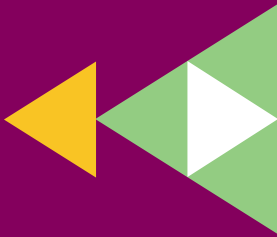




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GBV SURVIVOR STARTS POULTRY BUSINESS

Ms. Janet Banda of Lundazi District is one of the shining examples among 500 recipients of the start-up kit of K2000 (about USD \$115) empowerment fund under the Government of Republic of Zambia (GRZ) United Nations Joint programme on Gender Based Violence (GRZ-UNJP-GBV) Phase II Project.

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Also Inside:



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



which our policies and strategies contribute – better than before – to realizing the UN 2030 Agenda. A recovery that returns us to a pre-pandemic trajectory would be clearly insufficient.

This implies the need for concerted national and international efforts to close the investment gaps with which we are all confronted.

But the need for greater preparedness and greater resilience requires also that finance is directed to systems of social protection that today leave the majority of the world’s population with no coverage whatsoever – one reason why the

resurgence of poverty during the pandemic has been so great.

According to the 8th edition of the ILO Monitor: COVID-19 and the world of work, estimates show that at a global level, labour market recovery from the pandemic has stalled in 2021. The number of hours worked in the world remains significantly below its pre-pandemic level, by a margin of

the equivalent of 125 million full-time jobs and is now flat-lining.

Recovery depends very much on each countries’ capacities to administer the right fiscal stimulus, and on the availability of vaccines.

The Monitor further shows that on average for every 14 persons fully vaccinated, the equivalent of one full-time job has been added to the global labour market.

As ILO, we are encouraging our constituents to get vaccinated. We do need global solutions to the global challenges we face, and we need to include working people and labour markets in that response.

For its part, the ILO adopted in June a Global Call to Action for a human-centred recovery, proposing a series of measures that invest in people, their skills, their health, their social protection and that leaves no one behind.

The ILO has also launched the Africa Regional Social Protection Strategy 2021 - 2025, which addresses the root causes of coverage deficits on the continent, establishes principles that should guide the extension of social protection, and identifies three action areas that are necessary to bring about tangible change.

I thank you!

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

As we end 2021, it is important to reflect on the major achievements and challenges faced throughout the year. The COVID-19 crisis has been a dramatic setback to sustainable development for a world that was already badly off-track in its pursuit of the Sustainable Development Goals (SDGs).

As good a measure as any of our success in “building back better” will be the extent to



► Trade for Decent Work Conducts Virtual Trainings on ILS and its Application in Mozambique



Participants of the workshop

By Stelio Marerua and Paulo Selemane

The International Labour Organization (ILO), through the Trade for Decent Work Project, funded by the European Union, recently conducted a virtual Training of Trainers' Workshop on International Labour Standards (ILS) and its application for the Ministry of Labour and Social Security (MITSS), other Government officials and social partners.

This first regional workshop, held in the Northern Region (in Nampula province) from 26 to 29 October 2021, aimed at publicizing the core Conventions to both Mozambican citizens at large, and to the enterprises operating in the regions, to promote the application of these Conventions at all levels of the country.

One of the specific objectives was the strengthening Government officials' capacity to implement ILS and the Maritime Labour Convention 2006, which will come into force in 25 May 2022.

The training was delivered by Amanda Mejia-Cañadas, ILO's International Labor Standards and Labor Law Specialist, from the Decent Work Team based in Pretoria.

Speaking during the workshop, ILO National Project Coordinator for Social Dialogue, Mr. Antenor Pereira emphasized the relevance of reporting on International Labor Standards to the ILO's supervisory bodies and the implications of non-compliance to the set standards.

"It is very important that you see the relevance of completing the reports on the Convention on the eradication of the Worst Forms of Child Labor. We hope to receive inputs from all provinces as our goal is that after this seminar the technicians should be capacitated with relevant knowledge, and hence see the practical usefulness of results in better business conditions and access to funds," stated Mr. Pereira.

Meanwhile, Ministry of Labour and Social Security representative, Mr. Mussagy Juma said that "Mozambique is committed towards eradicating the Worst Forms of Child Labor, stating that the commitment has been shown through the Government's decision to ratify the key instrument".

Mr. Juma further added that using children as a vehicle to earn money by doing jobs to feed the elderly is a mistake. Mozambique has already declared the eradication of the

Worst Forms of Child Labor. There is a need to disseminate information so that there is knowledge both nationally and globally, about immediate actions to be taken," said Mr. Juma.

And ILO National Project Coordinator, Mr. Paulo Selemane hailed the participants for making for training a success.

"Most of the topics were new to the participants representing Cabo Delgado, Nampula, Niassa, Sofala, Zambézia and Maputo provinces. Nevertheless, they have shown a genuine interest in the topics that were presented National Action Plan for Elimination of the Worst Forms of Child Labor, the Rules of the Game: An introduction to ILS, Abolition of Child Labor, ILO International Labor Standards, Conventions numbers 29 and 105, Protocol of 2014, Comments by the ILO Supervisory Bodies on Mozambique Report, Forced Labour, Freedom of Association, Conventions 87 and 98, Equal Opportunity and Treatment, Employment (Policy and Promotion), Maritime Labour Convention 2006, as per amendment) as we could witness by the group dynamics and plenary discussions," said Mr. Selemane.

SESA Project Reaches out to Schools



Ndola Girls' Technical Secondary School pupils with 'Mpali' actress Ms. Wanga Zulu

By Allan Mulenga

The Skills for Energy in Southern Africa (SESA) Project is slowly gaining grounds in schools with Copperbelt-based pupils having been introduced to the Project during the essay competition prize-giving ceremony to mark the energy week. This year's energy week, which took place from 4 to 8 October, was held under the theme: "Sustainable energy, a key driver to economic development in Zambia". SESA Project is a private-public development partnership funded by Swedish government, implemented by the International Labour Organization (ILO), and the Kafue Gorge Regional Training Centre (KGRTC) being the implementing partner. The Project's main objective is to support

the uptake of renewable energy, energy efficiency and regional energy integration interventions in Southern Africa, leading to a more sustainable and low-carbon energy mix.

