

ZAMBIA CONGRESS OF TRADE UNIONS.



REPORT

OF THE

**WORKSHOP ON MONITORING THE 5TH NATIONAL DEVELOPMENT
PLAN(FNDP) HELD AT BALUBA MOTEL, LUANSHYA
21ST – 23RD JUNE, 2007**

By: Luke Makinishi

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1.0 Introduction

The workshop started with the registration of participants and thereafter a Chairman was elected in the name of Mr. Paul Sunkutu, with Mr. Brian Chishimba as his Secretary to preside over the orderly deliberations of the workshop. The main objectives of the workshop are to;

- Appraise trade union leaders/activists on the FNDP and Other Development processes; and,
- Develop strategy for Monitoring National Development Plans and other national policies/programmes

1.2 Attendance

The workshop was attended by 29 participants, including the resource person. Six per cent of the total participants were female. The workshop was targeted at Deputy General Secretaries of national unions affiliated to the Zambia Congress of Trade Unions.

1.3 Official Opening Ceremony

The Coordinator Mr. Austin Muneku invited participants to introduce themselves and then took the privilege of welcoming and introducing the ZCTU Deputy Secretary General, Mr. Alfred H Mudenda.

Mr. Mudenda started by giving thanks to the FES for their continued support to Congress and indeed to its affiliates. Then he expressed his gratitude to the leadership for the good response in the attendance shown at the workshop.

He referred to the March, top leadership, 2007 National budget workshop where a number of recommendations were made. To that effect he drew the resolve for consultations, that being a major Stakeholder, ZCTU must demand for its increased involvement in the policy formulation and therefore ensure that the leadership is actively engaged in the implementation and evaluation phases.

He went to make further elaboration on the need to realize the goals set within the Fifth National Development Plan(FNDP) as part of the long term "Vision 2030". The resumption of this planning tool gives hope to significant improvements in the welfare of Zambians which should be the concern at the heart of the labour movement, he said. This was well stressed by pointing to previous words of advise given to then government during their passionate privatization exercise which proved to have resulted in a poorer citizenry.

Mr. Mudenda then implored the leadership to develop strategies which shall be attributed to offer early warning mechanisms targeted to avert abuse and mismanagement of resources. He urged them to be watchdogs in partnership with other progressive civil society in the quest to the creation of decent work, food security, sustainable education and health infrastructure as we put Zambians first during the citizens empowerment process.

Finally, he mentioned of the confidence vested in the leadership and the expectation that they were going to objectively consider the issue besetting us and then thanked the organizers of the conference for inviting him. He thereafter declared the workshop officially opened.

1.4 Vote of thanks by Mr Brian Chishimba, CBUWU

Mr Chishimba pointed out that a country which does not plan is a doomed nation, noting that poverty directly impacts on the labor movement membership. He observed that formulation of policies has never been so much of a problem but the execution part has seen the lack of adequate funding and sometimes very misplaced in terms of prioritizing.

He then gave an example of pronouncements over the release of funding towards local government and the higher learning institutions which are received in piecemeal or never received. He said the same might apply to the 5th National Plan and therefore emphasized the need to come up with mechanism of monitoring and evaluating the systems.

She also thanked the ZCTU Deputy Secretary General, Mr. Alfred H Mudenda for having found the opportunity from his busy schedule to come to the workshop.

After the official opening ceremony, the Coordinator invited the participants for a group photo and some tea afterwards.

After the break, the Coordinator invited the first Presenter, Mr Greyson Koyi to present his paper.

2.0 GENERAL OVERVIEW AND PROSPECTS OF THE FNDP:

**BY MR. GREYSON KOYI, CIVIL SERVANTS AND ALLIED WORKERS
UNION OF ZAMBIA**

Mr Koyi started by delving into the history of the national plans since independence during Dr Kenneth Kaunda's era. He explained that until the 1989, the fourth (4th) national plan was disrupted by Structural Adjustment Programme (SAPs) agitated by the IMF/World funding when the country faced dire economic difficulties. There was a shift from the state controlled economy to a free-market economy.

