



► **ILO at a Glance and
its Work in Zambia**

Working to Promote Social
Justice, Employment and
Rights at Work because
*“Poverty anywhere is a
threat to Prosperity”*



International
Labour
Organization



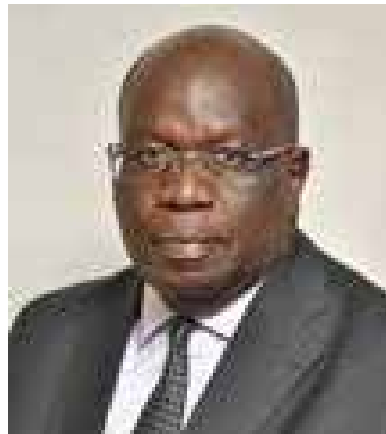
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Foreword



The ILO Country Office will continue to support the government of the Republic of Zambia and its development partners on the ratification of various conventions in order to promote social inclusion, good governance, decent work and mainstream the needs of women and the youths in the development and implementation of the labour market policies.

In general, Zambia's economy is affected by a lack of diversification. The country's dependency on copper as its sole major export makes it vulnerable to fluctuations in the world commodities market. The economic effects of the pandemic were initially transmitted through the impact on major external trading partners, particularly China, and the volatility in demand for copper –Despite a challenging economic situation characterized by the COVID-19 impact, the Government consulted closely with the social partners. Special Tripartite Consultative Labour Council Meeting (TCLC) was held in May, 2020 to review the state of affairs and consider further mitigating actions as a follow up to the March, 2020 Special TCLC meeting at which measures to regulate employment and labour market relationships in the wake of Coronavirus (COVID-19) pandemic were first discussed and agreed.

In order to deal with the above situation, in 2020, the Government of Zambia and partners developed the Zambia Economic Recovery Programme 2020-2023 under the theme “Restoring Growth and Safeguarding Livelihoods through Macroeconomic Stability, Economic Diversification and Debt Sustainability”. The Programme is anchored on five strategic areas, namely: restoring macroeconomic stability; attaining fiscal and debt sustainability; dismantling the backlog of domestic arrears; restoring growth and diversifying the economy; and safeguarding social protection programmes. The programme is creating economic stability and job creation for the Zambian people while promoting sustainability of enterprises.

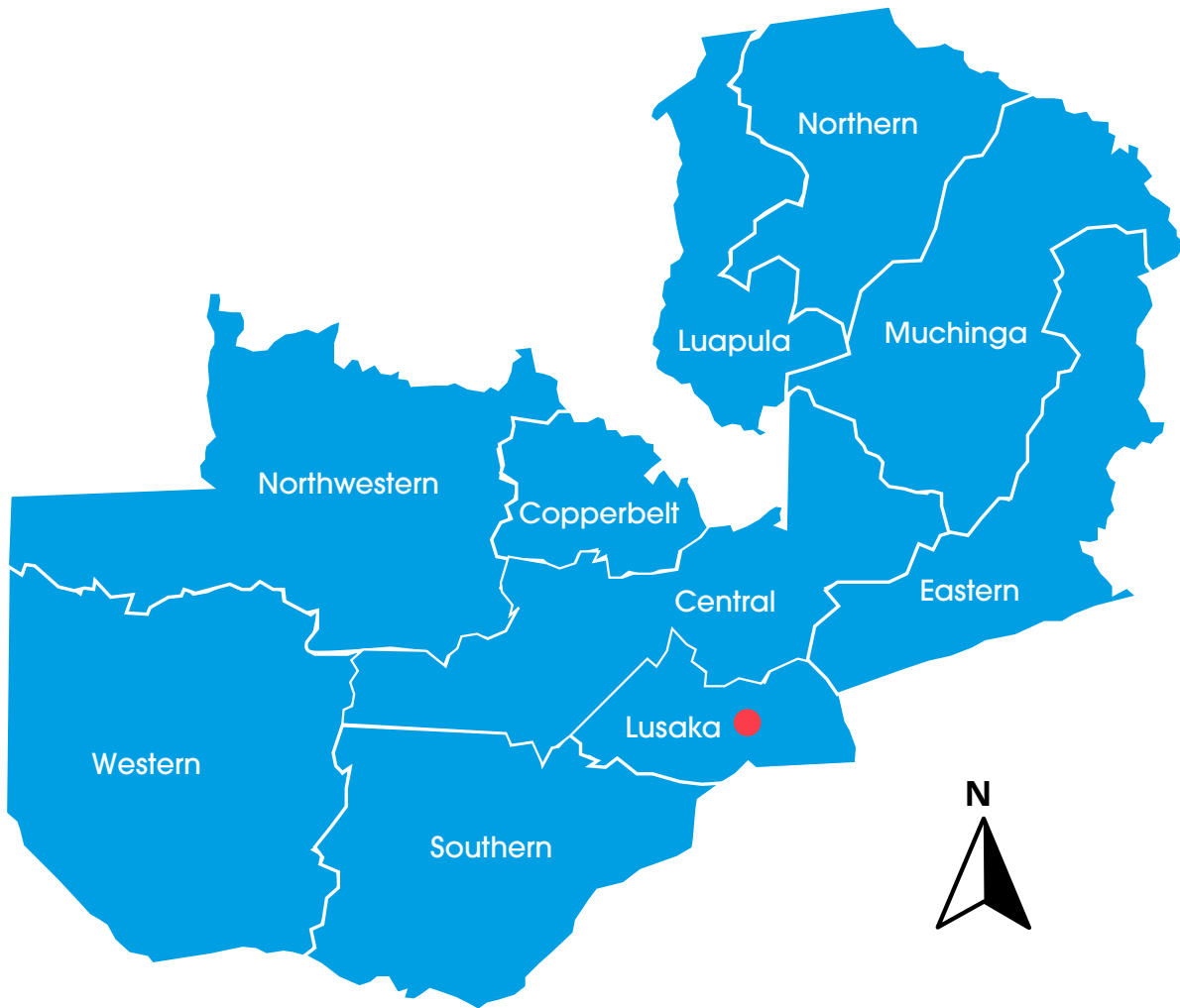
The Government of Zambia has made significant progress towards the decent work agenda. A Decent Work Country Programme (2020-2022), the major framework for ILO support to the tripartite constituents at country level has been approved in February 2021. The approved DWCP has three priorities: (I) promoting effective application of fundamental principles and rights at work to support equitable and inclusive economic growth in Zambia, (II) Enhancing economic diversification to create more and better job opportunities for all especially young people, and (III) building comprehensive and strengthened social protection systems.

