



ZIMBABWE

SDG MONITORING BY TRADE UNIONS

General Information

COUNTRY: ZIMBABWE

UNION: LEDRIZ

DATE COMPLETED: June 2017

BACKGROUND ANALYSIS/COUNTRY CONTEXT:

1. Is your Government working on the Trade Union Priority SDGs? **Yes, SDG 5, 8 and 13**
 - a. If not what are the Goals that are not being tackled by your Government and why have these not been prioritised?
2. To what extent is your Government integrating the SDGs into national plans and in what concrete plans?
 - **Poverty Reduction Strategy Paper (2016-18)**
 - **National SDG Position Paper**
3. Which Ministries and departments are in charge of the integration of the SDGs in your country?

Ministry of Macroeconomic Planning and Investment Promotion



ASSESSING IMPLEMENTATION

1. Are there any forms of consultation/dialogue in place with the Government for the implementation of the SDGs in your country? **Yes**
 - a. If not, why is this so?
 - b. If so, what is the nature of these consultations/dialogue? **Multi-stakeholder Platform spearheaded by the Ministry of Macro-economic Planning and Investment promotion**

2. Has your union participated in these consultations and/or carried out social dialogue with the Government on issues related to the implementation of the SDGs? **Yes, participated in the validation meeting on the Zimbabwe VNR report workshop.**
 - a. What are the key inputs that have been provided by your union on the SDGs in the current period? **Emphasis on an inclusive participatory mechanism in planning, implementation, monitoring and evaluation**
 - b. Have these inputs been taken on board? **To be confirmed**

3. How is your government reporting on the SDGs' implementation at the national level?
 - a. Do you have access to this information? **Yes but only recently. Yet to engage more**
 - b. Are the reporting mechanisms adequate? **Not adequate, yet to undertake more engagement meetings with the respective Ministry and other NGOs and CSOs**

4. Have national plans for the implementation of the SDGs been allocated enough resources for their implementation? **No, current budget allocation have been inadequate**



SDG1 End Poverty in All its Forms Everywhere

Target	Indicators for Parallel TU monitoring	Data Source/Point	Analysis of Data
1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day	Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)	<p>Poverty headcount ratio at \$1.90 a day (2011 PPP) (% of population) – 21.4%</p> <p>Poverty headcount ratio at national poverty lines (% of population) – 72.3%</p> <p>Urban poverty headcount ratio at national poverty lines (% of urban population) – 46.5%</p> <p>Rural poverty headcount ratio at national poverty lines (% of rural population) – 84.3%</p> <p>Source: World Development Indicators – all data is for 2011</p> <p>World Bank¹</p> <p>Multidimensional Poverty Index was 0.127 in 2014 (Source: Zimbabwe VNR, 2017)</p>	<p>The figures are for 2011 and may not be the true reflection of the current situation. Since 2011.</p> <p>While Government has over the years, succeeded in halving the population in extreme poverty from 44 percent in 1995 to 22 percent by 2012, the general poverty had, as measured by the Total Consumption Poverty Line, remained relatively high, at over 70 percent (I-PRSP, 2016)². The main factors for increased poverty has been the deteriorating macro-economic environment, which has resulted in company closures, massive job losses and informalisation of the economy.</p> <p>The 2014 LFCLS³ indicated that informalisation of the economy grew from 84.2% in 2011 to 94.5 in 2014. Informalisation is correlated to high vulnerability to poverty</p>
	Employed persons living below the nationally-defined poverty line by sex and age	<p>Total Proportion of employed population (15+) below the international poverty line of US\$1.90 per day (the working poor) – 69.5% (2005)</p> <p>Proportion of female employed population below the international poverty line of US\$1.90 per day (the working poor) – 71.01% (2005)</p> <p>Proportion of male employed population below the international poverty line of US\$1.90 per day (the working poor) – 67.94% (2005)</p> <p>Source: UN SDG database – all data is for 2005</p>	<p>The current data from ILO is outdated.</p> <p>An analysis by LEDRIZ in 2016 indicated that only one sector, the Banking Sector had a minimum wage above the Poverty Datum Line (PDL), clearly indicating that the majority of the workers in Zimbabwe are the “working poor”</p>