The FNDP is a resurgence to planning and therefore a national and overall guide framework, he explained, which may work well than leaving the economy to the invisible hand of free market forces but with the intervention of the state in critical areas. He then went on to give the conceptual, definition and motivation of the national development plan.

He said that although the plan should have been effective from 2006 to 2010, the recent version launched the programme in January 2007 and hence the plan shall run for five years from 2007 to 2011.

Discussions around the subject highlighted the following facts which said that there is no economy in existence which can be 100% free market driven or state controlled but a hybrid of both to balance its survival dependant on the power relations between the Employers, Workers and the interaction of the state to determine and influence what the workers and citizens receive at the of the day.

This was explained in relation to the span of the Poverty Reduction Strategy Papers (PRSPs) that followed after the SAPs which were to lead to the Highly Indebted Poor Countries (HIPC) point of relief and significant debt cancellation.

Mr Koyi explained that with the change of government in 2001, the newly elected president, Levy Mwanawasa, did not accept the PRSPs in totality but introduced the transitional national development plan to run concurrently with the PRSPs.

The underlying factors leading to developing the national development plan was the weakness identified with the PRSPs which had unclear linkages between economic growth and poverty reduction and therefore FNDP was a response to felt need to sustainable development, Mr Koyi said. This is to provide an enabling environment where the majority will have access to generation of wealth; an improved approach to resource distribution.

At this point in time (12:45) we broke for lunch.

After lunch, at 14:00hrs, Mr Koyi continued his presentation with another subject on *the prospects and role of the trade unions in the a Fifth National Development Plan*.

He went on to highlight the need of having a mechanism of monitoring the development and implementation of the national development plan since the major investment sectors are targeting our wasting resources which means that the future generations shall be deprived of a meaningful livelihood. These assets may be finished within the shortest possible time as investors are keen to exploit their opportunity when conditions still favor them.

He urged the leadership to ground themselves in the affairs of nation especially with information on mining and other strategic investment agreement that are engaging these investors in the game of exploit, exploit and then leave.

The difficult he observed was over the deficit in financing the FNDP. He therefore stressed the need for all stakeholders to find other sources of mobilizing the

funds. Sources such as the increase in rates of mining royalties and profit windfall taxes if supported could boost the national treasury. Longer term investment agreements allowing investors to externalize super profits could also be revisited.

Participants took note of the fact that the country is still in danger of slipping back into high borrowing and therefore the same old debt trap due to the pressure of deficit funding. But again it was resolved that as stakeholders a process of reviewing the benefits that are to flow from loan contraction should be institutionalized for adequate checks and balances.

The presenter concluded by looking at the structure of the Fifth Nation Development Plan as a tool which guarantees fair distribution of resources by referring to different facets of the budget lines and sectors. These are tied to the varying classification of core activities and non-core activities. The beauty about the structure is shown in how sectors are weighted according to priority.

3.0 THE ROLE OF TRADE UNIONS IN THE NDP AND SELECTING INDICATORS OF PERFORMANCE AND THEIR APPLICATION MATCHING NATIONAL BUDGET: BY MR AUSTIN MUNEKU, DIRECTOR RESEARCH AND ECONOMICS-ZCTU

At 16:00hrs the presented started the topic by bringing the issue of participation of the trade unions in the FNDP by referring to the structures in existence from the perspective of District Strategic Plans (DSPs) through the provincial and district commissions and the Sector Advisory Groups (SAGs) at the national level in order to fulfill the vision 2030. Here he emphasized the need to have a sense of ownership of the whole process in prodding the politicians into appropriate actions. According to Mr. Muneku, trade unions can generally take advantage of the NDP through popular participation, ensuring accountability and responsibility Leadership.

Furthermore, trade unions can through its structures play a leading role in monitoring and evaluation to ensure quality public spending. Mr. Muneku told participants that trade unions also have a role in ensuring that government puts in place a sound Macroeconomic Policy which has a direct impact on the welfare of workers and availability of employment. Other than economic issues, the trade union movement must be an active part of the political processes that must the governance standards are observed, and the necessary legislation are developed and enforced.

