Social Services



.....
President for Labour
Zimbabwe Congress of Trade Unions



.....
President for Business
Employers' Confederation of Zimbabwe



.....
International Labour Organisation
Director for ILO Country Office for Zimbabwe

Acronyms

AfDB	African Development Bank
AIDS	Acquired Immuno-Deficiency Syndrome
ARI	Africa Rehabilitation Institute
BCZ	Business Council of Zimbabwe
BDS	Business Development Services
UN-CEB	United Nations Chief Executive Board for Coordination
CEDAW	Convention on the Elimination of Discrimination against Women
CoI	Commission of Inquiry
DWCPs	Decent Work Country Programme(s)
EMCOZ	Employers Confederation of Zimbabwe
ESAP	Economic Structural Adjustment Programme
FPL	Food Poverty Line
GDP	Gross Domestic Product
GNU	Government of National Unity
GPA	Global Political Agreement
HDI	Human Development Index
HDR	Human Development Report
HIV	Human Immuno-Virus
HPI	Human Poverty Index
ILC	International Labour Conference
ILO	International Labour Organization
ILS	International Labour Standards
IOM	International Organization for Migration
ISOP	Integrated Skills Outreach Programme
KILM	Key Indicators of the Labour Market
LFS	Labour Force Survey
LMIS	Labour Market Information System
MDG(s)	Millennium Development Goal(s)
MERP	Millennium Economic Recovery Programme
MoEPIP	Ministry of Economic Planning and Investment Promotion
MoESAC	Ministry of Education, Sport, Arts and Culture
MoHTE	Ministry of Higher and Tertiary Education
MoLSS	Ministry of Labour and Social Services
MoSMECD	Ministry of Small, Medium Enterprises and Cooperative Development
MoWAGCD	Ministry of Women's Affairs, Gender and Community Development
MoYDIE	Ministry of Youth Development, Indigenization and Empowerment
MSMEs	Micro, Small and Medium Enterprises
MTP	Medium Term Plan
NAP	National Action Plan
NECs	National Employment Councils
NEDLAC	National Economic Development and Labour Council
NEDPP	National Economic Development Priority Programme
NERP	National Economic Revival Programme
NGOs	Non-Governmental Organizations
NSSA	National Social Security Authority
OSH	Occupational Safety and Health
PASS	Poverty Assessment Study Survey

UPR	Universal Period Review
RBZ	Reserve Bank of Zimbabwe
SADC	Southern African Development Community
SME(s)	Small and Medium Enterprise(s)
STERP	Short Term Emergency Recovery Programme
TB	Tuberculosis
TBP	Time-Bound Programme
TCPL	Total Consumption Poverty Line
TNDP	Transitional National Development Plan
TNF	Tripartite Negotiating Forum
TREE	Training for Rural Economic Empowerment
TVET	Technical Vocational Education and Training
UN	United Nations
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
WHO	World Health Organization
YES-JUMP	Youth Employment Support, Jobs for the Unemployed and Marginalized
Young People	
ZCTU	Zimbabwe Congress of Trade Unions
ZDWCP	Zimbabwe Decent Work Country Programme
ZIMDEF	Zimbabwe Manpower Development Fund
ZIMPREST	Zimbabwe Programme for Economic and Social Transformation
ZIMSTAT	Zimbabwe National Statistics Agency
ZiNEPF	Zimbabwe National Employment Policy Framework
ZNASP	Zimbabwe National HIV and Aids Strategic Plan
ZUNDAF	Zimbabwe United Nations Development Assistance Framework

ZIMBABWE DECENT WORK COUNTRY PROGRAMME

1. ZIMBABWE SITUATION ANALYSIS AND CURRENT DEVELOPMENT PRIORITIES

1.1 Country Context

Zimbabwe is a landlocked country located in the Southern part of Africa. The land area is 390 757 square kilometres, 85% of which is agricultural land, the rest of the land consists of national parks, state forest and urban land. The country is divided into ten administrative provinces. Zimbabwe is a multi-cultural country, with the majority of the population comprising black indigenous people. The official languages are English, Shona and Ndebele. Other languages spoken in Zimbabwe include Tonga, Nambyia, Venda, Chewa, Shangani and Kalanga.

Zimbabwe is a member of the following international organisations: the United Nations and its subsidiary agencies including the IMF, the WB, and the ILO among others. It is also a member the Governing Body of the ILO. At the continental and regional levels Zimbabwe is a member of the AU, ACP, AfDB, COMESA and SADC.

Zimbabwe attained independence in 1980, following a protracted war of liberation. At independence, the country inherited a dual economy comprising a modern sector employing a fifth of the labour force, existing alongside a subsistence agricultural sector employing approximately 80% of the labour force. This economic dualism largely reflects the nature of colonial capitalism that captured a small segment of the economy, the formal sector, leaving the bulk of the economy (non-formal segment) under pre-capitalist modes of production.

1.2 Population

The population census of 2002 put Zimbabwe's population at 11.6 million. The population is youthful, as reflected in the average age of 21.7 years for males and 22.7 years for females. Latest estimates suggest that Zimbabwe's population in 2012 stands at 14 million¹, with a labour force participation rate of 60% for females and 74.3% for males in 2009 (UNDP. 2011 , Human Development Report, pg. 141).

1.3 Macroeconomic Performance (1980-2011)

From the onset of the economic challenges in 1997, the economy was in persistent decline, with negative growth rates emerging from 1999. The economy descended into hyper-inflation levels in 2007 and beginning of 2008. . The decline was by a cumulative 51% between 1999 and 2008 (48% between 2000 and 2008), descending from being the second largest economy in SADC in 1996 in terms of GDP to eleventh by 2008.

By 2007/08, the economy was held back by diminishing international competitiveness and the country's international relations situation which limited FDI worsened the BOP position through declining exports; rapidly-worsening shortage of skills arising from brain-drain and the HIV and AIDS pandemic. There were also acute shortages of essential inputs, especially fuel, raw materials

¹ The 2012 national Budget Statement presented to Parliament on 24 November 2011 by the Minister of Finance, page 71. The 2011 Human Development Report of UNDP estimates it at 12.8 million in 2011, close to the estimate of 13 million in the Mid-Term Fiscal Review of 26 July 2011. A national census was conducted in August 2012 and will provide an updated national population figure.

and intermediate inputs resulting in all sectors operating well below capacity with high operating costs on account of infrastructural deficiencies, especially electricity as well as inadequate and dilapidated productive capacity, inefficient and subsidy-dependent public enterprises.

In February 2009, the Inclusive Government also referred to as the Government of National Unity (GNU) was unveiled following the signing of the Global Political Agreement (GPA) on 15 September 2008 by the two MDC formations and ZANU-PF. Article III of the agreement on 'restoration of economic stability and growth,' committing the parties to a full and comprehensive economic programme to resuscitate the economy. Following the adoption of the multicurrency regime in January 2009 and the adoption of the Short-term Emergency Recovery Programme (STERP) by the Inclusive Government in March 2009, economic growth rebounded to 5.7 % in 2009, 8.1% in 2010 and 9.3% in 2011.

In December 2009, government launched STERP II: a Three Year Macro-Economic Policy and Budget Framework (2010-2012), succeeding the previous STERP I, both seeking to improve capacity utilization, strengthen social protection programmes, strengthen public institutions, restore basic services, ensure food security, among others. After a prolonged period of short-term programmes, the government launched the Medium Term Plan (MTP) on 7 July 2011 covering the period 2011 – 2015.

The MTP states that, ***“The vision for Zimbabwe is that of a growing, transforming and globally competitive economy, with jobs, equity, freedom and democracy.”*** The MTP acknowledges that the biggest challenge facing Zimbabwe is the high incidence and rising levels of poverty. As such, its main focus is on growing the economy for poverty reduction, envisaging significant employment creation across all sectors of the economy over the planned period. The recurring theme of the MTP is on growth with decent employment creation, resulting in poverty reduction (MDG 1). It targets increasing formal sector employment to above 1997 levels (1,323,400) by 2015.

In implementing the MTP and achieving the national vision as set out in the Plan, one of the strategic priority underpinning all Government policies and programmes is Employment Creation and Poverty Reduction (ECPR). ECPR will be the Plan's most effective and sustainable strategy providing decent jobs and employment creation across the economy. As the economy's capacity to produce goods and services increases, employment creation will drive real GDP growth. The objectives for ECPR will be to:

- ✓ Create an enabling and conducive environment for sustainable employment creation;
- ✓ Promote and secure sustainable, full, productive and freely chosen decent employment under the conditions of freedom, equity, security and human dignity;
- ✓ Promote the integration of marginalized and vulnerable groups such as women, youths, people living with disabilities and the retrenched; and
- ✓ Produce appropriately skilled and employable labour force, reversing the brain drain and turning it into a brain gain.

Table 1 presents trends of key socio-economic indicators for the period 1980-2010.

Table 1: Zimbabwe Key Socio-Economic Indicators 1990-2010.