Without doubt, pupils' excitement of winning the essay competition and learning about the project was spice up with the presence of the popular Zambezi Magic soap opera 'Mpali' actress Wanga Zulu, alias Junza, playing mai guru (first wife), a mother figure to her husband's other five wives- during the school visits. Addressing the jubilant

pupils during the school visits, ILO National Project Coordinator Musoli Kashinga advised pupils to aspire for Science, Technology, Engineering and Mathematics (STEM)- related careers in their lives.

Mrs. Kashinga added that there was need for pupils to take advantage of the opportunities that SESA Project avails to young people to develop their career paths in science, engineering, and technology fields.

The ILO's SESA Project team conducted the school visits from 4 to 8 October in partnership with the Ministry of Energy, KGRTC, and USAID Alternatives to Charcoal project among others.

Winners of the essay competition were presented with branded school bags, scientific calculators, T-shirts and other educational materials as part of the prizes.

Among the schools that participated in the essay competition were Mufulira Secondary School, Kalulushi's St. Maceline Secondary School, and Ndola Girls National Technical Secondary School.



Mufulira Secondary School pupils pose for a photo during the prize presentation ceremony



ILO National Programme Co-ordinator Ms. Musoli Kashinga speaks during the school outreach Ndola Girls Technical Secondary School



Mufulira Secondary School pupils during the school outreach programme

'I am Not Your Maid; I am a Domestic Worker'



ILO recently conducted the sensitization meeting of Maid Centres and Recruitment Agencies

"Many black Zambians are being abused and are not saying anything because they are scared to lose their jobs, they have children to take care of, so they keep quiet", she says.

Such ill-treatment exhibited by employers of domestic workers, and the decision by some domestic workers to resort to illegal methods to receive their entitlements has been attributed to a lack of information by both the domestic workers and their employers.

It is for this reason that the International Labour Organization (ILO) with funding from the Swedish government is providing technical support to the Ministry of Labour and Social Security to implement a project which focuses on raising awareness on the rights of domestic workers.

To address these gaps mentioned above, several sensitization and awareness raising activities are being carried out, these include development of Information, Educational and Communication (IEC) materials, radio programmes, trainings of employment agencies and maid centres, community meetings and awareness raising on workers' rights.

It is hoped that following these activities, the public will be more aware of the rights of domestic workers.

According to Ruth Sakala, a domestic worker, and the secretary general of the Domestic Workers Association of Zambia (DWAZ), domestic work is like any other their rights which should be respected and treated with dignity. Therefore, ratification of C189 is key in this process.

By Marisa Mushota

"I don't know how I can manage to climb the corporate ladder if Bana Chanda was not there. I rely on her to take care of my kids, clean our house and cook food while I try to make a living for my family, I appreciate her a lot," narrates 40-year-old Julien Banda (Not real name).

Julien's sentiment can be echoed by many women in Zambia who are juggling being mothers, running a home and trying to succeed in their career. While Julien, appreciates the work performed by Bana Chanda, she is one of the few Zambians who treats domestic workers with respect and dignity.

"Bana Chanda's work is like any other, it requires passion and skill to perform her duties. Unfortunately, several employers of domestic workers do not perceive domestic work as 'real work'," says Julien, who is a mother of three.

Many consider it as a 'woman's job' with reference to an unpaid caring work of a mother in the household. For this reason, domestic workers are undervalued and unrecognised.

Besides the above, domestic workers face several challenges ranging from physical abuse, intimidation, bullying and sexual assault.

They are also deprived of their rights as stipulated in the Zambia labour laws that include entitlement to leave days, public holidays, maternity leave, separation package, lack of social security etc are not adhered to by their employer. Unfortunately, when faced with such injustice some domestic workers have resorted to illegal or unethical methods, to receive their entitlements.

Karen Chongo, 29, (not real name) held two children on ransom, after claiming her employer abused her, overworked, and underpaid her.

SESA Launches Courses in Renewable Energy, Energy Efficiency and Regional Energy Integration

By Lloyd Ngo and Simon Longa

With the transition to green economies picking up momentum, the need for the right skills for renewable energy and energy efficiency technologies is getting more on the spotlight than ever before. The deployment of renewable energy technologies is advancing very fast and according IRENA report not even the global pandemic could slow down this advancement in 2020. However, the deployment of these technologies needs the right skills if they must make an impact to a just transition.

The International Labour Organization (ILO) is supporting the Kafue Gorge Regional Training Centre (KGRTC) implementing the Skills for Energy in Southern Africa (SESA) project with funding

from the Swedish Government. This is a three-and-a-half-year intervention with the aim of increasing the deployment of renewable energy, energy efficiency and regional energy integration through skills development in Zambia and the SADC region.

The project is contributing towards strengthening capacity of KGRTC as a Centre of Excellence for energy training in the region and significantly increase the number of power technicians, engineers and managers that are skilled in renewable energy, energy efficiency and regional energy integration. Overall, the project wants to see that over 1,600 engineers, technicians and managers are trained during the lifespan of the project.

The project is being implemented through a Public Private Public Development

Partnership (PPDP) approach which facilitates a pooling together of resources from both public and private institutions to sustainably realize the project's development objective.

The courses under KGRTC are designed to respond to the needs of the market. As such, the project has initiated an assessment of the skills supply and demand in SADC region to better understand the skills needed and skills mismatch. However, some courses were planned for 2021 based on the assessment from the pilot project that preceded the SESA project.

