



Republic of Zambia  
MINISTRY OF LABOUR AND SOCIAL SECURITY

# NATIONAL EMPLOYMENT AND LABOUR MARKET POLICY

# IMPLEMENTATION PLAN

**Annex: Implementation Plan**

Policy Measures	Activities	Output Indicator	BASE YEAR	TARGETS				RESPONSIBLE UNIT	RESOURCES Estimates (ZMK)
				2018	2019	2020	2021		
<b>Objective 1: To facilitate the creation of formal job opportunities especially in the rural areas</b>									
Institutionalise pro-employment budgeting in the civil service	Train officers in all Ministries and agencies on pro-employment budgeting.	150 labour and planning officers trained	2017	-	30	30	30	MLSS, ILO, MNDP, MoF, MWS, MoA, MoL, MYS, MoT, MoM	2,500,000
Adopt mechanism aimed at increasing the supply of quality labour skills	Formalization of industrial attachment/ apprenticeship programmes between employers and universities/TVET institutes to build relevant practical skills in all provinces	1,000 students attached to industry per year	2017	-	1,000	1,000	1,000	MoE, MLSS, TEVETA, ILO, Youth and Sport, MCTI and other Government institutions	60,000,000
	Establish an adult education, distance learning and web-based training for craft and technical vocational training in all provinces	1,000 adults covered per year under the programme	2017	-	1,000	1,000	1,000	MoE, MLSS, TEVETA, ILO, Youth and Sport, MCTI and other Government institutions	60,000,000
	Expand vocational training centers to rural areas to improve both agricultural and non-agricultural related skills	1 centre established per year	2017	-	1	1	1	MoHE, MoIH, TEVETA, ILO, Youth and Sport, MCTI	60,000,000
Promote internships and apprenticeships to smoothen the transition from school to work	Review the legal framework governing internship and apprenticeship programmes	Apprenticeship Act Amended	2017	-	1	-	-	MLSS, MoHE, TEVETA, ILO, Youth and Sport, MCTI and other Government institutions	200,000

Policy Measures	Activities	Output Indicator	BASE YEAR	TARGETS				RESPONSIBLE UNIT	RESOURCES Estimates (ZMK)
				2018	2019	2020	2021		
experience									
<b>Objective 2: To promote the transition of informal jobs to formal ones</b>									
Implement mechanisms to grow the SME sector especially in rural areas	Provide subsidised interest rates for SMEs that graduate from the informal to formal sector	Reduced interest rates for SMEs	2017	-	3%	3%	3%	Lead: MLSS Others: MoF, BoZ, BAZ)	40,000.00
	Introduce measures to incentivise banks and other financial institutions to deploy innovative technologies to extend banking services to unserved rural areas for each urban branch opened	Banking and Financial Regulations amended	2017	-	1	1	1	Lead: MoHE, MLSS Others: TEVETA, TEVET institutions TCLC Partners	40,000.00
	Review the Bank of Zambia's regulatory regime to include employment as a key objective of bank licensing and monetary policy	Statutory Instrument issued	2017	-	1	1	1	MLSS Others: MoF, BoZ, BAZ)	40,000.00
	Introduce regulations for commercial banks to commit a specific proportion of their lending portfolio to SMEs	Statutory Instrument issued	2017	-	1	1	1	MLSS Others: MoF, BoZ, BAZ)	TBD
	Map out informal sector activities in all provinces to inform policy decision making	Study report	2017	-	1	1	1	MLSS Others: MoF, MCTI, CSO, BoZ, BAZ)	TBD

Policy Measures	Activities	Output Indicator	BASE YEAR	TARGETS				RESPONSIBLE UNIT	RESOURCES Estimates (ZMK)
				2018	2019	2020	2021		
Increase awareness amongst employers and workers on decent work	Conduct awareness raising through IEC print materials, meetings, radio programmes and performing arts	Reports of the awareness activities	2017	-	6	6	6	MLSS, ILO, MIBS, Social Partners	2,000,000

Policy Measures	Activities	Output	BASE YEAR	TARGETS				RESPONSIBLE UNIT	RESOURCES Estimates (ZMK)
				2018	2019	2020	2021		

**Objective 3: To reduce under-employment especially in rural areas and among the women, youth and persons with disabilities**

Design mechanisms to reduce dependency on seasonal agriculture	Establish a rural employment guarantee scheme in all provinces to build irrigation and storage infrastructure in targeted regions	Rural irrigation infrastructure employment guarantee schemes in all provinces established	2017	-	3	2	2	Lead: MLSS, MNDP, MWS, MoF Others: MoA, MoFL, MLGH	500,000.00 ZWK per scheme with increment of 25% increment per each year running
	Increase budget allocations for rural infrastructure development	Rural storage infrastructure employment guarantee scheme in all provinces established	2017	-	3	2	2	Lead: MLSS, MNDP, MWS, MoF Others: MoA, MoFL, MLGH	450,000.00 ZWK per infrastructure storage with a 7 % increment per year
	Promote agro-value chains systems	Number of agro processing companies established	2017	-	1	1	1	Lead: MLSS, MNDP Others: MoF, MoA, MoFL, MWS, MoH, MoHE, MoGE, MCDMCH, MLGH	300,000.00