	1990	1995	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Real GDP Growth	7	0.2	-7	-2.4	-4.1	-7.4	-3.3	-4	-5.4	-6.1	-14.8	5.7	8.1
Savings /GDP	13.8	20.1	8.6	6.5	4.2	-1.1	-1.9	4.9	-1.7	6.42	4	4	
Investment /GDP	20.6	25.3	10.3	7.2	5.2	-12.6	5	4.8	12.6	23.3	4		
FDI Net Inflows(US\$ millions)	-12.2	117.7	23.2	3.8	25.9	3.8	8.7	102.8	40	68.9	51.6	60	123
Inflation (CPI end of Year)	12.4	22.6	55.2	112.1	198.9	598.7	132.7	585.8	1,281.1	108,844.1	231mn	-7.7	4
Usable Reserves (import cover)		3.4	0.1	0.1	0.1	0.1	0.1	0.1	0.3	0.9	0	2.1	0.7
Total external Debt (% of GDP)		62	57.7	31.4	52.3	75.7	94.7	136.3	63.9	110.5	147.7	116.8	122
BOP(US\$m)	-19	-35	-171.1	-193.8	-371.5	-488.0	-219.3	204.8	-191.3	-33.0	-725.2	-1867.0	-415.0
HIV Prevalence	10.1	25.1	24.8	23.7	22.5	21.1	19.8	18.1	17.2	16.1	15.1	14.3	13.7
Life Expectancy	60.8	53.2	43.3	42.2	41.4	41.4	41.1	41.5	42.2	43.1	44.2	45.4	
Total Formal Employment (000)	1192.2	1239.6	1237.1	1183.6	1131.9	1097.0	1067.9						
Real Wage Index	100	66.7	90.7	77	60.3	24	10						
Structural Unemployment					>50	63	>60	>65					>80

Source: ZIMSTATS, Ministry of Finance, Ministry of Labour & Social Services, Reserve Bank of Zimbabwe unpublished data.

1.3 Progress on meeting the Millennium Development Goals (MDGs)

The country produced its third MDG Status Report in 2010, following the first and second progress reports in 2004 and 2007. Significant strides have been made in a number of key areas of development such as attaining universal primary education, halting and reversing the spread of HIV and AIDS, and attaining gender parity in primary school enrolment. There has been an increase in mortality since the mid-1990s, associated with the emerging economic challenges as well as the direct and indirect impacts of the HIV and AIDS pandemic and the rise in poverty. Maternal health has also been negatively affected by the challenges in terms of capacity and responsiveness of the healthcare system.

On the environmental front, challenges still persist in terms of translating policy into action through the Environmental Management Act Chapter 20: 27 of 2002. As a result, it is unlikely that the country will be able to halve poverty levels by 2015 in line with MDG 1. Target 1B: on achieving full and productive employment and decent work for all, including women and young people is unlikely to be met by 2015, as unemployment and under-employment remains a persistent challenge. However, the relative improvement in health, education and income since 2009 has resulted in improved human development indicators.

The Government chairs thematic meetings for putting together the bi-annual MDG progress reports. Each MDG has a separate thematic group to which relevant stakeholders from government line ministries, CSOs and UN Agencies participate. The ILO leads the participation of UN Agencies under MDG 1 and also participates and gives technical contribution to the other seven (7) MDGs. Participation of ILO social partners is not consistent in all the eight MDG thematic areas.

1.4 Employment and the Labour Market Situation

As reported in the UNDP 2010 Human Development Report, the employment to population ratio in Zimbabwe declined from 70.1% in 1991 to 64.9% by 2008. The same report showed that formal employment accounted for 38.2% of total employment and that 61.9% of the employed were in vulnerable employment (engaged as unpaid family workers and own account workers) for the most recent year data are available during 2000-2008. Formal sector employment growth decelerated from an annual average rate of 2.5% during the period 1986-90 to 1.2% during the reform period and -1.6% during the crisis period 1997-2004.²

Notably, whereas 14% of the population (20% of the labour force) was employed in the formal sector in 1980, by 2004, only 10% of the population (13% of the labour force) was so employed. An estimated 6% of the population was employed in the formal sector by 2007. In virtually all sectors of the economy, average real earnings have collapsed because wage increases failed to match inflation. The average real earnings index for the whole economy peaked at 120 in 1982 before collapsing to 10 by 2004. Using conventional measurements of unemployment tends to hide the extent and depth of unemployment. The 2004 Labour Force Survey (LFS) estimated active unemployment at only 4.4%, which is way below the comparable level of 10.8% of 1982. Using the broader definition in the 2004 LFS puts the level of unemployment at a higher level of 9.3% during a reference period of 7 days and 11.4% during the reference period of 12 months. The youth aged 15-24 years constitute the bulk of the unemployed, accounting for 62.1% in 1994, 65% in 1999, 67.5% in 2002 and 59.6% in 2004.

Government initiated an inclusive process of developing a National Employment Policy Framework in 2007 to deal with the challenge of unemployment. The Zimbabwe National Employment Policy Framework (ZiNEPF) was adopted by Cabinet in June 2010 to integrate employment into all policy frameworks (macro and sectoral). This policy intends to leverage a decent employment-rich growth path by deliberately targeting employment-intensive sectors (e.g. agriculture, manufacturing and tourism), and processes (e.g. value chains and channels, and clusters) to enhance the employment elasticity of output.

Furthermore it seeks to integrate the hitherto marginalized groups (women, youth and the disabled) and sectors (informal and subsistence), promote active labour market policy interventions involving improvement of the quality of labour supply and enhancement of labour demand by especially promoting Micro, Small and Medium Enterprises (MSMEs) and linking them into the value chains and channels of large firms as well as through clustering.

To foster monitoring and evaluation of ZiNEPF, the three social partners, Government, Business and Labour launched the Employment Forum on 20 May 2011 with the support of the ILO. A key mandate of the Employment Forum is to organize annual job summits at which status reports on the implementation of the policy will be presented. The Employment Forum will be held under the auspices of the Tripartite Negotiating Forum (TNF). The National Youth Policy was reviewed in

² Even though the crisis period ends in 2008, data on employment for all sectors only goes to 2004.

2010 in line with the National Employment Policy Framework and the African Youth Charter by the Ministry of Youth Development, Indigenisation and Empowerment. The National Youth Policy Action Plan was developed to facilitate its implementation.

Increased Informalization of the Economy

Given the conceptual challenges with respect to unemployment, informality is considered a more useful approach to understanding the labour market situation of any country (see ILO, 2008).³Data deficiencies on the informal economy present serious challenges for analysis. However, at independence in 1980, the informal economy was relatively small, accounting for less than 10% of the labour force. PASS II (2003) indicates that the informal economy accounted for 30% of those employed, up from 23% in 1995.⁴Two thirds (63%) of the people employed in the informal economy were in urban areas.

The distribution of informal economy employees in 2004 by sector shows that about half of the employees were in other services (51%) followed by agriculture, hunting and fishing at 18% and manufacturing at 13%. Using data from the 2004 Labour Force Survey, the ILO (2008) applied both the enterprise-based and job-based concepts of informality in a study, in which using the former the study suggested that 1.2 million workers were employed in the formal sector and just over 710,000 in the informal economy. When the jobs-based concept was applied, 975,000 workers had formal jobs, more than half of which were professional or skilled and almost 4.1 million had informal jobs, 90.2 percent of which were unskilled. This therefore implies that 4 out of every 5 jobs in Zimbabwe are informalised.

1.5 Gender Equality and Empower Women

While some commendable attempts have been made to increase women's participation in some key positions in the civil service, statistically, women are still largely under-represented and far below the Goal 3 target. In education, there is gender parity in primary school level, but the gender parity decreases in upper levels. The number women who eventually enter the formal job market are therefore very low due to the fact that fewer females complete secondary and tertiary education. Women end up being engaged in low paying jobs and in the informal economy where decent work deficits abound.

The ILO (June 2005) reported that between 3 million and 4 million Zimbabweans earned a living in the informal sector, the majority of these being women. As already mentioned, the informal economy is characterised by serious decent work deficits which include absence of social protection coverage, poor health and safety, long working hours, weak labour inspection and lack of social dialogue mechanisms. The distribution of informal economy employees in 2004 by industry sector shows that about half of the employees were in other services (51%) followed by agriculture, hunting and fishing at 18% and manufacturing at 13%. Women are more concentrated in health, restaurant and hotels, other services industries as well as the manufacturing and agriculture sectors. Men, on the other hand, are concentrated in education services, transport and communication, construction, finance, insurance and real estate, mining and quarrying. It was also noted that 95% of the employees in the informal economy had primary or secondary levels of education.

³ See Luebker M, 2008: **Employment, Unemployment and Informality in Zimbabwe: Concepts and data for Coherent Policy-making**, ILO Sub-Regional Office for Southern Africa, Harare.

⁴ This contrasts with a level of 13.4 percent in the LFS of 2004.

The lack of data disaggregated by gender and gender-sensitive indicators in the country poses a problem as it limits effective policy-making and budgetary processes as well as the monitoring and evaluation of policies, plans and programmes at national, provincial and community levels. The National Gender Policy (NGP) strategy was developed in 2004 but requires updating in order to align it to international instruments such as the Millennium Declaration, the MDGs, and the SADC Gender and Development Protocol of 2008. Without a clearly defined gender monitoring mechanism, the Ministry of Women Affairs, Gender and Community Development (MoWAGCD) cannot effectively track progress on the implementation of the NGP or MDG 3.

