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ILO Aids Disability Group With COVID-19 PPEs

The COVID-19 pandemic presents particular challenges for persons with disabilities because most likely they are at higher risk of developing health complications, being excluded from health care and health information, losing access to essential services and supports related to their disability, and feeling the economic shocks and shortages of essential goods and services in addition to stigma and discrimination.

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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



For sure, the COVID-19 pandemic has transformed into an unprecedented global economic crisis, hurting millions of workers and enterprises.

We have to start a process of adapting to not only the new normal, but also a better normal. We have to talk and act more about our contribution to the economic and social response to COVID-19.

You know, even at this difficult time, I think we can take some hope, some perspective for the future from the fact that we are moving ahead with our work. Business continuity, connectivity with our constituents but also our important contribution to the global response to this pandemic are all things, which will make the ILO important and valued in the world.

I thank you, because without all of you, we could not do any of this, so I encourage you to keep going, to show the perseverance, the courage, the resilience, that all of you have done up until now, to keep moving forward.

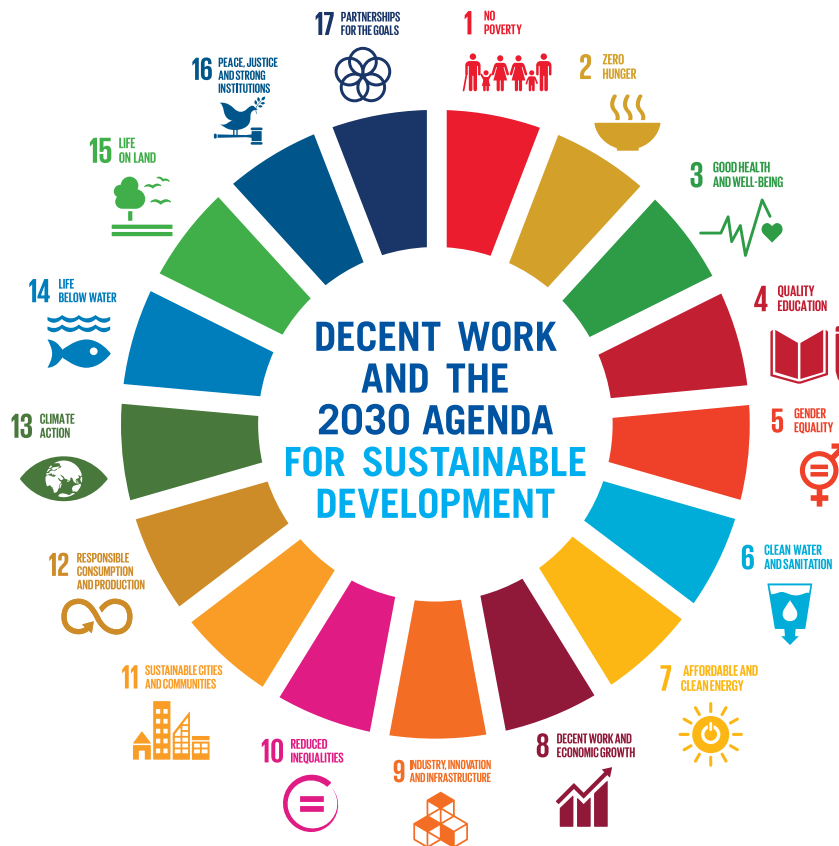
Better times are going to come, we will be past this pandemic at some point and, at that time, we will all look back and measure our performance in keeping our organizations strong and relevant in times of COVID-19.

Wishing you and your family health, happiness, and prosperity in the New Year. Stay safe.

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

2021 is fast approaching, and it could not get here soon enough! For most people the New Year can mark an opportunity to set New Year's resolutions, or a chance for a fresh start.

At a time of unprecedented disruption caused by the COVID-19 pandemic, the International Labour Organization (ILO) Country Office for Zambia Malawi and Mozambique has been actively engaging its constituents (Governments, Employers and Workers) on how best to embrace the new normal in various domains.



▶ Malawi's Tripartite Labour Advisory Council deliberates on Child Labour

By Dylan Van Tromp

On 17 September 2020, the Tripartite Labour Advisory Council (TLAC) in Malawi was held with the call for the constituents to develop recovery plans to mitigate the negative effects of COVID-19 in the world of work.

Minister of Labour Honourable Ken Kandodo officially opened the Council, which was convened from 17 to 18 September 2020 with support from the International Labour Organization's Accelerating action for the elimination of child labour in supply chains in Africa (ACCELAfrica) project.

TLAC is a statutory structure established under the Labour Relations Act of 1996 mandated to advise the Minister of Labour on all issues relating to labour and employment, including the promotion of collective bargaining, the labour market, human resources development and the review of the operation and enforcement of legislation relating to employment.

Speaking at the occasion, ILO Country Office Director for Zambia, Malawi and Mozambique George Okutho said his organization stand to support the Malawian Government, workers and employers advance key national priorities.

Mr. Okutho added that the ILO would want to see timely adoption of the National Child Labour Policy and effective implementation

of the National Action Plan on Child Labour, in line with Malawi's voluntary commitment to lead by example in the fight against child labour as an Alliance 8.7 Pathfinder.

"The ILO is proud to have been able to support this important meeting of the Tripartite Labour Advisory Council, which is Malawi's foremost social dialogue institution," said Mr. Okutho.

Meanwhile, officiating at the function, Mr. Kandodo urged the constituents to provide guidance on the country's recovery plans in mitigating negative effects of COVID-19 in the world of work.

"The role of the Tripartite Labour Advisory Council is perhaps more important now than ever before, given its linkage to decent work and the 2030 Agenda. In the context of COVID-19, the Council can guide our recovery plans with inclusive, informed solutions for the benefit of our country," said Mr. Kandodo.

