

# **ZAMBIA FEDERATION OF EMPLOYERS**

**REMARKS BY DR G GEORGE CHABWERA, PRESIDENT,  
ZAMBIA FEDERATION OF EMPLOYERS ON THE 90<sup>TH</sup>  
ANNIVERSARY OF THE INTERNATIONAL LABOUR  
ORGANIZATION AND THE WORLD DAY FOR SAFETY  
AND HEALTH AT WORK. LUSAKA NATIONAL MUSEUM,  
28<sup>TH</sup> APRIL, 2009**

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**HON. AUSTIN LIATO, M.P. – MINISTER OF LABOUR AND SOCIAL  
SECURITY; HON. SIMON KACHIMBA, M.P. – DEPUTY MINISTER OF  
LABOUR AND SOCIAL SECURITY; THE PRESIDENT – ZAMBIA  
CONGRESS OF TRADE UNIONS; THE INTERNATIONAL LABOUR  
ORGANIZATION – LUSAKA OFFICE REPRESENTATIVE; THE  
RESIDENT COORDINATOR – UNITED NATIONS ORGANIZATION;  
THE PERMANENT SECRETARY – MINISTRY OF LABOUR AND  
SOCIAL SECURITY; OFFICIALS OF THE MINISTRY OF LABOUR  
AND SOCIAL SECURITY; LADIES AND GENTLEMEN.**

**I FEEL PARTICULARLY HONOURED TO SEND THIS MESSAGE OF  
CONGRATULATIONS AND FRATERNAL GREETINGS ON THE HAPPY  
OCCASION OF 90 YEARS SINCE THE FOUNDING OF THE  
INTERNATIONAL LABOUR ORGANIZATION.**

**THE INTERNATIONAL LABOUR ORGANIZATION HAS WORKED WELL OVER THE YEARS WITH OUR MEMBER ORGANIZATION, THE INTERNATIONAL EMPLOYERS ORGANIZATION TO FORMULATE AND FOSTER EQUITABLE LABOUR RELATIONS AT THE PLACE OF WORK.**

**THE INTERNATIONAL LABOUR ORGANIZATION HAS BEEN A PIONEERING MOVER OF MANY WORK PLACE PRACTICES WHICH ARE TAKEN FOR GRANTED TODAY; FOR EXAMPLE, THE EMPLOYMENT OF WOMEN, MATERNITY LEAVE FOR WOMEN EMPLOYEES, THE EIGHT HOUR WORK DAY, ETC.**

**THE ZAMBIA FEDERATION OF EMPLOYERS HAS BENEFITTED GREATLY WORKING WITH THE INTERNATIONAL LABOUR ORGANIZATION, FOR EXAMPLE, THE CURRENT LABOUR LAW REFORM, THE CHILD LABOUR PUBLICITY, DEFINITION OF DECENT WORK, ETC. ZAMBIA MUST UNDERSTAND LABOUR LAW TO BRING UP TO DATE LABOUR LAWS IN THE COUNTRY. FURTHER, WE MUST REVIEW OUR LAWS TO BRING THEM TO CURRENT PRACTICE.**

**2.**

**THE ZAMBIA LABOUR MARKET REMAINS RIGID AS A RESULT OF LABOUR LAWS THAT SUPPORTED A SOCIALIST COMMUNIST ECONOMIC MODEL. TIMES HAVE CHANGED AND EMPLOYMENT CANNOT BE GUARANTEED FOR LIFE.**

**THE INTERNATIONAL LABOUR ORGANIZATION HAS IN BROAD AND GENERAL TERMS HELPED ARTICULATE ZAMBIA'S PROBLEMS OVER THE YEARS REGARDING OUR CONTRIBUTION TO THE LIBERATION OF MOZAMBIQUE, ANGOLA, ZIMBABWE, NAMIBIA AND SOUTH AFRICA.**

**IN WISHING THE INTERNATIONAL LABOUR ORGANIZATION A HAPPY 90<sup>TH</sup> BIRTHDAY, WE WISH THE ORGANIZATION CONTINUED GOOD HEALTH IN ORDER TO HELP SMALL NATIONS SUCH AS ZAMBIA, GRAPPLE WITH THE PROBLEMS OF THE FINANCIAL CRISIS AND THE LOSS OF JOBS AS COMPANIES POSITION THEMSELVES TO DEAL WITH THE CONSEQUENCES OF WEAK INADEQUATE ACCESS TO CREDIT. WE, THEREFORE, LOOK FORWARD WITH GREAT PROMISE TO THE FORTHCOMING LABOUR SUMMIT.**