The Government of Zambia in collaboration with the Social Partners has continued its efforts to reduce the prevalence of child labour through the development of the National Action Plan for the elimination of the worst forms of child labour (2020-2025). Efforts are also been made in implementing sound Labour Market Information Systems. The Government of Zambia also conducted the Labour Force Survey (2020) and the National Skills Survey (2020) which have provided vital labour market statistics being used for planning and resource allocation towards job creation. Further, the Government strengthened the Occupational Safety and Health (OSH) systems through the development of COVID-19 Workplace Safety and Health Guidelines which have facilitated a smooth and safe return to work for workers while promoting decent work in the labour market.

Acronyms

CCLCs	Community Child Labour Committees
DCLCs	District Child Labour Committees
DWA	Decent Work Agenda
DWCP	Decent Work Country Programme
EIIP	Employment Intensive Investment Programme
ILO	International Labour Organization
LFS	Labour Force Survey
NHI	National Health Insurance
OSH	Occupational Safety and Health
P&B	Programme and Budgeting
RBM	Results-Based Management
SPF	Strategic Policy Framework
SDGs	Sustainable Development Goals
TWGs	Technical Working Groups
UN	United Nations
UNSDPF	United Nations Sustainable Development Partnership
UNCT	United Nations Country Team
ZGBA	Zambia Green Building Association
ZamStats	Zambia Statistics Agency

Figure 1: Location of the International Labour Organization, Lusaka Office, Zambia



● **International Labour Organization, Lusaka Office, Zambia**

Introduction

The ILO is the international organization responsible for drawing up and overseeing international labour standards. It is the only 'tripartite' United Nations agency that brings together representatives of Governments, employers and workers to jointly shape policies and programmes promoting Decent Work for all. This unique arrangement gives the ILO an edge in incorporating 'real world' knowledge about employment and work.

The unique tripartite structure of the ILO gives an equal voice to workers, employers and Governments to ensure that the views of the social partners are closely reflected in labour standards and in shaping labour policies and programmes. The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues the decent Work Agenda.¹

ILO Governance Body

The ILO accomplishes its work through three main bodies (The International Labour Conference, the Governing body and the Office) which comprise governments', employers' and workers' representatives.²

Strategic Objectives of ILO Body of the ILO

The four strategic objectives of the ILO are:

- To promote and realize standards and fundamental principles and rights at work
- To create greater opportunities for women and men to decent employment and income
- To enhance the coverage and effectiveness of social protection for all
- To strength tripartism and social dialogue

ILO's Programme of Work

The ILO's Programme of Work is anchored in the ILO Centenary Declaration for the Future of Work (Centenary Declaration), adopted by the International Labour Conference at its 108th Session (June 2019). The programme of work is implemented during the period of transformative change in the world of work, driven by technological innovations, demographic shifts, globalization, environmental and climate change. The programme responds to the Centenary Declaration's call to act with urgency to seize the opportunities and address the challenges to shape a fair, inclusive and secure future of work with full, productive and freely chosen employment and decent work for all.

The ILO's programme of work is envisioned to provide the maximum opportunity for the ILO's constituents to set the direction of the ILO's activities in the years ahead on the basis of the outcome of the Centenary Initiative on the Future of Work, which culminated with the adoption of a Declaration by the International Labour Conference in June.

The ILO's Programme of Work promotes the human-centred approach to the future of work set out in the Centenary Declaration, which brings together the economic, social and environmental dimensions of policies for the world of work.

With enhanced focus, clear prioritization and greater coherence of action, the ILO's programme of work will enable accelerated progress towards achieving the four strategic objectives of the

1. <https://www.ilo.org/global/about-the-ilo/lang--en/index.htm>

2. <https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/lang--en/index.htm>

Decent Work Agenda (DWA) (**employment; social protection; social dialogue and tripartism; and standards and fundamental principles and rights at work**) and advancing the 2030 Agenda for Sustainable Development (2030 Agenda).

The programme is guided by the call of the Centenary Declaration to all Members to further develop, with ILO support, the human-centred approach to the future of work by:

- Strengthening the capacities of all people to benefit from the opportunities of a changing world of work;
- Strengthening the institutions of work to ensure adequate protection of all workers; and
- Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

The ILO's programme of work emphasizes that the ILO will continue to deliver services to the government of the Republic of Zambia, employers and workers (including through its sectoral programme and development cooperation), consistent with its mandate and based on a thorough understanding of, and attention to, their diverse circumstances, needs, priorities and levels of development.

The ILO in Zambia

ILO portfolio in Zambia is approximately USD11, 324,534 with interventions in Social Protection, HIV and AIDS, Skills Development in Renewable Energy, Youth Employment, Enterprise development, and Child Labour. ILO's comparative advantage within employment and labour sector is highly acknowledged by the Government and social partners. This is evidenced by ILO's effective response on various technical assistance portfolios not limited to the aforementioned projects but among others such as Labour Market Information, skills development, employment intensive works, gender mainstreaming, labour administration, pro-employment budgeting, and support to strategic positioning of social partners for effective and representative support to their membership.

ILO has extensive experience in Zambia in supporting national and local authorities in improving policies, governance structures and regulatory frameworks relating to the four pillars of the Decent Work Agenda. The ILO has effective engagement mechanism and high-level policy contacts with key local and international partners in the country; strong network of national partners and convening power as well as competence in right based approach that is based on national, regional and international labour standards.

Within the spirit of delivering as one UN at the country level, the ILO is part of the United Nations Country Team (UNCT), a structure providing strategic guidance on the UN support to Government. The ILO supports the implementation of the United Nations Sustainable Development Partnership Framework (UNDSPF, extended to 2022) and the joint plans thereof, focusing on improving the effectiveness and coverage of UN development assistance in Zambia. Partnerships are facilitated within the UN and beyond to advance reporting on selected SDG indicators for which ILO has been made custodian.

Due to its unique mandate of bringing together the tripartite to the DWA, the ILO in Zambia has increasingly formed critical partnerships with a number of UN agencies through the delivery of UN Joint Programmes among them in the areas of social protection, gender-based violence,



human trafficking and youth empowerment. The ILO continuously and significantly contributes to the UN support to national development and is a member of a number of the UN coordination structures such as the UNCT, Inter-Agency Group and the UN Results Groups.

