



International
Labour
Organization

Zambia Decent Work Country Programme (Z-DWCP) 2007 - 2011 (Revised)



ZAMBIA DECENT WORK COUNTRY PROGRAMME Z-DWCP 2007 - 2011

(REVISED)

**Validated by
Government (MLSS),
Employers' and Workers' Representatives
April 2010**

TABLE OF CONTENTS

List of Acronyms and Abbreviations

ACKNOWLEDGEMENTS	iii
FOREWORD.....	iv
Executive Summary.....	vii

1.0 SITUATIONAL ANALYSIS	1
1.1 Socio-Economic Context	1
1.2 Labour and Employment legislation and ratifications of ILO Conventions	2
1.3 Roles of Social Partners	3
1.3.1 Employers' Organizations	3
1.3.2 Workers' Organizations	3
1.4 Impact of and responses to the Global Financial Crisis in Zambia.....	4
2.0 TOWARDS A ZAMBIAN DECENT WORK COUNTRY PROGRAMME	5
2.1 Components of the ILO's Decent Work Agenda and Decent Work Deficits in Zambia	5
2.1.1 Pillar One: Rights at Work (Sector 1)	6
2.1.2 Pillar Two: Employment (Sector 2)	6
2.1.3 Pillar Three: Social Protection (Sector 3)	7
2.1.4 Pillar Four: Social Dialogue (Sector 4)	7
2.2 Government policies and programmes	8
2.2.1 The Private Sector Development (PSD) programme.....	8
2.2.2 National Employment and Labour Market Policy (NELMP)	8
2.2.3 Fifth National Development Plan (FNDP) (2007-2010)	8
2.2.4 Sixth National Development Plan (SNDP) (2011-2015)	8
2.2.5 Micro and Small Enterprise Development (MSME) Policy.....	9
2.2.6 Vision 2030 – “A prosperous middle income country by 2030”	9
2.2.7 Related policies	9
2.3 Cooperating Partners' Policies and Programmes	10
2.3.1 United Nations Development Assistance Framework (UNDAF) 2007-2010.....	10
2.3.2 Joint Assistance Strategy for Zambia (JASZ)	10
2.4 Follow-up to Africa Union Extraordinary Summit on Employment and Poverty Alleviation (2004)	11
2.6 ILO Technical Support for Zambia and Lessons learnt to date	11

3.0 DWCP COUNTRY PROGRAMMING PRIORITIES 12

3.1 DWCP Goal, Priorities and Outcomes for Zambia.....	13
3.1.1 Decent Work Country Programme Goal for Zambia.....	13
3.1.2 Country Priority I and Outcomes.....	14
3.1.3 Country Priority II and related Outcomes.....	16
3.1.4 Country Priority III and related Outcomes.....	18

4.0 IMPLEMENTATION AND MANAGEMENT 20

5.0 PERFORMANCE MONITORING AND EVALUATION ARRANGEMENTS 20

Annex1 List of Ratifications of International Labour Conventions.....	22
Annex II: ILO Technical Support for Zambia and Lessons Learnt to date	24
Annex 3: Relevant abstracts from Conclusions of the Africa Regional Meeting (ARM), 2007 ..	29
Annex 4: Outcomes of the Global Jobs Summit , 13-17 June 2009, Geneva	32

LIST OF ACRONYMS AND ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
ALMILN	Africa Labour Market Information Library Network
BDS	Business Development Services
CBP	Capacity Building Programme
CCA	Common Country Assessment (of UN)
DBS	Direct Budget Support
DFID	Department for International Development (United Kingdom)
DWA	Decent Work Agenda (of ILO)
DWCP	Decent Work Country Programme
EU	European Union
FFTUZ	Federation of Free Trade Unions of Zambia
FNDP	Fifth National Development Plan
FRP	Feeder Road Programme
GDP	Gross Domestic Product
GIDD	Gender in Development Division
HIPC	Highly Indebted Poor Countries
HIV	Human Immuno Virus
ILO	International Labour Organization/Office
ILRA	Industrial and Labour Relations Act
ILSSA	Improving Labour Systems in Southern Africa
IMF	International Monetary Fund
IPEC	International Programme for Elimination of Child Labour
JASZ	Joint Assistance Strategy for Zambia
LED	Local Economic Development
LMI (S)	Labour Market Information (System)
MLSS	Ministry of Labour and Social Security
MMD	Movement for Multiparty Democracy
MSME	Micro, Small and Medium-sized enterprises
NAC	National AIDS Council
NELMP	National Employment and Labour Market Policy
NGOCC	Non-Governmental Organizations Coordinating Council
NORAD	Norwegian Development Agency
NYDC	National Youth Development Council
PAC	Project Advisory Committee
PIU	Policy Implementation Unit
PPI	Private Participation in Infrastructure
PRSP	Poverty Reduction Strategy Paper
PSD	Private Sector Development
RBTC	Regular Budget for Technical Cooperation (of ILO)
ROAF	Regional Office/Bureau for Africa (of ILO)
SAP	Structural Adjustment Programme
SELP	Self-Employment for School-Leavers (project)
SIDA	Swedish International Development Cooperation Agency
SLASA	Strengthening Labour Administration in Southern Africa
SME	Small and Medium-Sized Enterprises

SNDP	Sixth National Development Plan
SPROUT	Summary Project Outline (of ILO)
SRO	Sub-Regional Office (of ILO)
TC	Technical Cooperation
TUTD	Trade Unions and Trade Disputes (Act)
UN	United Nations
UNDAF	United Nations Development Assistance Framework
USDOL	United States Department of Labour
WB	World Bank
WEDAZ	Women Entrepreneurs' Development Association of Zambia
WEDGE	Women's Entrepreneurship Development and Gender Equality (of ILO)
YEAZ	Youth Entrepreneurs' Association of Zambia
YWCA	Young Women's Christian Association
ZAFOD	Zambia Federation for the Disabled
ZAPD	Zambia Association of People with Disabilities
ZBCA	Zambia Business Coalition on AIDS
ZCSMBA	Zambia Association of Chambers of Small and Medium Business Associations
ZCTU	Zambia Congress of Trade Unions
ZFAWIB	Zambia Federation of Associations of Women in Business
ZFE	Zambia Federation of Employers

ACKNOWLEDGEMENTS

Decent Work Country Programmes are intended as “living instruments”, to be revised as necessary depending on the prevailing context and circumstances. The preparation of this latest version of the Zambia DWCP (April 2010) owes a lot to numerous contributions received from many quarters.

The consultation process with the constituents for a Decent Work Country Programme for Zambia was initiated during 2005 by the former Director, ILO Lusaka Office, Mr. Louis Ndaba-Hagame, in association with Mr Tayo Fashoyin, Director ILO Sub-Regional Office (SRO), Harare.

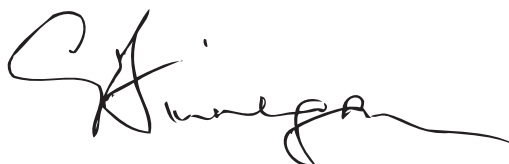
From the early days, the Government (through the Ministry of Labour and Social Security, MLSS), the employers’ organizations, and the workers’ organizations, have contributed to the identification of agreed national Decent Work priorities, and commented on various versions of the DWCP. Special thanks go to the Ministry of Labour and Social Security. The office bearers and officials from employers’ organization (ZFE) and workers’ organizations (ZCTU and FFTUZ) have also helped to make the DWCP for Zambia a reality.

In 2009 it became evident that the Zambia DWCP needed to be revised in order to incorporate the newly developed implementation plan and monitoring and evaluation mechanism for the DWCP. These documents were developed in a stakeholders’ workshop in Siavonga in August 2009. This meeting also established the DWCP Advisory Committee, which will guide the implementation of the DWCP and review progress reports from implementing partners. In addition, it was seen as essential to include appropriate strategies to mitigate the impacts of the Global Financial Crisis into the DWCP. These developments led to the adoption of the revised version of the Zambia DWCP in April 2010.

Inputs, almost too numerous to mention, have been received from highly supportive colleagues within the ILO: these include technical comments from the Director, Deputy-Director and Specialists in the ILO’s SRO Harare; inputs from the ILO’s Regional Office for Africa (ROAF), Addis Ababa; inputs from ILO Headquarter Units, including: CABINET, PROGRAM, GENDER, DIALOGUE, ENTERPRISE, SEED, EMPLOYMENT POLICY, INTEGRATION, ILO/AIDS, TRAVAIL, SOCIAL FINANCE, DECLARATION. In addition, in finalizing the DWCP for Zambia, the ILO Lusaka office was greatly inspired and assisted by the ILO’s internal Quality Assurance Mechanism (QAM) and the detailed and helpful comments and suggestions received from colleagues across the office.

Finally, valuable inputs have been received from ILO colleagues engaged on technical support projects within Zambia, as stated in the first version of the DWCP.

The revision process has equally benefited greatly from the contributions of the DWCP Programme Officer Johanna Silvander, Programme Officer Belinda Chanda, Programme Unit Assistants Karishma Patel and Cheelo Kopakopa, ILO consultant Griffin Nyirongo, Zambia DWCP Pillar Coordinators Jealous Chirove, Olive Munjanja, Birgitte Poulsen, Adrian Shikwe and Elizabeth Simonda, as well as Japhet Banda, Milensu Kapaipi, Mukatimui Chabala, George Mubita and Merebi Mushibwe.

A handwritten signature in black ink, appearing to read 'G. Finnegan', with a long horizontal flourish extending to the right.

Gerry Finnegan

ILO Representative for Malawi, Mozambique and Zambia
ILO Lusaka Office

FOREWORD

Employment and labour issues are at the core of the Zambian economy, and they affect the operations of every sector and the workings of every ministry. The Government of the Republic of Zambia is glad to work with social partners, and with ILO support in preparing a coherent and focused programme that will contribute to the promotion of Decent Work throughout the economy.

At the highest level of Government, Zambia is committed to Decent Work. The Vision 2030 states that employment creation is a priority if Zambia is to become a middle income country by 2030. In addition, the Employment and Labour chapter of the Fifth National Development Plan states that the Decent Work Country Programme will be given priority during 2007-2011. To this end, the Government has established a Sector Advisory Group (SAG) to focus on Employment and Labour. Zambia also needs regular and up-to-date information on the labour market. The new LFS for 2008 was another important development that seeks to create a continuum in assessing labour and employment trends. The focus on job creation for women, young people and people with disabilities is most needed and very welcome, as are the prevention of HIV and AIDS in the world of work, and the elimination of child labour.

Zambia needs **job creation**, and Government is determined to ensure that these jobs are essentially decent work: providing rights at work, social protection, and social dialogue. The social partners are eager to work with the Government to promote decent jobs. **Job creation for women** has been highlighted in the National Employment and Labour Market Policy (NELMP). It is a priority for the Gender in Development Division (GIDD) and Ministry of Commerce, Trade and Industry, and for the Joint Assistance Strategy theme group on Gender. **Job creation for young people** is prominent in the NELMP. It is a priority for the Ministry of Youth, Sport and Child Development. The **employment and economic empowerment of people with disabilities** is part of the NELMP. It is important for the Ministry of Community Development and Social Services, and a major focus of the Zambia Agency for Persons with Disabilities.

Zambia needs support in the **prevention and mitigation of HIV and AIDS in the world of work**. We need a healthy and productive workforce operating free from discrimination. This is a major priority of the National AIDS Council, and the United Nations in Zambia.

Child labour is a scourge of today's society, and its ill-effects will be seen in generations to come. The Government is determined to see Zambia's children and young people develop and grow, free from exploitation, to become fully-fledged citizens and economic actors of tomorrow. The MLSS has established a Child Labour Unit to lead the Time Bound Programme on the elimination of child labour

in Zambia, and the social partners are actively engaged in this process. The United Nations system is also involved in child labour prevention.

While warmly welcoming this DWCP for Zambia, I wish to pay special gratitude to the ILO Country Director, Mr. Gerry Finnegan, for his personal commitment in ensuring that the Zambia DWCP becomes a reality. I also commend those cooperating partners who have already committed themselves to supporting components of the DWCP. This is a DWCP for Zambia, crafted by the tripartite partners involved in employment and labour issues, viz. Government, employers' and workers' organizations, with technical support from the ILO. It should also be seen as a vehicle to help harmonize support for the Employment and Labour Sector in Zambia. All the tripartite partners continue to require further capacity building assistance and support to make Decent Work a reality and operational in every corner of the Zambian economy.



Hon. Austin C. Liato, MP
Minister of Labour and Social Security

STATEMENT BY EMPLOYERS' REPRESENTATIVES

On behalf of the Zambia Federation of Employers and on my own behalf as a Zambian Employer, I am humbled by the opportunity to write this foreword on the publication of this Decent Work Country Programme for Zambia. As employers we are mindful of our serious responsibility to create decent jobs in our quest to create wealth.

Decent work motivates employees and significantly contributes to productivity. As employers, therefore, we understand the full implications of providing a conducive environment in which decent work should be performed. Such an environment promotes health and safety at work.

We are also aware of the negative impact HIV/AIDS has on our efforts to provide decent work. I am encouraged by the efforts being undertaken by members of the Zambia Federation of Employers to prevent and ameliorate the effects of HIV and AIDS in the world of work.

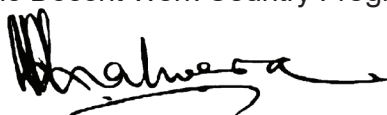
We remain steadfast in our commitment to remove all forms of discrimination at the work place based on health status, gender, different abilities, sex and age.

To enhance the Decent Work Country Programme, the Zambia Federation of Employers is of the view that there must also be social protection. A social protection agenda that covers health insurance, unemployment insurance and social security provided by recognized annuity givers in the Insurance industry. The money saved this way for future disbursement will presently be used to create new jobs and infrastructure in the country.

We feel, therefore, that measures should be speeded up to introduce social protection for those in productive and gainful employment in the country.

We remain committed to the principle of constructive social dialogue and are pleased by the efforts of the tripartite partners to remain true to the letter and spirit of tripartism. We think this provides the ideal economic and human development framework for Zambia.

I wish to take this opportunity to thank all who have contributed to the realization of the Decent Work Country Programme for a job well done.



Dr G George Chabwera
President

ZAMBIA FEDERATION OF EMPLOYERS

STATEMENT BY WORKERS' REPRESENTATIVES

As workers' organizations, Zambia Congress of Trade Unions (ZCTU) and Federation of Free Trade Unions of Zambia (FFTUZ), we fully support the Zambia Decent Work Country Programme (Z-DWCP) and pledge to participate in all activities under the strategic objectives in relation to Fundamental Rights and Principles at Work; Employment; Social Protection and Social Dialogue.

We are convinced that the strategic activities which will lead to the outcomes are well supported by International Labour Organization (ILO) and its partners locally and abroad. The Programme complements the core mandate of workers' organizations in the promotion of Decent Work and in its contribution to reduction of poverty in Zambia.

It is our sincere hope that the DWCP will strengthen our national development agenda, particularly in the labour market.



Leonard Hikaumba
President
Zambia Congress Of Trade Unions



Joyce C Nonde-Simukoko
PRESIDENT
Federation of Free Trade
Unions of Zambia (FFTUZ)

EXECUTIVE SUMMARY

Over the past few years, the ILO's approach at the country level has been progressing towards a more coordinated and streamlined programme that is grounded in national priorities as agreed with the constituents, and rooted in the national development agenda. The purpose of the Decent Work Country Programme for Zambia is to coordinate and align technical assistance, support and resources around an achievable set of priority outcomes.

The major issues to be addressed in the Zambia DWCP were identified and prioritized through a participatory planning process involving all of the constituents in Zambia: Ministry of Labour and Social Security on behalf of Government; Zambia Federation of Employers on behalf of employers, and Zambia Congress of Trade Unions and Federation of Free Trade Unions on Zambia on behalf of the workers. In addition, relevant government ministries, the UN system, bilateral and multilateral cooperating partners and civil society were consulted.

The priorities identified are (i) job creation for women, young people and people with disabilities; (ii) prevention and mitigation of HIV and AIDS in the world of work, and (iii) elimination of child labour, particularly in its worst forms. These DWCP priorities are also seen as contributions towards achieving the objectives of the Millennium Development Goals (MDGs) prioritized by Zambia; Vision 2030; the Fifth National Development Plan, and in particular its chapter on Employment and Labour; the National Employment and Labour Market Policy (NELMP), an outcome from ILO support to Ministry of Labour and Social Security, and the common United Nations Development Assistance Framework (UNDAF), to which the ILO is a contributor.

Based on the comparative advantages of the ILO as a specialized agency within the UN system in Zambia, these priority issues were assessed and appraised within the framework of four pillars of ILO's Decent Work Agenda. These are (I) Rights at Work, (II) Employment Creation and Enterprise Development, (III) Social Protection, and (IV) Social Dialogue. Furthermore, the Z-DWCP for Zambia builds upon recent and ongoing ILO programmes, projects and activities in Zambia, including NELMP.

- In relation to ***Rights at work***, this incorporates the ILO's Time Bound Programme Support Project on the elimination of child labour and the HIV/AIDS Induced Child Labour project, funded by the US Department of Labor; the Study on Child Trafficking, funded by the European Union, the UN Joint Programme on Trafficking funded by the European Union, the Tackling Child Labour through Education Project (TACKLE) and the support of Government of Canada for enhancing the role of Vocational Training in eliminating child labour.
- In relation to ***Employment***, this includes the Women's Entrepreneurship Development and Gender Equality programme, as well as the Development of Entrepreneurship for Women with Disabilities, both funded by Irish Aid; the

Business Development Services Zambia project, funded by Swedish Sida, and the Labour-intensive public works programmes funded by Government of Norway; the Broad-Based Wealth and Job Creation Programme funded by the Government of Finland, and the Youth Employment projects funded by DFID and Irish Aid.

- In relation to ***Social protection***, this incorporates the Social Security for All project, funded by the UK Department for International Development (DFID); support for prevention of HIV and AIDS in the world of work, funded by Government of Italy; and rapid assessment of HIV and AIDS in the informal economy, funded by UNDP.
- In the field of ***Social dialogue***, this incorporates the Supporting Labour Administration in Southern Africa project, funded by the US Department of Labour.

The Decent Work Country Programme (DWCP) for Zambia will form the core mechanism for promoting safe, secure, healthy and sustainable employment for women and men for Zambia.

1.0 SITUATIONAL ANALYSIS

1.1 Socio-Economic Context

Since 1991 the Zambian economy has faced many challenges, despite an unwavering commitment to economic reform demonstrated by successive governments. Though commendable progress has been made at stabilizing the economy at the macro-economic level, the country's social and economic indicators reveal that much work remains to be done if the poverty levels are to be reduced. According to the Labour Force Survey 2008, Zambia's population stands at 12,363,879¹. As at 2006, results of the living conditions survey indicate that approximately 59.3% of Zambians live below the poverty line, and 36.5% of these are classified as being extremely poor.²

Undoubtedly, poverty in Zambia has been exacerbated by the persistently high unemployment levels, and further compounded by the HIV and AIDS pandemic. Although GDP growth has been averaging about 4.5% annually, this growth has not translated into a commensurate increase in the number of jobs. Of the 5,410,619 people in the labour force, 5,221,761 are employed. Of this employed population, only about 522,176 are formally employed, and the remainder of the workforce is either engaged in the informal economy or unemployed³. Many of these are women, young people and people with disabilities. The 2008 Labour Force Survey estimated that 3.8 million of all employed persons in Zambia were literate, i.e. 73% of employed population. Employment creation, therefore, remains a high priority for the Zambian Government, as reflected in the National Employment and Labour Market Policy (NELMP) and in the title of the Fifth National Development Plan (2006-2010) – *"Achieving broad-based wealth and job creation through technological advancement and citizenry participation"*. HIV and AIDS prevalence is estimated at about 14.3% of the population between the ages of 15-49 years,⁴ and young women are proportionately more infected and affected than young men. As this age group is the most productive segment of the population, the impact of HIV and AIDS on the individual workplace and on the economy as a whole is devastating, leading to further worsening of the poverty situation. Furthermore, the disproportionate impact of HIV and AIDS on women as workers, as entrepreneurs, as carers and heads of household requires immediate and supportive actions in relation to prevention and mitigation.

The attainment of the Highly Indebted Poor Countries (HIPC) Initiative completion point in April 2005 brought about a renewed sense of optimism in the country. The fiscal space created through the Multi-Lateral Debt Relief Initiative (MDRI) has been channeled to poverty alleviation through investment in the social sectors i.e. Health and Education. This is with a view to attain the Millennium Development Goals by 2015. The Ministry of Labour and Social Security (MLSS) has benefited

1 Zambia Labour Force Survey, CSO, Lusaka (2008).

2 Living Conditions Monitoring Survey, Central Statistics Office, Lusaka, 2006 (revised as at 2009). Note that these are down from the figures in the original DWCP, which indicated 67% and 46% respectively.

