

workshop which comprised 29 participants was held at Trade Kings (Zambia) Limited, in Lusaka, on 10 August 2012.

The workshops shared the following common objectives: to introduce the link between safe and health working conditions, improved productivity and motivation of the workforce; to demonstrate the benefits of a systematic approach to improving working conditions; and to demonstrate how to calculate both the direct and indirect costs of occupational accidents and poor working conditions. Further to this, the enterprise-based workshop which was held at Trade Kings (Zambia) Limited sought to give the participants who attended the first workshop some hands-on experience in facilitating the module.

3.8 Awareness-Raising Activities during Annual Observance of World Day for Safety and Health at Work

In 2011 and 2012 the project made financial contributions towards the observance of the World Day for Safety and Health at Work. The financial contributions went towards adverts in the print and electronic media and the publication of awareness-raising materials such as banners, fliers, leaflets and T-Shirts.

The objective of the Project's financial support towards the observance of the World Day for Safety and Health at Work was to put the spotlight on OSH issues and to raise public awareness about them.

4.0 THE CHALLENGE

As the Project winds up its activities in Zambia, the challenge facing national stakeholders is to continue to pursue their joint efforts to ensure that the provisions of Zambia's National Occupational Safety and Health Programme are implemented in order

to benefit the workers and enhance decent work in the country's places of work. Of critical importance to this is the allocation of adequate logistics and human and financial resources to institutions such as the Occupational Safety and Health Services Department, the Occupational Health and Safety Institute and the Mines Safety Department.

5.0 FINAL PROJECT CONFERENCE

The final conference of the Project will showcase the results achieved by the Project, examine the findings and lessons learnt, and discuss the way forward with stakeholders, development cooperation partners and policy makers. The following are some of the questions that will have to be answered during the discussions. **The following are some of the questions that will have to be answered during the discussions:**

- a) What are the key challenges for occupational safety and health in Zambia today?
- b) To what extent did the project change the approach to occupational safety and health?
- c) What remains to be done and how can the national programme be implemented (implementing partners and funds)?

The final conference will be open to all stakeholders who were involved in the implementation of the project as well as to all other institutions that would be interested in developing interventions in occupational safety and health in Zambia. The participation of International Development Cooperation Agencies and other Cooperating partners is therefore particularly welcome.



European Union



International
Labour
Organization

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Cresta Golfview Hotel, Lusaka – Zambia

Final conference of the EU/ILO project “Improving Safety and Health at Work through a Decent Work Agenda”

1.0 BACKGROUND

The project “Improving Safety and Health at Work through a Decent Work Agenda” was developed to better address occupational safety and health as a vital component of decent work. It was implemented over two years between 2010 and 2012 in five pilot countries (Eastern Europe: Republic of Moldova and Ukraine; Central America: Honduras; Southern Africa: Malawi and Zambia).

The pilot countries were selected by the ILO and the EU on the basis of their national commitment to improve safety and health at work as evidenced by formal agreements between governments, employers' and workers' organisations in the Decent Work Country Programmes (DWCPs).

According to the International Labour Organization (ILO) estimates that:

- Over 2 million people die around the world each year as a result of their work;
- Every day around 1,000 people go out to work and simply don't return home because they die in occupational accidents;
- Non-fatal occupational accidents

have increased to over 300 million per year; and

- The global economic cost of occupational accidents and diseases represents 4% of the global gross domestic product (GDP).

In Zambia, as in many countries around the world, safety and health at work is a major concern. According to the Zambia Country Profile on Occupational Safety and Health, an estimated 1,200 occupational accidents are reported annually. However, this number is thought to be far below the actual occurrences of workplace accidents and fatalities. It is the considered view of national authorities on OSH such as the Occupational Safety and Health Services Department, Mines Safety Department and Workers Compensation Fund Control Board that there is gross underreporting of workplace accidents and diseases in Zambia.

2.0 AIM

The project's aim was to incorporate occupational safety and health (OSH) at the highest level in the national political agenda, developing on a tripartite basis national programmes on occupational safety and health and translating them into action at the workplace.

3.0 RESULTS ACHIEVED

In Zambia, several important results were achieved. These results have laid the ground for the achievement of the developmental goal of the project, which is a reduction in the number of occupational accidents and work-related diseases. The results that were achieved by the project are listed below.

3.1 Development of a National Profile on Occupational Safety and Health

In November 2010, the Project commissioned the development of a National Profile on Occupational Safety and Health for Zambia. The Profile was meant to give a situation analysis of occupational safety and health in Zambia and to help guide the implementation of the Project.

A validation workshop of the tripartite constituencies and other stakeholders, which was held on 9 March 2011 at Cresta Golfview Hotel, adopted the Zambia Country Profile on Occupational Safety and Health.