The national employment policy framework is aimed at promoting an employment and gender-sensitive national and local budget framework. One of its strategies is the restructuring of Technical Vocational Education and Training (TVET) systems to promote gender equality and equity in accessing TVETs and de-stigmatising courses available to girls and boys; there by increasing the employability of females and their participation in the labour market. The National Youth Policy has gender equality and equity as one of its key strategic areas, and among its key results is the removal of obstacles which militate against gender equality and equity.

1.6 Labour Market Information

At the advent of independence, Government had recognized the importance of a coordinated approach to Labour Market Information, resulting in the establishment of the Department for Research Planning and Analysis in the Ministry of Labour. The creation of the Ministry of Higher and Tertiary Education in 1988 resulted in the 'skills' aspect of the labour market policy as well as the research unit being placed under the new Ministry's jurisdiction. The research function in the Ministry of Labour was reduced to a very small unit resulting in the erosion of the base for a comprehensive Labour Market Information system.

Currently, labour market information is fragmented across a number of Government departments and stakeholders. Furthermore, the quality of labour market information, as with other statistics, declined over the years, and is not readily available in an updated form. The fact that Labour Force Surveys (LFS) are not held frequently, together with the drastic changes that have taken place such as the *informalization of the economy*, among others, information on employment levels is contested.

1.7 International Labour Standards

The country has ratified 26 ILO Conventions, which include all the eight (8) fundamental Conventions and three (3) of the four (4) governance Conventions. The critical issue is the application gap in terms of implementation. The gaps in implementation are because the ratified conventions have not been domesticated into the national labour laws and regulations. The fact that part of the national legislation is at variance with the convention is another cause for the gap in implementation as is the case with POSA and AIPPA pieces of legislation.

In 2008, an ILO Commission of Inquiry (CoI) was formed to investigate the country on the observance by the Government of Zimbabwe of Conventions on Freedom of Association and Protection of the Rights to Organise (C.87) and the Right to Organise and Collective Bargaining Convention (C.98). The Government of Zimbabwe accepted the seven (7) recommendations arising from the findings of the Commission of Inquiry.

This was followed by a launch of an ILO technical assistance package in 2010 to facilitate the implementation of the recommendations. The implementation of the recommendations started in August 2010 soon after the launch of the technical package. By the end of 2011, there were remarkable achievements towards implementation of some of the recommendations. These included steps towards harmonization of the labour legislation and the setting up of the TNF secretariat and capacity building on freedom of association and collective bargaining for the law enforcement agencies, labour officers and the judiciary.

1.8 Poverty Situation, Human Development and Income Inequality

The 1995/96 and 2003 National Poverty Assessment Study Surveys (PASS I and II respectively), suggest that poverty has increased markedly in both the urban and rural areas⁵.

Persons living below the:	1995	2003
Food Poverty Line	29% of Population	58% of Population
	20% of Households	48% of Households
Total Consumption Poverty Line	55% of Population	72% of Population
	42% of Households	63% of Households

In rural areas, a higher percentage (71%) of the people was below the TCPL compared to the urban areas (61%) in 2003. An often overlooked impact is the disappearance of a middle class: the 'missing middle.' The feminisation of poverty in Zimbabwe manifests itself through a higher prevalence rate of poverty among female-headed households (both de-facto and de-jure), with 68% of all female-headed households living under the TCPL in 2003. Thus, poverty has a 'rural face and a woman's face.'

The Human Development Indicator (HDI) and Human Poverty Index (HPI) for Zimbabwe show significant declines. The indicators worsened between 1995 and 2009: the HPI fell from 24% in 1995 to 40.3% in 2005, but rose to 34% in 2009. Zimbabwe with an HDI of 0.376 is in the low human development category; ranked 173 out of 187 countries in 2011 (UNDP. 2011 .Human Development Report).⁶

Three phases characterize the HDI trends in Zimbabwe since 1980:

Phrase	1	2	3
	1980-1990	1990-2009	2009-2011
HDI (Zimbabwe)	0.366-0.425	0.425-0.349	0.349-0.376
Changes in HDI (Zimbabwe)	16.0%	-17.9%	7.7%
Changes in HDI (Sub-Saharan Africa)	4.9%	19.1%	1.5%

Inequality as measured by the Gini-coefficient increased from 0.53 in 1995 to 0.61 in 2003, implying income distribution worsened as fewer people became richer while the majority became

⁵ The Total Consumption Poverty Line is the level of income at which people can meet their basic food and non-food needs, while the Food Poverty Line meets only the food needs.

⁶ The HDI derives from the concept of human development that emphasizes three essential choices for people: i) to lead a long and healthy life, ii) to acquire knowledge, and iii) to have access to the resources needed for a decent standard of living.

poorer. The inequality-adjusted HDI at 0.268 in 2011 is 28.7% lower than the unadjusted level of 0.376.

1.9 Child Labour

An attempt has been made to meet the country's obligations as required under ILO Convention, 1999 (No.182) on Worst Forms of Child Labour. To date a Rapid Assessment Survey was carried out in 2008 to ascertain the existence, extent and nature of the worst forms of child labour in Zimbabwe. The survey indicated the existence of the phenomenon in agriculture, domestic work, illicit activities, mining and prostitution.⁷ The country is still to put in place mechanisms that ensure eradication of the worst forms of child labour that were identified in the rapid assessment survey. Widespread poverty, limited coverage of social services and insufficient enforcement of legislation as well as inadequate resources are hindering efforts to eradicate child labour in Zimbabwe.

According to a 2010 UN Children's Fund (UNICEF) report, 13 percent of Zimbabwean children are engaged in child labour which the International Labour Organization (ILO) defines as work that is mentally, physically, socially or morally harmful to children and that interferes with their schooling. Of Zimbabwe's 1.3 million orphans, some 100,000 are living on their own in child-headed households. Many such children are forced to leave school and find work as street vendors or labourers on tobacco farms, tea and sugar plantations, and in mines in order to support younger siblings.

The National Action Plan (NAP) to eliminate the Worst Forms of Child Labour in Zimbabwe and the Time-Bound Programme (TBP) were finalized in 2011, but are still to be implemented. There is a strong consensus and commitment among key stakeholders in Zimbabwe to urgently and progressively reduce incidences of child labour by adopting a holistic approach. Social partners have also initiated action aimed towards the development of communication and advocacy materials for promoting child rights and campaigns against child labour in workplaces, ensuring that children return to school.

1.10 Disability

PASS II data indicate that at the national level, 3% of people had disabilities. The majority of persons with disabilities resided in rural areas (81%) compared to urban areas (19%). Households headed by people with disabilities constituted 15% of all the households in Zimbabwe. While poverty is generalized in the country, persons with disabilities had slightly higher poverty prevalence (very poor -61%) than persons without disabilities (very poor-58%).

Persons with disabilities were generally worse than those without disabilities in terms of labour force participation and employment rates. They had a higher structural unemployment rate (69%) than those without (62%). Females with disabilities had a higher structural unemployment rate (74%) than males with disabilities (66%). A higher proportion of females were unskilled in addition to their disability status compared to their male counterparts.

Furthermore, females with disabilities had the highest proportion of unskilled persons (80%). For persons with disabilities, 46% of all the employed females are in the informal economy compared to 36% for males. Only 10% of all persons with disabilities in Zimbabwe had received disability

⁷ According to the 2010 UNDP Human Development Report, 13% of children aged 5-14 constituted child labour for the most recent year data are available during 1999-2007.

assistance. A greater proportion of females with disabilities (37%) received assistance from Social Welfare than males (32%).

Putting decent work into practice means promoting employment opportunities for persons with disabilities based on the principles of equal opportunity, equal treatment, and mainstreaming and community involvement. The promotion of more inclusive societies and employment opportunities for people with disabilities requires improved access to basic education, vocational training relevant to labour market needs and jobs suited to their skills, interests and abilities, with adaptations as needed.

Many societies are also recognizing the need to dismantle other barriers – making the physical environment more accessible, providing information in a variety of formats, and challenging attitudes and mistaken assumptions about people with disabilities. The ILO is an Executive Member of the Africa Rehabilitation Institute (ARI) which has its headquarters in Harare. The Institute is currently undergoing a restructuring exercise. Economic empowerment and employability remain key priority areas of the Institute's strategy.

1.11 HIV and AIDS

Zimbabwe is amongst countries with the highest HIV prevalence rates in the sub-region. However, the country has made significant strides in responding to the pandemic through a multi-sectoral approach which has resulted in the decline of the prevalence rate from 27.2% in the late 80s to the current rate of 13% (ZDHS, 2010).

There is leadership commitment evidenced by a national policy; a national coordinating structure at all levels; and a National AIDS levy (a tax of 3% on income aimed at raising revenue for HIV programmes). The national response is guided by the Zimbabwe National HIV and AIDS Strategic Plan (ZNASP II) 2011 – 2015, and also within the UNAIDS vision of achieving "*Zero new HIV infections. Zero discrimination. Zero AIDS-related deaths.*"

A combination of both prevention efforts and scaling up treatment is likely to yield a sustained impact rather than a singular effort. Therefore the workplace remains a key entry point in the national response for HIV and AIDS, TB, Malaria and other communicable diseases. The workplace provides a conduit for delivering effective, structured, evidence-based comprehensive programmes that include behaviour change communication interventions, ARVs access, treatment, care and impact mitigation programmes.