The following should be trade union specific areas of concern:

- Job creation - ensure that employment creation is placed firmly at the top of our development agenda in the NDP.
- Industrial harmony
- Promotion of Decent wages for workers and Meaningful Social Security
- Poverty reduction and Development
- Labour and Taxation
- Keeping an eye on Public expenditure
- Social service delivery (education, health care, roads, housing, etc.)

He however said a number of weaknesses were noted under the PRSP cycle, which now calls for social action from civil society to mobilize Zambia out of poverty.

The presenter then looked at the importance of job creation as a safety measure to drive the economy to stability and decent lives. He propounded on the positive effects that can result from the process such as reduced taxes to every worker once the tax base is expanded when employment creation is prioritized within the NDP.

He went on to relate this to decent work which is able to deal with the myth that out of the 4.9 million working force 4.1 million are in employment when in the actual fact less than 18% are in formal employment. Another fact is that workers are subsidizing companies by paying more in terms of taxes when the opposite should be the case as the rich logically should pay more. The government should therefore take its role of cushioning the poor.

He then called the leadership to keep an eye on public expenditure by making periodical comparisons with released and approved budgets. Examples of what other non government organizations have achieved in this area were given, on how some corrupt practices have been exposed. He said we waste a lot of time by waiting until the auditor general gives a report on funds abuse which comes after long lapse of time before anything can be done to correct situations.

The presenter in concluding commented on the need of having several monitoring indicator such as the GDP growth rate, Gini Coefficient and other social indicators which can measure good governance and the feasibility of certain pronouncements by government. The trade union movement should pay close attention to monitoring several indicators (especially those mentioned below) on a routine basis and raising a red flag whenever appropriate.

- Access to primary education
- Access to secondary education
- Access to tertiary education
- Teacher to pupil ratio
- Infant mortality
- Maternal mortality
- Immunization coverage
- Access to health care
- Population to doctor ratio
- Population to nurse ratio
- Public expenditure on education
- Public expenditure on health care
- Donor expenditure on health care
- Donor expenditure on education sector

In concluding, Mr. Muneku told participants that Zambia's trade union machinery must be reorganized and strengthened in order to respond to the challenges. A number of reforms need to be instituted. According to Dr. Masiye, what is clearly needed is more vibrancy. This will require concerted efforts targeted at reorientation and mobilization of workers.

4.0 ANALYSING THE EMPLOYMENT AND LABOUR CONTENT: FNDP BY MR OWEN MGEMEZULU, MINISTRY OF LABOUR AND SOCIAL SECURITY.

Mr. Mgemezulu began the session by looking at Labor as one major critical factor of production. He explained that this has been an aspect targeted for inclusion in the FNDP by his ministry. Employment and Labour contents included in the FNDP are as follows:

- Decent work promotion
- Labour Market Information System Management
- Labour Market Legal and Regulatory Framework Reform
- Occupational Health and Safety Promotion
- National Labour Productivity Promotion
- Mainstreaming Special Interests and Vulnerable Groups
- HIV and AIDS intervention at the work places
- Prevention of Child labour
- Labour Migration

He mentioned that the National Employment and Labour Market Policy(NELMP) which addresses the above issues has been evolved through a progressive participation process of interests group such as ZCTU, NGO-CC, ILO'S campaigns , UNDP, ZFE just to mention a few.

He said a number of programmes came through the Tripartite Consultative Labour Council (TCLC) and the active implementation of labour market policies shall be sought through bills taken to cabinet for their blessings. But the main objective of the policy is to ensure:

- Creation of adequate and quality jobs.
- Deal with core problem of the rise in unemployment due to decline of the formal sector
- A defined course of action

He then alluded to the issue of funding which has been estimated thus:

- Estimated budget : K150 Billion
- GRZ : K 84.7 Billion
- External Funding : K 65.3 Billion

He however mentions that the 2007-2009, three year allocation already has shown a huge government deficit as it requires lobbying for other external sources of funding.