¹ World Bank Extreme Poverty Threshold was changed to USD 1.90 in 2015

² I-PRSP stands for Interim Poverty Reduction Strategy Paper. It is a document crafted by the government in 2016 and its implementation period is 2016-18

³ LFCLS stands for Labour Force and Child Labour Survey



	<p>Percentage of people living in extreme poverty (1.9 USD a day in 2011 purchasing power parities-PPP)</p>	<p>Poverty headcount ratio at \$1.90 a day (2011 PPP) (% of population) – 21.4% Poverty headcount ratio at national poverty lines (% of population) – 72.3% Urban poverty headcount ratio at national poverty lines (% of urban population) – 46.5% Rural poverty headcount ratio at national poverty lines (% of rural population) – 84.3%</p> <p>Source: World Development Indicators – all data is for 2011</p> <p>World Bank</p>	<p>Between 1995 and 2012, income poverty, as measured by the proportion of people whose income is less than the Total Consumption Poverty Line (TCPL), remained high at 72.3% whilst those in extreme poverty was at 22.5%.</p> <p>A total of 91% of Zimbabwe’s extremely poor households are in rural areas, with the majority depending directly or indirectly on rain-fed agriculture (I-PRSP, 2016)</p>
	<p>Percentage of people living in poverty on 3,1 USD a day</p>	<p>Poverty headcount ratio at \$3.10 a day (2011 PPP, World Bank) (% of population) – 45.5%</p> <p>World Bank</p>	
	<p>UN Human Development Index</p>	<p>HDI – 0.516 (2015) (Source: UNDP, 2016)</p> <p>UN HDI</p>	<p>According to the 2016 data, Zimbabwe was lagging behind the World HDI average of 0.717 and the SSA average of 0.523. The HDI rank was poor being 154 out of 188</p>
<p>1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable</p>	<p>Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable</p>	<p>Coverage of social insurance programs (% of population) – 1.2% (2007, World Bank) Coverage of social safety net programs (% of population) – 20% (2007, World Bank) Proportion of the population covered by social assistance programs – 14.81% (2007, UN SDG database)</p> <p>% of people receiving either a monthly pension or other social security benefits – 2.1% (2014 LFCLS) % of population covered by medical aid schemes – 9% (LFCLS)</p> <p>Social Security Schemes For workers:</p> <ul style="list-style-type: none"> -Pension and Other Benefits Scheme (POBS) -The Accident Prevention and Workers’ Compensation Insurance Fund (WCIF) – employment injury benefit -The Private Pension Schemes 	<p>Zimbabwe developed the National Social Protection Policy in 2015</p> <p>The data shows that the majority of the population (97.9%) is not covered by any social security scheme.</p> <p>Beneficiaries under the Harmonised Social Cash Transfer (HSCT) Programme rose from 18 213 households in 2012 to 53 121 households in 2014, before falling to 52 079 households in 2015 (I-PRSP, 2016)</p> <p>Unfortunately, students receiving assistance through Basic Education Assistance Module (BEAM) declined from 460 239 in 2012 to a mere 10 817 students in 2015 due to decline in resources.</p> <p>Assisted Medical Treatment Orders (AMTOs) for indigent persons over 60 years old, people living with disability (PLWD), long-term ill persons, dependents of destitute persons, and orphans and vulnerable children (OVC), fell from 25 000 people in 2013, to 8 000 in 2014 and to 4 125 in 2015 due to budgetary constraints (I-PRSP, 2016).</p>



