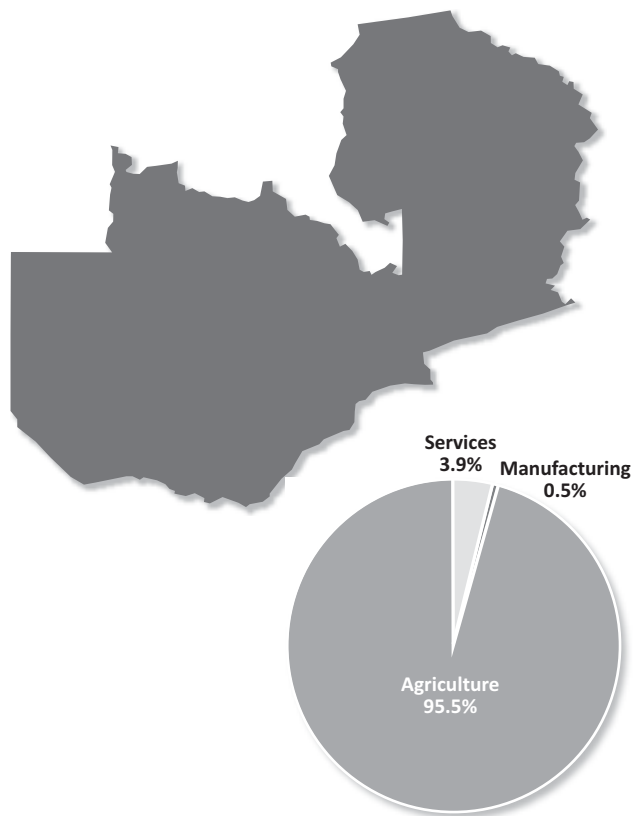


Zambia

The Government of the Republic of Zambia enacted the Child Labor Policy and published the National Action Plan for the Implementation of the Timebound Programme Elimination for the Worst Forms of Child Labor. However, the Government has yet to codify the Child Labor Policy or adopt into law the draft statute on hazardous forms of child labor. Children continue to work in dangerous labor, in agriculture and in mining. Education is not mandatory, leaving children under age 15, who cannot work legally, vulnerable to the worst forms of child labor.

Statistics on Working Children and School Attendance

Children	Age	Percent
Working	5-14 yrs.	33.4
Attending School	5-14 yrs.	63.8
Combining Work and School	7-14 yrs.	35.5



Prevalence and Sectoral Distribution of the Worst Forms of Child Labor

Children in Zambia are engaged in the worst forms of child labor,⁶²⁶² primarily in agriculture and mining.⁶²⁶³ Children working in agriculture help produce cotton and tobacco. These children may be exposed to dangerous pesticides and fertilizers, bites from snakes and other animals and injuries from carrying heavy loads and using dangerous tools and machinery.⁶²⁶⁴ Boys are contracted out by their parents to work as herders, in some cases for years. In these instances, they may be exposed to waste, diseases and attacks from animals.⁶²⁶⁵ Although evidence is limited, there is reason to believe that the worst forms of child labor are used in the production of maize, tea, coffee, fish and charcoal.⁶²⁶⁶

Children in Zambia work in mining, primarily in small artisanal and traditional mines, where they extract emeralds, amethyst, aquamarines, tourmalines and garnets; mine and process lead,

zinc and copper ore; crush stones; and conduct rudimentary mine drilling and scavenge mine dump sites for residual gems.⁶²⁶⁷ Children also quarry rock.⁶²⁶⁸ These children may work long hours, be exposed to extreme heat and dangerous chemicals and suffer injuries including cuts and broken bones from flying rocks and tools, impaired vision from wounds and night work and silicosis and other respiratory problems from contact with dust.⁶²⁶⁹

Children perform other dangerous work, including construction and forestry. Some are injured carrying firewood and water, are denied food and are subject to loud noise, excessive hours, smoke inhalation and burns.⁶²⁷⁰

Children working as domestic servants or as servers in bars work long hours and carry heavy loads.⁶²⁷¹ Children engage in prostitution, including along highways.⁶²⁷² Children of sex workers sometimes work with their parent.⁶²⁷³ In urban areas, many orphans and vulnerable

children work and beg in the streets.⁶²⁷⁴ Children working on the street may be exposed multiple dangers including severe weather, vehicle accidents and criminal elements.