The ILO in Zambia brings decades of global and regional experience to the table and is able to extensively draw on its in-house capacity embodied in the various technical departments at its Headquarters, Regional and Country Offices as well as the Decent Work Support Team of 15 specialists based in Pretoria. Furthermore, the ILO brings a portfolio of well-tested capacity development programmes, networks of trainers and tools to support the effective implementation of DWCP.

Selected ILO Projects in Zambia

The following are the selected programmes implemented in Zambia with different forms of support from the ILO Country Office, and these include policy development, decent work country programmes, training, skills development, adoption of various recommendations and ratification of conventions in order to promote good governance. And the support specifically include, financial support, human resource training (local and abroad), Technical Assistance for the statistical estimation of labour market indicators.

The institutions working with the ILO country office include, Trade Unions, employee and employer representatives, Zambia Statistics Agency (ZamStats), Ministry of Labour and Social Security (MLSS) among others.

Zambia Decent work country programme (ZDWCP)

The ILO supports the Government of the Republic of Zambia and her development partners/ stakeholders in developing the Decent work Country Programme. The decent work agenda outlines the interventions required in employment, social protection, rights at work and international labour standards; and social dialogue. In the last decade, three DWCPs have been developed. The first DWCP covered the period 2013 – 2016, the second one covered the period 2017 – 2019 and the third one covered the period 2020 – 2022.³

Social Protection Floors

The ILO Lusaka Office in partnership with the IRISH AID is providing Social Protection Floors in Zambia targeting vulnerable groups especially in this period of the COVID -19 pandemic. The project is implemented in partnership with other development agencies. The ILO-IRISH AID partnership programme is driven by ensuring inclusive growth, job creation and social protection among Zambians.

The project goal is for the national governments to use appropriate, well designed and well managed social protection measures and employment promoting approaches to the delivery of public investments to promote resilience, access to services and employment opportunities for poor and vulnerable people, contributing to inclusive economic growth.

Formalization of Domestic Work in Zambia

The ILO Lusaka Office and the Swedish International Development Agency (Sida) are implementing the formalization of the Domestic workers in Zambia. The key implementing partners include National Pensions Scheme Authority, Ministry of Labour and Social Security and the tripartite partners. The overall project objective is to enhance understanding of the incidence, forms and drivers of informality of workers in informal employment engaged in formal enterprises.⁴

Skills for Energy in Southern Africa (SESA) project

The ILO with funding from the Swedish Government through SIDA and other partners (Private Sector; government; Southern Africa Development Cooperation (SADC) and its affiliates, Regional and National Bodies - Workers & Employers Organizations etc), are implementing the skills for development project in Southern Africa.

The objective of the project is to increase uptake of Renewable Energy, Energy Efficiency and Regional Energy Integration interventions in Southern Africa. And this should lead to a more sustainable and low-carbon energy. A target is set that over 1,600 engineers and technicians will be trained in Renewable Energy (RE) and Energy Efficient (EE) by the end of the project.

The project adopted the Public-Private Development Partnerships (PPDP) as a way creating a concrete cooperation between public partners and private sector actors to achieve the project objectives.⁵

ILO Programme on HIV and AIDS in the World of Work (ILO/AIDS) Project

The ILO is implementing the ILO Programme on HIV and AIDS in the World of Work together with other UN agencies and the ILO is the co-sponsor of the UNIAIDS.

3. https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---program/documents/genericdocument/wcms_801342.pdf

4. https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_559854.pdf

5. https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/---ilo-lusaka/documents/pressrelease/wcms_779260.pdf

The HIV and AIDS pandemic has become one of the most critical workplace issues of our time. And it has had a devastating impact on working population and their families and dependents. Stigma and discrimination against people living with and affected by HIV and AIDS threatens fundamental rights at work, undermining opportunities for women and men and the young people to obtain decent work and sustainable employment.

Tailoring its response to country-specific needs, the ILO works with governments, employers' and workers' organizations, UNAIDS as well as other UN agencies and a range of stakeholders, including people living with HIV.⁶

ILO Southern Africa Migration Management (SAMM) Project

The SAMM Project is implemented by the ILO in collaboration with the International Organisation for Migration (IOM), the United Nations Office on Drugs and Crime (UNODC) and the United Nations High Commissioner for Refugees (UNHCR).

The Southern Africa Migration Management (SAMM) Project, funded by the European Commission, is a four year project to improve migration management in the Southern Africa and Indian Ocean region.⁷

Selected ILO's Achievements and Priority Focus in Zambia

Labour Law Reforms and Policies

Formulation of favourable labour law reforms and policies (Employment Act, National Employment and Labour Market Policy, National Health Insurance Act, Occupation Safety and Health, National Productivity Policy of 2020).

The ILO Lusaka Office is supporting the Government of the Republic of Zambia and social partners to review the National Action Policy for Child Labour and the Apprenticeship Act yet to be launched.

The ILO has also played a major role in the revision of the Factories Act. The revised Act will soon be presented to Parliament for enactment. In addition, the Government of the Republic of Zambia has developed the National Occupational Safety and Health (OSH) Policy with support from the ILO Country Office.

In 2020, the Government of Zambia through the Ministry of Labour and Social Security developed COVID-19 workplace Safety and health guidelines to support safe Return to Work in the Labour market. This was after consultations with key stakeholders including workers' and employer organizations. The COVID-19 workplace Safety and Health Guidelines aimed at guiding employers on how to reduce workers' risk of exposure to COVID-19 at the workplace. This is being achieved through To guide employers on how to identify and evaluate the risk of exposure to COVID-19 at the workplace, identification of appropriate control measures with which to eliminate or reduce exposure to COVID-19 at the workplace, facilitating integration of COVID-19 prevention and control measures in occupational safety and health programs and improved adherence to occupational safety and health legislation. The guidelines are contributing towards implementing coherent measures addressing safety and health deficits to address COVID-19.

6. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_090177.pdf

7. https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/---ilo-pretoria/documents/projectdocumentation/wcms_758893.pdf



Child Protection

In supporting the right to children’s protection from economic exploitation, the ILO is supporting the Government of the Republic of Zambia in the review of the National Action Plan for the elimination of the Worst Forms of Child Labour. This includes the strengthening statistics production on child labour, review of child labour module adopted in the 2018 Labour Force Survey (LFS) and providing technical assistance in child labour data analysis. The ILO Country Office is providing support in strengthening structures at district and community levels to address child labour in coordinating, monitoring and providing referrals.

