

**Decent Work Country Programme  
for Zimbabwe**

**2009-2011**

**Revised version 2009**



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# Preface

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The Decent Work Country Programme for Zimbabwe (DWCP- Zimbabwe) was initially adopted by the ILO constituents and other stakeholders on the 14<sup>th</sup> of December 2005. The new document (DWCP –Zimbabwe Revised Version 2009) represents a revised and updated version following the review of the programme on 15 January 2008.

In his introductory address to the 93rd International Labour Conference in June 2005, the ILO Director General, Mr. Juan Somavia, stated that Decent Work Country Programmes (DWCPs) would be the integrated expression of the ILO's contribution and support to decent work as a national objective in any particular country. Progressively, this DWCP is the primary delivery vehicle for the ILO Programme and Budget in Zimbabwe for the period 2007-2015 and is part of "*The Decent Work Agenda in Africa 2007-2015*" as well as ILO's tripartite contribution to the effort to make measurable progress in achieving the Millennium Development Goals in Africa by 2015. This has been further reinforced by the adoption of the ILO Declaration on Social Justice for a Fair Globalization which is to be implemented through the Decent Work Agenda. The declaration institutionalizes the Decent Work Agenda as the key policy and operational concept to attain the ILO's constitutional objectives and service efficiently and effectively its constituents and comes at a time when the ILO is celebrating 90 years of social progress.

It is in light of this new ILO framework of intervention that the DWCP-Zimbabwe was formulated and updated; with the programmatic implementation period extended to 2011. This programme consists of an embodiment of outcomes and outputs that form the basis of ILO work in Zimbabwe over the period to 2011; for which progress and achievements will be measured at the end of the 2008/9 and 2010/11 biennia. The DWCP for Zimbabwe was developed in line with the country's national development plans and the Millennium Development Goals (MDGs) adopted by Zimbabwe.

In producing the DWCP-Zimbabwe, a lengthy consultative process took place. This process started by a preliminary study, conducted by a consultant, which served as the basis for the development of the DWCP-Zimbabwe. The draft report was produced in consultation with the tripartite constituents and other key stakeholders. The government was represented by several ministries. The main areas needing ILO support as identified by the social partners and government included poverty reduction through employment creation; mitigating the impact of HIV and AIDS at the workplace; upholding and strengthening social dialogue and promoting gender equality and empowerment.

During the process of validation of the final report, the ILO Sub-Regional Office for Southern Africa organized a series of consultative meetings with the key stakeholders in October and November 2005 to agree on main areas of intervention and priority outcomes whose implementation would be financed and supported by Zimbabwe's development partners. All in all, fourteen consultative meetings were held with the tripartite constituents and other key stakeholders, with the participation and contributions from ten government ministries, and the traditional social partners represented by the Employers' Confederation of Zimbabwe (EMCOZ) and the Zimbabwe Congress of Trade Unions (ZCTU). At the end of these consultations, a draft decent work country programme outline was produced.

The process was concluded at a meeting held on the 14th of December 2005 during which the draft programme document was discussed and endorsed by all stakeholders at the meeting. The meeting agreed on the following main country priorities for Zimbabwe, around which the DWCP-Zimbabwe was further developed:

1. Poverty reduced through employment creation;
2. Social and labour protection and reduced impact of HIV and AIDS at the workplace;

3. Enabling environment created through upholding and strengthening social dialogue;
4. Working out of poverty through promoting gender equality and empowerment.

After the first biennium of implementation (2006-07), an interim evaluation of the programme was done through a tripartite-plus meeting of stakeholders on the 15<sup>th</sup> of January 2008. The objective was to assess the progress made towards achieving the agreed DWCP priority outcomes. Encouraging results were recorded in the areas of child labour, small and medium enterprise development, social security, HIV and AIDS, tripartism and social dialogue, as well as in the implementation of the Ouagadougou Plan of Action. As the interim evaluation concluded and agreed on the relevance and validity of the programme design, its coherence with the MDGs for Zimbabwe which stretches to 2015 and its alignment with UNDAF 2007-2011, it recommended the continuation of the adopted priorities, subject to minor changes in the programme outcomes to cater for emergent issues and to bring more focus to the programme. These changes are captured in this revised version of the programme.

This DWCP takes cognizance of the recent political developments in the country meant to resuscitate and rehabilitate the economy and 'Get Zimbabwe moving again'. The developments have led to the new Inclusive Government taking office and putting in place a framework for recovery set in the Short Term Emergency Recovery Programme (STERP).

The revised DWCP for Zimbabwe sits well within the immediate and short to medium-term priorities of the new government as presented in the STERP. These priorities are encapsulated under restoration of political and governance issues, social protection and stabilization priorities of STERP.

On behalf of the entire team of the Sub-Regional Office for Southern Africa, I wish to thank all those who have participated in this process, for their time, tireless efforts and valuable contribution, which have resulted in the production of the DWCP for Zimbabwe. I would like to make special mention of the former ILO Resident Representative in Zimbabwe and Director of the Sub-Regional Office for Southern Africa, Mr. Tayo Fashoyin who worked tirelessly to ensure that Zimbabwe was one of the first countries in Africa to formulate its DWCP in 2005.

I am confident that the Sub-Regional Office will continue to put its energies and expertise to achieve the goal of progressively making decent work an attainable aspiration for Zimbabwe women and men.



Alphonse Tabi-Abodo  
ILO Resident Representative in Zimbabwe  
Deputy Director *a.i.*, Sub-Regional Office for Southern Africa

# **Acknowledgement of Cooperation Between the Government of Zimbabwe and ILO SRO-Harare**

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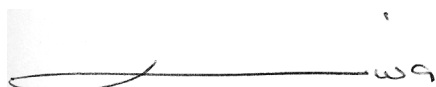
The Decent Work Country Programme is designed to guide ILO constituents in our work on employment and labour issues in Zimbabwe. It has formed the basis for crafting specific programmes and projects during the period 2006/7 and will continue to do so for the implementation of similar activities for the period up to 2011.

It is envisaged that the ILO will backstop the priority activities as identified, including those which Government and the social partners will come up with during the period. My Ministry, through budgetary allocations, will endeavour to raise resources to support the implementation of the programmes outlined in the Programme.

It is my conviction that the full implementation of the agreed programmes will make possible the realization of Decent Work for all Zimbabweans. I am also mindful that the realization of our aspirations under the Decent Work Agenda will contribute immensely to the alleviation of poverty, and in the same vein, the achievement of the Millennium Development Goals.

I wish to express my gratitude to the social partners for their active participation in the consultative processes leading to the formulation of the identified intervention programmes. I must also commend the role played by the ILO Sub-Regional Office in facilitating an all-inclusive approach at all stages in the formulation of the Programme.

It is therefore with great pleasure and honour that I recommend this Decent Work Country Programme to all stakeholders.



