



**Government of Zimbabwe**



**International Labour Organization**

**DECENT WORK COUNTRY PROGRAMME  
FOR  
ZIMBABWE  
2006 - 2007**

**Basic rights at  
work**

**Generate quality  
jobs**



**Broad Social  
protection**

**Sustained social  
dialogue**

## FOREWORD

I have the pleasure to present to you the Decent Work Country Programme for Zimbabwe (DWCP-Zimbabwe) which has been adopted by stakeholders and ILO constituents. In his introductory comments to the 93<sup>rd</sup> International Labour Conference in June 2005, the ILO Director General, Mr. Juan Somavia, stated that Decent Work Country Programmes (DWCPs) “will be the integrated expression of the ILO’s contribution and support to decent work as a national objective in any particular country. Progressively, they will be the main delivery vehicle for the ILO Programme and Budget for 2006/7”.

It is in the light of this new ILO technical assistance and developmental framework that the DWCP-Zimbabwe was developed. It is an embodiment of outcomes and outputs which will form the basis of ILO work in Zimbabwe, the success of which will be measured at the end of the 2006/7 biennium. It is also in line with the country’s national development plans, country programming and the Millennium Development Goals (MDGs) that have been prioritized by Zimbabwe.

In producing the DWCP-Zimbabwe, a lengthy consultation process took place. This process was started by a consultant, Dr. Jesimen Chipika, who conducted a preliminary study that was used as a basis for the development of the DWCP-Zimbabwe. The consultant’s terms of reference included the following:

1. An assessment of development support to the country;
2. The current national situation and priorities;
3. A framework for the ILO’s response, and
4. Partnerships.

The consultant duly produced a report of her findings after consultation with ILO tripartite partners and other key stakeholders who included several government ministries.

As part of the process to validate the report, the Sub-Regional Office for Southern Africa organized small teams which met with all the stakeholders during October - November 2005 to tease out national priorities that will eventually be financed and supported by Zimbabwe’s development partners. All in all, fourteen consultative meetings were held with various stakeholders, who included ten government ministries, and the ILO traditional partners, the Employers’ Confederation of Zimbabwe (EMCOZ) and the Zimbabwe Congress of Trade Unions (ZCTU). At the end of these consultations, a draft decent work outline was produced.

To conclude the process, a combined meeting of all stakeholders was held on 14 December 2005 to discuss the draft decent work outline. The stakeholders agreed on the following as the main country priorities for Zimbabwe on which the DWCP-Zimbabwe will be based:

1. Poverty reduction through employment creation;
2. Social Protection and Reduction of the impact of HIV and AIDS at the workplace; and
3. Upholding and strengthening of social dialogue and tripartite consultation.

I would like to take this opportunity to sincerely thank all those who have participated in this process for their time, cooperation and tireless efforts, which have resulted in the production of this document. It is my sincere belief and hope that all of us will put every effort into the achievement of priorities contained in this document in order to uplift the lives of the working people of Zimbabwe.

Tayo Fashoyin  
ILO Resident Representative in Zimbabwe  
Director, Sub-Regional Office for Southern Africa

14 February 2006

## **Acknowledgement of Cooperation between Government of Zimbabwe and ILO – Harare**

I wish to express my gratitude over the production of this report by ILO and representatives of Social Partners in Zimbabwe. The Decent Work Country Programme report is to guide us in dealing with labour and employment issues in Zimbabwe. It will also form the basis for crafting specific programme and projects during the period 2006/7.

It is also envisaged that the ILO will keep to its promise to financially and technically backstop some projects which the government and its social partners will come up with during the period in question. My Ministry, through budgetary allocations, will endeavour to raise some resources to implement some of the programmes outlined in the report.

It is my conviction that if the agreed programme areas are to be implemented with the ILO's assistance, this will go a long way in creating decent work conditions at workplaces, creating employment and alleviating poverty.

The good working relationship between my Ministry and the ILO Sub-Regional Office in Harare is commended.

It is with great pleasure and honour that I commend this Decent Work Country Programme report to all stakeholders.

