



SOCIAL JUSTICE
DECENT WORK

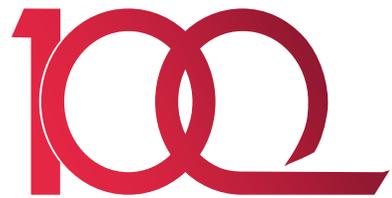
OUR STORY, YOUR STORY



CENTENARY CELEBRATION AND
50 YEARS IN ZAMBIA



International
Labour
Organization



1919·2019



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Centenary Celebration and 50 Years in Zambia, April 2019, International Labour Office - Lusaka: ILO, 2019

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Design and layout by Alex Zulu, Lusaka – Zambia Cover photo: ©



FOREWORD

The ILO has been actively supporting Zambia to advance the decent work agenda since its introduction as the core ILO policy framework and development strategy. Since 2005 the ILO's programme of support to Zambia has been based on the National Employment and Labour Market Policy and the Seventh National Development Plan that was adopted in 2017. The Decent Work Country Programme design for Zambia is shaped by the ILO's project-level interventions launched during the early 2000s, and integrates a number of approaches already underway in Zambia.

The following are the main decent work pillars that have governed ILO interventions:

- Set and promote standards and fundamental principles and rights at work
- Create greater opportunities for women and men to decent employment and income
- Enhance the coverage and effectiveness of social protection for all
- Strengthen tripartism and social dialogue

The ILO's work has great relevance in Zambia at this time and this is widely recognized, especially within the Government of Zambia, and by the social partners. As the ILO Commemorates its centenary in 2019 and the ILO Lusaka Office commemorates its 50 years of operating in Zambia, this Coffee Table Book captures the ILO Journey in Zambia through pictures, project summaries and eye catching quotes from various stakeholders that have contributed to this journey that has seen Zambia transformed from less developed country in the 1960s to a country that is converging towards middle income country status.

I wish to take this opportunity to sincerely thank all Stakeholders, ILO Staff and Cooperation Partners for having made this journey possible.

A handwritten signature in black ink, appearing to read 'G. Okutho'.

George Okutho

DIRECTOR

ILO COUNTRY OFFICE FOR ZAMBIA, MALAWI AND MOZAMBIQUE



ACKNOWLEDGEMENTS

I wish to thank the Government of the Republic of Zambia particularly the Ministry of Labour and Social Security for their active participation, inspiration and support during the development of this publication.

My sincere appreciation is extended to Social Partners; Zambia Federation of Employers (ZFE) and Zambia Congress of Trade Unions (ZCTU) for their unwavering support towards actualizing the International Labour Organization (ILO) mandate.

Mr. Ngosa Chisupa is acknowledged for collecting raw data that culminated into the draft report of this publication. In addition, ILO Lusaka Country Office staff are recognized for their timely input during the development process of this work.

My gratitude also go to all former ILO officials, government officials, ZFE, ZCTU and other Key Informants for their immeasurable contributions towards the Decent Work Agenda in Zambia and beyond.

Profound gratitude is extended to Mr. Alexio Musindo for the leadership and constant guidance provided to the Communications Working Group during the initial stages of the development of this publication.

The achievements in this publication are a result of various levels of collaboration in-country and beyond ranging from numerous officials from the Zambian Government, cooperating partners, Tripartite plus, Private Sector players, Non-Governmental Organizations and other UN agencies.

Lastly, I would like to acknowledge the critical role played by Ms. Taonga Mshanga, Ms. Sheba Chibuye and Mr. Gerald Tembo for the leadership and coordination during the development of this publication. Special recognition also go to Mr Alexander Zulu for the Graphic Designs in this publication.



INTRODUCTION

The International Labour Organization (ILO) is commemorating its centenary in 2019. The ILO Office for Zambia was established in Lusaka, Zambia in 1968. The office was initially set up to cater for several countries in Southern Africa namely Botswana, Lesotho, Malawi, Mozambique, Namibia, Zambia and Zimbabwe. Today, the office is responsible for only three of those countries namely Zambia, Malawi and Mozambique.

Since the establishment of the Lusaka office, the ILO has been heavily involved in working with and bringing together workers, employers and government to uphold key values of decent work and social justice. As part of the centenary celebrations, this publication captures the ILO Journey in Zambia in terms of areas of interventions and achievements during the 50 years of physical presence of the ILO in Zambia.