Paurina Mpariwa (MP)  
Minister, Labour and Social Services  
ZIMBABWE

# Acknowledgement of Cooperation between Social Partners in Zimbabwe and ILO SRO-Harare on the Zimbabwe Decent Work Country Programme

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We as social partners in Zimbabwe acknowledge the launch of the second edition of the Zimbabwe Decent Work Country Programme. This programme is a product of our collective action together with the Government of Zimbabwe with the assistance of the ILO Harare office.

This programme avails the opportunity for us social partners to participate effectively in national processes to formulate and implement socio-economic policies and programmes to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen national dialogue. This four year programme pursues the overall objectives of supporting national efforts to reduce poverty, mitigate the impact of HIV and AIDS at the workplace and promote dialogue on issues of mutual interest for workers and employers in Zimbabwe.

We, the undersigned, support the Zimbabwe Decent Work Country Programme and will work together with our membership and affiliates to operationalize the programme. We shall constantly seek assistance from all the stakeholders and support efforts towards achieving the shared vision for Decent Work for all in Zimbabwe.

Signed on behalf of Employers:

Signed on behalf of Workers:



Employers' Confederation of Zimbabwe



Zimbabwe Congress of Trade Unions



## Acronyms

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ADB	African Development bank
AIDS	Acquired Immuno-Deficiency Syndrome
BDS	Business Development Services
CBO	Community Based Organization
CPI	Consumer Price Index
CSO	Central Statistical Office
DWCP(s)	Decent Work Country Programme(s)
EC(s)	Employment Council(s)
ECOSOC	European
EMCOZ	Employers Confederation of Zimbabwe
ESAP	Economic Structural Adjustment Programme
FDI	Foreign Direct Investment
FPL	Food Poverty Line
GBV	Gender-Based Violence
GDP	Gross Domestic Product
HDI	Human Development Index
HIV	Human Immuno-Virus
HPI	Human Poverty Index
ILC	International labour Conference
ILO	International labour Organization
IMF	International Monetary Finance
LMI	Labour Market Information
M&E	Monitoring and Evaluation
MDG(s)	Millennium Development Goal(s)
MERP	Millennium Economic Recovery Programme
MOED	Ministry of Economic Development
MOF	Ministry of Finance
NEDPP	National Economic Development Priority Programme
NERP	National Economic Revival Programme
NGM	National Gender Machinery
RBZ	Reserve Bank of Zimbabwe
SADC	Southern African Development Community
SME(s)	Small and Medium Enterprise(s)

SRO	Sub-regional Office
STERP	Short Term Emergency Recovery Programme
TB	Tuberculosis
TCPL	Total Consumption Poverty Line
TNF	Tripartite Negotiation Forum
UN	United Nations
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
WHO	World Health Organization
ZCTU	Zimbabwe Congress of Trade Unions
ZEDS	Zimbabwe Economic Development Strategy
ZHDR	Zimbabwe Human Development Report
ZIMDAT	Zimbabwe Database
ZIMPREST	Zimbabwe Programme for Economic and Social Transformation
ZUNDAF	Zimbabwe United Nations Development Assistance Framework

# Introduction

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## Zimbabwe Situation Analysis and Current Development Priorities

### Zimbabwe's Development Context

At independence in 1980, Zimbabwe inherited a dual economy characterized by a relatively well developed modern sector and a largely poor rural sector that provided livelihood to about 80% of the country's population. To address the anomaly, the poverty reduction agenda became a priority throughout the first decade of independence. Real GDP growth averaged 3-4% per annum recording a record high of 7% in 1990. Government spending was geared towards increased social sector expenditure, expansion of rural infrastructure and redressing social and economic inequalities through the land resettlement program. The overall outcome of these policies was very strong social indicators (health and education) for Zimbabwe.

In 1990 Zimbabwe joined the international bandwagon of the World Bank/IMF sponsored Economic Structural Adjustment Programmes (ESAP) in an attempt to 'jumpstart' the economy which was showing signs of stagnation by the late 1980s. Unfortunately, the combination of the non-realization of the ESAP growth objectives combined with the natural calamities of recurring droughts and floods resulted in a downturn in economic and social fortunes. During the ESAP period 1991-1995 real GDP growth averaged 1.5% per year, far insufficient for poverty reduction and employment creation. During this period, poverty as measured by population below the total consumption poverty line (TCPL) increased steadily from 40% in the late 1980s to 74% by 1995. During this ESAP period, employment creation initially stagnated and later declined.

The period 1996-2007 has witnessed the deepening of socio-economic challenges in Zimbabwe. On the economic front, the country moved into the phase of 'home grown' economic reform and macroeconomic frameworks as international relations continuously deteriorated with the Bretton-Woods Institutions in particular. ESAP was replaced by the 'home grown' reform packages, the *Zimbabwe Programme for Economic and Social Transformation (ZIMPREST)* in 1998; later to be replaced by the *Millennium Economic Recovery Programme (MERP)* in August 2001; followed by the *National Economic Revival Programme (NERP): Measures to Address the Current Challenges*, in February of 2003, the *Macro-economic Policy Framework 2005-2006: Towards Sustained Economic Growth* of November 2004 which replaced NERP. In April 2006 the government launched the *National Economic Development Priority Programme (NEDPP)*. This was a short-term stabilisation programme that sought to restore economic stability through the implementation of quick-win strategies in the last six months of 2006.

Since 2007 the Government has been spearheading a process involving business, labour and civic society to draft the *Zimbabwe Economic Development Strategy (ZEDS)*, which is framed as a home-grown *PRSP* mirroring the broad priorities of the Ouagadougou Plan of Action which was expected to be launched in 2009 and run until 2013. The *ZEDS* was expected to spearhead the country's economic revival after nearly a decade of recession characterized by declining FDI, foreign currency shortages, basic food commodities, and fuel and power supply bottlenecks. The formulation of a medium to long-term framework has since been overtaken by events following the formation of a New Inclusive Government which has since set out the *Short-Term Economic Recovery Programme (STERP)*. The programme which runs until December 2009 is an emergency short-term stabilization programme, whose key goals are to stabilize the macro and micro-economy, recover the levels of savings, investment and growth, and lay the basis of a more transformative mid-term to long term economic programme that will turn Zimbabwe into a progressive developmental State.

There is no doubt that the above tale of Zimbabwe's 'home grown' economic frameworks represents a situation of '*determination under very serious economic challenges*'.

Despite all these policy making efforts, the country has continued to experience severe macroeconomic instability characterized by hyper-inflation which registered a then record high of 600% in December 2003, declined to 163% in June 2005 following currency reforms instituted by the government. It has however been on a steep upward trend since reaching 100,580.2% in January 2008 rising to 231 million percent year-on-year in July 2008. The implementation of a series of extraordinary supply side interventions through Monetary Policy measures since December 2003 by the Reserve Bank of Zimbabwe (RBZ) which meant to usher in a vision of economic recovery have been met with macroeconomic challenges which include low foreign exchange reserves, an unstable exchange rate fuelling the emergence of a widespread foreign currency parallel market, a build-up in external arrears and a decline in savings and investment. Zimbabwe is currently ineligible for financial assistance from the IMF, the World Bank (WB) and the Africa Development Bank (ADB), but has since made huge strides in making repayments to the IMF. The outcome of all this has been a deepening economic recession in which real GDP growth registered a negative of -8% starting in 2000 down by -5.9% in 2002 and -4% in 2004 and -3.0% in 2006 (Table 1). In addition chronic shortages in food and non-food basic commodities such as mealie-meal, cooking oil, fuel have been experienced since 2000 to date.