Labour Market Information System

The ILO has provided technical assistance and capacity building among staff of key stakeholders (MLSS and ZamStats) in establishing an operational Labour Market Information System (LMIS) through the establishment of the computer laboratory at the MLSS and study tours, respectively.

Skills Development

The ILO Country Office helps its constituents foster a smooth transition to the new realities of the future world of work by assisting in the development of skills policies and systems linked to labour market needs; anticipating and building competencies for the jobs of the future; and supporting the social inclusion of the disadvantaged groups in skills development.

The ILO Country Office is promoting a coordinated approach towards the need to build integrated national approaches to skills development so that individuals, enterprises and society can access

the skills they need and deploy them in a way that benefits us all.⁸

Employment Intensive Investment Programme (EIIP)

The ILO is strengthening planning and technical capacity of institutional partners in EII approaches. The programme promotes a sustainable and inclusive growth aimed at job creation and resilient to any calamities.⁹

In March 2020, the Government through the National Council for Construction (NCC) implemented the more and better jobs created for sustained livelihood opportunities for youth and women in Zambia, through skills development by a demonstration of upgrading to a low volume sealed road using Cold Mix Asphalt and Cobblestone paving on Lubombo Road in Mazabuka District. The Key Partners included the Road Development Agency, Mazabuka Municipal Council (Local Authority) and private sector, which are Zambia Sugar Plc and Lafarge Cement. The innovative and employment intensive paving technologies were mainstreamed in the training programme of the National Council for Construction (NCC) Training Centre. The intervention trained twenty (20) chisellers, pavers and five (05) local contractors in low volume sealed roads-cold asphalt, double surface sealing, cobblestone training. Thereafter, the road construction of 140 meters stretch was constructed as a practical demonstration using both Cold Mix Asphalt and Double Seal Surfacing options. A total of 62 jobs were created for the youth and women, and technology, skills and knowledge transferred to the local contractors and engineers from Mazabuka Municipal Council and Zambia Sugar Plc. The NCC has consequently incorporated a Cobblestone training syllabus in its training curriculum, and is offering the course to students and small-scale contractors.

Sustainable Enterprises Promotion - the use of IYB, Get Ahead tools

The ILO is supporting the development of guidelines for cooperative legislation: the support is given to policy-makers and legislators, as well as other stakeholders, to update existing cooperative legislation, as well as drafting new regulations. This promotes the sustainability of enterprises for innovation, growth, more and better jobs. The ILO Country Office supported the formulation of the National Productivity Policy in order to facilitate for a common understanding of productivity by building the productive capacity of individuals and enterprises; act as a catalyst for motivating individuals and enterprises in all sectors of the economy to work in a concerted manner in efforts aimed at raising national productivity levels; and to provide a comprehensive coordinating mechanism.

ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (ILO MNE Declaration)

The ILO is providing advisory services to government of the Republic of Zambia on the design and implementation of public policies. To the enterprises, on how to incorporate principles of International Labour Standards.

The ILO is further providing guidelines to MNEs and ILO constituents in areas related to employment, training, conditions of work and life, and industrial relations founded on the principles contained in International Labour Standards. This was complemented by the formulation of the Employment Code Act of 2019 that regulate the employment of persons; prohibit discrimination at an undertaking; constitute the Skills and Labour Advisory Committees and provide for their

⁸ https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/genericdocument/wcms_736695.pdf

⁹ https://www.ilo.org/global/topics/employment-intensive-investment/countries/WCMS_327105/lang--en/index.htm

functions; provide for the engagement of persons on contracts of employment and provide for the form and enforcement of the contracts of employment.

Conventions that are in force in Zambia

The ILO country Office provides support to the Government of the Republic of Zambia to ratify conventions. The ratification of various conventions has necessitated for Zambia to amend a number of labour laws.

Fundamental Conventions
C029 - Forced Labour Convention, 1930 (No. 29)
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
C100 - Equal Remuneration Convention, 1951 (No. 100)
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
C138 - Minimum Age Convention, 1973 (No. 138) Minimum age specified: 15 years
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)
Governance (Priority) Conventions
C081 - Labour Inspection Convention, 1947 (No. 81)
C122 - Employment Policy Convention, 1964 (No. 122)
C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129)
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
Technical Conventions
C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)
C012 - Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)
C017 - Workmen's Compensation (Accidents) Convention, 1925 (No. 17)
C018 - Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)
C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)
C026 - Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)
C095 - Protection of Wages Convention, 1949 (No. 95) Excluding Article 11 by virtue of the ratification of Convention No. 173 (acceptance of Part II)
C097 - Migration for Employment Convention (Revised), 1949 (No. 97) Has excluded the provisions of Annexes I to III
C099 - Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)
C103 - Maternity Protection Convention (Revised), 1952 (No. 103)
C117 - Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)
C124 - Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)
C131 - Minimum Wage Fixing Convention, 1970 (No. 131)
C135 - Workers' Representatives Convention, 1971 (No. 135)
C136 - Benzene Convention, 1971 (No. 136)
C141 - Rural Workers' Organisations Convention, 1975 (No. 141)
C148 - Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)
C149 - Nursing Personnel Convention, 1977 (No. 149)
C150 - Labour Administration Convention, 1978 (No. 150)
C151 - Labour Relations (Public Service) Convention, 1978 (No. 151)
C154 - Collective Bargaining Convention, 1981 (No. 154)

C154 - Collective Bargaining Convention, 1981 (No. 154)
C155 - Occupational Safety and Health Convention, 1981 (No. 155)
C158 - Termination of Employment Convention, 1982 (No. 158)
C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
C173 - Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)Has accepted the obligations of Part II
C176 - Safety and Health in Mines Convention, 1995 (No. 176)
C181 - Private Employment Agencies Convention, 1997 (No. 181)
C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Current Employment Challenge in Zambia

The labour absorption rate of the Zambian economy is around 30 percent compared to the region average of 68.6 percent in 2019 according to the World Bank modelled estimates of 2019.

The employment challenge is associated with insecure jobs (Non contractual jobs) that account for more than 50 percent of the total employed population.

Majority of the employed population are working in the household and informal sectors. Structural transformation has contributed the employment challenges in Zambia from both rural and urban regions as majority industries have completely shut down operation since the 1990s.