And Employers' Consultative Association of Malawi (ECAM) president Buxton Kayuni expressed happiness that TLAC was held in the spirit of social dialogue.

"The meeting gives employers great confidence in the Minister's leadership. Social dialogue is the bedrock of labour and employment. When social dialogue takes place reliably and consistently, this can contribute greatly to the development of the country. Social dialogue is one of the processes that Malawi needs if we are to

become a middle income country, and the involvement of the social partners is a prerequisite for the creation of sustainable jobs," said Mr. Kayuni.

Meanwhile, Malawi Congress of Trade Unions (MCTU) president Mr. Luther Mambala said the council would help address child labour, including hazardous child labour, forced labour, and high unemployment.

"As workers' representatives, we welcome this meeting of the Tripartite Labour Advisory Council. Amongst the priorities that we hope that the Council can help to address are child labour – including hazardous child labour, forced labour, and high unemployment, especially amongst the youth, enforcement of labour laws, and the denial of the right of workers to join trade unions and engage in collective bargaining," said Mambala.

Amongst the issues discussed during the deliberations include: the draft national Child Labour Policy, the country's recently launched second National Action Plan on Child Labour (NAP-II 2020 – 2025) and National Child Labour Mainstreaming Guide, Malawi's second Decent Work Country Programme (DWCP-II), and the country's ratification in November 2019 of three ILO Occupational Safety and Health (OSH) Conventions and the ILO Forced Labour Protocol.



Photo: Mother carrying her baby on her back while working in tobacco fields in Kasungu, Malawi, March 2013.
© International Labour Organization (ILO). Photographer: Crozet M.

The Universal Ratification of the ILO's Convention on the Worst Forms of Child Labour Signals a Positive Step for Africa's Children



By Cynthia Samuel-Olonjuwon, Assistant Director-General and Regional Director for Africa, International Labour Organization

ILO Convention No. 182 on the Worst Forms of Child Labour has become the first international labour standard ever to achieve universal ratification. This historical achievement reflects a global consensus that the worst forms of child labour are unacceptable, and an affront to our common values. That when children are trapped in slavery, forced labour and trafficking; forced to participate in armed conflict; used for prostitution, pornography or in illicit activities; or in hazardous work, we must act urgently to protect their rights and restore their childhood.

While the universal ratification of ILO Convention 182 is a big push toward eradicating the issue by establishing a clear legal framework, countries still need to enforce and ensure effective implementation through labour inspection and other means and provide decent work for adults and young people of legal working age.

In Africa, Convention 182 holds tremendous importance. In fact, the first country to formally ratify the convention was the Republic of Seychelles, just a few months after the ILO's 174 member States unanimously adopted it in June 1999.

With massive ratification by countries in Africa, progress had been made as the issue was brought to policy-makers' and social partners' agendas. National surveys and studies have been carried out to better understand the issue and its implications.

We have witnessed remarkable progress in many countries in Africa, for instance, with the creation of National Units for Combatting Child Labour, harmonization of the national legal frameworks with the Child Labour Conventions, the adoption of national plans of action for eliminating child labour, and the establishment of local vigilance committees, which are responsible for monitoring and reporting child labour cases.

However, 72.1 million African children are still involved in child labour, including 31.5 million children engaged in hazardous work. According to the ILO's global estimates on child labour published in 2017, sub-Saharan Africa witnessed a rise in child labour from 2012 to 2016, in contrast to other regions where child labour continued to decline.

In order to achieve Target 8.7 of the Sustainable Development Goals (SDGs), which aims to eliminate all forms of child labour by 2025, we must accelerate actions against child labour in Africa. African countries need to address informality, extend social protection to all, improve legal enforcement mechanism, increase access to free, basic, quality education and strengthen social dialogue.

Unfortunately, the COVID-19 crisis has increased economic insecurity, disrupted supply chains, and seriously slowed down manufacturing. With roughly 85 percent of employment in Africa in the informal economy, there is an expected increase in child labour due to the closure of schools, the significant loss of income of parents during the pandemic, the absence of basic social protection and increasing poverty.

The ILO is expediting action to strengthen the capacity of governments in labour inspection and law enforcement, as well as workers' and employers' organizations in the fight against child labour in its worst forms. The ILO is also supporting more resilient post-pandemic economies with a commitment to "build back better".

Now, more than ever, we must build stronger partnerships and scale up action against child labour. In this regard, the adoption of the African Union Ten Year Continental Action Plan on Child Labour by African Heads of States in February 2020 is the first step towards an implementation phase marked by a challenging context.

It is pleasing to note that out of 22 countries, 11 countries in Africa – namely, Cameroon, Côte d'Ivoire, Ethiopia, Ghana, Madagascar, Malawi, Mauritania, Morocco, Nigeria, Tunisia and Uganda – have been identified as pathfinder countries under Alliance 8.7.

Alliance 8.7 is an inclusive global partnership committed to achieving Target 8.7 of the SDGs. This shows not only the resolute determination of countries in Africa, but also the firm commitment of the international community to accelerate actions for the elimination of child labour, forced labour, human trafficking and modern slavery in the continent.

The ILO regional project "Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa (the ACCEL Africa Project)", funded by the government of the Netherlands, is one of prominent examples of collective commitment and partnership in Africa.

In order to bring sustainable solutions to the root causes of child labour in supply chains which require comprehensive responses, the ACCEL Africa project works closely with ILO constituents (governments, workers' and employers' organizations), the African Union Commission, supply chain actors, civil society organizations and UN sister agencies such as UNICEF.

Much work remains to be done, but the universal ratification of Convention 182, on the eve of the International Year for the Elimination of Child Labour in 2021, is very timely. We must not lose momentum. We must work together to win this fight for our children, and to secure a better future for all.

In the words of former UN Secretary-General Kofi Annan, a child in danger is a child who cannot wait.

