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ILO Hands-over Child Labour Data Centre to the Zambian Government

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VISION OF COUNTRY OFFICE-LUSAKA

A United team that delivers sustainable decent work results through strategic partnerships and increasing development cooperation portfolio



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Foreword



As we embark on the new journey in 2020, I would like to reflect on the new declaration dubbed 'Abidjan Declaration', adopted at the 14th African Regional Meeting of the International Labour Organization (ILO) held last year in Abidjan, Côte d'Ivoire from 3 to 6 December. The declaration, which was adopted by Governments, Employers' and Workers' delegates from 49 African countries, seeks to realise the potential for a future of work with social justice and to shape the future of work in Africa. This calls for investment in decent job creation, the institutions of work and sustainable growth in order to achieve a human-centred future of work in Africa. The declaration was adopted after reviewing the progress made by African countries over the last four years in implementing the Decent Work Agenda in the light of the 2030 Sustainable Development Goals and the African Union Agenda 2063.

Indeed, this will unleash Africa's potential for inclusive growth and shaping a future of work with social justice, thereby forging a regional framework as we start our next Century. Improvements have been made in economic growth, reduction of poverty, average real wages, and average levels of education, and that with its largely young and energetic population of 1.3 billion, and its abundance of natural resources, Africa's potential for further growth is promising.

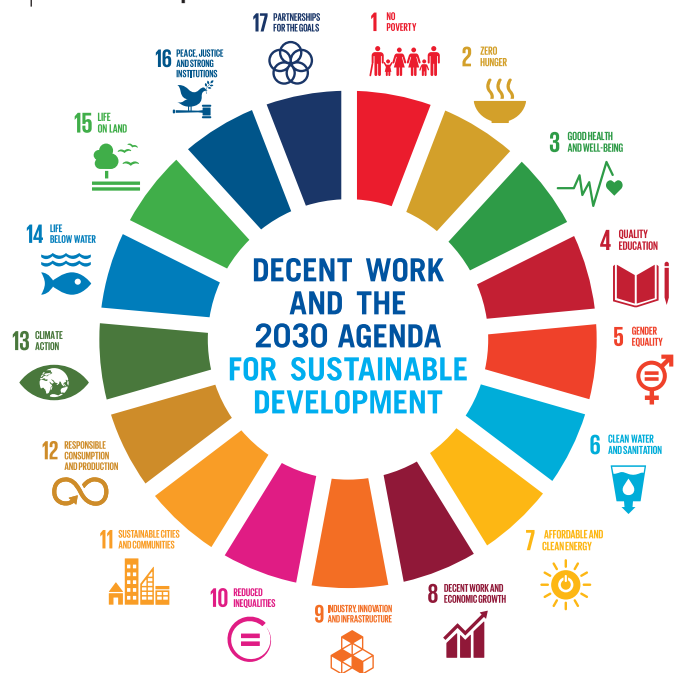
Serious concerns remain with rising inequalities, unemployment, underemployment, informality, young people that are not in education, employment or training, child and forced labour, human trafficking, governance gaps, gender gaps, working poverty, low social protection coverage, and unsustainable rural-urban migration.

It is no longer a secret that climate change poses a major threat to sustainable development today and in the future.

Therefore, addressing the development challenges requires structural transformation through value-addition across the broad sectors of agriculture, manufacturing and services, domestic resource mobilization, investment in the care economy and improving productivity.

Therefore, we are committed towards providing constituents with enhanced support to achieve the above-mentioned priorities by developing an implementation plan that will be presented to the 338th Session (March 2020) of the Governing Body and a special meeting of the African Tripartite Group.

George Okutho
Director ILO Country Office for Zambia, Malawi and Mozambique



▶ Malawi Ratifies ILO's Forced Labour Protocol

By Allan Mulenga

Malawi has ratified the International Labour Organization (ILO) Forced Labour Protocol, becoming the 42nd country worldwide to do so.

The ILO Forced Labour Protocol calls on countries to take effective measures to prevent forced labour, protect victims and ensure their access to justice.

Since last year, 15 countries have reaffirmed their commitment to eradicate modern slavery by ratifying the ILO Forced Labour Protocol.

Since 2014, 11 African countries have ratified the instrument, committing to take effective measures to prevent all forms of forced labour, including trafficking in persons, to protect victims and guarantee them access to effective remedies and compensation. And Malawi's Minister of Labour, Skills and Innovation Martha Lunji Chanjo said her government was committed towards ensuring the domestication of the Protocol.

"In line with our national pledge for action to eradicate forced labour and child labour, and having already ratified all eight of the fundamental ILO conventions, we are pleased to have ratified the 2014 Forced Labour Protocol", stated the Minister. "We also recognise that, while ratification is

one thing, domestication is another. We are therefore committed, in collaboration with workers and employers, to ensuring effective domestication of the Protocol, including by developing a national policy and plan for action, and by taking specific measures, such as awareness raising amongst employers and vulnerable populations, strengthening labour inspection services, and by addressing the root causes and factors that heighten the risks of forced labour".

Meanwhile, ILO Director-General Guy Ryder welcomed Malawi's ratification of the Protocol, stating that the formal commitment would eliminate all forms of forced or compulsory labour.

"Through its ratification of the Forced Labour Protocol, Malawi is reinforcing its formal commitment to eliminating all forms of forced or compulsory labour including trafficking in persons", stated Mr. Ryder.

The Government of Malawi has made significant efforts in recent years to combat trafficking in persons, including passage of the Trafficking in Persons Act in 2015 and the establishment of the National Coordination Committee against Trafficking in Persons.

And ILO Country Office for Zambia, Malawi and Mozambique Director Mr. George Okutho stated that forced

labour violates human rights and dignity, contributes to the perpetuation of poverty, thereby negatively affecting the achievement of decent work for all women and men.

"We congratulate Malawi for ratifying the Forced Labour Protocol. Comprehensive measures of prevention, protection, and remedy, such as compensation and rehabilitation, and sanctions against perpetrators, are necessary to achieve the effective and sustained suppression of forced or compulsory labour," stated Mr. Okutho. "The ILO stands ready to support Malawi in ensure the effective implementation of these measures called for by the Protocol".

According to the ILO, about 25 million women, men and children are victims of forced labour worldwide.