The inaugural course on Off-Grid Solar Design and Installation was launched 18th October 2021. This was after a series of consultations with key public and private stakeholders in the energy sector, and in close collaboration with the University of

Zambia (UNZA) Solar centre, Engie PowerCorner and SMARTNET, who are some of the leading private companies in the installation and operations of off-grid solar system. The overall aim of this course was to train power engineers and technicians in basic electrical fundamentals and skills in designing, installing, operating, and maintaining off-grid solar photovoltaic (PV) systems specifically solar mini grid.

Thirteen participants including five females took part in the training course. A scholarship call was extended to female and young engineering professionals. All the five females were given scholarships as a way of encouraging female engineers, technologists' technician to continue to pursuing careers in the engineering field. As part of encouraging partnerships, the course was jointly facilitated by the UNZA Centre of Solar experts, and two private sector partners including ENGIE PowerCorner and SMARTNET, who provided, training equipment and Off-Grid solar system site which was visited during

the study tour. In addition, Smartnet attached one of the female engineers to a site in Serenje District where they were installing and commissioning a 50 kW solar mini-grid.

Following the conclusion of the Off -Grid Solar design and installation course, SESA project partnered with Africa GreenCo to conduct two courses in New Market structures and Renewable Energy IPPs, and Financial modelling and Bank Financing for RE IPPs in Africa which were held virtually on 2nd and 4th Nov 2021 respectively.

The aim of the New Market structures and Renewable Energy IPPs course was to give an overview to course participants of new energy market structures specifically for the renewable energy industry in the region. This course targeted people that work with the development and evaluation of RE projects, as well those involved in the financing of renewable energy projects and the course attracted participants from IPPs, power utilities, government departments, and financial institutions across Africa. A

total of 44 participated in the virtual training course of which 38 were male and 6 females.

On the other hand, the Financial modelling and Bank Financing for RE IPPs in Africa course, was conceived around the need for a particular skillset that responds to financing for renewable resources. This course introduced participants to the concept and best practice methodology for renewable energy financial modelling and financing. A total of 49 training participants took part in this virtual training out of which 10 were female and 39 were male.

Participants are excited about these courses and the feedback was possible. The SESA project is equally excited and anxious to see the positive impact the courses will make to skills development in renewable energy, energy efficiency and regional energy integration. More courses are expected especially after the completion of the skills supply and demand assessment.

► ILO Partners with Teachers Union of Malawi to Reduce Child Labour

By Dylan Van Tromp

The International Labour Organization (ILO) and the Teachers Union of Malawi (TUM) have entered into a new partnership to accelerate the fight against child labour in Malawi through school improvements and better access to education.

The partnership, valued at more than MWK 150 million (approximately USD 185,000), has been established under the ILO 'ACCEL Africa' project, funded by the Ministry of Foreign Affairs of The Netherlands. The project aims at accelerating the elimination

of child labour in global supply chains in Africa.

The new partnership provides for ILO technical and financial support to TUM for school improvements and better access to education for child labourers and children at risk of child labour in tea and coffee growing communities in five districts in the country, namely Chitipa, Mulanje, Mzimba, Ntchisi and Thyolo.

Speaking at the signing ceremony held on 01 October 2021, TUM Secretary-General Mr. Charles Kumchenga said: "This partnership comes at a critical time, as

COVID-19 has contributed to rising rates of school dropouts, including because of the socio-economic impacts of the pandemic, as well as periodic school closures. Some of the children who have dropped out of school as a result have become involved in child labour. As TUM, this is something that gravely concerns us. Indeed, the TUM Statement of Professional Ethics and Code of Conduct for Teachers identifies child labour as a crosscutting issue that our organization needs to play a role in addressing."

Meanwhile, ILO Country Office Director for Zambia, Malawi and Mozambique Mr. George Okutho said the partnership would enable the teachers union to support access to education for at least 1,000 child labourers and children at risk of child labour.

"Through this new partnership, the ILO will provide technical and financial support to the Teachers Union of Malawi to implement innovative solutions to address child labour, including rollout of the ILO's Supporting Children's Rights through Education the Arts and the Media (SCREAM) programme in 20 primary schools in the five targeted districts. The partnership will also enable TUM to support access to education for at least 1,000 child labourers and children at risk of child labour", said Mr. Okutho in a press release.



► ILO Produces Documentary on Beneficiary of Basic Social Security System in Mozambique



Ms. Linda Sarmento Manjazi resident of Chokwe and beneficiary of INAS

By Luis Cotinguiba

In 2016, the ILO launched the documentary “Being someone”, which presents social protection in Mozambique through the point of view of beneficiaries and decision-makers. This documentary has been widely disseminated in ILO activities not only in Mozambique, but also internationally by the Social Protection Department (SOCPRO). Among the interviewees was Ms. Linda Sarmento Manjazi, a native of the village of Chókwe’s seventh district, Gaza Province. Dona Linda, how Ms. Manjazi is known in her village, is a beneficiary of the National Institute of Social Action (INAS) since the early 2000s, and receives basic social security benefits due to a disability that affects her mobility.

Five years since the film’s launch, the ILO returns to Chókwe for an interview with Dona Linda. This initiative stems from a request made by ILO’s Department of Communication and Public Information (DCOMM) to the Social Protection Unit at ILO Mozambique for the production of a follow-up video with Dona Linda. The interview focuses on how Dona Linda is coping with the challenges of the COVID-19 pandemic, discusses her use of and views on the benefits that she receives on a bi-monthly basis, and features what her dreams for the future are.

During the interview, Dona Linda highlighted the multiple challenges that

she faced while growing up after having developed a disability as a result of polio when she was two years old. She not only struggled to access education, but also had difficulties when she tried to find a job after her studies in order to sustain herself. As a single mother of two, she stressed that becoming a beneficiary of social assistance made a difference in her life, as she could become autonomous from her father and complement her modest income. The benefits help her buy food and school items for her daughters.

However, Dona Linda pointed out that, very often, the amount is not enough to make ends meet, and she has to incur debts or rely on the solidarity of her neighbors. In addition, the COVID-19 pandemic has had an impact in the life of her family. Since the crisis hit Mozambique, she lost her occasional job as a vendor in her sister’s stall. This, coupled with a rise in food prices, made it more difficult for her to support her family with the MZN 540 that she receives from INAS.