		ILO	
	Number of social protection instruments available (e.g. pension, unemployment benefits)	Assisted Medical Treatment Orders (AMTOs) Social Welfare Programmes Basic Education Assistance Module (BEAM) Harmonized Social Cash Transfer (HSCT) Programme National Heroes' Dependents Assistance	All programmes performance have declined due to financial constraints
1.a Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions	Proportion of total government spending on essential services (education, health and social protection)	2017 National Budget spending on: - Primary and Secondary Education – 19.6% - Agriculture - 7.1% - Health - 6.9% - Min. of Public Service, Labour and Social Welfare – 4,7% Source: for education, agriculture & health http://www.parlzim.gov.zw/component/k2/parliament-budget-office-unpacking-of-the-2017-budget-statement-presented-to-the-national-assembly-by-the-minister-of-finance-and-economic-development-hon-p-a-chinamasa-on-08	The government is failing to meet its commitments to African Instruments, for instance: <ul style="list-style-type: none"> ✓ The Maputo Declaration states that African governments should allocate 10% of budget towards Agriculture and Food Security; ✓ The Abuja Declaration states that African Governments must allocate 15% of national budget towards health sector ✓ Dakar Declaration states that 20% of national budgets should go towards education <p>Unfortunately, employment costs take the bulk of the sectoral budget allocation leaving little for capital investments in the sector. Thus service delivery will remain very poor</p>
	Public social protection expenditure as a percent of GDP in function of health care (%)	Public social protection expenditure as a percentage of GDP in function of health care was 5.6% in 2011 (ILO) ILO	

SDG5 Achieve gender equality and empower all women and girls

Target	Indicators for Parallel TU monitoring	Data Source/Point	Analysis of Data Point
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	Proportion of time spent on unpaid domestic and care work, by sex, age and location	Data not available	
	Percentage of woman in informal/formal work ⁴	-50.7% of formally employed workers are female -52.5% of those in informal sector are female Source: 2014 Labour Force and Child Labour Survey	The rate of feminisation of the informal economy has increased over time, meaning that there has been an increase in decent work deficits for women in the informal economy
	Percentage of woman covered by social protection ⁵	Data not available	
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Proportion of women in managerial positions	27.6% are women in managerial positions Source: 2014 Labour Force and Child Labour Survey	During 2013-2015, women constitute 19.2% of Cabinet Ministers; 24.4% of Ambassadors; 30% of Permanent Secretaries; 25% of Principal Directors; 28.2% of Directors; and 25% of Deputy Directors. These figures lag behind the target of 50% according to the National Gender Policy. However, in the Civil Service and Judiciary, 53.6% of Commissioners are women
	Share of female participation in Education	Secondary education, pupils (% female) – 49.5% (2013, WB) Children out of school, female (% of female primary school age) – 13% (2013, WB) Children out of school, male (% of male primary school age) – 14.4% (2013, WB) School enrolment, tertiary, female (% gross) – 8% (2015, WB)	The adult literacy rate (15 years and above who completed at least Grade 3) for Zimbabwe population stands at 98 percent, in 2014, one of the highest in Sub-Saharan Africa, with gender parity (I-PRSP, 2016)

⁴ Officially monitored by 8.3.1 but covers non-agricultural employment only

⁵ Awaiting Official Indicator



		<p>Primary completion rate, female (% of relevant age group) – 90.9% (2013, WB)</p> <p>Primary completion rate, male (% of relevant age group) – 89.6% (2013, WB)</p> <p>Literacy rate, adult female (% of females ages 15 and above) – 85.3% (2015, WB)</p> <p>Literacy rate, adult male (% of males ages 15 and above) – 88.5% (2015, WB)</p> <p>* WB- World Bank</p>	
	Gender budgeting	UN WOMEN	Gender budgeting is underway. This is spearheaded by CSOs working on women and gender issues. These CSOs are working together with the Ministry of Gender. However, there are more efforts required to ensure that gender budgeting is strengthened.