Child trafficking continues to be a problem in Zambia. Children in agriculture, herding and domestic service often fall victim to internal trafficking, sometimes in exchange for money, goods and gifts to family members.⁶²⁷⁵ Children from rural areas are trafficked into forced labor and domestic servitude in urban areas, where they may be beaten, starved and physically and psychologically abused.⁶²⁷⁶ In urban areas, girls engaged in domestic service may initially expect to attend school in exchange for their work but are often prevented from going to school and denied pay.⁶²⁷⁷ Some Zambian children are also trafficked to Malawi for commercial sexual exploitation or to Angola for forced labor.⁶²⁷⁸

A number of constraints increase the risk of children's involvement in the worst forms of child labor. The Government of Zambia does not provide public schools in every village due to the country's vast topography and widespread communities so some communities must contribute their own labor and resources to fill this gap. While government primary schools are free, schools are understaffed and parent-teachers association and other associated fees prohibit students from attending.⁶²⁷⁹ In addition, Zambia's high HIV/AIDS rates impact child labor, as children orphaned by HIV/AIDS work to survive or those with a parent or relative infected with the virus work to support them.⁶²⁸⁰

Laws and Regulations on the Worst Forms of Child Labor

The Constitution and the Employment Act set the minimum age for employment at 15.⁶²⁸¹ The Apprenticeship Act regulates the employment of minors as apprentices but does not include a minimum age for apprenticeships or specify the types of work that apprentices can perform. The Employment of Young Persons and Children

Act bars children under age 18 from engaging in hazardous labor.⁶²⁸² While the Government has drafted a statutory instrument that would define the types of hazardous labor prohibited to children, it has yet to be adopted.⁶²⁸³ Furthermore, the Government has yet to mandate a compulsory education age, making children under age 15 particularly vulnerable to the worst forms of child labor.

	C138, Minimum Age	✓
	C182, Worst Forms of Child Labor	✓
	CRC	✓
	CRC Optional Protocol on Armed Conflict	No
	CRC Optional Protocol on the Sale of Children, Child Prostitution, and Child Pornography	No
	Palermo Protocol on Trafficking in Persons	✓
	Minimum Age for Work	15
	Minimum Age for Hazardous Work	18
	Compulsory Education Age	No
	Free Public Education	Yes

The law prohibits the use of children in military hostilities and children under 18 years cannot be recruited into the military without the consent of a parent, guardian, or local District Secretary.⁶²⁸⁴

The Employment of Young Persons and Children Act specifically prohibits the worst forms of child labor, including child prostitution; slavery; forced military recruitment of children; and work harmful to the safety, health or morals of children and young people.⁶²⁸⁵ The Juveniles Act of 1956 specifically prohibits the use or procurement of children under age 16 for the purposes of begging.⁶²⁸⁶ The Constitution, the Penal Code and the Anti-Human Trafficking Act

of 2008 prohibit forced labor and the trafficking of children, while the Constitution and Penal Code both prohibit slavery.⁶²⁸⁷ The Penal Code also prohibits pornography, prostitution and the sexual harassment of a child in the workplace.⁶²⁸⁸ However, the penalties for child prostitution violations in the Employment of Young Persons and Children Act are different from those in the Penal Code.⁶²⁸⁹ During the reporting period, an amendment to the Penal Code was passed, extending prohibitions against sexual exploitation of children to children up to 18 years.⁶²⁹⁰

Institutional Mechanisms for Coordination and Enforcement

The Ministry of Labor and Social Security (MLSS) serves as chair of the National Steering Committee on Child Labor, which monitors and develops policies on child labor. The MLSS Child Labor Unit (CLU) provides technical expertise and coordinates all activities and programs to eliminate child labor in Zambia, including the activities of 16 district child labor committees throughout the country. These committees create awareness of the worst forms of child labor and monitor the implementation of child labor programs at the district and village levels.⁶²⁹¹ The MLSS works closely with the Ministry of Youth, Sport and Child Development (Directorate of Child Affairs); the Zambia Police Service Victims' Support Unit (VSU); the Joint Child Protection Unit; the Ministry of Justice; the Ministry of Community Development and Social Services (MCDSS); the Child Protection Unit and District Street Children Committee; and the Drug Enforcement Commission.⁶²⁹²

The MLSS 2010 Child Labor Unit budget was \$195,000, of which \$151,000 was allocated for labor inspections.⁶²⁹³ MLSS labor inspectors, responsible for all labor inspections, including child labor, inspect workplaces, including individual households and agricultural fields and investigate child labor complaints. There were 21

labor inspectors during the reporting period.⁶²⁹⁴ However, due to a lack of transportation and other resources, regular inspections were not conducted, and those that were conducted primarily took place in the formal sector.⁶²⁹⁵ Violators of child labor laws received counseling or were fined.⁶²⁹⁶ District level MLSS officers are also responsible for mediating labor disputes between employers and workers.⁶²⁹⁷ Fifteen child labor inspections took place in 2010; however, no fines or penalties were assessed, and the parents involved received counseling.⁶²⁹⁸