3 Zambia Labour Force Survey, CSO, Lusaka (2008).

4 Zambia Demographic and Health Survey, CSO, Lusaka, 2007.

from additional budgetary support, for example through the support for the Child Labour Unit. MLSS and ILO are working together with the social partners and other stakeholders within the framework of the national Time Bound Programme (formulated in 2007-08) to eliminate child labour in Zambia. These developments are particularly important given that the 2008 MDG progress report for Zambia reveals that it is likely to meet the targets for only four of the MDGs, i.e. 2-Universal Primary Education; 3-Gender Equality; 4-Child Mortality & 5-Maternal Mortality. The achievement of MDG 1 on Poverty eradication – one of whose targets is to achieve full and productive employment and Decent Work for all, including women and young people – is the main area of concern in the Z-DWCP. The indicators encapsulated under this target need to be measured in order to ascertain the progress towards the attainment of Decent Work, and they include: Employment-to-population ratio; Proportion of own-account and contributing family workers in total employment (vulnerable employment); Proportion of employed persons living below US\$1 a day (working poor); and Growth rate of GDP per person employed (labour productivity). The accuracy and currency of this type of information is fully dependent on Zambia having an operational and functional LMI System.

In 2008, the government conducted a Labour Force Survey, which was a follow-up to the one conducted in 2005. The finding of the survey helps to provide a solid baseline for planned interventions in this Decent Work Country Programme, as well as for the Government's related policy and planning instruments. The 2008 LFS will provide an important basis for comparison with the 2005 LFS.

In Zambia, the impact of the Global Financial Crisis manifested itself in the form of decreased demand for the country's main export commodity, copper, which accounts for 70% of Zambia's total exports. High copper prices in 2005 through to 2008 played a pivotal role in the boosting the economy. However, due to the crisis the slowdown in economic activities in the major developed economies led to reduced demand for copper, resulting in a sharp fall in global copper prices. From a record high of US\$8,985 per tonne in July 2008, the price of copper fell below US\$3,000 by December 2008, and had risen to approximately US\$7,000 per metric tonne by end of 2009.

The crisis resulted in job losses predominantly in the mining sector, as well as other sectors such as tourism, construction and agriculture. Other impacts of the crisis on the domestic economy included the depreciation of the Kwacha against US dollar; reduced economic activity (decline in tourism, trade); reduced revenue earnings (export and tax earnings); lower GDP; deteriorating Balance of Payments and high inflation.

1.2 Labour and Employment legislation and ratifications of ILO Conventions

Since joining the ILO in 1964, Zambia has ratified a total of 43 Conventions (see Annex 1), of which 39 are currently in force. Included among the ratified Conventions are all eight core Conventions.⁵

However, the inadequate domestication of ratified Conventions in local laws has given rise to a number of challenges in the adjudication of industrial relations cases, e.g. judgments based on ILO Conventions that have been brought before the Supreme Court on appeal from the Industrial Relations Court have been rejected. For Decent Work to become a reality in Zambia, it is essential to have the Fundamental Labour Standards in place and operational and supported by the laws of Zambia.

Zambia's industrial relations are regulated by the Industrial and Labour Relations Act (Cap 269), which designates the active social partners within the country's tripartite arrangement: these include the workers' representative organization, the employers' representative organization; and the Ministry of Labour and Social Security representing the Government. The Act provides for the establishment of the Tripartite Consultative Labour Council (TCLC). The TCLC has an important role in securing tripartite cooperation on policies relating to employment, labour and industrial relations, including equal opportunities in employment. The Employment Act (Cap 268) regulates the employment relationships between employers and employees. In this respect, it makes provisions on conditions of employment such as contracts of service and leave entitlement.

Additional laws which help to shape the industrial relations scene in Zambia include: Factories Act; Minimum Wages and Conditions of Employment Act, and the Employment of Children and Young Persons Act. With the assistance of the ILO, the Government in collaboration with the social partners has been undertaking a review of these laws, with the objective of harmonizing them with International Labour Standards, and bringing them in line with the current orientation of the economy. The inclusion of a proposed chapter on the prevention and management of HIV and AIDS in the workplace in the Employment Act is one new feature of the revisions, as well as the plans to provide for micro, small and medium enterprises (MSMEs) within the labour legislation. The proposed Statutory Instrument on the Worst Forms of Child Labour is another key element that is under consideration.

⁵ The ILO core conventions are: Forced Labour, 1930 (No.29); Freedom of Association and Protection of the Right to Organize, 1948 (No.87); Right to Organize and Collective Bargaining, 1949 (No.98); Abolition of Forced Labour Convention, 1957 (No.105); Discrimination (Employment and Occupation), 1958 (No.111); Minimum Age, 1973 (No. 138); and Worst Forms of Child Labour, 1999 (No.182).

1.3 Roles of Social Partners

The employers' and workers' organizations in Zambia have participated actively in the formulation, validation and revision of the DWCP. However, both employers and workers have indicated that they have short-comings in their financial and technical capacities in terms of implementing the key elements of the DWCP. The capacity-building priorities of the respective social partners must be addressed during the implementation stage, particularly if the DWCP is to become an effective developmental mechanism for Zambia.

1.3.1 Employers' Organizations

The Zambia Federation of Employers (ZFE) was founded in 1955 (then the Federation of Employers of Northern Rhodesia), as the first organization of employers. Though ZFE remains the central organization for employers, there are other organizations that have been established, such as the Chambers of Commerce, the Zambia National Farmers' Union and Zambia Association of Manufacturers. ZFE has a total membership of 225 companies. With ILO support, ZFE recently undertook a strategic planning exercise in order to reposition itself as the central organization of employers in Zambia. The plan outlines three strategic objectives that ZFE should aim to achieve:

- a. Putting in place functional and efficient internal organizational structures and systems;
- b. Delivering services that meet the demands of its members; and
- c. Ensuring its financial sustainability.

With ILO support, ZFE has undertaken two further initiatives which should enhance its contribution to DWCP implementation. In 2007, the Federation conducted a survey of the needs of SMEs, with the intention of reaching out to more small and medium-sized enterprises, including women-owned businesses. The ZFE actively supported the development of the NELMP, and has contributed to the formulation of the priorities of the DWCP. ZFE also receives support from employers' organizations in other countries, such as from the Netherlands (DECP – Dutch Employers' Cooperation Programme).

1.3.2 Workers' Organizations

Zambia has two trade union federations, namely the Zambia Congress of Trade Unions (ZCTU) and the Federation of Free Trade Unions of Zambia (FFTUZ). ZCTU was established in 1964 and has 32 affiliates with a total membership of 340,000, drawn from all sectors of the formal economy. FFTUZ, registered in 1998, has 11 affiliates with a total membership of 50,000, also drawn from various sectors of the formal economy. The trade union federations also benefit from support provided by international trade union support organizations, such as LO-Norway, Friedrich Ebert Stiftung (FES) and LO-Denmark FTF.

1.4 Impact of and responses to the Global Financial Crisis in Zambia

In Zambia, the global economic/jobs crisis has resulted in job losses predominantly in the mining sector where Government estimates indicate that almost 10,000 jobs have been lost. The job losses in the formal economy will most likely force retrenched workers seek alternative employment in informal activities and lead to growth of the informal economy.

Zambia has posted positive economic growth over the past six years. This growth has largely been due to developments in the mining sector. However, the country's dependency on copper was evidently exposed with the onset of the global financial and economic crisis, whose main transmission mechanism was the fall in the global price of copper. The price of copper dropped from a peak of US\$ 8985 per metric tonne in July 2008 to below US\$ 3000 in December 2008. The fall in copper prices, a consequence of depressed demand for primary products, had a negative impact on the Zambian economy. Given the high dependence on copper, the effects of the commodity price decline (in addition to the already stated job losses in the mining sector) included the following:

- Significant fall in foreign exchange earnings, affecting reserve position and balance of payments;
- Volatility of the copper price has made it extremely difficult for the Government to project income and plan;
- Heightened volatility and sharp depreciation (about 40 percent) of the Zambian Kwacha against major currencies, as a result of weaker investor sentiments leading to large portfolio withdrawals by investors;
- Cash flows of mining companies severely affected, particularly in high-cost operations;
- Laying off of workers particularly in the mining sector, resulting from closure or streamlining of mining operations;
- First and second order fiscal effects were the direct losses from corporate taxes and variable profit taxes; and indirect losses through reduced Pay-as-you-earn income taxes from mining sector.
- Reduced revenues have further narrowed down the Government's fiscal capacity to deliver effective policies and programmes.

In response to the crisis, Zambia has endorsed and seeks to implement the policy measures contained in the Global Jobs Pact, as reflected in Annex IV to this document. These measures are aimed at enhancing economic recovery and boosting employment. In support of Zambia's efforts to implement the Global Jobs Pact, the ILO Lusaka Office initiated a quick impact response intervention in 2009 in one of the mining towns that was adversely affected by the crisis, the Luanshya Integrated Support Initiative on Employment (LISIE). This intervention combines the resources of several existing ILO projects in order to assist the workers and unemployed people in Luanshya to cope with the impact of the closure of the mines, the main employer in that area.

The crisis offers an opportunity to promote innovative patterns of inclusive job-rich growth. The four pillars of the global Decent Work Agenda: employment and enterprise development, social protection, rights at work and social dialogue can, and should be mainstreamed in the national response to the crisis, adapting them to specific situations in Zambia at all levels of development.

2.0 TOWARDS A ZAMBIAN DECENT WORK COUNTRY PROGRAMME

2.1 Components of the ILO's Decent Work Agenda and Decent Work Deficits in Zambia

The ILO's Decent Work Agenda is centered around four pillars: (I) Rights at Work; (II) Employment; (III) Social Protection, and (IV) Social Dialogue. The Decent Work Agenda provides a vitally important rights-based lens for assessing and analyzing issues affecting the labour market. A Decent Work Deficit or lack of Decent Work is defined as "the absence of sufficient employment opportunities, inadequate social protection, the denial of rights at work (collective job action) and shortcomings in social dialogue". Decent Work Deficits in Zambia are evident in all four areas of the Decent Work agenda. The ILO is organized around "Sectors", each of which concentrates on one of the four pillars of Decent Work, thus enabling it to effectively respond to these challenges and promote decent work for all globally. As a tripartite organization whose constituents are drawn from Government, employers' organizations and workers' organizations, the ILO has strong and broad-based representation which comprises the private sector (employers) and trade unions (workers), as well as direct and indirect links to a range of Government actors. The Decent Work Agenda of the ILO places employment at the centre of national development, and in 2007 the Decent Work Toolkit was adopted by the Chief Executives Board (CEB) of the entire UN system. Furthermore, the ILO as one of the key specialized agencies of the UN, plays an active and important role in the UN Reform process, which offers a new entry point for the Decent Work Agenda both nationally and globally.

The ILO's four strategic objectives along with the Chief Executives Board of the UN System, which has endorsed the Toolkit for mainstreaming Employment and Decent Work, offer opportunities to safeguard and highlight employment and labour as important elements for achieving sustainable development. The role of the tripartite constituents and the TCLC in this regard cannot be over-emphasized as they amalgamate the roles and responsibilities of the Government, workers and employers in influencing policies and programmes that support development in Zambia through employment creation and Decent Work. This approach offers a key entry point for the Decent Work Agenda to be mainstreamed into various development frameworks formulated at country level, such as the UNDAF, Joint Assistance Strategy for Zambia (JASZ) and the Poverty Reduction Strategy i.e. Fifth and Sixth National Development Plans.

In 2008, a landmark Declaration was adopted by the International Labour Conference, i.e. ILO Declaration on Social Justice for a Fair Globalization. The 2008 Declaration emphasized the inter-relationship and mutually supportive nature of the four priorities introduced through the Decent Work Agenda. Thus one of the key messages of the Declaration is that none of the strategic objectives can be fulfilled without simultaneously working towards the other priorities. In the Declaration, the four strategic objectives are presented in a reversed order: Employment Creation, Social Protection, Social Dialogue and Fundamental Principles and Rights at Work.

This is meant to show that promotion of rights should underpin all activities in order to achieve real decent work, and that employment has to be created as a first instance.

2.1.1 Pillar One: Rights at Work (Sector 1)

Although Zambia has ratified the major Conventions promoting the Fundamental Principles and Rights at Work, significant numbers of workers do not benefit from the protection and entitlements that these Conventions (and their related Recommendations) offer, as approximately 80 percent of workers are in the informal economy. The majority of these are women, who are often exposed to personal, financial, economic and social risks and vulnerabilities resulting from their need to find employment and generate income. Given the characteristics of the informal economy, the enforcement of laws protecting workers' rights, occupational health and safety, and other core labour issues has proved to be challenging and difficult for the Ministry of Labour and Social Security (MLSS) and other enforcement agencies. This has left many people in work environments which have little or no regard for workers' rights, and poor health and safety conditions. This is a concern shared by all ILO constituents in Zambia.

Despite significant developments with workplace programmes on HIV and AIDS - many of which are based on the ILO Code of Practice - prevention, care and support programmes have not yet reached many of those working in the informal economy. The issues relating to child labour, particularly in its worst forms, and the rights of children require further attention and action in the Zambian context. Child labour is widespread, particularly in the informal economy in both rural and urban areas. In 1999, the number of working children was estimated at approximately 600,000. Estimates from studies conducted as part of the 2005-06 Labour Force Survey have shown that the figure for child labour is almost 900,000, thus confirming that a large number of children below the minimum age for employment (15 years) work to supplement family income and offset economic shocks in the household. Furthermore, the HIV and AIDS pandemic has made many children highly vulnerable to child labour, and the increase in the number of working children is seen as a result of the growing number of children being orphaned.

Even in the formal economy, a large number of workers remain unaware of their rights and remain unprotected from potential injustices or victimization at work — protection which these rights should provide. In addition, the MLSS is still in the process of building and expanding its implementation capacities in order to meet the new and emerging challenges in the labour market. As the Zambian labour market has an excessive supply of labour, some employers have taken advantage of this situation by not providing employees with the conditions of service that are stipulated by the law. There has been an increasing trend towards casualization, a situation in which the employer-employee relationships are unclear and ambiguous, and such situations militate against decent work. There is room for Zambia to learn from global best practices and adopt and implement additional International Labour Standards, including the Labour Inspection Convention, and draw lessons from ILO Recommendation on the Employment Relationship, 2006 (No.198).

2.1.2 Pillar Two: Employment (Sector 2)

The inability of the Zambian economy (both public and private sectors) to generate an adequate number of jobs has left many job seekers — particularly young people

and school-leavers, women and people with disabilities — without the opportunities for obtaining decent employment. In such cases, many are left with no option but to look to the informal economy as a source of income and work. The few formal jobs that are created are mostly taken up by men, with the more vulnerable groups such as the youth, women and persons with disabilities being left behind. Women with disabilities and people living with HIV and AIDS are particularly disadvantaged. The lack of access to market-oriented technical and management skills training opportunities for these target groups has hindered their ability to compete for the limited number of jobs that are available. The lack of opportunities for decent employment holds back human development, exacerbates the poverty situation, and limits the prospects for achieving the MDGs. Such Decent Work deficits are highlighted in the NELMP, given prominence in the FNDP, and are at the core of this DWCP. The impacts of the Global Financial crisis are proving to be a further setback to employment creation in Zambia.

2.1.3 Pillar Three: Social Protection (Sector 3)

The structure of the Zambian labour market and the large number of jobs in the informal economy leaves the majority of workers without basic forms of social protection. The institutional social protection arrangements provide coverage only to workers in formal employment. Given the inadequate social security benefits for workers leaving employment and their lack of access to entrepreneurship training, there is a strong likelihood that many — particularly women, youths and people with disabilities — will end up in the poverty trap. With regard to occupational health and safety, in recent years there has been an increase in the number of occupational accidents, some on a large scale. The inability of Government departments to enforce the Occupational Safety and Health laws (such as the Factories Act) due to inadequate implementation capacity, has contributed to this situation. The increase in industrial accidents negatively impacts on the country's GDP growth rate, as indicated in the 2006 Budget Speech. During 2006-7, there has been considerable evidence of the enhanced capacity within the MLSS, including a doubling of its team of labour inspectors, procurement of a new fleet of vehicles to undertake workplace inspections, as well as support for a follow-up Labour Force Survey, and the launch of a new MLSS website, all of which demonstrate a strong commitment to DWCP implementation. However, it would appear that this positive momentum has not been maintained.

Despite commendable efforts by the public sector, the private sector, trade unions and other stakeholders in the prevention and mitigation of HIV and AIDS in the workplace, workers and those of working age still remain vulnerable. Cases of discrimination and stigmatization are still reported from workplaces across the country. To address the situation, the Government has been working with the social partners and other stakeholders on a national HIV and AIDS workplace policy, as well as adding the chapter in the new Employment Act. Nevertheless, more needs to be done, particularly for workers in the informal economy, to regulate for and enhance prevention, and support complementary prevention management measures being undertaken by the constituents, National AIDS Council (NAC) and UN (including the ILO).

2.1.4 Pillar Four: Social Dialogue (Sector 4)

There is evidence of increasing commitment by the social partners to using social dialogue, not only as a tool for dispute resolution, but as a mechanism for facilitating

consultation and effectively addressing strategic issues relating to employment and labour. Nevertheless, the increase in the number of strikes and industrial disputes highlights existing deficits and inadequacies in the social dialogue mechanisms. In the informal economy, most workers do not benefit from the processes of social dialogue, as its mechanisms and structures are largely tailored for the formal economy. The absence of formal worker and employer representative bodies in the informal economy hinders the use of social dialogue to resolve disputes. The workers' and employers' organizations require additional capacities to enable them to effectively participate in and contribute to the implementation of all aspects of the DWCP, particularly when it comes to supporting the designated target groups and reaching out to the vast number of workers in the informal economy.

2.2 Government policies and programmes

In recognition of the importance of employment creation as an effective and sustainable solution to the Country's fight against poverty, the government has put in place pro-employment policies and programmes. The MLSS has developed the National Employment and Labour Market Policy (NELMP) and actively participated in the formulation of this DWCP for Zambia. Some of the government's more prominent pro-employment policies and programmes are indicated below.

2.2.1 The Private Sector Development (PSD) programme

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

2.2.2 National Employment and Labour Market Policy (NELMP)

In 2005 the Government adopted the National Employment and Labour Market Policy (NELMP), following ILO's technical support to MLSS. The development of the NELMP involved extensive consultations with the constituents. The Policy provides a major focus for pro-employment strategies in the country. It highlights a range of key government priorities on which to concentrate the efforts to create more and better quality employment, including the promotion of and support to MSMEs; identification and support for job and business opportunities for men and women, as well as young people; the prevention and mitigation of HIV and AIDS; promotion of Social Dialogue and strengthening of social partners' institutions; and creation of an effective Labour Market Information (LMI) system.

2.2.3 Fifth National Development Plan (FNDP) (2007-2010)

With the ending of the Poverty Reduction Strategy Programme (PRSP) in 2004 and the Transitional National Development Plan in December 2005, in 2006 the Government prepared the Fifth National Development Plan, which will run up to 2011. The Plan, whose theme is "*Achieving broad-based wealth and job creation through technological advancement and citizenry participation*", is comprised of a number of chapters or sectors. Although almost all "sectors" include themes and topics of

potential concern to the employment and labour sector, the six most relevant were: Macro-economics, within which “employment” falls; Basic Social Protection; Private Sector Development; Gender; HIV and AIDS, and Education. The addition of a new chapter—and as a consequence a new “sector”—on “Employment and Labour”, which came about as a result of lobbying by the ILO and the MLSS, provides a clearer focus on employment and labour issues. Furthermore, the new chapter on Employment and Labour refers to the contribution that the NELMP can make to national development.

2.2.4 Sixth National Development Plan (SNDP) (2011-2015)

The Government has embarked on the process of developing the Sixth National Development Plan for the period 2011 to 2015. The SNDP is aimed at integrating the national development agenda with international initiatives such as the Millennium Development Goals (MDGs). The SNDP will therefore help Government to re-target its position in a cost-effective and most efficient manner with regard to attaining the Vision 2030, i.e. Zambia as a prosperous middle-income economy by 2030. Extensive consultations are being undertaken with Sector Advisory Groups (SAGs), Ministries, provinces, districts, spending agencies, private sector, Non-Government Organizations, Cooperating Partners, faith-based organizations, traditional leaders and other stakeholders.

The main focus of the SNDP is to diversify the economy away from mining to agriculture, tourism, manufacturing, energy and infrastructure development. The priorities in the agriculture sector include farm block development, irrigation, productivity and livestock development. In tourism the Plan will focus on development of the northern circuit and enhancement of the development of tourism in Livingstone and other destinations in Zambia. The promotion and development of industrial parks and the development of the Multi-Facility Economic Zones (MFEZ) are the priority areas in the manufacturing sector. There is a strategy for import substitution meant to stimulate and enhance the value chain of production within Zambia. In energy, the SNDP will promote investment in power generation, efficiency in power generation, distribution and transmission, and private sector investment in the sector. There will also be a focus on alternative sources of energy such as biofuels, as evidenced by recent investments in the sector (Jatropha). Infrastructure development will focus on roads, railways, schools, health facilities and public-private partnerships in infrastructure development.

It is expected that the SNDP will be finalized mid 2010 to provide the necessary linkages with other development frameworks, such as the UNDAF, and also to provide a basis for the Mid-Term Expenditure Framework 2011-2013. The next United Nations Development Assistance Framework (2011 – 2015) is expected to be aligned to the Sixth National Development Plan 2011 – 2015. Through this alignment, the country will have a coordinated approach to the national development agenda.

2.2.5 Micro and Small Enterprise Development (MSME) Policy

The Government of Zambia has recently approved the Micro, Small and Medium Enterprise (MSME) Policy. This policy is designed to guide the efforts on promoting the start up and growth of MSMEs, in order to increase their contribution to income generation, employment creation and national GDP production. Some of the strategies envisaged under the policy include facilitating access to finance, markets and business development services for MSMEs, which employ more than 70% of the working population in the country. This policy will operate in harmony with other legal

and institutional frameworks, such as the recently approved Commercial, Trade and Industrial Policy, and within the context of the country's national development plans to contribute towards the achievement of the broader vision 2030.

