



# Tripartite Validation Workshop of Zambia Decent Work Country Profile

Workshop Report  
Lusaka, 1–2 December 2011



This document has been produced with the financial assistance of the European Union. The views expressed herein can in no way be taken to reflect the official opinion of the European Union.

**ILO COUNTRY OFFICE FOR ZAMBIA**  
**ILO/EC PROJECT “MONITORING AND ASSESSING PROGRESS ON DECENT WORK” (MAP)**

**Workshop Report**

**Tripartite Validation Workshop of  
the Zambia Decent Work Country Profile**

**1-2 December 2011**

**Lusaka, Zambia**

This document has been prepared by the International Labour Office  
with funding from the European Union under the ILO/EC Project  
“Monitoring and Assessing Progress on Decent Work” (MAP)

**International Labour Office**  
**Lusaka and Geneva**

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to the Publications Bureau (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered in the United Kingdom with the Copyright Licensing Agency, 90 Tottenham Court Road, London W1T 4LP [Fax: (+44) (0)20 7631 5500; email: [cla@cla.co.uk](mailto:cla@cla.co.uk)], in the United States with the Copyright Clearance Center, 222 Rosewood Drive, Danvers, MA 01923 [Fax: (+1) (978) 750 4470; email: [info@copyright.com](mailto:info@copyright.com)] or in other countries with associated Reproduction Rights Organizations, may make photocopies in accordance with the licences issued to them for this purpose.

---

### *ILO Cataloguing in Publication Data*

Workshop report : Tripartite Validation Workshop of the Zambia Decent Work Country Profile, 1-2 December 2011, Lusaka Zambia / International Labour Office, ILO Country Office for Zambia, ILO/EC Project "Monitoring and Assessing Progress on Decent Work" (MAP).- Lusaka: ILO, 2013

ISBN 978-92-2-127914-3; 978-92-2-127915-0 (web pdf)

International Labour Office and ILO Country Office for Zambia, Malawi and Mozambique; Tripartite Validation Workshop of the Zambia Decent Work Country Profile (2011, Lusaka, Zambia)

decent work / data collecting / project evaluation / labour policy / plan of action / role of ILO / Zambia

13.01.1

---

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

This document has been produced with the financial assistance of the European Union. The views expressed herein can in no way be taken to reflect the official opinion of the European Union.

ILO publications can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Catalogues or lists of new publications are available free of charge from the above address, or by email: [pubvente@ilo.org](mailto:pubvente@ilo.org)

Visit our website: [www.ilo.org/publns](http://www.ilo.org/publns) and [www.ilo.org/map](http://www.ilo.org/map).

---

---

## Contents

1.	Introduction.....	5
2.	Opening Session.....	7
	2.1. Welcome address by the ILO.....	7
	2.2. Background to the Decent Work Country Profiles (map project, processes, workshop objectives).....	7
3.	Overview of Zambia Decent Work Country Profile: Key findings and general issues .....	9
4.	Parallel Working Group Discussions to Review and Revise the Zambia Profile Chapters	11
5.	Presentation of Findings by the Working Groups in the Plenary Session.....	15
6.	The Priority Indicators for Monitoring the Z-DWCP .....	17
7.	Recommendations and Way Forward .....	19
	Annex 1. ....	21
	Annex 2. List of participants. ....	23

---

## 1. Introduction

A tripartite validation workshop for the Zambia Decent Work Country Profile organized by the ILO Country Office for Zambia was held on 1-2 December 2011 in Lusaka. The workshop was prepared in line with the *ILO Declaration on Social Justice for a Fair Globalization* (2008)<sup>1</sup>, which recommends the establishment of appropriate indicators or statistics - if necessary with assistance from the ILO - to monitor the progress made in the implementation of the ILO Decent Work Agenda. The main purpose of the workshop was to give key stakeholders (particularly, the ILO tripartite constituents) an opportunity to review and “validate” the draft of Decent Work Country Profile for Zambia, which has been prepared by a national consultant, Dr Griffin Nyirongo, together with the Central Statistics Office (CSO), the Ministry of Labour and the ILO, and is aimed at providing a baseline assessment of recent progress in the various components of decent work in Zambia. This workshop was organized to ensure that this profile is finalised in line with the expectations of the ILO’s tripartite constituents, and contains the most accurate and credible data and analysis<sup>2</sup>.