The Government's Ministry of Home Affairs leads an Inter-Ministerial Committee on Human Trafficking, which coordinates and shares information on trafficking issues among government agencies.⁶²⁹⁹ Members include the Zambia Police Service, immigration authorities, the Ministry of Justice, the Ministry of Labor and Social Security and the Ministry of Education.⁶³⁰⁰ The Committee also established a Secretariat which is responsible for monitoring child labor and developing strategies to implement the National Plan of Action Against Human Trafficking. The Secretariat cooperates with international organizations to design training plans for government officials.⁶³⁰¹

The Ministry of Home Affairs' Child Protection Unit (CPU) leads enforcement of labor-related trafficking laws, while the Zambia Police Service's Victims' Support Unit (VSU) handles all other forms of trafficking.⁶³⁰² The Ministry of Community Development and Social Services provides assistance to child trafficking victims and keeps rescued victims under protective custody.⁶³⁰³ Every ministry has a central number that individuals can call to make complaints against child traffickers.⁶³⁰⁴ The 2010 VSU budget was \$37,900 and the Child Protection Unit budget was \$726,000. No information is available on what percentage of these budgets went towards enforcement, and the number of child trafficking violations in 2010 was unavailable.⁶³⁰⁵

Government Policies on the Worst Forms of Child Labor

The Government of Zambia enacted the Child Labor Policy in June 2010.⁶³⁰⁶ This policy specifically addresses the worst forms of child labor and provides a guideline for child protection; however, it does not codify this issue into law.⁶³⁰⁷ The Government also published the National Action Plan for the Implementation of the Timebound Programme (TBP) during the reporting period.⁶³⁰⁸ This plan supports the continuation of activities to support employee awareness and prevention of child labor implemented under the country's TBP. The Government also supported provincial action plans for each province in Zambia.⁶³⁰⁹

The country's Poverty Reduction Strategy Paper (2002), Fifth National Development Plan (2006–2011), National Employment and Labor Market Policy (2005) and Decent Work Country Program (2007–2011) include the eradication of the worst forms of child labor as a goal.⁶³¹⁰ The Government of Zambia's National Employment and Labor Market Policy proposes interventions for the elimination of the worst forms of child labor in agriculture through health and education services aimed at preparing young people for decent and productive work.⁶³¹¹ The Government contributed to the drafting of the ILO-IPEC-coordinated National Plans of Action to Combat Child Domestic Labor and to Eliminate Child Labor in Mining.⁶³¹² No information is available on the status of these plans of action.

The Government of Zambia's Free Basic Education Policy provides children in grades one through seven with free access to government-run schools, reducing barriers to education for children engaged in or vulnerable to child labor.⁶³¹³ The Government's Technical Education and Vocational Training Authority also developed a strategic plan that includes protections for working children.⁶³¹⁴ The Government also has a national Anti-Trafficking Plan of Action.⁶³¹⁵ No information is available on the implementation of these plans.

A number of policies in Zambia that could benefit working children do not currently focus on the worst forms of child labor. These include the National Youth Policy (2006); the National Strategy on Children, Youth, and Sports Development (2006); the National Employment and Labor Market Policy (2005); the UN Development Assistance Framework (2011–2016); and the National HIV/AIDS Strategic Framework for 2006–2010.⁶³¹⁶

The Government produced two interagency reports presenting research findings conducted in collaboration with the international Understanding Children's Work Program. The Government conducted a Labor Force Survey in 2008; however, the Central Statistics Office has yet to release the survey data.⁶³¹⁷ The results of this survey will assist the Government in measuring the impact of its efforts to eradicate the worst forms of child labor.

Social Programs to Eliminate or Prevent the Worst Forms of Child Labor

The Government of Zambia participated in the 4-year, \$4.2 million, USDOL-funded Timebound Support Project—implemented by the ILO—which ended in April 2010. The project withdrew and prevented 9,722 children from the worst forms of child labor through the provision of direct educational services and supported the Government's efforts to design, implement and monitor activities to address the worst forms of child labor. The project also established recreation centers and provided psychosocial support training for community workers.⁶³¹⁸ The Government of Zambia currently participates in the 4-year, \$23.8 million European Commission-funded TACKLE Project to combat child labor through education in 11 countries.⁶³¹⁹ Many activities started under the USDOL-funded child labor programs have been continued through this project. These programs provide limited assistance to children engaged in agriculture and mining.