2.2.6 Vision 2030 – “A prosperous middle income country by 2030”

Vision 2030, launched in January 2007, outlines the desirable long-term paths of the socio-economic indicators to satisfy people's aspirations, and articulates possible long-term alternative development policy scenarios at different points through the target year 2030. The Vision will be operationalized through the implementation of five National Development Plans, beginning with the FNDP covering the period 2006-2010. Among its aspirations, the Vision includes “Decent work opportunities that ensure respect for fundamental human rights and principles”.

2.2.7 Related policies

There are other policies which impact on employment and where employment is seen as a solution to addressing the challenges of poverty as experienced by identified and vulnerable segments of the population, such as women and youths. Examples include the Youth Policy, with its objectives on youth employment and youth entrepreneurship; the National Gender Policy, which identifies employment as a means of empowering women both economically and socially, and proposed new policies on Local Economic Development. In addition, the passing of the Citizens' Economic Empowerment Act (September 2006), the creation of the Citizens' Economic Empowerment Commission, and the policy on Decentralization all provide opportunities for ILO to link and promote decent work at the local level throughout Zambia. The passing of the Zambia Development Agency Act and the creation of the Zambia Development Agency (ZDA) also mark significant developments for the coordinated promotion of the economy, including support for MSMEs. Furthermore, to complement the implementation of the NELMP, Government produced a draft Policy on Social Security and revised the TEVET policy to enhance skills development for youths and vulnerable groups.

Decent work for all can only be achieved within a policy and regulatory context where policies and laws consistently and coherently support pro-employment approaches and the application of International Labour Standards. To this end, exploratory work is being carried out by ILO's Policy Integration Department (in the context of a broader initiative with the World Bank and IMF) to review the extent of policy coherence in the Zambian context, thus contributing to the greater effectiveness of DWCP implementation.

2.3 Cooperating Partners' Policies and Programmes

2.3.1 United Nations Development Assistance Framework (UNDAF) 2007-2010

Following Government's pronouncement in 2005 to formulate a National Development Plan, the United Nations System in Zambia discontinued its Common Country Assessment (CCA) process and concentrated on identifying the key development challenges to be addressed by the UN System through its UN Development Assistance Framework (UNDAF). The UNDAF responds to the national development priorities as articulated in the FNDP, and it is focused around four thematic areas, namely: Governance; HIV and AIDS; Food Security, and Basic Social Services. As a specialized agency of the UN System, the ILO has ensured that the NELMP is integrated into the UNDAF as a way of assuring UN System support for its implementation. The ILO has aligned several components of the DWCP Outcomes to the pillars of the

UNDAF, particularly in accordance with the ILO's areas of technical competence and with agreed national priorities. The ILO has the major task of enhancing the role of the social partners in UNDAF implementation, and ensuring that they obtain much-needed capacity building support. This will be achieved in general through the DWCP implementation, and more specifically through the individual initiatives launched under the auspices of the DWCP and the UNDAF.

At present, a new UNDAF is being developed for 2011-2015 simultaneously with the development of the SNDP.

2.3.2 Joint Assistance Strategy for Zambia (JASZ)

In response to the priorities in the Fifth National Development Plan, multilateral and bilateral donors/cooperating partners have been preparing a joint assistance strategy (JASZ) that outlines their responses in terms of the assistance that they will provide to the country. This is largely in the form of Direct Budget Support (DBS), a move away from project funding. This strategy endeavors to harmonize the different donor initiatives and programmes into one coherent approach within commonly defined "sectors"—the same sectors identified as "chapters" in the FNDP. The JASZ not only reduces transaction costs for both the donors and Government, but also ensures greater aid coherence and effectiveness. In terms of local resource mobilization, this poses new challenges to the ILO in terms of technical cooperation programmes and projects. The inclusion of the Employment and Labour chapter in the FNDP, and the references to the NELMP, should be significant for attracting additional support for MLSS, for the social partners, for labour issues in general, and for the ILO's work in Zambia. The Zambia DWCP is the mechanism by which the ILO and its tripartite constituents will work to ensure the relevance and coherence of ILO priorities in Zambia with the national priorities, as articulated in the FNDP and NELMP. These priority areas are supported by the UNDAF, and consolidated in the JASZ.

2.4 Follow-up to Africa Union Extraordinary Summit on Employment and Poverty Alleviation (2004)

Zambia is engaged in the process of implementing the Plan of Action and Follow-up Mechanism subsequent to the Africa Union Extraordinary Summit in 2004. This Plan gives attention to youth employment as well as the empowerment—particularly economic empowerment—of women, and highlights support for people with disabilities. At the country level, the Zambian Government through the MLSS, has established a national advocacy group chaired by the Permanent Secretary, involving the social partners and other stakeholders. The group's objective is to oversee the coordination and implementation of the Ouagadougou Plan of Action, and provide regular status reports as required. Aspects of the follow-up Plan of Action for Zambia are highlighted within this DWCP, and progress towards their implementation will be monitored over time. In this way, the national DWCP needs to be placed in wider sub- regional and regional contexts, particularly in relation to regional integration and Zambia's role in SADC, COMESA, etc., and in relation to inter-governmental developments (e.g. protocols) on specific and related areas of the DWCP, such as HIV and AIDS, migration, globalization, free trade, etc.

Following the Africa Regional Meeting (ARM) held in Addis Ababa, April 2007, the ILO's constituents requested that the conclusion of the meeting (see Annex for key abstracts) be incorporated into the national DWCPs across Africa. In this context, the

contribution of the Zambian DWCP to the ARM conclusions will be monitored over time, and the ILO Lusaka Office will include pertinent findings in its regular monitoring and reporting procedures.

2.6 ILO Technical Support for Zambia and Lessons learnt to date

Since joining the ILO in 1964, Zambia has benefited from ILO assistance in a wide range of technical cooperation projects. These projects can be seen below in terms of the four core strategic objectives.

Sector/Strategic Objective	No. of Projects	Projects (%)
1. Fundamental Principles and Rights at Work	12	18
2. Employment	50	74
3. Social Protection	4	5,5
4. Social Dialogue	2	2,5
Total	68	100%

The ILO's assistance to Zambia has largely been in the area of Employment (Sector 2), followed by Rights (Sector 1), Social Protection (Sector 3) and Social Dialogue (Sector 4). This reflects the areas in which the Zambian Government has sought the assistance of the ILO over the years (some projects are summarized in Annex 2.)

Traditionally, the ILO's programmes and projects in Zambia have been stand-alone, time-bound projects, dependent on external funding. Similarly, the ILO's engagement with and support for the constituents has been somewhat disjointed and dependent on donor and/or ILO funding cycles. More recently, the Zambian Government and cooperating partners alike, based on the UN Reform processes and the Paris Declaration, have moved away from bilateral funding of individual projects, and insist on integrated packages/programmes of support for national priorities, e.g. through the Joint UN programmes and Direct Budget Support.

The NELMP provides both the Government and the ILO in Zambia with a more inclusive and comprehensive framework for working together with the social partners on employment and labour issues, thus avoiding the earlier piecemeal approaches. Since 2006 the ILO has used the NELMP framework to inform its ongoing project activities, as well as new project proposals, thus ensuring greater cohesion in supporting the NELMP. This strategy also aims at scaling up ILO interventions to reach out to larger numbers of beneficiaries. Furthermore, given the DWCP's emphasis on building the capacity of the constituents, this should contribute to the longer term sustainability of areas supported by the ILO. In addition, the ILO has ensured that the DWCP is connected to the UNDAF, and to the FNDP and the national MDG priorities and targets.

Given the importance of creating sustainable and decent jobs within Zambia, and the potential benefits that employment has in terms of poverty alleviation, it is highly significant that labour and employment issues are being taken seriously by the Government. Allied to this is the importance of promoting industrial harmony and ensuring safe and healthy working environments. The revised FNDP, the upcoming SNDP and the chapter on Employment and Labour, should ensure that Decent Work is placed at centre stage, and the prospects for the success of this national DWCP enhanced accordingly.

3.0 DWCP COUNTRY PROGRAMMING PRIORITIES

Consultations to identify DWCP priorities were held between the Government, social partners and the ILO from 2005 to 2007. During 2005 these consultations ran in parallel with the Government finalizing its National Employment and Labour Market Policy — to which the constituents provided substantial inputs. In late 2005, the Government adopted the NELMP, followed by the formulation of the Fifth National Development Plan.

The ILO's consultations with its constituents led to employment and labour issues being identified as priorities for the DWCP. These priorities were kept unchanged in the revision process of 2009 and are:

- a. More and better employment for the youth, women and people with disabilities, supported by an enhanced labour market information (LMI) system;
- b. Responding to HIV and AIDS challenges in the world of work;
- c. Eliminating child labour, particularly in its worst forms.

Overall support for NELMP implementation by the MLSS, employers, workers, cooperating partners and the ILO should effectively ensure that the three DWCP priorities are addressed within the coherent framework of the national policy. Taking into account the national policy and planning processes (i.e. FNDP, SNDP and NELMP as well as UNDAF), it was deemed necessary to imbed support for NELMP implementation and resource mobilization into the DWCP priorities for Zambia. This is particularly important, given the comprehensiveness of the NELMP and the extent to which it articulates the aspirations of the social partners. The Z-DWCP provides specific focus to the three agreed priority areas, while at the same time taking into account other elements of the ILO's Decent Work Agenda as they relate to the problems, issues, needs and Decent Work deficits in Zambia. These include *inter alia* important dimensions of the ILO's rights-based Decent Work agenda: the promotion of rights at work and the contribution of International Labour Standards to development; the promotion of employment opportunities for all; extending social protection for all, including to those in the informal economy, as well as improving occupational health and safety; the wider application of social dialogue, and promoting gender equality in the world of work. DWCP implementation will also need to strive for a balance between development, employment and care for the environment.

The three DWCP priorities will contribute towards Zambia's efforts to achieve Millennium Development Goals (MDGs) #1: Eradicate extreme poverty and hunger; #2: Achieve universal primary education; #3: Promote gender equality; #6: Combat HIV and AIDS, and #8 on partnerships and strategies for decent and productive work for youth. In addition, by promoting the ratification of ILO's four Equality Conventions, the DWCP should also contribute to the achievement of MDGs 4 and 5, dealing with maternal health and child mortality. By addressing the three DWCP priorities, every effort will be made to contribute to the NELMP implementation, and to the actionable areas of the Employment and Labour chapter in the FNDP and its successor, the SNDP.

One major challenge facing DWCP implementation is the limited capacity and resources among the Social Partners. To this end, considerable emphasis will be given to mobilizing resources – particularly through joint approaches by ILO, Government and Social Partners – for DWCP implementation through a number of channels: (i) applying and aligning existing and pipeline technical cooperation project resources; (ii) ILO's own resources; (iii) new engagements with cooperating partners in Zambia using sector-wide approaches for basket funding; and (iv) cost-sharing with MLSS and other key Government Ministries/units with respect to their budgetary allocations, and (v) through relevant UN Joint Programmes in the context of the new UNDAF.

The DWCP for Zambia will ensure that the following cross-cutting concerns are addressed throughout the planning, implementation, monitoring and evaluation processes:

- a. **Promotion of gender equality and equity**, particularly through the National Gender Programme of GIDD, being implemented with the support of the UN system and the cooperating partners;
- b. **Capacity building support** for the Government (MLSS), employers' organizations, workers' organizations, and other key partner organizations;
- c. **Promoting good governance** among implementing partners (such as the proposed Code of Ethics for Labour Inspectors);
- d. **Mainstreaming issues on HIV and AIDS** in the world of work (in addition to Country Priority II);
- e. Working towards the **elimination of child labour** (in addition to Country Priority III).

3.1 DWCP Goal, Priorities and Outcomes for Zambia

3.1.1 Decent Work Country Programme Goal for Zambia

The goal of the Decent Work Country Programme for Zambia is:

More and better jobs for women and men in Zambia, resulting from the National Employment and Labour Market Policy (NELMP) implemented under the MLSS, supported by the social partners, connected to the FNDP, SNDP, the UNDAF and the JASZ, and with national and international budgetary support (in the next 4-6 years).

3.1.2 Country Priority I and Outcomes

Priority 1: More and better employment for youth, women and people with disabilities, supported by enhanced Labour Market Information (LMI) system

(This Priority and Outcomes contribute to the ILO's Mainstreamed Strategies on Working out of Poverty, Advancing Gender Equality, and expanding the influence of social partners, social dialogue and tripartism (2008-2009). Additionally, it supports several regional priorities in the ILO's Programme and Budget for the biennium 2010-2011: promoting rural employment, upgrading the informal economy, supporting youth employment, as well as advancing gender equality and improving social protection. Furthermore, it is supported by the following Programme & Budget outcomes: employment promotion, skills development; access to better managed and more gender equitable social security benefits; as well as improved safety and health conditions at work.)

Strategies:

In the context of the NELMP implementation and related resource mobilization, prepare action plans to review the policy and regulatory environment as it relates to Priority I and seek greater policy coherence in support of Decent Work (e.g. under ILO, WB and IMF Policy Coherence Initiative); advocate for the removal of discriminatory laws and policies that constrain the participation of youth, women and people with disabilities in all aspects of employment; mainstream their respective employment interests in policies, laws and programmes relating to business and employment [including the Citizen's Empowerment Act (2006), the National Gender Policy (2001), the National Youth Policy (2006), National Strategy on Children, Youth and Sports Development (2006), and Local Economic Development (LED) and Micro and Small Enterprise (MSE) Development policy (2009), and identify significant gaps in policy provision and implementation. Enhance the capacity of associations and organizations for women (e.g. YWCA, NGOCC), women and men entrepreneurs (e.g. WEDAZ, ZFAWIB, ZCSMBA), young women and men (e.g. NYDC, YEAZ), and people with disabilities (e.g. ZAPD, ZAFOD, Cheshire Homes), as well as the capacities of business service providers and skills training centres, and the target groups, to ensure greater access to employment and self-employment opportunities, skills training, employment intensive investment programmes, Start and Improve your Business (SIYB) including promoting creative/culture enterprises, business support, advocacy and career guidance. This includes greater integration of people with and without disabilities. Promote gender-sensitive policies and legislation, as well as gender mainstreamed action plans and related strategies and budgets. Promote and support the establishment of effective linkages between financing and micro-finance institutions and the designated target groups, both as individuals and through their representative associations (e.g. following on lessons from ILO's Social Finance Programme and Turin Centre in Zambia). Support the active participation and engagement of MLSS, ZCTU, FFTUZ and ZFE in policy formulation and implementation—including provision of capacity building—with special emphasis on extending social protection (including micro-insurance) to the target groups, improving working conditions, promoting rights and voice at work, and progression from informality to formalization, with particular emphasis on improving outreach and coverage to the designated target groups including those in the informal economy, in accordance with International Labour Standards and ILC tripartite conclusions. Support the establishment of a dedicated and self-sustainable LMI unit in the Ministry of Labour and Social Security (MLSS) with a network of information producers that provides an easy access to up-to-date labour market information for Government, social partners and other key stakeholders, builds the capacity of MLSS staff accordingly, and supports web-based dissemination of LMI (through MLSS and ILO websites), and facilitate the development of the required policy and legislative framework necessary for the effective operation of an LMIS linked to the regular carrying out of the national Labour Force Surveys.

Outcome 1.1: Increased employment opportunities for all, with focus on Youth, Women and Persons with Disabilities in particular through Sustainable Enterprise Development and Employment Protection

Indicators:

- LMI system with main Decent Work Indicators strengthened and supported by a spectrum of stakeholders based on regular LFSs;
- Number of decent jobs created for youths, women and persons with disabilities

- Relevant laws and policies adopted with a view to establishing an enabling Policy, Regulatory and Legal (PRL) Environment, particularly for MSMEs;
- Budgetary allocation (Government commitment) for promoting full and productive decent employment and graduation from informal to formal economy;

Outputs:

Output 1.1.1: Supportive Policies, Legislation, Strategies and National action plans (youth, disability, MSMEs, women workers' rights) in place.

Output 1.1.2: Awareness raising campaigns mounted to promote Decent Work principles, in particular in relation to social protection, improved working conditions and rights and voice at work

Output 1.1.3: Capacity strengthened to promote Decent Work and meet the concerns and interests of Women, Youth and Persons with disabilities

Outcome 1.2: Enhanced employment and self-employment opportunities for the target groups through access to BDS, finance and skills development

Indicators:

- Number of targeted beneficiaries accessing BDS
- Uptake of business financing and other financing mechanisms by the target groups

Outputs:

Output 1.2.1: Enhanced capacity in associations of women, youth and people with disabilities for BDS facilitation and provision

Output 1.2.2: MSMEs in particular those run by women, youths and PWD's have more and better access to BDS, and business linkages to Large Enterprises

Outcome 1.3: Enhanced Social Protection for the target groups, including those affected by socio-economic crises, with a focus on the informal economy

Indicators:

- Number of MSME's graduating from informal to formal entities.
- Number of people in target groups in formal employment and self-employment
- Number of people in the target groups covered by social security

Outputs:

Output 1.3.1: Micro-insurance and appropriate social security systems in place and utilized by women, youth and persons with disabilities

Output 1.3.2: Supportive measures facilitating the graduation from the informal to the formal economy undertaken

Resources secured and/or available in support of Priority I:

Application of resources from the following ongoing and pipeline projects:

- ILO-Irish Aid Partnership Programme in relation to women entrepreneurs, WEDGE (2006-2011) and people with disabilities (2006-07), and further Irish Aid support for INCLUDE and PEPDEL projects (2008-2011);
- Sida-funded ILO Business Development Services BDS-Zambia project in support of micro, small and medium-sized enterprises (MSMEs) (2006-07);

- USDOL support for employment law reform process (through ILSSA project) (2006-07);
- Financial inputs from ILO-DFID Partnership Programme for social protection (2006-2009);
- Support from ILO's INTEGRATION for policy coherence (possibly with IMF & WB);
- Support from ILO's SECTOR for decent work in specified sectors;
- Support from ILO technical and regional units; resources/inputs from MLSS, including MLSS website; application of specified project resources from IPEC and other TC projects; support from USDOL (ILSSA Project);
- Support from EU-funded ILO/UNESCO/UNCTAD project on promoting Decent Work in culture-based industries (2007-08);
- UN Joint Broad-Based Wealth and Job Creation Programme with support from the Finnish Government (2009-2011)
- Financial inputs from ILO-DFID and Irish Aid Partnership for youth employment (2008-2010)
- Support from Gates Foundation for Micro-Insurance initiative in Zambia (2009-2010);
- Supporting Women Workers' Rights, funded by Irish Aid (2009-2010);
- The Luanshya Integrated Support Initiative on Employment (LISIE) under TC and RBZA funds of existing projects (2009-2010), with application made to ILO Regional Office for 2010 and 2011;
- Zambian Government resources under NELMP, Employment and Labour chapter of FNDP, Local Economic Development (LED) and MSE Development policy initiatives; Youth Development Fund, and the provisions of the Citizens' Empowerment Act (2006).

Additional resource requirements to achieve these outputs:

- To consolidate and upscale work on women entrepreneurs and people (mainly women) with disabilities into the more comprehensive DWCP for Zambia.
- To introduce and consolidate micro-insurance as a form of social protection to designated target groups.
- To partner with key government units in formulating and implementing a comprehensive plan and programme of employment for young people.
- To enhance the working conditions of informal economy operators and promote their progression to the formal economy.
- To identify and capitalize on labour-intensive employment creation and green jobs opportunities.
- To create a DWCP Programme Implementation Unit (PIU) within MLSS.
- To provide technical leadership through the creation of a new DWCP post to concentrate on implementing the Z-DWCP
- To assist government have regular and up-to-date information on the labour market (employment; unemployment; industrial injuries and days lost; industrial disputes and days lost; analytical interpretation of the foregoing; all disaggregated by sex, sector, and other related categories) in line with MDGs and DW indicators.

3.1.3 Country Priority II and related Outcomes

Priority 2: Responding to HIV and AIDS challenges in the world of work in Zambia

(This Priority and its Outcomes contribute to the ILO's Mainstreamed Strategy on expanding the influence of social partners, social dialogue and tripartism (2008-2009). Furthermore, the priority is supported by the following Programme & Budget outcomes for 2010-2011: responding effectively to the HIV/AIDS epidemic in the World of Work; and improved safety and health conditions at work.

Strategies:

Prepare action plans for supporting the MLSS, ZCTU, FFTUZ, ZFE, NAC, ZBCA and other stakeholders, including through public/private partnerships, in the development of national and sector-wide policies and legislation, and the design and management of generic and adapted workplace programmes on HIV and AIDS in the world of work as formulated in association with UNAIDS and NAC, particularly in the informal economy; and, based on earlier work by ILO (e.g. the Code of Practice; the Recommendation of 2010; the joint ILO/WHO publication on the Health Sector; the joint ILO/UNESCO publication on the Education sector; pilot activities in the mining and commercial agriculture sectors, the BDS-Zambia project's Handbook, the UNDP-funded rapid assessment on the informal economy, etc.), have HIV and AIDS recognized as a "workplace issue", build the capacity of informal economy and small business associations (including associations of women entrepreneurs and disabled persons' organizations) on the prevention and mitigation of HIV and AIDS in their business environment (with emphasis given to the extreme vulnerability of young women and people with disabilities), promote and disseminate good practices, and determine the socio-economic impacts of HIV and AIDS, as well as of prevention and mitigation programmes, on the workplace and business as a whole.