About 50 participants from various government agencies, workers’ and employers’ organizations, and research organizations, NGOs and international organizations participated in the workshop<sup>3</sup>. The workshop provided an opportunity for the stakeholders to discuss the:

- a) Main findings from the data presented in the Profile and the main decent work trends and remaining deficits they highlight in Zambia;
- b) Data collection gaps that need to be overcome in order to better monitor decent work at the national level; and
- c) Possible uses of the profile, particularly in policymaking and national development planning, and the monitoring and evaluation of the Zambia-Decent Work Country Programme.

In particular, the workshop focussed on technical discussions in the following key areas:

- The content of each chapter, referring to the statistical indicators, the legal framework information and the analytical text;
- The strengths and possible uses of the Profile, e.g. as baseline information to inform development policies and programmes, an advocacy tool to mainstream DW (decent work) into national planning, etc.
- The policy implications of the Profile, e.g. how the Profile can help national constituents to better define decent work country priorities and advocate for appropriate policies? How can the Profile aid the design, implementation, and monitoring of national development plans and programmes?

<sup>1</sup> See: [http://www.ilo.org/global/What\\_we\\_do/Publications/Officialdocuments/lang--en/docName--WCMS\\_099766/index.htm](http://www.ilo.org/global/What_we_do/Publications/Officialdocuments/lang--en/docName--WCMS_099766/index.htm).

<sup>2</sup> See Annex-1 for Agenda for the Workshop.

<sup>3</sup> A List of participants can be found in Annex 2.

- 
- The way forward, e.g. how often the Profile should be updated and in what form; how can data collection for DWIs (Decent Work Indicators) be sustained as part of the national statistical programme (to ensure regular monitoring of decent work); what can be done differently for future updates (data collection and analysis)?

The expected outputs and outcomes of the workshop were:

- Detailed comments made by the tripartite constituents on the statistical data, legal framework information and the analytical text of the Profile;
- Validation of the profile by tripartite constituents;
- Recommendations for future policymaking to address decent work deficits, and recommendations on how the profile can be used to support the design, implementation and monitoring of the National Development Plan, and the Zambia Decent Work Country Programme;
- Consensus among constituents on how the Profile should be disseminated and used (launch event to be organized later);
- Consensus on the way forward for future updates of the Profile (form and regularity, new indicators, etc.).

This workshop report includes all comments and revisions provided by national partners during the validation workshop. To the extent possible, the comments and suggested revisions have been incorporated into the final revised version of the profile before publication, in 2012. This report is not meant to reiterate the facts and findings of the profile – readers interested in the findings should rather read the Profile.

The Workshop was organised in the following format:

- The workshop began with an introductory presentation on the concept and the measurement framework of decent work, as well as an overview of the role of the Decent Work Country Profile (by the ILO).
- The Decent Work Country Profile was presented by the national consultant beginning with an explanation of its development; a presentation of its key findings, and an overview of the indicators used.
- Three working group sessions were then organised, in which participants were divided into representative groups (i.e. tripartite in nature) to review and revise the individual chapters of the profile, one by one. Three groups simultaneously reviewed the chapters before reporting their findings to the plenary.
- A plenary and concluding session with recommendation and way forward.

---

## 2. Opening Session

### 2.1. Welcome address by the ILO

*Mr Martin Clemensson, Director, ILO Country Office for Zambia*

Mr Clemensson started his remarks by defining decent work and presenting the main objectives of the Z-DWCP.