In Malawi, the ILO is implementing development cooperation activities that are contributing to the eradication of forced labour and child labour, including the 'Accelerating action for the elimination of child labour in supply chains in Africa' (ACCEL Africa) project funded by the Ministry of Foreign Affairs of the Netherlands.

From 2020, the ILO plans to implement a new development cooperation project to address decent work deficits in the tobacco sector in Malawi which will include a focus on child labour.



Malawi's Minister of Labour, Skills and Innovation, Martha Chanjo-Mhone and ILO Director-General Guy Ryder pose for the photo after the signing ceremony in Geneva.

▶ ILO Hands-over Child Labour Data Centre to the Zambian Government

By Allan Mulenga

International Labour Organization (ILO) Country Office Director for Zambia, Malawi and Mozambique George Okutho says the ILO stands ready to collaborate with government through the Ministry of Labour and other stakeholders to eliminate all forms of Child Labour in Zambia and help children realize their dreams.

Speaking during the hand-over of the Child Labour Monitoring Data Centre to the Ministry of Labour and Social Security, Mr. Okutho said the Data Centre would help establish an effective Child Labour Monitoring System, through which the country would be able to collect data on Child Labour and use it for planning and reporting purposes.

He reaffirmed ILO's commitment towards supporting the Zambian government by ensuring that children are in schools and not at work through various projects.

"It is our hope that the Ministry will guard the equipment in the Data Centre jealously and provide regular maintenance and make full use of the equipment for Child Labour

programs. But more importantly that the Ministry will collect the needed information so that the Centre can be properly utilized. We are sure that this Centre will serve as a resource for latest and useful information on Child Labour in Zambia," said Mr. Okutho.

And Labour Minister Joyce Nonde-Simukoko said the establishment of the Data Centre would help resolve some of the challenges that the Ministry has been facing in the management and monitoring of Child Labour programmes in the field.

"The Child Labour Data Centre will go a long way in monitoring the various projects as information will be generated and transmitted in real time to facilitate decision-making," said Mrs. Simukoko.

The Child Labour Data Centre has been developed with support from ILO's 'Addressing Decent Work deficits in the tobacco growing communities of Zambia project. The ILO's financial support towards the establishment of the ultra-modern data centre is valued at K 934, 721.



Ministry of Labour staff check on the equipment inside the Child Labour Data Centre



Minister of Labour Joyce Nonde-Simukoko (3rd from left) and her Permanent Secretary Chanda Kaziya with ILO Director George Okutho together with Ministry and officials pose for the photo during the launch.

▶ Boosting Social Protection for SDGs in Malawi

By André Felipe Bongestabs

The International Labour Organization (ILO), UNICEF and World Food Programme (WFP) have commenced the implementation of the United Nations Joint Programme on Social Protection phase II in Malawi.

The programme titled, “Social Protection for the Sustainable Development Goals (SDGs) in Malawi: Accelerating inclusive progress towards the SDGs”, otherwise known as SP4SDG, aims to strengthen the national social protection system as a catalyser to achieve the SDGs in the country, particularly SDGs 1 on End Poverty and 2 on End Hunger.

The SP4SDG focus in strengthening three key aspects of the social protection system – improved operations to respond to shocks, enhanced financing framework, and stronger legal basis.

The joint programme was designed to directly support the key social protection national framework – the Malawi National Social Support Programme II (MNSSP II), with

Government playing the leading role in its implementation. It will ensure that Malawi's social protection system is adapted to meet emergency food needs together with the humanitarian sector. This includes the development of a shock-responsive social protection operational model, and testing it in a real-life crisis – about 5,000 households among the most vulnerable to shocks will receive direct support from SP4SDG.

The programme will also support the creation of a financing strategy for the sector and strengthen the national financing infrastructure for increased domestic resource mobilization. The SP4SDG will further support the adoption of a new legal framework to ensure the institutional and financial capacity for sustaining the results over the long term.

Funding for the programme comes from the new Joint SDG Fund (SDG-F). The SDG-F supports countries to accelerate progress towards the SDGs and to deliver on the commitment of the 2030 Agenda without leaving anyone behind.



Project staff from participating UN Agencies during the planning meeting

▶ ILO, Malawi's Ministry of Labour act to Strengthen Inspection and Monitoring of Tobacco and Tea Estates ...as ILO Donates Utility Vehicle to Malawian Government



ILO Senior Project Officer Dylan Van Tromp and Minister of Labour, Skills and Innovation, Martha Chanjo-Mhone shake hands at the ceremony

By Allan Mulenga

In its continued effort to strengthen working relationship with constituents, the International Labour Organization (ILO) Country Office for Zambia, Malawi and Mozambique donated a Toyota Prado to Malawi's Ministry of Labour, Skills and Innovation to ease logistical challenges in executing its duties. And ILO Senior Project Officer Dylan Van Tromp says the vehicle was purchased for an outgoing development cooperation project entitled 'Strengthening Social Dialogue in selected countries to combat

hazardous child labour in Tobacco growing'.

Mr. Tromp added that through the project, ILO built the capacity of district councils, which resulted in the mainstreaming of child labour in district development plans (DDPs) and raising awareness at district level.

In Malawi, the ILO is supporting the Ministry of Gender in various projects such as promoting decent work in the tea sector, Accelerating Action for Elimination of Child Labour in Supply Chains in Africa and an upcoming project on the integrated strategy to address decent work deficits in tobacco sector.

Meanwhile, Minister of Labour, Skills and Innovation, Martha Chanjo-Mhone observed that there is need to strengthen inspection and monitoring of tobacco and tea estates.

Ms. Mhone added that eradication of issues of child labour is dependent on mobility of inspectors to areas where the practices are rampant.

"We have managed to provide vehicles for our Regional Labour Offices but not in our District Labour Offices, therefore, I appeal for more support so that inspection and monitoring should be done," said Ms. Mhone.

▶ ILO, Zambian Government Launches Policy Documents

By Allan Mulenga

The Ministry of Labour and Social Security with support from the International Labour Organization (ILO) on October 8, 2019 launched three strategic policy documents- the National Employment and Labour Market Policy (NELMP), the 2018 Labour Force Survey and Future of Work Report- at a colourful ceremony held at Lusaka's Intercontinental Hotel.

Officiating at the ceremony, Labour Minister Joyce Nonde-Simukoko says the policy documents would help improve the performance of the employment and labour sector.