The presenter finally concluded by urging the leadership to participate in the forums or sub-committee available for monitoring and evaluation. He outlined three major sub-committees;

1. Labour Market Information Sub-committee
2. Social Security Sub-committee
3. Zambia Decent Work Advisory Group

The Tripartite Consultative Labour Council (TCLC) is another platform of governance he referred to through which matters of labour are addressed.

5.0 Group Work

Participants were divided into two groups to discuss the trade union agenda in the Fifth National Development Plan and identify issues for inclusion in the national development process. The following are the outcomes of the deliberations of the three groups:

Defining the trade union agenda in Fifth National Development Plan

Participate in formulation, monitor and provide checks and balances

Q.1. Identify structures in the NDP process for intervention by the trade union movement.

Group 1

- ☞ Trade unions should have representation from district to national levels. This should also extend to areas where there is no trade union representation.
- ☞ Trade unions should have identify those adept in various specialized fields, for example, ZNUT should be in the education SAG, NUPAW in Agriculture etc.
- ☞ In the event that there is parliamentary body to see the implementation and monitoring process, we should also have a place on that body.
- ☞ At national level;
 - Parliament - Lobby for allocation of resources through national budget to areas with the highest priority and potential to reducing poverty and creating decent jobs
 - Use the Tripartite Consultative Labour Council to advance trade union agenda

Group 2

- ☞ The group identified a three level structure of trade union intervention in the NDP, namely:
 - district level: ZCTU District Committee
 - provincial level: ZCTU Provincial Committee and 2 representatives from affiliates
 - national level: ZCTU National Centre
- ☞ Participation in the NDP formulation, monitoring and evaluation should be at all levels and in all sectors we since we have members at each level, district, provincial and national

Q.2. Identify critical issues for inclusion in the NDP.

Group 1

- ☞ The process should be backed by the political will to enhance basics like education, HIV/AIDS, eradication of poverty, roads and health should be backed by fiscal allocation in the budget
- ☞ The group submitted that the identified elements for inclusion the NDP should be SMARTER – Simple, Measurable, Attainable, Realistic, Time bound, Empowering and Rewarding
 - i). alignment
 - ii). Ownership
 - iii). Clear priorities
 - iv). Implementation, monitoring and evaluation
 - v). structural changes
- ☞ The all NDP process must be people driven in order for it to stand the test of time; begin with people and end with people

Group 2

- ☞ institutional autonomy
- ☞ ownership
- ☞ right priorities
- ☞ job creation
- ☞ social security
- ☞ poverty datum line
- ☞ broadening of tax base

- ☞ implementation, monitoring and evaluation

The process should be backed by law for the sake of continuity. The paramount priorities should be political will to enhance basics like education, HIV/AIDS, eradication of poverty, roads and health should be backed by fiscal allocation in the budget.

Q.1. What Strategies Are Needed To Make The Labour Movement More Vibrant, Pro-Active And Effective In Context Of NDP Process? e.g. the labour movement must become internally strong.

Group 1

- ☞ ZCTU to form sub-committees to monitor various sectors and activities
- ☞ ZCTU to provide training to monitors who should belong to the review/reference group for the NDP
- ☞ Conduct public debate on NDP and paying for airtime on public radio
- ☞ Preparatory workshops should be conducted early enough on various issues
- ☞ News letters and monthly fliers to affiliates and the public in general must be developed
- ☞ Leadership should change the approach to issues which should include formation of task force or standing committees who could meet to discuss issues
- ☞ Lobbying for two permanent labour seats in Parliament

Group2

- ☞ **Strengthening unity** within the Labour Movement through teamwork at all levels- fragmented small unions to develop a unity of purpose and work as a team. The two federations should lead the way towards unity of purpose. This spirit should trickle down to affiliates. e.g. there is an issue in one particular affiliate union the rest of the members should voice their support. This will send a strong message of solidarity to Government and the rest of the labour movement.
- ☞ Effective **communication and education** at all structures in order to understand the background of NDP-programmes at various structures etc.
- ☞ Inspiration from leaders who are **active, dynamic, selfless, investigative, vigilant** within the **labour movement structures**
- ☞ **Patriotism** from leaders in order to carry the vision, objectives of the NDP

Q.2. What Form of Working Agreement Should The Labour Movement Adopt For Working Agreement With Government?