HISTORY OF ILO



International Labour Conference 1st Session, Washington DC - Delegates of the Conference. ILO historical archives, 1919-10 11,



The Constitution of the ILO was drafted in early 1919 by the Labour Commission, chaired by Samuel Gompers, head of the American Federation of Labour (AFL) in the United States. It was composed of representatives from nine countries: Belgium, Cuba, Czechoslovakia, France, Italy, Japan, Poland, the United Kingdom and the United States. First Session of the ILO Conference (right). The International Labour Organization (ILO) was created in 1919, as part of the Treaty of Versailles that ended World War I, to reflect the belief that universal and lasting peace can only be accomplished if it is based on Social Justice.



The New Navy Building where the 1st Session of the Governing Body took place, Washington DC. 1919

ESTABLISHMENT OF ILO IN AFRICA



The first ILO office in Africa was established in 1959 in Lagos, Nigeria. In 1965, the ILO was the first UN agency to sign a Memorandum of Understanding (MoU) with the Organization for African Unity (OAU), now called the African Union (AU).

ILO Regional Meetings - 1st African Regional Conference in 1960, from left to right: Mr. Johnson, Labour Minister of Nigeria and Chairperson of the Conference, Dr. Azikiwe, Governor-General of Nigeria, Mr. Demby, Labour Minister of Sierra Leone, and David A. Morse, ILO Director-General, Lagos (Nigeria).

HISTORY OF ILO IN ZAMBIA



A trainee performing welding exercise in the welding and sheet metal shop of the Industrial Training Centre at Lusaka



A worker unloading coal at a power station in Zambia.



At the Roan Antelope Copper Mines, Northern Rhodesia, transport is provided for African workers between the township Luanahya and the mine on the Company's own railway. African minders setting out for their daily shift