**Table 1: Zimbabwe Key Development Indicators 1998-2007**

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Real GDP Growth (market prices, % change)	0.5	-3.6	-8	0	-5.9	-7	-4	-4	-3.0	-5.7*
Gross national Savings (% of GDP)	19	17	6.8	6.4	-9.2	-9	-16	-14	-1.70*	6.42*
Gross Investment (% of GDP)	-	-	-22.67	-13.08	1.28	-5.62	-3.88	-9.79	-15.87*	-17.26*
Net Foreign Direct Investment (FDI) (millions of US\$)	436	50	16	0	23	5	20	103	40	
Inflation (% CPI end period)	46.7	56.9	55.2	112.1	198.9	598.7	256.4	585.5	1,281.1	66,212
Official Exchange Rate (Z\$ per US\$ 1.00)	37.37	38.14	55.07	55.07	55.07	824	5,200	5,696	250	30,000
Usable Reserves (months of import cover)	0.3	0.2	0.1	0.1	0.1	0.1	0.1*	0.1*	0.1*	-
Total External Debt (% of GDP)	48.0	47.8	46	62	57	57	58	83		
Debt Service (% of Exports)	-	-	-	23.2*	25.4*	23.5*	18.7*	18.5*	18.0*	
Total Formal Employment (‘000 of employees)	1,348	1,317	1,234	1,190	1,115	-	-	-	-	-
Formal Employment Growth (% change)	-	-2.3	-6.3	-4.1	-5.8	-	-	-	-	-
HIV prevalence (%15-49 years)	-	-	25	-	-	24.6	-	20.1	18.1	15.6
Life expectancy at birth, years	39.9	39.5	39.0	39.9	36*	-	36*	37*		
Structural Unemployment (% of labour force)	-	-	-	-	>50	63	>60	>65	-	-
Population with access to safe water (rural), %	73	73	75	-	-	67	-	-	-	-
Human Poverty Index (HPI) %	24	-	-	29	-	33	-	40.3	-	-
Human Development Index (HDI)	0.507	-	0.541	0.444	-	0.410	-	0.513	-	-

Source: RBZ; ZHDR 2003, MOED, CSO, MOF

\* Gross national Savings (% of GDP), Gross Investment (% of GDP): estimates by MOF.

\* Life expectancy at birth, years, estimates by WHO.

\* Real GDP Growth (market prices, % change), Debt Service (% of Exports), Usable Reserves (months of import cover): estimates by IMF.

It is important to further note that, since 2000 the country has also been experiencing a multiplicity of challenges in addition to the economic challenge highlighted above and some of these include: recurring droughts and floods, general international isolation, HIV and AIDS pandemic and high poverty and un/under employment levels.

Zimbabwe, like most Southern African countries is at the epicentre of the HIV / AIDS pandemic. While the first HIV/AIDS case was reported in 1985, by end of 2002, it was estimated that 2.3 million people were infected and the adult prevalence rate was 33.7 percent. HIV prevalence among young women below the age of 20 was reported to be five times higher than their male counterparts. However, data from the Ministry of Health and Child Welfare suggest that adult HIV prevalence has declined to 24.6 percent in 2003 to 20.1 per cent in 2005, 18.1 per cent by 2005/2006 and 15.6 per cent by 2007 owing to a change in sexual behaviour as well as the many interventions by government, other local players and the international community (see Demographic and Health Survey (DHS), 2005/06; 2007). Resources remain a major challenge in scaling up responses.

This fall in the prevalence rate, if sustained, should result in an improvement in life expectancy in future. However, the prevalence of HIV among the most productive age group (15-49) and its debilitating impact on skills affects economic performance. As a result of the pandemic, life expectancy declined markedly from over 60 years in the mid-1980s to 37 years by 2007. As a result of the pandemic, life expectancy declined markedly from over 60 years in the mid-1980s to 37 years by 2007. Life expectancy has declined from 61 years in 1990 to 39 years to date (with females being disproportionately more affected than males thus emphasizing the gender dynamics and increased vulnerability among women (World Health Statistics 2007).

The humanitarian situation (food insecurity and shortage of other basic social services) has for the years since 2000 to date been deteriorating. Inadequate water supplies led to outbreak of cholera and dysentery in some parts of the country. Overall, according to the Zimbabwe Human Development Report of 2003 on HIV and AIDS, the cumulative outcome of all these socio-economic challenges has been an increase in human poverty as measured by the Human Poverty Index (HPI) from 24% in 1995 to 29% in 2001 and 33% as reported in the 2003 Poverty Assessment Study Survey. Human development as measured by the Human Development Index (HDI) declined from 0.507 in 1995 (medium human development) to 0.444 (low human development) in 2001 and in 2003 it declined to 0.410. The latest HDI is 0.513 according to the 2007/08 World Human Development Report.

### ***The Youth Unemployment Challenge***

The formal sector employment growth has shown a declining trend since 1980, with a growth of 2.7% between 1981 and 1990, 0.24% between 1990 and 1996, and a decline of -0.17% between 1998 and 2002. Formal employment has progressively declined since 1999 in line with economic decline. Two-thirds of the people employed in Zimbabwe are below the age of 25 and at the same time the highest concentration of unemployment of 40.7% of the total unemployed is between the ages of 20-24 years which reflects high unemployment among the youths. In cumulative terms, 81% of the unemployed people are the youths aged between 15-29 years of age. Unemployment is further worsened by the fact that the formal economy only absorbs 20 000 to 30 000 from the 200000 to 300000 school-leavers per year. This has also seen higher incidences of unemployment among females than males because of historical discrimination and negative socialization at many levels (at school, home, society and training institutions) which explains the high prevalence of poverty among females.

The 2004 LFS indicates levels of unemployment of 4.4 percent (strict definition for 7 days reference period), 9.3 percent (broad definition over 7 days) and 11.4 percent (broad definition over 12 months). In rural areas, the strict unemployment rate was 0.7 percent (0 percent for females and 0.9 percent for males) while the broad definition gave 2 percent. In urban areas the strict unemployment rate was 12 percent and the broad unemployment rate 23 percent. In both rural and urban areas, the strict unemployment rate for males was higher than that for females, implying that males were more actively looking for work compared to females. Using the broad definition, male and female unemployment rates were almost equal in rural areas while in urban areas, the female unemployment rate was double that for males.

Forty-five percent of the unemployed were previously employed, and of these, 79 percent were females. Eighty-seven percent of the unemployed but previously employed were from the private sector, of which 61 percent were females. Youths aged 15-24 years constituted the bulk of the unemployed, accounting for 62.1 percent in 1994, 65 percent in 1999, 67.5 percent in 2002 and 59.6 percent in 2004.