Nicholas Tasunungurwa Goche (MP)  
Minister of Public Service Labour and Social Welfare  
Zimbabwe

# The Zimbabwe Decent Work Country Programme

## Introduction

### Zimbabwe Situation Analysis and Current Development Priorities

#### Zimbabwe's Development Context

At independence in 1980, Zimbabwe inherited a dual economy characterized by a relatively well developed modern sector and a largely poor rural sector that provided livelihood to about 80% of the country's population. To address the anomaly, the poverty reduction agenda became a priority throughout the first decade of independence. Real GDP growth averaged 3-4% per annum recording a record high of 7% in 1990. Government spending was geared towards increased social sector expenditure, expansion of rural infrastructure and redressing social and economic inequalities through the land resettlement program. The overall outcome of these policies was very strong social indicators (health and education) for Zimbabwe.

In 1990 Zimbabwe joined the international bandwagon of the World Bank/IMF sponsored Economic Structural Adjustment Programmes (ESAP) in an attempt to 'jumpstart' the economy which was showing signs of stagnation by the late 1980s. Unfortunately, the combination of the non-realization of the ESAP growth objectives combined with the natural calamities of recurring droughts and floods resulted in a downturn in economic and social fortunes. During the ESAP period 1991-1995 real GDP growth averaged 1.5% per year, far insufficient for poverty reduction and employment creation. During this period, poverty as measured by population below the total consumption poverty line (TCPL) increased steadily from 40% in the late 1980s to 74% by 1995. During this ESAP period, employment creation initially stagnated and later declined.

The period 1996-2005 witnessed the deepening of socio-economic challenges in Zimbabwe. On the economic front, the country moved into the phase of 'home grown' economic reform and macroeconomic frameworks as international relations continuously deteriorated with the Bretton Woods Institutions in particular. ESAP was replaced by the 'home grown' reform packages, the *Zimbabwe Programme for Economic and Social Transformation (ZIMPREST)* in 1998; later to be replaced by the *Millennium Economic Recovery Programme (MERP)* in August 2001; followed by the *National Economic Revival Programme (NERP): Measures to Address the Current Challenges*, in February of 2003. The current *Macro-economic Policy Framework 2005-2006: Towards Sustained Economic Growth* of November 2004 has since replaced NERP. There is no doubt that the above tale of Zimbabwe's 'home grown' economic frameworks represents a situation of '*determination under very serious economic challenges*'.

Despite all these policy making efforts, the country has continued to experience severe macroeconomic instability characterized by 3-digit hyper-inflation which registered a record high of 600% in December 2003, declined to 163% in June 2005 and has been on an upward trend since then reaching 583% in December 2005. The implementation of a series of Monetary Policy measures since December 2003 by the Governor of the Reserve Bank of Zimbabwe (RBZ) has ushered in a vision of 'economic recovery' which the country continues to work upon to prevail. Other key challenges on the macroeconomic front include low foreign exchange reserves, an unstable exchange rate fuelling the emergence of a widespread foreign currency parallel market, a build up in external arrears and a decline in savings and investment. Zimbabwe is currently ineligible for financial assistance from the IMF, the World Bank and the Africa Development Bank (ADB) because of its arrears situation, but has recently made huge strides to address the

situation. The cumulative outcome of all this has been a deepening economic recession in which real GDP growth registered a negative of -7.9% starting in 2000 down to -11.1% in 2002 and -5.2% in 2004 (Table 1). Real GDP growth is forecast by government to be slightly positive in 2005. Thus, the economy which has experienced six consecutive years of negative growth has overall declined by 40% since 1999. In addition Chronic shortages in food and non-food basic commodities such as mealie-meal, cooking oil, fuel have been experienced since 2000 to date.