Zambia's MCDSS provides administrative support to and assists over 10,000 families through a pilot social cash transfer program, which provides funds on the condition that parents send their children to school rather than to work.⁶³²⁰ Despite its current size, the scale of the social cash transfer program is not sufficient to reach all Zambian children engaged in or vulnerable to the worst forms of child labor. The MCDSS also operates two Zambia National Service camps providing skills training to 400 victims of the worst forms of child labor and children living and working in the streets.⁶³²¹ The camps only serve a small number of street children.

The Government of Zambia has programs to combat child trafficking and provides counseling and protection to trafficking victims.⁶³²² It refers

victims of trafficking to NGO shelters, but it has not yet made progress in constructing its own shelters.⁶³²³ While not specifically focused on child trafficking, the Government of Zambia, with the IOM, conducted a training of trainers for law enforcement instructors and is developing a comprehensive curriculum for immigration and police training officers to conduct counter trafficking trainings for existing and new police officers.⁶³²⁴

With the UN Joint Program, the Government of Zambia mobilizes local leaders on anti-trafficking efforts, conducts public awareness campaigns, and provides technical assistance to reduce the incidence of human trafficking and to build their capacity to identify and respond to trafficking cases in the country.⁶³²⁵

Based on the reporting above, the following actions would advance the reduction of the worst forms of child labor in Zambia:

IN THE AREA OF LAWS AND REGULATIONS:

- Amend legislation to ensure that education is compulsory for all children.
- Adopt the draft statutory instrument enumerating the hazardous occupations prohibited for children and apprentices and the minimum age for apprenticeships.
- Harmonize legislation to ensure that penalties for child prostitution are consistent.

IN THE AREA OF COORDINATION AND ENFORCEMENT:

- Publish statistics on child labor enforcement and child trafficking violations.

IN THE AREA OF POLICY:

- Codify the Child Labor Policy through a statutory instrument or an action plan.
- Support implementation of the National Plan of Action for the Timebound Elimination of the Worst Forms of Child Labor
- Publish the results of the 2008 Labor Force Survey.
- Incorporate goals and strategies for the prevention and elimination of the worst forms of child labor into major development policies, including the National Youth Policy and the National Employment and Labor Market Policy.

IN THE AREA OF SOCIAL PROGRAMS:

- Integrate a component on the worst forms of child labor into existing social programs, including those focused on HIV/AIDS. Scale up the Zambia National Service camps, cash transfer programs and other programs providing direct services to children.
- Expand programs to serve more children working in the agriculture, construction, and mining sectors.

⁶²⁶² Data provided in the chart at the beginning of this country report are based on UCW analysis of ILO SIMPOC, UNICEF MICS, and World Bank surveys, Child Economic Activity, School Attendance, and Combined Working and Studying Rates, 2005-2010. Data provided are from 2005. Reliable data on the worst forms of child labor are especially difficult to collect given the often hidden or illegal nature of the worst forms. As a result, statistics and information on children's work in general are reported in this section, which may or may not include the worst forms of child labor. For more information on sources used, the definition of working children, and other indicators used in this report, please see the "Children's Work and Education Statistics: Sources and Definitions" section of this report.

⁶²⁶³ ILO-IPEC, Support to the Development and Implementation of Timebound Measures Against the WFCL in Zambia, Project Document, ZAM/06/P50/USA, Geneva, September 14, 2006, 9. See also Betniko Kayaya, "Zambia: Tackling Child Labor in Zambia", AllAfrica.com, [online], January 3, 2008 [cited February 21, 2011]; available from <http://allafrica.com/stories/printable/200806030382.html>. See also ILO Committee of Experts, Individual Observation concerning Worst Forms of Child Labour Convention, 1999 (No. 182) Zambia (ratification: 2001) Published: 2010, [online] 2010 [cited February 18, 2011]; available from <http://www.ilo.org/ilolex/cgi-lex/pdconv.pl?host=status01&textbase=iloilc&document=822&chapter=3&query=Zambia%40ref%2B%20Observation%40ref%2B%23YEAR%3D2010&highlight=&querytype=bool&context=0>. See also U.S. Department of State, "Zambia," in Country Reports on Human Rights Practices- 2010, Washington, DC, April 8, 2011, 7d; available from <http://www.state.gov/documents/organization/160521.pdf>. See also U.S. Embassy-- Lusaka, reporting, February 7, 2011, section 1.

⁶²⁶⁴ UCW, Understanding children's work in Zambia, May 2009, 26, 31, 34, 67. See also Plan International, Gender Based Violence: A situation in Chadiza, Chibombo, Mansa and Mazabuka, Technical Progress Report, Lusaka, December 2005, 24. See also ILO-IPEC, Rapid Assessment Report on HIV/AIDS and Child Labour, International Programme on the Elimination of Child Labour, Lusaka, July 17, 2007, vi, x. See also ILO-IPEC, Support to Timebound Measures in Zambia, Project Document (September 14, 2006), 9. See also Carron Fox, Investigating forced labour and trafficking: Do they exist in Zambia? (Geneva, Switzerland: International Labour Office, Special Action Programme to Combat Forced Labour, 2008), 39.