The Convention 182 was adopted to mobilize immediate action against the worst forms of child labour. It requires ratifying countries to accelerate effective and time-bound measures to eliminate the worst forms of child labour as a matter of urgency.

We must act now to ensure no child is left behind.

▶ Mozambique Trains 25 Alternative Construction Materials Producers



By Egidio Simbine

On 19 October 2020, the International Labour Organization (ILO) through its Swedish-funded project well known as Moztrabalha held the graduation ceremony for producers of alternative construction materials at the University of Zambeze (UNIZAMBEZE) in Beira.

This is part of the market systems development approach, which is aimed at creating employment opportunities by constituting small production units of alternative construction material manufacture of soil-cement blocks and fibercement roof tiles.

Among the trained 25 producers, who participated in a week-long training

programme, were infrastructure planning service districts (five from Banda, five Buzi, five from Dondo, five from Caia and five from Nhamatanda).

The graduation ceremony was held in compliance with COVID-19 protocols and safety guidelines. Representatives from the Government, and social partners attended the graduation ceremony.

Among the notables were; Exc. Oswaldo Petesburgo - Secretary of State for Youth and Employment, Ms. Sofia Pinto Zeca - Secretary of State of the Province of Sofala, the representatives from the Business Council of Sofala, the Youth Council of the Province as well as representatives from OTM, MOPHRH, GREPOC, IFPELAC, IPEME.

Officially handing-over the alternative construction material to participants, Mr. Petesburgo stressed the need for young people to be involved in skills development so as to contribute to national development.

"Mozambique is a country of youth and there will be no development without the involvement of youth," said Mr. Petesburgo.

▶ ILO, Norwegian Government Sign Partnership Agreement for Tobacco Project in Malawi

By Dylan Van Tromp

The Government of Norway and the International Labour Organization (ILO) have signed a partnership agreement for a new development cooperation project to improve working conditions and access to rights in Malawi's tobacco sector.

The overall objective of the new project is to support the Government of Malawi and employers' organizations and workers' organizations in the country to effectively address decent work deficits in the tobacco sector and ensure access to fundamental principles and rights at work as a means to improve livelihoods, incomes and food security.

The new project, entitled 'Addressing decent work deficits and improving access to rights in Malawi's tobacco sector', and valued at almost USD \$2 million, will be implemented over four years through to 2024.

"Today marks an exciting new moment in our joint efforts to promote decent work for all in Malawi. The renewed cooperation that

we are initiating today is built on the strong foundation established by the ILO's global integrated strategy to address decent work deficits in the tobacco sector and is further framed by the Alliance 8.7 global multi-stakeholder action platform to eliminate modern slavery, child labour, forced labour, and human trafficking, for which Malawi is a pathfinder country", said ILO Country Office Director for Zambia, Malawi and Mozambique Mr. George Okutho at the signing ceremony for the project.

"Implementation of this new project will benefit from synergies with the ILO's existing portfolio of development cooperation projects in Malawi, including especially our ACCEL Africa child labour project", elaborated Mr. Okutho.

Mr. Ørnulf Strøm, Minister Counsellor, Deputy Head of Mission and Head of Development Cooperation of the Royal Norwegian Embassy in Lilongwe, speaking at the signing ceremony, said that: "The Government of Norway is proud to be commencing this new chapter in our longstanding partnership with the ILO. This

new project is well aligned to the strategic priorities of development cooperation between Norway and Malawi, which include a focus on the agriculture sector and respect for human rights, as well as with Norway's global development cooperation priorities regarding the elimination of modern slavery and child labour".

Tobacco accounts for approximately 60 percent of Malawi's exports and approximately 10 percent of the country's Gross Domestic Product (GDP). Estimates suggest that Malawi's tobacco sector directly employs more than 600,000 people. Norway's engagement in development cooperation with Malawi dates back more than 20 years.

The Royal Norwegian Embassy in Lilongwe was formally opened in 1999. Today, Malawi is among Norway's main development partners, in terms of programmes and their volume. Norway's priority sectors in Malawi include agriculture, health, education and governance.

▶ ILO aids Disability Group With COVID-19 PPEs



Community Development Permanent Secretary Pamela Kabamba hands over PPEs to ZAPD acting Director General Julien Mwape as ILO Director George Okutho looks on.

By Muya Mwiya

The COVID-19 presents particular challenges for persons with disabilities because most likely they are at higher risk of developing health complications, being excluded from health care and health information, losing access to essential

services and supports related to their disability, and feeling the economic shocks and shortages of essential goods and services in addition to stigma and discrimination.

It is out of this realization that the International Labour Organization (ILO), through the United Nations Joint

Programme on Social Protection Phase II (UNJP-SP II) decided to donate some PPEs to the Government of the Republic of Zambia (GRZ) to support the COVID-19 prevention and response efforts.

Conversely, the ILO handed over Personal Protective Equipment (PPEs) valued over US\$40,000 to the Ministry of Community Development and Social Services (MCDSS) on behalf of Zambia Agency for Persons with Disabilities (ZAPD). Among the items donated includes 10,000 face cloth masks, 10,000 liquid hand soaps, 1,000 bottle of 400 milliliters hand sanitizers, 41 infra-red thermometers, and 41 hand washing water tanks.

Community Development Permanent Secretary Pamela Kabamba said she was pleased to receive the PPEs for use by the Provincial Centers and the general community for persons with disabilities during the time when the world is faced with COVID-19 pandemic.

“The Government notes that persons with disabilities generally have more health-care needs than others and are therefore generally more vulnerable to the impact of pandemics and other diseases/ailments,” said Ms. Kabamba. “My Ministry notes that



A display of assorted donated items

Covid-19 is more likely to affect people who have challenges to access information or practicing preventative measures, such as hand washing and social distancing and people who may not be able to properly communicate symptoms of illness.”