Despite these difficulties, Dona Linda hopes that one day her daughters will find a job and will be able to help her. She also dreams of finding ways to improve her economic situation, be that through building small rooms for renting or re-selling basic needs products in her village to complement her income.

Once ready, the video interview will support advocacy and awareness raising activities in favor of the extension of the coverage of social protection as a way to support the implementation of the second phase of the National Strategy of Basic Social Security 2016-24 (ENSSB II). It will be disseminated during Mozambique’s National Social Protection Week in October 2021, and will also be used by DCOMM for the production of an issue of ILO Voices, which will be published to support the launch of the regional chapter on Africa of the new edition of ILO’s World Social Protection Report.



Ms. Linda Sarmento Manjazi with her two daughters at her home

▶ ILO Director Pays Courtesy Call on Labour Minister



ILO Director Mr. George Okutho and Labour Minister Hon. Brenda Tambatamba during the courtesy call

By Allan Mulenga

On October 12, 2021, International Labour Organization (ILO) Country Office Director for Zambia, Malawi and Mozambique Mr. George Okutho paid a courtesy call on newly-appointed Minister of Labour and Social Security Honourable Brenda Tambatamba Member of Parliament at her office.

Briefing Mrs. Tambatamba, Mr. Okutho said Zambia risks missing the achievement of the Vision 2030, if the Government does not embark on an effective and comprehensive social protection system which incorporate all vulnerable groups in society.

"We saw that during the peak of Coronavirus the livelihoods of most people in the informal economy were shattered. The Government together with cooperating partners came up with the Emergency Social Cash Transfer (E-SCT) and we saw that it was important to extend the coverage to the informal economy. It is important to have an effective and comprehensive social protection system. This will ensure that all the vulnerable groups in Zambia have social protection schemes even when they are working; and when they stop working," he said.

Mr. Okutho said there was need for the Government to consider social protection as a vehicle to economic growth and national development.

"If we don't have an effective and comprehensive social protection system, we will not achieve the Vision 2030 and of course, there are Sustainable Development Goals that need to be attained. We see many Zambians in need of social protection. We have seen the levels of vulnerabilities brought about by COVID-19, and most of the people are in informal economy," he said.

Mr. Okutho has since applauded the Government through the Ministry of Labour and Social Security for taking the leadership role in the development of social protection programmes aimed at uplifting the living standards of people in partnership with the National Pension Scheme Authority (NAPSA), the National Health Insurance Management Authority (NHIMA), and the Workers Compensation Fund Control Board (WCFCB).

He also expressed concern over the high youth unemployment levels, stating that there was need for the Government to develop an action plan for the implementation of the National

Employment and Labour Market Policy (NELMP) to create employment opportunities for young people.

"The issue of youth employment is important. We all know that we have a lot of problems on youth employment and employment opportunities for young people. We would like to discuss how can we move it forward. We have a lot of youths who are not working. We need to look at the role of TEVETA [Technical, Education, Vocational & Entrepreneurship Training Authority], the information we are getting is that most of the skills are not matching with labour market," said Mr. Okutho.

And Mrs. Tambatamba said the Government was committed towards addressing decent work deficits on the labour market in the country.

She added that her Ministry with tripartite partners were developing policies and legislation to create an enabling environment for businesses to thrive.

"It is our desire as labour and employment sector that we strengthen further this collaboration around labour employment programmes in Zambia to address the decent work deficits in the various sectors of the economy. To ensure an environment where businesses thrive, the Ministry of

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labour and Social Security has developed several pieces of legislation to guide our investors. These are the new employment code Act No.3 of 2019 and various statutory instruments," Mrs. Tambatamba said. She noted that the ILO and tripartite partners have been instrumental in improving labour market standards by

launching the Decent Work Country Programme 2020-2023 and development of the COVID-19 guidelines under the return-to-work programme.

"Other notable achievements Zambia has scored in recent years include, but not limited to the following: establishment of the data centre for child labour

programmes, withdrawal of pupils from child labour activities in Kaoma and Nkeyema; support towards skills and labour force surveys, and commemoration of international days and events among others," said Mrs. Tambatamba.



ILO Director Mr. George Okutho engages Labour Minister Hon. Brenda Tambatamba during the courtesy call

Malawi pilots TRANSFORM new 'Financing and Financial Management Module'

By Louis Msuku

The TRANSFORM Financing and Financial Management module was piloted from 1st to 3rd September 2021 in Salima, Malawi.

The training which was facilitated via a blended approach (virtual and face to face), with two TRANSFORM master trainers physically supporting the training in country and one master trainer facilitating virtually, drew senior officials from various government ministries, including Ministry of Economic Planning, Development and Public Sector Reforms, Ministry of Finance, Ministry of Labour, Ministry of Local Government and Ministry of Gender, Community Development and Social Welfare.

15 senior officials from the above government ministries attended the training.

Also in attendance (online) were representatives from European Union, as well as representatives from Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). Experts from Zambia and South Africa, as

well as Social Protection specialists from UNICEF, ILO and UNU-Merit contributed to the design of the module on behalf of the TRANSFORM Advisory Group.

Speaking during the opening of the event, Deputy Director for the Poverty Reduction and Social Protection Division in the Ministry of Economic Planning, Development and Public Sector Reforms Mr. Dalitso Kalimba said the training is timely and will contribute to build capacities on social protection financing and financial management, as the Government is exploring strategies through which it can increase its financial allocations to the social protection sector.

Mr. Kalimba added that the training would enable the senior officials to advocate for resource mobilisation for social protection, as well as ensure efficiency in utilisation of the resources.

This new Financing and Financial management module is the last in-depth package out of the TRANSFORM curriculum and was developed with support from the EU-funded programme "Enhancing Financial Management and Fiscal Sustainability for Social Protection in

Malawi" and the UN Joint Programme on Social Protection Phase II in Zambia.