**TABLE 1**

**Zimbabwe: Key Development Indicators 1998-2004**

	1998	1999	2000	2001	2002	2003	2004
Real GDP Growth (market prices, % change)	0.5	-3.6	-7.9	-2.8	-11.1	-9.3	-5.2
Gross national Savings (% of GDP)	12.6	12.3	0.4	-2.8	-0.7	-3.0	-4.6
Gross Investment (% of GDP)	20.8	14.4	0.9	2.1	2.1	1.9	3.1
Net Foreign Direct Investment (FDI) (million of US\$)	436	50	16	0	23	5	20
Inflation (% CPI end period)	46.7	56.9	55.2	112.1	198.9	598.7	256.4
Official Exchange Rate(Z\$ per US\$ 1.00)	37.37	38.14	55.07	55.07	55.07	824	5,200
Usable Reserves (months of import cover)	0.3	0.2	0.1	0.1	0.1	0.1	0.2
Total External Debt (% of GDP)	48.0	47.8	47.0	45.3	57.0	68.4	76.3
Debt Service (% of Exports)	-	-	22.9	31.4	35.1	35.4	35.3
Total Formal Employment ('000 of employees)	1,348	1,317	1,234	1,183	1,114	-	-
Formal Employment Growth (% change)	-	-2.3	-6.3	-4.1	-5.8	-	-
HIV prevalence (% 15-49 years)	-	-	25	-	-	24.6	-
Life expectancy at birth, years			39.9	39.5	39.0	39.9	39.0
Structural Unemployment (% of labour force)	-	-	-	-	>50	>50	>50
Population with access to Safe Water (rural), %	73	73	75	-	-	-	-
Human Poverty Index (HPI) %	24	-	-	29	-	-	-
Human Development Index (HDI)	0.507	-	-	0.444	-	-	-
Income Poverty (% Population below the TCPL)	74	-	-	-	80	80	80

*Source: Reserve Bank of Zimbabwe; Zimbabwe Human Development Report, 2003*

It is important to further note that, since 2000 the country has also been experiencing a multiplicity of challenges in addition to the economic challenge highlighted above and some of these include: recurring droughts and floods, general international isolation, HIV and AIDS pandemic and high poverty and unemployment levels.

Zimbabwe remains part of the world's HIV and AIDS pandemic epicentre, with high national prevalence rates that have remained at around 25% since 2000 declining slightly to 24.6% in 2004. Life expectancy has declined from 61 years in 1990 to 39 years from 2002 to date (Table 1). The country experienced a serious humanitarian challenge (food insecurity and shortage of other basic social services) for five consecutive years from 2000-2005. According to the Zimbabwe Human Development Report of 2003 on HIV and AIDS, the cumulative outcome of all these socio-economic challenges has been an increase in human poverty as measured by the Human Poverty Index (HPI) from 24% in 1995 to 29% in 2001. Human development as measured by the Human Development Index (HDI) declined from 0.507 in 1995 (medium human development) to 0.444 (low human development) in 2001. Poverty as measured by population below the total consumption poverty line (TCPL) increased steadily from 74% 1995 to an estimated 80% in 2002.

### ***The Youth Unemployment Challenge***

The formal sector employment growth has shown a declining trend since 1980, with a growth of 2.7% between 1981 and 1990, 0.24% between 1990 and 1996, and a decline of -0.17% between 1998-2002. Formal employment has progressively declined since 1999 in line with economic decline. Two-thirds of the people employed in Zimbabwe are below the age of 25 and at the same time the highest concentration of unemployment of 40.7% of the total unemployed is between the ages of 20-24 years which reflects high unemployment among the youths. In cumulative terms, 81% of the unemployed people are the youths aged between 15-29 years of age. Unemployment is further worsened by the fact that the formal economy only absorbs 20 000-30 000 from the 200 000-300 000 school-leavers per year. This has also seen higher incidences of unemployment among females than males because they face discrimination and negative socialization at many levels (at school, home, society and training institutions) which explains the high prevalence of poverty among females.

Unemployment has been a result of underemployment problems linked to structural, cyclical and frictional phenomena in the economy. Structural unemployment is a result of deficiencies and distortions in the economy. As a result of this, when rates of labour absorption are lower than the increases in the labour force, and when there is a secular trend to shed labour in the formal sector economy, structural unemployment will increase. Structural unemployment in Zimbabwe is estimated at 50-80% of the labour force<sup>1</sup>. Cyclical unemployment in Zimbabwe results from economic decline due to several factors explored earlier. Frictional unemployment is also prevalent in Zimbabwe and this is a result of immediate changes in the operation of firms as they try to adjust to changing conditions brought about by the unstable operating environment.