Ms. Simukoko added that NELMP sought to ensure that efforts for economic diversification and job creation were underpinned by sustainable jobs with meaningful wages, access to social security, protection of rights at work and promotion of social dialogue.

"The general objective of the national employment and labour market policy is to 'support inclusive economic growth and development through promotion of gainful and decent work in all sectors of the economy'," said Ms. Simukoko.

And ILO Country Office Director George Okutho said the policy documents would support the four Decent Work Agenda pillars namely, Employment; Social Protection; Fundamental

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Principles and Rights at Work and International Labour Standards; and Social Dialogue.

Mr. Okutho added that the Decent Work Agenda was at the heart of the SDG Goal 8 on decent work and economic growth; and Goal 1 on Ending poverty in all its forms everywhere, and contributes towards Zambia's economic development aspirations through the achievement of the Vision 2030 and the Seventh National Development Plan (7NDP).

"I am delighted to state that the Zambian Government through its Vision 2030 and the 7NDP embraces the principles of each of the four decent work pillars, by proposing to accelerate economic growth and job creation, advance human development, whilst significantly reducing poverty and development inequalities," said Mr. Okutho, who spoke on behalf of the United Nations Resident Co-ordinator Dr. Coumba Mar Gadio.

Meanwhile, Zambia Federation of Employers (ZFE) Vice-

President Midlands Myra Ngoma said she was optimistic that the policy documents would provide practical solutions towards sustainable economic growth.

And Zambia Congress of Trade Unions (ZCTU) General Secretary Cosmas Mukuka said it was gratifying that the constituents were involved in the development of the policy documents, thereby calling for their inclusion in the development agenda.

The National Employment and Labour Market Policy will compliment other existing policies and strategies that ensure enhanced job creation under conditions that promote fundamental principles and rights at work, social protection and social dialogue. Whereas, the Labour Force Survey is designed to measure and monitor key indicators of the labour market which provide useful information for formulating policies on employment and labour.



ILO Director George Okutho, Ministry of Labour Permanent Secretary Chanda Kaziya and Zambia Federation of Employers Vice-President Myra Ngoma at the Launch.

► Mozambique's Action/ Portugal Project Gains Momentum

By Ruben Vicente Andrés

Over the last ten years, Portugal's partnership with the ILO has focused on the implementation of operational programmes aimed at extending and improving social protection mechanisms in Portuguese-speaking African countries (PALOP) and Timor-Leste.

The ACTION / Portugal Project, which will run from 2019 to 2021, is funded by the Ministry of Labour, Solidarity and Social Security of the Portuguese Republic.

Recently, ILO Office in Mozambique organized, with support from the ACTION/Portugal project on "Strengthening the Social Protection system in PALOP countries" three technical workshops with a view to extend and improve coverage of social protection in the country.

The first technical workshop on "ILO's Actuarial Pension Model" took place between 4 and 7 November. This activity took place as part of the preparation of the Actuarial Assessment of the National Institute of Social Security (INSS) of Mozambique, in collaboration with the ILO Department of Social

Protection (SOCPRO). This actuarial assessment, requested by Ministry of Labour, was conducted using the new actuarial pension model developed by the ILO.

During the four-day workshop, the preliminary version of the INSS' Actuarial Assessment was presented to INSS' board of directors to allow for a thorough analysis and to clarify outstanding issues so that the final version can be finalized soon.

In addition, the training component of the workshop has created internal capacity within the INSS so that the Institute and its newly created Actuarial

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Unit can make the most of the instruments and potential offered by the new ILO actuarial pension model. Ownership and autonomy of National Institutes of Social Security is of the utmost importance for ILO in order to strengthen national capacity and ensure sustainability of the social security system in the long run. H. E. Ministry of Labour, Employment and Social Security of Mozambique, stressed the need for knowledge transfer to INSS' Actuarial Unit during the elaboration process of INSS' Actuarial Valuation, hence this technical workshop was organized by ILO. Following that four-day workshop, and also following a request from National Institute of Social Security (INSS) and National Institute of Social Providence (INPS) made to ILO Office in Maputo earlier in 2019, ILO organized a two-day technical workshop entitled "Investment Governance of Social Security funds", aiming at supporting the discussion towards revising the

current governance system for investments of pension funds in Mozambique, in order to make it more effective, efficient, sustainable and transparent, given that is a priority objective of the Government of Mozambique. This seminar thus responded to a specific request by the National Institute of Social Security (INSS) and was extended to the participation of the National Institute of Social Security (INPS) and the Bank of Mozambique with its Kuanhha pension fund. Finally, and taking into account that interoperability between databases and systems is key to ensure effective access to the social protection system in Mozambique, ILO Office in Maputo organized a two-day workshop on "Interoperability and Information sharing in the Social Protection System: Essential Factor for an effective and efficient Social Protection System that serves all citizens" during 11 and 12 November 2019 in Maputo. The

workshop was attended by National Institute of Social Security (INSS), National Institute of Social Providence (INPS), National Institute of Social Action (INAS), Centre for Development of Financial System of the State (CEDSIF), Tax Authority, Ministry of Health, Civil Registry and National Institute for Electronic Governance (INAGE). As a result of the technical workshop, a preliminary mapping of information and data flows between Mozambican public administration institutions was defined in a participatory approach. Equally, a Road map was defined and approved by all participating institutions with the aim of creating a solid inter-institutional platform that will make concrete progress towards the interoperability of Mozambican public administration systems and platforms regarding social protection system.

▶ Meet Esther a Living Testimony of Early Marriage

By Raphael Chikwampu

Esther Kalaluka is a 20-year-old youth from Namaloba community of Kaoma District in Western Province of Zambia. She lives with her 30-year-old brother, Boyd Kalaluka and her 65-year-old mother Masiye Mwindwa who is a widow, following the death of her husband in 2017. In addition to Boyd, who is differently abled, Esther has another brother who is 26 years of age and lives with a relative to their late father in Kaoma town.

Like many community members in her village, Esther's family largely relies on agriculture as the main source of livelihood, this includes growing of maize and vegetables in their garden. At the most, 10 bags of maize is produced by Esther's family and this is mainly for consumption. Their maize production and agriculture in general, is limited by their inadequate

finances to secure inputs and related implements, coupled with limited labour to work in their field. The vegetables that are mainly grown by Esther and her brother Boyd respectively are for sale largely within the community and sometimes at Kaoma Town as and when resources permit. The sale of vegetables provides an additional average income of K30 per week for the family to attend to their various household needs.

