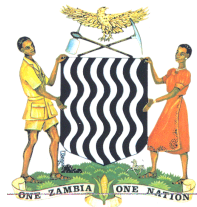


MAIN FINDINGS OF THE DECENT WORK COUNTRY PROFILE ZAMBIA

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Z A M B I A

OUTLINE

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- **Elements of the Decent work agenda**
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INTRODUCTION

- **Decent Work is defined by the ILO (and endorsed by the international community and AU Heads of State) as productive work for women and men in conditions of freedom, equity, security and human dignity. The DWA has four strategic objectives as follows:**
 - **Creating Jobs**
 - **Guaranteeing rights at work**
 - **Extending social protection**
 - **Promoting social dialogue**
- **At country level the DWA is implemented through the DWC Programmes which define the priorities and the targets within national development frameworks to address the four DW strategic objectives.**

- **The Decent Work Country Profile is an assessment of progress made towards decent work.**
- **The Profile provides statistical information for analysis and policy development.**
- **The Profile is based on statistical indicators and legal framework indicators compiled from national sources.**
- **Decent work indicators are grouped under ten substantive elements of the Decent Work Agenda.**

Elements and number of indicators for monitoring and assessing progress on decent work*

Substantive element of the Decent Work Agenda	Main indicator	Additional indicator	Context indicator		
			Main	Additional	
1. Employment opportunities	4 **	6			
2. Adequate earnings and productive work	2	5			
3. Decent hours	1	3			
4. Work to be abolished	1	1			
5. Stability and security of work	1 (2**)	1			
6. Equal opportunity and treatment in employment	2	3			
7. Safe work environment	1	3			
8. Social security	2	2			
9. Social dialogue, workers and employers' representation	4	1			
10. Economic and social context for decent work			8	4	
Total indicators	55	18	25	8	4

*See appendix 1

**One of the indicators measure progress in two elements

Sources of labour market information:

- **Central Statistical Office**
 - **Living Conditions Monitoring Surveys (LCMS)**
 - **Labour Force Survey**
 - **Child Labour Survey**
 - **Quarterly Employment and Earnings Inquiry**
 - **Consumer Price Index**
 - **The Census of Population and Housing**

- **Ministry of Labour and Social Security**
 - **Administrative Data**

- **Ministry of Education**
 - **Administrative Data**

ECONOMIC AND SOCIAL CONTEXT FOR DECENT WORK

- **Zambia has registered positive economic growth in the last half decade, averaging between 5 and 6%.**
 - **This can be attributed to sound fiscal and monetary policy.**
 - **The main driver of the growth was mining sector, growing at an average of 9% p.a.**
- **In spite of the positive developments, there are still a number of challenges.**
 - **Growth is based on extractives, principally copper, and fuelled by the rise in copper prices with very little diversification away from mining.**
 - **Growth has been based on exports, of extractives, which provide more than 70% of Zambia's export earnings.**

- **Growth has not generated commensurate employment and poverty levels remain very high.**
- **Agriculture, which accounts for 71.29% of employment, has not contributed much to the growth, growing at an average of 2.1% p.a. However, there was a resurgence in agriculture in 2009, when growth was more than 7% in 2009.**
- **HIV and AIDS prevalence has declined to 14.3% but remains a major challenge in tackling poverty and decent work.**
- **Access to basic education has improved and Zambia is poised to meet the MDG on universal primary education.**

EMPLOYMENT OPPORTUNITIES

- **Unemployment rose from 2.45% in 2005 to 7.9% in 2008. In spite of the rise in unemployment, the unemployment rate is within the Vision 2030 target of maintaining the rate below 10 per cent of the total labour force.**
 - **However, youth and urban unemployment are still high at 14% and 18% respectively.**
 - **Informal employment has declined marginally, meaning that jobs in formal employment have not grown commensurate with the economic growth.**
 - **The majority of those employed are in the informal sector and agriculture, sectors characterised by low productivity and high levels of underemployment and precarious work conditions.**