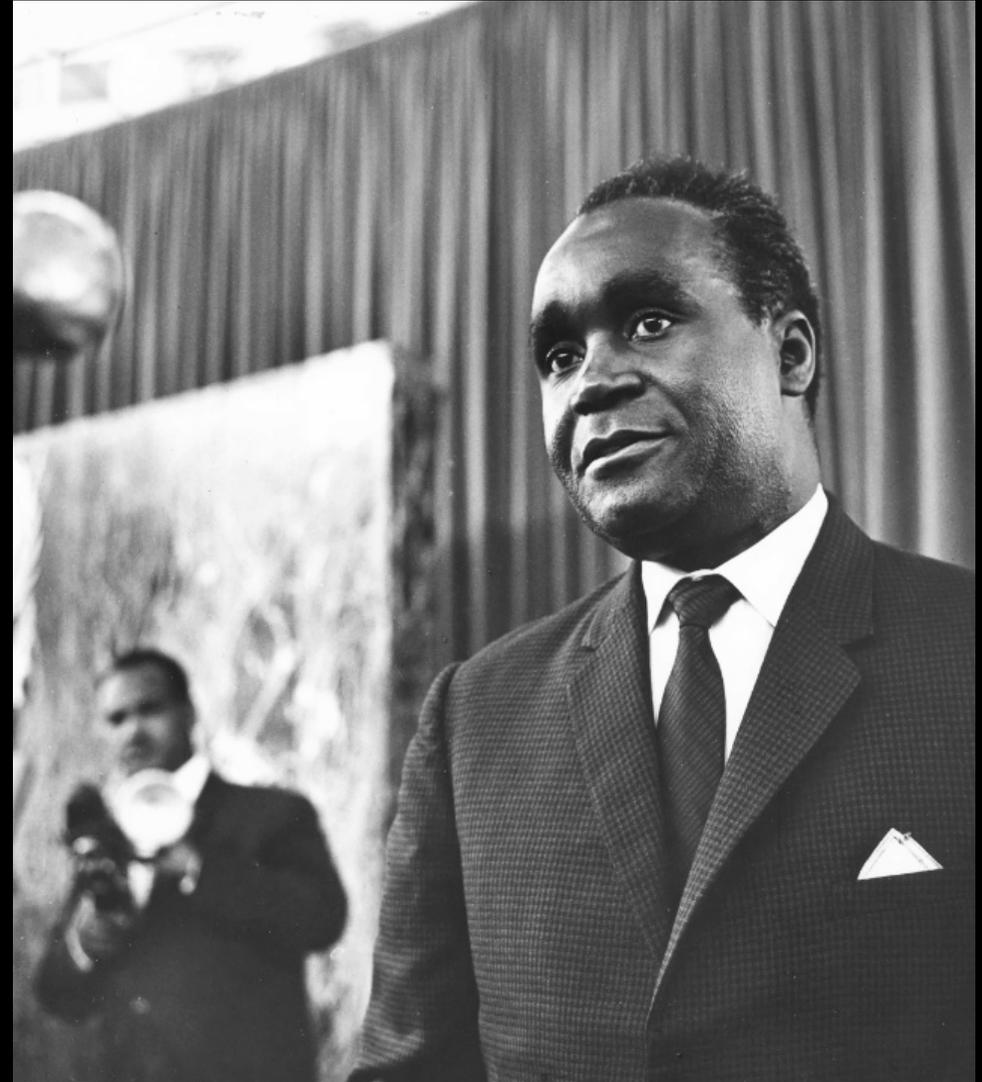


The management of the Roan Antelope Copper Mines at Luanshya, Northern Rhodesia, provides a medical service for its workers. This woman is having her son vaccinated.

Zambia joined the ILO in December 1964 after it submitted instruments of ascension to the ILO Director General. Upon joining the ILO, Zambia undertook to abide by the obligations entered into on behalf of the territory of Northern Rhodesia by the United Kingdom with regard to the Thirteen (13) Conventions ratified before 1964.



Trainee workers reporting for attachment after training 1964. On right was Zambia's First



President Kenneth Kaunda who oversaw Zambia's ascension of the ILO Constitution in December 1964.

Zambia becomes a Member of the ILO – 1964

Zambia became a full member of the ILO in December 1964 through official communication to the ILO Director General by the Minister of Labour and Mines, Mr Justin Chimba con-firming Zambia's ascension of the ILO Constitution in accordance with paragraph 3 of Article I of the Constitution of the Organisation.

ILO Opens Office in Lusaka - 1968

The ILO's office in Zambia was established in 1968 following an agreement signed between the Government of the Republic of Zambia and the International Labour Office on 26th December 1967 by the Labour Minister Mr. Reuben C. Kamanga and ILO Director General Mr David A Morse.

Zambia Enacts Industrial and Labour Relations -1966



Zambia Enacted the Industrial and Labour Relations Act in 1966. This new legislation provided for the establishment of the Zambia Congress of Trade Unions and the Zambia Federation of Employers

52nd Session of the ILO Conference June 1968



Hon. Lewis Changufu, Minister of Labour and Health addressing the 52nd Session of the ILO Conference in June 1968.



The ILO Team calling on President Kaunda at State House in 1967. Republican President Dr Kenneth Kaunda requested for technical assistance from the International Labour Organisation (ILO) to address the challenges in the labour market. The ILO sent Professor Herbert Turner to undertake a field study. The Turner report came up with a number of recommendations, namely the revision of the Industrial Relations Act and development of a wages and incomes policy to govern the negotiation of wages. The revision to the Industrial and Labour Relations Act in 1971 with the support of ILO was a major milestone as it brought calm and harmony in the country's industrial relations climate.