Interestingly, despite Boyd's physical condition, he contributes to the livelihood of the family by engaging in piece-works within the community that include herding people's cattle and working in their fields, which translates into an average income of K50 per month. Like many other families in the community, it is always a struggle for Esther's family to make ends meet, as confessed by her mother in a separate interview.

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"After the death of my husband, life has been difficult as my late husband used to survive by doing piece-works that included herding people's cattle and he did not save anything for the family. So we survive on piece-works by my two children, including any moneys that we may chance. For example, when Esther was invited by ILO to participate in a workshop in Lusaka, we saved part of the allowances she was given to buy fertilizer and food. The problems are many, look at my house," relates the 65-year-old mother.

Esther only managed to go up to Grade 10 in her education at Kaoma Secondary School, but had to drop out of school in term two of 2015 due to financial challenges. She then went back home and engaged in various types of manual work that included working in tobacco fields and gardening. As would be

examinations. As was the general complaint by most of the students, the six months period was not adequate for them to understand the training material and were not adequately prepared for examinations. Consequently, the other six students did not go back to the centre to write the examinations as they also cited inadequate support (in form of food and accommodation) during the examination period. As for Esther, going back home wasn't going to be helpful as that meant the possibility of her going into another marriage and experience similar or worse off problems as earlier experienced. Additionally, she knew where she was coming from and she appreciated the need to do something about her family's situation. Driven by her desire to understand and successfully write her examinations, Esther approached the



Esther and the family

expected in the village set-up, Esther was approached by a man who proposed marriage in 2016, when she was 17 years old. Due to the vulnerability of the family, her mother decided that Esther should get married and the man made a half payment of K30 towards lobola (dowry).

Esther did not find any comfort, satisfaction or relief in this marriage, what she got were frequent beatings and general mistreatment as the husband was not only a heavy drinker, but also consumed illicit drugs. Three months into the marriage, Esther decided it was enough and left her husband to go back to her mother.

Fortunately for her, the International Labour Organization (ILO) through the ARISE II project, identified Esther along with six other youths of Namaloba community in January 2017 to undertake the certificate in designing, cutting and tailoring course at Kaoma Youth Resource Centre.

After completing the six months course, Esther and her colleagues were expected to write examinations, but the centre was not ready for the same as it was in the middle of the term (July). The students were therefore advised to go home and go back to the centre in December 2017 to write the

Manager of the training centre and asked if she could be provided with accommodation at the centre and join another intake to continue learning and better understand the course content until the examinations period.

To her benefit, the Manager agreed to her requests and offered her a room at the centre and she continued learning whilst struggling to find food among other necessities. She further engaged the Manager to give her piece-works during weekends so she could raise money to meet her daily basic needs. Because of the passion that he saw in the young lady, the Manager engaged her at the centre to help out in sales and other works at a weekly rate of K100.

Against all odds, Esther sat for the examinations in December 2017 and graduated with a certificate in designing, cutting and tailoring administered by the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA).

Following her completion of the training, Esther was excited and wanted to showcase her newly acquired skills by doing what she was trained for. Unfortunately, she did not have the support in form of equipment as expected. She went back home but did not go back to work in the tobacco fields, she

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started advising young girls against engaging in early marriages instead. Inevitably, Esther also continued contributing to the household needs through engaging herself in various piece-works and businesses within her means.

Esther's desire is to complete her upper secondary education and later pursue her career of becoming a nurse, but she currently does not have the financial capacity to help her

realise this dream. Her appeal to various stakeholders, is to support her in any way so that she can start her own business which in turn would help her pursue her nursing career. She says a minimum amount of K10, 000 in total from Grade 10 to Grade 12 would suffice for school fees, rent, food and other requirements to enable her complete her secondary education.



4 QUALITY EDUCATION

Education, as well as an end in itself, is also a means to getting a decent job, especially for young people, while lifelong learning is needed to keep up with the changing skills needed for the labour market.

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

4.5 Eliminate gender disparities in education and ensure equal access to all levels of education.

4.b By 2020, substantially expand globally the number of scholarships available to developing countries for enrolment in higher education, including vocational training.

4.c By 2030, substantially increase the supply of qualified teachers.



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GOAL

▶ Accelerating the Elimination of Child Labour in Malawi: Snapshot of the ACCEL Africa Project

By Dylan Van Tromp

In Malawi, the ACCEL Africa project is focusing on tea and coffee supply chains. During 2020, the project plans to lobby and advocate for a d o p t i o n a n d e f f e c t i v e implementation of Malawi's National Child Labour Policy (NCLP) and second National Action Plan on the elimination of child labour (the so-called 'NAP-II', which is due to run from 2019 – 2025).

The ILO's regional 'Accelerating action for the elimination of child labour in supply chains in Africa' (ACCEL Africa) project completed its inception phase in 2019 and begins its implementation phase this year.

Meanwhile, the project will support domestication of the International Labour Standards (ILS) that were recently ratified by Malawi at ILO Headquarters in Geneva in November 2019, including three ILO conventions on Occupational Safety and Health ('OSH', namely conventions No. 155, 184 and 187), not to mention the 2014 Forced Labour Protocol (No. 29), all of which will come into force for Malawi later this year on 7 November 2020. In terms of research, ACCEL will p undertake a gender-disaggregated

baseline survey to establish prevalence of child labour in coffee and tea supply chains in Malawi, accompanied by a value chain analysis mapping, while also supporting a study on the tenancy farming system, and carrying out needs assessments of the social partners and membership-based organisations, including cooperatives. The project plans to take a combination of tried-and-tested as well as innovative approaches including, amongst others, child labour policy mainstreaming and budgeting, support to the National Steering Committee of Child Labour (NSC), strengthening labour inspection and community-based child labour monitoring, as well as innovative social finance approaches. For the awareness-raising component, the project plans to engage closely with communities, the media and large public including through training for journalists, communities leaders and key persons from different backgrounds among the ILO constituents. To address the root causes of child labour, the project will, amongst others, develop and implement a training-of-trainers programme for vocational and agribusiness skills training, alternative income-generating activities, and

post-harvest handling and marketing for women-only and women-led enterprises, young workers of legal working age and vulnerable segments of the population. ACCEL will also provide educational support for children withdrawn or at risk of child labour and lobby and advocate for the improvement of the school. Looking ahead, the project is supporting advocacy for the ratification and domestication of the Domestic Workers Convention (C189) and the Violence and Harassment Convention (C190), and plans to leverage the global moment presented by World Day Against Child Labour (WDAKL) coming up on 12 June 2020 and other key dates to maximise awareness-raising. Working with implementing partners such as the Teacher's Union of Malawi (TUM), the project will roll-out ILO's 'Supporting Children's Rights through Education, the Arts and the Media' (SCREAM) programme, which aims to promote awareness amongst young people about children's rights, with a focus on child labour, so that youth in turn speak out and mobilise their own communities to take action to end child labour, in line with Target 8.7 of the Sustainable Development Goals (SDGs).