Clearly, these levels, even using the broad definition, are very low given the situation on the ground. The Poverty Assessment Study Survey 2003 (PASS II) calculated unemployment using an alternative definition, structural unemployment is estimated at 63 percent in 2003. Structural unemployment was higher for females (70 percent) than males (56 percent) because of the inclusion of the very poor and poor in agriculture and informal economy who are largely women. Updating these figures suggest an unemployment (structural) rate of about 80 percent<sup>1</sup> (see Zimbabwe Youth Employment Network Policy Document, Ministry of Youth Development and Employment Creation, 2006).

Most of the structurally unemployed youths and adults in Zimbabwe were struggling to earn a living in the then flourishing informal economy. Most of them were affected by the clean-up operation of 2005. PASS II (2003) indicates that the informal economy accounted for 30 percent of those employed, up from 23 percent in 1995. Forty seven percent of all employed persons in the informal sector were women. A greater proportion of females (43 percent) than males (24 percent) were employed in the informal economy. The 2004 Labour Force Survey suggests that 53 percent of those employed in the informal economy were females, and 47 percent were males. This is hardly surprising given the deepening crisis and efforts to re-organise the sector have not been largely successful.

In spite of the above highlighted development challenges that the country is going through, there are many policy initiatives that the Government of Zimbabwe has put in place to underpin and propel economic recovery and set a foundation for sustained growth and development.

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<sup>1</sup> Up to date *reliable unemployment levels data is not readily available in Zimbabwe*)

# Millennium Development Goals (MDGs) and 2015 Targets

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Zimbabwe was among the 189 Heads of State and Government which agreed to the Millennium Declaration at the Millennium Summit of September 2000. The Summit saw the declaration of the Millennium Development Goals (MDGs) which comprise eight quantitative goals, time targets and numerical indicators.

His Excellency, The President of the Republic of Zimbabwe, in his Foreword to the Zimbabwe Millennium Development Goals 2004 Progress Report writes:

*“As we continue to consolidate our political and economic independence, the poverty reduction objective has now acquired a central position in our development policies. The MDG targets we have for ourselves as a Nation, will now serve as social development benchmarks for all our development policies and interventions. As such, our national economic and social development plans, will henceforth seek to achieve the poverty reduction goals and targets outlined in this Report. By recognizing the strong link between poverty, gender and the HIV and AIDS epidemic, the Report draws attention to Goals 1 (Poverty), 3 (Empowerment of Women) and 6 (HIV and AIDS), as the national priority goals which underlie the achievement of MDGs in Zimbabwe.”*

Thus, a holistic Poverty Reduction agenda is no doubt top priority in Zimbabwe’s development process. The selection of Goals 1, 6 and 3 as priority goals while attending to all the eight goals is further testimony of commitment to this development agenda.

The Decent Work Country Programme (DWCP) for Zimbabwe is ILO’s contribution to the achievement of the targets of the MDGs.

## ILO Mandate

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The International Labour Organization (ILO) is the United Nations (UN) specialized agency which seeks to promote social justice and internationally recognized labour standards. It was founded in 1919 and is the only surviving major creation of the Treaty of Versailles which brought the League of Nations into being. The ILO became the first specialized agency of the UN in 1946.

The International Labour Organization (ILO) is devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are expressed in the Decent Work Agenda which seeks to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work-related issues. Work is central to people's well-being. In addition to providing income, work can pave the way for broader social and economic advancement, strengthening individuals, their families and communities. Such progress, however, hinges on work that is decent. Decent work sums up the aspirations of people in their working lives.

In promoting social justice and internationally recognized human and labour rights, the organization continues to pursue its founding mission that labour peace is essential to prosperity. Today, the ILO helps advance the creation of decent jobs and the kinds of economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress.

The ILO formulates International Labour Standards in the form of Conventions and Recommendations which set minimum standards of basic labour rights: freedom of association, the right to organize, collective bargaining, abolition of forced labour, elimination of child labour, equality of opportunity and treatment, and other standards regulating conditions across the entire spectrum of the world of work. It provides technical assistance primarily in the fields of vocational training and vocational rehabilitation; employment policy; labour administration; labour law and industrial relations; working conditions; management development; cooperatives; social security; labour statistics, gender equality and occupational safety and health. It promotes the development of independent employers' and workers' organizations and provides training and advisory services to those organizations. Within the UN system, the ILO has a unique tripartite structure with workers and employers participating as equal partners with governments in the work of the ILO's governing organs.

There is a renewed commitment to the Organization's mandate, building on the Declaration of Philadelphia (1944) and the Declaration on Fundamental Principles and Rights at Work (1998). The Declaration on Social Justice for a Fair Globalisation (2008) expressly links social justice to fair globalization and affirms the universality of the Decent Work Agenda. The declaration institutionalizes the Decent Work Agenda as the key policy and operational concept to attain the ILO's constitutional objectives and service efficiently and effectively its constituents.

In formulating the priorities for the programme for Zimbabwe recognition was made of the need to pursue policies and programmes based on the four strategic objectives – *employment, social protection, social dialogue and international labour standards*. The indivisibility of these objectives which are “inseparable, interrelated and mutually supportive” necessitates the integrated promotion of all of the objectives under the DWCP for Zimbabwe.

Despite the harsh developmental environment characterized by donor focus on humanitarian responses the ILO has managed to provide technical assistance to the Government of Zimbabwe and the social partners through past and ongoing technical cooperation projects on SME development, sectoral interventions in HIV and AIDS in the world of work, eliminating the worst forms of child labour, improving labour statistics, strengthening tripartism and social dialogue. Ad-hoc support has also been given to efforts aimed at building the capacity of constituents in employment policy formulation, labour law reform, improving labour market information systems and supporting the implementation of international labour standards.



# Decent Work Country Programmes: Purpose and Links with the UNDAF

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In his introductory comments to the 93rd ILC (June 2005), the ILO Director General, Mr Juan Somavia stated “*Decent Work Country Programmes will be the integrated expression of the ILO’s contribution and support to decent work as a national objective in any particular country.* Progressively DWCPs have become the delivery vehicles for the ILO Programme and Budget.”

Following its adoption at the UN in 2005 and by ECOSOC in 2006, the decent work agenda is no longer only an ILO goal but has become a global goal. In Africa the period 2007-2015 has been declared a decent work era and will particularly focus on critical issues related to African development, in line with the Millennium Development Goals (MDGs). These critical issues include job creation, youth employment, child labour, labour migration, sustainable enterprises and social protection.

The ILO is participating in the Zimbabwe United Nations Development Assistance Framework (ZUNDAF) 2007-2011 in line with the DWCP through the thematic groups on: (i) Poverty, economy and empowerment; (ii) Population and basic services; (iii) Governance and human rights; (iii) Land and environment; (iv) HIV and AIDS; (v) Gender; (vi) Data for development.