3.2 Development of a National Programme on Occupational Safety and Health

In order to address the challenges faced by Zambia in the area of occupational safety and health, a series of stakeholders' workshops and meetings were held in order to develop a National Occupational Safety and Health Programme. The first workshop was held at Cresta Golfview Hotel, in Lusaka, from 9-11 March 2011. The workshop attracted 22 participants who were drawn from government OSH enforcement agencies, Zambia Federation of Employers, Zambia Congress of Trade Unions and the Federation of Free Trade Unions of Zambia. The objective of the first workshop was to impart knowledge and skills in participants to enable them draft the National OSH Programme. The workshop's discussions were informed by the Zambia

Country Profile on Occupational Safety and Health. The workshop concluded by identifying priority areas for action in the area of OSH in Zambia.

A draft National OSH Programme was later developed around the priority areas that were identified by stakeholders. Subsequent meetings to refine draft versions of the Zambia Occupational Safety and Health Programme were held in September and November 2011. The Zambia Occupational Safety and Health Programme will be ready for adoption and subsequent launch before 20 November 2012.

3.3 Training of Trainers in Risk Assessment and Management Methodologies

From 30 May -3 June 2011 a training of trainers' course in risk assessment and management was held at Mika Hotel in Lusaka. The course attracted 24 participants from government OSH enforcement agencies, parastatal organisations, private enterprises, trade union organizations and the employers' organization. The objective of the course was to equip participants with the knowledge and skills that would enable them to: introduce a system for conducting risk assessment in their workplaces and the process of managing risk assessment; and train others in risk assessment and management.

To give the trained trainers some hands-on experience in facilitating the course, one-day training courses were held at Lafarge Cement (Zambia) Limited, Trade Kings (Zambia) Limited and Good Time Steel Limited in October 2011. The target audiences constituted shop floor supervisory staff in the selected enterprises. Besides enhancing the capabilities of the trained trainers in carrying out risk assessment and management training, the other objective of these one-day courses was to train the shop floor supervisors in the chosen enterprises in risk assessment and management.

Due to demand from the Safety and Health Managers of the Copperbelt-based mining companies that were represented in the first course, another training of trainers' course was held at Edinburgh Hotel in Kitwe from 17- 21 October 2012. This course had 18 participants the majority of whom were Safety Managers and Safety Representatives from the mining industry.

3.4 OSH Awareness-Raising Seminar for some Members of Parliament

On 20 June 2012, an awareness seminar was held for Members of Parliament (MPs) belonging to: Parliamentary Committee on Labour, Youth and Sport; Parliamentary Committee on Health, Community Development and Social Welfare; and Parliamentary Committee on Economic Affairs. Notable participants included: the Deputy Minister of Labour; the Chairperson of the Parliamentary Committee on Health, Community Development and Social Welfare; and the Chairperson of the Parliamentary Committee on Economic Affairs. The seminar attracted 32 participants comprising 16 Members of Parliament and 16 technocrats from Parliament and the Ministry of Labour. The Director of the ILO Country Office for Zambia, Malawi and Mozambique was represented at the seminar.

The objective of the seminar was to motivate the MPs to promote occupational safety and health as a priority issue with regards to resource allocation and inclusion in national development plans.

3.5 Study on Zambia's System for the Recording and Notification of Occupational Accidents and Diseases

In December 2011, the Project commissioned a study on the system for the recording and notification of occupational accidents and

diseases in Zambia. The Consultant circulated a draft report of the study in April 2012. From 21-22 June 2012, a stakeholders' validation workshop for the Study's report was held at Cresta Golfview Hotel. The workshop attracted 20 participants comprising OSH personnel from government OSH enforcement agencies, employers' organisation, workers' organisations and private sector enterprises.

The adoption of the report, with changes suggested by the participants, took place on 22 June 2012.

3.6 Study on Malawi's System for the Recording and Notification of Occupational Accidents and Diseases

A training workshop for Labour and Occupational Safety and Health Inspectors was held at Protea Hotel Lusaka on 7 August 2012. A total of 27 participants attended the workshop. The participants were drawn from the Ministry of Labour and Social Security's Departments of Labour and Occupational Safety and Health Services.

The objective of the workshop was to develop training capacity in the participants and to equip them with knowledge and skills that would enable them: appreciate the principles of modern enforcement policy, strategy and procedures; and work with social partners in a constructive manner.

3.7 Workshops Demonstrating the Cost of Occupational Accidents and Diseases

Two workshops aimed at demonstrating the cost of occupational accidents and diseases were held in August 2012. The first workshop which attracted a total of 26 participants was held at Protea Hotel Lusaka on 9 August 2012. Participants in this workshop were drawn from the tripartite constituencies including OSH Managers from some enterprises. The second