

- In Zambia development of a Decent Work Country Program has been done and was implemented from 2007 to the end of 2011 by the current Minister of Labour & Social Security Mr. Fackson Shamenda, focused on the following pillars:
 - a) Employment Creation
 - b) Social Dialogue
 - c) Fighting HIV/AIDS in the world of work
- The program indicates lack of decent work in the informal sector as there is no room for social dialogue, issues of Safety and Health are compromised and also the absence of workers representation as among others some of the challenges being faced in Zambia.

Monitoring and Assessing Progress on Decent Work (MAP) – Zambia Progress Report

- Validation of Decent Work Country Profile was conducted and the Decent work country Profile launched in February 2013.
- The action plan also requires that Zambia conducts disability statistics in collaboration with an ILO project on Disability called PEPDEL and this project is currently running which is also trying to promote trainability and employability of persons with disability. The issue for us as employers is to ensure that any person to be employed should have the minimum skills required for the job.
- There is also the issue of wage statistics and in our case this could be linked to establishing whether those under the minimum wages are paid the minimum wage. This is also linked to Labour Force Surveys to give us statistics on number of jobs being created. We have a challenge in this area as we are not able to conduct timely Labour Force Surveys.
- There is also the issue of the incorporating the Decent Work Indicators into the National Development Plan and national monitoring system.
- We are moving slowly on these issues but the major challenge we are facing as a country is the usual lack of funds.

Challenges Faced

- Social dialogue is a key factor to the attainment of Decent Work at National Level but for us in Zambia we have seen a decline on social dialogue as government has come up with a number of Policy measures without engaging Private Sector, e.g. Recently the implementation of SI 55 as well as the recently instituted Minimum Wage without considering the tripartite partners (employer).
- The role of private sector to create decent jobs and the state must provide an enabling environment .

Conclusion

- The Decent Work Country Profile for Zambia aims at assessing progress towards decent work across ten thematic areas ranging from employment opportunities to social dialogue. In order to capture all the dimensions of decent work (employment promotion, rights at work, social protection and social dialogue), the Profile is based on legal framework indicators and statistical indicators compiled from national sources. Globally, Zambia has made significant progress in some areas on decent work while many challenges remain to be addressed. However a number of challenges are to be addressed given the nature of economic growth, which was largely based on the extractive industry and international prices (particularly copper prices), without sectorial diversification and leaving the economy vulnerable to external shocks.