The world of work stakeholder's work closely with the National Aids Council and other national players in the development of workplace policies to guide the response, and the implementation workplace programmes. However, gaps still exist in the efforts to scale-up the world of work response, particularly with respect to financial resources.

1.12 Social Protection

The weak economic performance in the last decade saw the rapid erosion of the social protection measures in the country in terms of coverage of the population (with formal sector employment shrinking) as well as in terms of the level of benefits payable. The impact of the economic challenges was worsened by the absence of a predictable and broad social assistance system.

While Zimbabwe has a solid legal framework for social protection comprising private insurance and savings by private individuals, company based schemes for occupational pensions, compulsory

social insurance schemes guaranteed by the State and social assistance programmes financed by the State and Non State Actors, most of the social protection schemes offer rather basic forms of social protection.

Social security schemes in Zimbabwe are confronted with problems arising from narrow coverage of populations, limited resources, high administrative costs, and the dispersion of target populations over large geographical areas, as well the HIV and AIDS pandemic. An analysis of the contributory social security schemes reveals that they cover only a small percentage of the population, namely those in formal employment. The focus on formal employment in a country where there are high levels of informal employment means that the majority of the working population is excluded from social protection.

1.13 Social Dialogue and Tripartism

Support has been extended towards promoting and strengthening of the social dialogue processes under the national Tripartite Negotiation Forum (TNF), including institutional strengthening for effective dialogue learning from the good cases from the region and the world. To date, the Kadoma Declaration and the Founding Principles of the TNF outlining the ideal conditions for progressive national dialogue have been signed and officially launched by H.E The President of the Republic of Zimbabwe.

The declaration has been translated into local languages and is being disseminated at provincial levels. Efforts are underway to institutionalize dialogue under the TNF by making it a legislative body and establishing an independent secretariat.

Social dialogue is entrenched at the sectoral level through the existing 45 National Employment Councils (NECs) which bring together representatives of organized labour and business, and the Works Councils comprising equal representation of employer and employee representatives at shop-floor level.

There is need to continually strengthen the capacity of social dialogue and tripartism; especially through strengthening the capacity of the social partners.

1.14 The Zimbabwe United Nations Development Assistance Framework (ZUNDAF)

In the absence of full engagement with the country, development partner support to Zimbabwe is predominantly humanitarian, targeting health, education and social protection programmes as well as agriculture, energy, water and sanitation, and governance. Government continues to engage cooperating partners to increase and broaden their support by shifting from humanitarian to development assistance.

The 2012-2015 ZUNDAF is the United Nations (UN) strategic programme framework to support national development priorities and the achievement of the Millennium Development Goals (MDGs) by 2015. The 2012-2015 ZUNDAF is designed to provide the Government of Zimbabwe and the UNCT with a flexible and agile programme framework, responding and adapting in a holistic manner to the national context. This thrust has been started in the 2012 budget where US\$80 million of the committed US\$618.3 million external support has been placed into the ZIMFUND under the administration of the AfDB to fund identified developmental infrastructure projects and programmes.

As such, the ZUNDAF incorporates principles of recovery and development, and offers opportunities to establish effective partnerships and to reinforce collaboration and joint programming through its seven priority areas. These are:

- ✓ Good governance for sustainable development;
- ✓ Pro-poor sustainable growth and economic development;
- ✓ Food security at household and national levels;
- ✓ Sound management and use of the environment;
- ✓ Access to and utilisation of quality basic social services for all;
- ✓ Universal access to HIV prevention, treatment, care and support; and
- ✓ Women's empowerment, gender equality and equity.

The implementation of activities that address each priority is managed by a thematic group that is co-chaired by the most relevant UN Agency and the most relevant government ministry

1.15 Lessons learned from the implementation of DWCP (2009-2011)

The 2009-2011 DWCP achievements include the establishment of the National Steering Committee, the development of the national policies which include the Zimbabwe National Employment Policy Framework (ZiNEPF), National Skills Development Policy (NSDP), the National Labour Migration Policy (NLMP) and the review of the National Youth Policy.

The implementation included the scaling up of HIV and AIDS workplace policies and programme responses, through the development of HIV and AIDS policies at sectoral level and the increased participation of employers' and workers' organizations in accessing national and international funding for HIV and AIDS programmes. To date, 15 out of 45 NECs have developed HIV and AIDS policies. The 2009-2011 cycle also saw great strides being made in terms of job creation; with over 2000 jobs being created for youths in urban and rural areas.

It is through the implementation of the 2009-2011 DWCP that the tripartite partners were exposed to the good practices that promote social dialogue and tripartism such as the NEDLAC of South Africa. The role of the TNF (Zimbabwe's mirror image of NEDLAC) has now been acknowledged by policy makers. The government has approved draft principles that seek to legalize the establishment of an independent TNF secretariat.

Some lessons were learnt during the implementation of the 2009-2011 DWCP. First, the appreciation that the DWCP is a national programme that should be driven and owned by the tripartite partners; including formulation and implementation, and should therefore be published and disseminated to constituents' membership to ensure broader ownership. The need to share knowledge and information within and among tripartite partners was the second issue learnt. Thirdly, resource mobilization was to be carried out by all the tripartite partners and the resource mobilization strategy should be integrated at the design stage of the DWCP when priorities and outcomes are being set.

Fourthly, the assessment of impact was made difficult by the broadly defined priorities and outcomes, making measurement difficult. Finally, the Concept of Decent Work entails recognizing the indivisibility of its four (4) strategic objectives: - employment; social protection; social dialogue and international labour standards as inseparable; interrelated and mutually supportive and their integration and mainstreaming across all national and sectoral policy frameworks, initiatives and activities.

2. COUNTRY PROGRAMME PRIORITIES

The Decent Work Country Programme for Zimbabwe (DWCP- Zimbabwe) was initially adopted by the ILO constituents and other stakeholders on the 14th of December 2005. A draft programme document was discussed and endorsed by all stakeholders at the meeting. Three main priority areas that were identified and agreed on in 2005 have been maintained and have guided the development of the expected outcomes and outputs. The three areas that were agreed on are:

- ✓ Poverty reduction through employment creation;
- ✓ Impact of HIV and AIDS at the workplace reduced, and;
- ✓ Enabling environment created through upholding and strengthening social dialogue.

After the first biennium of implementation (2006-07), an interim evaluation of the programme was done through a tripartite-plus meeting of stakeholders on the 15th of January 2008. The objective was to assess the progress made towards achieving the agreed DWCP priority outcomes. As encouraging results were recorded, the interim evaluation concluded and agreed on the relevance and validity of the programme design, its coherence with the MDGs for Zimbabwe which stretches to 2015 and its alignment with UNDAF 2007-2011. It recommended the continuation of the adopted priorities and a new DWCP for the period 2009-2011. In order to have a more comprehensive formulation of the priority areas; as well as mainstream gender, the priorities have been rephrased as follows:

- ✓ Employment and poverty;
- ✓ Social protection and HIV and AIDS at the workplace;
- ✓ Tripartism, social dialogue and industrial relations; and
- ✓ Gender equality and women empowerment.

The evaluation of the second Zimbabwe Decent Work Country Programme (ZDWCP) (2009-11) revealed the challenges of measuring its impact due to the broadly defined priorities and outcomes and the need for all social partners to participation in all the development and design stages of the DWCP. The other findings included the recognition that the DWCP was a national programme which required increased social partners involvement in mobilising resources and also focus on building of their capacities.

These major findings of the Country Programme Review Meeting therefore informed the process of developing the third generation programme. The identification of the country priorities for the third generation of the Zimbabwe Decent Work Country Programme was therefore a highly participatory exercise undertaken by the social partners, beginning at the Country Programme Review in Kadoma (26-27 May 2011).

The partners that participated in the review process included Government (Ministry of Labour and Social Services and other key Ministries), Business (Employers Confederation of Zimbabwe - EMCOZ) and Labour (Zimbabwe Congress of Trade Unions - ZCTU), which made up the DWCP-National Steering Committee, with the assistance of the ILO Regional Office and ILO Country Office-Harare as the Secretariat.

The social partners went through an intense one-day training workshop on the utility of results-based management, resource mobilisation and best-practices in evaluation of DWCPs. It was after this training and the review of the 2009-2011 DWCP that a Taskforce comprising representatives from all the key social partners (MoLSS, MoWAGCD, NSSA, EMCOZ, ZCTU and ILO CO-

Harare) was established to prepare for the next phase of the ZDWCP. Informed by the training, review of the DWCP (2009-2011), the four strategic objectives of the ILO and taking into account three of the five MTP strategic priorities which are underpinning all Government policies and programmes: (i) *Employment creation and poverty reduction*; (ii) *Human development and social security*; and (iii) *Cross-cutting Issues*, the social partners identified and agreed on the following priorities for the period 2012-2015:

- ✓ Promoting Productive Employment and Decent Jobs;
- ✓ Improving the application and implementation of international labour standards;
- ✓ Strengthening Social Dialogue capacities and processes for sustainable socio-economic development; and
- ✓ Coverage of Social Protection Increased Through Mainstreaming Elements of the Social Protection Floor.