Forced labour and child labour

Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

There are 168 million children – over 10 per cent of the global child population – in child labour. The number has fallen since 2000 but remains at unacceptable levels.

Twenty-one million people are in forced labour worldwide, more than 11 million of whom are women and girls. The vast majority of victims are exploited by private individuals or enterprises, generating over US\$150 billion in illegal profits per year.

What needs to be done:

- International labour standards – which provide a strong framework for tackling child and forced labour – need to be implemented at the national level.
- A multifaceted approach to ending child labour is needed, including legislation, access to education for all children, social protection for families and labour market policies.
- The 2014 ILO Protocol on forced labour, which includes provisions for addressing modern forms of slavery, requires ratification at the national level.



Target 8.7



▶ ILO Introduces Employment-Intensive Investment Programme in Mazabuka's Lubombo Community

...as Lubombo Community Welcomes Low Volume Sealed Roads Technology

By Allan Mulenga

Over the last years, Zambia has witnessed massive road construction projects; thereby raising the country's profile in the region in as far as, infrastructure development is concerned.

Unlike, other countries within the continent that have embraced labour-based methods in road construction, Zambia is still using the conventional methods when constructing roads.

However, the scenario will soon change following the decision by the International Labour Organization (ILO) to collaborate with Zambia Sugar, the National Council for Construction (NCC), Mazabuka Municipal Council and the Road Development Agency (RDA) to pilot the employment-intensive investment programme (EIIP) in Mazabuka's Lubombo community.

The project trained 60 youths in cobblestone chiselling and paving technology while, five contractors each with two supervisors were trained in Low Volume Sealed Roads (LVSr) technology.

The trainees undertook practical demonstration of the training on the Lubombo Road demonstration stretch. Having successfully completed phase one (training and demonstration), the project has now moved into phase two of implementation. Actual construction of the six-kilometre stretch has since commenced.

The EIIP involve use of the Labour-based technologies in road construction, especially Low Volume Sealed Roads (LVSr)

suitable for rural and peri-urban roads.

Labour-based technologies involve the use of innovative approaches to execute projects or manufacture products in order to maximize employment and also transfer skills to the target worker groups and local contractors without compromising the quality of the final asset or product.

In infrastructure projects, this is achieved by substituting machines with manual labour when carrying certain work activities while still maintaining quality of works and cost competitiveness.

Appropriate approaches to the provision of Low-Volume Sealed Roads (LVSr) are now required if developing countries are to improve road transport efficiency and attain broader goals of socio-economic growth and development.

This is in line with the primary goal of the ILO, which is to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.

The local community is already excited about the pilot project, which started in September 2018 and scheduled to be completed this year.

In an interview, 23-year-old Mary Ngulube says the project has provided employment opportunities to young people in the area.

Ms. Ngulube, a mother of one, adds that through the project she hopes to raise money and sponsor herself to college.

"They have created jobs for youths because there are no machines. We are earning a living through the project, instead of engaging in illicit activities, we are kept busy. We are also

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ILO consultant Caroline Naliaka-Maina, ILO Programme Assistant Hastings Chijikwa and Zambia Sugar project engineers check on the portion of the road done with cobalstone by the community.

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motivated because we work as a team. There are about 40 young women and 60 young men working on this project in Lubombo,” says Ms. Ngulube.

And Christopher Munyanzwe explains that the project has uplifted the living standards of most people in the community, stating that there are no economic activities in the area apart from farming.

The 28-year-old hopes that the labour-based technologies would be expedited so that the local people could derive the social and economic benefits.

“The project is good, but the implementers should be serious about the project. We can't wait to finish the works. Many people want us to show them that we can do the road using our hands without the use of machines,” states Mr. Munyanzwe, a father of two children.

Meanwhile, Kays Zulu, a shop owner, relates that apart from the economic value, the local people would gain from the skills transfer on the project.

Mr. Zulu adds that once the project is completed many farmers would greatly benefit, as the roads would be easily accessible to markets, thereby increasing their income.

And Humphrey Lungu, a local contractor, narrates that small-scale contractors would benefit from the project, stating that the use of labour-based technologies allow for a wider range of contractors to participate in works implementation, and this build capacity in terms of skills and knowledge transfer to the small local contractors.

Mr. Lungu adds that the labour-based technologies been applied in road construction are often viewed as a low cost mode of construction, which does not merit detailed design scrutiny.

“By introducing labour-based technologies, more employment can be created and more cash income can be offered to job-seekers in the communities for which the infrastructure is intended. At the same time, relying more on

local labour as a local resource, reduces the reliance on foreign imports,” explains Mr. Lungu.

Meanwhile, ILO consultant Caroline Naliaka-Maina explains that it has been proven that for many types of engineering work, a largely labour-based unit can produce cost effective, timely and quality outputs.

The Kenyan-based technician adds that labour-based approaches need to be well-understood and appreciated by all staff involved in the various stages of the project cycle including at policy formulation level, pre-planning, planning, design, implementation, and monitoring and evaluation.

“Labour-based technologies involve the use of an appropriate mix of labour and capital equipment in construction of infrastructure, with a preference for labour where technically and economically feasible, while maintaining established quality standards. Preference is commonly made for the use of light construction equipment for such work activities that cannot be replaced by labour,” she explains. “International and local experience show that, with well-trained site supervisory staff and an appropriate employment framework, labour-based technologies can be successfully applied to certain types of infrastructure works without increasing costs or compromising quality.”