Selected Key Results on ILO Projects 2020/2021

- Facilitated the development of the Second National Action Plan (NAP II) for the Elimination of Worst Forms of Child Labour 2020-2025 aimed at eliminating child labour in the country.
- Facilitated the development of the productivity policy meant to facilitate for a common understanding of productivity by building the productive capacity of individuals and organisations; and to provide a comprehensive coordinating mechanism. Ultimately, the policy is a framework for attaining the twin goals of economic prosperity and improvement in the standard of living of the Zambian people.
- The Government of the Republic of Zambia with ILO support has made significant progress towards the decent work agenda through adoption of the National Employment and Labour Market Policy (NELMP-2018) in April 2019, enactment a new Employment Code (Act No.3 of 2019) in April 2019, as well as the National Health Insurance (NHIA) (Act no. 2/2018)
- With the Governments Goal to create 200, 000 jobs per year, the NELMP facilitates creation of more and better jobs under conditions that ensure adequate income, and respect for fundamental principles and rights at work. Further, the Policy addresses key emerging issues in the labour market and mainstreaming gender, disability, climate change and national values and principles in the employment and labour sector.
- Facilitated the development of the Employment Code in close consultation with the social partners through the Tripartite Consultative Labour Council (TCLC) before presentation to Parliament. The Employment Code Act among other things regulates employment of persons; prohibit discrimination at an undertaking; provide for the engagement of persons on contracts of employment and provide for the form and enforcement of the contracts of employment; provide for employment entitlements. Other benefits include providing for the protection of wages of employees; providing for the registration of employment

agencies; regulate the employment of children and young persons; and provide for the welfare of employees at an undertaking.

- The National Health insurance Act advances the country's ambition to achieve universal health coverage. The NHI scheme provides health care to Zambians including those working in the informal economy and the ILO providing technical support to enhance social dialogue and capacity building to constituents to facilitate implementation of the National Health Insurance Scheme. The Government has also advance the development of the Social Protection Bill which to provide for registration and contributions collections from self-employed persons, casual employees and persons engaged in piece work or atypical forms of work.
- Promoted adequacy and coverage of social protection, including expansion and broader number of contingencies covered, including maternity and health insurance as a new branch, informed by rights based approach increased and Maternity Protection Convention 183 ratified.
- Facilitated analysis and modelling framework for social protection financing developed in order to facilitate increase in the fiscal space for the social protection system.
- Facilitated the Intra and inter-ministerial arrangements for monitoring progress against implementation of the Integrated Framework for Basic Social Protection Programmes and Single Service Windows are established to increase coordination and rationalisation of non-contributory programmes.
- Strategy for extension of social protection coverage to workers in the informal economy developed, in collaboration with social partners.
- Supported employers' and business membership organizations to successfully create, strengthened and delivered services that respond to the needs of existing and potential members.
- Supported Workers' organizations provide new services to their members and are organizing new groups of workers and/or expanding the coverage of collective bargaining and organising workers in the rural economy.
- Facilitated the constituents to develop the Decent Work Country Programme (2020-2022) which has three priorities for implementation in Zambia. The priorities are; (I) Effective application of fundamental principles and rights at work to support equitable and inclusive economic growth in Zambia, (II) Enhanced economic diversification to create more and better job opportunities for all especially young people, (III) Comprehensive and strengthened social protection systems.

Selected ILO Projects in Zambia

Rural Youth Enterprise for Food Security Programme (2014 – 2019)

https://www.ilo.org/africa/countries-covered/zambia/WCMS_313417/lang--en/index.htm

Promoting Fundamental Principles and Rights at Work in the Zambian Mining Sector (2014 – 2015)

https://www.ilo.org/africa/countries-covered/zambia/WCMS_314423/lang--en/index.htm

Integrated Actions towards Improved and more Equitable Working Conditions for Vulnerable Groups of Workers (2014 – 2015)

https://www.ilo.org/africa/countries-covered/zambia/WCMS_313420/lang--en/index.htm

Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL -Zambia) (2014 – 2015)

https://www.ilo.org/global/docs/WCMS_240550/lang--en/index.htm

Corridor Economic Empowerment Project (CEEP)/ Economic Empowerment and HIV Vulnerability Reduction along Transport Corridors in Southern Africa (2011 – 2014)

https://www.ilo.org/global/docs/WCMS_240551/lang--en/index.htm

Promotion of Green Jobs in the Construction Sector Zambia (2013 – 2016)

https://www.ilo.org/global/docs/WCMS_240548/lang--en/index.htm

Building National Floors of Social Protection in Southern Africa (2014 – 2016)

https://www.ilo.org/africa/countries-covered/zambia/WCMS_313403/lang--en/index.htm

Zambia Key Facts and Figures

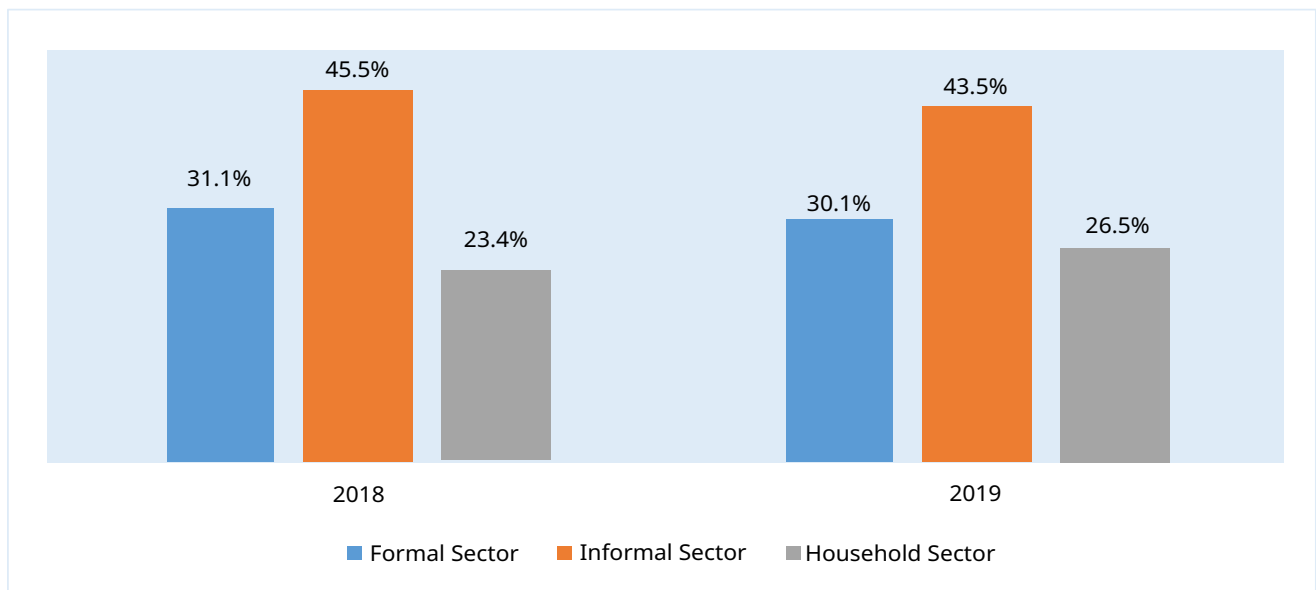
The majority of the employed persons work in the informal sector estimated at 45.5 percent in 2018 and 43.5 percent.