Most of the structurally unemployed youths and adults in Zimbabwe were eking a living in the then flourishing informal sector. Most of them were affected by the clean-up operation and are now awaiting the re-organisation of the facilities, which is a component of operation Garikai.<sup>2</sup>

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<sup>1</sup> generally, reliable unemployment levels data is not available in Zimbabwe)

<sup>2</sup> Operation Garikai is a programme which succeeded the clean-up operation and is among other objectives aimed at providing humane structures and facilities for those in the informal economy).

In spite of the above highlighted development challenges that the country is going through, there are many policy initiatives that the Government of Zimbabwe has put in place to underpin and propel economic recovery and set a foundation for sustained growth and development.

### **National Development Frameworks and Implications for ILO Initiatives Vision 2020**

Zimbabwe's development vision was first spelt out in a relatively comprehensive manner around the late 1980s under the framework and document known as 'Vision 2020'. This framework **broadly** defined the development vision statement, aspirations of the people of Zimbabwe and strategies to be employed. However, one notable weakness of this noble attempt to steer the nation into a different direction was that the vision was not backed up by clearly defined development milestones in the form of goals, indicators and targets to help track progress and hold authorities accountable for the nation's progress. It is also sad that Vision 2020 remained a document piled up in some government offices and it never saw the light of the day. Up to this day no one can be held accountable for the demise of the nation's Vision 2020. The vision is summarized below:

#### ***Vision Statement***

Zimbabwe should emerge a united, strong, democratic, prosperous and egalitarian nation with high quality of life for all by the year 2020.

This proud and happy nation will strive for a highly competitive, sustainable, and industrialized economy benefiting from its national endowments including its natural resources. Zimbabweans shall continue to be guided by democratic principles, respect for human rights, with vibrant and tolerant culture while ensuring aesthetic, physical and spiritual welfare for all its citizens.

#### ***Aspirations***

The national Vision for Zimbabwe is based on the aspirations identified by the people during the nation-wide consultation process. These aspirations are the foundation for the desired future and are key to the realization of Zimbabwe's Vision. The following is a summary of the aspirations to be realized during the Vision period and beyond:

1. Good Governance
2. Maintenance of political stability
3. Diversified economy with high growth rate
4. Access to social services by all
5. Acceleration of rural development
6. Equal opportunities for all
7. Development and utilization of modern science and technology
8. Vibrant and dynamic culture and
9. Sustainable utilization and management of natural resources

## *Strategies*

In order to attain a **sustainable, diversified, broad-based market oriented economy driven by industrialization**, Vision 2020 highlighted the need for strategies to address the following:

- **Sustainable macro-economic growth**.....(MDGs 1 & 8)
- Regional/provincial development.....(MDG 1)
- **Employment creation**.....(MDG 1)
- **Elimination of poverty**.....(MDG 1)
- Sustainable utilization and management of natural resources.....(MDG 8)
- Development of modern science and technology .....(MDG 8)
- Good governance and political stability.....(MDG pre-requisite)
- Human resource development..... (MDG 2)
- **Equal opportunities for all** .....(MDG 3)
- Social Services for all and .....(MDGs 2,4,5, &6)
- Culture, Sport and strong families..... (MDG 6 & 3)

*Note: Highlighted Vision 2020 proposed Strategies are indicative of core areas for ILO interventions in Zimbabwe.*

### **Millennium Development Goals (MDGs) and 2015 Targets**

Zimbabwe was among the 189 Heads of State and Government which agreed to the Millennium Declaration at the Millennium Summit of September 2000. The Summit saw the declaration of the Millennium Development Goals (MDGs) which comprise eight quantitative goals, time targets and numerical indicators as follows:

**Goal 1: Eradicate Extreme Poverty and Hunger.**

Goal 2: Achieve Universal Primary Education.

**Goal 3: Promote Gender and Empower Women.**

Goal 4: Reduce Child Mortality.

Goal 5: Improve Maternal Health.

**Goal 6: Combat HIV and AIDS, Malaria and Other Diseases.**

Goal 7: Ensure Environmental Sustainability.

Goal 8: Develop a Global Partnership for Development.