Outcome 2.1: Adoption of nation and sector wide HIV & AIDS workplace policies based on ILO Code of practice, adopted by social partners and other key stakeholders

Indicators:

- A national HIV & AIDS workplace policy adopted
- Number of sectors with sectoral workplace policies in place;
- Number of functional workplace programmes in place

Outputs

Output 2.1.1: Capacity of the Government, employers' and workers' organizations and other stakeholders built for developing national and sector-wide policies and legislation on HIV and AIDS & TB, covering both formal and informal economies

Output 2.1.2: The design and management of gender-sensitive workplace policies and programmes on HIV and AIDS & TB supported, based on the ILO Code of Practice, undertaken with and through the Government, employers' and workers' organizations

Output 2.1.3: Public/Private partnerships established on HIV and AIDS issues in the world of work

Outcome II.2: HIV and AIDS included and mainstreamed in national projects and programmes of the Government, employers' and workers' organizations, the ILO, and the UN system

Indicators:

- Number of ILO and UN programmes and projects with a budget component on HIV & AIDS and TB
- Number of programmes and projects of the Government, and employers' and workers' organizations with a budget component on HIV & AIDS and TB

Outputs:

Output 2.2.1: HIV and AIDS workplace issues effectively mainstreamed into existing and new ILO and other UN programmes and projects

Output 2.2.2: HIV and AIDS workplace issues effectively mainstreamed in existing and new programmes and projects of the Government and employers' and workers' organizations

Resources assured and/or available in support of Priority II:

- Resources from Government of Italy project (2006-07); USDOL support for child labour and HIV and AIDS (2006-08); financial inputs from the ILO/AIDS; collaboration with UNAIDS; inputs from MLSS budgetary allocation; linkages with the National AIDS Council (NAC).

Additional resource requirements to implement the following outputs:

- To ensure support for the promotion of human rights and elimination of discrimination and stigmatization in laws, policies and their implementation in the world of work.
- To coordinate with key actors to develop effective promotional and awareness campaigns and related training packages for use by employers' and workers' organizations in world of work in Zambia.
- To assure longer-term support for ILO's work on HIV and AIDS in the world of work, and its mainstreaming into the programmes and activities of the NAC and the UN System.
- To ensure wider outreach of ILO's programmes and approaches (including the ILO Code of Practice and the Recommendation of 2010) to the informal economy and MSME workplaces.

3.1.4 Country Priority III and related Outcomes

Priority 3. Elimination of child labour, particularly in its worst forms

This Country Priority contributes to the regional priorities of reducing child labour and increasing the scope and capacity for a rights-based approach in the ILO's Programme and Budget for the biennium 2010-2011. Furthermore, it is supported by the Programme & Budget outcome of elimination of child labour.

Strategies:

In the context of the NELMP, the chapter on Employment and Labour in the FNDR, the draft Child Labour Policy, and the Government's Time Bound Programme, support the MLSS to formulate a National Action Plan and Provincial Action Plans for the elimination of child labour in close consultation with other line ministries, social partners and other civil society organizations. Working with government and

social partners in supporting the preparation, implementation and enforcement (e.g. with labour inspectors, police officers, etc.) of policies and legislation in line with Convention 182. Creating linkages and networks, mainstreaming and integrating child labour issues with other development initiatives and interventions. In association with MLSS and social partners, support political advocacy campaigns on Child Labour at national and sub-national (local) level and strengthen national and local level structures (both government and civil society) to tackle child labour.

Outcome 3.1: Adoption and implementation of a national Child Labour Policy to combat child labour and trafficking

Indicators:

- Policies, statutory instruments and national action plans adopted
- Number of children withdrawn and prevented (Breakdown by prevention and withdrawn and by age, sex, geographical location) from WFCL through the DWCP
- Number of partners involved in the implementation of the NAP

Outputs:

Output 3.1.1: Laws and policies in line with Convention 182 and 138 prepared and adopted

Output 3.1.2: National Action Plan for the elimination of child labour formulated and implementation started

Output 3.1.3: Strengthened national and local capacity to implement and enforce laws, policies and action plans on the elimination of child labour and trafficking in human beings

Outcome 3.2: Enhanced capacity for awareness raising and advocacy on Child Labour and human trafficking issues among stakeholders

Indicators:

- Number of partners undertaking awareness raising activities
- System in place for ensuring coherent awareness raising and reporting on results of awareness raising activities

Outputs

Output 3.2.1: Programme of awareness raising, training and sensitization developed and implemented

Output 3.2.2: Evidence based advocacy action plans on specific child labour issues in place and being implemented

Outcome 3.3: Child labour issues and concerns are promoted, included and mainstreamed in national projects and programmes

Indicators:

- Government's and SPs' programmes and projects that have child labour components and/or address the root causes of child labour
- Number of partners identified in the NAP stakeholder meeting engaged in CL related activities

Outputs

Output 3.3.1: Child labour issues addressed in connection with promotion and application of International Labour Standards, including the proposal for ratifying the Labour Inspection Convention (No. 81)

Output 3.3.2: Pilot CL monitoring system established and integrated into existing data collection systems

Resources secured and/or available in support of Priority III:

- Funding from USDOL for the Support Project for the National Time Bound Programme (2006-2010) and for the HIV/AIDS induced Child Labour project (2004-08);
- Funding from EU for a study on trafficking of children (2006-07) and for the UN Joint Programme on Human Trafficking with support from EU (2009-2011);
- EU funded TACKLE Project to fight child labour through education (2008-2011);
- Support from ILSSA/SLASA project;
- Support from ILO global programme on the elimination of child labour (IPEC, 2007-2010);
- Support from ILO Declaration on Forced Labour;
- Support from MLSS Child Labour Unit and Budget

Additional resource requirements to implement the following:

- To consolidate lessons learnt from pilot and time bound programmes and support wider application countrywide.
- To demonstrate solutions to child labour through promotion of informal apprenticeships.
- To explore connections between child labour, forced labour, trafficking and migration.
- To reduce poverty (as a cause of child labour) through employment and income-generation, and have effective linkages to Priority I above.

In addition to the three DWCP Priorities for Zambia, the ILO will continue its efforts to identify ways in which International Labour Conventions and Recommendations can be promoted, adopted and implemented, and ILO's five mainstreamed strategies can be advanced, both within the planned DWCP Outcomes, as well as through further resource mobilization and mainstreaming of the Strategies into the broader development agenda of the Zambian Government, the UN System and the Cooperating Partners.

4.0 IMPLEMENTATION AND MANAGEMENT

The Z-DWCP shall be implemented by the tripartite partners, namely the Zambian Government, and the Workers' and Employers' Organizations with the support of the ILO led by the Lusaka Office. The ILO will provide technical support and align its technical cooperation programmes and projects in Zambia in order to optimize its contribution towards the DWCP, technical cooperation programmes, projects and activities in Zambia to optimize their contributions towards NELMP implementation, as well as to ensure their consistency with the Z-DWCP priorities.

The DWCP Advisory Committee comprising of Government, social partners, civil society, cooperating partners and other stakeholders has been put in place to guide the implementation of the programme, as well as to facilitate its monitoring and evaluation.

In order to facilitate resource mobilization for the Z-DWCP in its entirety, the DWCP Implementation Plan which reflects available resources and funding gaps shall be used as a resource mobilization tool. This Implementation Plan will be transformed into a proposal and submitted to cooperating partners to solicit funding for the DWCP using sector-wide approaches or basket funding, emulating other such initiatives at the country level, e.g. the Joint Gender Support Programme (JGSP) and the Private Sector Development Programme (PSDRP).

5.0 PERFORMANCE MONITORING AND EVALUATION ARRANGEMENTS

Monitoring and Evaluation procedures will seek to assess the impact of DWCP in both quantitative and qualitative terms, and will include the following: (i) Submission, on a quarterly basis, of respective progress reports by the various responsible organizations identified under the Z-DWCP Implementation Plan to the DWCP Advisory Committee for discussion and guidance; (ii) The DWCP Secretariat in the Ministry of Labour and Social Security shall, on a quarterly basis, prepare a DWCP performance report for discussion by the Employment and Labour Sector Advisory Group (EL-SAG). The final evaluation of the programme will be conducted with the support of the ILO evaluation unit and other ILO specialists providing technical support to the implementation of the Programme.

ANNEX 1

List of Ratifications of International Labour Conventions

Member since 1964 Zambia 39 Conventions ratified and in force		
C. 11	Rights of Association (Agriculture) Convention, 1921 (No.11)	2.12.1964
C. 12	Women's Compensation (Agriculture) Convention, 1921 (No. 12)	2.12.1964
C.17	Workmen's Compensation (Accidents) Convention, 1925 (No. 12)	2.12.1964
C.18	Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)	22.02.1965
C.19	Equality of Treatment (Accident Compensation) Convention, 1925 (No.19)	2.12.1964
C.26	Minimum Wage-Fixing Machinery Convention, 1928 (No.26)	2.12.1964
C.29	Forced Labour Convention, 1930 (No. 29)	2.12. 1964
C.87	Freedom of Association and Protection of the Right to Organize Convention, 1948 (No.87)	2.09.1996
C.95	Protection of wages convention, 1949 (No.97)	23.10.1964
C.97	Migration for Employment Convention (revised), 1949 (No.97) Has excluded the provisions of Annexes 1 to 11	2.12.1964
C.98	Right to Organise and Collective Bargaining Convention, 1949 (No.98)	2.09.1996
C.99	Minimum Wage Fixing Machinery (Agriculture) convention, 1951 (No.99)	20.06.1972
C.100	Equal Remuneration Convention, 1951 (No.100)	20.06.1972
C.103	Maternity Protection Convention (Revised), 1952 (No.103)	23.10.1979
C.105	Abolition of Forced Labour Convention, 1957 (No.105)	22.02.1965
C.111	Discrimination (Employment and Occupation) Convention, 1958 (No.111)	23.10.1979
C.117	Social Policy (Basic Aims and Standards) Convention, 1962 (No.117)	2.12.1964
C.122	Employment Policy Convention, 1964 (No.112)	23.10.1979
C.124	Medical Examination of Young Persons (Underground Work) Convention, 1965 (No.124)	10.03.1967
C.131	Minimum Wage Fixing Convention, 1970 (No.131)	20.06.1972
C.135	Workers Representatives Convention, 1971 (No.135)	24.05.1973
C.136	Benzene Convention, 1971 (No.136)	24.05.1973
C.138	Minimum Age Convention, 1973 (No.138) Minimum age specified:15 years	9.02.1976
C.141	Rural workers organization convention, 1975 (No.141)	4.12.1978
C.144	Tripartite Consultation (international Labour Standards) Convention, 1976 No.144)	4.12.1978
C.148	Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No.148)	19.08.1980
C.149	Nursing Personnel Convention, 1977 (No.149)	19.08.1980

C.150	Labour Administration Convention, 1978 (No.151)	19.08.1980
C.151	Labour Relations (Public Service) Convention, 1978 (No.151)	19.08.1980
C.154	Collective Bargaining Convention, 1982 (No. 154)	4.02.1986
C.158	Termination of employment Convention, 1982 (no.158)	9.02.1990
C.159	Vocational Rehabilitation and employment Disabled persons) Convention, 1983 (No.159)	5.01.1989
C.173	Protection of Workers Claims (Employment Insolvency) Convention, 1992 (No. 173) Has accepted the obligations of Part 11	25.05.1998
C.176	Safety and Health in Mines Convention, 1995 (No.176)	4.01.1999
C.182	Worst Forms of Child Labour Convention, 1999 (No.182)	10.12.2001
Denunciation		
C.45	Underground Work (Women) Convention, 1935 (No.45) Denounced on 3.03.1998	2.12.1964
C.89	Night work (women) Convention (Revised), 1948 (no.89) Denounced on 10.09.2001	22.02.1965
Denunciation (as a result of the ratification of Convention No.138)		
C.5	Minimum Age (Industry) Convention, 1919 (No.5) Denounced on 19.06.1976	2.12.1964
C.123	Minimum Age (Underground work) Convention, 1965 (No.123) Denounced on 13.10.1999	3.04.1967

ANNEX 2: ILO TECHNICAL SUPPORT FOR ZAMBIA AND LESSONS LEARNT TO DATE

SECTOR 1 - Fundamental Rights and Principles at Work

A number of International Programme for Elimination of Child Labour (IPEC) projects have and continue to be implemented by the ILO in Zambia. These include:

1.1 Capacity Building Programme (CBP): Building the Foundations for Eliminating the Worst Forms of Child Labour in Anglophone Africa (2003-2006)

The project's developmental objective was to contribute to the elimination of the worst forms of child labour in Anglophone countries in Africa, Zambia inclusive. The project has been working with a number of partner organisations through action programmes. To ensure sustainability of the efforts targeted at eliminating child labour, the project has assisted the Ministry and Social Security to set up a dedicated child Labour unit. This unit will oversee government and non-government initiatives. This project and its successor Time Bound Program (TBP) are supported by US Department of Labor (USDOL), and will contribute to DWCP implementation.

1.2 HIV and AIDS induced Child Labour (2004-08)

The project was working towards building the capacities of policy makers and programme planners in order to ensure that HIV and AIDS and child labour issues are mainstreamed in policy recommendations and good practices used in efforts to mitigate the problems. The project has adopted the use of community-based models for assisting AIDS orphans and vulnerable children affected by AIDS and are at risk of entering child labour. This project is supported by US Department of Labor (USDOL), and will contribute to both the Child Labour and HIV and AIDS components of DWCP implementation.

1.3. Fighting Domestic Child Labour and Promoting educational Opportunities (the CDL Project) (2003-06)

The CDL Project was implemented in four countries in Africa, including Zambia, from 2001-2005. Its aim was to increase the knowledge base and raise awareness on one of the most hidden and unrecognized forms of child labour, child domestic labour. In addition, the project provided support for partners to identify child domestic labourers and at-risk children and provide them with educational support and protection measures to ensure that the children were not abused and exploited in their work situation. This included complete withdrawal of children found in situations where they could not be protected. An important component of the project was support to income generation activities for adult caregivers.

1.4. Eliminating the WFCL in Commercial Agriculture (Comagri) (2002-2005)

The Comagri project was implemented in 5 countries in Eastern and Southern Africa, including Zambia between 2001 and 2005. The project supported partners in raising awareness, expanding the knowledge base, mobilising key actors (such as agricultural sector employers), and providing direct support to children and families. The project initiated the development of a Child Labour Monitoring System in the country which was subsequently continued under the Capacity Building Programme

(CBP), and will be finalised under the new Time Bound Programme (TBP) support project (2006-2010).

1.5. Time Bound Programme (TBP) Support Project (2006 – 2010)

The TBP Support Project started implementation in 2006 with the aim of supporting the formulation and establishment of a National Time Bound Programme for the elimination of child labour in Zambia. The project will support the strengthening of the knowledge base on child labour, awareness raising activities, formulation of a National Action Plan and provincial action plans and budgets for elimination of child labour, capacity strengthening and mainstreaming of child labour interventions into national and local policies and programmes, and direct support to children and families at risk of or in child labour.

1.6 Tackling Child Labour through Education (TACKLE)

The foundation of the TACKLE project has been laid by previous International Programme on the Elimination of Child Labour (IPEC) projects. The TACKLE project covers eleven African, Caribbean and Pacific (ACP) countries, and Zambia is one of them. The main objective of the project is to contribute to poverty reduction in the participating countries by providing equitable access to basic education and skills development to some of the most disadvantaged segments of society. The project aims to strengthen the capacity of national and local authorities in the formulation, implementation and enforcement of policies to fight child labour in coordination with social partners and civil society. The overall strategy of TACKLE is to strengthen formal and non-formal education to combat child labour, paying special attention to girls' education. The ILO is implementing this project with support from the European Union.

1.7 UN Joint Programme on Human Trafficking

The UN Joint Programme on Human Trafficking started implementation in the second half of 2009. It is funded by the European Union and it brings together ILO, IOM and UNICEF to combat Human Trafficking from, to, through and within Zambia.

1.8 Women Worker's Rights (WWR)

This project is funded by the Irish AID and it aims to ensure that women as workers have sufficient and equal access to and information regarding their rights, entitlements, responsibilities and support mechanisms with respect to entering the Zambian labour market and progressing to achieving decent work in all its aspects. The project also aims at creating a more supportive environment within which the tripartite constituents play an effective role in promoting and protecting women workers' rights and making gender equality a reality in their policies and operations. The WWR project is providing focused support in three related areas and these are: Promoting the rights of women workers, including their right to equal pay, building the capacities of the ILO's constituents (MLSS, ZFE; ZTCU and FFTUZ) in gender mainstreaming through application of the ILO's Gender Audit methodology and promoting a supportive policy environment for the economic empowerment of women through employment, self-employment and enterprise development.

SECTOR 2 - Employment Promotion

2.1 Broad- Based Wealth and Job Creation (BBW & JC)

BBW & JC was born out of a realization that the UN System could better support the development of the private sector in Zambia by delivering as One UN. The ILO is the

designated lead agency for this project launched in 2009. The main aim of the project is to contribute to the achievement of the theme of the Fifth National Development Plan which is 'Achieving Broad Based Wealth and Job Creation'. BBW&JC is particularly contributing to this objective by stimulating investment, entrepreneurship and employment creation within the micro-, small and medium enterprise (MSME) sector and through pro-poor business models. This is a project anchored on the principle that private sector development is most successful and most sustainable when it is market- driven and business-focussed. It is for this reason that the project uses a systematic enterprise development approach with specific interventions at micro, meso and macro levels, with a focus on the meso-level in order to develop the capacity of local institutions. The project could not have started at a better time, as Zambia like many countries is experiencing the impact of the Global Financial Crisis. Having said this, the project is challenged to ensure that the environment in Zambia is conducive for MSME development, as one of the responses to the impact of the Global Economic Crunch. This project is been implemented with support from the government of Finland.

2.2 Business Development Services – BDS Zambia

The BDS Zambia Project worked at improving the prospects of small enterprises in Zambia in terms of sustaining their operations and realizing their growth potential. It has been doing this by facilitating their access to quality business development services and business information, at an affordable price. The project has in the process engaged both the print and electronic media organizations to design and deliver sustainable and appropriate business development services to small and medium enterprises in both rural and urban areas. This project is assisted by the Swedish International Development Agency (Sida). The BDS Project constituted the initial pillar of the DWCP work in support of job creation.

2.3 Women's Entrepreneurship Development and Gender Equality (WEDGE) & SKILLS Employment of People with Disabilities

The ILO's WEDGE Project is contributing to ending discrimination facing women in the business arena in Zambia. WEDGE has provided training in business skills for a large number of women entrepreneurs, including women with disabilities. It has also been supporting and assisting various associations of women entrepreneurs, disabled persons' organizations, as well as employers' and workers' organizations to enable them to better serve the needs of women entrepreneurs. There is a broad-based Project Advisory Committee (PAC) that helps to provide a forum for policy issues, business support and awareness campaigns to assist new and existing women entrepreneurs with and without disabilities. This project has been assisted by Irish Aid, Government of Ireland. The WEDGE Project works closely with the ILO SKILLS Department in providing support for women entrepreneurs with disabilities and building the capacities of disabled persons' organizations (DPOs). In addition, SKILLS Equity team has been reviewing the legislation affecting the employment of persons with disabilities in Zambia. All of this work will contribute to the implementation of the Zambia DWCP.

2.4 Employment: Self-employment for youth and school-leavers (SELP Project)

This project was previously implemented by the ILO in Zambia. The SELP Project provided information, guidance and training on business opportunity identification and business start-up, and assisted young entrepreneurs with a loan guarantee scheme. The ILO's earlier work in assisting school-leavers spawned a number of initiatives that have since taken root in Zambia, such as the Entrepreneurship

curriculum in skills training centres. The government continues to give a high profile and assign high priority to entrepreneurship and self-employment for young women and men, along side other skills acquisition and employment opportunities in both the formal and informal economies. This project had been funded by the UNDP.

2.5 Employment: Eastern Province Feeder Roads Project

Covering five districts, in the Eastern Province, the Feeder Road Project (FRP) was designed to build and strengthen capacities in the local authorities and local private sector to rehabilitate and maintain feeder and urban roads through contracting systems. During the project life cycle, a total of 404 km of feeder roads of the targeted 580 km was completed within the project budget. The project achieved 870,000 workdays (97% of target) with 14% participation by women. The project also contributed to income generation within the districts as an amount in excess of ZMK 2,065 billion has been paid in wages. Women were given equal access to work opportunities, reflecting their interest in participation. The project was implemented between 1996 and 2001. This project received support from the Norwegian Government (NORAD).

2.6 Youth Employment (YEN)

This project responds to priority 1 of the Zambia Decent Work Country Programme which is job creation for women, young people and persons with disabilities. The ILO's YEN Project objectives are to develop National Action Plan on Youth Employment and support Zambia's Membership to the Youth Employment Network (YEN), facilitate Entrepreneurship, Job Quality and Rights for Youth Training in Youth Centres in Zambia, and establish an effective system for Labour Market Analysis covering both the demand and supply sides and identifying sectors for youth employment opportunities. The YEN Project acknowledges the multi-dimensional nature of youth unemployment hence it has adopted a comprehensive package that focuses on coordination and collaboration of all stakeholders. The package includes promotion of employment intensive growth and sectoral approaches, entrepreneurship support, skills training, school-to-work-transition surveys and other labour market information instruments, and social dialogue to enhance the voice of the youth. The YEN project is funded by DFID and the Irish Aid.