⁶²⁶⁵ ILO-IPEC, Rapid Assessment Report, vi, x. Plan International, Gender Based Violence, 3, 19, 23.

⁶²⁶⁶ S.M.C. Hüsken, "First Roundtable Meeting on Fisheries, HIV/AIDS and Social Development. Mongu, Western Province, Zambia. Meeting report. Regional Programme

Fisheries and HIV/AIDS in Africa: Investing in Sustainable Solutions," The WorldFish Center. Project Report 1976 (2009), 18. See also Plan International, Gender Based Violence, 19, 25. See also ILO-IPEC, Support to Timebound Measures in Zambia, Project Document (September 14, 2006), 9. See also U.S. Embassy- Lusaka, reporting, February 8, 2010, para 3 (1d). See also UCW, Understanding children's work in Zambia, 26. See also U.S. Embassy-- Lusaka, reporting, February 7, 2011, 1D.

⁶²⁶⁷ Chrispin Radoka Matenga, Final Report: Rapid Assessment of Child Labour in Non-Traditional Mining Sector in Zambia, 2008, 10, 12, 44-47; available from hardcopy. See also U.S. Embassy-- Lusaka, reporting, February 7, 2011, section 2D.

⁶²⁶⁸ U.S. Embassy-- Lusaka, reporting, February 7, 2011, section 2D. See also Michael Wines, Child Labor in Zambia (The New York Times, 2006), Slideshow.

⁶²⁶⁹ ILO-IPEC, Support to Timebound Measures in Zambia, Project Document (September 14, 2006), 9. See also Kayaya, "Zambia: Tackling Child Labor in Zambia". See also Integrated Regional Information Networks, "Zambia: Children forced to a life of stone crushing", IRINnews.org, [online], April 24, 2006 [cited February 22, 2011]; available from <http://www.irinnews.org/Report.aspx?ReportId=58821>. See also Michael Wines, "Africa Adds to Miserable Ranks of Child Workers," The New York Times, August 24, 2006; available from http://www.nytimes.com/2006/08/24/world/africa/24zambia.html?_r=1. See also Matenga, Rapid Assessment of Child Labour, 50, 51. See also Sifuniso Nyumbu and Birgitte Poulsen, "The global crisis and rising child labor in Zambia's mining communities: Are we facing a downward decent work spiral?," ILO Global Job Crisis Observatory, August 10, 2009, 3.

⁶²⁷⁰ UCW, Understanding children's work in Zambia, 26. See also Plan International, Gender Based Violence, 3. See also ILO-IPEC, Zambia: Child Labour Data Country Brief, Geneva, January 2008, 4; available from www.ilo.org/ipecinfor/product/download.do?type=document&id=7808. See also ILO-IPEC, Support to Timebound Measures in Zambia, Project Document (September 14, 2006), 9. See also Kayaya, "Zambia: Tackling Child Labor in Zambia". See also Matenga, Rapid Assessment of Child Labour.

⁶²⁷¹ UCW, Understanding children's work in Zambia, 26, 67, 73. See also Plan International, Gender Based Violence, 3, 19. See also ILO-IPEC, Child Labour Data Country Brief, 4. See also ILO-IPEC, Support to Timebound Measures in Zambia, Project Document (September 14, 2006), 9. See also Kayaya, "Zambia: Tackling Child Labor in Zambia". See also Matenga, Rapid Assessment of Child Labour.

⁶²⁷² UCW, Understanding children's work in Zambia, 29-30. See also Integrated Regional Information Networks, "Zambia: The repercussions of suspending aid", IRINnews.org, [online], September 25, 2009 [cited February 22,

2011]; available from <http://www.irinnews.org/PrintReport.aspx?ReportID=86299>. See also U.S. Department of State, "Country Reports- 2010: Zambia," 7d.

⁶²⁷³ Integrated Regional Information Networks, "Zambia: Don't Ignore the Children of Sex Workers", IRINnews.org, [online], January 10, 2011 [cited February 18, 2011]; available from <http://www.irinnews.org/PrintReport.aspx?ReportID=91581>.

⁶²⁷⁴ Integrated Regional Information Networks, "Zambia: Government fails to break the street kid addiction", IRINnews.org, [online], June 12, 2008 [cited February 22, 2011]; available from <http://www.irinnews.org/Report.aspx?ReportID=78702>. See also U.S. Department of State, "Zambia," in Country Reports on Human Rights Practices-2009, Washington, DC, March 11, 2010, section 6; available from <http://www.state.gov/g/drl/rls/hrrpt/2009/af/135963.htm>.