ADEQUATE EARNINGS AND PRODUCTIVE WORK

- **Working poverty rate declined from 73.15% in 1998, but remains high at 66.39%.**
 - **The general levels of wages for the majority of Zambian workers in regular employment are insufficient to provide the basic living wage.**
 - **Coverage and implementation is a challenge, as some employers do not adhere to the minimum wage because of limited capacity to inspect and punish the erring employers.**
- **Poverty levels are lowest amongst paid employees.**
- **The average wage is higher among males and in the urban areas.**

DECENT HOURS

- **The percentage of workers working more than 48 hours per week declined from 16.48% to 12.84% in 2008.**
- **The excessive hour's rate is higher among males and in the urban areas**
 - **Workers in domestic service are among those who have to work long hours for little pay. Some work a total of 66 hours.**
 - **Long working hours and low overtime pay are characteristic of commercial farms and night shift workers such as security guards.**

COMBINING WORK, FAMILY AND PERSONAL LIFE

- **The burden of attending to family responsibilities in Zambia falls disproportionately on women than on men and is perpetuated by legislation.**
 - **In case of sickness of a child, legislation provide leave for women only to go on paid leave to enable her to nurse her hospitalised sick child.**
- **The Employment Act, minimum wage legislation and collective agreements provide for workers to combine family responsibilities with work. Workers are entitled to paid leave and benefits, maternity leave and remuneration when on maternity leave.**

WORK THAT SHOULD BE ABOLISHED

- **There has been significant progress made to reducing the incidence of child labour.**
 - **The share of children in employment decreased from 45.84% to 33.73% and the percentage of children attending school increased.**
 - **Legislation laws and institutional mechanisms to coordinate and enforce measures to combat child labour in place.**
 - **Employers also implemented a project to combat child labour in tobacco sector.**
- **Challenges remain as children are compelled to work to supplement family incomes and the HIV and AIDS pandemic has contributed to the increase in the number of orphan children who have no option but resort to child labour for their livelihood.**

STABILITY AND SECURITY OF WORK

- **The number of workers with precarious types of work (temporary, part-time, and seasonal workers) declined from 69.35% , but remains high at 59.10% of all paid employees.**
- **Job instability is higher among females and in the rural areas.**
 - **Legislation to protect workers against unlawful termination of employment and unilateral changes to terms and conditions of employment, does not cover casual workers, informal jobs and persons under a contract of apprenticeship.**
 - **The casualization of the labour force has contributed to the instability and insecurity at work as some employers do away with secure long-term employment contracts in preference for short-term contract staff.**

EQUAL OPPORTUNITY AND TREATMENT IN EMPLOYMENT

- **Women's share of the labour force has risen from 45.93% in 1998 to 48.7% in 2008.**
- **Progress has been made in wage equity but women still earn less in comparison to their male counterparts.**
 - **The gap is partly due to the concentration of more women in low-skilled, low-status jobs, and the segmentation of the labour market into feminine or masculine occupations.**
 - **Women access to employment opportunities is constrained by lower educational standards.**
- **Exclusion is due to the nature of some sectors such as mining that tilts employment towards able bodied males.**
- **Lack of 'disability friendly' premises constrain employment of disabled persons.**

SAFE WORK ENVIRONMENT

- **Reported occupational injuries (fatal and non-fatal) in Zambia have experienced mixed swings.**
 - **The injuries declined in 2002 from 2000 rose and peaked in 2006 when injuries reached 1,388. The reported occupational injuries declined in 2007, rose again in 2008 before declining marginally in 2009.**
 - **Fatal injuries rose in 2009.**
- **The biggest challenge to maintaining a safe work environment in Zambia lies in the inadequacies of the institutions tasked to enforce regulations mainly due to inadequate funding resulting in shortage of staff and support infrastructure to carry out inspections.**