His Excellency, The President of the Republic of Zimbabwe, in his Foreword to the Zimbabwe Millennium Development Goals 2004 Progress Report writes:

“As we continue to consolidate our political and economic independence, the poverty reduction objective has now acquired a central position in our development policies. The MDG targets we have for ourselves as a Nation, will now serve as social development benchmarks for all our development policies and interventions. As such, our national economic and social development plans, will henceforth seek to achieve the poverty reduction goals and targets outlined in this Report. By recognizing the strong link between poverty, gender and the HIV and AIDS epidemic, the Report draws attention to Goals 1 (Poverty), 3 (Empowerment of Women) and 6 (HIV and AIDS), as the national priority goals which underlie the achievement of MDGs in Zimbabwe.”



Thus, a holistic Poverty Reduction agenda is no doubt top priority in Zimbabwe's development process. The selection of Goals 1, 6 and 3 as priority goals while attending to all the eight goals is further testimony of commitment to this development agenda. It is worth noting that the MDG agenda in Zimbabwe is in harmony with the broad vision, aspirations and strategies as earlier spelt out in Vision 2020.

These key national frameworks are the basis for formulating ILO interventions in Zimbabwe; while exploiting its unique tripartite structure's comparative advantage. The ILO has introduced Decent Work Country Programmes (DWCP) to streamline its role as a development partner through packaged country level interventions.

## **ILO Mandate**

The International Labour Organization is the UN specialized agency which seeks the promotion of social justice and internationally recognized human and labour rights. It was founded in 1919 and is the only surviving major creation of the Treaty of Versailles which brought the League of Nations into being and it became the first specialized agency of the UN in 1946.

The ILO formulates international labour standards in the form of Conventions and Recommendations which set minimum standards of basic labour rights: freedom of association, the right to organize, collective bargaining, abolition of forced labour, equality of opportunity and treatment, and other standards regulating conditions across the entire spectrum of the world of work. It provides technical assistance primarily in the fields of vocational training and vocational rehabilitation; employment policy; labour administration; labour law and industrial relations; working conditions; management development; cooperatives; social security; labour statistics and occupational safety and health. It promotes the development of independent employers' and workers' organizations and provides training and advisory services to those organizations. Within the UN system, the ILO has a unique tripartite structure with workers and employers participating as equal partners with governments in the work of its governing organs.

## **Decent Work Country Programmes: purpose and relations with the UNDAF**

The United Nations Country Team is programming at country level under the United Nations Development Assistance Framework (UNDAF, *ZUNDAF for Zimbabwe*), which is based on national development frameworks. Under the UNDAF framework, specialized agencies are tasked to draw up country programmes. The ILO formulates the Decent Work Country Programme (DWCP) and implements it in consultation with the tripartite constituents and other stakeholders (*tripartite+*).

In his introductory comments to the 93rd ILC (June 2005), the ILO Director General, Mr Joan Somavia stated "*Decent Work Country Programmes will be the integrated expression of the ILO's contribution and support to decent work as a national objective in any particular country. Progressively, they will be the main delivery vehicles for the ILO Programme and Budget for 2006/7*". A DWCP is a management tool enabling the ILO, its Constituents and the Office, to achieve progress towards the goal of decent work for women and men. **M&E** A DWCP applies results-based management, which focuses on achieving defined results in order to improve programme and management effectiveness, efficiency and accountability. It includes identifying measurable or describable changes (outcomes) to be achieved, based on appropriate problem and context analyses; designing strategies, outputs and activities that will lead to these changes;

balancing expected results with the resources available; monitoring and reporting on progress regularly; and periodically evaluating outcomes achieved.

### **Steps in the Zimbabwe Decent Work Country Programme:**

Zimbabwe's national economic and social development priorities are captured under the common operational framework as highlighted in the first 'Zimbabwe Millennium Development Goals 2004 Progress Report, which was nationally launched at the highest level by H.E. President R. G. Mugabe. This report together with the 2005 MDGs progress report has fed into the overarching Zimbabwe United Nations Development Framework (ZUNDAF). The 'Zimbabwe Millennium Development Goals 2004/2005 Progress Reports' are the officially recognised reference documents for developmental priorities for Zimbabwe. They draw attention to Goals 1 (Poverty), Goal 3 (Empowerment of Women) and Goal 6 (HIV and AIDS) as the national priority goals, which underlie the achievement of MDGs in Zimbabwe and Goal 8 (Developing Global Partnerships for Development). The six thematic groups for the ZUNDAF in which ILO is participating in line with the DWCP are: (i) Poverty, economy and employment (ii) population and basic services (iii) governance and human rights (iii) land and environment (iv) HIV and AIDS (v) Gender (vi) Data for development. Operational policies that seek to achieve tangible results.