2.7 Promoting Decent Work for People with Disabilities through a Disability Inclusion Support Service (INCLUDE)

The INCLUDE project is as a result of experience in promoting the participation of women with disabilities in mainstream women entrepreneurship activities under the ILO/Irish AID project components Developing Entrepreneurship among Women with Disabilities (DEWD) and Women's Entrepreneurship and Gender Equality (WEDGE). The main objective of the INCLUDE project is to promote the development and strengthen the capacity of disability inclusion support agencies to sensitise policy makers, programme and service providers to disability issues from a rights-based perspective and to provide technical advice regarding the inclusion of persons with disabilities in mainstream policies, programmes and services. The strategy for this project is centred on developing and strengthening the capacity of such agencies to provide such services, through on-going support throughout the project, as countries move from an approach to disability policies and services which emphasise separate provision to an approach which emphasises the full participation of with equality of persons with disabilities in the mainstream. This project has a central focus on providing support to the Women's Entrepreneurship Development and Gender Equality (WEDGE) project, another component of the ILO/Irish Aid Partnership Programme

2.8 Promoting the Employability and Employment of People with Disabilities through Effective legislation (PEPDEL)

Earlier phases of PEPDEL included the compilation of a country report on legislation, policy and implementation mechanisms on the training and employment of persons with disabilities to build a knowledge base on people with disabilities; identification of priority and needs in consultation with government, representatives of workers' and employers' groups and disabled persons' organizations; and, support to ZAPD in the review of disability-related legislation and policy. Based on the contributions of PEPDEL, further support in the development of an action plan to give effect to the Disability Policy and to strengthen the capacity of MCDSS to implement the law and policy relating to people with disabilities is currently underway.

SECTOR 3: Social Protection

3.1 ILO Social Protection Project

The ILO's Social Protection Project in Zambia aims at furthering the policy agenda of the Global Campaign for Social Security for All. The Project, which was launched in 2007, seeks to identify the amount of fiscal space needed to introduce a minimum social protection package. The minimum package would include affordable universal access to essential health care services; targeted social assistance; basic cash and in-kind benefits for children (mothers and carers); and a basic universal pension for the elderly and for persons with disabilities. These would help to reduce the incidence and depth of poverty which afflict more than half the Zambian population.

The Project recently undertook a *Social Protection Expenditure and Performance Review and Social Budget* for Zambia which was compiled into a baseline report on the existing social protection interventions and their functioning. The project also formed a network of social security experts and transferred the skills and models to these local experts. This project comes to a close at the end of 2009.

3.2 Prevention & Mitigation of HIV & AIDS; Labour and socio-economic impact in the World of Work

The project's objective is to contribute to the reduction of HIV and AIDS in the World of Work and its adverse consequences on social, labour and economic development, through the enhancement of workplace prevention and care interventions. The project has been working with private enterprise in the mining and agricultural sectors in relation to HIV and AIDS policy formulation and implementation, and has also undertaken peer education training for workers in these organizations. This project is funded by Government of Italy, and it provides a valuable platform for DWCP implementation.

SECTOR 4: Social Dialogue

4.1 Improving Labour Systems in Southern Africa (ILSSA – formerly SLASA)

Launched in 2004, the project's objectives in Zambia (as in the other five countries that it covers) were to assist with the reform of the national labour laws so as to bring them into line with International Labour Standards, to strengthen the capacity of the Ministry of Labour and Social Security in order for it to effectively carry out its Labour Administration mandate, and to help introduce alternative dispute resolution options such as mediation to help reduce the backlog in the Industrial Relations Court. The project has been working with the Ministry of Labour and Social Security in reviewing

the current labour laws. The project has also been undertaking capacity building activities for the Ministry of Labour and Social Security (Labour Department), the Industrial Relations court, and the workers' and employers' Federations. In addition, an initiative aimed at training tripartite partners on mediation as an alternative dispute resolution mechanism will be put in place soon. This project has been funded by US Department of Labor (USDOL), and the DWCP implementation will draw lessons from project implementation.

ANNEX 3: RELEVANT ABSTRACTS FROM CONCLUSIONS OF THE AFRICA REGIONAL MEETING (ARM), 2007

Conclusions of the 11th African regional meeting: the decent agenda in Africa 2007-15

1. In adopting these conclusions, the Decent Work Agenda in Africa 2007.15, the Regional Meeting commits the ILO's national tripartite constituents and the Office to a series of ambitious targets for the development of integrated Decent Work Country Programmes (DWCPs) and to increased collaboration with partner agencies to accelerate progress towards the agreed international development goals, including the Millennium Development Goals (MDGs).
2. The Decent Work Agenda in Africa 2007.15 also constitutes a consolidation of the actions undertaken by the ILO and its constituents to follow up on the conclusions of the Ouagadougou Summit of 2004 which adopted a Declaration, Plan of Action and Follow-up Mechanism on Employment and Poverty Alleviation in Africa. The Ouagadougou Summit marked a major step forward in the development of continent-wide action on the agreed priority of placing employment creation for poverty alleviation as an explicit and central objective of economic and social policies at national, regional and continental levels.

Mainstreaming decent work into national, regional and international development strategies.

Three-quarters of member States mainstream assessment of the impact on the generation and maintenance of decent work opportunities into poverty-reducing development strategies and adopt national targets for the creation of sufficient decent jobs to absorb new labour market entrants and reduce by half the numbers of working poor.

Investing in enterprises and decent work opportunities in Africa

Three-quarters of African countries adopt integrated strategies for sustainable enterprise development and the generation of decent work opportunities, with a special focus on assisting women entrepreneurs. Such strategies should include targets for the registration of at least half of all enterprises currently operating informally.

Decent work for Africa's youth

The adoption by three-quarters of African countries of national policies and programmes to respond to the rapid and large rise in the numbers of young jobseekers and aimed at ensuring that sufficient decent work opportunities are available to bring a fall in the numbers of young unemployed workers and the working poor. Adopted policies and programmes should lead to a significant reduction in the current youth unemployment rate for Africa of nearly 20 per cent.

Closing the skills gap

Three-quarters of a African member states critically review and implement, with involvement of the social partners, national policies and strategies for all to facilitate

their (re) integration into the labour market, as well as establish mechanism for their implementation at national, regional, local and sectoral and enterprises levels. Such strategies should include annual targets for the provision of free universal primary education, and (re)training opportunities for the working poor, especially young people and women, with the aim of ensuring that half of Africa's workforce has obtained new or improved skills by 2015.

Social inclusion through job creation for conflict prevention and reconstruction

All reconstruction and recovery programmes are discussed among the constituents and incorporate local economic development and employment-intensive investment approaches with a strong emphasis on building effective and accountable institutions for world of work and for economic and social governance in general.

Investing in a basic social protection for poverty reduction

All African countries adopt coherent national security strategies, including for the introduction or extension of a basic social security package that includes essential health care, maternity protection, child support for school-age children, disability protection and a minimum pension.

Tacking the HIV/AIDS crisis through workplace action

All countries in African have national HIV/AIDS strategies to ensure that the workplace contributes to the overall objective of achieving universal access to prevention, treatment, care and support.

Implementing labour standard at the workplace

Three-quarters of all African member states develop programmers for the improvement of working conditions, with specific national targets for reducing non-compliance with laws concerning hours of work and minimum pay, the reduction for occupational accidents, diseases and days lost to illness and accidents per worker, and a progressive increase in the number of labour inspectors in relation to workers.

Tripartism as a key governance mechanism for inclusive poverty-reducing growth

All African states and RECs establish or further develop tripartite social dialogue institutions. New or existing mechanism for tripartite social dialogue are fully utilized by governments in the preparation and implementation of DWCPs and national development strategies.

Freedom of association: Lifeblood of the ILO and a foundation for democracy

All countries in the region adopt legislation to guarantee the rights to freedom of associational and collective bargaining through effective and speedy administrative and judicial appeals and procedures.

Effective implementation for fundamental principles and rights at work

Universal continent- wide ratification, better implementation of ratified Conventions and greater effective respect for fundamental principles and rights at work.

Getting Africa's children into school and out of work

All African states prepare by 2008 time-bound national action plans for the elimination of the worst forms of child labour by 2015. Such action plans should form an integral part of national development strategies in order to ensure close coordination between education programmers, measures to combat HIV/AIDS and its economic

and social impacts, and the implementation of labour laws on the minimum age for employment. They should be supported by the ILO's DWCPs.

Rooting out the remnants of slavery

All African states adopt national action plans as a matter of urgency to eradicate all forms of forced labour by 2015 as part of DWCPs and their development plans.

Eliminating discrimination in employment: Unlocking Africa's potential

All African state have anti-discrimination legislation in place and have adopted policies to promote equality of opportunity and treatment in respect of employment and occupation. Such policies should target an increase by 10 per cent in the labour market participation rate of women and a 25 per cent reduction in wage differentials.

Escaping the informal economy trap

Three-quarters African states adopt strategies to formalize the informal economy and extend protection to informal economy workers. Such strategies should integrate, among other things, policies for the increased registration of informal businesses, skills development, improved and safer working conditions, the extension of social protection coverage and the encouragement of freely chosen associations of informal economy workers and employers.

A fair deal for Africa's migrant workers

Three-quarters of all African states have policies to ensure that migrant workers have regular, authorized status and are fully protected by the labour legislation of the host country and granted equal treatment and opportunities by 2015.

Improving information for better policies

By 2015 all member States are able to generate basic annual data on the size and composition of the workforce. At least half of all African member states have mechanism in place by 2010 to produce labour market information and statistics for monitoring of progress on the core dimensions of the Decent Work Agenda.

Implementing the Decent work Agenda in Africa 2007-15

1. The decent Work agenda in Africa 2007.15 sets ambitious objectives for all ILO constituents and the Office. Implementing the targets for DWCPs will requires a major mobilization of tripartism on the continent. We believe that a systematic and step-by-step approach will yield the results we hope for and to which African working women and men aspire. As an ILO contribution to the Ouagadougou follow-up mechanism, which calls for a general evaluation of the Summit decisions in 2009 and 2014, the ILO together with its constituents will regularly prepare and review progress on the road to 2015 in order to identify and share best practices and remedy shortcomings.
2. The Regional Meeting welcomes the African Decent Work policy portfolio set out in the director-general's Decent work Agenda in Africa 2007.15. It provides a comprehensive package of policy instruments and tools for discussion with ILO's tripartite constituents in each country.
3. The meeting further calls on the office to develop its partnerships with other international agencies making full use of the Decent Work Toolkit. The meeting urges all constituents and the Office to participate fully in the .one UN. pilot country initiative, and to review progress at regular intervals.

4. The meeting welcomes the call by Africa's social partners for a Second Social Partners Forum in 2008. The meeting endorses the forum as providing a good opportunity for African employers, and workers, organizations to contribute to the promotion of good governance as a means for effective and fair management for States and enterprises, as well as their own organizations. The forum will also promote respect for the fundamental principles and rights at work.
5. The meeting calls on the Office, working with the African Union (AU) Commission, the United Nations Economic Commission for Africa (UNECA), the African Development Bank (AFDB), RECs, the United Nations Development Programme (UNDP) and the ILOs tripartite constituents to operationalize the decision of the 39th Conference of African Ministers of Finance, Planning and Economic Development (Ouagadougou, 2006) to establish a regional employment forum. The forum would provide a meeting place for all networks of unions, employers, organizations, researchers and governments to share and develop best practice solutions to Africa's employment challenges.
6. The meeting request the ILO, as its contribution to the networking process envisaged for the forum, to organize an annual African decent work symposium bringing together independent researchers, constituents, ILO field staff and partner agencies to review knowledge in selected aspects of the Decent Work Agenda with a view to ensuring that its policy portfolio stays up to date.
7. The meeting calls on the ILO to develop a significant programme of support for the Decent Work Agenda in Africa 2007.15. Realizing the Agenda targets requires a strengthening of institutions from the local to the continental level in order to create conditions conducive to achieving the goal of full and productive employment and decent work for all. The ILO will therefore work with its African and international partners to develop a comprehensive approach with a special focus on improving governance of labour markets and strengthening the capacity of labour administrations and the social partners. The programme of support should also bolster the capacity of regional and continental structures such as the RECs, the AU, including the Pan African Parliament as well as the ILO itself.
8. The Meeting calls on the Office to assist African members states in overcoming all obstacles to progress towards the achievement of the Decent Work Agenda, including those which could derive from bilateral or multilateral economic agreements.
9. The meeting calls on the ILO to report on the implementation and achievement of these targets at the next African Regional Meeting.

ANNEX 4: OUTCOMES OF THE GLOBAL JOBS SUMMIT, 13-17 JUNE 2009, GENEVA

Against a backdrop of a report by the ILO showing unprecedented increase in unemployment globally and a persistence of very high levels of poverty, a three-day Global Jobs Summit with some 4,000 delegates from 183 countries, the International Labour Organization (ILO) adopted on 19 June 2009 in Geneva a **Global Jobs Pact** to guide national and international policies to refocus crisis recovery efforts around the Decent Work Agenda: creating jobs, safeguarding rights, protecting people, promoting voice, participation and sustainable enterprises. In the ILO report by Director-General Juan Somavia, the ILO estimated that even if an economic recovery began to take hold soon, a global jobs crisis could linger for six to eight years. He also said that with 45 million new entrants to the global jobs market annually – most of them young women and men – the global economy would have to create some 300 million new jobs over the next five years just to go back to pre-crisis levels of unemployment.

The Pact was designed to offset the prospect of prolonged global increases in unemployment, deepening poverty, the systemic risks of a deflationary wage spiral as well as contribute to building the foundations of a fairer and greener, more balanced global economy.

The Global Jobs Pact was designed to be the most urgent and wide-ranging response to an economic crisis ever adopted by the ILO, which marked its 90th anniversary in 2009. Among the Heads of State and Government that addressed the Summit were: Nicolas Sarkozy, President of France; Luiz Inácio Lula da Silva, President of Brazil; Cristina Fernández de Kirchner, President of Argentina; Armando Guebuza, President of Mozambique; Bruce Golding, Prime Minister of Jamaica; Lech Kaczynski, President of Poland; and Tarja Halonen, President of the Republic of Finland.

The Global Jobs Pact proposes a range of crisis-response measures that countries can adapt to their specific needs and situation. It is not a one-size-fits-all solution, but a portfolio of options based on successful examples, also designed to inform and support action at the multilateral level. The Pact urges the following measures:

I. Principles for promoting recovery and development

- Devoting priority attention to protecting and growing employment through sustainable enterprises, quality public services and building adequate social protection for all as part of ongoing international and national action to aid recovery and development.
- Enhancing support to vulnerable women and men hit hard by the crisis including youth at risk, low-wage, low-skilled, informal economy and migrant workers;
- Focusing on measures to maintain employment and facilitate transitions from one job to another as well as to support access to the labour market for those without a job;
- Establishing or strengthening effective public employment services and other

labour market institutions;

- Increasing equal access and opportunities for skills development, quality training and education to prepare for recovery;
- Avoiding protectionist solutions as well as the damaging consequences of deflationary wage spirals and worsening working conditions;
- Promoting core labour standards and other international labour standards that support the economic and jobs recovery and reduce gender inequality;
- Engaging in social dialogue, such as tripartism and collective bargaining between employers and workers as constructive processes to maximize the impact of crisis responses to the needs of the real economy;
- Ensuring that short-term actions are coherent with economic, social and environmental sustainability;
- Ensuring synergies between the State and the market and effective and efficient regulation of market economies including a legal and regulatory environment which enables enterprise creation, sustainable enterprises and promotes employment generation across sectors.

II. Specific Policy Options

Accelerating employment creation, jobs recovery and sustaining enterprises

- To limit the risk of long-term unemployment and increased informality which are difficult to reverse, there's need to support job creation and help people into work. To achieve this, the aim of full and productive employment and decent work needs to be put at the heart of the crisis responses. These responses may include:
 - ▶ boosting effective demand and helping maintain wage levels including via macroeconomic stimulus packages;
 - ▶ helping jobseekers by:
 - implementing effective, properly targeted active labour market policies;
 - enhancing the competence and increasing resources available to public employment services so that jobseekers receive adequate support and, where they are working with private employment agencies, ensuring that quality services are provided and rights respected; and
- Implementing vocational and entrepreneurial skills programmes for paid and self-employment;
- Investing in workers' skills development, skills upgrading and re-skilling to improve employability, in particular for those having lost or at risk of losing their job and vulnerable groups;
- Limiting or avoiding job losses and supporting enterprises in retaining their workforce through well-designed schemes implemented through social dialogue and collective bargaining. These could include work-sharing and partial unemployment benefits;
- Supporting job creation across sectors of the economy, recognizing the

- multiplier effect of targeted efforts;
- Recognizing the contribution of small and medium-sized enterprises (SMEs) and micro-enterprises to job creation, and promoting measures, including access to affordable credit, that would ensure a favourable environment for their development;
- Recognizing that cooperatives provide jobs in our communities from very small businesses to large multinationals and tailoring support for them according to their needs;
- Using public employment guarantee schemes for temporary employment, emergency public works programmes and other direct job creation schemes which are well targeted, and include the informal economy;
- Implementing a supportive regulatory environment conducive to job creation through sustainable enterprise creation and development; and
- Increasing investment in infrastructure, research and development, public services and “green” production and services as important tools for creating jobs and stimulating sustained economic activity.

Building social protection systems and protecting people

1. Countries should give consideration, as appropriate, to the following:
 - (i) Introducing cash transfer schemes for the poor to meet their immediate needs and to alleviate poverty;
 - (ii) Building adequate social protection for all, drawing on a basic social protection floor including: access to health care, income security for the elderly and persons with disabilities, child benefits and income security combined with public employment guarantee schemes for the unemployed and working poor;
 - (iii) Extending the duration and coverage of unemployment benefits (hand in hand with relevant measures to create adequate work incentives recognizing the current realities of national labour markets);
 - (iv) Ensuring that the long-term unemployed stay connected to the labour market through, for example, skills development for employability;
 - (v) Providing minimum benefit guarantees in countries where pension or health funds may no longer be adequately funded to ensure workers are adequately protected and considering how to better protect workers’ savings in future scheme design; and
 - (vi) Providing adequate coverage for temporary and non-regular workers.
2. All countries should, through a combination of income support, skills development and enforcement of rights to equality and non-discrimination, help vulnerable groups most hard hit by the crisis.

3. In order to avoid deflationary wage spirals, the following options should be a guide:

- social dialogue;
- collective bargaining;
- statutory or negotiated minimum wages.

Minimum wages should be regularly reviewed and adapted. Governments as employers and procurers should respect and promote negotiated wage rates.

Strengthening respect for international labour standards

It is especially important to recognize that:

1. Respect for fundamental principles and rights at work is critical for human dignity. It is also critical for recovery and development. Consequently, increase:
 - Vigilance to achieve the elimination and prevention of an increase in forms of forced labour, child labour and discrimination at work; and
 - Respect for freedom of association, the right to organize and the effective recognition of the right to collective bargaining as enabling mechanisms to productive social dialogue in times of increased social tension, in both the formal and informal economies.
2. A number of international labour Conventions and Recommendations, in addition to the fundamental Conventions, are relevant. These include ILO instruments concerning employment policy, wages, social security, the employment relationship, the termination of employment, labour administration and inspection, migrant workers, labour conditions on public contracts, occupational safety and health, working hours and social dialogue mechanisms.
3. The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy is an important and useful tool for all enterprises, including those in supply chains, for responding to the crisis in a socially responsible manner.

Social dialogue: Bargaining collectively, identifying priorities, stimulating action

- Especially in times of heightened social tension, strengthened respect for, and use of, mechanisms of social dialogue, including collective bargaining, where appropriate at all levels, is vital.
- Social dialogue is an invaluable mechanism for the design of policies to fit national priorities. Furthermore, it is a strong basis for building the commitment of employers and workers to the joint action with governments needed to overcome the crisis and for a sustainable recovery. Successfully concluded, it inspires confidence in the results achieved.
- Strengthening capacities for labour administration and labour inspection is an important element in inclusive action on worker protection, social security, labour market policies and social dialogue.

III. The way forward: Shaping a fair and sustainable globalization

The summit also provided strong support for an enhanced involvement of the ILO in the G20 on employment and social protection-related issues, which at its last

meeting in London called on the ILO “working with other relevant organizations, to assess the actions taken and those required for the future.”

ILO action

The ILO has recognized authority in key areas of importance to respond to the crisis and to promote economic and social development. The ILO’s capacity for research and economic and social data analysis is important in this context. Its expertise should be at the centre of its work with governments, social partners and the multilateral system. It includes, but is not limited to:

- employment generation;
- social protection design and financing models;
- active labour market programmes;
- minimum wage setting mechanisms;
- labour market institutions;
- labour administration and labour inspection;
- decent work programmes;
- enterprise creation and development;
- international labour standards – implementation and monitoring;
- social dialogue;
- data collection;
- gender equality in the labour market;
- workplace programmes on HIV/AIDS; and
- labour migration.