SDG8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Target	Indicators for Parallel TU monitoring	Data Source/Point	Analysis of Data Point
8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	Proportion of informal employment in non-agriculture employment, by sex	<p>94.5% of employment is informal (this includes both informal and formal sector -those employed as casual or part time workers) which corresponds to 5,919,000 people (ILO 2014)</p> <p>36.7% of females are in wage employment in non-agriculture sectors</p> <p>63.3% of males in wage employment are in non-agriculture sector</p> <p>25.8% of females in informal are non-agric employment</p> <p>33.7% of males in informal are in non-agric employment</p> <p>Source: 2014 Labour Force and Child Labour Survey</p>	Data shows that more women are employed in agriculture sector whilst majority of men are in non-agriculture sectors
	Share of low paid work (share of workers earning less than two thirds of median earnings)	Only the Banking sector has a minimum wage above the Poverty Datum Line (PDL)	The majority of the workers are the working poor. This has been aggravated by the fact that the majority of workers are not receiving their wages / salaries. A study by LEDRIZ in 2015 called the Wage Theft revealed that out of the 442 companies in the survey, 82,776 workers were affected by non-payment of wages and salaries. Non-payment of wages and salaries averaged between 3 and 25 months across sectors. This clearly indicates high levels of indecent work and violation of ILO Conventions.
	Share of permanent vs temporary employment	See below	
	Share of precarious work	<p>8.5% of total employment in precarious employment are men</p> <p>4.7% of total employment in precarious employment are females</p> <p>Source: 2014 Labour Force and Child Labour Survey</p>	These figures are suppressed and they have risen to due to the high level of precarious work in the economy. Precarious work = Decent work deficits = increased poverty
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including	Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	Data not available	



for young people and persons with disabilities, and equal pay for work of equal value	Unemployment rate, by sex, age and persons with disabilities	Total unemployment rate – 11.3% Male unemployment rate – 7.3% Female unemployment rate – 14.9% <i>Source: 2014 Labour Force and Child Labour Survey</i>	The unemployment rates are suppressed. Unofficial unemployment rate is rated at above 80% However, the official data shows that unemployment is higher in females than males
	ILO Gender Wage Gap	Data not available	Women generally earn on average about two thirds of men's income largely because women dominate low remunerating sectors and occupations with high level of precarious work (I-PRSP, 2016)
	Underemployment rate (unemployed looking for work and involuntary part time workers)	Total underemployment rate – 15.5% Male underemployment rate – 15% Female underemployment rate – 16% <i>Source: 2014 Labour Force and Child Labour Survey</i>	Underemployment rates are higher for females than males.
8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training	Proportion of youth (aged 15-24 years) not in education, employment or training	Overall Unemployed youth 16.4% (Broad unemployment rate definition) Overall unemployed youth 6.8% (Strict unemployment rate definition) Male youths unemployment rate 11.7% (Broad unemployment rate definition) Female youths unemployment rate 21.2% (Broad unemployment rate definition) Male youth unemployment rate 5.9% (Strict unemployment rate definition) Female youth unemployment rate 7.8% (Strict unemployment rate definition) <i>Source: 2014 Labour Force and Child Labour Survey</i>	Female underemployment figures are higher than males
8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by	Proportion and number of children aged 5-17 years engaged in child labour, by sex and age	Children in employment, total (% of male children ages 7-14) was 28.41% in 1999 Children in employment, male (% of male children ages 7-14) was 27.08% in 1999 Children in employment, female (% of male children ages 7-14) was 30% in 1999 <i>Source: World Development Indicators. 2017</i>	Data is outdated



2025 end child labour in all its forms			
	Percentage of adults in situations of forced labour and number of human trafficking cases	Data not available	
8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Frequency rates of fatal and nonfatal occupational injuries, by sex and migrant status	5 380 lost time workplace injuries with 54 fatalities in 2015 (NSSA, 2015 Annual Report) ⁶	In 2014, there were 5491 lost time workplace injuries with 98 fatalities. There was a decline in injuries of 2% and fatalities of 44% between 2014 and 2015 However, in 2015, Occupational Safety and Health (OSH) performance remained poor with an Injury Frequency Rate of 2.23 compared to an international standard of less than 1 injury per 1 million hours worked.
	Increase in national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status		Labour rights in Zimbabwe continue to be violated. Examples include: - wage theft – workers going for months without payment of wages and salaries - Selective dismissals of workers were taking place during strikes, especially in the case of trade union officials and worker representatives. - Widespread non-remittance of union dues by employers
	Number of trained labour inspectors as a ratio of workforce	0.2 Labour inspectors per 10,000 employed persons (2012, ILO)	The 2015 National Social Security Authority (NSSA) Report indicated that the Inspectorate Department had 34 staff divided as follows: Chief Inspector of Factories (1), Secretary (1), Mechanical Engineering Inspectors (18), and Electrical Engineering Inspectors (4). This is a very low figure compared to the fact that Zimbabwe's labour force is 6,3 million. As a result labour inspection has been compromised which consequently threatens attainment of decent work conditions.
	Ratification of ILO Conventions FOA and CB	Zimbabwe ratified ILO Conventions on FOA & CB	Whilst the Government ratifies, it keeps violating the conventions using draconian legislations (see also indicator 16.10)
	Collective Bargaining Coverage	Zimbabwe has sectoral based collective bargaining agreements which cover all workers in each particular sector	The Labour Act stipulates that all workers in private sector should be covered by the sectoral CBA