Labour Day Commemoration 1969

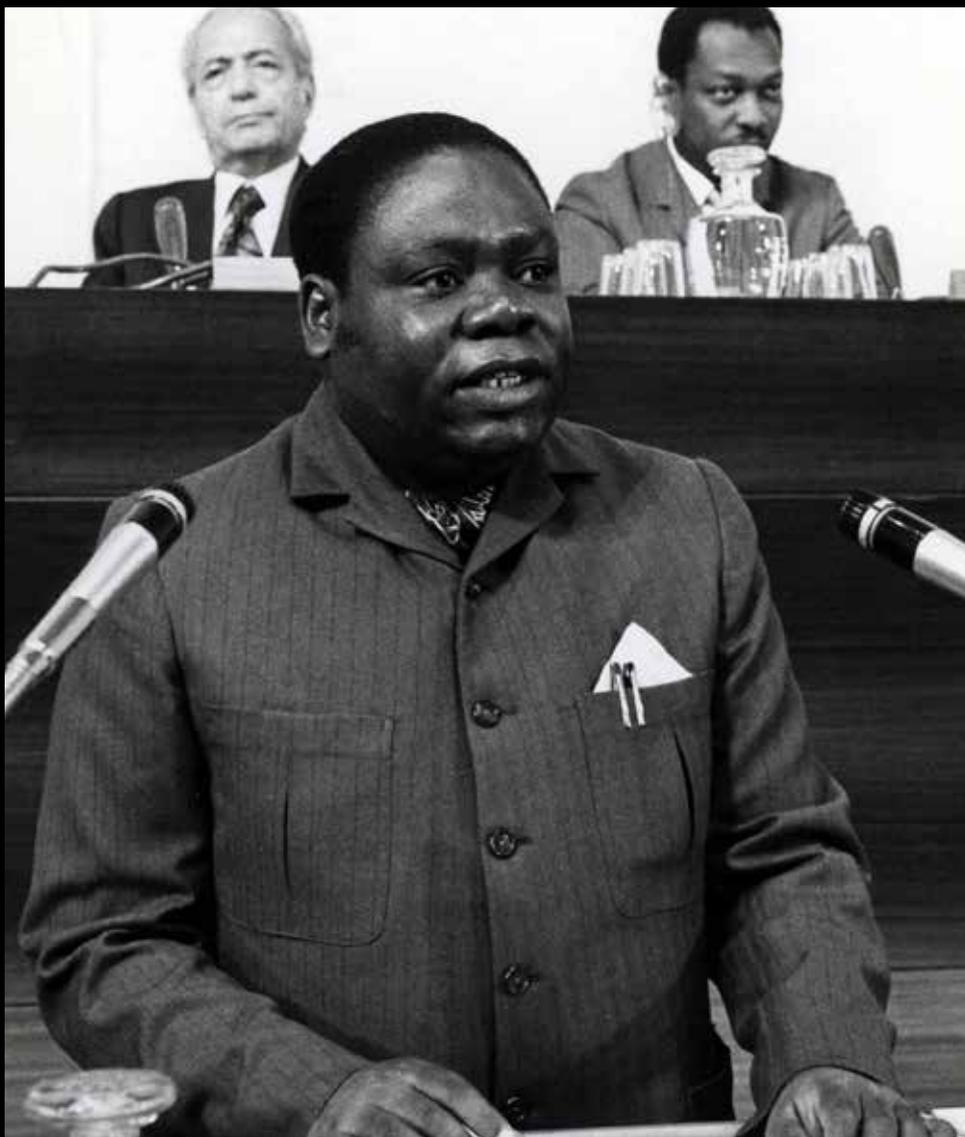
The Republican Vice President, Mr S Kapwepwe attending an ILO Reception on the occasion of the International Labour Day at Charter Hall in Lusaka.



56th Session of the ILO Conference, Geneva 1971

Hon Timothy Kankasa, Minister of Labour and Social Services addressing the 56th Session of the ILO Conference in June 1971

57th Session of the ILO Conference, Geneva - 1972



Mr Wilson Chakulya, Minister of Labour and Social Service addressing the 57th Session of the ILO Conference in June 1972.





59th Session of the ILO Conference

Hon Dingiswayo Banda, Minister of Labour and Social Services addressing the 59th Session of the ILO Conference in June 1974

Zambian Seconded to ILO as Assistant Director General

Dr Sketchley Sacika was in 1977 seconded by the Zambian Government to serve as Assistant Director General in Geneva. Prior to this appointment, Dr Sacika served in various capacities in the Ministry of Labour as Senior Labour Officer, Commissioner Workers Compensation and Permanent Secretary. He later served as Secretary to the Cabinet.





CHANGE OF GOVERNMENTS

In 1991 Multi-party constitution was adopted. The Movement for Multi-party Democracy (MMD) was elected voted into power with its leader, Frederick Chiluba, as president. During his tenure of office, President Chiluba addressed the 79th Session of ILO Conference in 1992. President Fredrick Chiluba was a regular participant at the ILO Annual Conference when he served as President of the Workers Body Zambia Congress of Trade Unions (ZCTU). When Mr Chiluba was elected President in 1991, the ILO sent one of their Directors to Zambia to officially invite President Chiluba to speak at the 1992 ILO Annual Conference. Having earlier served as chairperson of the ILO Technical Committee, Mr Chiluba was gladly welcomed by the ILO during his visit to the International Labour Conference. In January, 2002 - Levy Mwanawasa is sworn in as president amid opposition protests over alleged fraud in December's presidential elections. President Mwanawasa ruled from 2002 to 2008. He was in his second term of office at the time of his untimely death. President Rupiah Bwezani Banda took over and ruled from 2008 – 2011.