The DWCP for Zimbabwe has been fully integrated into the ZUNDAF for 2007-2011. The six key outcomes on reduction of the spread of infection, improvement in the quality of life of those infected, and mitigation of the impact of HIV and AIDS, enhanced national capacity and ownership of development processes towards the attainment of the MDGs by 2015, strengthened mechanisms for promoting the rule of law, dialogue, participation in the decision-making process and protection of human rights, reduced negative social, economic, political, cultural and religious practices that sustain gender disparity, improved access to quality and equitable basic social services and improved food security and sustainable management of natural resources and the environment fully capture the work of the ILO.

In this frame ILO support to its constituents has been achieved in collaboration with other UN agencies lead by the UNDP, IOM, UNAIDS, UNIFEM, UNICEF, UNESCO and UNFPA.

# Steps in Developing the Zimbabwe Decent Work Country Programme

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The process is articulated around four major steps comprising an assessment report (country priorities, lessons learnt from the past development cooperation, country priority needs based on a demand-driven approach and in line with the ILO mandate and comparative advantages); broad consultations with constituents (Government, Employers' and Workers' Organizations); consolidation and validation workshop (designing the country programme), and; implementation, monitoring, review and evaluation.

The ILO Sub-Regional Office for Southern Africa selected Zimbabwe as one of the three first countries in the Sub-Region to develop a DWCP. The first version of the DWCP for Zimbabwe was developed in December 2005 following stakeholder consultations which highlighted the needs of the constituents as broadly represented by the aspirations of the country to achieve the targets under the MDGs, particularly Goals 1 (Poverty), Goal 3 (Empowerment of Women) and Goal 6 (HIV and AIDS). It was implemented during the 2006-07 biennium. An interim evaluation of the programme was done through a tripartite-plus meeting of stakeholders on the 15<sup>th</sup> of January 2008. The interim evaluation concluded and agreed to continue with the originally adopted priorities, subject to some changes to refocus outcomes and to incorporate emergent issues. These changes are captured in this revised version of the programme.

# Country Priorities

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Three main priority areas that were identified and agreed on in 2005 have been maintained and have guided the development of the expected outcomes and outputs. The three areas that were agreed on are:

- ❖ **Poverty reduction through employment creation;**
- ❖ **Impact of HIV and AIDS at the workplace reduced, and;**
- ❖ **Enabling environment created through upholding and strengthening social dialogue.**

In order to have a more comprehensive formulation of the priority areas; as well as mainstream gender, the priorities have been rephrased as follows:

- ❖ **Employment and poverty;**
- ❖ **Social protection and HIV and AIDS at the workplace;**
- ❖ **Tripartism, social dialogue and industrial relations; and**
- ❖ **Gender equality and women empowerment.**

Against each priority, the main outcomes and outputs have been also reformulated as:

## **Priority 1: Employment and Poverty**

This priority is derived from the Millennium Development Goals framework under which Zimbabwe has prioritized MDG1 on Eradicating Extreme Poverty and Hunger. In the same vein, it needs to be pointed out that following the widespread conviction that poverty can only be reduced if people have a decent and productive job, a new target was added under MDG 1 in 2006: “Reaching full and productive employment and decent work for all, including women and young people”. The priority is also in line with the follow up to the Ouagadougou declaration which also prioritized employment creation as a way of reducing poverty in Africa. In the case of Zimbabwe the priority will be addressed through the creation of an appropriate National Employment Policy Framework.

### **Outcome 1.1: Employment is central to all national development plans and poverty reduction strategies**

**Strategy:** The ILO will continue to support the formulation and implementation of policies and programmes that have employment creation central to the development process. The policy formulation process will take into account national and regional commitments made by Zimbabwe including the Ouagadougou (2004) and Addis Ababa (2007) Plan of Actions on Employment and Poverty Alleviation in Africa. Strong emphasis will be placed on the involvement of the social partners in the design and implementation of the national employment policy and related programmes of action. To address the specific concerns with regard to the high rate of youth unemployment, an action plan will be prepared to this end. The gender dimension of the policy and programmes will be given particular emphasis. Different elements of the policy will be taken into account: macro-economic and sectoral policies, labour market, skills development and employability, small and medium enterprise development and productivity, the informal economy, the rural employment, the employment intensity of the public investments. Capacity building and advisory services will be used to strengthen the existing competences in the area of policy and programmes design and implementation.

***Output 1.1.1: Capacity of the National Steering committee on the follow up of the African Union Plan of Action for Promotion of Employment and Poverty Alleviation strengthened***

Support to the National Follow-up Institution (Steering Committee) whose overall objective is to assess and evaluate progress made in the implementation of the Declaration and Plan of Action on Employment and Poverty Alleviation (African Union Extraordinary Summit, Ouagadougou, September 2004).

***Output 1.1.2: National employment and labour market policies developed***

Assist the Government in the formulation and implementation of a national employment policy; Policy framework addressing investment growth and jobs and promotion of pro-poor (labour intensive) jobs in place; active labour market policies as part of the Employment policy Framework, formulated, adopted and implemented. A council made up of high-level representatives of producers and users of information, with the mandate responsible for the development of the Labour Market information System and for the formulation of appropriate programmes will be established. Policy issues and gaps in the existing repositories of information, including administrative records labour statistics, population censuses, establishment surveys and household surveys and ad hoc informal sector surveys, Poverty Assessment Study Surveys, identified and assessed. Data needed to produce information selected. Periodicity of information needs ascertained. Ensuing methodological issues discussed and agreed upon. Government officials' capacity in data collection, analysis and dissemination enhanced through training. Missing labour market indicators in place, processed, updated, analysed through the application of accepted methodologies, appropriate procedures and practice to the largest possible extent, stored and disseminated.

***Output 1.1.3: National youth employment action plan developed***

Vocational training and skills development needs assessed; dialogue facilitated to foster youth employment creation as a form of corporate social responsibility and highlighting the role of the private/public/civic organisations' collaboration in solving the problem; Support to the development of the youth employment policy to feed into the National Employment Policy; Capacity of the Ministry of Youth Development to produce reliable and relevant LMI enhanced, Youth Databank capturing LMI targeted at equipping youth and other stakeholders with the relevant data to help them find and create decent jobs; and Zimbabwe participating in the Youth Employment Network; involvement and participation of a wide number of actors – policy-makers from various government agencies, employers' and workers' organizations and other labour market institutions as well as representatives of interest groups such as youth associations, ensured in the formulation and implementation of the youth action plan. Firm commitment of the parties concerned confirmed. Realistic assessment of key constraints to be addressed and resources available to do so established. Implementation, monitoring and evaluation procedures agreed upon and established. National institutional framework and partners – national coordinator, lead institution and the international technical support team – in place. Youth action plan developed along the ILO "Guidelines for developing National Action Plans on Youth Employment" in tandem with the line ministries, social partners and stakeholders, validated and implemented.

