

Zambia Disability Profile

Hamanyanga Miyoba

SightSavers Zambia

Zambia Institute for Special Education

University of Zambia

Structure of Presentation

1. Situational Analysis
2. Inclusion of PWDs in Employment
3. Legal and Political Frameworks
4. National Programmes
5. Charity and Rights Based Support
6. Challenges to Workplace Inclusion
7. Challenges to Employment and Decent Work
8. Recommendations

Situational Analysis

- WHO: 2 million PWD in Zambia (15%)
- Higher percentage in rural areas
- In 2005: 45.5% of PWD employed (58% of persons without disability)
- In 2000: many PWD self-employed, few employers, 80% in agriculture

Inclusion of PWDs in Employment

- ILO and IrishAid aim to include PWDs in employment by two measures:
 - Positive environment for employment
 - Inclusion in the workplace
- On government side, the respective agency involved is the ZAEPD - Zambian Association for Employment of Persons with Disabilities

Legal and Political Frameworks

- ILO Convention on Discrimination (Employment and Occupation) No. 111 (1958): implemented by the Disability Act of 2012
- ILO Convention on Vocational Rehabilitation and Employment (Disabled Persons) No. 159 (1983): implemented by the Disability Act of 2012
- UNCRPD 2006 ratified in 2009, optional protocol signed not ratified
- Are the Conventions White Elephant Documents?
- Disability Act 2012
- Disability Policy, which is finalised, but not yet launched

National Programmes

- ZAPD (Zambia Agency for People with Disabilities)
- Microfinancing through NTFPD (National Trust Fund for People with Disabilities)
- Vocational Skill Training
- Bursary Support
- Cash or In-kind Support of Destitute PWD (Social Cash Transfers, Public Welfare Assistance Scheme)

Charity and Rights Based Support

- Both charity and rights based approaches in Zambia
- Without work, we are marginalized; we remain perpetual beggars for almost everything we need.
- The community looks at us as:
 - persons who do not need to be respected
 - persons who have no right to make a choice
 - persons who have no rights for participation in community activities
 - persons who do not have rights to be independent.
- This is an issue of respect, choice, participation and independence

Challenges to Workplace Inclusion

- Inaccessibility of Buildings
- Lacking awareness of legal and policy frameworks; challenges in litigation
- Lack of Unionism of PWDs
 - “Unions look at the general interest of the people or conditions of service, not specific conditions of service for persons with disabilities. In a nutshell, there is no such a union that is assigned to specifically look at the disabled people’s interests.”
- In PWD institutions there may not even be unions
 - “The type of employer that we are, we cannot entertain having a Union since we are a non-governmental organisation but we try from time to time to address our workers’ needs and concerns.” (Library and Cultural Centre for the Blind).
- Discrimination and Inequalities at the Workplace

Challenges to Employment & Decent Work

- Most PWDs are in agriculture, most often self-employed. This points to poverty mitigation strategies (self-employment) or poor livelihood (subsistence farming)
- Therefore productive employment and decent work are far from realised for PWDs
- Special fund for assistive devices not in place
- Microfinance grossly underfunded

Recommendations

- PWD support should be mainstreamed in all government programmes and agencies, particularly at job placement agencies
- Government should facilitate supported employment programmes
- Private sector employers need to mainstream PWD employment and create accessible workplaces
- Trade Unions should become lead representatives of and advocates for PWD needs and rights
- PWDs need to stand up for their rights

THANK YOU FOR YOUR ATTENTION!