In September, 2011 - Michael Sata became president. President Sata visited the International Labour Organization Director General Mr. Juan Somavia. During the visit, President Sata addressed the 101st Session of ILO Conference. In his address he noted that the problem of youth unemployment was critical and that the world needed to build a strong global partnership to address the crisis. He urged delegates that youth unemployment knows no boundary hence the need for governments to join hands on youth employment regardless of the diverse regional situations. In October, 2014 - President Sata died. In January, 2015 - Edgar Lungu became president after winning a presidential by-election was re-elected in August 2016. President was instrumental in the development of the National Youth Policy and National Action Plan in August 2015. President Lungu also launched the National Youth Policy and Action Plan on Youth Empowerment and Employment on 12th August, 2015.



STORIES OF OUR AREAS OF FOCUS

- Promote Social Protection for All
- Promote Employment Opportunities for All
- Promote Rights at Work
- Strengthen Social Dialogue on work related issues

Your Story, Our Story



SOCIAL PROTECTION FOR ALL

Social protection is a set of policies and programmes designed to reduce and prevent poverty and vulnerability. Social protection ensures access to Child and family benefits, Maternity protection, Unemployment benefits, Employment injury benefits, Sickness benefits, Health protection, Old-age pensions, Disability pensions and Survivors' pensions.



ILO through the United Nations Joint Programme on Social Protection supported the government in promoting the expansion of social protection coverage for key government programmes.

“We have really struggled to find food and to pay school fees”, lamented Patson Mubanga, a smallholder farmer in Kasama district of Northern Province.

“I have now started to rise”, Patson describes his life after becoming a recipient of the Government-funded Food Security Pack (FSP) scheme which provides basic agricultural inputs to vulnerable small-scale farming households across the country with less than a hectare of land.







“The social cash transfer has helped ease things. When we first received the money, my husband and I decided to invest it in a business so we could increase our income. We now have more goods to sell and can have breakfast. Before we only used to have two meals,” explained a visibly elated Mary.

“Once I got the village banking loan I started my business and took my children back to school,” explained Olivia Chanda, a mother of five, who started a business trading in the market.

The ILO through the United Nations Joint Programme on Social Protection supports the Government of the Republic of Zambia in strengthening social protection systems.





Republic of Zambia
Ministry of Community Development
and Social Services

2018 Social Protection Week
18th - 22nd June

Theme:
"Decentralization
& Innovation"

#ZSPW2018

United Nations ZAMBIA

USAID

UKaid

Irish Aid

Sverige





ILO support through the UNJP programme promotes engagement of Government, Civil Society, Media and the public to raise awareness of current social protection programmes to gravitate towards the improvement of social protection programming and service delivery.







For Olivia and the rest of the beneficiaries, access to credit financing designed specifically for them has opened a world of opportunities and created significant changes in their lives.

This shift has been a testimony of what the Village Bank can offer to the other women in Musenga who are already looking to access the revolving fund from the Ministry of Community Development and Social Services.

Access to the loan for Catherine Chitundu means being able to start her home-based business as she cares for her disabled daughter. I can't move around much because of my daughter's disability. She is 9 years old and she can't walk or do anything for herself. But I can still sell things from home like charcoal, kapenta or rice and still care for her", Catherine explained.





LIKE
PEAS A POD

DECENT WORK
FOR DOMESTIC WORKERS
BEGIN AT HOME

ations



Promotion of Decent Work for Domestic Workers.





Promotion of Social Protection Coverage in the Construction Sector.

A close-up, side-profile photograph of a construction worker. The worker is wearing a bright red hard hat, safety glasses, and a respirator mask with two large white circular filters. They are wearing a blue long-sleeved shirt. The background is a blurred construction site with wooden beams and a brick wall. The lighting is natural, suggesting an outdoor setting.