Speaking at the same function, ILO Country Office Director for Zambia, Malawi and Mozambique George Okutho said that it was vital that persons with disabilities are also recognized and supported in the fight against COVID-19 by ensuring their equal access to information, protective equipment and assistive devices.

He explained that the PPEs would be distributed to all the 10 provinces and the ILO will support the process of distributing them.

“Today’s handover ceremony has been made possible through the technical support of the United Nations Joint Program on Social Protection Program, and its financial sponsors namely, the Swedish International Development Cooperation Agency (SIDA), and the Foreign, Commonwealth and Development Office of the United Kingdom,” said Mr. Okutho.

He further said that the ILO is excited to continue the collaborative efforts to ensure that persons with disabilities enjoy their full social rights, access to health, education as well as employment opportunities.

Meanwhile, ZAPD Acting Director General Julien Mwape expressed happiness over

acceptance of the Permanent Secretary for the MCDSS for accepting the invitation to receive on behalf of the Zambia Agency for Persons with Disabilities, the COVID-19 PPEs.



▶ ILO Launches Japanese Special Budget Project in Response of Cyclone IDAI

By Stelio Marerua

On 12 November 2020, the International Labour Organization (ILO) launched the "Road, Access and Jobs" project as a response to the damages caused by Cyclone IDAI in Beira. With funding from the Japanese Government (US\$545, 454) this project will be implemented in Manica Province in partnership with the National Road Authority and the National Road Training Centre.

The aim of the project is to disseminate employment intensive and low-cost technologies for tertiary road building that can increase resilience, create jobs and speed up the recovery of infrastructures and livelihoods in areas affected by cyclone IDAI.

Launching the project, Japanese Ambassador to Mozambique Hajime Kimura hailed ILO's commitment towards supporting countries affected by natural disasters.

Ambassador Kimura appealed to ILO as a specialized agency in the world of work to continue supporting people who were affected by natural disasters.

“I would like to thank the ILO for organizing the presentation of this ceremony, we are very honored to work with you and all entities that are a part of this project in order to support the people that were affected by cyclone IDAI. We are specialists in this sector as we experience natural disasters yearly during the summer season, twice per week. It is our desire to keep supporting people who are affected by natural disasters, and we will keep working and supporting Mozambique in this regard and on this note we count with your support,” said Ambassador Kimura.

Meanwhile, ILO Chief Technical Advisor under the Moztrabalha Project Eduardo Viera his organization would continue cooperating with the Japanese Government in implementing projects aimed at uplifting the living standards of the people.

“In 2018, the IDAI cyclone struck Mozambique, destroying the road network which is vital for the progress of productive activity development. Thanks to this support from Japan, young entrepreneurs (women and men) as well as technicians from the province of

Manica will improve their employability and capacity through their enrolment in practical training applying the Do-Nou and Employment Intensive techniques road construction activities,” said Mr. Viera.

And National Road Authority (NRA) Freitas Edvath Muayane acknowledged the Japanese Government's contribution towards national development through the introduction of Low Volume Sealed Roads (LVSR) technology, stating that the new technology has contributed to employment creation in the Province of Manica.

“The damages caused by cyclone IDAI proved the need to build resilient roads in response to climatic changes as this should reduce the costs of road maintenance network in the country, which are very high at the moment. With the development of this technology, we will also create economic conditions and also sustainable conditions for the communities through taxes payment and income generation of the beneficiaries justifying the socio-economic importance of the development of this project,” Mr. said Muayane.

ACTION/ Portugal Project Hold first-ever Distance Training on ILO's Actuarial Modelling on Pensions for Social Security Institutions in PALOP countries

By Rubén Vicente Andrés

With the travel restrictions enforced by several countries across the globe in view of the COVID-19 outbreak, the International Labour Organization (ILO) has employed innovative ways of project implementation aimed at enhancing the delivery rate.

This is probably what prompted ILO's ACTION/ Portugal project in Mozambique to initiate its first-ever distance actuarial modelling course for pension system, based on ILO pensions tool, recently developed by SOCPRO and already used in Mozambique for the latest actuarial valuation of the National Institute for Social Security (INSS), performed by the ILO in 2019 and formally delivered to Ministry of Labour, Employment and Social Security (MITESS).

The training course was designed following a formal request from MITESS Minister in 2019, who requested that ILO conduct training on actuarial modelling and techniques for the actuarial unit at INSS in Mozambique to strengthen institutional capacity thereby making them autonomous in performing reliable actuarial valuations.

The Social Protection unit at the ILO in Mozambique then started to discuss with SOCPRO and ILO-ITC on how best to organise a practical training on actuarial modelling, using ILO Pensions tool, in Portuguese, and was decided to extend the training to other Portuguese Speaking African Countries (PALOP), with similar needs.

Thus, the first Distance Actuarial Modelling Course for pension system began on 6 October 2020 and trainees from national institutions dealing with social security completed all modules by 27 November 2020.

Speaking during the opening ceremony, ILO Head of P-FACTS Unit under Social Protection Department in Geneva, Fabio Durán-Valverde said Social Protection systems should aim at reducing poverty and providing income security.

"As you may know, the main objective of Social Protection Systems is to prevent poverty, provide income security and develop a social protection system in health and it is widely recognized that good financial governance of social security institutions supported by actuarial studies has a positive and lasting impact on

financial sustainability", said Mr. Durán-Valverde.

Meanwhile, Secretary of the International Social Security Association (ISSA) representative Marcelo Rabi-Amia Caetano highlighted the importance of providing technical knowledge for better management in the area of social security.

Mr. Vanádio Monteiro from the ILO Maputo Office also attended the course in order to assist Mozambican participants along the training.