**Outcome 1.2: Multi-faceted initiatives for job creation in the enterprise sector**

**Strategy:** The ILO will assist in the creation of a Business Link Office and for SMEs cluster associations. Technical advisory services will be provided and training programmes offered to strengthen the managerial and technical capacity of the small and medium enterprises. External assistance will be sought to put in place adequate infrastructure support, financing mechanism, technology transfer and upgrade as well as productivity initiatives. Outsourcing will be used to conduct research for the development of a SME road map highlighting sectors which have better potential to create decent jobs. Institutional capacity will be built to support the creation of conducive policies for SMEs development in urban and rural areas and new regulatory framework for the informal economy. Given that a significant effort will have to be made to update national databases and that reliable baselines are a sine qua non for the formulation of national and sectoral plans, the setting of targets, the basis on which progress towards these targets can be monitored and evaluated, a database on informal economy operations will also be developed. The ILO will continue to build the capacities of

representative employers' and workers' organizations in order to attract membership as well as competently engage in economic and social governance issues.

***Output 1.2.1: Improved BDS services for productivity and competitiveness***

ILO together with its local constituents will strengthen the institutional delivery capacity of local BDS facilitators and BDS providers by way of competitiveness strategy development advisory services, trainer development programmes, new product development, marketing support, and joint monitoring and evaluation. Furthermore, local BDS facilitators and providers will be assisted to further consolidate and expand existing institutional networks with stakeholders across system levels, e.g. with representatives of local level as well as provincial level and national level organizations with a mandate for SME development. Technical support of the ILO will build on the ILO system enterprise development approach, and it will be sector-specific, e.g. focus on priority industries/value chains as determined by the Government of Zimbabwe in its economic rehabilitation strategy and development plans. Any initiative under output 1.2.1 will be closely linked to initiatives under output 1.2.2 and 1.2.3, and to initiatives related to outcomes 1.1 and 1.3.

***Output 1.2.2: Upgraded informal economy***

Linked to output 1.2.1, ILO will specifically target informal economy business owners and operators to step by step formalize their business ventures. To this end, ILO will capacitate local BDS facilitators and – providers to in turn reach for and capacitate informal sector business owners and operators by way of training/re-training and advisory services in fields like enterprise productivity, occupational safety health, access to markets, and Human Resource Development. ILO will also render association building support to these informal sector business operators to enable them to organize and to link up with existing institutional structures established by ILO constituents like employers and workers organizations.

***Output 1.2.3: Support to New cooperative policy and action plan***

ILO will assist its local constituents and where applicable other local stakeholders to review the existing structures, policies and programmes to support the development of cooperatives and other types of social enterprises in Zimbabwe, and to jointly determine initiatives to refine and further develop this framework. ILO will next render capacity building support to local BDS facilitators and –providers with a mandate to promote cooperative development, to enable them implementing these policies and programmes. Refer above to output 1.2.1 for more information on the mix of capacity building support services to be rendered by ILO.

**Outcome 1.3: Employment creation opportunities optimized through investments made towards infrastructure rehabilitation and delivery and waste management**

**Strategy:** The strategy will include the mainstream of employment into national development plans, poverty reduction strategy, investment policy and UNDAF, The ILO will continue to support technical ministries responsible for delivery of infrastructure as well the community associations so they can apply the use of local resource-based methods in delivery of infrastructure and social services with high potential for employment creation (roads and water works, waste management, environmental protection) .The technical and managerial capacity of the small contractors, consultants associated with delivery of labour based works will be strengthened to simultaneously increasing job opportunities, working conditions by integrating elements of decent work (labour standards) in their procedures (project design, procurement, recruitment, implementation, remuneration).

***Output 1.3.1: Trust and community base enterprise in the area of waste management trained and supported***

Technical and business training provided to community-based organization (CBO) establishing them as business entities on environmental protection. Capacity of the CBOs strengthened through continued technical and knowledge support. Knowledge of local government staff on waste management and partnership with CBOs improved.

### ***Output 1.3.2: Jobs and assets created in infrastructure rehabilitation programme***

Tools and guidelines on employment intensive approaches reviewed and amended as necessary. Programme documents on rehabilitation and improvement of infrastructure works using employment-intensive approaches developed and shared with interested partners. Training and refresher courses on employment intensive approaches provided to both public and private sector role players and delivery agents. Local emerging entrepreneurs and CBOs actively participated in the rehabilitation and improvement of infrastructure

## **Priority 2: Social Protection and HIV and AIDS at the Workplace**

The Ouagadougou Summit identified social protection as a key element in the strategy to fight poverty. Social Protection is also crucial to attaining the MDGs. Social security is a human right enshrined in the Universal Declaration of Human Rights that has been given specific form in ILO Conventions and Recommendations, most prominently in the Social Security (Minimum Standards) Convention, 1952 (No. 102). It is a fundamental means for creating social cohesion, thereby helping to ensure social peace and social inclusion. It is one of the main pillars of the Decent Work Agenda and an important contribution to achieving the Millennium Development Goals. The negative impact of HIV and AIDS which has largely affected the productive age of the economy has created a generation of orphans and a society of families headed by children or old people who are often in greater need for social protection. The pandemic coupled with a very volatile economic environment has also eroded social security safety nets and necessitated the need to improve and extend the coverage of social security systems in the country.

### **Outcome 2.1: Reduced incidence of HIV and AIDS infection and improved protection of infected and affected people through non-discriminatory policy**

**Strategy:** Strengthening social dialogue on issues of HIV and AIDS impact mitigation through advocacy for policy development and implementation and making HIV a collective bargaining issue through such fora as the national HIV and AIDS Partnership Forum to discuss and adopt HIV and AIDS policies, programmes and interventions and Tripartite Negotiating Forum for enhancement of consultative processes. Time bound programme on HIV and AIDS in the world of work developed for sectoral and enterprise level policies and programmes on HIV and AIDS in identified priority sectors (Hospitality, Agriculture, Small and Medium Enterprises, Informal Economy, Mining and Transport)

### ***Output 2.1.1: Scaled up HIV and AIDS workplace policies and programme responses***

Facilitate implementation of sectoral and enterprise level policies and programmes on HIV and AIDS in identified priority sectors (Hospitality, Agriculture, Small and Medium Enterprises, Informal Economy, Mining and Transport) through: Enhanced capacity of constituents to develop workplace policies and comprehensive time bound HIV and AIDS programmes; Scaled-up implementation of programmes on prevention, provision of care, support and access to treatment for workers and their families; strengthened social dialogue on issues of HIV and AIDS impact mitigation through advocacy for policy development and implementation; making HIV a collective bargaining issue by engaging the Tripartite Negotiating Forum (TNF) to discuss and adopt HIV/AIDS policies and programmes; and increased participation of the ILO in the joint UNCT resource mobilisation initiatives for scaling- up universal access to HIV and AIDS workplace programme responses.

### ***Output 2.1.2: Strengthened coordination of private sector programmes through operationalising the Private Sector Strategic Framework***

This will be achieved through institutional capacity building of tripartite partners, government, employers, workers and their affiliates and other key stakeholders in the private sector, civil society groups to deal with strategic HIV and AIDS issues as outlined in the Private Sector Strategic Framework, supporting the

establishment of a coordination framework and a Private Sector Forum to guide Private Sector HIV and AIDS activities nationally, working with the service providers to develop programme guides for standardizing workplace programme strategies and developing of a monitoring and evaluation system for the private and public sector HIV and AIDS workplace programmes within the context of the national monitoring and evaluation system.

