

WORKSHOP REPORT

ZCTU SEMINAR HELD ON 28th and 29th JUNE, 2010 AT Lusaka Hotel, LUSAKA.

In 2005, government implemented the first ever written long term plan, expressing Zambia's aspirations by the year 2030 and this was coined as the "Vision 2030". It was envisaged that the vision will be operationalized through five year development plans and the first phase known as the Fifth National Development Plan (FNDP) is coming to an end in 2010.

The Zambia Congress of Trade Unions in supporting the initiative did participate on the tripartite level, in the policy formulation of the National Employment Labour Market Policy (NELMP) and the Zambia-Decent Work Country Programme (Z-DWCP), which are important dimensions developed towards fulfilling the vision.

The ZCTU critically supports efforts towards pro-poor policy development and the urgency to compliment the efforts so far undertaken must be consolidated by reflecting on the phasing out period in order to develop the sixth national development plan.

At this critical time, workers from spheres have been identified to deserve better in the distribution of the national cake more particularly from the wealth being realised by foreign investors. Government is to be too relaxed and overzealous in terms of incentives and terms given to investors. ZCTU add to the voice we should not be seen to be in so much hurry to attract in form of Foreign Direct Investment even to the detriment of local industry. Through this forum, ZCTU also wants to strengthen calls of reintroducing the windfall tax.

Broader Objective: To review the Fifth National Development Plan (FNDP) in understanding the direction of the country's economic leading to effective sharing of strategies and successful development of issues to be included in the Sixth National Development Plan (SNDP). By the end of the two day workshop:

1. Participants identify successes and failures of the FNDP,
2. Participants identify the different areas of intervention for input to the formulation of the Sixth National Development Plan (SNDP) and the possible ways of involvement in monitoring implementation.
3. Participants are enabled to develop a position paper that consolidates views building on current levels of national development.

Target Group: Top union leaders from the affiliates.

In his opening remarks Zambia Congress of Trade Unions ZCTU Deputy Secretary General Mr Alfred Mudenda explained that it was the responsibility of ZCTU to draw to discuss issues of national development. Mr Mudenda said that Labours will ensure that issues of National planning development be discussed orally with stakeholders and that matters be taken on board to support every Zambian be heard. Mr Mudenda explained that it was the responsibility of Labour movement to ensure that Government take responsibilities without excuses. Therefore he encouraged all the participants as they are labour movements that they are affiliates that create or make up Zambia to take note of how Zambia economy is not doing well.

Ms Kathy Sikombe, FES Programme Coordinator, explained that FES attaches great importance of Labour Movement therefore he encouraged all participants that their contribution was important as they are the voice of the Country. She explained that FES would continue supporting organisations in capacity building. She was speaking on behalf of the FES Resident Director Mr Botterweck who is outgoing to South Africa for new appointments in another Labour office, particularly looking at Sothern African labour issues. Ms Sikombe encouraged all participants to take the workshop seriously as it concerned National developmental Planning issues. She challenged the Union leaders to be Gender balance and include women so that they also have a quarterly planning workshop.

In declaring the workshop open Mr Sam Phiri ZCTU first deputy President responded to the leaving of FES resident Mr Gerd Botterweck as a great loss to the Union but also look forward to work with next resident representative. Mr Phiri explained that they should take this chance of being at the workshop and focuss on the discussion. He said so because as Union Leaders were known as bad attendants .

Mr Phiri said that as Zambians we should look at what we have achieved through planning because all these years zambia is well known for pronouncements of foreign investors .He pointed out that the economy situation is actually going down and not improving as government would indicate because the resources are not enough to go roun to all Zambian, with the 12million population only 1percent are employed in the Mine Sector as one of the major employers. He pointed out companies like ZESCO there was a lot of casualisation and Hotel being the worst

employer. He emphasised that the greatest challenge was formal employment because with the private companies, a worker is only offered 5% as salary increment were there is an inflation of 10%. Mr Phiri also asked participants that as they are discussing the 2030 vision they should also focus on short and long term visions as it is a long way term planning. He said that as knowledge is power he thought that Zambia is not planning well stating an example that right now there is need of planning the 6th NDP while the 5th NDP result are not known or mentioned whether achieved or not. He mentioned that shortly many countries looked up to Zambia but now things have turned round he mentioned countries like Tanzania, Botswana and Uganda.

Mr Phiri said that some challenges that Labour movements had to mention a few are that many times that there are discussions issues are not implemented or no result. Nevertheless he encouraged all not to lose hope but to be determined and forge ahead with the labour movement fight. Mr Phiri hopes that the workshop through discussion will empower and thereafter will add more knowledge and be able to know how to handle some of the challenges the Country's economy is facing. He also encouraged Union leaders to involve women whenever there is a workshop as it is also an opportunity for exposure and experience.

Presentation: Mr Grayson Koyi presented on critical analysis of the 5th National Development Planning mainly on the Conceptual part. Mr Koyi gave the background to the reason why the FNDP was called fifth. He explained to say that the new government has seen the need to continue with the abandoned long term development plan which had reached the fourth level before adopted by the SAPs in the Chiluba government. The definitions and an in-depth overview of the goals under the FNDP were given, showing the nine parts that fall under the plan.

To go along with the discussions the participants wanted a copy of the FNDP but challenges were that the copy contains 408 pages which were not possible to go through the full scope of the plan in its entirety within two days seminar and therefore only the macroeconomic front and the health sector but the FNDP failed on poverty reduction and agriculture sector which are the major driving themes of the development plan and vision 2030. He also lamented the failure of the FNDP to impact on employment creation due to lack of clear baseline data and employment targets.