Considering the importance of using actuarial assessments on a regular basis (each 3 to 5 years), ILO through the Action/ Portugal project launched this learning opportunity targeted to PALOP countries (Mozambique, Angola, Cape Verde, São Tomé and Guineé-Bissau).

Regarding Mozambique, a total of 21 civil servants from both INSS (private sector scheme) and INPS (civil servants scheme) attended the training course, with excellent results and positive feedback, and all of them were granted a certificate of success after the completion of all modules and tests considered in the training course.

ILO, Sweden sign USD3.8million Agreement on Skills for Energy in Southern Africa Project



By Allan Mulenga

The Swedish Government and the International Labour Organization

(ILO) have signed the US \$ 3.8 Million partnership agreement to execute the three and a half -year Skills for Energy In Southern Africa (SESA) Project – A Public-

Private Development Partnership (PPDP). The regional project, which will be implemented by the Kafue Gorge Regional Training Centre (KGRTC), is a build up to the

just-ended Skills Development for the Renewable Energy Sector (SkIDRES) pilot Project implemented from April 2019 to October 2020, whose objective was to test and prepare for further skills development for the Renewable Energy (RE) and Energy Efficiency (EE) sector.

The main objective of the SESA project is to increase uptake of Renewable Energy, Energy Efficiency and Regional Energy Integration interventions in Southern Africa, leading to a more sustainable and low-carbon energy mix.

It is expected that by the end of the project more power technicians, engineers and managers in the Southern African Development Community (SADC) region have enhanced technical capacity to apply, manage and promote the latest RE, EE and REI technologies. In addition, the project would ensure that KGRTC has built its brand and standing as the region's Centre of Excellence for competitive skills training in RE, EE and RE technologies.

Hosted by the Head of Development Cooperation of the Embassy, Ms Susanna Hughes, the signing ceremony was witnessed by Eng. Kaela Siame, Director of Kafue Gorge Regional Training Centre (KGRTC) and respective parties from the Embassy, the ILO and KGRTC.

“Bringing together public institutions, development agents, and private sector actors through this PPDP should bring added value for all partners - it enables broader outreach and scale, through a coherent demand driven approach to skills development. This will help the region to take advantage of the rapid technology development, making renewable energy not only the cleanest but also the cheapest source of power. Thus making the most efficient use of available energy. Ultimately, it will help reaching SDG 7 on universal access to modern energy, with reduced climate impact, with increased energy security, at lower costs, and with better use of resources”, said Head of Development Cooperation of the Embassy, Ms Susanna Hughes.

Speaking at the signing ceremony, the ILO Country Office Director for Zambia, Malawi and Mozambique Mr George Okutho said the long-standing relationship of 100 years between Sweden and the ILO had resulted in delivery of development cooperation projects, which have uplifted the standards of living of many people.

He added that the energy access was still a challenge in Africa and skills in the energy sector remain a real constraint. As such having piloted the skills project was the best

way to identify and establish partnerships relevant for the SESA. This is because skills development is a key component of the decent work agenda and is central to people's well-being.

He observed that there was need to have the right skills at a time of radically evolving labour markets occasioned by climate change and other external factors such as the COVID-19 pandemic. The major thrust of the Agreement is through the SESA regional project ‘increase uptake of Renewable Energy (RE), Energy Efficiency (EE) and Regional Energy Integration (REI) interventions in Southern Africa, leading to a more sustainable and low-carbon energy mix’.

“More than 1,600 men and women will be trained in RE, EE and REI under SESA Project. This will sustainably contribute towards increasing the employability of workers, transition young people into productive and decent work, and increase the productivity of enterprises through better quality and relevant training,” stated Mr Okutho.

The SESA project is expected to run from 21 January 2021 to June 2024 as a regional PPDP in skills for energy.



▶ TRANSFORM Holds Global E-Conference

By Marialaura Ena

As an important partner of the socialprotection.org platform, the TRANSFORM Coordination Hub based at ILO Lusaka was invited to contribute to the Global E-Conference dubbed, "Turning the COVID-19 crisis into an opportunity: What's next for social protection?"

The E-conference, which took place from 5 to 8 October 2020, provided an opportunity for taking stock, exchanging information and facilitating learning on social protection responses to COVID-19.

It also offered a moment to brainstorm about the future of social protection in the context of the global pandemic. The virtual event comprised a mix of panels and collaborative interactive sessions to encourage peer-to-peer debate around creative solutions to current challenges.

The TRANSFORM Coordination Hub held a virtual booth during the conference using a

pace on the platform to showcase key results, particularly in reference to COVID 19 response through materials in various formats, such as publications, videos and so on.

Specifically, this was an opportunity to disseminate amongst a wide audience the newest TRANSFORM Base Document on Shock Responsive Social Protection, jointly developed with WFP and UNICEF and with financial support from former DFID.

The Hub, with support from various Master Trainers, also presented the initiative again in a live discussion facilitated in a 'meet the expert' format. This was an opportunity to provide overall info about the TRANSFORM capacity building initiative as well as specifically on the online SRSP training module, whose development is ongoing and expected to be finalized by end of 2020. Furthermore, the Hub mobilized partners and colleagues involved in the COVID-19 response in the region to share their

experience and lessons learnt during two "Clinics" hosted on 6 October 2020 on the theme of "Preparing our social protection sector for future shocks in times of COVID-19 and beyond, working alongside the humanitarian sector".

The Clinic, co-hosted with the Social Protection in Crisis Context Online Community, SPACE (Social Protection Approached to COVID-19) and the Grand Bargain Cash Sub-Group on Linking SP and HCTs, was attended by UNICEF Zambia, WFP Malawi, and Master trainers from Kenya, Zambia and Ethiopia as well as the Coordination Hub on behalf of the TRANSFORM initiative.