Policy Measures	Activities	Output	BASE YEAR	TARGETS				RESPONSIBLE UNIT	RESOURCES Estimates (ZMK)
				2018	2019	2020	2021		
	Promote labour intensive industries in rural areas	Number of industries opening up in rural areas	2017	-	2	2	2	Lead: MLSS, MNDP Others: ZDA, MCTI, CEEC, MoF, MoA, MoFL	300,000.00
Adopt mechanisms to increase non-farm employment opportunities in the rural areas	Lobby for increased budgetary allocation to non-farm activities	Annual per cent increase in budgetary allocation	2017	-	25%	25%	25%	Lead: MLSS, MNDP Others: ZDA, MCTI, CEEC, MoF, MoA, MoFL	250,000.00
	Promote non-agrovalue chains systems	Number of non-agro processing firms	2017	-	4	4	4	Lead: MLSS, MNDP Others: ZDA, MCTI, CEEC, MoF, MoA, MoFL	900,000.00
Promote investment and productivity in labour intensive sectors	Design programmes to promote productivity improvement in labour intensive sectors	Number of programmes developed	2017	-	1	1	1	Lead: MLSS, MNDP Others: ZDA, MCTI, CEEC, MoF, MoA, MoFL	5,000,000

Policy Measures	Activities	Output Indicator	BASE YEAR	TARGETS				RESPONSIBLE UNIT	RESOURCES Estimates (ZMK)
				2018	2019	2020	2021		
<b>Objective 4: To increase participation of women, youths and the persons with disabilities in the labour market</b>									
Adopt mechanism to improve opportunities for women, youth and Persons with disabilities to participate in the labour market	Introduce recognition award for employers that have quota systems for training and employment of women, youths, and persons with disabilities workers	Number of employers awarded	2017	-	1	1	1	Lead: MLSS and Cabinet Office Others: MoG, TCLC Partners	200,000.00
	Develop guidelines for breast feeding, child care and disability facilities, respectively at places of work	Breast feeding, child care and disability facilities guidelines/regulations developed	2017	-	1	1	1	Lead: MLSS, MoG, TCLC Partners Others: MoJ, Cabinet Office	120,000.00
	Provide breast feeding facilities at places of work	200 places of work provide Breast feeding facilities	2017	-	40	50	60	Lead: MLSS, MoG, TCLC Partners Others: MoJ, Cabinet Office	300,000.00
Promote social security, Occupation Safety and Health and labour standards in women, youth and persons with disability owned enterprises	Develop training material for women, youths and persons with disabilities owned enterprises on social security, Occupation Safety and Health and labour standards	Number of women, youths and persons with disabilities owned enterprises trained on social security, Occupation Safety and Health and labour standards	2017	-	40	50	60	Lead: MLSS, MoG, TCLC Partners, ILO	120,000.00

Policy Measures	Activities	Output Indicator	BASE YEAR	TARGETS				RESPONSIBLE UNIT	RESOURCES Estimates (ZMK)
				2018	2019	2020	2021		
<b>Objective 5: To establish an effective and efficient labour administration system</b>									
Enhance enforcement of labour regulations in the country	Increase the number of labour and factory inspectors countrywide	64 labour and factory inspectors recruited and trained	2017	-	12	12	10	Lead: MLSS Others: PSMD, MoF, MoNDP	225,000.00
	Develop labour regulations on labour standards, Occupational Safety and Health and Social Security coverage	Regulations developed	2017	-	12	12	Lead: MLSS Others: PSMD, MoF, MoNDP	356,250.00	
	Review and amend Minimum wages and conditions of employment laws based on ability to pay by the different categories of employers	Statutory Instruments Issued	2017	-	4	4	Lead: MLSS and CSO Others: MoJ, MENR, MoH, MoHA, OSH regulators		
	Review the system of issuance of work permits	Study conducted	2017	-	-	-	Lead: MLSS, Others: MoJ, NAPSA, TCLC Partners	400,000.00	
Enhance the institutional and infrastructural capacity of district labour offices	Procure motor vehicles, office requisites and office space	All districts have Motor vehicles, Office equipment and Office buildings	2017	-	12	12	Lead: MLSS Others: Cabinet, ZLDC, MoJ, TCLC Partners)	15,000,000.00	
Develop a holistic communication	Disseminate information on labour rights and obligations of workers and employers	10,000 labour rights pamphlets and brochures printed and disseminated	2017	-	-	-	MLSS, ILO, TCLC, MIBS	5,000,000	