⁶ NSSA stands for National Social Security Authority

	Trade Union Density	7.5 (2010, ILO) 14.8% of employed population in paid employment were members of an employee association (2014, LFCLS)	
8.b By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization	Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy	Zimbabwe National Youth Policy National Indigenisation and Economic Fund, and Youth Development Fund	There are reported cases that most of the youth empowerment strategies and programmes are implemented along political affiliation and most beneficiaries are aligned to the ruling party



SDG10 Reduce inequality within and among countries

Target	Indicators for Parallel TU monitoring	Data Source/Point	Analysis of Data Point
10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	Labour share of GDP, comprising wages and social protection transfers	50% (2014, ILO) ILO	Over the past years, Zimbabwe has been struggling with a high wage bill. From the 2017 National budget, the wage bill accounted for 73.2% of budget. This leaves less funds for service delivery and capital investments. There has been efforts to rationalise the size of the government employees but the process has been very slow due to lack of political will since this threatens the position of the ruling government. There have been reports of ghost workers receiving monthly salaries
	Share of top 1% and top 10% income earners in overall GDP	Top 10%: 33.8% in 2011 (2017 World Development Indicators) World Bank	
	Share of bottom 40% income earners in overall GDP	Bottom 20%: 5.8 %; Bottom 40%: 15.3% in 2011 (2017 World Development Indicators) World Bank	
	Minimum wage as % of the median wages to read		Each sector has a statutory National Employment Council (NEC). The NEC comprises of equal representatives of the sectoral employers representatives and trade union representatives that negotiates minimum wages and other conditions of service for workers.
10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies	Recruitment cost borne by employee as a proportion of yearly income earned in country of destination	Data not available	
	Involvement of social partners in migration policy	There is full participation of all social partners in the Zimbabwe National Labour Migration Policy. The Policy has been taken to Cabinet for adoption	
	Freedom of association for migrant workers	The Labour Act provides freedom of association for all workers regardless of migrant status	
	Migrant wages compared to minimum wage	Data not available	The Labour Act provides for equal pay for work of equal value for all workers regardless of status

SDG13 Take urgent action to combat climate change and its impacts

Target	Indicators for Parallel TU monitoring	Data Source/Point	Analysis of Data Point
13.2 Integrate climate change measures into national policies, strategies and planning	Number of countries that have communicated the establishment or operationalization of an integrated policy/strategy/plan which increases their ability to adapt to the adverse impacts of climate change, and foster climate resilience and low greenhouse gas emissions development in a manner that does not threaten food production	National Response Strategy on Climate Change, 2015 Zimbabwe Nationally Determined Contribution, 2015 National Climate Change Policy, 2017 National Renewable Energy Policy (final draft) National Biofuels Policy (in process)	Lack of financial resources will limit implementation of these policies and strategies
	National and/or sectoral dialogues have been launched engaging social partners on the means to achieve a Just Transition for workers and communities in greenhouse gas-intensive sectors.	ZCTU and LEDRIZ participated in the development of the National Renewable Energy Policy and incorporated trade union rights and interests	