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ZWCP Implementation Plan

What	When		Who			Funded how					
Outputs and main activities	Implementation period		Main partners	Main entities responsible for output	Other partners	Estimated costs by output	Allocated Funds by output				Resource gap
	Start date	End date					Estimated costs by activity	Planned available resources	Source	Origin	
Outcome 1.1 Increased employment opportunities for all, with focus on youth, women and persons with disabilities in particular through sustainable enterprise development and employment protection											
Output 1.1.1: Supportive Policies, Legislation, Strategies and National action plans (youth, disability, MSME, women workers' rights) in place.											
1. National Employment & Labour Market Policy (NELMP)						420,000					125,000
1.1. Review of NELMP	Nov 2010	Jan 2011	ZCTU, FFTUZ,	MLSS	CSO,		15,000	15,000	MLSS	Govt budget	
1.2. Review of Labour Laws	Dec 2011		ILO TCLC, ILO		MoFNP, MACO, Cabinet Office, MSTVT MoJ, MCTI, Cabinet Office		50,000	50,000	1) MLSS; 2) PSDRP	1) Govt budget 20,000; 2) PSDRP 30,000	
1.3. Development of National Employment Creation Strategy	Jan 2010	March 2010	ZCTU, FFTUZ, ZFE, MoFNP, ILO, MCTI	MLSS	Cabinet Office		20,000	20,000	20,000	Govt budget	
1.4. Develop the	Jan	April 2010	ZCTU, FFTUZ,	MLSS	Cabinet		30,000	20,000	1)	1) Govt	

NELMP Implementation Plan	2010		ZFE, MoFNP, ILO, MCTI		Office, CSO, other line Ministries, other CPs				MLSS	budget 20, 000;	
1.4. Develop the NELMP Implementation Plan	Jan 2010	April 2010	ZCTU, FFTUZ, ZFE, MoFNP, ILO, MCTI	MLSS	Cabinet Office, CSO, other line Ministries, other CPs		30,000	20,000	1) MLSS	1) Govt budget 20, 000;	
1.5 Implementation of the NELMP (as indicated in activities 5.1.0 - 5.3.0)	2008	Dec 2011	ZCTU, FFTUZ, ZFE, MoFNP, ILO, MCTI	MLSS	Cabinet Office, CSO, other line Ministries, other CPs						
2. MSME:											
2.1. Dissemination of the MSME Policy	Sept 2009	Dec 2010	ZCSMBA, ILO	ZDA, MCTI			30,000	15,000	15,000	1) BBW 5,000; WEDGE 10,000	
2.2. Development of the MSME implementation plan	Jan 2010	Jun 2010	ZCSMBA, ILO	ZDA, MCTI	Ministry of Mines		20,000				
2.3. Facilitate business linkages opportunities in line with Policy and Legislation Frameworks	Jan 2009	Dec 2011	ZCSMBA, ILO, ZNFU	ZDA, MCTI	ZFE		40,000	40,000	1) ILO	1) BBW 20,000; YE 10,000; WEDGE 10,000	

2.4. Review of the TEVET Policy	2008	June 2011	ILO, JICA, SNV, ZFE, ZCTU, FFTUZ	MSTVT	NGOs, MoE, MSYCD, MLSS, MTENR, MCTI, MCDSS, TEVETA, MACO, MoH, other line Ministries		30,000	20,000	1) MSTVT	1) Govt budget 20,000	
2.5. Mainstreaming Decent Work Agenda and employment in Development Framework processes (SNDP, UNDAF), guided by the Toolkit developed by Chief Executive Board (CEB Toolkit)	Sept 2009	Dec 2010	ZFE, ZCTU, FFTUZ	MLSS	UN System (ILO)		10,000	5,000	1) ILO	1) RBTC 5,000	
3. Youth:											
3.1. Review of the National Youth Policy	Sept 2009	June 2010	ILO, MSTVT, MoE, MCDSS, other line Ministries, CYPAC	MSYDC, MLSS	NYDC, YAZ, ZFE, ZCTU, FFTUZ,		40,000	10,000	1) ILO	1) YE	
3.2. Implementation of	Sept 2009	Dec 2011	LO, MoE, MCDSS, other	MSYDC, MLSS, MSTVT	NYDC, YAZ, ZFE, ZCTU,		10,000	65,000	1) MLSS;	1) YE 15,000;	

the National Action Plan			line Ministries, CYPAC		FFTUZ,				2) ILO	BBW 10,000; 2) Govt budget 40,000	
4. Women Workers:											
4.1 Assess the implementation of the Convention 100 (Equal Pay for Work of Equal Value)	April 2009	Nov 2009	ZCTU, FFTUZ, ZFE, GIDD, ILO	MLSS	Media, NGOCC, WFC, WILSA, ZARD, ZAPD, ZFAWIB		15,000	15,000	ILO	WWR	
5. Persons with Disabilities:											
5.1 Advocacy and Lobbying for the ratification of the UN Convention on the rights of persons with disabilities	Jan 2009	Dec 2009	All Line Ministries, ZAPD, ZAFOD, ILO, MoJ	MCDSS, MoJ	All Line Ministries, ZAPD, ZAFOD, ILO		10,000	10,000	ILO	INCLUDE	
5.2 Lobbying for the adoption of the National Disability Policy in Zambia			All Line Ministries, ZAPD, ZAFOD, ILO, MCDSS	MCDSS, MoJ	All Line Ministries, ZAPD, ZAFOD, ILO		10,000	10,000	ILO	INCLUDE	
5.3 Development of an action plan of the National Disability Policy			All Line Ministries, ZAPD, ZAFOD, ILO, MCDSS	MCDSS, MoJ	All Line Ministries, ZAPD, ZAFOD, ILO						

Output 1.1.2. Awareness raising campaigns mounted to promote Decent Work principles, in particular in relation to social protection, improved working conditions and rights and voice at work												
Increase awareness among employers and workers on Workers' Rights and Decent Work	Sep 2009	Dec 2011	YEN, ZFE, FFTUZ, CYPAC	HRC, ZCTU, MLSS	MSYCD, MLSS	ILO, NYDC	105,000	20,000	15,000	1) ILO; 2) ZFE; 3) CYPAC	1) YE 10,000; 2) ZFE 5,000; 3) CYPAC	5,000.00
Increase awareness on Women Workers' rights in Zambia	April 2009	Dec 2011	ILO, ZARD, MLSS	Media, ZAPD, MLSS	ZCTU, FFTUZ, GIDD	ZFE, NGOCC, WILSA		45,000	45,000	ILO	WWR	
Create awareness on the Convention on Workers with family responsibilities; Convention on Equal Remuneration and the Convention on Maternity Protection	April 2009	Dec 2011	ILO, ZARD, MLSS	Media, ZAPD, MLSS	ZCTU, FFTUZ, GIDD	ZFE, NGOCC, WILSA		40,000	40,000	1) ILO; 2) MLSS	1) WWR 30,000; 2) Govt budget 10,000	
Output 1.1.3. Capacity Strengthened to promote Decent Work and meet the concerns and interests of women, youth and Persons with disabilities												
Training young people in Youth Rights and Decent Work	Sept 2009	Dec 2011	ILO, NYDC		MSYCD, MLSS	YEN, HRC, ZFE, ZCTU, FFTUZ, CYPAC	1,120,000	45,000	35,000	1) ILO; 2) CYPAC	1) YE 35,000; 2) CYPAC	826,000
Conduct baseline survey on the training and employment of			ZAPD		MCDSS	ZAFOD		15,000				

persons with disabilities											
Training of employers' and workers' organizations in disability equality			ZFE,ZCTU	MCDSS	ZAFOD		20,000				
Training of Government disability focal persons (FPP) in disability equality (DET)			MCDSS	ILO	ZAPD		20,000				
Gender Audit undertaken in the ZCTU, FFTUZ and their affiliates	Sept 2009	2010	ILO	ZCTU, FFTUZ			20,000	20,000	ILO	WWR	
Strengthen Labour Market Information System (LMIS)	Aug 2009	Jun 2010	ILO, CPs, UNZA, ZCTU, FFTUZ, ZFE, MoE, MCTI, MoFNP, MHA, MoH	MLSS, CSO, MSTVT	Research institutions		1,000,000	239,000	1) MLSS; 2) ILO	1) Govt budget 200, 000; 2) YE 20, 000; BBW& JC 5, 000; WWR 14, 000;	
Outcome 1.2 Enhanced employment and self- employment opportunities for the target groups through access to BDS, finance and skills development											
Output 1.2.1: Enhanced capacity in associations of women, youth and people with disabilities for BDS facilitation and provision											
1. Promote linkages to finance between	Jan 2008	Dec 2011	Financial Institutions, Micro-Finance	ILO, ZDA	Cooperating Partners, ZFWIB,	570,000	30,000	20,000	1) ILO; 2) BBW	20,000	310,000

MSMEs and financial service providers			Institutions, Credit Guarantee Schemes, MBT, AMIZ, CEEC, CRB, ZCTU, MACO, BDS providers, ZCSMBA		WEDAZ						
2. Facilitate the establishment of a BDS Providers data base in ZDA	Aug 2009	June 2010	BDS Providers, MCTI, CEEC, ZCSMBA, ZNFU	ILO, ZDA			40,000	40,000	ILO	BBW	
3. Training of Trainers in entrepreneurship for BDS Providers, Youth Instructors and Youth Groups, WEA's	Jan 2008	Dec 2011	WEA's, YEA's, BDS Providers, ZCSMBA	ILO, ZDA, TEVETA	MCDSS, Cooperating Partners		150,000	100,000	1) ILO	1) YE 100,000;	
4. Facilitate training and exposure to best practices for associations of women, youth and people with disabilities	Jan 2009	Dec 2011	ZCTU, ZFE, FFTUZ, SADC, COMESA, ZFWIB, District Business Associations, MCTI, ZCSMBA	ILO, ZDA	Cooperating Partners		150,000	55,000	1) ILO	1) BBW&JC 10,000; YE 15,000; WEDGE 30,000	
5. Training of trainers in Gender Equality and	Jan 2008	Dec 2011	ZCTU, FFTUZ, ZFE, ZFAWIB, GIDD	ZDA, ILO, MLSS			200,000	45,000	1) ILO; 2) MLSS	1) WEDGE & WWR	

Women Workers' Rights for BDS providers											30,000; 2) Govt budget 15,000	
Output 1.2.2: MSMEs in particular those run by women, youths and PWD's have more and better access to BDS, and business linkages to Large Enterprises												
1.0 Create business linkages between MSME's and Trans-national and National Corporations in selected sub-sectors and provinces	Jan 2009	Dec 2011	ZAFAWIB, CEEC, UNCTAD, UNDP, ZCSMBA, ZNFU, ZFE	ZDA, ILO	MCTI, ZCTU, FFTUZ	300,000	150,000	50,000	1) ILO	1) BBW 50,000	120,000	
2.0 Entrepreneurship training for WEs, YE's and PWDE's	April 2009	Dec 2011	YE's, WEA's (MSME's), MYSCD, ZFE, ZCTU, FFTUZ, MCTI, MSTVT	ILO, ZDA	MLSS		150,000	130,000	1) ILO	1) WEDGE 50,000, BBW 50,000, YE 30,000		
Outcome 1.3 Enhanced Social Protection for the target groups, including those affected by socio-economic crises, with a focus on the informal economy												
Output 1.3.1: Micro-insurance and appropriate social security systems in place and utilized by women, youth and persons with disabilities												

1.0 Study on the capacity of target groups to pay for microinsurance (a study on the potential market for microinsurance in 2008 already concluded)	Jan2010	March2010	Finmark Trust, ILO, UNCDF, IAZ, IBAZ, AMIZ, FI's, ZCSMBA, ZNFU, AZIEA, USAID Profit, PIA, MBT	Steering Committee for Microinsurance and technical advisory group; Pensions and Insurance Authority		130,000	15,000				60,000
2.0 Establishment of micro-insurance schemes (structures and systems) for MSME's and Low income groups, incl. formalization of existing systems	Nov 2009	Dec 2011	Finmark Trust, ILO, UNCDF, IAZ, IBAZ, AMIZ, FI's, ZCSMBA, ZNFU, AZIEA, USAID Profit, PIA, MBT	Steering Committee for Microinsurance and technical advisory group; Pensions and Insurance Authority			95,000	50,000	1) ILO	1) BBW 50,000 (Finland)	
3.0 Promotion of the ratification of the Convention 187	Jan 2010	Nov 2010	ILO	MLSS, ZFE, ZCTU, FFTUZ			20,000	20,000	MLSS	Govt budget	
Output 1.3.2: Supportive measures facilitating the graduation from the informal to the formal economy undertaken											
1.0. Undertake a pilot informal economy operators survey	Jan 2010	June 2010	CSO, MCTI, ZDA, MCDSS, Informal Economy Associations, ZCSMBA, ZCTU, FFTUZ	ZFE, ILO, MLSS	CEEC, TEVETA	280,000	80,000	15,000	1) ILO; 2) ZFE	1) BBW; 2) ZFE 15,000	235,000
2.0. Develop	Sept	Dec 2011	ZFE, ZCSMBA,	ILO	ZDA, CSO,		200,00	30,000	1) ILO	1) BBW	

capacities of MSME Associations in the informal economy through training using the ILO Toolkit for upgrading MSME's to the formal economy	2009		Informal Economy Associations, ZCTU, FFTUZ, MLSS, MCTI, MCDSS, MACO		CEEC, TEVETA		0				30,000	
Output 1.3.3: Mechanisms for Occupational Safety and Health enhanced												
Development of National OSH profile, policy and programme	Sept 2010	Dec 2011	ZFE,ZCTU	MLSS	Eu delegations	102,000	40,000	24,000	ILO	1) EU project 30,000 2) SIDA project 10,000	16,000	
Testing of tools for reporting/notification and calculating OSH related economic costs	Jan 2011	Dec 2011	ZFE, ZCTU	MLSS	Eu delegations		7,000	7,000	ILO	EU project	0	
Trainings on OSH	Jan 2011	Dec 2011	ZFE, ZCTU,	MLSS	Eu delegations		30,000	18,000	ILO	EU project	12,000	
	Apr 2011	Dec 2011	ZFE, ZCTU	MLSS	Eu delegations		25,000	6,000	ILO	EU project	19,000	
Outcome 2.1 Adoption of nation and sector wide HIV & AIDS workplace policies based on ILO Code of practice, adopted by social partners and other key stakeholders												
Output 2.1.1: Capacity of the Government, employers' and workers' organizations and other stakeholders built for developing national and sector-wide policies and legislation on HIV and AIDS & TB, covering both formal and informal economies												
Consultations undertaken by the Tripartite	Sept 09	Oct 09	NAC, MoH, ZBCA, ZFE, ZCTU, FFTUZ.	MLSS	Ministry of Justice, Cabinet	225,000	20,000	20,000	1) MLSS	1) Govt budget 20,000	165,000	

Technical Committee to revisit the proposed HIV&AIDS chapter in the Employment Act			ILO		Office, Parliament						
Tripartite consultative labour council meeting to debate and propose amendments to the Employment Act, in particular the inclusion of the HIV&AIDS chapter	Sept 09	Oct 09	ZFE; ZCTU; FFTUZ, ZBCA, ZCSMBA, ILO, NAC, SHARE, MoH	MLSS/TCLC	Ministry of Justice, Cabinet Office, Parliament		25,000	25,000	1) MLSS	1) Govt budget 25,000	
Review of existing workplace policies in order to establish a baseline (incl. identification of gaps in terms of ILO Code of Practice and capacity limitations), dissemination of conclusions and recommendations	Oct 09	Jan 10	ZFE; ZCTU; FFTUZ, ZBCA, ZCSMBA, NAC, ILO, MoH, Cooperating Partners (GTZ, UNDP, ZNAN, SHARE etc.)	ZBCA, ZFE	HIV & AIDS workplace response Coordination Team		40,000				

to the HIV & AIDS workplace response Coordination Team and other relevant stakeholders											
Provide training on HIV and AIDS workplace policy development in the informal economy and small business associations	Jan 2010	Dec 2011	AZIEA, ILO, AWISA, WEAZ, ZCTU, FFTUZ, Cooperating Partners (USAID etc.), ZNAN	ZCSMBA (ZBCA, ZFE)	MLSS, MCTI, MCDSS, GID		60,000				
Good practices on the prevention of HIV and AIDS in the formal and informal economy identified, documented, published and disseminated, with special emphasis on the active engagement of the Government, employers' and workers' organizations	Feb 2010	April 2010	Cooperating partners (USAID, PEPFAR), Academic Institutions, MoH, NAC, ZNAN	MLSS, ILO	ZCSMBA, HIV & AIDS workplace response Coordination Team		40,000				

Studies produced determining the socio-economic impacts of HIV and AIDS in the world of work, and results disseminated (sector-specific and cost-benefit analyses)	March 2010	May 2010	MFNP, Academic Institutions, MCTI, MoE, MSTVT, NAC, ZNAN	ZFE, NAC	ZBCA, MLSS, ZCTU, FFTUZ, ILO		40,000	20,000	1) ZFE, 2) NAC	1) ZFE 20,000; 2) Govt budget & donor support	
Baseline studies conducted for M&E purposes	Nov 2009	Dec 2010	ZFE, ZCTU, FFTUZ	MLSS, ILO			15,000				
Output 2.1.2: The design and management of gender-sensitive workplace policies and programmes on HIV and AIDS & TB supported, based on the ILO Code of Practice, undertaken with and through the Government, employers' and workers' organizations											
Sensitization and training of employers and workers on gender-sensitive HIV & AIDS workplace policies and programmes	March 2010	Sept 2010	ZBCA, ZFE, ZCTU, FFTUZ, ZWAP	HIV & AIDS workplace response Coordination Team	Cooperating partners (GTZ, UNDP, ZNAN, SHARE etc.)	180,000	100,000				180,000
Monitoring & evaluation of the gender component in HIV & AIDS workplace programmes	Sept 2010	Dec 2011	ZBCA, ZFE, ZCTU, FFTUZ, ZWAP	HIV & AIDS workplace response Coordination Team	Cooperating partners (GTZ, UNDP, ZNAN, SHARE etc.)		80,000		1) NAC		

Output 2.1.3: Public/Private partnerships established on HIV and AIDS issues in the world of work											
Advocacy for resource sharing	Nov 2009	Dec 2011	HIV & AIDS workplace response Coordination Team	MLSS	Ministry of Finance & National Planning, ZNAN	115,000	15,000	15,000	1) MLSS	1) Govt budget 15,000	80,000
Development and implementation of joint programmes between private and public sectors	April 2010	Dec 2011	MCTI, SHARE, HIV & AIDS workplace response Coordination Team	MLSS	ZNFU, ZCSMBA, ZAM, Hotel and Catering Association of Zambia,		100,000	20,000	1) ZFE	1) ZFE 20,000	
Outcome 2.2: HIV and AIDS included and mainstreamed in national projects and programmes of the Government, employers' and workers' organizations, the ILO, and the UN system											
Output 2.2.1: HIV and AIDS workplace issues effectively mainstreamed into existing and new ILO and other UN programmes and projects											
Sensitization and awareness raising of ILO and UN project staff	June 08	Dec 11	NAC	ILO	UNAIDS, UNJT, UNCT	5,000	5,000				5,000
Output 2.2.2: HIV and AIDS workplace issues effectively mainstreamed in existing and new programmes and projects of the Government and employers' and workers' organizations											
Sensitization and awareness raising of decision-makers	June 2010	Dec 2011	MoH	HIV & AIDS workplace response Coordination Team	Cooperating partners (GTZ, DFID, USAID), MFNP	200,000	60,000				200,000
National awareness raising campaigns conducted through media and other public	March 2010	Dec 2011	HIV & AIDS workplace response Coordination Team	MLSS/NAC	Cooperating partners (GTZ, DFID, USAID), UN Agencies, Ministry of		100,000				

fora					Information and broadcasting						
National symposium on HIV & AIDS workplace issues organized	June 2010	Oct 2010	NAC, AZIEA, ZCTU, FFTUZ, ZBCA, ZFE	HIV & AIDS workplace response Coordination Team	UNJT, Cooperating partners, MoH, MoFNP, MCTI, Ministry of Justice, Human Rights Commission		40,000				
Outcome 3.1 Adoption and implementation of a national Child Labour Policy to combat child labour and trafficking											
Output 3.1.1: Laws and policies in line with Convention 182 and 138 prepared and adopted											
Lobby for adoption of the National Child Labour Policy	Sept 2009	on adoption	Cabinet Office	MLSS		106,000					71,000
Conduct awareness campaigns for the general public (Refer to outcome 2)	Oct 2010	Dec 2011	ILO, MSYCD, MCDSS	MLSS							
Harmonizing fragmented legislation on the minimum age	on-going	Dec 2011	HRC, MOHA, MoE, ILO, ZFE, ZCTU, FFTUZ	MSYCD, MOJ (Law dev commission), MLSS			20,000	10,000	1) ILO; 2) MLSS	1) IPEC 10,000; 2) Govt budget 10,000	
Finalize and adopt	on-	Nov 2009	ILO, ZCTU,	MLSS	Civil Society						

the SI on hazardous labour	going		FFTUZ, ZFE, MoJ, Law Dev. Commission		Organizations						
Capacity building through training for Law enforcement officers	Feb 2010	Dec 2011	ILO, MoHA	MLSS			50,000	30,000	1) ILO	1) IPEC 30,000	
Development of policy guidelines for easy implementation of CL related policies	Feb 2010	Dec 2010	ILO, MSYCD, MoE	MLSS, CABINET			30,000	30,000	MLSS	Govt budget	
Mobilization of resources for action plans for the elimination of WFCL	Nov 2009	Dec 2011	ILO, ZFE, ZCTU, FFTUZ, Civil Society Organizations	MLSS, MFNP			1,000	1,000	ILO	IPEC (USDOL)	
Output 3.1.2: National Action Plan for the elimination of child labour formulated and implementation started											
Finalization and adoption of the National Action Plan	Sept 2009	Dec 2009	Cabinet, stakeholders (MSYCD, MoE, NGOs & Community Based Organisations Organisations, MACO, MHA), ZFE, ZCTU	MLSS, ILO	MCDSS	722,500	40,000	40,000	1) ILO; 2) MLSS	1) IPEC (USDOL) 15,000; 2) Govt budget 25,000	30,000
Define institutional structures to support the	Oct 2009	Dec 2009	MOJ, MOH, Cabinet, MoE, ILO	MLSS			500	500	MLSS	Govt budget	

implementation of Child Labour Policy in line with national labour laws											
Formulate district work plans under the leadership of CL Committees	Feb 2010	Dec 2011	Provincial administration, DCLCs, DDCC, ILO	MLSS			100,000	100,000	1) MLSS; 2) ILO	1) Govt budget; 2) IPEC (USDOL)	
Enhance coordination mechanisms between national and district structures for effective implementation of CL Policy	Jan 2010	March 2010	ILO, ZFE, ZCTU, FFTUZ, Civil Society Organizations	MLSS	NSC member institutions		2,000	2,000	MLSS	Govt budget	
Provision and enhancement of technical support to the district CL committees	March 2010	Dec 2011	ILO	MLSS			160,000	160,000	1) MLSS; 2) ILO	1) Govt budget 100,000; IPEC 60,000 (USDOL)	
Provision of psycho-social life skills and psycho-social support	Sept 2009	Jan 2010		ILO			300,000	300,000	ILO	IPEC (USDOL)	
Output 3.1.3: Strengthened national and local capacity to implement and enforce laws, policies and action plans on the elimination of child labour and trafficking in human beings											
Finalization and adoption of the	June 2008	Aug 2009	MLSS, MSYCD,	MoHA	EC, Civil Society	420,000	40,000	40,000			120,000