He then briefed the participants on the EU supported project on Monitoring and Assessing Progress toward Decent Work (MAP), which was developed in response to the 2008 Declaration on Social Justice for a Fair Globalization, which called for efforts to strengthen decent work data collection and analysis at the national level – to enable countries to self-monitor and self-assess progress toward decent work. As one of 9 countries globally to participate in the MAP project, he noted that ILO is assisting Zambia in developing its capacities for DWI identification, designing and launching surveys, data collection and analysis, and policy oriented analysis for decent work and national development.

The Decent Work Country Profile for Zambia was compiled using indicators identified by constituents in April 2010 (Siavonga meeting). With the help of CSO, the Ministry of Labour, and the social partners, it has sought to identify the key trends in the Decent Work landscape and provided an initial baseline of how Zambia has progressed in key areas over the last decade. Although not comprehensive, the profile represents the first consolidated look at the state of decent work in Zambia – from employment opportunities to decent hours; equal opportunities to social dialogue – with specific reference to both statistical indicators and legal framework indicators. The document touches upon the progress made and it provides important insights into the deficits that still exist.

In concluding, he encouraged the workshop participants to review the content and work together to agree on how the profile can be improved, finalized and utilized in the interest of Zambia.

### 2.2. Background to the Decent Work Country Profiles (map project, processes, workshop objectives)

*Tite Habiyakare, Specialist Labour Statistics, ILO Pretoria*

Mr Habiyakare started his presentation with defining decent work (DW), based on four strategic pillars of ILO: Fundamental Principles and Rights at Work, Employment Opportunities, Conditions of Work and Social Protection and Social Dialogue and Tripartism. The measurement of DW is required to understand the progression towards DW. Following a Tripartite Meetings of Experts in September 2008, ILO *Declaration on Social Justice for a Fair Globalization* recommended the establishment of appropriate indicators to monitor and evaluate the progress made on DW. The basic principles for measuring DW have been recalled.

The objectives of the ‘DW Country Profile’ have been presented. It is a summary of assessment of recent national progress towards DW, containing information on statistical and legal framework indicators based on national list. DW country profile provides baseline information for designing of national policies and programmes.

---

Zambia been selected as a MAP participant country in 2009. In 2010 MAP activities were launched in Zambia by holding consultation workshops and background study on measuring decent work. A full list of DW indicators for Zambia was selected by constituents based on the ILO standard list. The data compilation and the analysis of the indicators compiled were conducted by the CSO and the Ministry of Labour in 2011 and national consultants. Followed by the validation workshop of this first draft of the DW Country Profile for Zambia, there will be further revision, finalization of the draft and the final publication after this validation workshop in 2012.



---

### 3. Overview of Zambia Decent Work Country Profile: Key findings and general issues

The consultant *Dr Griffin Niyongo*, presented a summary of the Profile, highlighting the deficits and progress made on various decent work indicators.

He also presented the proposals from the ILO Lusaka and Geneva on the draft document, as follows:

- (i) Given some high differences between the 2005 LFS and 2008 LFS data, the LCMS data on employment chapter and other related chapters might be kept.
- (ii) Notes should be included to explain the differences between the 2005 and 2008 data, especially on employment and unemployment rates; for instance in the 2008 LFS data tables, probing questions on employment have not been used (but used for the 2005 tables).
- (iii) Sectoral data tables have not been included in the Profile, while they may provide very useful information, especially to formulate policy recommendations.
- (iv) An additional chapter could be included on Monitoring decent work, by listing priority areas for the Z-DWCP based on the main gaps identified in the Profile, and proposing key indicators to monitor next programmes on these priority areas, in order to help discussions at the next meeting of the Z-DWCP Advisory Committee.