Selected Key Indicators of the Labour Market	2017	2018	2019
Total Population	16,405,229	16,887,720	17,381,168
Working Age Population	9,056,840	9,483,400	9,706,101
Annual Population Growth Rate	2.8	2.8	2.8
Labour Force Participation Rate	37.5	35.1	35.3
Labour force Population	3,398,294	3,329,147	3,423,486
Employed Population	2,971,170	2,948,971	2,995,103
Formal employment	1,096,832	931,906	941,292
Informal employment	1,874,337	2,017,065	2,053,811
Formal sector	1,357,186	917,011	901,321
Informal sector	922,476	1,340,154	1,301,491
Household sector	691,508	690,648	792,291
Own use production Work	3,767,388	3,891,273	4,058,187
Good	1,396,504	2,669,003	2,908,861
Services	2,370,884	1,222,270	1,149,326
Unemployed Population	427,125	380,176	428,383
Time related underemployment	7.7	7.1	5.5
unemployment rate	12.6	11.4	12.5

youth unemployment rate	17.4	16.0	17.9
Youths NEET Population	2,912,198	2,753,095	2,895,712
Economic Statistics			
GDP at Purchase Prices (Kwacha)	246,510,000	275,174,500	300,456,800
GDP growth		4.1	1.4
HDI	0.578	0.582	0.584

**Source: Zambia Statistics Agency (2017, 2018 and 2019) Labour Force Survey Reports
Zambia Statistics Agency (2020) September Monthly Bulletin**

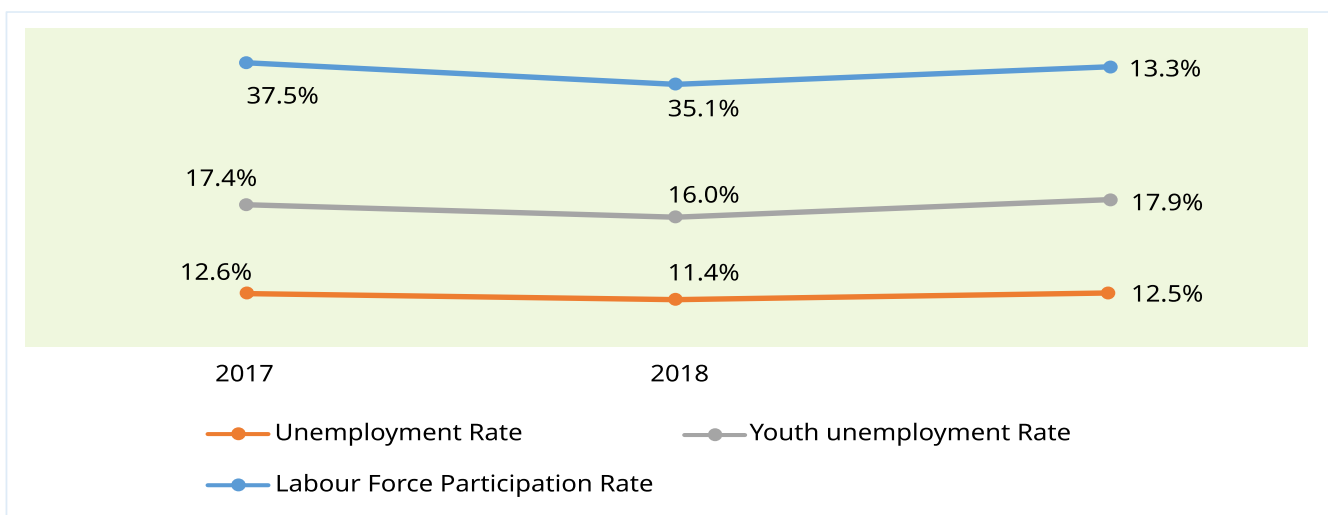
Figure 4: Sector of Employment 2018 - 2019



ZamStats (2018 and 2019) Labour Force Surveys

In 2019, the absorption of the working age population in the labour market (labour force participation rate) was estimated at 35.3 percent. The overall, unemployment rate was estimated at 17.9 percent and the youth unemployment rate at 12.5 percent.

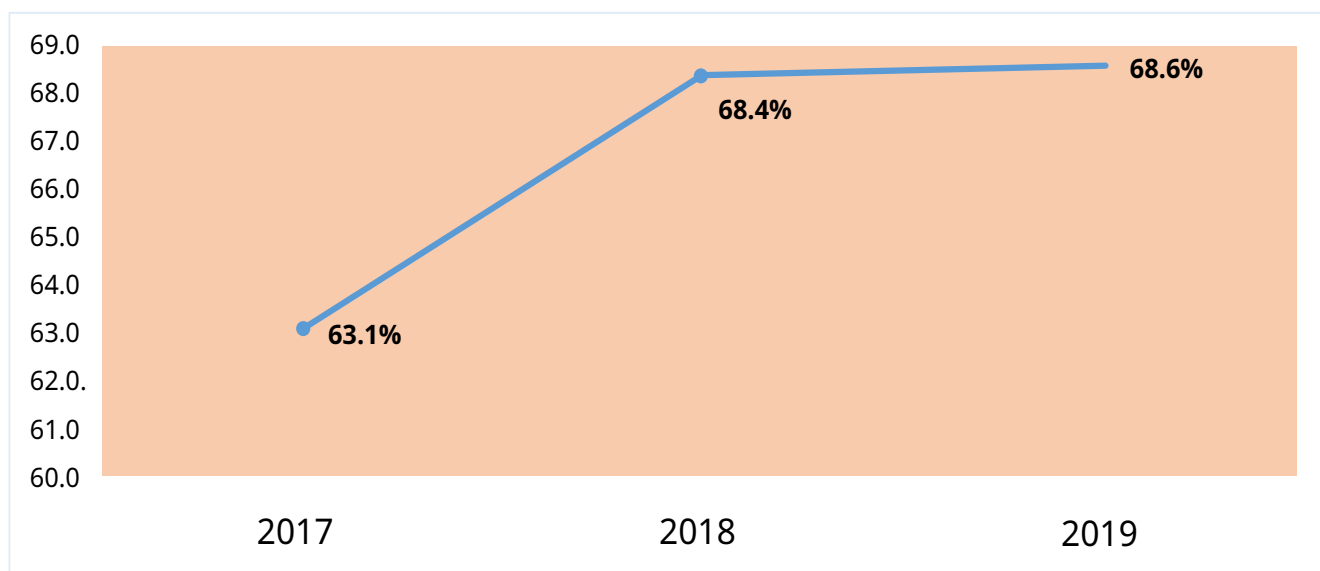
Figure 5: Labour Force Participation Rate and Unemployment Rates