Group 1

- ☞ The Movement should insist on a legal framework to facilitate implementation
- ☞ The Movement shall remain non-partisan
- ☞ The Movement should support, uphold and enforce good governance and democratic principles

- ☞ The movement should seek a clearly defined working arrangement
- ☞ Within such an arrangement the principles of the labour movement should be respected by the Government of the day

Group 2

- ☞ The Movement should be an active monitor of NDP implementation process
- ☞ The movement should be sounding reminders about any perceived lack of progress

Q.3. What Mechanisms Shall The Movement Adopt In Order To Become Amore Effective Monitor Of Government Implementation Of The NDP?

Group1

- ☞ To provide regular feed back which is evaluation of NDP
- ☞ Work with other stakeholders to complete the work of Monitoring and evaluation

- ☞ Monthly expenditure reports should be demanded in order to monitor NDP
- ☞ Quarterly report to the labour movement and public on all aspects of the labour movement should be made available
- ☞ Formal explanations and debates through various forums in terms of the successes and failures

Groups 2

- ☞ Movement should put Own house in order
- ☞ Organize and fund district structures in order to ensure that they participate in the NDP process to ensure that dissemination of information and education are facilitated
- ☞ More intense networking with other stakeholders concerned with development in order to ensure full implementation of the NDP
- ☞ Specific indicators shall be put in place to ensure monitoring
- ☞ Rules and regulations to govern the implementation of the document

6.0 Recommendations for the Way Forward

- ☉ Government should vigorously sensitize the masses through the public media around the NDP and stress the importance of monitoring
- ☉ Government should enact supporting legal framework to facilitate partnership between government and labour movement, civil society and other stakeholders

- ☉ The trade union movement should make maximal use of all its structures in participating in the NDP process through the creation of monitoring committees designed along thematic areas of critical importance and relevance to labour movement
- ☉ The trade union movement should be more proactive and aggressive in the monitoring task of the NDP and other policies to ensure allocated resources are put to maximal use
- ☉ Trade unions should build strong networks and forge strategic alliances with other institutions and stakeholders in developmental issues
- ☉ ZCTU should organize timely and regular workshops on thematic issues and any pertinent national issues in order to keep in touch with the NDP and other policy processes
- ☉ Participants should disseminate the knowledge acquired at the policy and other workshops in their daily activities at places of work

7.0 Closing Remarks

The National Union for Communications Workers (NUCW) Deputy General Secretary Mr. Paul Sunkutu closed the workshop. In his closing remarks, Mr. Sunkutu thanked the ZCTU and FES for coming up with a workshop on trade union involvement in the National Development Plan. He said that it was the hope of participants that recommendations of the workshop would be forwarded to relevant authorities for implementation.

Mr. Sunkutu ended by appealing to ZCTU and ILO to organize similar workshops so that the trade union influence on national policy issues could be strengthened. He also urged fellow participants to share the knowledge and information obtained during the workshop with other in the various union structures including the rank and file.



ZAMBIA CONGRESS OF TRADE UNIONS
 in collaboration with
FREIDRICH EBERT STIFTUNG
WORKSHOPPREOGRAMME



Workshop on Monitoring the 5th National Development Plan (FNDP)
21-23 June 2007 Baluba Motel Luanshya

TIME	THURSDAY 21 JUNE 2007	FRIDAY 22JUNE	SATURDAY 23JUNE	SUNDAY 24JUNE 2007 DEPARTURE
08:30		Registration <u>Opening Ceremony and Welcome</u> Mr. Alfred Mudenda Acting Secretary General (ZCTU) Representative of the FES	<u>General discussions</u> Fifth National Development Plan: Analyzing the Employment and Labour Content (Mgemezulu Owen ,MLSS)	
10:30		Workshop Introduction and Orientation (Austin Muneku-ZCTU)		
Break				
11:00		<u>Presentation and Discussions</u> Fifth National Development Plan (FNDP): General Overview and prospects (Grayson Koyi, Civil Servants and Allied Workers Union of Zambia)	<i>Group Activity and Report Back</i> Setting Monitoring Groups Monitoring Methods Content tracking Responsibilities Facilitators Grayson and Austin	
12:30				
Lunch				