Policy Measures	Activities	Output Indicator	BASE YEAR	TARGETS				RESPONSIBLE UNIT	RESOURCES Estimates (ZMK)
				2018	2019	2020	2021		
strategy to raise awareness among workers and employees of the existing labour regulations, rights and duties of employees and employers	Train labour officers as National Labour Call Centre operators	10 labour officers trained as National Labour Call Centre operators	2017	-	2	2	2	MLSS, Training Institutions	150,000
	Broadcast Radio series on labour rights awareness programmes	50 Radio series on labour rights awareness programmed	2017	-	10	10	10	MLSS, ILO, TCLC, MIBS	300,000
	Establish e-governance platform on labour and employment	Number of hits on e-Governance platform	2017	-	2,000,000	3,000,000	4,000,000	MLSS, MCT, Cabinet Office	200,000
	<b>Objective 6: To strengthen the labour market information system</b>								
Establish a functional LMI system that is accurate, reliable and timely within the MLSS	Improve availability and access to quality and relevant Labour Market Information through e-governance systems such as the jobs portal	Re-design the jobs portal and make it more responsive	2017	-	1	1	1	Lead: MLSS Others: CSO, MoNDP	250,000.00
	Build capacity of labour officers at provincial and district levels in generation, processing, storage and dissemination of Labour Market Information and public employment exchange services	Hold training for labour officers	2017	-	1	1	1	Lead: MLSS Others: CSO, MoNDP	750,000.00
	Conduct regular labour market and employment related research in priority sectors		2017	-	2	2	2	Lead: MLSS Others: CSO, MoNDP, Economic Ministries	5,000,000



	Ensure uniformity in the collection and analysis of labour market information by designing and re-aligning instruments	Information gathering instruments	2017	-	1	1	1	1	1	Lead: MLSS Others: OSH regulators, TCLC Partners	300,000.00
	Enforce regulations to make timely submission of Labour Market Information compulsory	Statutory Instruments prepared and issued	2017	-	1	1	1	1	1	Lead: MLSS and CSO, Others: Cabinet Office, MoNDP, TCLC Partners	100,000.00
	Undertake annual SADC/ COMESA skills demand surveys to identify regional job opportunities for Zambians	Report on regional skills demand compiled	2017	-	1	1	1	1	1	MLSS and CSO	100,000.00
	Ensure timely compilation of monthly reports on job placements and unfilled vacancies	Report on job vacancies and placements compiled	2017	-	1	1	1	1	1	Lead: MLSS, CSO and MFA Others: Cabinet Office, TEVETA, universities, TCLC Partners	22,500,000
Enhance Public Employment Exchange Services	Roll out the electronic jobs portal to 108 public employment exchange stations	The electronic jobs portal to 108 public employment exchange stations rolled out	2017	-	25	28	30	30	30	Lead: MLSS Others: TCLC Partners, TEVETA, universities	2,250,000.00
	Train public employment exchange services managers	Managers at public employment exchange services trained	2017	-	25	28	30	30	30	MLSS	1,500,000.00

	Public employment exchange service centers submit monthly reports on job placements and unfilled vacancies	Monthly Public employment exchange service centers reports submitted	2017	-	300	336	360	MLSS	300,000.00
<b>Objective 7: To Strengthen the social security system</b>									
Promote social protection programmes across the reduced poverty	Extend social security coverage to the informal economy	Programmes/Schemes covering workers in the informal sector established	2017	-	1	1	1	Lead: MLSS Others: MoLENR, ZEMA	2,000,000
	Support Maternity protection activities	Number of work places with maternity protection programmes	2017	-	12	12	12	Lead: MLSS Others: OSH regulators, MoLENR, ZEMA	2,000,000
	Implement pre and post retirement programmes to reduce poverty amongst retirees	Number of retirees covered under the programme	2017	-	1,000	1,000	1,000	MLSS, NIPA, /other Training Institutions	2,000,000
Review the social security system	Complete the Pension reforms	3 tier pension system	2017	-	-	-	-	Lead: MLSS, Others: MoCD, TCLC Partners, OSH regulators, ZCD	3,000,000.00
<b>Objective 8: To promote productivity improvement in developmental strategies especially in the Agriculture, Manufacturing, Construction and Tourism sectors</b>									
Enhance the institutional and regulatory framework to effectively promote and	Draft a new National Productivity Bill	National Productivity Act enacted	2017	-	-	-	-	MLSS, MoJ, TCLC	500,000
	Establish the national productivity centre	Centre established	2017	-	-	-	-	Lead: MLSS Others: MoLENR, ZEMA	62,000,000