SOCIAL SECURITY

- **The share of economically active population contributing to a pension scheme has not shown any significant increase, from 8.4% in 2003 to 10.18% in 2008.**
 - **Coverage of social security in Zambia is limited to employees in the formal sector leaving out the majority of the population who earn their living from informal employment, including subsistence agriculture.**
 - **NAPSA covers only 8% of the labour force.**
- **The share of population aged over 55 years benefitting from a social security rose from 7% to 12.30%.**
 - **Government and cooperating partners social assistance programmes targeting vulnerable groups covering 4% of population have contributed to the rise.**
- **Total public and private social security expenditure as a percentage of GDP has remained static at around 7.5%.**

SOCIAL DIALOGUE, WORKERS' AND EMPLOYERS' REPRESENTATION

- **Collective bargaining rate of 38%**
 - **The majority of employees have no union representation, partly due to exemption from formation of trade unions at establishments employing less than 25 workers.**
- **Membership of the employers' organisation has risen since 2000 while membership of the trade unions has declined between 2006 and 2010.**
 - **The trend towards casualization has contributed to reducing the number of workers who can be members of trade unions.**
- **The level of participation of women workers in leadership position of trade unions is extremely low.**
 - **The ZCTU and FFTUZ had one female 1 of 10 and 4 out of 9.**
 - **69% of the membership in 2010 were male and 31% female.**

CONCLUSION

Overall progress made by Zambia in promoting DW can be summed up from the 12 priority indicators that were selected by stakeholders to be included for monitoring DW in the national planning framework.

Indicator	2005			2008														
	Total	M	F	Total	M	F												
Employment-to-population ratio, 15-64 years (S)	82.47	87.29	77.88	68.60	72.40	64.90												
Measure of discrimination by disability	n.a	n.a	n.a	n.a	n.a	n.a												
Informal employment (S)	90.91	87.14	94.95	89.00	85.00	94.00												
Female share of employment in ISCO-88 groups 11 and 12 [Legislators and senior officials; Corporate managers]			39.24			26.70												
Occupational injury rate, fatal	1,364			982														
Union density rate (S)	n.a	n.a	n.a	n.a	n.a	n.a												
Youth not in education and not in employment, 15-24 years (S)	9.64	5.19	13.74	15.50	11.90	19.00												
Minimum wage as per cent of average/median wage	25.47	25.00	26.67	35.07	35.14	34.90												
Child Labour as defined by ICLS resolution, by age, sex and economic activity (S)	36.43	37.30	35.55	33.73	34.81	32.63												
	2002	2003	2004	2005	2006	2007	2008	2009										
Labour inspection rate	20	11	10	11	21	46	34	36										
	1998			2002			2004			2006			2010					
	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F			
Working poor (S)*	73.15	70.64	76.11	64.74	63.66	65.93	69.05	66.45	71.79	66.39	62.5	70.77						
	2001			2002			2003			2004			2005			2006		
							T	M	F	T	M	F	T	M	F			
Share population aged 55 years and above benefiting from a pension (S)	7.30			7.00			7.20			8.5	16.2	2.0	1	16.7	2.2	12.3	18.7	2.6

CHALLENGES AND WAY FORWARD

- **Data availability and infrequent intervals of surveys**
 - **Ensure that relevant surveys are undertaken at stipulated intervals**
 - **Collect data which is not collected by current surveys**
 - **Increased budgetary allocations to enable Ministry of Labour in collaboration with CSO undertake regular surveys and other functions including setting up LMIS.**
- **Differences in definitions of indicators**
 - **Adopt national statistical definitions alongside international standards. International standards are essential to enable international comparisons.**

Appendix 1: List of statistical indicators for monitoring and assessing progress on decent work

