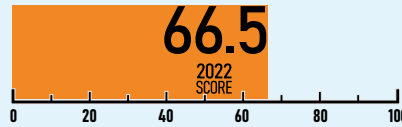




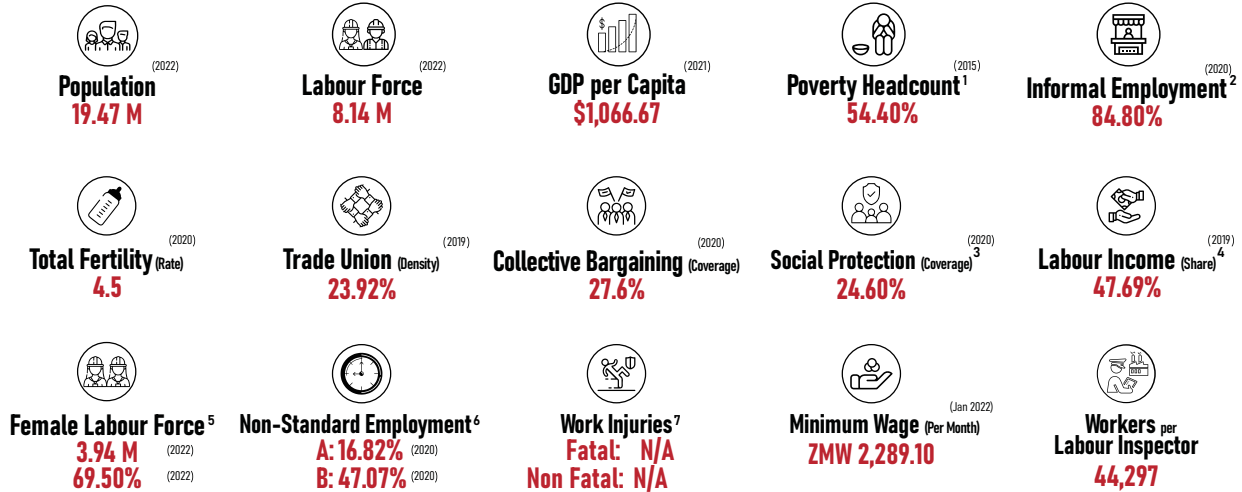
Zambia



71  
2020 SCORE

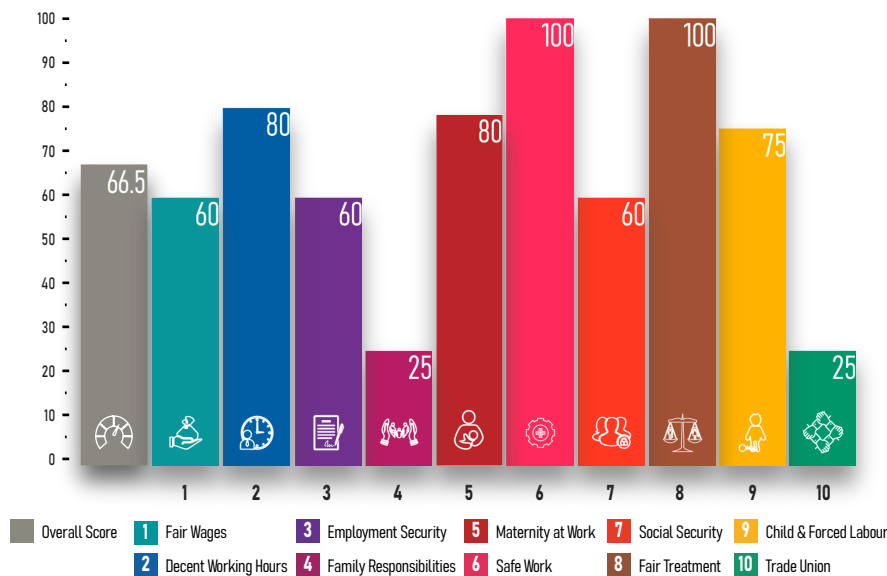
Sub-Saharan Africa  
Lower-middle income  
Limited Access to Decent Work  
LRI RATING

## Contextual Indicators



Sources: World Bank  
International Labour Organization  
WageIndicator Minimum Wages and Living Wages Database  
M = Million

## Legislative Performance Indicators



## Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Zambia's overall score is 69 out of 100. The overall score for Zambia is higher than the regional average observed across Sub-Saharan Africa (64.4). Within the Sub-Saharan Africa region, the highest score is observed for Guinea (80.5).

<sup>1</sup> Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

<sup>2</sup> Share of informal employment in total employment (%), as measured under SDG 8.3.1

<sup>3</sup> Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

<sup>4</sup> Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

<sup>5</sup> The female labour force is shown in absolute number along with the female labour force participation rate

