5 TH SOCIAL PARTNERS SUMMIT:
ZAMBIA’S CASE FOR EMPLOYMENT CREATION
The problem of unemployment is more prevalent in Urban Areas and amongst the youth, women and people with disabilities.

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
- Skewed Education system focusing on white collar careers
- Low investments in employment rich sectors such as agriculture
- Lack of investments in value addition
Facilitating policy

- A number of policies exist that aim at addressing the challenge of unemployment;
  - The 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.
Facilitation efforts

- Efforts to facilitate employment creation 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.
Zambia did develop an industrialisation and job creation strategy under Ministry of Commerce Trade and Industry – prioritising 4 sectors as drivers namely, Agriculture, Tourism, Manufacturing and Construction.

7th NDP has carried on the priority sectors but adopting an integrated approach to employment creation and not one Ministry
challenges

- 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;
- Relatively poor funding towards the initiatives;
- Implementation of Government centered strategies
- Lack of consistency or continuity to ensure sustained results;