In actual TRANSFORM style, the Clinics aimed to provide tailored peer-to-peer advice on specific practical questions related to the design and implementation of social protection responses to COVID-19.

▶ ILO Hands-over Computer Equipment to ZAPD



ILO Director George Okutho hands over computer equipment to Community Development Permanent Secretary Pamela Kabamba at her office.

By Allan Mulenga

The International Labour Organization (ILO) recently handed over computer hardware and digital cameras worth US\$35,000 to the Zambia Agency for Persons with Disabilities (ZAPD) to facilitate for the operationalisation of the Disability

Management Information System (DMIS) across the country.

Receiving the state-of-the-art equipment on behalf of ZAPD in Lusaka, Community Development and Social Services permanent Secretary Pamela Kabamba said the equipment would help capture real time information and images, as well as

provide storage facilities for easy registration and certification of persons with disabilities across the country. Ms. Kabamba added that the computer hardware would contribute towards realization of disability mainstreaming in all the provinces.

"DMIS is an information system that helps

store data, capture data and generate reports, which can be disaggregated, by biographic data, category of disability," said Ms Kabamba. "The equipment will facilitate timely data capture, data entry and good data storage, which will adequately enhance coordination and implementation of disability mainstreaming in all the provinces. Additionally, it will enhance the function of registration, certification and ultimately, issuance of disability cards to persons with disabilities."

Speaking at the same function, ILO Country Office Director for Zambia, Malawi and Mozambique George Okutho said the handover of computer hardware was a key milestone in the advancement of the Social

Protection Agenda of the realization of the disability mainstreaming in the country, stating that the equipment would support the national roll out of the Disability Management Information System.

He explained that the computer equipment would be distributed to all 10 provinces, including the ZAPD headquarters in Lusaka. "ZAPD must be congratulated for the lead work they have already undertaken in establishing the DMIS system. This system demonstrates its importance by facilitating accurate and timely identification of disabled persons for consideration against the ongoing COVID-19 Emergency Cash Transfer program as led by the Government of Zambia," said Mr. Okutho.

Mr. Okutho expressed gratitude to the cooperating partners of the United Nations Joint Programme on Social Protection (UNJP-SP), namely Swedish International Development (SIDA) and the Department for International Development (DFID) for their financial support towards addressing challenges faced by persons with disabilities.

Meanwhile, ZAPD acting Director General Julien Mwape expressed happiness over the donation of computer hardware, saying that the move was in line with her organization's mandate of registering of all persons with disabilities in the country.

► Impact of COVID-19 on the Informal Sector ...as Mozambique Vendors Speak out



Vendors display their merchandise in their trading places

By Stelio Marerua

According to the rapid assessment carried out by the ILO on effects of the COVID-19-Pandemic on the informal economy where only 10 percent have social protection coverage while embodying the only means of subsistence for 98.4 percent of Mozambican women and 92.7 percent of

Mozambican men who prioritize on income generation at the expense of personal safety.

The COVID-19 pandemic, is a global calamity which has found its way to the health, economic and labour sectors, as a result most African countries have swiftly responded to the threat posed by the COVID-19-Pandemic inclusive Mozambique, where the President

declared the State of Emergency on the 30th of March entailing of the closure of National borders, schools, prohibition of social events and restriction on business activity amongst others in order to mitigate the propagation of the Pandemic.

Consequently, The International Labour Organization carried out a 'rapid assessment of the effects of COVID-19

and preventive measures on the activities of the informal economy' to facilitate the swift recovery of the workers and to better guide the Government of Mozambique and social partners on the implementation of mid-term measures to alleviate the negative socio-economic effects of the lock-down.

In separate interview, Elidia Shithlango, a beauty products vendor, highlights the challenges incurred in the informal sector due to the decline in sales.

"The situation is difficult these days, business is slow as people fear leaving their homes to come and buy, everything is halted as sales levels have declined in comparison to before," said Shithlango.

Meanwhile, Jordao Tangune, Secretary of AMOPSI, laments inadequate social protection coverage in the informal economy.

"Everyone in the market inclusive in the formal market, do not pay social security hence there is a need for the Government to suggest a minimal percentage for this class in order to guarantee a future which will stabilize a peace of mind for both the operators of the informal economy and the Government as well as this will avoid many problems in the future," said Tangune.

And Bernardo Matsinhe, President of AMOPSI, said there was need for formalisation informal economy.

"We belong to the informal economy although we would like to change from the informal economy to a formal one, that is our challenge to work in collaboration with the municipality as the lifestyle taken by the informal economy workers is inappropriate," said Matsinhe.

Meanwhile, ILO Technical Officer on Pro

Employment Policy and Strategy David Marcos explained that the additional funds would be channeled towards the support to the informal economy to cushion the impact of the COVID-19 pandemic in the informal sector.

"With the additional support from Swedish Embassy, the International Labour Organization will apply in three areas namely, in the area policies and regulations that at the informal sector, another area of public works employing labour intensive techniques and finally a support to companies in the informal sector providing assistance for them in these times of low economic activities and training that will support their formalization and better possibilities to improve their business," said Mr. Marcos.

▶ Stakeholders Endorse 'Rapid Assessment of Reskilling and Upskilling Needs in Response to the COVID-19 Crisis'

By Allan Mulenga

The International Labour Organization (ILO) supported 'Rapid assessment of reskilling and upskilling needs in response to the COVID-19 crisis' was recently validated with the call for all stakeholders to take keen interest in the reskilling and upskilling taking place in the world of work amid the outbreak of COVID-19.

And the ILO says the findings of the assessment will be key in the development of responsive skills and interventions aimed at addressing sector specific skills and labour needs arising from the impact of COVID-19 that are suited to the changing labour market.

Ministry of Labour and Social Security Director of Planning Mr Moffat Billi noted that the assessment recommendations give policy options and the expectation is that this will receive the necessary support to implement some of the proposals.