The consultative process also took into account the need for gender equality and non-discrimination aspects to be visible and systematically mainstreamed throughout all the Country Programme priorities. As such, these priorities reflect the consensus amongst the tripartite constituents.

3. COUNTRY PROGRAMME OUTCOMES, INDICATORS AND STRATEGY

Country Programme Priority 1: Promoting productive employment and decent jobs through active labour market policies and programmes

Outcome 1.1: Employment and decent work mainstreamed in the national development agenda and sectoral activities

Indicators:

- ✓ Number of national and sectoral policies mainstreaming employment and decent work implemented in line with MTP.
Baseline: *National Employment Policy Framework (NEPF-2010), National Gender Policy-2004, National Youth Policy-*
Target: *NAP on Youth Employment, Revised National Gender Policy, National Employment Policy Framework (NEPF) Action Plan*
- ✓ Functional labour market information system (LMIS) established.
Baseline: *Limited research and gaps in LMI scattered across government ministries and departments (ZIMSTAT)*
Target: *LMIS established and functional in Ministry of Labour and Social Services in collaboration with social partners, Decent Work Country Profile completed*

Outcome Strategy: The Government and Social Partners will work together to ensure that more women and men have access to productive employment, decent work and income opportunities within the broader national development agenda. There will be a strong focus on creating employment-friendly macroeconomic frameworks and for quantitative and qualitative employment targets in economic and sectoral policies, to achieve pro-employment outcomes of macroeconomic, trade, investment and industrial policies. The tripartite partners will agree on

targets for employment creation targeting the economic ‘driver’ sectors as identified in the MTP. While targets will be integrated to form part of sectorial plans and implementation strategies in line with the NEPF, the tripartite partners will also seek to promote employment targeting to enhance employment multipliers in fiscal, monetary, trade, agrarian, industrial and infrastructure policies.

Action under this outcome will also seek to intensify and extend partnerships to promote improved coherence between economic, social, financial and employment policies and to promote the Decent Work Agenda. Advocacy work for the DWA will see the tripartite partners agreeing and developing a National Decent Work Profile for Zimbabwe. The CEB toolkit will be applied to foster mainstreaming decent work in development and economic empowerment initiatives.

ILO, in collaboration with other UN Agencies will provide technical expertise. A LMIS that focuses on KILM will be improved and applied through support to constituents to generate, analyze, monitor as well as report on labour market data and trends towards employment creation and mainstreaming Decent Work. The ILO will continue to participate in the development and implementation of the country’s macro-economic development framework; the Medium Term plan (MTP). The constituents will be assisted in rolling-out the National Employment policy framework (NEPF). The CEB Toolkit will be promoted within the UNCT and the ILO constituents. The ILO will lead and coordinate the 2012 – 2015 UNDAF thematic group on Economy, Employment and Poverty (EEP).

Outcome 1.2: Decent employment opportunities created for improved livelihoods and alleviation of poverty

Indicators:

- ✓ Number of productive decent jobs and livelihood opportunities created in targeted economic sectors

Baseline: 1841 (2010-2011-contribution)-YES-JUMP & Skills Project Phase I

Target: 6430-Skills Project Phase II

- ✓ Number of entrepreneurship strategies and programmes that support livelihood improvements and poverty alleviation implemented.

Baseline: National Employment Policy Framework, Draft NSDP, SME Policy, National Policy

Target: Revised SMEs Policy, YES-JUMP II, National Labour Migration Policy Action, Revised National Youth Policy, NSDP Action Plan

- ✓ Number of practical measures taken at policy level to facilitate transition of informal activities to formality

Baseline: Information on the informal economy is in general scattered and limited

Target: National study on the informal economy

Outcome Strategy: Government and Social Partners will promote entrepreneurship, enterprise and cooperative development to create sustainable enterprises as a principal source of growth, wealth creation, employment and decent work. These enterprises will target livelihood improvements and poverty alleviation among vulnerable/marginalized groups (women, youth and people with disabilities). Efforts will also continue to support enterprise development programmes in economic

sectors with employment creation potential and to identify local economic opportunities to stimulate rural development.

Labour demand and supply will be enhanced through business linkages, business incubation and mentorship programmes for youth and women micro enterprises.

SMEs will be capacitated to graduate into sustainable enterprises through comprehensive BDS as part of the implementation process of the SME and cooperative development policies.

The ILO, in collaboration with other UN Agencies, will provide technical expertise in key areas among them (i) the creation of an enabling environment for sustainable enterprises and employment, focused on improving the policy and regulatory frameworks within which enterprises and their employees operate; (ii) entrepreneurship and business development, aimed at stimulating entrepreneurship and developing businesses that create jobs and reduce poverty; and (iii) sustainable and responsible workplaces, focused on programmes to foster the adoption of responsible and sustainable enterprise-level practices.

The ILO continues to assist employment creation efforts through the Skill for Youth Employment and Rural Development Project as well as the Economic Empowerment and HIV Vulnerability Reduction along Transport Corridors in Southern Africa.

Outcome 1.3: Increased employability for workers (youths, women, retrenches) for employment creation and livelihoods improvements.

Indicators:

- ✓ National Action plan to implement the NSDP is formulated
Baseline: Draft National Skills Development Policy
Target: National Action Plan is formulated
- ✓ Number of workers trained and /or re-skilled in the informal economy disaggregated by women, youth, people with disabilities and retrenchees.
Baseline: 4080 (YES-JUMP & Skills Project Phase I)
Target: 4900 (Skills Project Phase II)
- ✓ Number of beneficiaries of training engaged in self or wage employment.
Baseline: 1841 (YES-JUMP & Skills Project Phase I)
Target: 4430 (Skills Project Phase II)

Outcome Strategy: Tripartite partners will collaborate to close skills gaps, the unemployment and underemployment of young people and redundancies, through improving skills development for disadvantaged groups and skills recognition systems. Skills outcomes will be strongly linked to sustainable enterprises, green jobs, managing labour migration, combating human trafficking and child labour, and achieving gender equality.

In line with this, the tripartite partners will finalize and adopt a National Skills Development Policy (NSDP) that seeks to promote a demand driven Vocational Education and Training (VET). A National Plan of Action (NAP) to implement the NSDP will be agreed on by Government, Social Partners and other stakeholders. The tripartite partners will promote broad-based

apprenticeships or *learner ships* and expand the Integrated Skills Outreach Programme (ISOP) and ZIMDEF. National Competency Standards will be developed and Informal Apprenticeship promoted in order to improve employability and entrepreneurial skills for vulnerable groups including retrenched.

The ILO, in collaboration with other UN Agencies, will provide technical expertise on integrating gender issues and rural communities in apprenticeships, youth employability, community-based training (Training for Rural Economic Empowerment-TREE) and encourage the recognition of informally acquired skills.

Country Programme Priority 2: Improving the application and implementation of international labour standards

Outcome 2.1: Improved compliance in law and practice with fundamental principles enshrined in the Fundamental and Governance Conventions and other International Labour Standards

Indicators:

- ✓ Extent of compliance and application of the ILS in response to issues raised by supervisory bodies.

Baseline: *CEACR Reports (Complaints lodged with ILO supervisory bodies)*

Target: *The seven (7) recommendations of the ILO Commission of Inquiry implemented and the CEACR notes positive action taken to apply ILS general*

- ✓ Harmonized labour law reflecting the ILS and the ILO Commission of Inquiry (Col) recommendations.

Baseline: *Fragmented Labour Legislation (Labour Act Chap. 28:01; Public Service Act; Health Services Act & Judiciary Services Act)*

Target: *Harmonised labour legislation drafted*

- ✓ Measures implemented to eliminate child labour in Zimbabwe

Baseline: *Ratification of C182, 2008 RA Survey on the WFCL & Draft elements for a NAP/TBP*

Target: *NAP for eliminating child labour formulated and implemented*

Outcome Strategy: International labour standards and fundamental principles and rights at work will be promoted as the goals and benchmarks of social justice and fairness in the world of work to foster more balanced economic and social development.

In line with this, the Government and Social Partners will continue to implement programs in response to Recommendations of the 2009 Col Report, comments of ILO Supervisory Bodies as well as implement outstanding obligations under ratified conventions. Within the framework of the goal of universal ratification of the fundamental and governance Conventions, the country's tripartite partners will place specific focus on closing the application gap.

ILO support will include a capacity building programme on ILS for tripartite partners and other key stakeholders among them the judiciary and state actors.

Outcome 2.2: Increased ratification and application of International Labour Standards

Indicators:

- ✓ Relevant ILS promoted for ratification and/or application
Baseline: 8 core Conventions ratified, 3 on Governance (C81, C144, C150) and 2 on Equality (C100, C111)
Target: C122, C151, C183, C189
- ✓ Increased participation of tripartite partners in promotional activities for ILS.
Baseline: Participation limited in the Commission of Inquiry activities
Target: Tripartite taskforce established to promote ILS

Outcome Strategy: Government and Social Partners will raise awareness and advocate for ILS as a key tool for promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity.