Following the presentation of the key findings of the Zambia Profile, the following general issues of concern were raised in the plenary session:

- LCMS data on employment should not be included in the Profile as comparison of employment indicators between the LFS data and LCMS data on employment will not provide any insights on the basis that different methodologies used in their computation. The Profile should only use data from the LFS data.
- The data on employment and unemployment using the international definition do not appear to reflect the situation on the ground. To suggest that Zambia unemployment rate was less than that of the USA is not a realistic proposition considering the nature of Zambia employment, which is characterised by high participation in subsistence agriculture and informal sectors. For the next Profile, Zambia must develop a definition of employment indicators to depict the Zambian situation. This would be included in the profile alongside data computed using the definition based on international standards.
- There is need to include a section in the executive summary, summarising the decent work gaps based on the twelve indicators that the Zambia Decent Work Country Programme Advisory Committee had selected to be used for monitoring the Z-DWCP (Siavonga meeting, April 2010).
- Inclusion of sectoral data would result in having too much statistical data and making the Profile too loaded with information. However, for future Profiles, the Z-DWCP Advisory Committee should assess which sectoral data should be included. These should be related to the key indicators selected to monitor the next programme.
- Show the new names following the alignment of ministries to reflect new portfolio. For example, the Ministry of Labour and Social Security was merged with the Ministry of Youth and Sports to form the "Ministry of Labour, Youth and Sports."

- 
- The Ministry of Labour, Youth and Sports to review legal framework indicators to take into consideration issues raised, to ensure what is represented in the Zambia Profile is factual.
  - Analysis in the future profiles should capture the political situation and political will to implement the decent work agenda.
  - Capacity constraint (human and financial resources) in Zambia, for analysing DW indicators need to be addressed.

---

## 4. Parallel Working Group Discussions to Review and Revise the Zambia Profile Chapters

The workshop broke into three (3) parallel working groups to discussions to review and revise profile chapters as follows:

Working group 1: Economic and social context for decent work; Decent hours; Combining work, family and personal life; and Equal opportunity and treatment in employment.

Working group 2: Employment Opportunities; Work that should be abolished; Safe work environment; and Social security.

Working group 3: Adequate Earnings and Productive Work; Stability and security of work; and Social dialogue, workers' and employers' representation.

The following revisions were proposed on the Profile chapters during the working group discussions:

### **Chapter 1. Economic and social context for decent work.**

Page 4: The first sentence relating to population should be moved to Page 8 under the section on the HIV and AIDA section on HIV and AIDS where reference to population growth rate was made for purposes of consistency.

Page 10: Legal Framework Indicator 1: Law, policy and institutions: 'The Ministry of Labour and Social Security (MLSS) is the Government Ministry responsible for the management of employment and labour policy' should read 'The Ministry of Labour and Social Security (MLSS) is the Government Ministry responsible for matters pertaining to employment and labour policy.'

### **Chapter 2. Employment Opportunities.**

Page 13: Legal Framework Indicator 2: Law, policy and institution: 'Other policies have been adopted within the NELMP such as the National Youth Policy which aim is to promote skills development and work opportunities for the young and the Micro, Small and Medium Enterprises Development Policy' should read 'Other policies have been adopted within the NELMP such as the National Youth Policy and the Micro, Small and Medium Enterprises Development Policy, whose aim among others, include skills development and job opportunities for the youth, women and the differently abled persons.'

Page 15: Second paragraph, sentence reading "they include the ZDA Act (2006), which aims to, among others, coordinate promotion of the economy "should be rephrased to read "economic development".

Page 15: Paragraph 2, last sentence, word "right" should be replaced with "conducive."

Page 15: For employment opportunities, it might be wise to include the Medium Term Expenditure Framework (MTEF) as an employment creation framework.

Page 16: Need to harmonize the legislation regarding the age of youth, i.e. to come up with a uniform definition of youth age group: 15-24,15-35 etc.

---

### **Chapter 3. Adequate Earnings and Productive Work.**

Page 20: Need to define adequacy of earnings

Page 20: Need to update data on incidence of poverty in 3.1 to include 2010 LCMS data.

Page 20: Need to redefine the benchmarks for the poverty line ones to include more than the food basket

Page 23: Develop a benchmark for minimum wages similar to bread basket used by the Jesuit Centre for Theological Reflection (JCTR).