ZamStats (2017, 2018 and 2019) Labour Force Surveys

The informality rate increased from 63.1 percent in 2017 to 68.6 percent in 2019. This implies that majority employed persons are not entitled to social security coverage.

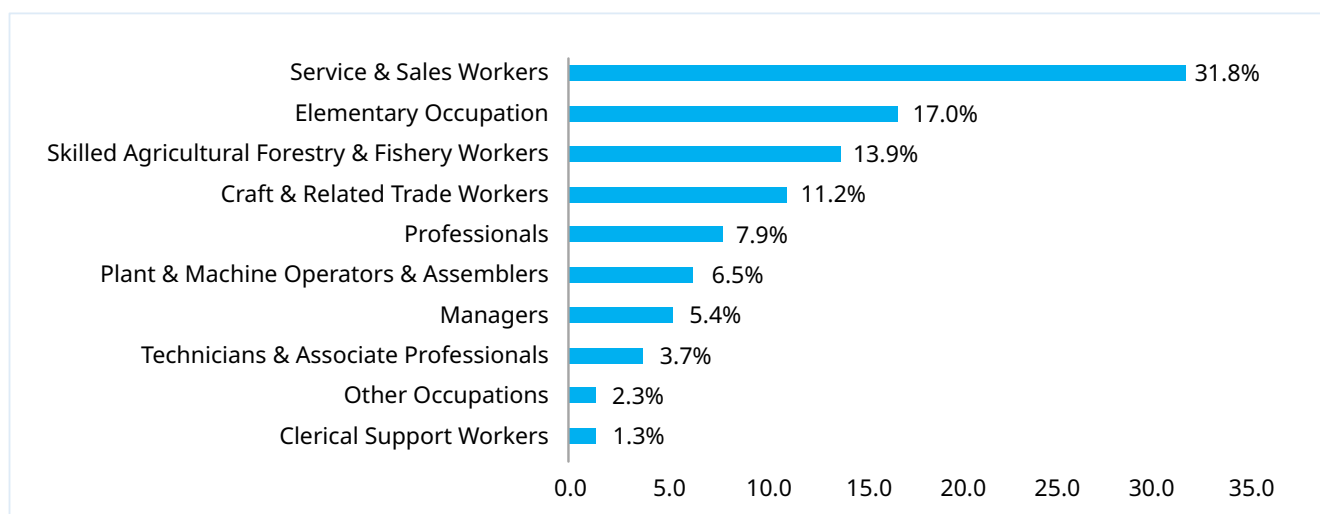
Figure 6: Informality Rate, Zambia 2017, 2018 and 2019



ZamStats (2017, 2018 and 2019) Labour Force Surveys

In 2019, of the total employed persons, the majority 31.8 percent were working as services and sales workers. The technicians and associate professionals accounted for 3.7 percent of the total employed persons.

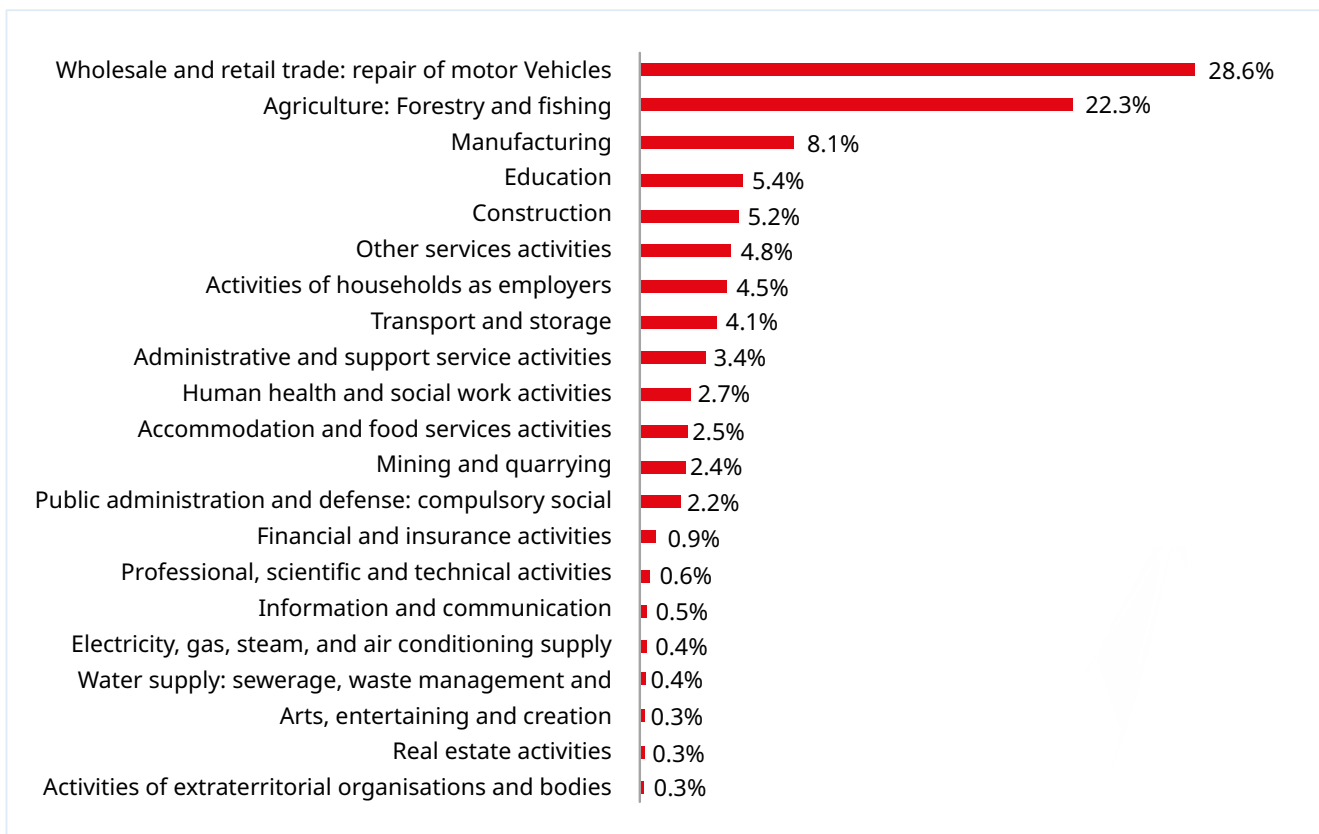
Figure 7: Percentage Distribution of Employed Population by Occupation, Zambia 2019