<sup>6</sup> Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

<sup>7</sup> Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

# LABOUR RIGHTS INDEX 2022

	Question <sup>9</sup>	Answer	Legal Basis	Trend <sup>12</sup>
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	No	§98-105 of the Employment Code Act, 2019; §3 of the Minimum Wages and Conditions of Employment (General) Order, 2011	●
	Does the law require regular payment of wages?	Yes	§66-71 of the Employment Code Act, 2019	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§75 of the Employment Code Act, 2019	●
	Does the law require additional compensation for working on a weekly rest day?	No	§75(3) of the Employment Code Act, 2019	●
	Does the law require additional compensation for night work?	Yes	§2(5) of the Minimum Wages and Conditions of Employment (General) Order, 2011	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§74-75 of the Employment Code Act, 2019	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	No	No applicable legal provisions could be located	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§76-77 of the Employment Code Act, 2019	●
	Does the law require paid public holidays?	Yes	§2 & Schedule of Public Holiday Act, 1964; §35 of the Employment Code Act, 2019	●
	Does the law require at least three working weeks of paid annual leave?	Yes	§36 and 37 of the Employment Code Act, 2019	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§14-24 of the Employment Code Act, 2019 (first and second schedules under law)	●
	Does the law restrict the hiring of fixed-term contract workers?	No	§7 & 19 of the Employment Code Act, 2019	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	§27 of the Employment Code Act, 2019	●
	Does the law require a 30-day notice before contract termination?	Yes	§49-53 of the Employment Code Act, 2019	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	Yes	§38(6) and 54 of the Employment Code Act, 2019	●
4. Family Responsibilities	Does the law require parental leave for parents?	No	No applicable legal provisions could be located	●
	Does the law require at least one week of paid paternity leave for fathers?	No	§60(3) of the Constitution of the Republic of Zambia, 2016/Draft Bill of Rights 2016; §46 of the Employment Code Act, 2019	●
	Does the law require flexible work arrangements for workers with family responsibilities?	No	§47 of the Employment Code Act, 2019	●
	Does the law require paid nursing breaks?	Yes	§60(3)(d) of the Draft Bill of Rights 2016; §45 of the Employment Code Act, 2019	●
	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§5 of the Employment Code Act, 2019	●
5. Maternity at Work	Does the law require paid maternity leave of at least 14 weeks?	Yes	§41 of the Employment Code Act, 2019	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§41(2) of the Employment Code Act, 2019	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	No	§7 of the Minimum Wages and Conditions of Employment (General) Order, 2011; §41(2) of the Employment Code Act, 2019	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§41(2) of the Employment Code Act, 2019; §31(5b) of the Gender Equity and Equality Act, 2015	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§16(2)(i) of the Occupational Health & Safety Act No. 36 of 2010; §71 of the Factories Act No. 2 of 1966, CAP. 441	●
6. Safe Work	Does the law require the employer to train workers on health and safety issues?	Yes	§16(2)(c) of the Occupational Health & Safety Act No. 36 of 2010; §35 of the Factories Act No. 2 of 1966, CAP. 441	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§31(5c) of the Gender Equity and Equality Act, 2015; §42 & 44 of the Employment Code Act, 2019	●
	Does the law provide for employment injury benefit?	Yes	§65-86 of the Workers' Compensation Act, 1999; ISSA Country Profile for Zambia	●
	Does the law provide for an old age pension?	Yes	§18-22 of the National Pension Scheme Act No. 40 of 1996; ISSA Country Profile Zambia	●
	Does the law provide for a dependants/survivors' pension?	Yes	§29-34 of the National Pension Scheme Act No. 40 of 1996; ISSA Country Profile for Zambia	●
7. Social Security	Does the law provide for unemployment benefit?	No	No applicable legal provisions could be located	●
	Does the law require paid sick leave for the first 6 months of sickness?	No	§38 of the Employment Code Act, 2019	●
	Does the law provide for invalidity benefit?	Yes	§ of the National Pension Scheme Act No. 40 of 1996; ISSA Country Profile for Zambia	●
	Does the law require equal remuneration for work of equal value?	Yes	§31(1e) of the Gender Equity and Equality Act, 2015; §5(5) of the Employment Code Act of 2019	●
	Does the law prohibit sexual harassment in employment?	Yes	§137(A) of the Penal Code 1931; §2, 17, 39 & 40 of the Gender Equity and Equality Act, 2015	●
8. Fair Treatment	Does the law prohibit discrimination in employment matters? <sup>10</sup>	Yes	§31 of the Gender Equity and Equality Act, 2015; §5 and 52(4) of the Employment Code Act, 2019	●
	Does the law allow women to do the same jobs as men?	Yes	§53 of the Draft Bill of Rights 2016; §31 of the Gender Equity and Equality Act, 2015	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	National Pension Scheme Act No. 40 of 1996; ISSA Country Profile for Zambia	●
	Does the law prohibit employment of children?	Yes	§24 of the Constitution, 1991; §16 & 82-85 of the Employment Code Act of 2019	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§16 and 17 of the Education Act, 2011	●
9. Child and Forced Labour	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	(Hazardous Labour) Order, 2013 (S.I. No. 121 of 2013); §84 of the Employment Code Act of 2019	●
	Does the law prohibit forced labour?	Yes	§143, 261-263, Penal Code 2005; §3, Anti-Human Trafficking Act 2008; §8, Employment Code Act, 2019	●
	Does the law allow workers to form and join unions of their own choice?	No	§4-27 & 9(2) of the Industrial and Labour Relation Act, 1993	●
10. Trade Union	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§65-74 and 79-83, Industrial and Labour Relation Act 1993	●
	Does the law provide for the right to strike?	No	§3, 5, 78 & 101, Industrial and Labour Relation Act 1993; CEACR, C87, Obs. 2018	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	§5 & 85(B) of the Industrial and Labour Relation Act, 1993	●

## Covid 19 and Labour Market in Zambia\*

Total Covid Cases	0.33 Million
Total Covid Deaths	4,013
Partial Vaccinated	18.0%
Fully Vaccinated	26.0%

Wage Subsidies	✘
Social Security Contributions (deferrals/waivers)	✘
Paid Sick Leave	✘
Add. Unemployment Benefits	✘

Protection from Dismissals	✘
Telework/flexible work	✔
Improved Health Access	✘
Training (activation measures)	✘

<sup>9</sup> The Index has 10 indicators and 46 evaluation criteria or questions.

<sup>10</sup> The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

<sup>11</sup> A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Zambia on SDG 8.8.2 is 2.21 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

<sup>12</sup> In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change