Page 23: Need to reconcile Table 3.4 with text

Page 24: Legal Framework Indicator 4: Under 'Evidence of implementation effectiveness', consider indicating that the collective bargaining process must never settle for a figure that is less than what vulnerable workers get.

Page 24: Minimum wage revision period needs to be clarified and perhaps legislated.

### **Chapter 4. Decent hours.**

Page 26: Need to clarify first paragraph sentence reading 'In subsistence agriculture, most people work less than 30 hours and get very little in return. On the contrary, security guards work excessive hours but also get little pay'.

Page 27: Paragraph 1; replace discrimination with exploitation.

Page 27: Workers exposed to long hours should include bus drivers and long distance truck drivers

Page 28: Legal Framework Indicator 5: Law, policy or institution: reference to Employment Act should be deleted.

### **Chapter 5. Combining work, family and personal life.**

Page 30: The legislation limiting parental leave to women only to go on paid leave to enable them nurse their hospitalised sick children is discriminatory as men also require to attend to sick relations.

### **Chapter 6. Work that should be abolished.**

Page 33: Harmonization of legal indicator 8 in the text and the box.

Page 33: Proposed opening statement "There are basically two forms of work that should be abolished namely the worst forms of child labour and forced labour"

Page 33: Need to make reference to specific articles in the penal code and constitution which prohibit child labour;

Page 33: Need for specific examples of hazardous working conditions and forms of child labour e.g. prostitution etc;

Page 39, sentence "Zambia Federation of Employees" should read "Zambia Federation of Employers";

---

## **Chapter 7. Stability and security of work.**

Page 44: Check quote (footnote #51)

Page 44: Review last two sentences of paragraph three to read “The lack of stability and security of work is worse in the informal sector as there are no regulations applicable in matters such as wages, working hours and rest periods”.

Page 44: Need to show the number of companies that laid off workers, as a result of the Global Financial and Economic Crisis, i.e. companies that shut down operations completely and placed their entities on care and maintenance, companies that continued with their operations but downsized the workforce and companies that did not downsize the labour force.

## **Chapter 8. Equal opportunity and treatment in employment.**

General comment: The analysis is based on gender differences and should also focus on other factors related to unequal opportunities such as:

- Differences in conditions of service between expatriate employees and local employees for similar work.
- Lack of leave by men folk when child or spouse falls sick.
- Disability issues.

Page 47: In view of the priority of the 2007 – 2011 ZDWCP given to more and better employment opportunities women, youth and persons with disabilities, there is need to make reference to the urgent need for the domestication of the United Nations Convention on the Rights of People with Disabilities (UNCRPD) in recognition of the rights of persons with disabilities to work on equal basis.

Page 47: Need to provide evidence of cases where termination of employment can be attributed to HIV and AIDS stigma.

Page 47: The HIV and AIDS policy at the workplace should focus more on the impact in the work place on issues of productivity, dismissal, discrimination;

## **Chapter 9. Safe work environment.**

Page 53: Opening paragraph and the last paragraph should be combined to form an introduction statement;

Page 53: Make clear distinction between Factories Act and Mines and Minerals Act

Page 54: Include the ideal number of inspectors required per given number of employees.

Page 54: Table 8 could be put in a box.

Page 54: Make a comparison between the number of employees and total number of employees injured in Table 8.

Page 55, evidence of occupational accidents in the mining sector- verify with Mines Safety Department.

General comment: OSH data to be better captured by the next LFS, analysis to include both formal and informal sector.

---

## **Chapter 10. Social security.**

Page 58: The section should include information on the number and coverage of private pension schemes.

Page 59: The administrative data should in future capture the numbers from National Pension Scheme and those being paid pensions.

General comment: Social Security data should be better captured by the next LFS, analysis to include both formal and informal sector.

## **Chapter 11. Social dialogue, workers' and employers' representation.**

Page 65: Need to get the updated data on affiliates and membership of the apex Trade Union organisations.