The ILO Sub-Regional Office for Southern Africa selected Zimbabwe as one of the three first countries in the Sub-Region to develop a DWCP. The process is articulated around four major steps:

- Assessment report (country priorities, lessons learnt from the past development cooperation, country priority needs based on a demand-driven approach and in line with the ILO mandate and comparative advantages);
- Broad consultations with constituents (Government, Employers and Workers' Organizations);
- Consolidation and validation workshop (designing the country programme); and
- Implementation, monitoring and evaluation by a Steering Committee.

Through a consultative process, the DWCP for Zimbabwe was developed to address an overall strategy summarised as:

- To ensure improved delivery of services with ILO assistance, and ownership by Constituents from a demand-driven approach in the formulation and implementation of the DWCP and dissemination of results
- To strengthen the coordination of ILO technical cooperation projects and integrating different levels of activities, projects, advisory support, capacity building, information and advocacy, etc;
- To promote strategic partnerships, capacity, and sustained social dialogue among ILO Constituents;

## Country Priorities

Three priority areas were identified and agreed on from which expected outcomes and outputs were derived. The three areas that were agreed on are:

- **Poverty reduction through employment creation;**
- **Impact of HIV-AIDS at the workplace reduced; and**
- **Enabling environment created through upholding and strengthening social dialogue.**

Against each priority, expected outcomes and related outputs are summarised below as:

**Priority I: Poverty reduction through employment creation (employment creation for poverty reduction is made central in all economic and social policies and translated into operational programmes)**

### **1.1 Enhanced national capacity to assess report on and monitor the African Union Plan of Action for Promotion of Employment and Poverty Alleviation:**

- Support to the National Follow-up Institution (Steering Committee) whose overall objective is to assess and evaluate progress made in the implementation of the Declaration and Plan of Action on Employment and Poverty Alleviation (African Union Extraordinary Summit, Ouagadougou, September 2004).

### **1.2 National Employment and Labour Market Policies:**

- Assist the Government in the formulation and implementation of a national employment policy;
- Policy framework addressing investment growth and jobs and promotion of pro-poor (labour intensive) jobs; and
- Assist in methodological tools for data collection and analysis on labour market as part of the ZIMDAT.

### **1.3 National Youth Employment Action Plan:**

- Vocational training and skills development;
- Dialogue facilitated to foster youth employment creation as a form of corporate social responsibility and highlighting the role of the private/public/civic organisations' collaboration in solving the problem;
- Support to the development of the youth employment policy to feed into the National Employment Policy;
- Capacity of the Ministry of Youth Development to produce reliable and relevant LMI enhanced, Youth Databank capturing LMI targeted at equipping youth and other stakeholders with the relevant data to help them find and create decent jobs; and
- Zimbabwe participating in the Youth Employment Network.

#### **1.4 Employment creation through micro, small and medium enterprises and cooperative development and development of the informal economy:**

- Support for implementation of sustainable jobs creation by setting up enterprises that create decent jobs, through micro finance with venture capital as a strategy;
- SMEs strengthened in terms of capacity building, infrastructure support, financing, technology transfer and upgrading, value addition, quality improvement, research and development and market access to enable them to grow into medium and large-scale enterprises;
- Business Links Office created to offer improved BDS to SMEs Cluster Associations;
- Research conducted for the development of an SMEs road map highlighting sectors which have better potential to create decent jobs;
- SMEs business associations supported and their capacity strengthened so that they can competently represent their membership and integrate with existing Employers and Workers representative bodies;
- Institutional capacity built to facilitate development of conducive policies for SMEs development in urban and rural areas;
- A database on informal economy operations created;
- New regulatory framework for the informal economy; and
- SMEs ministry supported and capacity built to set up a database of SMMEs service providers to develop registration, accreditation and certification process.