About 30 participants drawn from the government, employers and workers, as well as private sector participated in the validation of the assessment, which is aimed at identifying the skill and labour shortages and surpluses resulting from the impact of the COVID-19 pandemic and providing recommendation for effective reskilling and upskilling measures.


The assessment has been undertaken under the auspices of the ILO implemented Skills Anticipation Component of the Skills Initiative for Africa (SIFA) Project of the African Union Commission (AUC) and the African Union Development Agency

(AUDA-NEPAD, which is financed by the European Union and the German Government in four countries in Africa. In Zambia, the assessment is in collaboration with the Skills development for the Renewable Energy Sector Project (SkiDRES) Project, which was implemented by the ILO, and funded by the Government of Sweden.

The rapid assessment was conducted in the Education & Training, Tourism & Hospitality, Manufacturing & SMEs, Mining & Quarrying and Energy sectors. The Rapid Assessment has identified a number of skills needs which have arisen because of COVID-19.

Among the key recommendations of the assessment include: training all those that


have lost jobs especially cleaners, gardeners, receptionists in entrepreneurship; procure and install appropriate hardware and software to support e-learning and implement a far more robust e-learning systems; management of virtual campuses and risk management, thereby calling for reshaping of teacher training curriculum to produce a digitally literate educators at all levels; training laid-off casual workers to acquire trade certificates to assist them with skills for workforce entry or enterprise development; as well as training frontline employees on how to operate digitalized equipment in remote working environment and industry specific skills.



4 QUALITY EDUCATION

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

- 4.4** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.
- 4.5** Eliminate gender disparities in education and ensure equal access to all levels of education.
- 4.b** By 2020, substantially expand globally the number of scholarships available to developing countries for enrolment in higher education, including vocational training.
- 4.c** By 2030, substantially increase the supply of qualified teachers.



GOAL

Zambian Government Launches Communication Strategy on Occupational Lung Diseases for Ex-Miners



Minister of Labour and Social Security Ms. Joyce Nonde-Simukoko launches the communication strategy

By Allan Mulenga

On November 17 2020, the Government of Zambia, through Ministry of Labour and Social Security (MLSS) launched a Communication and Advocacy Strategy on Occupational Lung Diseases for Ex-Miners in Zambia with the call for employers in the country to safeguard the safety and health of workers and their environments.

The Minister of Labour and Social Security Mrs. Joyce Nonde-Simukoko, along with her Permanent Secretary Mr. Chanda Kaziya, said that the communication and advocacy strategy was one of the interventions put in place by the Government to fight against Tuberculosis and other occupational lung diseases for the ex-miners.

She noted that tuberculosis (TB) continues to be a major public health and one of the

leading causes of morbidity and mortality in Zambia, particularly among mine workers, who are exposed to silica dust.

The Strategy is produced under the auspices of the Southern Africa Tuberculosis and Health System Support Project (SATBHSS), funded by the World Bank, and also cover three other countries – Lesotho, Malawi, and Mozambique.

Speaking at the same occasion, the Director of the ILO Country Office in Lusaka, Mr. Okutho said the ILO would continue supporting occupational safety and health (OSH) interventions in line with Zambian laws and regulations to contribute towards improving the overall OSH management system in the country.

“Zambia has already adequate legal regime and framework to prevent and promote occupational safety and health in the workplace. These are the Factories Act (Cap 441) and the Occupational and Health Safety Act 36 of 2010,” said Mr. Okutho. “The roles of both the employers and employees, under these legislations, to provide safe and productive work environment for themselves and for the people they come into contact with – their families and clients are all spelt out,” said Mr. Okutho, “OSH is both the responsibility of the factory/enterprise and the individual worker. OSH is necessary investment for sustainable enterprises and continuous job creation.”



ILO Director George Okutho speaks during the launch of the Communication Strategy

▶ ILO Director pays Courtesy call to the Ambassador of Italy to Zambia



Italian Ambassador to Zambia Antonino Maggiore with ILO Director George Okutho at his office

By Allan Mulenga

In his quest to keep the donor community engaged on issues revolving around the mandate of International Labour Organization, Country Office Director for Zambia, Malawi and Mozambique George Okutho, recently paid a courtesy call to the Italian Ambassador to Zambia Antonino Maggiore at his office in Lusaka, where the duo discussed matters of cooperation and longstanding partnership between the ILO and the Government of Italy. Mr. Okutho outlined a number of development initiatives supported by the ILO – working through the tripartite partners, private sectors and other non-

state actors. These include work on youth employment, skills for renewable energy, gender equality, social protection and in particular emergency cash transfer in light of the impact of COVID-19 pandemic; skills development for young persons and strengthening TVETA. In his reply, the Ambassador acknowledged the longstanding relationship between his Government and the ILO. He particularly hailed ILO's contribution towards the extension of social protection programmes in the country through current trainings at the International Training Centre (ITC) of the ILO.

Ambassador Maggiore said the Embassy was open to explore further areas of cooperation within what the ILO is already supporting the Government of Zambia, like the renewable energy sector, gender equality, and social protection. He informed the Director that Italian Government is planning to support the youth through establishment of football academy. The Ambassador was also happy to note the adoption of online training in light of COVID-19 restrictions and offered that the Italian Community Centre could be used by the ILO to facilitate such training events – as it is well equipped.

UN, Zambian Government Launches UNJP Phase 2 on GBV



Gender Minister Elizabeth Phiri (middle) cuts the ribbon as United Nations Residence Coordinator Dr. Coumba Mar Gadio and Gender Permanent Secretary Dr. Sastone Silomba look on.