The new training module makes a case for Social Protection affordability and investment by Governments in the region and provides guidance for the costing and forecasting of social protection programmes, as well as budget planning and monitoring and management of fiduciary risks.

The training contributed to improve the technical knowledge and shifted mind-set on social protection financing.

During a debrief session, one of the participants, Mr. Emmanuel Masuso from Ministry of Finance indicated that the training was enlightening and suggested the need to develop a policy brief on the investment case for social protection having enhancing is understanding on the importance of social protection through the training.

Mr. Masuso added that the training would be important in supporting and advocating for social protection among decision makers in government.

► ILO and Partners Hold 10th Edition of Social Protection Week in Mozambique



Beneficiaries pose for a photo during the Social Protection Week

By Luis Cotinguiba and Stelio Marerua

The Government of Mozambique through the Ministry of Gender, Child and Social Action (MGCAS), convened the 10th edition of Mozambique’s Social Protection Week from 11 to 17 October 2021 under the theme: “Investing in social protection is investing in human capital.”

The event was held in a hybrid format (in-person and virtual), following the precautionary measures to contain the COVID-19 pandemic.

Since 2012 when the first edition of the Social Protection Week was crafted, the International Labour Organization (ILO) has been providing technical and financial support towards the hoisting of the annual event aimed at raising awareness and advocacy on social protection-related issues in Mozambique.

This time around, ILO’s support was secured through the United Nations Joint

Programme on Social Protection in Mozambique jointly implemented by ILO and UNICEF, and funded by the Swedish government, the Netherlands and the Foreign, Commonwealth & Development Office (FCDO).

During the week, various conferences and panel discussions were organized and drew participation from the Ministry of Finance and the Ministry of Labour and Social Security, international partners- ILO, UNICEF, WFP, World Bank, European Union, the Southern African Social Protection Experts Network (SASPEN), Mozambican Civil Society Platform for Social Protection (PSCM-PS), as well as Workers’ and Employers’ Organizations.

On the first day of the Social Protection Week, MGCAS, World Bank and WFP organized a second dialogue on social resilience.

The panel discussion focused on the role of adaptive social protection in supporting vulnerable populations in situations of crisis, including those related to climate shocks. Discussions from the panellists revolved around mechanisms of response to crisis, coordination, challenges, and financing arrangements.

The second day of the Social Protection Week started with the three-day international conference on social protection, which run from 12 to 14 October 2021.

The conference provided an opportunity for participants to discuss issues concerning social protection sector in the country.

These included challenges and opportunities for the national social protection system, Mozambique’s policy response to the COVID-19 crisis, financing for social protection, and efforts towards extending social protection coverage to migrant workers and workers in the informal

economy. This event was organized by PSCM-PS and SASPEN with ILO’s technical and financial support.

Speaking at the opening of the week-long activities on behalf of Honourable Minister of Gender, Child and Social Action Mr. Nyeleti Mondlane, Mrs. Carlota Matchaie, General Inspector at MGCAS mentioned that the Social Protection Week has since 2012 contributed towards strengthening the national dialogue for more inclusive social protection in the country.

She highlighted the significant strides that Mozambique has made in recent years in consolidating the legal and policy frameworks for the effective implementation of social protection programmes to respond to emerging vulnerabilities and challenges while adopting innovative mechanisms to deliver social protection.

Meanwhile, ILO Social Protection Programme Manager Mr. Rubén Vicente emphasized the importance of social protection programmes in contributing to the national human and economic capital.

“Social protection needs to be seen as an investment. It not only enhances social cohesion and human capital, but also contributes to increasing income levels, strengthening households’ consumption and generating aggregate demand, thus supporting greater economic dynamism and employment creation,” said Mr. Vicente.

The concluding panel discussion titled: “Unpacking Social Protection in Mozambique: Challenges and Opportunities” featured high-level policy markers among them national and international partners, as well as over 40 parliamentarians. Others featured on the panel were: Members of the Commission of Planning and Budgeting and of the Commission of Social Affairs.

The ILO took advantage of the occasion to showcase various publications on social protection and release a short documentary, which features Linda Manjazi, a beneficiary of the National Institute of Social Action (INAS), who shares her perspectives on the role of social protection in her life.



ILO Social Protection Programme Officer Ruben Vicente speaks during the dialogue session



Speakers of the opening session of the international conference

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Parliamentarians watch the ILO documentary 'Linda' during the high level session of the conference

The video stimulated debate among participants around the need for expanded fiscal space for social protection, being presented one week before the National Assembly's discussion on next year's State budget. The Social Protection Week ended with a ceremony organized by MGCAS with ILO's support in celebration of the White Cane Safety Day in the District of Chamanculo, Maputo. During the event, in-kind support was distributed to persons living with disabilities and persons living with albinism, including wheelchairs, white canes, corrective glasses, and sunscreens.

▶ GBV Survivor starts Poultry Business After Receiving Start-up kit



Ms. Janet Banda in the poultry house

By Kalunga Chikate

Ms. Janet Banda of Lundazi District is one of the shining examples among 500 recipients of the start-up kit of K2000 (about USD \$115) empowerment fund under the Government of Republic of Zambia (GRZ) United Nations Joint programme on Gender Based Violence (GRZ-UNJP-GBV) Phase II Project. The Government of the Republic of Zambia and five United Nations Agencies with support from Sweden and Ireland are currently implementing the GRZ-UNJP-GBV Phase II Project. The participating UN Agencies are: the ILO, International Organization for Migration (IOM), United Nations Development Programme (UNDP), United Nations Population Fund (UNFPA), and the United Nations Children's Emergency Fund (UNICEF). The joint programme is being implemented

from 2019 to 2022 as a multi-partner programme designed to reduce the prevalence of GBV in Zambia. The programme builds on and consolidates the gains made in the GRZ-UN Joint Programme Phase I implemented from 2012 to 2017.