EMPLOYMENT FOR ALL

Employment promotion is at the heart of the ILO's mandate. It's one of the pillars of the Decent Work Agenda. From the Organization's early days, promoting the creation of full and productive employment has been an integral part of its work. This is because decent jobs – not just any jobs – are the basis for peace, social justice, social inclusion, economic development and personal fulfilment.



Promoting designing of affordable eco-friendly houses through the Zambia Green Jobs Programme led by the ILO.



Promoting environmentally-friendly houses built with interlocking bricks through the Zambia Green Jobs Programme led by the ILO.





Promoting the use of Labour based Road paving technology to create jobs. ILO in partnership with the Government of the Republic of Zambia and Zambia Sugar.





Promoting sustainable use of forestry products.

BETTER CHANGES AGRO Suppliers

SEEDCO

ZAMSEED

NOATEK

STOCKISTS OF: FEED, GRAIN & AGRICULTURAL INPUTS

DANIAD

uzu Coach Services

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0979 484 812

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- MPULUNGU - LUSAKA
- LUNGU - LUSAKA
- DEPT LUSAKO - LINDI

07:30 HRS FROM LUSAKA

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NOATEK

011 216 32802

RK TRAILER





Agro-dealers supported by the Youth in Agri-business project (Yapasa).





One of the beneficiaries supported with access to markets through linkages with larger trading companies.





One of the beneficiaries on the Soya Bean value chain supported by the Youth in Agri-business project.





Community Agro-Dealer supported by the Yapasa project.





Fish farmers supported by the Yapasa project.





Farmers utilizing improved seed variety for increased production and productivity with support from Yapasa project.





Improved business management by farmers with support from Yapasa project.



CERTIFICATE

*This is to Certify that
[Name]
has successfully completed a Village Training in the
production of Solar Panels.
Held at Peoples Power in Housing and Poverty in London
Office - Kibera,
from 23rd July to 27th August, 2013.*



Promotion of skills development in the construction and energy sector as part of the Zambia Green Jobs Programme led by the ILO in Copperbelt Province .

RIGHTS AT WORK



Social dialogue and tripartism are key governance tools to promote economic development and social justice worldwide. The International Labour Organization (ILO) supports social dialogue structures and processes, as they have the potential to resolve important economic and social challenges in an economy, to advance social peace and stability, and enhance economic progress.

"When these three keys turn together, when governments, employers and workers are able to come together, doors open and social justice advances."
Guy Ryder, ILO Director-General

“I escaped the jaws of Child Labour”



With ILO support, a former Zambian child labourer with a hearing disability managed to get back into school, leading him to a successful career as a teacher in the US and now planning to give back to Zambia.

Francis Phiri was born 30 years ago in a rural area of Lusaka, the capital of Zambia. Together with his two brothers and two sisters, his family's expectations in life were limited to making ends meet.

At the age of 12, he contracted malaria. Complications arising from the treatment led to the gradual loss of his hearing, until he became entirely deaf.

When he was 15, both his parents became ill and died. It was then that he found himself in child labour. "I went to stay with my aunt who lived on a farm in Nyimba, in the Eastern Province of Zambia. Already at that time, I loved studying. However, my aunt also died when I was in grade 10 at school. Her husband sent me to work in

a farm. Sometimes I was working all day, leaving home at 5am and back at around 4pm. I would not get any food while I was working all day long outside, despite the hot weather," he recalled.

To add to his difficulties, he also faced discrimination because of his disability. "No one believed that I was capable of learning and succeeding in life with a hearing loss. I was treated differently than the other kids. I was given an unfair amount of labour at home while my cousins had the opportunity to attend school," he explained.

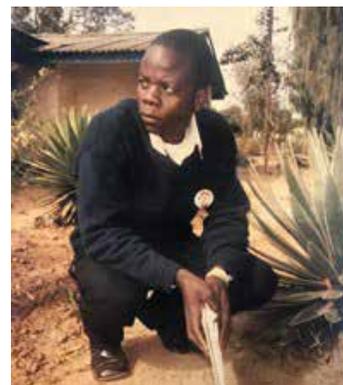
"I had lost my family as well as my hearing and found my opportunities in life rapidly narrowing," he said.

Going back to school

However, Phiri was determined to get an education and to succeed in life. In June 2006, he attended a "Stop Child labour" campaign event with the Association of Sign Language Interpreters of Zambia. At that event, he met Maria Theresa Milila, an ILO staff member. He told her his story and asked her if the ILO could help him by sponsoring him for the last two years of high school.