***Output 2.1.3: Increased participation of employers' and workers' organisations in accessing national and international funding for HIV and AIDS programmes increased***

Initiatives will focus on capacity building and strengthening of Employers' and Workers' organisations and other private sector institutions in proposal development, programme management, and monitoring and evaluation of workplace programmes and identification and documentation of private sector initiatives and best practices on HIV and AIDS.

**Outcome 2.2: Maternity protection strengthened**

**Strategy:** The achievement of international standards of maternity protection will require sustained action over a period of time. The Maternity Protection Convention, 2000 (No. 183) can be used to promote better provisions in Zimbabwe. The campaign has three priorities: (1) Ratification of the Maternity Protection Convention, 2000 (No. 183); (2) Making maternity protection a reality by ensuring that government and social partners apply the standard in practice; and (3) Negotiating better protection through collective agreements.

***Output 2.2.1: Appropriate strategy for a campaign to make maternity protection a reality in Zimbabwe – in line with the Maternity Protection Convention, 2000 (No. 183),***

The campaign to achieve ratification of the Convention and to make maternity protection a reality will have a number of steps: (1) Establishment of a forum or a national campaign committee; (2) The forum or national campaign committee could carry out an assessment of the current legislation and provisions in collective contracts, compared to ILO Convention No. 183; (3) Mobilisation of social partners and the community; (4) The forum or national campaign committee could develop a set of demands to be put to the government. The same demands can be presented to employers, when negotiating to renew collective agreements. (5) Setting of a time frame to a plan of action and monitoring and evaluating the implementation of the campaign.

**Outcome 2.3: Improved health care for workers in the informal economy**

**Strategy:** In order to ensure the sustainability and viability of a health micro-insurance scheme, it is important to define its characteristics in terms of its particular context. The feasibility study is a key contributing factor to the success of a health micro-insurance scheme.

***Output 2.3.1: Feasibility study for the establishment of a health micro-insurance scheme in Zimbabwe***

The feasibility study is to be implemented in the following phases: (1) Initiate the phase to prepare and plan the feasibility study (setting up of the steering committee, planning the feasibility study); (2) Enter into dialogue with the target population and the other actors concerning problems related to health and access to health care; (3) Data collection and analysis phase; (4) Scheme design phase; (5) Phase to prepare for setting up the scheme.

## **Outcome 2.4: Appropriate Strategy for Labour Protection that includes provision for migrant labour and child Labour**

**Strategy:** The ILO will facilitate the establishment of a regional initiative for dialogue and cooperation on labour migration management based on the ILO Multilateral Framework on Labour Migration. The Office will also support SADC countries in developing and signing bilateral or multilateral labour agreements and provide capacity-building support to labour administration and migration management institutions to provide support to migrant workers. In the area of policy making, bilateral and sub-regional dialogue will be encouraged through seminars, panels and discussions targeting a wide range of stakeholders including decision-makers. Research, data collection and analysis will be used to support policy formulation. The services responsible for labour migration will be strengthened and assistance will be provided to set up systems of statistical information. Capacity of the national employment services will be reinforced. Training and information to potential migrants on the risks of irregular migration and on their rights and obligations as migrant workers will be provided. The principles and guidelines of the ILO rights-based approach highlighted in the ILO Multilateral Framework on Labour Migration will be disseminated and promoted. Social dialogue will be promoted with a view to reaching a consensus on labour migration issues among the tripartite constituents at national and regional levels. The ILO will also assist the Government of Zimbabwe and its partners to establish the extend of the worst forms of child labour through the conducting of a rapid assessment survey with a view to developing a Time-Bound Programme to eliminate the phenomenon.

### ***Output 2.4.1: Beitbridge Labour Migration Centre***

Set up a labour recruitment centre at Beitbridge aimed at halving the number of deportees and establish a mechanism for orderly labour migration between Zimbabwe and South Africa; especially the farming sector in the Limpopo Province (South Africa).

### ***Output 2.4.2: Improved data and statistics on labour migration***

Set up data systems that provide information on the labour migration trend, which will enable Zimbabwe and the receiving countries as well as the migrants themselves in order to inform decisions (policies/programmes/individual) on recruitment; this will resolve the current problems caused by undocumented migrant workers. It is envisaged that the various forms of exploitation in recruitment and employment, inhuman labour conditions, substandard housing, exclusion from social protection, and denial of many basic human rights would be resolved.

### ***Output 2.4.3: Time-bound programme on child labour***

Study conducted to identify the worst forms of child labour in Zimbabwe, to enable the development of a Time Bound Programme to address the worst forms of child labour including in the informal economy.

### ***Output 2.4.4: Implementation core ILO Conventions promoted***

Effective cooperation among the tripartite partners for the implementation and realisation of the principles of freedom of association, right to organise and right to collective bargaining; improved appreciation by the Committee of Experts on the effective implementation of ratified conventions in Zimbabwe.

## **Priority 3: Tripartism, Social Dialogue and Industrial Relations**

Zimbabwe is currently faced with a number of socio-economic challenges such as unemployment, high levels of inflation, rising informal economy, HIV and AIDS pandemic and gender inequalities. There is consensus among the parties that, in order for the country to bring about the required economic turnaround, there is need for the key role players in economic development to engage in national social dialogue. In addition, the ZUNDAF has as one of its outcome strengthened of systems, institutions, mechanisms and processes that promote good governance, gender equality, rule of law and dialogue.



**Outcome 3.1: Facilitate and institutionalize social dialogue on socio-economic issues including policy formulation and implementation and capacity building of the Tripartite Negotiation Forum (TNF)**

**Strategy:** The nature of the ILO's tripartite structure makes the ILO unique among world organizations because employers' and workers' organizations have an equal voice with governments in all its deliberations. The ILO will seek to encourage tripartism within and among partners by promoting social dialogue to help design and implement national policies. The key element of the strategy is to strengthen tripartite and bipartite social dialogue institutions and processes and to build the capacity of representative employers' and workers' organisations to be able to engage in effective social dialogue and influence socio-economic and labour market policies. To reach this goal, technical assistance will be provided to the TNF in the establishment of a TNF secretariat to improve the implementation framework for its protocols and decisions; capacity of bi-partite Employment Councils (ECs) will be enhanced through strengthening of their negotiation skills, with emphasis on mutual gains negotiations techniques; training in dispute settlement techniques will be provided to the ECs to be able to resolve labour disputes that may arise as a result of bipartite negotiations; and direct services such as training, information and advice will be offered to representatives of employers' and workers' organisations, in particular, training on social dialogue techniques will be provided to facilitate and institutionalize dialogue on socio economic issues including policy formulation and implementation. Social dialogue will be used to overcome all forms of discrimination facing women, and women representation in the institutions of social dialogue and in management position of the employers' and workers' organisations will be promoted.

***Output 3.1.1: Capacity of Tripartite Negotiating Forum strengthened and its role acknowledged***

ILO will provide technical and resource assistance in the setting up of a full time TNF secretariat to prepare for meetings of the TNF and follow up on its decisions. Training in modern social dialogue techniques will be provided; and technical assistance will be provided to the TNF in the revision of the recently concluded protocols.