Ms. Maina states that labour-based technologies tend to improve social security protection to vulnerable groups through increased job opportunities and cash income, and this result in decreased risk of civil unrest.

“Some of the advantages of using this method are; creation of and support to local entrepreneurs, especially small, medium and micro enterprises; instils a higher sense of ownership of infrastructure in local communities; optimizes the use of local resources. Provision of infrastructure in areas where it is not feasible to use conventional machinery such as in remote and inaccessible mountainous areas, deep valleys and informal settlements,” said Ms. Maina.



Part of the road constructed using labour-based technologies

▶ ILO, Zambian Government Launches Work-based Learning Framework

By Allan Mulenga

Life skills equip learners to thrive in the classroom and in the world beyond. Hence, the need for any country to invest in human capital by strengthening education, skilling, reskilling, upskilling, and lifelong learning to leverage technology and the new types of jobs it helps create.

Probably it is this notion that prompted the Zambian government through the Ministry of Higher Education to the three policy documents that seek to promote skills development in the name of launch the Work-Based Learning Framework, the National Internship Guidelines, and the Capacity Needs Assessment at Lusaka's Mulungushi International Conference Centre on November 6, 2019.

And International Labour Organization (ILO) Country Office Director George Okutho says his organization has been instrumental in promoting skills development in both formal and informal sectors of the economy, stating that skills development increases the employability of workers, the competitiveness of enterprises, and the inclusiveness of the economic growth.

Mr. Okutho added that the policy documents would contribute towards Zambia's realization of the Vision 2030 and the implementation of the Seven National Development Plan (7NDP).

"The Work-Based Learning Framework provide students with real-life work experiences where they can apply academic and technical skills and develop their employability. It

encompasses a diversity of formal, non-formal and informal arrangements including apprenticeships, work placement and informal learning on the job. The key driver is the need for active policies to secure learning that meets the need of the workplace," said Mr. Okutho.

Meanwhile, Ministry of Higher Education Permanent Secretary Kayula Siame said the country was in dire need of quality skills that would not only increase productivity, but also empower the learners. Officiating at the occasion, Ms. Siame added that the inter-dependency of quality education and decent work opportunities is unquestionable.

"Those less educated and/or with low skill levels are likely to, therefore, face challenges in accessing employment. The documents you are about to launch provide the fundamental basis for the Ministry and other keys stakeholders to fill in the gap in skills development as well as provide the basic guidelines on how to harness opportunities for quality jobs and work output," said Ms. Siame

And Zambia Federation of Employers (ZFE) Vice-President-Midlands Myra Ngoma expressed happiness that the policy documents were finally launched after three years of their development.

Meanwhile, Zambia Congress of Trade Unions (ZCTU) deputy secretary general Elaston Njovu said it was gratifying that the policy documents provide mechanisms for the regulation of on-the-job training, stating that it was a response to the outcry on the need to correct current skills-mismatch and skills-gap between training and industry needs.



► 'Abidjan Declaration'- Advancing Social Justice: Shaping the Future of Work in Africa

By Allan Mulenga

The International Labour Organisation (ILO) at the end of its 14th Africa Regional Meeting (ARM) adopted a new declaration which called for investment in decent job creation, the institutions of work and sustainable growth in order to achieve a human-centred future of work in Africa.

The new declaration dubbed 'Abidjan Declaration' seeks to realise the potential for a future of work with social justice and to shape the future of work in Africa.

The declaration ensures that Member States make decent work a reality for Africa's youth, developing skills, technological pathways and productivity for a brighter future in Africa, transforming Africa's informal and rural economy for decent work, and respecting international labour standards, promoting social dialogue and ensuring gender equality.

It also seeks to strengthen relationships between the ILO and institutions in Africa, namely the African Union Commission, regional economic communities, and the three labour administration training centres (African Regional Labour Administration Centre, and Arab Centre for Labour Administration) as they play a supportive role in the implementation of the African Decent Work Agenda priority areas.

The action plan for the declaration demanded that in the period leading up to the 15th African Regional Meeting, the Office (Secretariat of the ILO) should provide constituents with enhanced support to achieve the priorities by developing an implementation plan that would be presented to the 338th Session (March 2020) of the Governing Body.

The implementation plan included specific and concrete actions for creating an enabling environment for sustainable

business, measures to enhance productivity growth, comprehensive policy guidance and technical support for skills development, comprehensive measures for removing policy and regulatory barriers to formalisation.

And welcoming the adoption of the Declaration, the ILO's Director-General, Guy Ryder, told delegates that it provides "the road map to guide our efforts in the years ahead."

He pointed to its strong alignment to the ILO Centenary Declaration for the Future of work, "with its insistence on the need to invest in strengthening the capacities of people; in the institutions of work; and in inclusive and sustainable development and growth, full and productive freely chosen employment and decent work for all".

Governments, Employers' and Workers' delegates from 49 African countries met at the 14th African Regional Meeting from 3 to 6 December 2019 in Abidjan, Côte d'Ivoire, with the aim of forging a regional framework to unleash Africa's potential for inclusive growth and shaping a future of work with social justice.



ILO Directors across the continent gathered to shape the Future of Work in Africa

'Promoting the Participation of Persons with Disabilities and their Leadership: Taking action on the 2030 Development Agenda'

By Allan Mulenga

On December 3, millions of people globally join hands in appreciating the contribution of persons with disabilities towards the attainment of the 2030 Sustainable Development Goals (SDGs) in various spheres of life.

Since 1992, the United Nations International Day of Persons with Disabilities (IDPD) has been annually observed on December, 3 around the world.

The theme for last year's IDPD is 'Promoting the participation of persons with disabilities and their leadership: taking action on the 2030 Development Agenda'.

The theme focused on the empowerment of persons with disabilities for inclusive, equitable and sustainable development as envisaged in the 2030 Agenda for Sustainable Development, which pledges to 'leave no one behind' and recognizes disability as a cross-cutting issues, to be considered in the implementation of its 17 SDGs.

In Zambia, the commemoration kick-started on the eve with a high-level cocktail held at Taj Pamodzi Hotel.

The event was organised by the Zambia Agency for Persons with Disabilities (ZAPD), the Ministry of Community Development and Social Services, the United Nations Joint Programme (UNJP) on Social Protection the Department for International Development (DFID), and other stakeholders.