After the presentations they were reactions and comments such as a suggestion which was made in response to the challenge that government is already in the process of making a draft to be circulated to the public and that being the case a letter should be written to the secretary to the treasury indicating the steps ZCTU is undertaking to make submissions for inputs to the sixth national Development Plan. Mr Koyi emphasised the three channels ZCTU available to be utilised and these were the Direct participation on the Sector Advisory Committees (SAGs) e.g CSPA or indeed the direct communication with ministry of finance and National Planning

Presentation by Mr Willaim Chilufya from CSPA gave details on the vision 2030. 5year –NDP, Med Term Exp Plans (MTEF) and the Annual budgets and endeavoured to explain the linkages that exist between them. In Relation to labour Mr Chilufya outlined the guiding statements in the 2030 vision towards a sustained full employment scenario by the year 2030 and these were as follows:

- To maintain unemployment rate to below 10 percent of the total labour force by 2030
- That the proportion of the labour force operates in an environment in which labour laws are respected and safeguarded to reach 90percent by 2030
- To have an efficient and effective labour market information system in place by 2015 and
- To ensure that the minimum wage is commensurate with the prevailing living wage.

On the second and final day of the workshop the participants divided themselves into three groups to discuss some issues in the FNNDP that are on the weaknesses so that they strengthen and improve the Sixth National development Plan.

This is how the discussions were presented:

Group1

Set Priorities of the SNDP by giving a brief description of the challenges, opportunities towards best solutions in the plan

Opportunities

- In Mining there is high price of copper
- In Agriculture there is abundance of water resource in Southern Africa
- Large neighbouring market for food

- Abundant untapped arable land
- In Trade and Industry there is availability of primary and secondary industries arising from law standards policy
- Trade is recapitalising of closed industries (Brown Field)
- On Land there is abundant land and natural resources
- On Health there is availability of sufficiently HR development centres e.g UTH, Chainama etc
- High skilled HR in the national field.
- In Education there is availability of the ten layers of qualifications (Grade 7 to PHD)
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Challenges

- No Full value from the Zambian minerals
- Not able to secure post mining environment
- In agricultural they is lack of developed market
- Agricultural lack of good raod infrastructure
- Agriculral lack of crop diversification
- Agricultural has poor extension services
- Lack of agro processing
- Lack of green field investments
- On Land there is lack of proper distribution of land in both urban and rural sector by 15% state the rest is customery and freehold
- Poor land Policy
- Citizens disadvantaged in terms of access in preference to foreign investments
- In health there is poor HR retention due to poor conditions
- Poor staff client ratio especially in rural areas
- Inadequate access to health care (specialist) services
- Lack of infrastructure development
- Lack of enabling legislature to promote healthcare (e.g lack of marternity protection as evidence
- Need by the marternity mortality and morbidity rate

- There are still barriers to access the HIV/AIDS services (stigma, education etc)
- In education there is limited access to education (restricted the higher you go up the educational ladder)
- Education consist of staff student ratio is high
- Undeveloped infrastructure
- Poor conditions of services
- Lack of equitable focus on tertiary education
- Physical barriers (distance/cost)
- Poor mainstreaming of disabilities on educational management
- In Education very small percentsge (7% private formal) 15% Govt employed, 88% remains informal
- Lack of equity in taxation
- Non availability of formal jobs
- Job insecurity
- Low productivity
- Lack of enforcement of labour laws (not enough labour inspectors)
- Poor industrial relations in public/private sector
- Unionisation
- In Social security there is poor social security coverage (pension)
- Inadequate pension benefits (even delays)
- Poor disability benefits
- Difficulty in accessing disability benefits
- Workers education

Group2

Identify factors that can help strengthen linkages between the budget and the plan and how the SNDP link with the framework of the Vision 2030

First the group identified the type of citizens that are involved i.e the politicians are a must because they are the ones that who understand the plans, the Technicians they interprate and give advice, and the society they are there to monitor and evaluate the process of planning

- Adequate Funding
- Strengthen and broadness process
- Natinalists approach- not just to budget for a family but at national level
- Censensus building (from the grass root)
- Transparency-Transparency is better and will win support from the community
- Constant adequate funding , monitoring and evaluation
- MDG's and SNDP need adequate funding in order to eradicate extreme poverty`

Group3

Evaluate the successes and failures of the FNDP in charting the way forward in a much more holistic approach.

What are the barriers that hinder the attainment of good governance in Zambia

SUCSESSES

- In Education the growth enrolment at Grade one involve traditional leaders and parents
- Increase in number of school built
- Transformation of Teveta to enchanche skills development
- Transformation of some colleges to Universities level e.g Mulungushi
- In the roads there is a completion of the mchinji Rail which is yet to be offiacially open

WEAKNESSES

- In Agricultural there is an inadequate budgetary funds
- Failure to achieve national fund security
- Inadequate market systems
- High cost of production e.g electricity
- Lack of adequate storage place
- Reliance of an stable food
- In Mining environmental degradation pollution human rights abuses corruption and poverty
- Failure to maintain windfall taxes
- Casualisation as employers will be looking for cheap labour/outsource

- Lack of adequate regulatory systems
- In infrastructure the land is deplorable e.g Health , Hospitals, school road system and drainage

BARRIERS

- Corruption
- Lack of serious Implementation
- Political interferences
- Poverty
- Lack of transparency
- Top bottom approach
- Bureacracy (red tape) delay of projects

.7 CLOSING SESSION

In his closing remarks Vice President Mr Mudenda enlightened to the participants next programmes of ZCTU. He thanked all the participants and that he was impressed with the participation during the workshop and urged them to continue working hard to ensure that their contribution .He also thanked the high leadership qualities that they displayed during the seminar and declared it closed.