

COMMUNIQUÉ OF THE PATRIOTIC FRONT (PF) AND THE LABOUR MOVEMENT DIALOGUE

**“TOWARDS NEW FRONTIERS FOR THE RULING PARTY AND THE
LABOUR MOVEMENT DIALOGUE”
SUPPORTED BY FRIEDRICH EBERT STIFTUNG (FES)
CRESTA GOLFVIEW HOTEL, LUSAKA**

7TH – 8TH AUGUST, 2012.

This is a Communiqué of a Consultative Conference on the theme “Towards New Frontiers for the Ruling Party and the Labour Movement Dialogue” held at Cresta Golfview Hotel, Lusaka, from 7th to 8th August, 2012 and attended by seventy participants drawn from the Zambia Congress of Trade Unions (ZCTU), the Federation of Free Trade Unions of Zambia (FFTUZ) and the Patriotic Front (PF).

WHEREAS the parties are desirous of continued engagement, the core values forming the basis of the Party-Labour engagement shall be the ethic of solidarity for meaningful consultation, real participation in policy development, commitment to dialogue and mutual respect for each other’s roles and mandates.

WHEREAS the Consultative Conference is a quest for dialogue that would provide a framework for a civilised discourse between the ruling Patriotic Front and the Labour Movement, aimed at reflecting on possible reasons for the weak interface between the parties deliberated on how best to find collaborative approaches that create productive synergies for fostering a development that recognizes the dignity of work and rewards it for its true worth.

WHEREAS the parties explored different mechanisms for mutual strengthening as well as collaborating in addressing myriad challenges that face people at work such as: high taxes, decent work deficits, social protection, inequality, informalisation, casualisation, gender discrimination, sexual harassment and exploitation, occupation health and safety hazards, HIV/AIDS;

AND WHEREAS it is mutually agreed that the concerns of Labour in Zambia regarding the above thematic areas do require to be addressed decisively to ensure social equity and a labour-friendly development trajectory, dialogue remains an effective tool for building bridges of common understanding and cooperation between the Patriotic Front and Labour Movement.

NOW THEREFORE the parties, the Patriotic Front and the Labour Movement, **do hereby agree** as follows:

1. Legal Framework

Seeing that the existing industrial and legal regime contain deficiencies that undermine fundamental rights and principles at work, there is shared commitment to commence and accelerate a consultative process of labour law reform to bring weak labour laws in sync with acceptable international labour standards and in resonance with the changed social, political and economic situation of modern Zambia.

2. Tripartite Consultative Labour Council

In respect of the status and functionality of the Tripartite Labour Consultative Council, there is shared commitment to strengthen its legal standing in order to ensure that agreements reached during its sittings can translate into instruments of law or policy and thus improve its effectiveness in sustaining social dialogue among concerned parties. Further, an Independent Tripartite Secretariat be created. Consideration for the decentralisation of the Tripartite Labour Consultative Council to both provincial and district levels is also agreed upon.

3 Collective Bargaining

Acknowledging that Collective Bargaining provides a means to sustained industrial peace and harmony, there is shared commitment to enhance the right of workers to collective representation and to ensuring that collective bargaining is at all times conducted in an atmosphere that is free from any form of interference. The supremacy of Government intervention should be minimised and may only be invoked if inconsistent with the law and not as a substitute for the due process of collective bargaining.

4. Employment Creation

Seeing that unemployment is at the core of national development challenges affecting Zambia, there is shared commitment that a national strategy on employment creation should be designed and implemented and that this should adopt a direct approach that places the employment objective at the centre of the macroeconomic framework and not as a residual of it. And that consistent with this strategy should be a re-orientation of the educational doctrine to ensure that training curriculums can be responsive to the changing labour market needs and industry requirements. Besides, that such a strategy should show how employment will be created, where it will come from and what kind of employment will be provided, along with what safeguards will ensure decent employment.

5. Social Protection

There is shared commitment to foster a clear road map of how to extend social protection coverage to people in informal employment and accelerate the design and implementation of a social floor, along with the need for the Government to drive the idea of social protection financing.

THIS COMMUNIQUE IS SIGNED ON THE 8TH
DAY OF AUGUST, 2012.

Labour Movement Representative(s)

Patriotic Front
Secretary General

ZAMBIA CONGRESS OF TRADE UNIONS

Date:

Date:.....

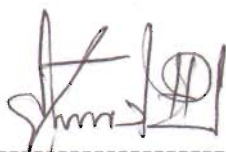
FEDERATION OF FREE TRADE UNIONS OF ZAMBIA

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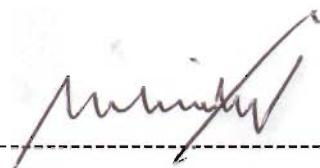
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Labour Movement Representative(s)

Patriotic Front
Secretary General



Leonard HIKAUMBA
ZAMBIA CONGRESS OF TRADE UNIONS



Date: 8/08/12

Date: 8/08/12



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