<i>Policy Measures</i>	<i>Activities</i>	<i>Output Indicator</i>	<i>BASE YEAR</i>	<i>TARGETS</i>				<i>RESPONSIBLE UNIT</i>	<i>RESOURCES Estimates (ZMK)</i>
				<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>		
coordinate national productivity	Introduce performance-based reward	Reward based performance system introduced	2017	-	1	1	1	Lead: MLSS Others: OSH regulators, MoLENR, ZEMA	1,800,000
	Integrate productivity improvement in labour intensive sectors	Number of sectors covered	2017	-	2	2	2	Lead: MLSS, Others: MoCD, TCLC Partners, OSH regulators, ZCD	25,000.00
Improve productivity in selected sectors of the economy	Integrate productivity and positive work culture in the national technical and vocational training systems	Number of institutions covered	2017	-	10	10	10	Lead: MLSS Others: MoCD, TCLC Partners, ZCD	2,800,000

Policy Measures	Activities	Output Indicator	TARGETS					RESPONSIBLE UNIT	RESOURCES Estimates (ZMK)
			YEAR BASE	2018	2019	2020	2021		
<b>Objective 9: To promote social dialogue to achieve industrial harmony</b>									
Enhance social dialogue on employment and other socio-economic issues	Review the Tripartite Consultative Labour Council arrangements	Amendment of the Industrial Labour Relations Act	2017	-	1	-	-	200,000	Lead: MLSS Others: MoLENR, ZEMA
	Enhance transparency and accountability of the consultations and information exchanges	Amendment of the Industrial Labour Relations Act	2017	-	1	-	-	200,000	Lead: MLSS Others: OSH regulators, MoLENR, ZEMA
	Decentralize Social dialogue arrangements	Amendment of the Industrial Labour Relations Act	2017	-	1	-	-	200.00	Lead: MLSS, Others: MoCD, TCLC Partners, OSH regulators, ZCD
	Enhance stakeholder capacities to effectively participate in the social dialogue framework in all provinces	Meetings with stakeholders	2017	-	2	2	2	200,000	Lead: MLSS Others: MoCD, TCLC Partners, ZCD

Policy Measures	Activities	Output Indicator	BASE YEAR	TARGETS				RESPONSIBLE UNIT	RESOURCES Estimates (ZMK)
				2018	2019	2020	2021		
<b>Objective 10: To ensure that cross cutting issues of climate change, disability, HIV and AIDs, and gender are integrated into labour market and employment programmes</b>									
Integrate climate change disability, HIV and AIDs, and gender perspectives into labour market and employment issues	Adopt sustainable environmental practices such as green construction, organic farming etc	Sustainable environmental practices guidelines prepared and adopted	2017	-	12	12	12	Lead: MLSS Others: MoLENR, ZEMA	1,800,000
	Promote adherence to good environment practices at work places	Guidelines on adherence to good environment practices developed	2017	-	12	12	12	Lead: MLSS Others: OSH regulators, MoLENR, ZEMA	1,800,000
	Conduct assessment on barriers to the participation of youth, women and persons with disability in the labour market	Assessment to the participation of youth, women and persons with disability in the labour market conducted	2017	-	1	1	1	Lead: MLSS, Others: MoCD, TCLC Partners, OSH regulators, ZCD	2,500,000.00
	Promote and support the provision of appropriate infrastructure for persons with disability in work places	Number of work places engaged	2017	-	12	12	12	Lead: MLSS Others: MoCD, TCLC Partners, ZCD	1,000,000

Policy Measures	Activities	Output Indicator	BASE YEAR	TARGETS				RESPONSIBLE UNIT	RESOURCES Estimates (ZMK)
				2018	2019	2020	2021		
Integrate HIV and AIDS and overall wellbeing into employment and labour programmes	Introduce specific interventions for the prevention and treatment of HIV and AIDS/STIs and non-communicable diseases	Workplace HIV and AIDS/STIs and non-communicable diseases policies introduced	2017	-	2	2	2	MLSS, ILO, MoH, TCLC, NAC	200,000
Mainstream gender and disability in all employment and labour programmes	Design programmes to enhance women and persons with disabilities' access to and control of economic resources and opportunities, including land, financial resources, employment and income-generating opportunities	Programmes designed	2017	-	1	1	1	MLSS, ZAPD, MCD, ILO,	500,000
	Conduct random labour inspections	Number of labour inspections conducted Random inspection reports	2017	-	-	-	-	MLSS, TCLC	Same as under labour inspections
	Monitor compliance to legislation	Monitoring Reports	2017	-	-	-	-	MLSS, TCLC	Same as under labour inspections
	Sensitise the public on all forms of discrimination	Number of stakeholders sensitized	2017	-				Link to awareness on work place rights	Link to awareness on work place rights

**Ministry of Labour and Social Security**  
**P.O. Box 32186**  
**Lusaka.**

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