



# **Employment Creation Policies and Strategies in Zambia, Prospects, Challenges and Future Outlook**

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# **PRESENTATION OUTLINE**

**1.0 BACKGROUND**

**2.0 REVIEW OF CURRENT POLICIES AND STRATEGIES**

**3.0 CHALLENGES IN EMPLOYMENT CREATION**

**4.0 FUTURE PROSPECTS**

**5.0 CONCLUSION**



# 1.0 BACKGROUND

- ▶ Zambia has been facing the challenge of high unemployment since the early 1990s
- ▶ The problem of unemployment is more prevalent in Urban Areas and amongst the youth, women and people with disabilities
- ▶ In addition, there is a significant number of people in low paid and insecure jobs who work in unsafe working environments



# 1.0 BACKGROUND...Continued

- ▶ Poverty levels have remained significantly high despite the economic growth the country has recorded in the past years
  
- ▶ Some of the causes of the high unemployment levels include:
  - Low manufacturing and industrial base
  - Weak forward and backward linkages within the economy i.e. Between SMEs and Multi-National Corporations
  - Weak entrepreneurial culture
  - Low levels of economic diversification and productivity
  - Weak education system that doesn't support practical work related skills
  - Lack of investments in areas of high potential for employment generation E.g. Agriculture
  - Focus on primary/raw products exports due to lack of investments in value addition



## 1.0 BACKGROUND...Continued

- ▶ Despite some initiatives under Successive Governments, there has been lack of a well coordinated approach of addressing the unemployment problem
- ▶ The PF as a party recognised the problem of unemployment even before it ascended to power



## 1.0 BACKGROUND...Continued

- ▶ In this regard, the party through its Manifesto prioritised employment creation for the Zambian people
- ▶ Specifically, PF plans to promote pro-poor growth with focus on job creation, skills training, self employment opportunities and improving the quality of jobs
- ▶ Now that the Party is in Government, we strongly feel it is time to act decisively on the issue of unemployment



## **2.0 REVIEW OF CURRENT EMPLOYMENT POLICIES AND STRATEGIES**

- ▶ Currently, a number of policies and strategies exist that aim at addressing the challenge of unemployment
- ▶ These policies and strategies are spread across various sectors of the economy



## 2.0 REVIEW OF CURRENT EMPLOYMENT POLICIES AND STRATEGIES....Cont'd

- ▶ The notable policies that address employment issues include:
  - The crosscutting Employment and Labour Market Policy;
  - The Micro, Small and Medium Enterprises Development Policy;
  - The National Youth Policy;
  - The TEVET Policy;
  - The Gender Policy;
  - Agricultural policies; and
  - The Decentralisation Policy.



## 2.0 REVIEW OF CURRENT EMPLOYMENT POLICIES AND STRATEGIES....Cont'd

- ▶ In addition, there are strategies being implemented by different institutions aimed at addressing unemployment, they include:
  - The Citizens Economic Empowerment Fund;
  - The Youth Empowerment Fund;
  - Business Development Support programmes under various Ministries such as Community Development, Commerce, Agriculture, Gender, Youth and Sport, Mines, Education, Science and Technology among others.



## 3.0 CHALLENGES IN EMPLOYMENT CREATION

- ▶ Amongst the key challenges that need to be addressed are the following:
  - Uncoordinated efforts that result in duplication;
  - Poor Management of the strategies;
  - Implementation of piece-meal activities that do not address the problem in its entirety;
  - Poor programme/activity design;
  - Relatively poor funding towards the initiatives;
  - Implementation of strategies that result in dependence on Government as opposed to real empowerment;
  - Lack of consistency or continuity to ensure sustained results; and
  - Weaknesses in employment and labour related legislation and system of labour administration



## 4.0 FUTURE PROSPECTS

- ▶ Notwithstanding the weaknesses in the current system, there are a lot of reasons to be optimistic. One of these reasons is the presence of a new Government with the political will to address the challenge of unemployment and promotion of decent work and rights at work;
- ▶ The PF Government wants to be systematic in the way it handles the unemployment challenge in order to assure sustainability of outcomes;
- ▶ Overall, the future for employment creation lies in the review of the current Employment and Labour Market Policy and development of a well integrated and coordinated national employment creation strategy. The overarching aim should address promotion of decent jobs in the informal sector and expansion of formal sector employment;



## 4.0 FUTURE PROSPECTS..Cont'd

- ▶ From the Government perspective, possible issues that can be considered in formulating the strategy include:
  - Appropriate institutional arrangements for effective implementation;
  - Implementation of programmes in resource rich sectors such as agriculture, tourism, mining, forestry, lands and water and construction among others;
  - Sustainable Resource mobilisation plan;
  - Implementation of labour intensive programmes in selected geographical areas and sectors;
  - Revising some of the functions and policies/legislation under some public institutions;
  - Provision of practical skills, on-the-job training or apprenticeship particularly for the youth;
  - Promotion of real community empowerment; and
  - Mainstreaming of cross cutting issues such as HIV/AIDS, Gender and Environmental Management.



## 5.0 CONCLUSION

- In conclusion, I would like to state the following:
  - The future is in our hands;
  - The process we have started today must make a difference in the lives of the currently unemployed by putting money in their pockets;
  - As Government , we will offer the Leadership, Political will at all levels and all the necessary support and we shall expect no less from all those with the responsibility to implement our decisions;
  - Henceforth, Let us act to ensure progress.

**THANK YOU FOR YOUR  
ATTENTION!**