#### **1.5 Employment Intensive Investments promoted**

- Capacity of technical ministries responsible for delivery of infrastructure with high potential for employment creation (roads and water works) strengthened to use labour based methods;
- Private Sector (contractors, consultants) associated with delivery of labour based works strengthened to integrate elements of decent work in their procedures (project design, procurement, recruitment, implementation, remuneration).

#### **1.6 Local Economic Development Programme:**

- Support to Local Economy Programmes *like the ZundeRaMambo, the Cassava and Paprika projects and other sectors* to include more women and men and the youth;
- Mobilize stakeholders into developing business plans for implementation at community level; and
- Come up with a Cooperative Action Plan for implementation of the Revised Cooperative Policy.

### **Priority II: Social Protection and Impact of HIV-AIDS at the workplace reduced**

#### **II.1 Sectoral Policies on HIV-AIDS at workplace**

- Sectoral policies and programmes on HIV/AIDS to include identified priority sectors (Agriculture, Informal Economy, Mining);
- Time bound programme on HIV-AIDS in the world of work;

- Institutional capacity (Zimbabwe Business Council for Aids- ZBCA) built to deal with HIV/AIDS education, Anti-Retroviral (ARVs) and services to all social partners.

## **II.2 HIV-AIDS Work place programmes**

- Mainstreaming HIV/AIDS at workplace into national dialogue; and
- HIV/AIDS policies, programmes and interventions discussed in the Tripartite Negotiating Forum (TNF) including all partners.

## **II.3 Social Security**

- National Health Insurance Scheme (NHIS): Actuarial evaluation/assistance and comments provided on statutory instrument; and
- Pensions: Capacity built and information on awareness programmes within the Ministry of Gender and Women Development enhanced on issues regarding pensions and their indexation; align pension benefits with realities of life expectation and balance the indexation in the policy.

## **Priority III: Enabling environment created through upholding and strengthening social dialogue.**

### **III.1 Enhanced and institutionalised Social Dialogue**

Social partners involved in all tripartite/bipartite negotiations and consultations on social and economic issues through the Tripartite Negotiating Forum.

Workers' organisations make an effective input into an equitable, sustainable and participatory socio-economic development with focus on Farm Workers/Farmers and women and youth:

- Human and institutional capacity strengthened to enable farm workers' organizations to play a role as partners in the agricultural sector;
- Capacity built on leadership and managerial levels for strong representation of farmers' interests; and
- Social Protection: promote the affiliation of farmers and workers to social security schemes (NSSA) and awareness to occupational health & safety issues

### **III.2 National Action Plan on gender issues**

- National Gender Action Plan developed and implemented and dialogue facilitated to improve the gathering and dissemination of gender sensitive statistics; and
- Ensure quality business training to strengthen networks of women in the informal economy.

### **III.3 Effective implementation of ILO Conventions**

- Effective cooperation among social partners for the full implementation and realisation of the principles of freedom of association, right to organise and right to collective bargaining;

- Improved appreciation by the Committee of Experts on the effective implementation of ratified conventions in Zimbabwe;
- Study conducted to identify the worst forms of child labour in Zimbabwe, to enable the development of a Time Bound Programme. Need to know the extent of child labour in Zimbabwe; and
- An action plan adopted based on a tripartite consensus on the way forward towards the ratification of Maternity Protection Convention 2000 (No. 183).

## **Implementation**

The ILO and its Constituents (Government of Zimbabwe, Employers and Workers' Organizations) will establish a Steering Committee. Each of the tripartite constituents will be requested to nominate an agreed number of officials to the Steering Committee. The Committee will also be charged with the responsibility to address operational issues relating to the DWCP, ILO interventions in Zimbabwe as well as plan or adjust concrete activities aimed at assisting the constituents and mobilizing consequent resources.

## **Monitoring and Evaluation**

This will be executed by the ILO through a participatory and consultative process. The following activities will be executed through the steering committee and/or in consultation with the responsible constituents:

- Reinforced collaboration in planned and ad hoc assessments and monitoring based on bi-annual coordination meetings between the ILO and its Constituents;
- Monitoring of activities and production of yearly progress reports; and
- Tracking resources mobilization for the implementation of the DWCP.