



MINISTRY OF LABOUR AND SOCIAL
SECURITY



**MEASURES TO ADDRESS
DECENT WORK DEFICITS**



POLICY IMPLICATIONS/MEASURES

- Zambia Decent Work Country Programme (2012-2015)- The Profile is the basis for the new country programme *which will be adopted by Cabinet*
- Strengthening Data on E&L- *2012 Labour Force Survey completed, School to Work Transition Survey, Survey on the Magnitude of Domestic Work Sector in Zambia, Analytical Work on the measurement on Indicator 1 b 9Achieve full and productive employment and decent work for all, including women and young people)*



Contd. POLICY IMPLICATION/MEASURES

- Financing MLSS – Additional financing through the National Budget
- National Employment and Labour Market Policy -*Under Review (Anchor for the Industrialization and Job Creation Strategy for Zambia and other Employment related Policies*
- Minimum Wages-*Periodic review of Minimum Wages (recognition of under represented workers e.g Domestic Workers) , Development of Sectoral Minimum Wages*



Contd. POLICY IMPLICATION/MEASURES

- Strengthening social dialogue-Study Commissioned to analyse the effectiveness of the current Social Dialogue System drawing inference from other countries-Good Practices. including the identification of home grown strategies to promote effective SD in Zambia
- Social Protection- *Finalisation of Social Security Policy, Design of a non contributory Pension system, Piloting of Micro Insurance Products in collaboration with PIA and various Insurance companies (PPP).*
- Productivity-*Establishment of National Productivity Centre*



Contd. POLICY IMPLICATION/MEASURES

- Public Employment Exchange Services (PEES)- *Will be revived in order to facilitate employment creation .*
- Labour Administration- Recruitment & training of Labour Officers for improved labour inspections
- Domestication of International Labour Standards-Aimed at modernizing the Employment and Labour Sector in Zambia



Contd. POLICY IMPLICATIONS/MEASURES

- Creating Awareness on Rights at Work
- Reforming pension system in Zambia in order to enhance social protection
- Enhance Social Dialogue



Contd. POLICY IMPLICATIONS/MEASURES

- **SOCIAL PROTECTION**

Specific Actions

- Reforming Pension System in Zambia
- Development of a non-contributory pension system
- Development of a Minimum Social Protection
- Floor (Recommendation 202)

THANK YOU