Anti-Human Trafficking Policy and Action Plan			MCDSS, MoE, ILO, IOM, UNICEF (UNJPT), ZFE, ZCTU, FFTUZ		Organizations						
Training of key implementing partners for the implementation of the Anti-Human Trafficking Policy and Action Plan	Sept 2009		MLSS, MSYCD, MCDSS, MoE, ZFE, ZCTU, FFTUZ	MoHA, UNJPT	EC, Civil Society Organizations		200,000	200,000	UNJPT	EC	
Organize national level training workshops for implementers on the new CL Policy	June 2010	Dec 2011	ILO, ZFE, ZCTU, FFTUZ, Civil Society Organizations, MSYCD, MCDSS, MoE	MLSS			20,000	20,000	1) MLSS; 2) ILO	1) Govt budget 10,000; 2) IPEC 10,000 (USDOL	
Reorganize the national steering committee on CL as a sub-committee to the EL-SAG	Oct 2009	Dec 2009	EL-SAG	MLSS							
Revise TORs for NSC	Oct 2009	Dec 2009	ILO, ZFE, ZCTU, FFTUZ	MLSS							
Development of specific CL inspection programme	on-going	Dec 2010	ILO, ZFE, ZCTU, FFTUZ, NGOs, MoHA, MCDSS	MLSS	MACO		20,000	20,000	1) MLSS; 2) ILO	1) Govt budget 10,000; 2) IPEC 10,000	

										(USDOL)	
Map partners involved in action against CL	Dec 2007	June 2010	ILO	MLSS			40,000	20,000	1) MLSS	1) Govt budget 20,000	
Carry out capacity assessment of partners	June 2010	Dec 2010	ILO	MLSS							
Implement capacity strengthening activities as recommended by the assessment	Jan 2011	Dec 2011	ILO, Civil Society Organizations	MLSS			100,000				
Outcome3.2 Enhanced capacity for awareness raising and advocacy on Child Labour and human trafficking issues among stakeholders											
Output 3.2.1: Programme of awareness raising and sensitization developed and implemented											
Conduct Knowledge, Attitude and Practice survey	Jan 2010	Dec 2010	MLSS, ZFE, ZCTU, FFTUZ	ILO		505,000	80,000				385,000
Development and dissemination of tools and materials for advocacy and awareness raising activities (incl.	Jan 2010	Dec 2011	ZFE, ZCTU, FFTUZ	ILO, MLSS	Media		200,000	50,000	1) ILO	1) IPEC 50,000 (USDOL)	

training materials and key knowledge products)											
Develop common advocacy messages	April 2010	Aug 2010	ZFE,ZCTU, FFTUZ, ILO	MLSS			Covered above				
Training of trainers on advocacy and awareness raising	Nov 2010	Dec 2011	ZFE,ZCTU, FFTUZ	ILO, MLSS	Media		150,000	20,000	1) ILO	1) IPEC 20,000 (USDOL)	
Evaluation of the programme impact	Sept 2011	Dec 2011	ZFE,ZCTU, FFTUZ	ILO, MLSS	Media		20,000				
Review of programme incl. the incorporation of cross cutting issues (social security)	on-going	Dec 2011	ZFE, ZCTU, FFTUZ	ILO, MLSS	ILO, MLSS		5,000				
Participate in commemorating international days (i.e World day against CL, Day of the African Child), incl. mobilization of resources	Dec 2007	Dec 2011	ZFE, ZCTU, FFTUZ, MSYCD, GIDD, MoE, MoH, Civil Society	ILO, MLSS	Media		50,000	50,000	1) MLSS; 2) ILO	1) Govt budget 20,000; 2) IPEC 30,000 (USDOL)	
Output 3.2.2: Evidence based advocacy action plans on specific child labour issues in place and being implemented											
Analysis of CL	Sept	Dec 2011	ILO, MoHA	MLSS, CSO		30,000	30,000	30,000	MLSS	Govt	0

and forced labour components in LFS 2008	2009								& CSO	budget	
Outcome 3.3: Child labour issues and concerns are promoted, included and mainstreamed in national projects and programmes											
Output 3.3.1: Child labour issues addressed in connection with promotion and application of International Labour Standards, including the proposal for ratifying the Labour Inspection Convention (No. 81)											
Tabling the ratification of Convention 81 to the TCLC for discussion and endorsement	Oct 2009	Dec 2009	ZFE, ZCTU, FFTUZ, ILO	MLSS		70,000	20,000	20,000	MLSS	Govt budget	0
Coordination and sensitization of stakeholders and social partners	on-going	Dec 2011	ZFE, ZCTU, FFTUZ, ILO, HRC, Civil Society representatives	MLSS			50,000	50,000	1) MLSS; 2) ILO	1) Govt budget 20,000; 2) IPEC 30,000 (USDOL)	
Output 3.3.2: Pilot CL monitoring system established and integrated into existing data collection systems											
Establishment of key performance indicators by the steering committee	Oct 2009	Dec 2010	ILO, CSO, NSC, MCDSS, MSYCD, MoE, MACO	MLSS	MSTVT, UN Agencies, MoH, National Se	530,000	30,000	30,000	1) MLSS; 2) ILO	1) Govt budget 20,000; 2) IPEC 10,000 (USDOL)	430,000
Create partnerships for an integrated approach to child labour data	Oct 2009	Dec 2011	ILO, CSO, NSC, MCDSS, MSYCD, MoE, MACO	MLSS	MSTVT, UN Agencies, MoH, National Service		staff time (as above)				

analysis											
Put in place the pilot monitoring system	Jan 2011	Dec 2011	ILO, CSO, NSC, MCDSS, MSYCD, MoE, MACO	MLSS	MSTVT, UN Agencies, MoH, National Service		500,000	70,000	1) MLSS; 2) ILO	1) Govt budget 50,000; 2) IPEC 20,000 (USDOL)	
Develop a mechanism for data collection and orient the officers in the institutions gathering information	Jan 2011	Dec2011	ILO, CSO, NSC, MCDSS, MSYCD, MoE, MACO	MLSS	MSTVT, UN Agencies, MoH, National Service						
Output 3.3.3: Child labour issues mainstreamed into a range of developmental programmes and interventions, including national development programmes and other DWCP country priorities											
Enhance the incorporation of Child Labour issues in relevant programmes	on-going	Dec 2011	MCDSS, MYSCD, MoHA, MoE, DCLCs, ILO, Civil Society Organizations	MLSS	UN Agencies, MoFNP	20,000	staff time				0
Strengthening linkages between various social welfare and protection programmes, e.g. social cash transfers, school burserly schemes	on-going	Dec 2011	MCDSS, MYSCD, MoHA, MoE, ILO, Civil Society Organizations	MLSS	UN Agencies, MoFNP, DCLCs		20,000	20,000	MLSS	Govt budget	

M&E plan for DWCP - Part 2: Progress monitoring

Template 1b: Baseline and specific progress (milestones) to be realised for each outcome

Priority 1: More and better employment for all, in particular for the youth, women and people with disabilities, supported by a functional Labour Market Information (LMI) system					
Outcome 1.1: Increased employment opportunities for all, with focus on youth, women and persons with disabilities in particular through sustainable enterprise development and employment protection		Main assumptions: (1) Stable political and economic environment. (2) Government of Zambia committed to making Decent Work the heart of social progress, placing employment at the centre of the fight against poverty and strengthening tripartism and social dialogue. (3) Social partners (Government, Employers and Workers) and Civil Society Organizations (CSOs) are committed to implementing national development frameworks, coherent policies and legislation - FNDP, NELMP, Financial Sector Development Plan (FSDP), Micro-Finance Sector Regulations, ZDA ACT, PSD Policy, MSME Policy and CEE ACT - to create an enabling business environment including incentives and support services. (4) Cooperating partners are willing to support (financially and technically) and complement national development efforts towards the achievement of MDGs. (5) Businesses, in particular MSMEs, are willing to grow sustainable enterprises and create jobs.			
Brief description of country context/ starting condition (baseline)	Indicators	Biennial milestones/ specific expected results			
		End of 2008	End of 2009	End of 2010	End of 2011
<u>Labour Market Information System:</u> The current LMI system is inadequate. Last Labour Force Survey was conducted in 2008, with an analysis phase in 2009. The most recent data is available from the LFS that was conducted in 2005. Before 2005, there was a 20 year gap in conducting LFS. A number of LMI related surveys and meta-information exist, namely:	LMI system with main Decent Work Indicators strengthened and supported by a spectrum of stakeholders based on	Resources mobilized for the LFS 2008 and survey commissioned by MLSS; ILO LMI System	LFS concluded, disseminated and promoted to Users and Stakeholders; MLSS Status Report finalized, and strategies for the implementation	Capacity building of MLSS LMI Unit for implementing and managing an LMI system initiated;	Establishment of an LMI and Analysis database containing a set of Decent Work

Employment (CSO - Living Conditions Monitoring), Distribution of Income (CSO - Living Conditions Monitoring); Finscope National Small Business Survey 2008 (MCTI); Finscope Financial Sector Survey 2007 (BoZ); Zambia Sexual Behaviour Survey (Business risk and cost of HIV and AIDS) (CSO); Population Census (CSO).	regular LFSs;	methodological standards promoted and articulated to Government (MLSS) and other stakeholders; LMI sub-committee of EL-SAG put into place.	of a functional LMI System finalized - regular and consistent collection and synthesis of data and meta-information, analysis, storage, retrieval (user training) and dissemination systems in place.	Improvements in data collection in collaboration with the Central Statistics Office (CSO), Bank of Zambia (BoZ) and other generators of LMI enhanced; Resource mobilization and other preparations for LFS 2011 commenced;	indicators and an extended coverage of the Labour Force Survey facilitated; Zambia's LMI included in the ILO LMI Network for the Africa region.
In 2005, the labour force in Zambia was 4,131,531, out of which 495,784 persons were employed in the formal economy. 3,635,747 people were employed in the informal economy. Employment to population ratio for women was 43%, and the same for men 66%.	Number of decent jobs created for youths, women and persons with disabilities		Follow-up systems established for new jobs created through the projects under the DWCP	10,000 new decent jobs created	15,000 new decent jobs created

<u>Government Action Plans and Policies in place</u> which facilitate the creation of decent employment opportunities: Fifth National Development Plan (FNDP; 2006-2010, broad based wealth and job creation); National Plan of Action on Disability in Zambia (2003-2008, promotes full participation, equality and economic empowerment of persons with disabilities); Private Sector Development Action Plan (PSD; 2004, creates decent employment opportunities); Financial Sector Development Plan (FSDP); Ouagadougou Plan of Action; National Agriculture Policy (2004-2015); National Youth Policy (2006); National Gender Policy (2001); National Policy on Disability (2002); and the National Employment and Labour Market Policy (2005; NELMP); Cooperatives Policy (). <u>Action plans under preparation</u> that aim to create decent work: National Gender Support Programme. <u>Legislation in place:</u> The Technical, Vocational and Entrepreneurial Training (TEVET) Act No. 13 of 1998 (established TEVETA, a regulator of skills training); Citizens' Economic Empowerment Act No. 9 of 2006 (established the CEE Fund, which supports self-employment opportunities); The Industrial and Labour Relations Act Cap 269 No. 30 of 1997 (protects against discrimination), revision 2008;	Relevant laws and policies reviewed with a view to establishing an enabling Policy, Regulatory and Legal (PRL) Environment, particularly for MSMEs; Budgetary allocation (Government commitment) for promoting full and productive decent employment and graduation from informal to formal	The ILO's Policy Coherence Initiative (PCI; 2007-2009) aims to promote a mix of policies targeted at decent employment creation; SAG on Employment & Labour established and functional; CEEC operational; ZDA functional; Private Sector Development Reform Programme implemented by MCTI; Financial Sector Development Plan implemented by BoZ; Industrial and Labour Relations Act harmonized with ILS and assented;	SAG Employment and Labour subcommittees established and functional; National Gender Support Programme adopted (ILO support linked through UNCP group); National Action Plan for Youth finalized and launched, MSME policy in place; Employment Act harmonized with ILS and assented; Factories Act harmonized with ILS and assented; Discussions started on the need to review TEVET on the basis of the skills survey results on skills gaps and matching.	Micro-Finance Sector Regulations, Business Climate Surveys regularly undertaken, Review and update of Cooperatives Act; Govt budget allocation for the creation of decent work increased by 10 % from 2009	Govt budget allocation for the creation of decent work increased by 20 % from 2010
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Employment Act Cap 268 No. 15 of 1997. The ZDA Act and CEEC Act were finalized in 2006, and the implementing institutions have been established. Micro-Finance Sector Regulations, and other additional pieces of legislation relevant to creation of decent work are listed under outcome 1.3 and priority 3.	economy;	Zambia Business Survey for MSMEs concluded to inform policy discussions; Cooperation with the Human Rights Commission on HR& Business Management commenced			
<u>Strategies in place</u> that promote the creation of decent employment for the target groups: Fifth National Development Plan (FNDP; 2006-2010, provides new generation of Poverty Reduction Strategies; Creation of broad based wealth and job creation); Joint Assistance Strategy for Zambia (JASZ; 2007-2010; ensure aid coherence and effectiveness; harmonize donor initiatives and programmes; support FNDP); Country Assistance Strategy (CAS; Word Bank; 2008-11; meet GRZ objectives; maximize GRZ resources); National Strategy on Children, Youth and Sports Development (2006). <u>Strategies under preparation</u> that will generate decent employment opportunities: Under the FNDP, GRZ is seeking to formulate and introduce the following strategies by 2010: National Strategy on Trade, Social Protection		DWCP Coordinator and Pillar focal points in the MLSS put in place; ILO/LO reorganized to meet DWCP priorities; DWCP PO at the ILO/LO; financial resources mobilized for promoting decent jobs.	Additional human and financial resources in place (ILO: INCLUDE, BBW&JC, YE, WWR staff). Focal points for DWCP functional in the Social Partners. Financial resources mobilized 2008 fully approved (Pillar I total mobilized resources approved: approx. \$3,800,000). Financial resources mobilized to fill identified gaps.	Resources secured for continued DWCP implementation and coordination in the ILO/LO and the MLSS	

Strategy, HIV & AIDS Prevention and Mitigation Strategy for Public Service; FNDP Growth Strategies (encourage growth in Mining, Construction, Wholesale and Retail trade); Rural Financing Strategy; Employment Strategy; Export Development Strategy. The Sixth National Development Plan and the next UNDAF are being developed.					
Outcome1.2: Enhanced employment and self- employment opportunities for the target groups through access to BDS, finance and skills development		Main assumptions: The Government pays increased attention to job creation as a means to tackle poverty and to generate income and tax revenue. There is a growing interest among the Zambian people, especially the main target groups, for BDS and entrepreneurship. The donors continue to appreciate the objective of job creation as a means to attain the MDGs and provide support for the ILO. The Social Partners and the Civil Society are active players in the field of BDS development and support.			
Brief description of country context/ starting condition (baseline)	Indicators	Biennial milestones/ specific expected results			
		End of 2008	End of 2009	End of 2010	End of 2011

The current provision of factors assisting employment opportunities is not satisfactory (66.3% of the population excluded from formal and informal financial institutions (FinScope, 2007), TEVET fund inaccessible to many of the 338 institutions registered, (TEVETA 2008). The following areas were identified as potential for job creation in the FNDP: agriculture, tourism, manufacturing, commerce & trade and mining & energy. ZCSMBA/ILO (2008) study on the type of and access to BDS: Consultancy and Advisory Services (19 percent), Training (15 percent) and Marketing and Sales (11 percent) as the major services which were provided to clients by the BDS providers. Access to Finance: Bank and MFIs 14.4%; Personal Savings 72.3%; Family and Friends 27%. The BDS Voucher programme implemented by ZDA targets to provide services to at least 5,000 MSMEs aimed at improving their efficiencies and production and to create 10,000 jobs. The BBW & JC targets to conduct BDS capacity development for at least 300 BDS providers who should reach out to	Number of targeted beneficiaries accessing BDS		2,000 MSMEs access BDS to expand their businesses	5,000 MSMEs access BDS	10,000 MSMEs access at least one BDS
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10,000 BDS MSMEs. The YE and WEDGE programmes capacity building interventions will also target more than 150 BDS providers to reach out to 5,000 MSMEs. ZCSMBA is running capacity building interventions for BDS providers. The Credit Guarantee Facility fund for MSMEs has been launched.					
<u>GRZ plans and Civil society support</u> that enhance employment opportunities: The Government is supporting outcome 2 through: the Financial Sector Development Plan (FSDP; 2004-2009, improve access/quality of financial systems); Sector Skills Development Strategy (SSDS; 2003, targets provision of vocational training skills to the formal and informal sectors); Private Sector Development Reform Programme [PSDRP; improves the business climate in high potential sectors: agriculture, tourism, manufacturing, commerce & trade and mining & energy (FNDP)]. Additionally, the 2008 Budget allocated resources to the TEVET Fund (aid management and regulation of training institutions) and the Empowerment Fund (provides funds for self-employment opportunities). The National Trust for the	Uptake of business financing and other financing mechanisms by the target groups		1,000 are linked to providers of finance	3,000 are linked to providers of finance	5,000 linked to providers of finance.