"I was unable to pay the fees necessary for attending school. Soon after, the ILO provided me with a full 2-year scholarship and I went back to school at the Deaf School in Munalii."

After graduating, Phiri went to California where he is now a teacher of American Sign Language in a high-school. He became a US permanent resident and lives in San Francisco with his wife Kaci.





World Day Against
CHILD LABOR

STOP
**CHILD
ABUSE
OR LABOUR**

World Day Against
CHILD LABOR

World Day Against
CHILD LABOR



Skills Development through the Achieving Reduction of Child Labour in Support of Education (ARISE) project.



Ministry of Education

COMBAT CHILD LABOUR!

World Day Against Child Labour
12 JUNE 2014

THEME SOCIAL PROTECTION AND THE FIGHT AGAINST CHILD LABOUR
HETTY DENEN PRIMARY SCHOOL

International
Labour
Organization



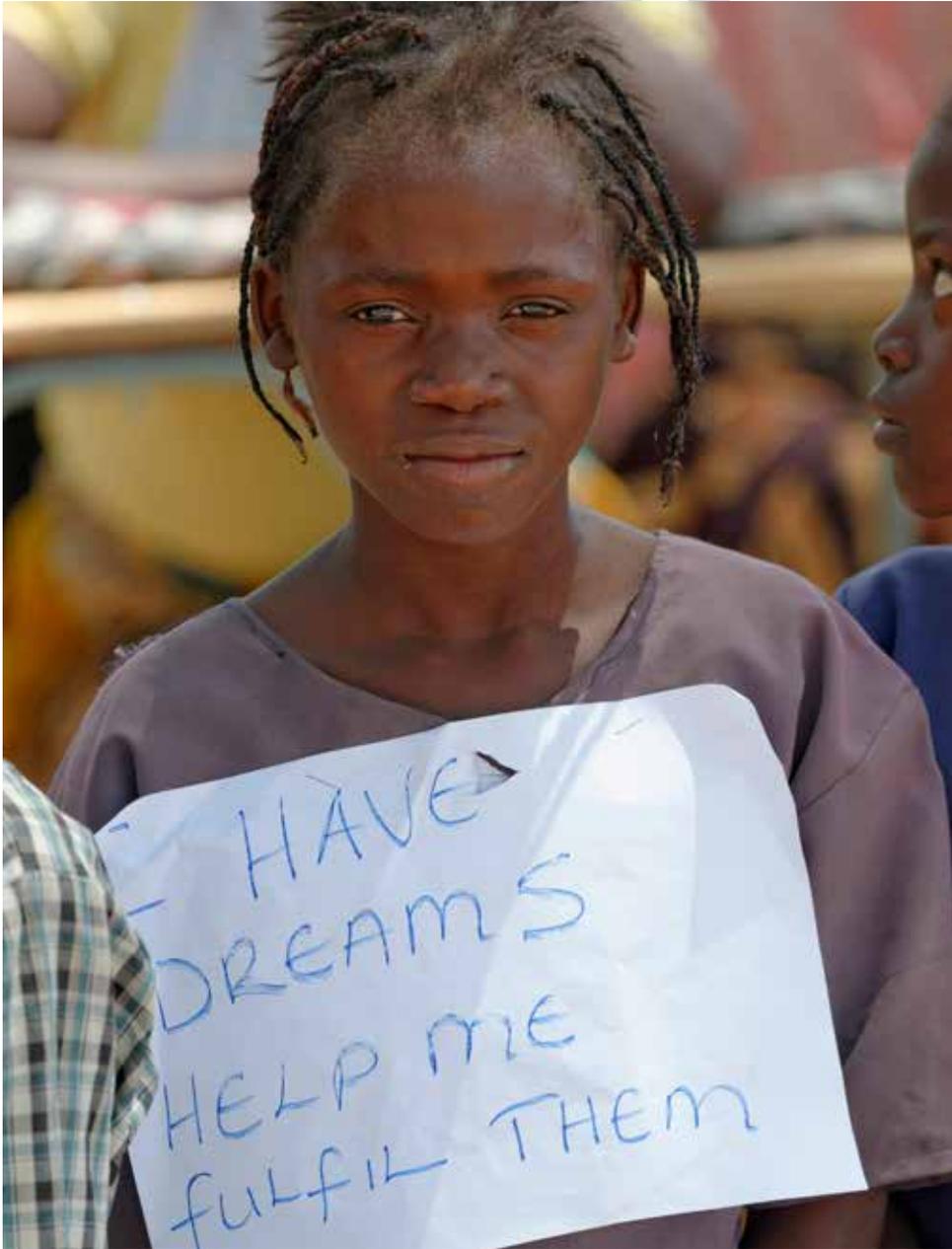
Social Partners Partners participating in Child Labour Awareness raising campaigns.





