



Launch of the Decent Work Country Profile for Zambia, 31 January 2013

Lusaka, January 31 2013 – Zambia's progress in the development of labour market conditions and protection for workers has been enhanced by the development and launch of the Decent Work Country Profile for Zambia. The Decent Work Country Profile was launched by the Honourable Ministry of Labour and Social Security, Mr. Fackson Shamenda at the Intercontinental Hotel on Wednesday, **31st January 2013** in Lusaka, Zambia. The launch which was characterised by speeches from the ILO, Workers and Employers Organizations and Government, also presented the key findings of the profile, recommendations, policy implications and the Governments continued efforts at addressing "*decent work deficits*" in Zambia.

The Profile which was developed by the Ministry of Labour and Social Security and the Central Statistical Office in collaboration with the Zambia Congress of Trade Union, Federation of Free Trade Unions and the Zambia Federation of Employers with support by the ILO and the EU, uses data from various sources including the Labour Force Surveys (2005 & 2008), Census, Living Conditions and Monitoring Survey (2006) as well as Administrative Records and is premised on a set of 12 decent work indicators. These indicators also include those under Millennium Development Goal 1 Indicator 1b on "*Achieving full and productive employment and decent work for all, including women and young people*", providing indicators for the next MDG Progress Report for Zambia.

Through the Zambia Decent Work Country Profile, it is possible for all, including the Government and employers' and workers' organizations, to take continuous stock of the progress made in Zambia towards attaining decent work and can identify the appropriate actions, policies, strategies and programs to address decent work deficits in the country. This is particularly important as the Government tackles the poverty challenge by facilitating the creation of sustainable, productive and decent jobs.

The Decent Work Country Profile has also informed the development of Zambia's second **Decent Work Country Programme (Z-DWCP, 2012-2016)** which is a policy framework that contributes to the overall National Development Framework i.e. the Sixth National development Plan. The Z-DWCP has **four key priorities**, in addition to the cross-cutting themes of gender equality and equity, good governance, HIV and AIDS in the workplace. The priorities are as follows:

- *Effective application of fundamental principles and rights at work to support equitable and inclusive economic growth in Zambia*
- *Effective social dialogue contributes to sound industrial relations and sustained economic growth in Zambia*
- *More and better employment opportunities created, with focus on targeted groups*
- *Strengthened social protection systems including enhanced HIV and AIDS work place response*

It is part of the national strategy of the Government of Zambia to make decent work a priority for all Zambian workers in both the formal and informal economy through various strategic interventions.

"The Decent work country profile is an invaluable resource for government, Zambians and various interest groups. Decent work cannot be achieved unless the rights of both employees and employers are respected. Protection from unfair dismissal, the right to work normal hours, a safe working environment, stability and security of work are all fundamental rights of every employee. Employment is central to a person's well-being as it paves the way for broader economic and social advancement." Honourable Fackson Shamenda, Minister of Labour and Social Security.