Disabled (NTD; 1994, credit facility for viable persons with disabilities established under the Persons with Disabilities Act Cap 65 No.33 of 1996), the Empowerment Fund and the Disabled Entrepreneurs Association of Zambia (2000, delivers micro-credit and business training) promote entrepreneurship of those with disabilities.					
Outcome 1.3: Enhanced Social Protection for the target groups, including those affected by socio- economic crises, with a focus on the informal economy		Main assumptions: In connection with the ILO campaign, the Government shows increased interest in the quality of jobs and communicates its objectives to the donor community. In light of the Declaration on Social Justice for a Fair Globalization, the donors continue to commit funds for this objective.			
Brief description of country context/ starting condition (baseline)	Indicators	Biennial milestones/ specific expected results			
		End of 2008	End of 2009	End of 2010	End of 2011
<u>Decent Work Deficits:</u> There is a lack of decent employment and incomes especially among youth, women, and people with disabilities. Insufficient employment opportunities in the formal sector have lead target groups to seek employment in the informal economy, where working conditions are difficult to monitor and often unsatisfactory. In 2005, formal sector employment was only at 7% of the working age population (SPER; 2008). There has been growth in the Labour force which grew from 2.4mn persons in 1986 to 4.9mn persons in 2005 (CSO; 2005). In 2006, 14% of the Labour force were unemployed, 13%	Number of MSME's graduating from informal to formal entities.	Use of existing Data e.g. LCMS as a basis of a Monitoring and Evaluation System for Promoting Decent Jobs under the ZDWCP; Business Training manuals developed and promoted to assist MSMEs to improve their management and	Baseline established for number of MSME's in the formal and informal economies; Business Training manuals adapted and training provided to target groups;	Capacity building programme developed for facilitating graduation from the informal to the formal economy (formalization); Trainers from skills training institutions (75) and young women and men entrepreneurs(100) trained in entrepreneurship; Incentives for graduation from	5 % of MSMEs graduated from informal to formal economy

males and 15% females (CSO; 2006). By last available figures, 1996 Central Statistics Office MSEs Baseline survey, the agriculture sector consisted approximately 97 percent of the enterprises and employed 18 percent of the labour force of whom 47 percent were women. Women owned 46 percent of the enterprises, although they tended to be concentrated in low return activities and employed fewer workers (Parker, 1996).		performance, in turn grow and graduate into formal businesses;		informal to formal economy created and awareness raised	
<u>GRZ and ILOs interventions to facilitate the graduation from informal to formal employment for the target groups:</u> Under the FNDP, the PSDRP will develop incentives to aid in the graduation from the informal to the formal economy. Graduation from the informal to the formal economy is facilitated through the provision of skills training. The already established TEVET system is one such institution which provides skills training to the public. In 2007, the TEVET system equipped 31,108 individuals with skills that will improve their chances of employment in the formal economy. The TEVET system also prepares individuals for self-employment. The BDS (ended) , BBWJC,WEDGE, WWR, YE, INCLUDE and PEPDEL programmes aim to provide skills training to individuals to promote	Number of people in target groups in formal employment and self-employment	ILO INCLUDE, BBWJC, YE, WWR and PEPDEL Projects prepared/initiated;	Capacity building work plan developed with the constituents based on assessments of needs of respective constituents; Targets for formal employment set based on the LFS 2008	Formal employment increased by 10%	Formal employment increased by 15%

graduation of employment from the informal to the formal sector.					
A million people in need for social assistance. Pension funds (established under The Pension Scheme Regulation Act Cap 255 No. 27 of 1997) available for formally employed [existing pension schemes cover 79% of employees (SPER, 2008)]. Only 1.1 % of the adult population have life insurance and only 0.9 % have health insurance (FinScope, 2007) In 2005, there were 618,455 persons covered by social security (FNDP;2005) <u>Government interventions</u> to extend social security coverage: The Social Protection Strategy (2006-2010, aims to increase social security for the vulnerable); Livingstone Call For Action was held in Zambia with political commitments to social protection (2006, FNDP); Public Welfare Assistance Scheme (PWAS) offers in-kind support to about 160,000 beneficiaries in all 72 Districts annually; Social Cash Transfer Schemes (implemented under MCDSS, achieved: monthly cash benefits to 7,000 households); The Food Security Pack (FSP; achieved: Over the past 5 years	Number of people in the target groups covered by social security		Micro-insurance programme launched	Micro-insurance products developed, and accessed by at least 5% of MSME owners and employees;	Micro-insurance products accessed by at least 10% of MSME owners and employees;
		Social cash transfer programmes piloted in 5 districts	Scaling up of cash transfer (SCT) to 10 districts	Scaling up of cash transfer (SCT) to 15 districts; Payment of 6,639 additional beneficiaries in 3 districts (Serenje, Luwingu & Zambezi); Two projects under MIGSEC operational;	Scaling up of cash transfer (SCT) to 20 districts; On going payment of 6,639 beneficiaries in 3 districts (Serenje, Luwingu & Zambezi)

30,000-160,000 farmers benefited annually); School-Feeding Programme (achieved: 170,000 children benefited in 2006); and the Project Urban Self-Help (achieved: short term employment for up to 50,000 persons annually) <u>ILO & CPs' interventions</u> to extend social security coverage: UNDAF (2007-2010; aim to increase access of vulnerable groups to basic social security); Social Security Programme (2007-2009, supports the implementation of national Social Security Action Plans (SSAPs) to extend social security in the formal and informal sectors; develop the SPER to establish a baseline on social security coverage) and WWR and YE in Zambia (to be implemented, visualizes strengthening linkages between trade unions and employers' organizations)					
<u>Conventions:</u> 39 ILO Conventions ratified, incl. key conventions for the target groups (C26, C105, C111, C122, C159) <u>Laws in place to protect the rights of the target groups when seeking and maintaining employment:</u> Employment Act Cap 268 No. 15 of 1997 (forbids engagement in employment by force or misrepresentation; under review - at	Decent Work incorporated in policy and regulatory frameworks as a national priority	Industrial and Labour Relations Act and Employment Act reviewed.	Industrial and Labour Relations Act amendments passed by the Parliament; Revision of Employment Act (chapter on HIV and AIDS included)	Ratification of C187; Revision of by-laws governing market places (indirectly serves to reduce the spread of HIV in the informal economy (follow-up of ISS)) Mainstreaming	Convention 187 domesticated; Decent Work mainstreamed in the SNDP and UNDAF and implementation started

present there is a draft amendment to include a chapter on HIV and AIDS); Penal Code Act Cap 84 No. 15 of 2005 (prohibits slavery, trafficking, sexual harassment; CEACR expressed need for law revision); Minimum Wages and Conditions of Employment Act Cap 276 No. 13 of 1994; Persons with Disabilities Act Cap 65 No. 13 of 1996 (all employee rights maintained, act lead to the creation of the NTD) ; Industrial and Labour Relations Act Cap 269 No. 30 of 1997. The Factories Act Cap 441 No. 13 of 1994 (covers working conditions; under review). Additional pieces of legislation listed under outcome 3.1. Several legal instruments awaiting amendments (Napsa, minimum wages etc.) Legislation supported by National Youth Policy (2006), National Strategy on Children, Youth and Sports Development (2006), National Gender Policy (2001) and National Policy on Disability (2002).				decent work, employment and the Zambia DWCP priorities in poverty reduction strategies e.g. SNDP, UNDAF, Vision 2030 through the use of the CEB Toolkit among others	
Priority 2: Responding to HIV and AIDS challenges in the world of work in Zambia					
Outcome 2.1: Adoption of nation and sector wide HIV & AIDS workplace policies based on ILO Code of practice, adopted by social partners and other key stakeholders	Main assumptions: As the epidemic is acknowledged to have severe effects on the Zambian society as a whole, HIV and AIDS issues continue to attract the Government's, the donor community's, the UN's and the private sector's attention and focus. Tackling the HIV and AIDS issue at the workplace is brought to the forefront in the development agenda and acknowledged by social partners and businesses that workplace policies are a means to manage the issue appropriately.				
Brief description of country context/	Biennial milestones/ specific expected results				

starting condition (baseline)	Indicators				
		End of 2008	End of 2009	End of 2010	End of 2011
Currently 980,000 Adults (15+) living with HIV (UNAIDS, 2008), with 84% of population aged 15-49 uninfected (NAC, 2008). The pandemic is straining Zambia's economic future (95 000 HIV infected children, 600 000 orphans (UNAIDS, 2008). The national HIV prevalence rate (14.3 percent in 2007) has reduced (16 percent in 2002) (World Bank, 2007), but the impact on the informal sector is difficult to determine.					
<u>Implemented National Policies:</u> National HIV/AIDS/STI/TB Policy (2005, aims to ensure that all workplace policies are implemented based on the ILO code of practice) and NELMP (2005, increase awareness of the HIV and AIDS in a bid to prevent the spread of the disease) in place. However, at present no national HIV and AIDS workplace policy has been developed.	A national HIV & AIDS workplace policy developed	Draft of the proposed HIV & AIDS chapter in the Employment Act developed; Advocacy for development of a national HIV & AIDS workplace policy;	The tripartite partners adopt the proposed HIV & AIDS chapter in the Employment Act; Comprehensive discussions started on the formulation of a national HIV and AIDS workplace policy; Findings of Informal Sector Study (ISS) used in the preparations of the national HIV and AIDS workplace policy; Key partners engaged; Translation of the ILO Code of Practice into local languages, incl. publication & dissemination	Amended Employment Act in place; National HIV and AIDS workplace policy in place and implementation plan developed; New stakeholders engaged; Good practices documented and disseminated on one area of work	Implementation of the national HIV & AIDS workplace policy; WoW partners & stakeholders coordinating structure in place; Good practices disseminated on two additional areas of work

<u>Implemented Public Sector Policies:</u> HIV and AIDS workplace policies have been introduced by governmental organizations such as the Zambia Revenue Authority (ZRA; policy implemented in 2003 to protect the rights of the infected labour force of 20% (Afya Muzira, 2006)), Zambia Ministry of Education (MOE; implemented in 2006 to mitigate effect of HIV/AIDS in education sector with prevalence rate of 17.5 % (AIDS 2008 - XVII International AIDS Conference)), and National Pension Scheme Authority (NAPSA; introduced in 2003). <u>Implemented Private Sector Policies:</u> According to SADC Policy project (2002), the Agriculture, Tourism and Uniformed Services and Police sectors were in the initial stages of workplace policy planning whereas the Trade and Industry and Transport and Works Sectors already have established policies (under the National HIV/AIDS/STI/TB Policy) as they deal with vulnerable groups, i.e. long distance truck drivers. The following workplace policies aim to minimize the socio-economic impact of HIV and AIDS in various sectors: Mining sector: Sandvik Mining and Construction (introduced policy in 2005), Konkola Copper Mines	Number of sectors with sectoral workplace policies in place; Number of functional workplace programmes in place	Sectoral workplace policy for the tourism sector developed	Baseline established for the number of sectors with sectoral workplace policies in place; Baseline established for number of companies per sector; Baseline established for number functional workplace programmes in place by sector	5 sectors with sectoral workplace policies in place 200 workplaces with workplace programmes in place	8 sectors with sectoral workplace policies in place 500 workplaces with workplace programmes in place
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Plc (implemented policy in 2001) and Mupani Copper Mines; Breweries Sector: Zambia Breweries (policy introduced in 2005); Farming Sector: Kushiya Farms; Livestock industry: the Livestock Development Trust (LDT) drafted in a HIV/AIDS and gender workplace policy; Agribusiness: Donavant Cotton Company and Clark Cotton Company; Energy sector: Copperbelt Energy Company. In 2005, there were 628 workplaces, including line ministries, with developed workplace policies and programmes for HIV and AIDS (FNDP, 2006) <u>ILO and CPs interventions on HIV and AIDS workplace policies:</u> ZHECT, Afya Mzuri, CHAMP, CHEP, TALK, Kara Counseling, AWISA, ZBCA, ZARAN, NZP & the Association of African Universities have worked in conjunction with the ILO, and have assisted in the development of workplace policies and programmes to mitigate the impact of HIV and AIDS. Afya Mzuri and ZHECT launched the workplace HIV and AIDS Policy Manual (2006) which has assisted 150 companies in developing and implementing workplace policies					
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Outcome 2.2: HIV and AIDS included and mainstreamed in national projects and programmes of the Government, employers' and workers' organizations, the ILO, and the UN system		Main assumptions: The Government, the donor community, the UN incl. the ILO, and the workers' and employers' organizations acknowledge the importance of tackling the issue of HIV and AIDS at the workplace and seek the ILO's expertise in the area.			
Brief description of country context/ starting condition (baseline)	Indicators	Biennial milestones/ specific expected results			
		End of 2008	End of 2009	End of 2010	End of 2011
<u>Implemented ILO Programmes:</u> 1.) HIV & AIDS (2006-2008), 2.) HIV & AIDS on large commercial farms (March 2007-June 2008), 3.) HIV & AIDS in the education sector (March 2007-June 2008). <u>Programmes under Pillar I</u> where HIV & AIDS workplace issues have been mainstreamed: the BDS (2003-2008; increase awareness and access to HIV/AIDS related services); WEDGE (2008-2011; economically empower women infected with HIV/AIDS); and the WWR & YE (issues dealing with those infected will be considered) programmes. The HIV/AIDS induced Child Labour (IPEC/HIV AIDS, 2005-2008) programme under Pillar III has set up income generating activities for 300 families to mainstream HIV and AIDS workplace issues in their bid to eliminate worst forms of child labour.	Number of ILO and UN programmes and projects with a budget component on HIV & AIDS and TB		Baseline established on the number of ILO and UN programmes and projects with a budget component on HIV & AIDS and TB;	25% of ILO and UN programmes and projects with a budget component on HIV & AIDS and TB	60% of ILO and UN programmes and projects with a budget component on HIV & AIDS and TB
<u>Other Programmes:</u> Issues concerning HIV and AIDS introduced into the FNDP, NELMP and Mid-term Expenditure Framework (MTEP),	Number of programmes and projects of the		Baseline established on the number of programmes and projects of the Government, and employers' and	50% of programmes and projects of the Government, and employers' and	75% of programmes and projects of the Government, and

assisted by the NAC. <u>GRZ and UN Programmes</u> that deal with the mainstreaming of HIV and AIDS workplace concerns: HIV & AIDS in the new WoW and Private Sector under the UNJT (2007-2008); and the Decentralization and mainstreaming of HIV & AIDS in the WoW and Private sector organizations under Theme Group 4 of the NAC Strategic Plan (2007-2008). These programmes on HIV and AIDS are conducted by e.g. UNJT, WorldFish, Sida, GTZ, SHARe (USAID), DFID. The "UN Cares" programme (implementation of the UN Personnel Policy on HIV and AIDS) implemented by UN agencies in 2008.	Government, and employers' and workers' organizations with a budget component on HIV & AIDS and TB		workers' organizations with a budget component on HIV & AIDS and TB	workers' organizations with a budget component on HIV & AIDS and TB	employers' and workers' organizations with a budget component on HIV & AIDS and TB
Priority 3: Elimination of child labour, particularly in its worst forms					
Outcome 3.1 Adoption and implementation of a national Child Labour Policy to combat child labour and trafficking		Main assumptions: The Government, the employers' and the workers' organizations as well as other stakeholders continue to work together efficiently in order to finalize and adopt the national Child Labour policy and action plan. The employers' and workers' organizations together with the Government's and the international community's support, succeed to convince employers to implement the new legislation and action plans rapidly and efficiently.			
Brief description of country context/ starting condition (baseline)	Indicators	Biennial milestones/ specific expected results			
		End of 2008	End of 2009	End of 2010	End of 2011
<u>Legislations in Place:</u> 1.) ILO Conventions C138 and C182 ratified by Zambian Government. 2.) Employment of Young Persons and Children's Act Cap 274 No 10. of 2004 (provides protection for those under the age of	Policies, statutory instruments and national action plans adopted	Draft CL policy submitted	Draft CL Policy circulated for comments; NAP formulated and circulated for comments; Anti-Human Trafficking Policy and Action Plan adopted	National Child Labour policy and the statutory instrument (hazardous labour) adopted, CL NAP adopted; Anti-Human	Funding mechanism for CL NAP in place

16) a statutory Instrument under the Act is being finalised to define "hazardous work" and "light work" 3.) Employment Act Cap 268 No. 15 of 1997 (section 12 forbids employment of those under the age of 15) 4.) The Penal Code Act Cap 84 No. 15 of 2005 (prohibits slavery and trafficking) 5.) The Constitution prohibits forced labour and trafficking of children under 15 years. All laws serve limited purpose in informal market. <u>Policies developed:</u> The Zambian Government drafted a National Child Labour Policy in 2006, still unapproved. Government is formulating a National Action Plan on child labour; and has formulated a Policy and an Action Plan on Anti-Human Trafficking.				Trafficking Action Plan implementation started	
Around 900,000 (LFS 2005) children are in child labour in Zambia, primarily in agriculture, forestry and fishery. Approximately 780,000 are estimated to be in hazardous labour. Child labour also found in domestic service, mining and the informal sector. Worst forms include commercial sexual exploitation and trafficking. <u>ILO Programmes combating Child Labour and Trafficking:</u> International Programme on the Elimination of Child Labour (IPEC) : 1) Time-bound Programme Support Project (TBP-SP; 2006-2010; Support	Number of children withdrawn and prevented (Breakdown by prevention and withdrawn and by age, sex, geographical location) from WFCL through the DWCP (MOV: MCDSS, LFS, ILO	6000 children withdrawn and prevented (cumulative)	8000 children withdrawn and prevented (cumulative)	10 000 children withdrawn and prevented (cumulative)	12 000 children withdrawn and prevented (cumulative)

to development and implementation of time-bound measures against the WFCL in Zambia); 2.) Tackling Child Labour through Education (TACKLE; 2008-2011; objective: focus child labour interventions through the education system (both formal and informal); 3.) Combating HIV/AIDS Induced Child Labour (2003-08); 4.) Trafficking & Forced Labour	Records, CSO)				
<u>Policies, Action Plans and Programmes developed by GRZ and other implementing partners:</u> The ZCTU have a National Labour Movement Policy on Child Labour drafted. Child labour also noted in National Child Policy and the National Employment and Labour Market Policy among others. The FNDP aims to address the root cause of Child Labour through the elimination of poverty. The Employment and Labour Chapter has provision for child labour programme. There are 20 implementing organizations currently involved in Child Labour interventions under the ILO/IPEC programme.	Number of partners involved in the implementation of the NAP (MOV: partner implementation plan)		Draft NAP shared with at least 25 organizations	More partners identified for implementation of all NAP intervention areas; CL partners mobilized in all provinces (at least 5 partners per province)	CL partners mobilized in all provinces (at least 8 partners per province)
Outcome 3.2: Enhanced capacity for awareness raising and advocacy on Child Labour and human trafficking issues among stakeholders		Main assumptions: There is continued strong interest among the stakeholders on the issue of tackling child labour, as well as the commitment to eliminate it. The Government and the donor community continue to appreciate the importance of the issue on national development and make funds available to these activities. A more systematic approach to awareness raising will improve results			
Brief description of country context/	Indicators	Indicators			

starting condition (baseline)		End of 2008	End of 2009	End of 2010	End of 2011
Through earlier programmes, partners have been trained on child labour. No central and systematic rooster of trained professionals exist. Training has focussed on media practitioners, labour inspectors/officers, teachers and social workers in NGOs and to some extent the government extension system	Number of partners (employment category, sex, geographical location and type of training) trained on CL and forced labour and trafficking (MOV:training reports)	50 partners trained	100 partners trained (cumulative)	150 partners trained (cumulative)	200 partners trained (cumulative)
<u>Past and Present ILO Programmes targeting awareness raising</u> implemented to put child labour on the map: 1) TBPSP ; 2.) TACKLE; 3.) Combating HIV/AIDS Induced Child Labour (2003-08);4.) Trafficking & Forced Labour ; 5) National Programme (1999-2003); 6.) Commercial Agriculture (Comagri) (2000-2004); 7.) CBP (2003-2006); 8.) Child Domestic Labour (2000-2006). Research to determine the nature and extent of trafficking in Zambia was published and disseminated. A preliminary study on forced labour and trafficking was completed. Activities undertaken by Government to increase	System in place for ensuring coherent awareness raising and reporting on results of awareness raising activities		Components of Knowledge, Attitudes and Practices (KAP) survey defined	KAP survey completed	Advocacy and awareness raising tools and materials developed and disseminated; Training in advocacy and awareness raising conducted; Analysis of CL and forced labour components in LFS 2008

child labour awareness through: 1) FNDP (educational campaigns directed at trade unions/employers/public); 2) NELMP (increase no. of awareness campaigns and facilitate education); 3) The Commonwealth-wide Child Labour Campaign (2001-2003; achieved: ratification of C182 after successful lobby of ZCTU, creation of steering committee with Ministry of Labour to increase awareness through radio and TV). In total, there are currently 20 organizations taking action against child labour. However, no system is in place to systematically monitor awareness raising and impact on people's behaviours, resulting from awareness raising					
Outcome 3.3: Child labour issues and concerns are promoted, included and mainstreamed in national projects and programmes		Main assumptions: There is continued strong interest among stakeholders on the issue of tackling child labour, as well as the commitment to eliminate it. The Government and the donor community continue to appreciate the importance of the issue on national development and make funds available to these activities. There is an understanding of the importance to approach the issue of child labour through mainstreaming its activities across the board.			
Brief description of country context/ starting condition (baseline)	Indicators	Indicators			
		End of 2008	End of 2009	End of 2010	End of 2011
Actions undertaken by the Government: Child labour concerns have been adopted into the FNDP and Vision 2030 action plans and is currently in the process of ratifying the Labour	Government's and SPs' programmes and projects that have child		Revised NSC operational and CL advocates active on the EL-SAG, Education-SAG, and Social Protection-SAG; Ratification of	NAP and National CL Policy adopted; Key performance indicators adopted for the CL monitoring	Labour and Employment, Education and Social Protection chapters of the

Inspection Convention (C81). Government is finalising the National Action Plan on Child Labour and the National Child Labour Policy that will provide a stronger framework for mainstreaming of child labour into the SNDP etc	labour components and/or address the root causes of child labour (MOV: Minutes of SAG meetings, CL NAP, CL Policy, SNDP)		Convention 81 tabled for adoption to TCLC	system	SNDP tackle CL; Partnerships created for an integrated approach to child labour data analysis; Pilot CL monitoring system in place
At least 20 organisations (Government and civil society) currently implement interventions against child labour. Government does not currently maintain complete records of organisations involved in elimination of child labour though partial records exist with both MLSS and ILO. Several line ministries (MYSCD, MOHA, MOE, MOFNP, MCDSS, MOJ etc) are involved in the drafting of the NAP, the Statutory Instrument on Child labour and the National CL Policy along with workers' and employers organisations and other civil society organisations	Number of partners identified in the NAP stakeholder meeting engage in CL related activities (MOV: MLSS implementation reports, partner implementation reports)			At least 5 partners per province	At least 8 partners per province
Nongovernmental and International Organizations' Programmes to combat Child Labour and Trafficking: Terre des Hommes (2002; campaign against child abuse across southern Africa launched a campaign against child abuse in southern Africa); Community Youth					

Concern (CYC; held sensitization workshops in Eastern Province); Movement of Action for the Protection of Young People against Destitution and Exploitation (MAPODE; runs prevention and protection intervention programs on children's issues); Young Women's Christian Association (YWCA; conducts child sexual abuse sensitization campaigns and workshops to educate people on children's rights); The Alliance against Human Trafficking for Commercial Sexual Exploitation, Labor, and Crime (2003; aim: conduct prevention and protection programs, raise awareness, and lobby for legislation to deal with trafficking in persons); and Southern African Counter-Trafficking Assistance Program (IOM Pretoria; aim: prevent trafficking in persons and protect victims)					
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