⁶²⁷⁵ Carron Fox, Investigating forced labour and trafficking: Do they exist in Zambia?, International Labor Organization, 2008, 15, 19. See also U.S. Department of State, "Zambia (Tier 2)," in Trafficking in Persons Report- 2010, Washington, DC, 2011; available from <http://www.state.gov/documents/organization/142984.pdf>. See also ILO, Forced labour and human trafficking: A toolkit for trade unions in Zambia, Geneva, 2008, 11; available from http://www.ilo.org/sapfl/Informationresources/ILOPublications/lang--en/docName--WCMS_100460/index.htm [hardcopy on file].

⁶²⁷⁶ U.S. Department of State, "Zambia (Tier 2)," in Trafficking in Persons Report- 2010, Washington, DC, June 16, 2010; available from <http://www.state.gov/documents/organization/142984.pdf>. See Carron Fox, Investigating forced labour and trafficking: Do they exist in Zambia?, 38, 39.

⁶²⁷⁷ Carron Fox, Investigating forced labour and trafficking: Do they exist in Zambia?, 61.

⁶²⁷⁸ Ibid., 52, 57. See also ILO, A toolkit for trade unions in Zambia, 10. See also ILO Committee of Experts, Individual Observation concerning Worst Forms of Child Labour Convention, 1999 (No. 182) Zambia (ratification: 2001) Published: 2010, article 3, part V.

⁶²⁷⁹ UNICEF, Education, [online] [cited March 10, 2011]; available from <http://www.unicef.org/zambia/education.html>. See also Dantstan Kaduna, Education- Zambia: Communities doing for themselves, [February 3, 2009 [cited March 10, 2011]; available from <http://ipsnews.net/print.asp?idnews=45656>.

⁶²⁸⁰ Wines, Child Labor in Zambia. See also ILO, Child Labour and HIV/AIDS Rapid Assessment conducted in six Districts of Zambia: Final Report, Geneva, July 2007; available from <http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=7650>.

⁶²⁸¹ Government of Zambia, Constitution of Zambia, (August 24,), article 24; available from <http://unpan1.un.org/intradoc/groups/public/documents/cafrad/unpan004847.pdf>. See also Government of Zambia, Employment Act (Chapter 268 of the Laws of Zambia), III 12 1; available from <http://www.parliament.gov.zm/downloads/VOLUME%2015.pdf>.

⁶²⁸² Government of Zambia, Employment of Young Persons and Children Act (Amendment), 2004, (September 8,), part I, 2; available from <http://www.parliament.gov.zm/downloads/VOLUME%2015.pdf>.

⁶²⁸³ U.S. Embassy-- Lusaka, reporting, February 7, 2011, ILO Committee of Experts, Individual Observation concerning Minimum Age Convention, 1973 (No. 138) Zambia (ratification: 1976) Published: 2010 [online] 2010 [cited February 18, 2011]; available from <http://www.ilo.org/ilolex/cgi-lex/pdconv.pl?host=status01&textbase=iloilc&document=647&chapter=3&query=Zambia%40ref%2B%23YEAR%3D2010&highlight=&querytype=bool&context=0>.

⁶²⁸⁴ Coalition to Stop the Use of Child Soldiers, "Zambia," in Child Soldiers Global Report 2008, London, 2008; available from www.child-soldiers.org/document/get?id=1481.

⁶²⁸⁵ Government of Zambia, Employment of Young Persons and Children Act (Amendment), part I, article 2a-d. See also Government of Zambia, Constitution of Zambia, August 24, 1991, article 14.

⁶²⁸⁶ ILO Committee of Experts, Individual Direct Request concerning Worst Forms of Child Labour Convention, 1999 (No. 182) Zambia (ratification: 2001) Published: 2010 [online] 2010 [cited February 18, 2011]; available from <http://www.ilo.org/ilolex/cgi-lex/pdconv.pl?host=status01&textbase=iloilc&document=1712&chapter=16&query=Zambia%40ref%2BRequest%40ref%2B%23YEAR%3D2010&highlight=&querytype=bool&context=0>.

⁶²⁸⁷ Government of Zambia, Constitution of Zambia, August 24, 1991, articles 14 and 24, *ibid.*, Articles 14, 24. See also Government of Zambia, Anti-Human Trafficking Act, Lusaka, 2008. See also ILO-IPEC, Support to Timebound Measures in Zambia, Project Document (September 14, 2006), 5. See also Government of Zambia, Act No. 15 of 2005: Act to amend the penal code, (October 7, 2005), article 143; available from <http://webapps01.un.org/vawdatabase/uploads/Zambia%20-%20Act%20No.%2015%20of%202005.pdf> [hardcopy available].