***Output 3.1.2: Bi-partite social dialogue institutions strengthened***

Employment Councils will be trained in mutual-gain negotiation, mediation, conciliation and arbitration skills. Furthermore codes of good practices and guidelines on dispute resolution will be finalised and adopted for publication by the Minister.

**Outcome 3.2: Improved labour administration system to design, implement and monitor decent work policies**

**Strategy:** Zimbabwe's economic challenges require a strong and effective labour administration to provide guidance in the implementation and enforcement of national policies and laws relating to decent work in the areas such as promotion of gender equality and employment, HIV and AIDS, new forms of the employment relationship. Technical assistance will be provided to labour administration in the formulation and implementation of policies that promote decent work. Emphasis will be on policies that promote fair labour practices, in particular on gender equality, HIV and AIDS, employment relationships, labour dispute prevention and resolution. Capacity of labour administration will also be strengthened to extend its services and provide technical guidance on decent work to the informal economy and other category of vulnerable employees. The technical capacity of the Ministry of Public Service, Labour and Social Welfare will be strengthened to effectively participate in government structures which develop national socio-economic policies in order to influence the inclusion of the decent work agenda. Strong emphasis will be placed on the involvement of social partners in the design and monitoring of the implementation of the labour administration policies.

***Output 3.2.1: Capacity of the labour inspectorate strengthened***

An assessment of the inspectorate will be undertaken and capacity building programmes will be developed for labour inspectors. Technical assistance will be provided in areas such as the formulation and implementation of an inspection policy, training in modern inspection techniques, extension of inspection services to the informal economy and other vulnerable employees.

### ***Output 3.2.2: Alternative dispute resolution mechanisms and processes strengthened***

Technical assistance will be provided to enhance the effectiveness of mediation, conciliation and arbitration services provided. Training in conciliation, mediation and arbitration skills will be provided to conciliators and arbitrators. Assistance will be provided in the finalisation of codes of good practice and guidelines and their dissemination. Technical assistance will also be provided to the Labour Court in the areas of mediation and conciliation.

## **Priority 4: Gender Equality and Women Empowerment**

Zimbabwe has selected MDG3 on Promoting Gender and Empowerment of Women as one of 3 key priority MDGs it seeks to achieve. Gender has also been prioritised under the Zimbabwe United Nations Development Assistance Framework (UNDAF) and the ILO is tasked with leading in mainstreaming gender in all sectors of the economy. With poverty in the country mainly affecting women than men, women become a segment of the population requiring special attention in terms of alleviating their plight.

### **Outcome 4.1: Gender equality and empowerment that will alleviate poverty and influence social development**

**Strategy:** The ILO through the ZUNDAF Gender Thematic Group will spearhead efforts to attain increased capacities of national institutions, women's and civil society organizations to mainstream gender in key sectors of development. Support will be given to the national gender machinery to implement the National Gender Policy through the Plan of Action. The ILO will also encourage the government to take specific measures to promote gender equality. These measures may include a legislation to protect the women against discriminatory practices in recruitment, remuneration and promotion and to facilitate women access to the labour market. Gender equality will also be promoted in the areas of education, training and employment by integrating gender issues into the programmes of education and vocational training. Women participation in decision making institutions, management positions, employers and workers organisations, social dialogue and governance institutions will be encouraged and supported.

Women economic empowerment will be used as a strategy to fight Gender-Based Violence (GBV). The strategy will include the promotion of women entrepreneurship through tailor made training programmes on SME development and micro-finance schemes for women in the informal economy using WEDGE tools.

### ***Output 4.1.1: Capacity building for NGM to mainstream gender in all sectors of the economy***

The ILO will support capacity building of the National Gender machinery (NGM) through provision of training on gender auditing and negotiation skills. The ILO will also disseminate information of the Gender Campaign

## **Implementation**

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The ILO and its Constituents (Government of Zimbabwe, Employers and Workers' Organizations) will establish a Steering Committee. Each of the tripartite constituents will be requested to nominate an agreed number of officials to the Steering Committee. The Committee will also be charged with the responsibility to address operational issues relating to the DWCP, ILO interventions in Zimbabwe as well as plan or adjust concrete activities aimed at assisting the constituents and mobilizing resources.

Support to the DWCP for Zimbabwe will be delivered through partnerships with Turin and Headquarter departments for technical backstopping and sharing resources.

## Monitoring and Evaluation

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This will be executed by the ILO and its Constituents through a participatory and consultative process. An implementation plan will be drawn up by the ILO and shared with all key stakeholders to agree on key outcomes, outputs and indicators of the programme. The following key activities will be executed through the steering committee and/or in consultation with the responsible constituents:

- ❖ Reinforced collaboration in planned and ad hoc assessments and monitoring based on bi-annual coordination meetings between the ILO and its Constituents;
- ❖ Monitoring of activities and production of yearly progress reports; and
- ❖ Resource mobilization and tracking for the implementation of the DWCP.

# Annexes

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## Annex 1: Conventions Ratified by Zimbabwe

Convention	Ratification date
C14 Weekly Rest (Industry) Convention, 1921	06:06:1980
C19 Equality of Treatment (Accident Compensation) Convention, 1925	06:06:1980
C26 Minimum Wage-Fixing Machinery Convention, 1928	16:09:1993
C29 Forced Labour Convention, 1930	27:08:1998
C45 Underground Work (Women) Convention, 1935 *	06:06:1980
C81 Labour Inspection Convention, 1947	16:09:1993
C87 Freedom of Association and Protection of the Right to Organise Convention, 1948	09:04:2003
C98 Right to Organise and Collective Bargaining Convention, 1949	27:08:1998
C99 Minimum Wage Fixing Machinery (Agriculture) Convention, 1951	16:09:1993
C100 Equal Remuneration Convention, 1951	14:12:1989
C105 Abolition of Forced Labour Convention, 1957	27:08:1998
C111 Discrimination (Employment and Occupation) Convention, 1958	23:06:1999
C129 Labour Inspection (Agriculture) Convention, 1969	16:09:1993
C135 Workers' Representatives Convention, 1971	27:08:1998
C138 Minimum Age Convention, 1973	06:06:2000
C140 Paid Educational Leave Convention, 1974	27:08:1998
C144 Tripartite Consultation (International Labour Standards) Convention, 1976	14:12:1989
C150 Labour Administration Convention, 1978	27:08:1998
C155 Occupational Safety and Health Convention, 1981	09:04:2003
C159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983	27:08:1998
C161 Occupational Health Services Convention, 1985	09:04:2003
C162 Asbestos Convention, 1986	09:04:2003
C170 Chemicals Convention, 1990	27:08:1998
C174 Prevention of Major Industrial Accidents Convention, 1993	09:04:2003
C176 Safety and Health in Mines Convention, 1995	09:04:2003
C182 Worst Forms of Child Labour Convention, 1999	11:12:2000

\* Convention 45 on Underground Work has since been denounced by the Government of Zimbabwe