Page 65: Reference to footnote #78 is missing

Page 67: Line 4, paragraph 2- "Whilst social dialogue has been used as a tool for dispute resolution, facilitating consultation and effectively addressing strategic issues on employment and labour in the workplace, coverage extends to workers represented by unions" to read "Whilst social dialogue has been used as a tool for dispute resolution, facilitating consultation and effectively addressing strategic issues on employment and labour in the workplace, coverage does not extend to non-unionised workers".

Page 67: Paragraph 3 -Need to clarify how social dialogue was effective in mitigating the impact of the global economic and financial crisis.

---

## **5. Presentation of Findings by the Working Groups in the Plenary Session**

The plenary session accepted most of the observations and proposals from the groups. In some cases however, the plenary did not concur with the group position or put up conditions for the inclusion of the proposal in the Profile. The conditions were made on account that the validated report had to be ready by the end of 2011.

### **Chapter 2. Employment Opportunities.**

Page 15: For employment opportunities, it might be wise to include the Medium Term Expenditure Framework (MTEF) as an employment creation framework. The plenary observed that MTEF was a framework that guided the budget preparation and was not a policy addressing employment opportunities, which the Chapter focussed on.

Page 16: Need for a uniform definition of youth age group: 15-24,15-35 etc. The plenary noted that the UN definition of 15 – 24 years was used.

### **Chapter 3. Adequate Earnings and Productive Work.**

Page 20: Need to update data on incidence of poverty in 3.1 to include 2010 LCMS data. The plenary noted that the inclusion will depend on the information made available and requested CSO to make available the data within seven days failure to which the information would not be included.

Page 24: Legal Framework Indicator 4: Under ‘Evidence of implementation effectiveness’, consider indicating that the collective bargaining process must never settle for a figure that is less than what vulnerable workers get. The plenary noted that ‘Evidence of implementation effectiveness’ shows what was stated by the CEACR and could not be altered.

### **Chapter 9. Safe work environment.**

Page 54: Include the ideal number of inspectors required per given number of employees. The plenary requested the Ministry of Labour to develop the ideal number of inspectors required per given number of employees for future Profiles.

Page 54: Make a comparison between the number of employees and total number of employees injured in Table 8. The plenary noted that measure of employees injured was on actual numbers and was not a rate. The problem was compounded by the fact that some employers do not contribute to the Workers’ Compensation Fund Control Board (WCFCB) nor do they report such cases.

Page 55, evidence of occupational accidents in the mining sector- verify with Mines Safety Department. The plenary noted that the evidence was deduced from information obtained by another study from the Mines Safety Department and was appropriately referenced, hence no need for verification.

---

## **Chapter 10. Social security.**

Page 58: The section should include information on the number of private pension schemes and coverage. The plenary noted that the inclusion will depend on the information made available and requested the representative to make available the information within seven days failure to which the information would not be included.

## **Chapter 11. Social dialogue, workers' and employers' representation.**

Page 65: Need to get the updated data on affiliates and membership of the apex Trade Union organisations. The plenary noted that the inclusion will depend on the information made available and requested the representatives of the two apex trade union organisations to make available the information within seven days failure to which the information would not be included.



## 6. The Priority Indicators for Monitoring the Z-DWCP

In order to include monitoring decent work in the national planning framework, the Zambia Decent Work Country Programme Advisory Committee had narrowed the list of relevant indicators down to twelve indicators. There is currently no published data available for the employment situations of workers with disabilities to enable measurement of discrimination by disability. The priority Z-DWCP indicators for national monitoring purposes are as follows:

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	11.2	16.7	2.2	12.3	18.7	2.6

\*Working poverty rate has been used as a proxy for working poor.

The Table shows that there has been significant decline in the employment-to-population ratio, female share of employment and youth not in education and not in employment. On a positive note there have been improvements in the occupational injury rate (fatal), minimum wage as per cent of average/median wage, child labour, labour inspection rate, working poor and share population aged 55 years and above benefiting from a pension. Informal sector employment has more or less remained the same.