⁶²⁸⁸ Government of Zambia, Act No. 15 of 2005 Act to amend the penal code, (October 7, 2005), 137 a, 140, 177a.

⁶²⁸⁹ ILO Committee of Experts, Individual Direct Request concerning Worst Forms of Child Labour Convention, 1999 (No. 182) Zambia (ratification: 2001) Published: 2010, article 7, para 1.

⁶²⁹⁰ U.S. Embassy-- Lusaka, official, E-mail communication to USDOL official, July 1, 2011.

- ⁶²⁹¹ ILO-IPEC, Support to Timebound Measures in Zambia, Project Document (September 14, 2006), 5, 7, 23, 52. See also ILO, Labour Inspection Structure and Organization, February 22, 2010, July 1, 2009; available from http://ilo.org/labadmin/info/lang--en/WCMS_1112936/index.htm. See also U.S. Embassy- Lusaka, reporting, February 8, 2010. See also U.S. Embassy- Lusaka, reporting, January 16, 2009, section 5.
- ⁶²⁹² U.S. Embassy- Lusaka, reporting, February 11, 2010. See also ILO Committee of Experts, Individual Observation concerning Minimum Age Convention, 1973 (No. 138) Zambia (ratification: 1976) Published: 2010
- ⁶²⁹³ U.S. Embassy-- Lusaka, reporting, February 7, 2011, section D.
- ⁶²⁹⁴ Ibid., section C.
- ⁶²⁹⁵ Ibid.
- ⁶²⁹⁶ U.S. Embassy- Lusaka, reporting, February 8, 2010.
- ⁶²⁹⁷ ILO-IPEC, Support to Timebound Measures in Zambia, Project Document (September 14, 2006), 13. See also ILO, A toolkit for trade unions in Zambia, 40. See also ILO, Labour Inspection Structure and Organization. See also U.S. Embassy- Lusaka, reporting, February 8, 2010.
- ⁶²⁹⁸ U.S. Embassy-- Lusaka, reporting, February 7, 2011, sections F and G.
- ⁶²⁹⁹ U.S. Department of State, "Country Reports- 2010: Zambia," 7d. See also ILO Committee of Experts, Individual Observation concerning Worst Forms of Child Labour Convention, 1999 (No. 182) Zambia (ratification: 2001) Published: 2010. See also Carron Fox, Investigating forced labour and trafficking: Do they exist in Zambia?, 64.
- ⁶³⁰⁰ U.S. Department of State, "Country Reports- 2010: Zambia," 7d. See also U.S. Department of State, "Trafficking in Persons Report- 2010: Zambia."
- ⁶³⁰¹ ILO Committee of Experts, Individual Observation concerning Worst Forms of Child Labour Convention, 1999 (No. 182) Zambia (ratification: 2001) Published: 2010. See also U.S. Embassy- Lusaka, reporting, February 8, 2010. See also ILO-IPEC, Support to the Development and Implementation of Timebound Measures Against the WFCL in Zambia, Final Technical Progress Report, ZAM/06/P50/ USA, Geneva, April 30, 2010.
- ⁶³⁰² U.S. Embassy- Lusaka, reporting, February 11, 2010, 8.
- ⁶³⁰³ Ibid., 24.
- ⁶³⁰⁴ U.S. Embassy- Lusaka, reporting, February 8, 2010, para 3.
- ⁶³⁰⁵ U.S. Embassy-- Lusaka, reporting, February 7, 2011, sections D and I.
- ⁶³⁰⁶ Ibid., section 8 D.
- ⁶³⁰⁷ ILO-IPEC, Support to Timebound Measures in Zambia, Final Technical Progress Report (April 30, 2010). See also *ibid.*, 11. See also U.S. Embassy-- Lusaka, reporting, February 7, 2011, section 8A.
- ⁶³⁰⁸ U.S. Embassy-- Lusaka, reporting, February 7, 2011, section 9 A.
- ⁶³⁰⁹ ILO-IPEC, Support to Timebound Measures in Zambia, Final Technical Progress Report (April 30, 2010), 5. See also UCW, Understanding children's work in Zambia, 57. See also U.S. Embassy- Lusaka official, E-mail communication to USDOL official, November 2, 2010.
- ⁶³¹⁰ Government of Zambia, Fifth National Development Plan, Lusaka, December 2006, 212, 228, 229-232; available from <http://www.imf.org/external/pubs/ft/scr/2007/cr07276.pdf>. See also U.S. Embassy- Lusaka, reporting, January 16, 2009, section 11. See also ILO-IPEC, Support to the Development and Implementation of Timebound Measures Against the WFCL in Zambia, Technical Progress Report, ZAM/06/P50/USA, Geneva, March 2008, 2. See also ILO, Zambia Decent Work Country Programme DWCP 2007-2011, Geneva, December 2007. See also U.S. Embassy-- Lusaka, reporting, February 7, 2011.
- ⁶³¹¹ UCW, Understanding children's work in Zambia, 57.
- ⁶³¹² ILO Committee of Experts, Individual Direct Request concerning Worst Forms of Child Labour Convention, 1999 (No. 182) Zambia (ratification: 2001) Published: 2010. See also Nyumbu and Poulsen, "The global crisis and rising child labor," 4. See also ILO-IPEC, Support to Timebound Measures in Zambia, Final Technical Progress Report (April 30, 2010), 10, 6.
- ⁶³¹³ Raja Bentaouet Kattan, Implementation of Free Basic Education Policy, World Bank, Washington, DC, 2006; available from http://siteresources.worldbank.org/EDUCATION/Resources/EDWP_User_Fees.pdf. See also Doreen Nawa, "Zambia: Education for All - Time to Build Infrastructure!," *allAfrica.com* (2010); available from <http://allafrica.com/stories/201001250568.html>.
- ⁶³¹⁴ ILO-IPEC, Identification and Documentation of Good Practices in Zambia: Timebound measures against the worst forms of child labour, Geneva, January 2010, 8.
- ⁶³¹⁵ U.S. Embassy- Lusaka, reporting, February 11, 2010, section 7. See also U.S. Embassy- Lusaka, reporting, February 8, 2010.
- ⁶³¹⁶ ILO, Zambia Decent Work Country Programme DWCP 2007-2011. See also U.S. Embassy- Lusaka, reporting, February 8, 2010. See also UCW, Understanding children's work in Zambia, 57. See also ILO-IPEC, Support to Timebound Measures in Zambia, Final Technical Progress Report (April 30, 2010), 8. See also USAID, Zambia: Education, [online] October 16, 2006 [cited August 8, 2011]; available from <http://www.usaid.gov/zm/education/ed.htm>.
- ⁶³¹⁷ U.S. Embassy- Lusaka, reporting, February 8, 2010. See also ILO-IPEC, Support to Timebound Measures in Zambia, Final Technical Progress Report (April 30, 2010), 11.