ZamStats (2019) Labour Force Survey

In 2019, of the total employed persons, the wholesale and retail trade industry accounted for highest employed persons at 28.6 percent followed by the Agriculture, forestry and fishing at 22.3 percent. The Arts, entertainment and recreation and the real estate industries accounted for the lowest employed persons at 0.3 percent.

Figure 8: Percentage Distribution of Employed Population by Industry, Zambia 2019



ZamStats (2019) Labour Force Survey

Table 1: Zambia Project Listing May, 2021

No.	Project Title	Donor	Geographical Coverage	Total Budget (ZMK)	Start date	End date
1	United Nations Joint Programme (UNJP) on Gender Based Violence	SIDA and Irish AID	Mazabuka, Choma, Senanga, Itezhi-Tezhi, Mumbwa, Solwezi, Chililabombwe, Kalumbila, Mansa, Chinsali, Kasama, Mongu, Lundazi and Kabwe.		November 2019	December 2022
2	Skills for Energy in Southern Africa (SESA)	Swedish Government	Kafue Gorge		January 2021	June 2024
3	More and Better Jobs for Youths and Women in Zambia	ILO Funding	National		December 2018	30/06/2021
4	Social Protection - Implementation Phase	IRISH Aid	National		31/12/2017	31/12/2021
5	United Nations Joint Programme (UNJP) on Social Protection in Zambia	IRISH Aid	National		15/07/2019	31-DEC-2022



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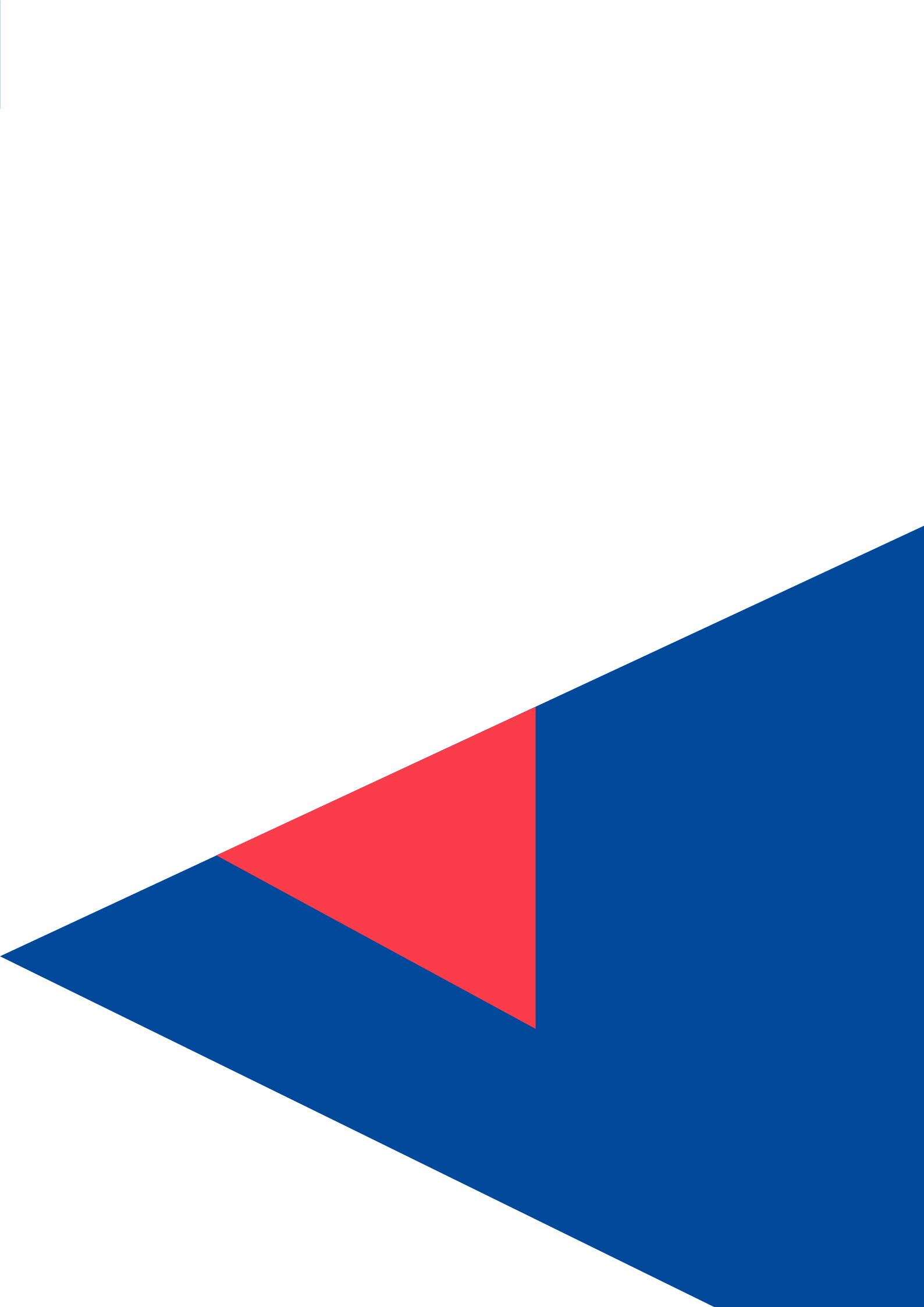
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