The occasion featured exhibitions and a panel discussion comprising representatives from the Government, UNJP, and the Private Sector on new initiatives for disability inclusion and empowerment of persons with disabilities.

And Community Development and Social Services Permanent Secretary Pamela Kabamba says Zambia has made strides in promoting and protecting the rights of persons with disabilities, through the development of a comprehensive normative framework, instruments and policies.

Mrs. Kabamba added that the government was in the process of developing the disability mainstreaming sector strategic plan to guide in inclusion of disability issues in all spheres on life.

Meanwhile, ZAPD Director General Julien Mwape said there

was need to ensure that the rights of persons with disabilities are promoted and empowered to fully and equally participate in the development process.

And DFID Zambia Head of Office Steve Beel reaffirmed his organisation's support towards the implementation of commitments under the UN Convention on the Rights of People with Disabilities and those made at Global Disability Summit, as well as the Seventh National Development Plan.



DFID Zambia Head of Office Steve Beel interacts with participants at the ceremony



▶ ILO Exhibits at UN Day

By Allan Mulenga

Every year, the United Nations (UN) family across the world observe their day, which falls on 24 October.

In Zambia, the 2019 commemorations kick-started with a high-level cocktail held on October 30 at Lusaka's Taj Pamodzi Hotel.

The International Labour Organization (ILO) Lusaka Country Office together with other 12 agencies participated in the exhibitions at the event, which also saw senior government officials, donors, cooperating partners, and diplomatic corps interact and appreciate contributions of different agencies towards Zambia's attainment of the Sustainable Development Goals (SDGs) and the Vision 2030.

UN Day marks the anniversary of the entry into force in 1945 of the UN Charter. With the ratification of this founding document by the majority of its signatories, including the five permanent members of the Security Council, the United

Nations officially came into being.

24 October has been celebrated as United Nations Day since 1948. In 1971, the United Nations General Assembly recommended that the day be observed by Member States as a public holiday.

And Secretary-General António Guterres announced that this year's commemoration of the 75th anniversary of the United Nations will feature a large and inclusive global conversation on the role of global cooperation in building the future we want.

Starting in January 2020, the United Nations will hold dialogues around the world and across borders, sectors and generations. The aim is to reach the global public; to listen to their hopes and fears; and to learn from their experiences.

The United Nations was founded in 1945 to support collective action to realize peace, development and human rights for all. The UN75 initiative seeks to spark dialogue and action on how we can build a better world despite the many challenges we face.



Minister of Higher Education Dr. Brian Mushimba at the ILO stand.

▶ ILO, KGRTC to end 'Loadshedding' through Provision of Alternative Energy Sources

By Taonga Mshanga

The International Labour Organization (ILO) in partnership with Kafue Gorge Regional Centre (KGRTC) with financial support from the Swedish International Development Cooperation Agency (SIDA) is implementing a pilot project for

skills development for the Renewable Energy (RE) and Energy Efficiency (EE) sub-sectors in Zambia.

ILO and the KGRTC has signed the Memorandum of Understanding (MoU) in Kafue Gorge to kick-off the Skills Development for the Renewable Energy Sector (SkiDRES) one year pilot project training activities.

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The signing ceremony took place on November 14, 2019 at the KGRTC introducing a journey towards upgrading skills in the renewable energy and energy efficiency sub-sectors.

Access to affordable, dependable and sustainable energy were underlined as one of the main drivers for social and economic development, resulting in better living conditions and access to new employment opportunities and enterprise development.

However, only 31 percent of Zambians have access to electricity of which 67 percent are in the urban areas and 4 percent in the rural areas.

And ILO Country Office Director for Zambia, Malawi and Mozambique George Okutho expressed satisfaction over the implementation of the project, stating that the skills development would transform the energy requirement in the country.

Mr. Okutho reaffirmed the two entities' commitment towards improving people's lives and contributing to national development.

"The ILO's contribution centre on three focus areas that include; meeting training needs in the current labour market, providing quality apprenticeship skills into training for young people and expanding access to employment related training in the rural

communities. These interventions aim at improving livelihoods, reducing poverty, and equipping women and men to work in the formal economy," said Mr. Okutho.

Meanwhile, KGRTC Director Kaela Kennedy Siame said the project would contribute towards Zambia's realisation of the Vision 2030 and the implementation of the Seventh National Development Plan, stating that energy is an enabler for sustained economic growth.

"The training centre's core value on learning and innovation has been fully applied to provide the necessary contribution to the utilization of renewable energy by collaborating with the ILO in developing the needed skills in this sector", said Mr. Siame.

The one-year pilot project aims at developing and building partnerships with the private sector, assesses market needs, develops and tests demand-driven training (with a gender dimension).

The project will lay a foundation for a three-year Public-Private Development Partnership (PPDP) that will enable the KGRTC in Zambia to be a hub for sustainable provision of skills training in renewable energy and energy efficiency technologies for the region.



► NAPSA Extends Social Security to Small-scale Dairy Farmers in Southern Province

By Taonga Mshanga

“I never thought such benefits could be brought to us as farmers. Being able to contribute a small fee each month or lump sum annually to protect my wife and children in case of death is very comforting. I have registered and I am willing to start making my contributions in January, 2020,” said Paul Matambo, a farmer in Magoye, Southern Province.

As part of the Extension of Coverage to the Informal Sector (ECIS) Project, the National Pension Scheme Authority (NAPSA) is implementing the Social Protection for Informal and Rural Economy Workers (SPIREWORK) Project in partnership with National Institute for Health and Welfare of Finland (THL) and the International Labour Organization (ILO). The project is working towards extension of social security to small-scale farmers and rural agriculture workers.

Within the quest of extending coverage, the project has developed a social security package comprising long term benefits (pensions, invalidity and survivors benefits) as well as short term benefits (Maternity, family funeral and weather index).

In order to effect testing of the acceptability of this new benefit package amongst the new members, a Statutory Instrument (SI) No. 72 of 2019 was issued by the Ministry of Labour and Social security.

Stemming from this, NAPSA embarked on a pilot exercise with view of understanding responsiveness, by the target group, to the new benefit package. The pilot exercise commenced on 2nd December 2019 and will end during the first quarter of 2020. The pilot will focus on Dairy Association of Zambia small-scale dairy farmers in Southern, Copperbelt and Central Provinces.

