



# **5 TH SOCIAL PARTNERS SUMMIT : ZAMBIA'S CASE FOR EMPLOYMENT CREATION**

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# Background

- ❖ 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.

# National Documents

- ❖ 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.
- ❖ 7<sup>th</sup> 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;