---

## 7. Recommendations and Way Forward

Various issues were discussed at the end of the workshop, as follows:

- (i) The Z-DWCP Advisory Committee must address the issue of definitions (national vs international) and availability of data from CSO.
- (ii) Capacity constraint (human and financial resources) in Zambia, for analysing the decent work indicators should be addressed.
- (iii) Review legal framework indicators to take into consideration issues raised, to ensure what is represented in the DWC Profile is factual.
- (iv) The Profile on HIV/AIDS policy should focus more on the impact in the work place on issues of productivity, dismissal and discrimination.
- (v) The labour and industrial relations act need to be amended for the protection of employees living with HIV.
- (vi) Analysis in the profile should (in the future) be able to capture the political situation and political will to implement the decent work agenda.
- (vii) The minimum wage revision period needs to be clarified and perhaps legislated.
- (viii) On disability:
  - a. Include the measurement of discrimination on basis of disability in labour force surveys;
  - b. Government to domesticate the UN Convention on the Rights of People with Disabilities (UNCRPD).
  - c. Eliminate discrimination on grounds of discrimination on grounds of disability.
  - d. Protect the rights of PWDs to equal opportunities, remuneration and just unfavourable conditions of work.
  - e. Ensure that PWDs are able to exercise their labour and trade union rights.
  - f. PWDs shall have access to technical and vocational guidance and placement services, including training.
  - g. Promote opportunity for self employment and entrepreneurship among PWDs.
  - h. Promote employment of PWDs in the private sector through policies and measures such as affirmative action and incentives.

- 
- i. Ensure that reasonable accommodation is provided to PWDs in the workplace.
  - (ix) In future the LFS should consider the issue of differences in conditions of service between expatriate and local employees doing the same job under equal opportunities.
  - (x) Parental leave to take care of a sick child or a spouse should be extended to men, as the current legislation is discriminatory.
  - (xi) Harmonize the policy with the legislation regarding the age of youth, as some refer to youth as those aged 15 – 25 while others use 15 -35 years.
  - (xii) Include comparison of total accidents with the number of employees.
  - (xiii) Include the ideal number of inspectors required per employees.
  - (xiv) The Profile should refer to private Occupation Schemes, which currently number about 200.
  - (xv) In future, the Profile should capture the numbers of those being paid pensions by the National pension Scheme.
  - (xvi) OSH and Social Security should captured by the next LFS and the analysis should extend to both formal and informal sector.
  - (xvii) Develop an adequate benchmark for minimum wages, sectoral minimum wage and use the benchmark similar to JCTR food basket.
  - (xviii) Redefine benchmarks for poverty to go beyond living conditions to include the food basket.
  - (xix) There is need to regulate the informal sector by formulating regulations and policies that will address issues apart from minimum wage such as working hours and social security.

---

## Annex 1. Agenda

### Tripartite Validation Workshop of the Zambia Decent Work Country Profile

1-2 December 2011

Lusaka, Zambia

#### Agenda

##### Day 1

- 08.30-09.00 *Registration*
- 09.00-09.30 **Welcome and opening remarks**
- Director, ILO Lusaka Office
  - Head of Delegation, European Union Delegation to Zambia
  - Representative of Employers organisations
  - Representative of Workers' Organizations
  - PS of MLSS
- 09.30-10.00 **Background and process for development of Decent Work Country Profiles into MAP EU/ILO project**
- ILO Geneva and Pretoria
- 10.00-10.30 *Coffee/tea break*
- 10.30-11.30 **Overview of the Zambia Decent Work Country Profile: Key findings and priority decent work challenges**
- Mr. G. Nyirongo, national consultant
  - Lusaka Office
- 11.30-12.15 **Plenary discussion and organisation of working groups**
- 12.15-13.30 *Lunch*
- 13.30-14.30 **Parallel working groups to review and revise three (3) chapters of the Zambia Profile**
- Economic and social context for decent work
  - Employment opportunities
  - Adequate earnings and productive work
- 14.30-15.00 **Presentation of findings by the working groups in the plenary session**
- 15.00-15.30 *Coffee/tea break*
- 15.30-16.30 **Parallel working groups to review and revise four (4) chapters of the Zambia Profile**
- Decent hours and Combining work, family and personal life
  - Work to be abolished