Special emphasis will be put on promoting ratification of relevant conventions; their domestication and application. Promotion of ILS on governance in the world of work will be key under this outcome especially as they relate to the growing number of needs and challenges faced by workers and employers in a changing economy.

The ILO will provide technical assistance.

Country Programme Priority 3: Tripartism and strengthened labour market governance contribute to socio-economic development

Outcome 3.1: Strengthened tripartite social dialogue institutions and processes in line with international labour standards

Indicators:

- ✓ Action by tripartite partners to strengthen social dialogue institutions and processes.
Baseline: (TNF Secretariat temporarily being supported by MoLSS), Kadoma Declaration signed and launched in Harare, Bulawayo, Mutare and principles for TNF legislation drafted
Target: Kadoma Declaration promoted in all provinces, principles for drafting TNF Bill adopted, TNF Bill drafted and TNF Act enacted
- ✓ Tripartite Negotiating Forum (TNF) agreements adopted by Cabinet.
Baseline: Three (3) protocols (prices, incomes, foreign currency), National Employment Policy Framework, labour law reform
Target: Tripartite position on prices and income determination (PDL/productivity) and Labour Law reform,

Outcome Strategy: Government and Social Partners will work towards strengthening social dialogue and sound industrial relations as a key instrument of labour market governance and promotion of decent work for all. This will build on past work on the institutionalisation of social dialogue under the TNF to strengthen the mechanisms for social dialogue.

The ILO, in collaboration with other UN Agencies, will provide technical support. ILO will support the implementation of the strategic plans for EMCOZ and ZCTU. The Ministry of Labour and Social Services will be supported in coming up with the Ministry's yearly Strategic Plan in line with the RBM that has been adopted by Government. Capacity of social partners in collective bargaining will continue to be strengthened.

Outcome 3.2: Capacity of the tripartite partners is strengthened to engage effectively in formulating and implementing socio-economic and labour-related policies and programmes

Indicators:

- ✓ Number of issues agreed on by the TNF and adopted by Cabinet for implementation.

Baseline: *TNF Principles adopted by Cabinet.*

Target: *TNF Legislation and Independent Secretariat*

- ✓ Improved business performance. Number of substantive issues referred to and discussed by the TNF with participation of the broader community of social partners.

Baseline: *3 Protocols on prices, foreign currency and incomes, NEPF, labour legislation, Kadoma Declaration*

Target: *National Incomes Policy. Labour law reform, improved economic performance leading to increased employment opportunities.*

- ✓ Level of participation of social partners' in ZUNDAF and other national development processes.

Baseline: *Limited participation in ZUNDAF thematic groups (TGs) and other UN Joint Programmes*

Target: *Social partners participate in ZUNDAF TGs and. TNF is recognised within the UN*

Outcome Strategy: Social dialogue institutions and mechanisms will be strengthened to allow tripartite partners to broaden their scope of dialogue to include effectively engaging in policy formulation and implementation. This will also entail a sustained capacity building drive for social partners to engage in development processes such as the MTP and ZUNDAF implementation,

Pursuant to the work on strengthening social dialogue, tripartite partners will work on raising awareness on the Kadoma Declaration and the TNF.

The ILO, in collaboration with other UN Agencies, will provide technical support. The ILO will continue to advocate for participation of social partners in the various thematic groups of the UNDAF and other government-led initiatives such as the Universal Periodic Review (UPR) processes, the Convention on the Elimination of Discrimination against Women (CEDAW) process etc.

Country Programme Priority 4: Coverage of Social Protection Increased Through Mainstreaming Elements of the Social Protection Floor

Outcome 4.1: Increased coverage of social security systems

Indicators:

- ✓ Initiatives implemented to increase the knowledge and coverage of social security systems.

Baseline: *NSSA Act, Pensions and Provident Fund Act*

Target: *Increased social protection schemes, Maternity Protection Fund, National Health insurance Scheme (NHIS),*

- ✓ Number of legal and administrative mechanisms for migration management and protection of migrant workers' rights created

Baseline: *Draft Labour Migration Policy. Zimbabwe/ South Africa MoU on Employment and Labour Issues, SADC Social Charter*

Target: *Follow up on the implementation of the Zimbabwe/ South Africa MoU and observance of the SADC Social Charter. Labour Migration Policy finalised.*

- ✓ Strengthened legal framework, general and financial management and or governance of social security in line with international labour standards

Baseline: *Social security assessment study on NHIS and MPS (regulated by the NSSA Act)*

Target: *Buy-in of the NHIS and MPS studies and implementation plans. Extended coverage and improved quality of social security schemes and programmes*

Outcome Strategy: The strategy will focus on expansion of the coverage of social security through overall social protection policy environment.

In line with this Government and Social Partners will work towards finalization and implementation of the Enhanced Social Protection Programme (ESPP) with technical assistance from ILO and other UN agencies particularly the component on the National Health and Insurance Scheme (NHIS) and a comprehensive social protection policy framework. This will be informed by the implementation framework of the ILO Social Protection Floor Initiative.

Government and Social partners will work towards improving the protection of migrant workers in line with the ILO Multi-lateral Framework on Labour Migration by formulating a labour migration policy for Zimbabwe.

Outcome 4.2: Tripartite constituents formulate and implement HIV and AIDS policies and programmes at workplaces

Indicators:

- ✓ Number of national and sectoral tripartite HIV and AIDS workplace policies and programmes adopted.

Baseline: 9 existing policies (Transport, Public Sector, Mining, SMEs, Energy, Textiles, Motor, Clothing, Agriculture)

Target: 1 National Policy and 4 sectoral policies (Hotel and Catering, Construction, Engineering, Education)

- ✓ Implementation of tripartite HIV and AIDS workplace policies and programmes.

Baseline: Sub-sector policies and programmes implemented in the Transport Sector. Impact assessment of HIV and AIDS on SMEs

Target: Sub-sector policies and programmes implemented in the Mining and SMEs sectors. Scaled-up Transport Sector programme implementation for mitigating HIV and AIDS

Outcome Strategy: Government and Social Partners will continue to work towards developing national, sectoral and enterprise level HIV and AIDS workplace policies and implement workplace programmes in line with the ILO Recommendation 200 on HIV and AIDS. This will include ensuring the workplace is integrated in the national delivery of HIV and AIDS programmes and services on prevention, treatment and care.

Tools and IEC material to support implementation of policies and programmes will be developed by the tripartite partners focusing on the promotion of Recommendation No. 200 targeting ILO constituents, the private sector, the UN, other international agencies, civil society organizations as well as people living with HIV.

The ILO, in collaboration with other UN Agencies, will provide technical support in the implementation of Sub-sector policies and programmes in the Mining and SMEs sectors and in the scaling-up of Transport Sector programme implementation for mitigating HIV and AIDS.

Outcome 4.3: Improved safety and health conditions at work and compliance with relevant OSH legislation.

Indicators:

- ✓ OSH Legislation revised in line with ILS.

Baseline: —National OSH Policy (2007). Draft principles for harmonisation of OSH legislation

Target: Harmonised OSH legislation. Revised National/Sector OSH Policy & Programme Action Plan

- ✓ Occupational statistics on fatal accidents updated in the Annual Statistical Report on Occupational Injuries and Diseases.

Baseline: 2010 Report,

Target: Annual reports with updated occupational statistics, OSH National Profile finalised. Report on the state of machinery in use and gender sensitivity of the technologies.

Outcome Strategy: MoLSS and social partners, and other key stakeholders in conjunction with the NSSA and with technical support from ILO will compile a national OSH Profile, review and up-date the national OSH policy, review occupational safety and health regulations in line with the policy and ILS, and strengthen the national system for reporting, notification and classification of occupational accidents and diseases.

MoLSS and social partners, with the technical support of the ILO will capacitate OSH inspectors in the implementation of the new OSH policy and the reviewed regulations and system for reporting, notification and classification of occupational accidents and diseases.

The MoLSS, social partners in collaboration with the ILO and ARLAC will promote the governance of the national labour inspectorate system in line with the relevant ILS (C81) and regional best practices; MoLSS and social partners will organize an annual OSH day and SHAW to promote OSH awareness at societal level.

4. IMPLEMENTATION

4.1 Management and Institutional Arrangement

The implementation of the DWCP will be undertaken by the DWCP National Steering Committee, which is a 19 member committee, comprising the Ministry of Labour and Social Services and eight other Ministries as indicated in the DWCP NSC Terms of Reference of 04 May 2011, as well as five representatives from Business and five representatives from Labour. The ILO CO-Harare serves as the Secretariat.

The Committee is also charged with the responsibility of addressing operational issues relating to the DWCP, ILO interventions in Zimbabwe as well as plan or adjust concrete activities aimed at assisting the constituents. Thus, it will oversee the formulation and planning of projects and activities developed within the framework of the DWCP and to approve projects before their implementation. It will also lead the resource mobilization efforts.