Elements of the Decent Work Agenda	Indicator Identifier	Indicator (M = main indicator, A = additional indicator, C = context indicator; all indicators marked 'S' should also be disaggregated by sex.)
Employment opportunities	EMPL-1	M – Employment-to-population ratio, 15-64 years (S)
	EMPL-2	M – Unemployment rate (S)
	EMPL-3	M – Youth not in education and not in employment, 15-24 years (S)
	EMPL-4	M – Informal employment (S)
	EMPL-5	A – Labour force participation rate, 15-64 years
	EMPL-6	A – Youth unemployment rate, 15-24 years (S)
	EMPL-7	A – Unemployment by level of education (S)
	EMPL-8	A – Employment by status in employment (S)
	EMPL-9	A – Proportion of own-account and contr. family workers in total employment (S)
	EMPL-10	A – Share of wage employment in non-agricultural employment (S)
Adequate earnings and productive work	EARN-1	M – Working poor (S)
	EARN-2	M – Low pay rate (below 2/3 of median hourly earnings) (S)
	EARN-3	A – Average hourly earnings in selected occupations (S)
	EARN-4	A – Average real wages (S)
	EARN-5	A – Minimum wage as % of median wage (n.a.)
	EARN-6	A – Manufacturing wage index
	EARN-7	A – Employees with recent job training (past year / past 4 weeks) (S)

Decent hours	HOUR-1	M – Excessive hours (more than 48 hours per week; ‘usual’ hours) (S)
	HOUR-2	A – Usual hours worked (standardized hour bands) (S)
	HOUR-3	A – Annual hours worked per employed person (S)
	HOUR-4	A – Time-related underemployment rate (S)
Work to be abolished	ABOL-1	M – Child labour [as defined by draft ICLS resolution] (S)
	ABOL-2	A – Hazardous child labour (S)
Stability and security of work	STAB-1	M – Precarious work (informal employment)
	EMPL-4	M – Informal Employment (S)
	STAB-2	A – Employment tenure (S)
Equal opportunity and treatment in employment	EQUA-1	M – Occupational segregation by sex (19)
	EQUA-2	M – Female share of employment in ISCO-88 groups 11 and 12 (19a)
	EQUA-3	A – Gender wage gap (n.a.)
	EQUA-4	A – Indicator for Fundamental Principles and Rights at Work (Elimination of discrimination in respect of employment and occupation) to be developed by the Office
	EQUA-5	A – Measure for discrimination by race / ethnicity / of indigenous people / of (recent) migrant workers / of rural workers where relevant and available at the national level.

Safe work environment	SAFE-1	M – Occupational injury rate, fatal
	SAFE-2	A – Occupational injury rate, non-fatal
	SAFE-3	A – Time lost due to occupational injuries
	SAFE-4	A – Labour inspection (inspectors per 10,000 employed persons)
Social security	SECU-1	M – Share of population aged 65 and above benefiting from a pension (S)
	SECU-2	M – Public social security expenditure (% of GDP)
	SECU-3	A – Health-care exp. not financed out of pocket by private households
	SECU-4	A – Share of population covered by (basic) health care provision (S)
Social dialogue, workers and employers' representation	DIAL-1	M – Union density rate (S)
	DIAL-2	M – Enterprises belonging to employer organization [rate]
	DIAL-3	M – Collective bargaining coverage rate (S)
	DIAL-4	M – Indicator for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the Office
	DIAL-5	A – Strikes and lockouts/rates of days not worked

Economic and social context for decent work	CONT-1	C – Children not in school (% by age) (S)
	CONT-2	C – Estimated % of working-age population who are HIV positive (
	CONT-3	C – Labour productivity (GDP per employed person, level and growth rate)
	CONT-4	C – Income inequality (percentile ratio P90/P10, income or consumption) (
	CONT-5	C – Inflation rate (CPI)
	CONT-6	C – Employment by branch of economic activity
	CONT-7	C – Education of adult population (adult literacy rate, adult secondary-school graduation rate) (S)
	CONT-8	C – Labour share in GDP
	CONT-9	C (additional) – Real GDP per capita in PPP\$ (level and growth rate)
	CONT-10	C (additional) – Female share of employment by industry (ISIC tabulation category)
	CONT-11	C (additional) – Wage / earnings inequality (percentile ratio P90/P10)
	CONT-12	C (additional) – Poverty indicators (gap and rate)