- 
- Stability and security of work

## Day 2

09.00-10.00 **Parallel working groups to review and revise four (4) chapters of the Zambia Profile**

- Equal opportunity and treatment in employment
- Safe work environment and Social Security
- Social dialogue, workers' and employers' representation

10.00-10.30 **Presentation of findings by the working groups in the plenary session**

10.30-11.00 *Coffee/tea break*

11.00-12.00 **Summary of main findings, policy recommendations and the way forward**

- How the Profile can be used by constituents
- Links to the Z-DWCP (baseline and target indicators)
- How the Profile can be used by policy-makers and links to the SNDP (National Development Plan)
- Mechanism for sustaining the monitoring of decent work

12.00-12.30 **Closing remarks**

12.30 *Lunch*

## Annex 2. List of participants

No	NAME	ORGANISATION/INSTITUTION	POSITION/DESIGNATION
1	Tite Habiyakare	ILO Pretoria	Labour Statistics Specialist
2	Moses Ngosa	Ministry of Commerce Trade and Industry	Economist
3	Unison Kasengele	Ministry of Labour	Senior Inspector of factories
4	Diarra Soumaila	AFRISTAT	Finance and Administration Manager
5	Kennedy Wishimanga	African Development Bank	Library Information
6	Eric N. Ramilison	AFRISTAT	Regional Expert of the LMIS/AFRISTAT project
7	Munyongo Lumba	Jesuit Centre for Theological Reflection	Programme Manager
8	Naomy Lintini	ILO	Programme Officer
9	Charity Sabi	Human Rights Commission	Programme Officer Legal and Investigations Officer
10	Henry Kapacha	Ministry Labour Youth and Sport	Chief Planner
11	Griffin Nyirongo	ILO	Consultant
12	S. J. Chitengi	JSI/SHARE II	Legal Manager (Law and Policy)
13	Theresa Sakala Mumba	Zambia Business Coalition on HIV/AIDS	Finance and Administration
14	Victor Chikalanga	Ministry of Labour, Youths and sport	Principal Social security Officer
15	Annie Kabayi	ZAFWIB	Member
16	Bernard Nakaunda	MLYS	Director of Sport
17	Trevor Kaunda	MLYS	DSS
18	Gerson Banda	CSO	Statistician
19	William Chilufya	CSPR	Programme Officer
20	Shadreck Mtonga	MLYS	
21	Lyson Manda	FFTUZ	National Executive Secretary
22	Betty Mutambo	ZCTU	National Trustee
23	Mwenya kapasa	ZCTU	D. Director

---

24	S. Nawa	ZCTU	General Secretary
25	Abigail L. Moono	PLA	HR Manager
26	Bob Musenga	PLA	Director Corporate Services
27	Lovemore Nkhoma	ILO	National Projects Coordinator
28	Richard Banda	MLYS	Senior Planner
29	Dennies Haanyika	ZDA	Manager HRA
30	Bernard Domingo	MLYS	Director HRA
31	Arthur Choobe	MLYS	Director
32	Charity Chiwende	ZAPD	Typist
33	Francis Chilufya	ZAPD	Senior Rehabilitation Officer
34	Simon Mutonyi	SHARE II	Senior Manager
35	Yunika Zulu Mutale	Gender and Child Development Division	Gender analyst
36	Belinda L. Masopelo	Ministry of Justice	Parliamentary counsel
37	Manas Chiwala	AZIEA	District Secretary
38	Grace Y. M. Tembo	UNZA	AGD/Registrar Admin
39	Tadeyo Lungu	MOFNP	M & E Officer
40	C. Mwanza	MLYS	SSSO