By Kalunga Chikate

On 2 December 2020, the United Nations (UN) and the Government of the Republic of Zambia (GRZ) yesterday launched the US\$6,711,169.01 million Joint Programme (JP) on Gender Based Violence (GBV) phase two (II) at Lusaka's Mulungushi International Conference

Centre. The main objective of the programme is to contribute to strengthening GBV prevention and response systems in Zambia in line with the Anti-Gender Based Violence Act of 2011 of the Laws of Zambia. Speaking at the hybrid launch, Minister of Gender, Honourable Elizabeth Phiri mentioned that the GBV project is designed

to contribute towards reducing the prevalence of GBV incidences.

Mrs. Phiri, who is also Patriotic Front Kanyama Member of Parliament, stated that the project would be implementing the provisions of the 2011 Anti-GBV Act and builds on results from the GBV phase one that run from 2012 to 2017.

At the same event, UNDP Resident Representative, Lionel Laurens, who spoke on behalf of the five (5) implementing UN agencies (UNICEF, UNDP, IOM, UNFPA, and ILO), expressed gratitude to the Government of Sweden and the Government of the Republic of Ireland for funding the project.

The phase II project focuses on improving prevention of and responses to GBV, by strengthening existing institutional structures to provide consolidated package of services.

Thus, the phase II has been designed to: (1) strengthen and scale up best practices identified from the previous phase; (2) streamline joint programme operations to strengthen further the delivery as One approach; and (3) minimise overlaps and duplication with other GBV bi or multi-lateral funded programmes and (4) strengthen community GBV response mechanism and other linkages to the institutional structures.



United Nations Residence Coordinator Dr. Coumba Mar Gadio, Gender Minister Elizabeth Phiri, Gender Permanent Secretary Dr. Sastone Silomba and UNDP Resident Representative Lionel Laurens display the project document during the launch.

16 days of Activism Against GBV and Ending GBV in the World of Work Gain Momentum in Maputo



Women work group 2, restoring gabion structure for soil stabilization in Mahotas, Maputo

By Staff Reporter

As part of this year's 16 days of Activism Against Gender-Based Violence" under the theme "Orange the World: Fund, Respond, Prevent, Collect!", the International Labour Organization (ILO) organized a field visit on 8 December 2020 within the context of the Global Campaign. The field visit involved sampling of its pilot project consisting of the execution of soil stabilization and water conduction through the construction of a gabion in the neighborhood of Mahotas, Maputo executed by 15 young women.

Attended by various actors and public entities from the Municipality to UN Agencies, the field visit was a way to amplify the voices of working women, particularly those in the informal economy as they advocate for the ratification of the Convention 190 on elimination of violence and harassment in the world of work. Funded by the Swedish Government and implemented by the ILO, the Moztrabalha intervention on EIIP has proven to generate employment for women despite the steep unemployment levels caused by effects of socio-economic impacts of the COVID-19 on the labour market.

According to the ILO, the COVID-19 situation has laid bare the entrenched gender inequalities compounded by other inequalities, on the labour market. Furthermore, the COVID-19 crisis is impacting women and men differently, depending on the sector they work in, the fragility of their employment situation, their access to labour and social protection, and their care responsibilities. In this sense, the initiated is a valid way not only to transfer knowledge to young women, but also to break the stereotypes about women engagement in the construction sector.



Poster: #16 days of activism against gender-based violence and #Ratify C190

Journalists Deliberate on Convention 190 Ratification Roadmap



Participants of convention 190 media training workshop

By Allan Mulenga

The media do not only play an important role in society as a source of information, but also as a “watchdog” or scrutiniser. The media aim to filter the information received and present information in a way which they believe best represents the “story”.

Recently, the International Labour Organization (ILO) organized the media training workshop at Chisamba's Fringilla Lodge.

About 20 journalist participated in the training workshop, which was aimed creating awareness and understanding among journalists and other stakeholders about Convention 190 and recommendation 206 as they push for the ratification of the Convention.

Zambia is among the 439 countries that adopted the Convention concerning the

elimination of violence and harassment in the world of work (No. 190) and its accompanying Recommendation (No. 206) on 21 June 2019 at the International Labour Conference held in Geneva.

The Convention requires Members to take into account violence and harassment involving third parties, where applicable, when adopting an inclusive, integrated and gender-responsive approach.

All member States are required to bring the Convention to the attention of the competent national authorities.

The Convention comes into force for any Member twelve months after ratification is registered.

Meanwhile, South Africa-based ILO Gender Specialist Mwila Chigaga appealed to journalists to be ambassadors of Convention 190 and highlight important issues surrounding the Convention as they perform their duties.

Ms. Chigaga stated that Convention 190 and the Recommendation 209 are the first international standards on violence and harassment in the world of work, saying that the Convention is a forward-looking and ground-breaking instrument that takes into consideration the evolving nature of work and the underpinning elements of violence and harassment.

“Convention applies to all sectors, whether private or public, in the formal and informal economy, and whether in urban or rural areas. The Convention protects workers and other persons in the world of work: employees as defined by national law and practice; persons working irrespective of their contractual status; persons in training, including interns and apprentices; workers whose employment has been terminated; volunteers; jobseekers and job applicants; individuals exercising the authority, duties or responsibilities of an employer,” she stated.

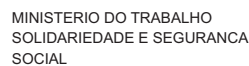
And media trainer Eustace Nkandu urged journalists to employ solutions journalism, which hinges on rigorous and compelling reporting about responses to social problems, as they report on issues surrounding Convention 190.

“At the end of the training, participants had gained knowledge and understanding of C190. Further, participants were made to realise the important role they can play in having the Convention ratified. The workshop also achieved the outcome related to having a better understanding of the work of the ILO, its structure and the way it operated. Many participants did not have prior knowledge about the constituents of the ILO,” said Mr. Nkandu.



Journalists demonstrate skills in reporting on Convention 190 during the training sessions.

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Government of the Netherlands