⁶³¹⁸ ILO-IPEC, Support to Timebound Measures in Zambia, Final Technical Progress Report (April 30, 2010), 1, 4.

⁶³¹⁹ Ibid., 5. See also ILO, Tackle child labour through education: Moving children from work to school in 11 countries, Geneva, 2009; available from <http://www.ilo.org/ipeinfo/product/download.do?type=document&id=8511>.

⁶³²⁰ ILO-IPEC, Identification and Documentation of Good Practices in Zambia, xiii. See also U.S. Embassy--Lusaka, reporting, February 7, 2011, section 9B. See also Integrated Regional Information Networks, "Southern Africa: Social Transfers Reduce Poverty", IRINnews.org, [online], September 17, 2010 [cited February 18, 2011]; available from <http://www.irinnews.org/PrintReport.aspx?ReportID=90514>.

⁶³²¹ U.S. Embassy--Lusaka, reporting, February 7, 2011, section 9A.

⁶³²² U.S. Embassy- Lusaka, reporting, February 11, 2010. See also Carron Fox, Investigating forced labour and trafficking: Do they exist in Zambia? See also U.S. Embassy- Lusaka, reporting, February 8, 2010.

⁶³²³ U.S. Embassy- Lusaka official, E-mail communication, November 2, 2010.

⁶³²⁴ IOM, IOM Conducts Training of Trainers for Law Enforcement Officers Implementing Counter Trafficking Law in Zambia, [online] 2010 [cited February 18, 2011]; available from <http://www.iom.int/jahia/Jahia/media/press-briefing-notes/pbnAF/cache/offonce/lang/en?entryId=28245>.

⁶³²⁵ U.S. Department of State, "Trafficking in Persons Report-2010: Zambia." See also IOM, Zambia's Efforts to Counter Human Trafficking Boosted by European Support, [online] October 2, 2009 [cited February 22, 2011]; available from <http://www.iom.int/jahia/Jahia/media/press-briefing-notes/pbnAF/cache/offonce?entryId=26345>. See also ILO, Support to the Government of Zambia for the Implementation of Policy and the National Plan of Action against Human Trafficking, Geneva, n.d.; available from http://www.ilo.org/sapfl/Projects/lang--en/WCMS_116614/index.htm.