14:00		<u>Presentation and Discussions</u> Fifth National Development Plan: and Trade Unions: Content Review, Monitoring and Evaluation Facilitator (Grayson Koyi)	<i>Group Activity and Report Back</i> Setting Monitoring Groups Monitoring Methods Content tracking Responsibilities Facilitators Grayson and Austin
15:30			
Break			
16:00		<u>General discussions</u> Selecting Indicators of Performance and their Application Matching National Budget, Medium Term Expenditure Framework and FNDP Facilitator Austin Muneku)	<u>Way Forward</u> Closing
17:00			

Tentative list of participants

#	Name	Position	Trade Union
1	Alfred H. Mudenda	Deputy Secretary General	Zambia Congress of Trade Unions
2	Sifuniso Nyundu	President	Gemstone and Allied Workers Union of Zambia (GAWUZ)
3	Whiteson Kalunga	Deputy General Secretary	Airways and Allied Workers Union of Zambia (AAWUZ)
4	Andrew Banda	Deputy General Secretary	National Union of Transport and Allied Workers (NUTAW)
5	Brain Chishimba	Deputy General Secretary	Copperbelt University Workers Union (CBUWU)
6	Denis Lukwesa	Deputy General Secretary	Mineworkers Union of Zambia
7	Francis Mwila	Deputy General Secretary	National Union of Building, Engineering and General Workers (NUBEGW)
8	Paul Sunkutu	Deputy General Secretary	National Union of Commercial and Industrial Workers (NUCIW)

#	Name	Position	Trade Union
9	Chanda Lwatula	Deputy General Secretary	National Union of Communication Workers (NUCW)
10	Mulenga Mukuka	Deputy General Secretary	National Union of Plantation and Agricultural Workers ((NUPAW)
11	Mukeha Mukanaka	Deputy General Secretary	National Union of Technical Education Lecturers (NUTEL)
12	Jordan Mwanza	Deputy General Secretary	Basic Education Teachers Union of Zambia (BETUZ)
13	Fanwell Banda	Deputy General Secretary	Railway Workers Union of Zambia (RWUZ)
14	John Manda	Deputy General Secretary	United House and Domestic Workers Union of Zambia (UHDWUZ)
15	George Mwiya	Deputy General Secretary	University of Zambia Allied Workers Union (UNZAAWU)
16	Simon Daka	Deputy General Secretary	Workers Union of TAZARA (WUTAZ)
17	Christabel Nyirongo	Deputy General Secretary	Zambia National Union of Health and Allied Workers (ZANUHAW)
18		Deputy General Secretary	Zambia National Union of Teachers (ZNUT)
19	Lackson Bwalya	Deputy General Secretary	Zambia Graphical and Allied Workers Union (ZAGAWU)
20	Milton Ngoma	Deputy General Secretary	Zambia Union of Journalists (ZUJ)
21	Pembere Wadzanayi	Deputy General Secretary	Zambia Union of Security Officers and Allied Workers (ZUSOAW)
22	Gabriel Tembo	Deputy General Secretary	Zambia Bus and Taxi Workers Union (ZBTWU)
23	Amon Daka	Deputy General Secretary	Zambia United Local Authorities Workers Union (ZULAWU)
24	Owen Mgemezulu	Chief Planner	Ministry of Labour and Social Security
25	Adon Sakala	Deputy General Secretary	Grain and Meat Workers Union of Zambia (GMWUZ)

#	Name	Position	Trade Union
26	Delphine Kabeta	ZCTU Trustee	Zambia Congress of Trade Union
27	Mr. Austin Muneku	Director Research	Zambia Congress of Trade Unions
28	Mr. Luka Makinishi	Acting Director Education/Rapporteur	Zambia Congress of Trade Unions
29	Mr. Grayson Koyi	Director, Research	Civil Servants and Allied Workers Union of Zambia (CSAWUZ)