The ILO is responsible for the component on economic empowerment that is ensuring that GBV survivors, those at risk and communities are empowered to break the cycle of abuse.

Like many other GBV survivors, Ms. Banda was trained by the ILO in December 2020 and subsequently empowered with a start-up kit of K2000 in May 2021.

Ms. Banda, a mother of two, got married in 2008. She is a victim of GBV as the former husband was abusive.

Ms. Banda narrates that her former husband used to abuse her physically by beating her and was not providing any support at home.

"In 2010, my husband even married another woman. After going through a lot of abuse, I decided to leave him and went to stay with my uncle in 2011 where I even fell pregnant," she relates.

Ms. Banda adds that she reported her former husband to the Victim Support Unit (VSU) of the Zambia Police about the GBV she was going through.

She explains that the police officers counselled the couple and the former husband promised to change, but he did not.

Ms. Banda says she did not have enough capital to do a viable business rather only had money to buy the hair blower.

"I was blowing people at home and was only able to manage to make K200 monthly. The money was not enough to take care of my children. Problems continued to an extent where the first-born child was taken to be kept by my uncle because the husband could not provide for the children," she narrates.

Upon being identified by the VSU, she was included on the empowerment programme, a move which greatly transformed her life.

Ms. Banda explains that after receiving K2000, she started a poultry business with 50 chicks in June 2021.

She adds that after she raised the capital to K5000, she bought 100 chicks and the capital was raised to K9,000 in August 2021.

"I bought 200 chickens in September and I have started selling. I am expecting to make K18,000 from sales. I have been able to expand my business and pay school fees for my children," she explains.

Ms. Banda relates that she is currently renting a poultry house and she plans to build her own poultry house from the profits.

She explains that the empowerment fund she received has changed her standard of living as she has now become independent.

MozTrabalha Partner with Mozambique Government to Promote Labour-Intensive Techniques



Red Cross Society focal point Ms. Salma Ismail in Buzi District

By Maxime Zabrodin and Stelio Marerua

The International Labour Organization (ILO) through the MozTrabalha project in Mozambique has signed a partnership agreement with the National Directorate of Housing (DNH) of the Ministry of Public Works, Housing and Water Resources, the Post Cyclone Reconstruction Office (GREPOC) and the Institute for Small and Medium Enterprises (IPEME) aimed at promotion of the use of alternative construction material employing labour-intensive techniques.

The partnership has since seen the creation of production units through practical and theoretical trainings of five groups, which are now cooperatives, in the districts of Dondo, Buzi Nhamatanda and Caia with the respective licensing in cooperatives with the objective of empowering the groups through creation of decent jobs for young Mozambicans.

Composed of 25 craftsmen, the

cooperatives have so far produced 170,000 building blocks for 100 evolutionary one-bedroom houses in Gua-Guara within the context of extending support to the disadvantaged families who are victims of the cyclones in the Buzi district.

In an interview, Ms. Salma Ismail, a focal point person from the Red Cross, has applauded the ILO for the initiative, stating that the agreement will help alleviate the suffering of the population of Buzi.

Meanwhile, ILO Consultant, Mr. Jeremias Albino said the technology would help resolve the housing deficits the country has been facing in recent years.

"It is a technology that can be located everywhere and encourages community engagement meaning that, it is a project that can last and generate employment opportunities for young people, especially for women," said Mr. Albino.

And National Director of Light for the World, Mr. Zacarias Zicai said his organization has appreciated the integration of the

technology in the construction of resilient and environmental-friendly houses.

"Within the scope of our partnership with the government in the area of extending support to disabled people, we designed a project in view of the houses destroyed by cyclone IDAI and decided to support some families to build their houses. It is in this context that we contacted GREPOC [Housing and Public Services] and also the ILO to confirm the ideal material to effect this construction," said Mr. Zicai.

Meanwhile, Housing and Public Services (GREPOC) Mr. Carlito Nhama said there are many benefits of using alternative construction material.

"This brick is no different from a conventional material. The life time of this material is between 30 - 50 years of life, but we must also consider that to reach this age, we have to maintain the building and note that this material reduces the amount of the carbon dioxide emission, hence it is environmental friendly," said Mr. Nhama.

▶ SESA Project Participates in Energy Week



Participants at the SESA Project stand

By Allan Mulenga

The Skills for Energy in Southern Africa (SESA) Project has successfully participated in the energy week activities and public exhibitions held at Kitwe's Kaunda Square on the Copperbelt Province. This year's energy week, which took place from 4 to 8 October, attracted several exhibitors in the energy sector and was held under the theme: "Sustainable energy, a key driver to economic development in

Zambia". Her Worship the Mayor of the City of Kitwe, Ms. Mpsa Mwaya officiated at the official opening of public exhibitions held on 4 October 2021 at the Kaunda Square and later graced the ILO-sponsored networking meeting on 7 October 2021 at Garden Court Hotel in Kitwe. The SESA Project is a private-public development partnership funded by Swedish government, implemented by the International Labour Organization (ILO),

and the Kafue Gorge Regional Training Centre (KGRTC) being the implementing partner.

The Project is supporting the uptake of renewable energy, energy efficiency and regional energy integration interventions in Southern Africa, leading to a more sustainable and low-carbon energy mix.

Apart from participating in the exhibition, the ILO in collaboration with KGRTC and the Engineering Institution of Zambia (EIZ) organized a networking meeting and professional webinar as part of the activities lined-up for the energy week.

During the outing, the project staff also held engagement meeting with Nkana Water and Sewerage Company, as well as participated at prize-giving ceremonies for the essay competitions in selected Copperbelt-based schools, where they gave introduced the project and handed-over branded school bags, scientific calculators and T-shirts to winners.

Senior government officials, private and public companies, ILO, EIZ, KGRTC, engineers, and journalists attended the meeting.