The Committee will also be responsible for overseeing the work of the tripartite structures created for the management and implementation of all the technical cooperation projects, for example tripartite project advisory committees. As a way of popularising the Decent Work Agenda, the DWCP NSC will present an annual DWCP Implementation Report at the Employment Forum Summits held once a year. This opportunity will also allow the principals in the Tripartite Negotiating Forum (TNF) to reflect and assess progress. The ILO is responsible for popularising the Decent Work Agenda and promoting the DWCP within the UNCT.

4.2 Resource Mobilisation

Financial resource mobilization will be conducted by the DWCP-NSC with the assistance of the Secretariat. The DWCP NSC will ascertain the DWCP implementation funding requirements against the available resources from ILO funding sources. The DWCP NSC will come up with and implement a Local Resource Mobilization (LRM) strategy in order to mobilize resources for activities with funding gaps. The LRM strategy implementation will include the following:

- ✓ Undertake local donor mapping to match donor priorities with DWCP priorities;

- ✓ Map alignment of DWCP with national development plans, UNDAF;
- ✓ Formulate concept notes, project summaries and project documents for submission to donors –; and
- ✓ “Sell” project ideas to donors.

The role of ILO in the resource mobilization:

- ✓ Provide technical support to/through design and formulation of concept notes, project summaries and project documents that meet DWCP priorities and match donor requirements;
- ✓ Share information and guidance on funding mechanisms and opportunities;
- ✓ Appraise concept notes, project summaries and project documents”;
- ✓ Facilitate dialogue between interested donors and constituents and other partners; and
- ✓ Offer training to DWCP NSC on specific issues related to resource mobilisation.

5. MONITORING AND EVALUATION

The monitoring and evaluation process will be executed by the DWCP NSC. The Committee will approve an implementation plan, with key monitoring indicators for the DWCP outcomes which will be used to review and evaluate implementation of the programme. The DWCP Steering Committee will meet bi-annually to review updates and reports on outcomes, indicators and activities undertaken within the framework of the DWCP.

The following key monitoring and evaluation activities will be executed through the NSC steering committee.

- ✓ Reinforced collaboration in planned and ad hoc assessments and monitoring of ILO programmes and projects
- ✓ Monitoring of activities and production of yearly progress reports; and
- ✓ Resource mobilisation and tracking for the implementation of the DWCP.

Conference on the promotion of DWA and the implementation of the DWCP. A comprehensive evaluation of the DWCP will be conducted every two years; to coincide with the end of ILO Biennium Programme and Budget cycles. In this regard, a midterm evaluation will be carried out in 2013 and the final evaluation of the 2012-2015 DWCP will be conducted in the year 2015. Relevance of the DWCP to emerging development priorities during the DWCP life cycle will be periodically reviewed and reported on in the annual implementation reports.

Annex 1: Conventions Ratified by Zimbabwe

Convention	Ratification Date
C14 Weekly Rest (Industry) Convention, 1921	06:06:1980
C19 Equality of Treatment (Accident Compensation) Convention, 1925	06:06:1980
C26 Minimum Wage-Fixing Machinery Convention, 1928	16:09:1993
C29 Forced Labour Convention, 1930	27:08:1998
C45 Underground Work (Women) Convention, 1935 *	06:06:1980
C81 Labour Inspection Convention, 1947	16:09:1993
C87 Freedom of Association and Protection of the Right to Organise Convention, 1948 09:04:2003	
C98 Right to Organise and Collective Bargaining Convention, 1949	27:08:1998
C99 Minimum Wage Fixing Machinery (Agriculture) Convention, 1951	16:09:1993
C100 Equal Remuneration Convention, 1951	14:12:1989
C105 Abolition of Forced Labour Convention, 1957	27:08:1998
C111 Discrimination (Employment and Occupation) Convention, 1958	23:06:1999
C129 Labour Inspection (Agriculture) Convention, 1969	16:09:1993
C135 Workers' Representatives Convention, 1971	27:08:1998
C138 Minimum Age Convention, 1973	06:06:2000
C140 Paid Educational Leave Convention, 1974	27:08:1998
C144 Tripartite Consultation (International Labour Standards) Convention, 1976	14:12:1989
C150 Labour Administration Convention, 1978	27:08:1998
C155 Occupational Safety and Health Convention, 1981	09:04:2003
C159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 27:08:1998	
C161 Occupational Health Services Convention, 1985	09:04:2003
C162 Asbestos Convention, 1986	09:04:2003
C170 Chemicals Convention, 1990	27:08:1998
C174 Prevention of Major Industrial Accidents Convention, 1993	09:04:2003
C176 Safety and Health in Mines Convention, 1995	09:04:2003
C182 Worst Forms of Child Labour Convention, 1999	11:12:2000

** Convention 45 on Underground Work has since been denounced by the Government of Zimbabwe*

Annex 2: Results Matrix

Results Framework for the DWCP for Zimbabwe 2012 - 2015					
Results	Indicators and data sources	Critical assumptions and risks	Link to UNDAF outcomes and Zimbabwe Medium Term Plan(MTP)-2011-2015	Link to P&B outcomes	Link to Regional Agenda
Country Programme Priority 1: Promoting productive employment and decent jobs through active labour market policies and programmes					
Country Programme Outcome 1.1: Employment and decent work mainstreamed in the national development agenda and sectoral activities	Indicator 1.1.1: Number of national and sectoral policies mainstreaming employment and decent work implemented in line with MTP.	Assumptions: 1. The DWCP will be embraced as a national agenda by all sectors of the economy. 2. Tripartite partners will collaborate. 3. Prevailing Tripartite political-will will be sustained 4. Technical capacity of tripartite partners is available. 5. Resources will be available. 6. Economic Stability will maintain. Risks: 1. Competing and conflicting policies that clash with intentions of the DWCP. 2. Some sectors may have challenges in embracing the DCWP due to current financial crises and survival challenges	(Z)UNDAF Outcome 2.2: Increased Access to Livelihoods and Decent Employment Opportunities Especially for Youths and Women; MTP Strategic Priority 1& 2-Private Sector-led economic recovery & Employment Creation and Poverty Reduction (ECPR)	021225 : Member states place an integrated approach to decent work at the heart of the economic and social problems, supported by key UN and other multilateral agencies	Mainstreaming decent work into national, regional and international development strategies
	Data Source: MoLSS, MoEPIP/Social Partners and MTP Progress Reports				
	Indicator 1.1.2: Functional labour market information system (LMIS) established.				
Country Programme Outcome 1.2: Decent employment opportunities created for	Indicator 1.2.1: Number of productive decent jobs and livelihood opportunities created in targeted economic sectors	Assumptions: 1. Conducive economic environment enhanced through implementation of Kadoma Declaration leading to attraction of both local and foreign investment. 2. The DWCP will be embraced as a national agenda by all sectors of the economy. 3. Tripartite	(Z)UNDAF Outcome 2.2: Increased Access to Livelihoods and Decent Employment Opportunities Especially for Youths and Women; MTP	210225: More women and men have access to productive employment	Investing in enterprises and decent work opportunities in Africa
	Data Source: Programme/project specific reports/MoYDIE/MTP progress reports				

improved livelihoods and alleviation of poverty	Indicator 1.2.2: Number of entrepreneurship strategies that support livelihood improvements and poverty alleviation implemented.	partners will collaborate. 4. Prevailing Tripartite political will continue. 5. Technical capacity of tripartite partners is available. 6. Resources will be made available. 7. Economic Stability will maintain. Risks: 1. Lack of requisite technical capacity and knowledge to transform the system from informal to formality 2. Availability and cost of utilities. 3. Challenges in infrastructure development.	Strategic Priority 1& 2-Private Sector-led economic recovery & Employment Creation and Poverty Reduction (ECPR)	210250:Skills development increase the employability of workers, the competitiveness of enterprises and inclusiveness of growth	Closing the skills gap
	Data Source: MoLSS, MoYDIE/MoEPIP/Programme and project specific reports				
	Indicator 1.2.3: Number of practical measures taken at policy level to facilitate transition of informal activities to formality				
	Data Source: MoSMEsCD Programme and project reports				
Country Programme Outcome 1.3: Increased employability for workers (youths, women, retrenches) for employment creation and livelihoods improvements.	Indicator 1.3.1: National Action plan to implement the NSDP is formulated	Assumptions: 1. Skills development continues to be seen by government and social partners as a viable strategy to tackle the rising challenge of youth unemployment and rural development. 2. Political will to implement the NSDP is maintained. 3. Working conditions will be attractive to retain skilled staff and reduce brain-drain. 3. The DWCP will be embraced as a national agenda by all sectors of the economy. 4. Tripartite partners will collaborate. 5. Prevailing Tripartite political will continue. 6. Technical capacity of tripartite partners is available. 7. Resources will be made available. 8. Economic Stability. Risks: 1. Mismatch between available skills and demand for skills(the NSDP implementation entails dealing with the challenge of unskilled graduates through the National Action Plan)	(Z)UNDAF Outcome 2.2:Increased Access to Livelihoods and Decent Employment Opportunities Especially for Youths and Women; MTP Strategic Priority 1& 2-Private Sector-led economic recovery & Employment Creation and Poverty Reduction (ECPR)		
	Data Source: MHTE, MoYDIE/Programme and project reports				
	Indicator 1.3.2: Number of targeted workers trained and /or re-skilled in the informal economy disaggregated by women, youth, people living with disability and retrenches.				
	Data Source: MoYDIE, MHTE/Social Partners Programme and project reports				
	Indicator 1.3.3: Number of beneficiaries of training engaged in self or wage employment.				
	Data Source: MoYDIE, MHTE/MoSMEsCD Programme				