SDG16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Target	Indicators for Parallel TU monitoring	Data Source/Point	Analysis of Data Point
16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all	Unsentenced detainees as a proportion of overall prison population	Data not available	-
	Availability of legal aid, existence of labour courts	Established Labour Court	The Labour Court is not fully capacitated (human and financial resources) to deal with cases hence there are major delays in execution of workers cases
	Cost and time to settle legal case	Data not available	
16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements	Number of verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of journalists, associated media personnel, trade unionists and human rights advocates in the previous 12 months	ITUC Rights Index	<p>In 1999, the ILO Commission of Inquiry (COI) was sent to Zimbabwe to investigate the grave violations of trade union and workers' rights. The COI report provided 7 recommendation for the government to implement.</p> <p>In 2017, the COI came back to review implementation of the 1999 Recommendations</p> <p>The Zimbabwe Revenue Authority (ZIMRA) has seized over US\$50,000 belonging to the Zimbabwe Congress of Trade Union (ZCTU) Education Fund because of alleged fiscal arrears (Nov, 2016)</p> <p>19 activists of the Zimbabwe National Students Union (ZINASU) were arrested by police whilst undertaking a meeting to review the state of tertiary education in the country (Aug, 2016)</p> <p>Police unleashed dogs, firing tear gas to protesters who were minibus taxi drivers who rioted against the abusive police practice of routinely demanding money when stopping vehicles for alleged technical checks. 95 people were arrested (July, 2016)</p> <p>Arrest of 5 journalists reporting on the strike action by public sector workers demonstrated in Harare following the Government's announcement about withholding pay for state workers due to the economic situation in the country. The Government responded by calling the action unauthorised and threatened sanctions against protesting workers. Some teachers</p>

			<p>who joined the strike were intimidated into returning to work (July, 2016)</p> <p>Nationwide strike of the National Railways of Zimbabwe (NRZ) workers over non-payment of salaries was to force the company to pay US\$86 million worth of outstanding salaries and wages that the NRZ owes to its nearly 7,000 workers of which 2,349 were former workers retrenched in 2015 on three months' notice. In response, the Public Service, Labour and Social Welfare Minister ordered workers to immediately return to work and threatened with dismissal by the management (April, 2017)</p> <p>The Zimbabwe Gender Commission Act was enacted in February 2016, paving the way for the operationalisation of the Gender Commission,</p>
--	--	--	--

TRACKING PROGRESS AND RECOMMENDATIONS

1. To what extent has the implementation of the SDGs improved since the previous period and what have been the main policy developments in this respect during the last year?

- The process is more participatory than before
- Recognition of trade unions as a key stakeholder in SDG processes
- inclusion of SDGs in the Poverty Reduction Strategy Paper (2016-18)

2. What would be your recommendation and proposals for national policy and strategy?

- Continuous effective participation of all stakeholders including labour in multi-stakeholder SDG platform in planning, implementation, monitoring and evaluation
- Fully functional CSOs SDG Reference Platform
- Engagement in good faith by all national stakeholders
- Adequate resourcing (human and financial) of the policy strategies
- Continuous education and training of all citizens
- Increase in budget allocations to relevant ministries dealing with a specific SDGs e.g. Ministry of Health, Ministry of Labour, Ministry go Gender
- Commitment by the government to implement African Instruments they signed to e.g. The Maputo Declaration stated that African governments should allocate 10% of budget towards Agriculture and Food Security; Abuja Declaration states that African Governments must allocate 15% of national budget towards health sector; and Dakar Declaration states that 20% of national budgets should go towards education
- Effective implementation of the I-PRSP

3. What is your trade union doing in terms of activities/initiatives that could be framed within the SDGs? E.g. campaigns on labour issues, direct involvement in SDG implementation, framing your activities as SDG-related, etc.

- mobilising resources to undertake an SDG awareness workshop for the trade union leaders
- participating as key respondents to the SDG review research spearheaded by the coordinating ministry

Ongoing national campaigns by ZCTU include on the following:

1. Salaries disparity
2. Special Economic Zones – to remove the clause that gives Labour Boards power to set working standards in the Special Economic Zones
3. Labour Market Flexibility- casualization of labour
4. Labour Law Reform
5. Productivity linked salaries