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ILO Chief Technical Advisor Dr. Lloyd Ngo introduces the SESA Project to Her Worship the Mayor of the City of Kitwe, Ms. Mpsa Mwaya during the exhibitions



Kafue Gorge Regional Training Centre(KGRTC) Director Eng. Kaela Siame hands over a prize to raffle draw winner at the Meeting

Speaking during the cocktail, Ms. Mwaya said the implementation of the SESA Project was critical as it aims to increase skills among power technicians, engineers and managers, as well as close the skills gap in the energy sector.

"This is a very important project as the world prepares to transition to a more green future in terms of power generation and the SADC region needs to prepare in terms of skills that will support this transition. If the skills gap in the energy sector are not addressed, it will pose a serious challenge for SADC member states in achieving their goals for increasing the deployment of renewable energy and energy efficiency technologies and ultimately miss the targets for SDG 7," she said.

Ms. Mwaya added that with the fall in prices for renewable energy technologies such as solar, it is expected that renewables would also contribute substantially to increasing access to electricity for many Zambians, especially those in rural areas.

She added that the leap access would need to be supported by the necessary skills to ensure that the quality of technology being deployed is not compromised.

"I am extremely pleased to state that the project's objectives not only fit in this year's energy week theme, which is 'Sustainable Energy, a Key Driver to Economic

Development in Zambia', but also responds to government's prioritization of critical social and economic services. The attainment of an efficient and effective service delivery system therefore requires reliable and affordable energy services," said Ms. Mwaya.

She expressed optimism that the SESA Project would contribute positively to improving the skills of Zambians and provide a platform for better jobs for the youth and women.



Her Worship the Mayor of the City of Kitwe, Ms. Mpsa Mwaya officiates at the Meeting

Meanwhile, ILO Chief Technical Advisor Dr. Lloyd Ngo said through KGRTC, 1617 power technicians, engineers and managers in the SADC region were expected to have their technical capacity to apply, manage and promote the latest RE, EE and REI technologies enhanced.

Dr. Ngo added that at the same time, the Project would ensure that KGRTC's brand and standing as the region's Centre of Excellence in the provision of competitive skills training in RE, EE and REI technologies is built.

"Skills must be at the heart of our energy transition and economic growth plan because having efficient sustainable solutions risk being of no use without adequate skilled labour force," said Dr. Ngo.

And Ministry of Energy principal power development officer Michael Mulasikwanda said the Project, if well implemented, will help reduce effects of climate change.

Mr. Mulasikwanda added that the Government has put in place favourable policies to support implementation of the project.



Some participants during the Meeting

► **Zambian Government Launch Skills Survey Report**



By Allan Mulenga

On 10 November 2021, the Government of the Republic of Zambia, and the International Labour Organization (ILO) along with social partners launched the first-ever National Skills Survey Report 2020 with the call to close the skills gap on Zambian labour market.

Minister of Labour and Social Security, Honourable Mrs. Brenda Tambatamba officiated at the launch held at Lusaka's Taj Pamodzi Hotel and witnessed by Employers' and Workers' organizations. The National Skills Survey was conducted by the Zambia Statistical Agency (ZamStats) in collaboration with the Ministry of Labour and Social Security and the Ministry of Higher Education.

The Survey provides relevant information on the nature and type of skills available in the country. It targeted business establishments in various sectors of the economy.

To achieve inclusive growth, there is need for the Government to invest in human capital and skills development and this should be informed by real time data.

Launching the National Skills Survey, Mrs. Tambatamba said the undertaking of the skills survey was necessitated by the need to understand the quality of the available skills set provided by training institutions to

the labour market in relation to the needs of industry.

She added that skills development is crucial under the new dawn administration which has established a dedicated Ministry of Small and Medium Enterprise Development to decentralise services that address the plight of the workers in the informal economy to narrow the information gap.

"This marks a milestone in the right direction as Zambia under the new dawn dispensation repositions herself on the continental and global markets. skills development is top on the agenda of the new dawn administration of the united party for national development and its alliance partners whose agenda is to

rebuild our economy in order to deliver jobs, and better livelihoods for the people of Zambia," Mrs. Tambatamba said.

She observed that according to the 2020 Labour Force Survey, the informal economy accounts for 63.5 percent of workers in Zambia, with the rural areas accounting for 77.3 percent and urban areas 56.3 percent.

"Thus, the informal economy has such a large share by which if appropriate skills are provided to the labour market, sustained improvement in productivity in the informal sector would be achieved. This would eventually lead to improvement in the livelihoods of our people. We believe that a skilled labour force has a significant impact on the innovation, performance, and long-



Labour Minister Hon. Brenda Tambatamba officiates at the launch of the Skills Survey Report

term competitiveness for productivity of industries and the country as a whole," Mrs. Tambatamba.

The Minister stated that her Government would scale-up skills development by enhancing the availability of skills data; labour market information system; work-based learning programmes; and a well-coordinated internship programme.

Meanwhile, Ministry of Technology and Science Acting Permanent Secretary Christine Mushanga said her Ministry would continue providing relevant skills information in decision making to strengthen skills development.

Mrs. Mushanga, who spoke on behalf of Minister of Technology and Science Honourable Mr. Felix Mutati, said the Government would strengthen the career pathway in secondary schools with emphasis on skills development, innovation and technology using modern and relevant technologies.

And International Labour Organization (ILO) Country Office Director for Zambia, Malawi and Mozambique Mr. George Okutho said the skills demand surveys contribute towards raising awareness about the strategic role that skills anticipation and matching plays in guiding labour market actors to identify, plan, and address future skills needs to avoid potential gaps between skills demand and skills supply.