“I am happy with this programme as pregnant mothers in my village will not worry about lack of income when they are unable to work as a result of giving birth. We have been told that as part of the maternity cover, registered women members will receive an income for 3.5 months during maternity leave,” said Agness Mutenda Munkonze, a farmer from Monze, in Southern Province.

The pilot exercise includes sensitizations, registration of members as well as collection of contributions from registered farmers through the respective Milk Collective Centres (MCC) in each target area. This pilot presents learning opportunities to inform

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the wider extension of coverage to the informal sector agenda and up-scaling of extension of social security efforts to national level.



► ILO, Flanders Intensify Occupational, Safety and Health Training in Tea Estates

By Gracious Ndalama

“Now we are enjoying the benefits of Occupational Safety and Health trainings” said Alfred Masiye, an estate workers at one of the Tea estates in Thyolo District.

His sentiments were supported by what Flemings Mwenibabu said, “Despite many other challenges, Estates have devised a strategy to ensure Occupational Safety and Health Compliance and we are taking this seriously to ensure safety of our workers. Some workers receive protective clothing but they do not use them, we are now enforcing the use of PPEs and provision of new and recommended ones”.

The International Labour Organization (ILO) under the Promotion of Decent Work in Tea plantations have conducted Trainings on Occupational Safety and Health, Workplace compliance, Grievance handling in all tea estates of Thyolo District. The trainings covered so many areas that included but not limited to International Labour standards with particular attention to the ILO convention 155 and 184 on Safety and health in agriculture and National laws on Occupational Safety and Health (OSH Act). Plantation work is by nature physically demanding and the risk of accidents is often increased by fatigue, heat and long working

hours, especially during the harvesting period.

Raising awareness of the important benefits to be derived from implementing safe work practices and instilling a preventive OSH culture at the plantation level is therefore of critical importance.

In this context, in addition to the provision of personal protective equipment (PPE) to all workers and at no cost to them as an additional means of protection against exposure to hazardous materials or conditions, awareness raising to ensure that workers take advantage of the equipment provided to them is key and warrants particular attention.

Enhanced employers and workers knowledge on national laws and ILO Conventions on occupational, safety and health (OSH) serve several purposes by acting as fundamental principles to guide enterprise policies for prevention and management of OSH, including organizational measures and procedures on core OSH standards.

In Malawi, the tea sector is the second largest employer after the Government and employs more than 50,000 (permanent and seasonal) workers and serves as a source of the livelihood for over 17,000 smallholder growers. It is the country’s second largest export after tobacco.



▶ 17 Districts benefit from ‘Single Windows Lessons’

By Taonga Mshanga

Ministry of Community Development and Social Services in partnership with the United Nations through the United Nations Joint Programme on Social Protection brought together 17 districts across the country to take part in the single windows lessons learning workshop.

Zambia's Seven National Development Plan (7NDP) identifies development and implementation of a “one-stop-shop” approach to coordinate and deliver social protection services at district and community level as one of the key performance indicators of under the Poverty and Vulnerability Reduction Pillar.

To kick-start the single windows initiative, six champion districts (Kafue, Mongu, Mpulungu, Mambwe, Samfya and Lunga) were trained in single windows service delivery initiative and a workshop held in 2018 to facilitate for the development, implementation and evaluation of measures to enhance coordination at district and community level.

At the request of government, working with the ILO in collaboration with other UN Agencies capacity building of the district officials was rolled out using the TRANSFORM learning and transformation package on building and managing national social protection floors.

The aim of the TRANSFORM Leadership and Transformation Learning package is to build the critical thinking capacities among policy makers and practitioners at national and decentralised levels to improve the design, governance and

administration of social protection systems.

The government plan to roll out single windows initiatives to 30 districts by 2021.

To ensure the effectiveness of the pilot initiative, the lesson-learning workshop was organised at Lusaka's Mika Convention Centre from 9 to 14 December 2019.

The workshop brought together 17 districts to share insights of their experience in testing and devising their own tools and systems to coordinate delivery of social protection services a reality amongst one another.

And ILO Lusaka Country Office Director George Okutho said the training would help realise the single window initiative and operationalize the country's 'Cash Plus' agenda, which seeks to link Social Cash with other forms of essential social protection services.

Speaking during the training, Mr. Okutho added that the single window initiative would help improve coordination of social protection programmes and implementing ministries thereby contribute towards the collection quality data among the beneficiaries.

Meanwhile, Minister of Community Development and Social Services Kampamba Mulenga Chewe the said the single windows service delivery is key towards the implementation of the 7NDP.

Mrs. Chewe added that the initiative would help bring social protection services closer to the people and enhance efficiency in service delivery system.



1 NO POVERTY



GOAL

The most important asset for people living in poverty is the potential of their own labour; their capacity to work productively. Decent work for all, including social protection, is therefore the main route out of poverty for individuals, communities and countries.

1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as living on less than US\$1.25 a day.

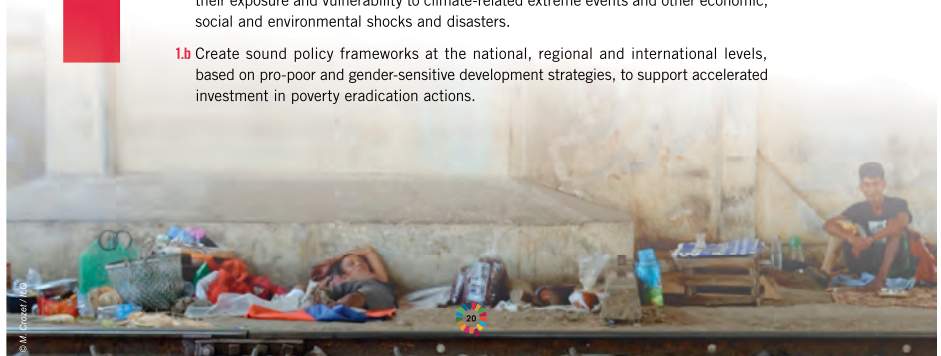
1.2 By 2030, reduce at least by half the proportion of men, women and children living in poverty in all its dimensions according to national definitions.

1.3 Implement nationally appropriate social protection systems.

1.4 Ensure that all men and women have equal rights to economic resources, including microfinance.

1.5 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.

1.b Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions.



Mangochi, Malawi Country Office-Lusaka Retreat in Pictures



Advancing Social Justice, Promoting Decent Work

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