Community Child Labour Awareness raising campaigns in Kaoma district.





SOCIAL DIALOGUE



Social dialogue and tripartism are key governance tools to promote economic development and social justice worldwide. The International Labour Organization (ILO) supports social dialogue structures and processes, as they have the potential to resolve important economic and social challenges in an economy, to advance social peace and stability, and enhance economic progress.



Former Republican President, Rupiah Bwezani Banda (left) and former ILO Lusaka Office Director, Gerry Finnegan confer at the official opening of ILO offices as former Labour Minister Austin Liato (middle) looks on.





President Sata signing the Golden Visitors Book in the Office of ILO Director General, Mr. Juan Somavia.



List of Ratified ILO Conventions by Zambia

Fundamental Conventions

Freedom of association and collective bargaining

C087 - Freedom of Association and Protection of the Right to Organise, 1948 1996 C098 - Right to Organise and Collective Bargaining Convention, 1949 1996

Elimination of all forms of forced labour

C029 - Forced Labour Convention, 1930 1964 C105 - Abolition of Forced Labour Convention, 1957 1965

Effective abolition of child labour

C138 - Minimum Age Convention, 1973 1976 C182 - Worst Forms of Child Labour Convention, 1999 2001

Elimination of discrimination in employment

C100 - Equal Remuneration Convention, 1951 1972 C111 - Discrimination (Employment and Occupation) Convention, 1958 1979

Governance Conventions

Labour inspection

C081 - Labour Inspection Convention, 1947 Enter into force 23 Dec 2014 C129 - Labour Inspection (Agriculture) Convention, 1969

Enter into force 23 Dec 2014 Employment policy C122 - Employment Policy Convention, 1964 1979 Tripartism C144 - Tripartite

Consultation (International Labour Standards) Convention, 1976 1978

Up-to-date Conventions

Wages C095 - Protection of Wages Convention, 1949 1979 C131 - Minimum Wage Fixing Convention, 1970 1972 C173 -

Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 1998 Industrial relations C135 - Workers' Representatives

Convention, 1971 1973 C154 - Collective Bargaining Convention, 1981 1986 C151 - Labour Relations (Public Service) Convention,

1978 1980 C154 - Collective Bargaining Convention, 1981 1986 Migrant Workers C097 - Migration for Employment Convention

(Revised), 1949 1964 Child Labour C124 - Medical Examination of Young Persons (Underground Work), 1965 1967 Freedom

of association C141 - Rural Workers' Organisations Convention, 1975 (No. 141) 1978 Employment Policy C159 - Vocational

Rehabilitation and Employment (Disabled Persons), 1983 1989 Labour Administration C150 - Labour Administration Convention,

1978 1980 Occupational Safety and Health C148 - Working Environment (Air Pollution, Noise and Vibration), 1977 1980 C155 -

Occupational Safety and Health Convention, 1981 Enter into force 23 Dec 2014 C176 - Safety and Health in Mines Convention,

1995 1999 C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 Enter into force 23 Dec 2014

Specific categories of workers C149 - Nursing Personnel Convention, 1977 1980 Employment policy and promotion C181 - Private

Employment Agencies Convention, 1997 Enter into force 23 Dec 2014

Fundamental Conventions are the eight most important ILO conventions that cover four fundamental principles and rights at work. Equivalent to basic human rights at work. Governance Conventions are four conventions that the ILO has designated as important to building national institutions and capacities that serve to promote employment. In other words, conventions that promote a well-regulated and well-functioning labour market. In addition, there are 71 conventions, which ILO considers "up-to-date" and actively promotes.

PARTNERING FOR DEVELOPMENT





SOCIAL JUSTICE
DECENT WORK

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