Mr. Okutho added that the ILO was delighted to be associated with the undertaking that would not only inform policy makers and employers on the skills gap on Zambian labour market, but also inform higher learning institutions and Technical Education, Vocational and Entrepreneurship Training (TEVET) colleges on the need to provide programmes and technical courses that would aid in contributing to Zambia's economic growth. "This skills demand report being launched

today, resonates well with the ILO's skills Initiative for Africa (SIFA) intervention that held a continental virtual conference 17-21 September 2021 under the theme: 'Skills Anticipation and Matching/Africa Raising awareness about the importance of anticipating labour market skills need'. The virtual conference was held in partnership with African Union Commission (AUC) and the African Union Development Agency-New Partnership for Africa's Development (AUDA-NEPAD) which is promoting the concept and practice of skills anticipation among African Union Member States. We wish to confirm that Zambia was an active participant of the virtual conference," he said.

Mr. Okutho called on the Government through the Ministry of Labour and Social Security to facilitate the development of the National Action Plan that would link related national skills priorities, strategies, and initiatives in the country.



Labour Minister Hon. Brenda Tambatamba displays the Skills Survey Report during the launch

▶ Zambia Toasts 76th UN Anniversary



Minister of Youth, Sports and Arts, Hon. Elvis Nkandu and United Nations Resident Coordinator Dr. Coumba Mar Gadio during the commemoration of the UN Day

By Allan Mulenga

Every year, on 24 October, the United Nations (UN) family joins the rest of the world in commemorating the UN Day. This marks the anniversary of the Day in 1945 when the UN Charter entered into force. The UN Day provides an opportunity to amplify the common agenda and reaffirm the purposes and principles of the UN Charter that have guided the UN systems for the past 76 years.

For Zambia, the UN Day, which was marked by a series of activities, was celebrated on 5 November 2021 at a colourful ceremony held at Lusaka's Taj Pamodzi Hotel.

The United Nations Resident Coordinator Dr. Coumba Mar Gadio led the United Nations Country Team (UNCT) in the celebration, which was graced by Honourable Minister of Youth, Sports and Arts, Elvis Nkandu.

The commemoration was highlighted by panel discussion on 'youth employment and entrepreneurship in the context of the COVID-19 pandemic' and followed up with question-and-answer session moderated by youth activist, Ms. Lyapa Mbewe.

Among the panellists were: International Labour Organization (ILO) Senior Programme Assistant- Mr. Gerald Tembo, United Nations Development Programme (UNDP) Resident Representative- Mr. Lionel Laurens, United Nations Population Fund (UNFPA) Country Representative- Ms. Gift Malunga, and Ministry of Small and Medium Scale Enterprise Development Acting Permanent Secretary- Ms. Bernadette Mwakacheya.

Others are: Ministry of Labour and Social Security Chief Planner- Mr. Lucas Zulu, UN Sustainable Development Solutions Network Youth Initiative, New York Global Director- Brighton Kaoma, Asikana Network Co-Founder and Director- Ms. Regina Mtonga and Ms. Yande Banda, a Youth Activist.

Speaking at the occasion, Dr. Mar Gadio expressed gratitude that the UN has continued to partner with the Zambian government in

promoting development.

"In this decade of action, we continue to foster development and it is no longer business as usual. We need to work together in solidarity. The UN has been undergoing reforms to make it more efficient. Through these reforms, all UN Agencies are 'Delivering As One'," she said.

Dr. Mar Gadio added that it was pleasing that the new dawn Government was committed towards the promotion of free education and youth empowerment.

Meanwhile, gracing the function, Mr. Nkandu said Zambia and the United Nations share a special partnership that has been in existence for 57 years, stating that the Day offers an opportunity to take stock of the achievements attained through the cooperation.

"Zambia has continued to hold the United Nations in high regard, evidenced by the country's active participation in the United Nations through our permanent mission in New York as well as here in the country through representation at the highest level as recently seen when Mr. Hakainde Hichilema, the President of the Republic of Zambia participated in the UN General Assembly in September," said Mr. Nkandu.

And during the heated panel discussion, Mr. Tembo stressed the need for young people to acquire relevant skills on the labour market to increase their employability.

"Decent work deficits are prevalent in the country. Youths are mostly affected as they lack access to relevant skills as well as training. We also have weak skills anticipation systems in the country. Child Labour in Africa has increased, due to COVID-19, the continent has the

largest number of Child Labour cases according to the 2020 global estimates conducted by UNICEF and ILO," he said.

Mr. Tembo called for the revision of the school curriculum, stating that there was need for young people to acquire education and skills that responds to their needs and relevant on the labour market.

Meanwhile, Mr. Laurens implored young people to embrace digitalization, stating that Zambia has been undergoing digital transformation to be connected to the global network in its development processes.

"Digitalization is the way to go. We have seen digital services providing relief to a lot of young people in this COVID-19 times. Digitalization is the way that will help us recover through the pandemic. I am happy to note that many young people benefited from the just-ended 'Youth Connect Africa Summit', involving 24 countries in Africa, which was held in Accra Ghana," he said.

Mr. Laurens has since called for the bridging of the information gap among young people using digital platforms.

And Ms. Malunga stressed the need to invest in young people by providing them with relevant education.

"Let's invest in young people; let's give them education when they are educated, they will be able to develop to their full potential. We have seen that adolescent pregnancy is now at 60 percent in Africa. Therefore, Comprehensive Sexuality Education is important as they will be able to know the dangers of the vice and it will help break the cycle of poverty," said Ms. Malunga.

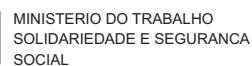
Meanwhile, 17-year-old Yande Banda called for the redesigning of the education system to include gender equality, stating that COVID-19 pandemic has presented a lot of challenges to the education system.

"Only 27 percent of girls in the country complete their secondary education. Most of the girls are marginalised. Our health system has collapsed; there has been an increased in gender-based violence cases; child marriages are on the rise. We need the attention the Government not just political pronouncements," said Ms. Banda, a youth activist.



ILO Senior Programme Assistant- Mr. Gerald Tembo (middle), UNDP Resident Representative- Mr. Lionel Laurens (left) and UNFPA Country Representative- Ms. Gift Malunga during the panel discussion

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Government of the Netherlands