	and project reports				
Country Programme Priority 2: Improving the application and implementation of international labour standards					
Country Programme 2.1: Improved compliance in law and practice with fundamental principles enshrined in the Fundamental and Governance Conventions and other International Labour Standards	Indicator 2.1.1: Extent of compliance and application of the ILS in response to issues raised by supervisory bodies.	Assumptions: 1. Existence of relevant legislation. 2. Cooperation with other relevant stakeholders. 3. The DWCP will be embraced as a national agenda by all sectors of the economy. 4. Tripartite partners will collaborate. 5. Prevailing Tripartite political-will will continue. 6. Technical capacity of tripartite partners is available. 7. Resources will be made available. 8. Economic Stability. Risks: Non-compliance	(Z)UNDAF Outcome 1.1: Improved Justice Delivery System and Rule of Law; MTP Strategic Priority 4- Good governance	110325: International labour standards are ratified and applied	Effective implementation of fundamental principles and rights at work
	Data Source: MoLSS, Reports of ILO Supervisory Bodies/Project Reports/Social Partners				
	Indicator 2.1.2: Harmonized labour law reflecting the ILS and the ILO Commission of Inquiry (Col) recommendations.				
	Data Source: MoLSS, Social Partners/TNF Progress reports				
	Indicator 2.1.3: Measures implemented to eliminate child labour in Zimbabwe				
Country Programme Outcome 2.2: Increased ratification and application of International Labour Standards	Indicator 2.2.1: Relevant ILS promoted for application and ratification	Assumptions: 1. Existence of technical capacity to raise awareness. 2. Cooperation with other relevant stakeholders. 3. The DWCP will be embraced as a national agenda by all sectors of the economy. 4. Tripartite partners will collaborate. 5. Prevailing Tripartite political will continue. 6. Technical capacity of tripartite partners is available. 7. Resources will be made available. 8. Economic Stability. Risks: Resistance due to self-serving interest	(Z)UNDAF Outcome 1.2: Strengthened Mechanisms for Peace building and for the Prevention, Management and Resolution of Conflict; MTP Strategic Priority 4- Good governance	110225: The right to freedom of association and collective bargaining is widely known and exercised.	Implementing labour standards at the work place
	Data Source: MoLSS, Social Partners				
	Indicator 2.2.2: Increased participation of tripartite partners in promotional activities for ILS.				
	Data Source: MoLSS, Social Partners				
Country Programme Priority 3: Tripartism and strengthened labour market governance contribute to socio-economic development					

Country Programme Outcome 3.1:Strengthened tripartite social dialogue institutions and processes in line with international labour standards	Indicator 3.1.1: Action by tripartite partners to strengthen social dialogue institutions and processes. Data Source: MoLSS, Social Partners/ TNF Progress reports	Assumptions: 1. Willingness of tripartite partners to work together is maintained. 2. Conducive environment for good labour relations continues to prevail. 3. The DWCP will be embraced as a national agenda by all sectors of the economy. 4. Prevailing Tripartite political will continue. 5. Technical capacity of tripartite partners is available. 6. Resources will be made available. 7. Economic Stability. Risks: 1. Politicization of the Social Dialogue process	(Z)UNDAF Outcome 1.2:Strengthened Mechanisms for Peace building and for the Prevention, Management and Resolution of Conflict; MTP Strategic Priority 4-Good governance	410300: Tripartism and strengthened labour market governance contributes to effective social dialogue and sound industrial relations	Improving information for better policies
	Indicator 3.1.2:Tripartite Negotiating Forum (TNF) agreements adopted by Cabinet Data Source: MoLSS, Social Partners and TNF Progress reports				
	Indicator 3.2.1: Number of issues agreed on by the TNF and adopted by Cabinet for implementation. Data Source: MoLSS, TNF progress reports				
	Indicator 3.2.2: Improved business performance-number of substantive issues referred to and discussed by the TNF with participation of the broader community of social partners. Data Source: MoLSS, TNF progress reports				
Country Programme Outcome 3.2:Capacity of the tripartite partners is strengthened to engage effectively in formulating and implementing socio-economic and labour-related policies and programmes	Indicator 3.2.3:Level of participation of social partners' in ZUNDAF and other national development processes Data Source: MTP/ZUNDAF Review reports/Social Partners	Assumptions: 1. Continued fruitful engagement among tripartite partners. 2. Recognition of TNF as a national structure. 3. The DWCP will be embraced as a national agenda by all sectors of the economy. 4. Tripartite partners will collaborate. 5. Prevailing Tripartite political-will will continue. 6. Technical capacity of tripartite partners is available. 7. Resources will be made available. 8. Economic Stability. Risks: 1. Lack of political will.	(Z)UNDAF Outcome 1.2:Strengthened Mechanisms for Peace building and for the Prevention, Management and Resolution of Conflict; MTP Strategic Priority 4-Good governance	Improving information for better policies	Tripartism as a key governance mechanism for inclusive poverty – reducing growth

Country Programme Priority 4: Coverage of Social Protection Increased Through Mainstreaming Elements of the Social Protection Floor					
Country Programme Outcome 4.1: Increased coverage of social security systems	Indicator 4.1.1: Initiatives implemented to increase the knowledge and coverage of social security systems.	Assumptions: 1. Availability of technical capacity. 2. Increased formalization of the economy. 3. The DWCP will be embraced a national agenda by all sectors of the economy. 4. Tripartite partners will collaborate. 5. Prevailing Tripartite political will continue. 6. Technical capacity of tripartite partners is available. 7. Resources will be made available. 8. Economic Stability. Risks: 1. Lack of cooperation by social partners	(Z)UNDAF Outcome 2.2: Increased Access to Livelihoods and Decent Employment Opportunities Especially for Youths and Women; (Z)UNDAF Outcome 5.3: Increased Access to Social Protection for the Most Vulnerable Households ; MTP Strategic Priority 1& 2-Private Sector-led economic recovery & Employment Creation and Poverty Reduction (ECPR)	310225 : More people have access to better managed and more gender equitable social security benefits	Investing in a basic social protection package for poverty reduction
	Data Source: MoLSS, NSSA/Project reports				
	Indicator 4.1.2: Number of Legal and administrative mechanisms for migration management and protection of migrant workers rights created				
	Data Source: MoLSS, MoEPIP/Project reports				
Country Programme Outcome 4.2: Tripartite constituents formulate and implement HIV and AIDS policies and programmes at workplaces	Indicator 4.1.3: Strengthened legal framework, general and financial management and or governance of social security in line with international labour standards	Assumptions: 1. Increased implementation of policies and programmes across all sectors of the economy. 2. Improved participation of relevant stakeholders. 3. The DWCP will be embraced as a national agenda by all sectors of the economy. 4. Tripartite partners will collaborate. 5. Prevailing Tripartite political will continue. 6. Technical capacity of tripartite partners is available. 7. Resources will be made	(Z)UNDAF Outcome 6.1: Improved Access To (and Uptake of) HIV Prevention Services; MTP Strategic Priority 3- Human Development and Social Security	310325 : The world of work response effectively to the HIV AIDS epidemic	Tackling the HIV/AIDS crisis through workplace action
	Data Source: MoLSS, NSSA/Project reports				
	Indicator 4.2.1: Number of national and sectoral tripartite HIV and AIDS workplace policies and programmes adopted.				
	Data Source: MoLSS, Social Partners and Programme and project reports				
	Indicator 4.2.2: Implementation of tripartite HIV and AIDS workplace policies and programmes.				

	Data Source: MoLSS, Social Partners and Programme and project reports	available. 8. Economic Stability. Risks: 1. Resistance by some social partners in embracing HIV and AIDS as a workplace issue. 2. Duplication and competition among players			
Country Programme Outcome 4.3: Improved safety and health conditions at work and compliance with relevant OSH legislation.	Indicator 4.3.1: OSH Legislation revised in line with ILS.	Assumptions: 1. Existence of relevant legislation. 2. Availability of technical capacity. 3. Availability of state-of-the-art equipment. 4. Effective inspection system. 5. The DWCP will be embraced as a national agenda by all sectors of the economy. 6. Tripartite partners will collaborate. 7. Prevailing Tripartite political will continue. 8. Technical capacity of tripartite partners is available. 9. Resources will be made available. 10. Economic Stability. Risks: 1. Continued informalization of the economy resulting in exclusion from legislation, services and inspection. 2. Some social partners are in survival mode	(Z)UNDAF Outcome 5.3: Increased Access to Social Protection for the Most Vulnerable Households; MTP Strategic Priority 3- Human Development and Social Security	310275 : Workers and enterprises benefit from improved safety and health conditions	Investing in a basic social protection package for poverty reduction
	Data Source: MoLSS/NSSA/Project reports				
	Indicator 4.3.2: Occupational statistics on fatal accidents updated in the Annual Statistical Report on Occupational Injuries and Diseases.				
	Data Source: MoLSS/NSSA/Social partners				