**3.**

## **WORLD DAY FOR SAFETY AND HEALTH AT WORK**

**HON. MINISTER, DISTINGUISHED INVITED GUESTS, LADIES AND GENTLEMEN, THE WORLD DAY FOR SAFETY AND HEALTH AT WORK IS AN IMPORTANT DAY IN THE WORK CALENDAR AND IT HIGHLIGHTS THE NEED FOR SAFETY AND HEALTH AT PLACES OF WORK. WHILE THE NEW EMPHASIS IS ON WORK/FAMILY BALANCE, THE NEED FOR SAFETY AND HEALTH AT WORK HAS BEEN A MATTER OF GREAT CONCERN SPEARHEADED BY THE INTERNATIONAL LABOUR ORGANIZATION. WE AS THE ZAMBIA FEDERATION OF EMPLOYERS APPRECIATE THE EFFORTS TO MAKE THE WORK PLACE SAFE AND HEALTHY.**

**THE IMPORTANCE OF SAFETY AND HEALTH AT THE WORK PLACE, THEREFORE, CAN NOT EMPHASIZED ENOUGH. IT IS CRITICALLY VITAL TO HAVE SAFE AND HEALTHY WORK PLACES IN ORDER TO ENHANCE PRODUCTIVITY.**

**4.**

**IN THIS CONNECTION, A NUMBER OF OUR MEMBERS IN THE FEDERATION HAVE FULL TIME HEALTH AND SAFETY DEPARTMENTS. THIS IS AS IT SHOULD BE. A HEALTHY AND SAFE WORK ENVIRONMENT IS WHAT WE ALL AIM FOR AND IT MAKES EVERY EMPLOYER AND EMPLOYEE LOOK FORWARD TO A PRODUCTIVE WORK DAY. A HEALTHY AND SAFE WORK PLACE PROMOTES THE WORK ETHIC.**

**BUT HON. MINISTER, DISTINGUISHED INVITED GUESTS, LADIES AND GENTLEMEN, WE SHOULD NOT TAKE FOR GRANTED THE NEED FOR A SAFE AND HEALTHY WORK ENVIRONMENT. WHILE EMPLOYERS WILL ENSURE THAT THE WORK ENVIRONMENT IS SAFE AND HEALTHY, IT IS INCUMBENT UPON EMPLOYEES THAT THEY TOO CONTRIBUTE TO THE WORK ENVIRONMENT BY BEING HEALTH AND SAFETY CONSCIOUS.**

**AS YOU MAY BE AWARE, LADIES AND GENTLEMEN, TO DEAL WITH THE HIV/AIDS PANDEMIC, A NUMBER OF EMPLOYERS PROVIDE FOR CONDOMS IN WORK PLACE WASH ROOMS.**

**5.**

**IT IS IRRESPONSIBLE IF EMPLOYEES THEN TAKE SUCH MATERIALS TO GO AND HAWK THEM OUTSIDE THE WORK PLACE.**

**INDEED, HEALTH AND SAFETY MATERIALS MADE AVAILABLE ON THE WORK PREMISES SHOULD BE GUARDED JEALOUSLY TO ENHANCE THE CONDUCTIVE NATURE OF THE WORK PLACE.**

**EMPLOYEES SHOULD NOT BE THE CULPRITS FOUND PILFERING SUCH MATERIALS AT PLACES OF WORK. THE ZAMBIA**

**FEDERATION OF EMPLOYERS IS ALARMED AT SUCH**

**MALPRACTICES THAT IN SOME INSTANCES ARE ENGINEERED AND/OR PERPETRATED BY EMPLOYEES AT THE PLACE OF WORK.**

**I CALL UPON EMPLOYEES TO DESIST FROM SUCH PRACTICES THAT JEOPARDISE SAFETY AND HEALTH AT THE WORK PLACE.**

**I AM AWARE THAT SOME WORK PLACES MAY LACK CERTAIN NECESSARY MATERIALS THAT FOSTER HEALTH AND SAFETY AND WE AS A FEDERATION OF EMPLOYERS INSIST ON OUR MEMBERS TO MAKE THE SAME AVAILABLE. WE WILL NOT CONDONE THOSE MEMBERS THAT FAIL TO PRIVDE A HEALTHY AND SAFE WORK PLACE.**

**6.**

**(I WILL NOT NAME SUCH EMPLOYERS BUT TAKE IT THAT YOU KNOW YOURSELVES). PLEASE MAKE THE WORK PLACES SAFE AND HEALTHY.**

**HON. MINISTER, LADIES AND GENTLEMEN, AS WE CELEBRATE THIS IMPORTANT WORLD DAY FOR SAFETY AND HEALTH AND WORK, LET US REDEDICATE OUR EFFORTS TO ENSURE THAT ALL OUR WORK PLACES ARE SAFE AND HEALTHY SO THAT WE ALL CAN BENEFIT FROM WORKING IN SUCH ENVIRONS.**

**THANK YOU FOR YOUR ATTENTION AND GOD BLESS YOU ALL.**

**===== END =====**