

## ZAMBIA 赞比亚

## PROPOSED INDICATORS 建议指标

## DECENT WORK FOR PARENTS AND YOUNG WORKERS 为父母和青年工作者提供体面的工作

## Child labour

- **Minimum age:** Under the Employment Code Act (2019), the minimum age of full-time employment is 15; employers are not allowed to employ a child less than 16 years old unless authorised by a Labour Officer or where the child has an apprenticeship contract. Employers must maintain a register of all young workers (under 18 years).
- **Hazardous work:** Children under 18 years of age may not be employed in hazardous work, which is defined as any type of work, by which nature or in which circumstances it is carried out, that is likely to jeopardise the health, safety or morals of the child. The Prohibition of the Employment of Young Persons and Children (Hazardous Labour) Order sets out a list of prohibited occupations for workers under 18, including night work and in industrial undertakings (unless the young worker is under a contract of apprenticeship).
- **Light work:** Children aged 13-15 may be employed in light work that is not likely to be harmful to the child's health or development, or prejudicial to attendance at school or vocational training.

## 童工

- **最低工作年龄:** 根据赞比亚劳动法 (Employment Code Act) (2019 年), 全职就业的最低年龄为 15 岁; 雇主不得雇用 16 岁以下的儿童, 除非得到劳工官员的授权, 或儿童签有学徒合同。雇主必须对所有青年工作者进行登记 (18 岁以下)。
- **危险工作:** 18 岁以下儿童不得从事危险工作, 危险工作主要指可能危害儿童健康、安全或道德的任何工作, 无论工作性质或工作环境。《禁止雇用青年及儿童 (危险劳工) 令》(The Prohibition of the Employment of Young Persons and Children (Hazardous Labour) Order) 列出了禁止 18 岁以下工作者从事的职业清单, 包括夜班和繁重的工业劳动 (青年工作者签有学徒合同的情况除外)。
- **轻量工作:** 13-15 岁的儿童可从事不太会危害儿童健康或发展、或不太会影响上学或职业培训的轻量工作。

## Maternity and paternity protections

- **Parental leave:** Under the Employment Code Act (2019), women are entitled to 14 weeks of maternity leave. Fathers who have one year of continuous service with their employers are entitled to 5 days of paternity leave, to be taken within 7 days of the birth of the child.
- **Pay and benefits:** Maternity leave is fully paid for workers with two years of continuous service with their employer.
- **Job protection:** Women are protected from dismissal during the period of her pregnancy and employers cannot penalise pregnant workers or disadvantage them for reasons connected with pregnancy and maternity leave. The Employment Code gives women the right to return to the job which she held immediately before maternity leave, or to a reasonably suitable job on terms and conditions not less favourable than those she enjoyed before maternity leave.

## 产假和陪产假

- **育儿假:** 根据劳动法 (2019 年), 女性享有 14 周产假。在雇主处连续工作一年的父亲在儿童出生后 7 天内享有 5 天陪产假。
- **工资和福利:** 在雇主处连续工作两年的工作者享有全薪产假。
- **工作保护:** 保护女性在怀孕期间不被解雇, 雇主不得因为怀孕和产假惩罚怀孕的工作者或置她们于不利处境。劳动法规定, 女性有权重返产假前的工作岗位, 或以不低于产假前所享有的条款和条件获得合理适度的工作。

## Decent work for parents:

- **Health and safety:** Employers must provide special health and safety protections to women during pregnancy. Employers cannot require pregnant workers to work overtime within two months of their due date, or to perform work that might be detrimental to the worker's health or the health of the unborn child. Pregnant and nursing workers are also exempt from working at night. Employers must provide pregnant workers with alternative employment on terms and conditions not less favourable than previous employment.
- **Working hours:** Normal working hours are 48 per week, 8 hours per day over 6 days. Work done in excess of normal working hours is considered overtime. There are no known provisions on flexible work for workers with family responsibilities.

- **Breastfeeding:** Female workers who are nursing children under the age of 6 months are entitled to a one-hour or two 30-minute paid breaks.

#### 父母体面的工作

- **健康和​​安全:** 雇主必须为孕期女性提供特殊的健康和​​安全保护。雇主不得要求怀孕的工作者在预产期两个月前加班，也不得要求她们从事可能损害自身或胎儿健康的工作。怀孕和哺乳的工作者可以免上夜班。雇主必须按照不低于先前工作的条款和条件，为怀孕工作者提供其他替代工作。
- **工作时间:** 正常工作时间为每周 48 小时，每周 6 天，每天 8 小时。超过正常工作时间视为加班。对于有家庭责任的工作者，尚无弹性工作规定。
- **母乳喂养:** 哺乳 6 个月以下儿童的女性员工享有 1 小时或 2 个分别为 30 分钟的带薪哺乳假。

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## MARKETPLACE 市场

### Marketing and advertising

- **Marketing to children:** The Competition and Consumer Protection Act of 2010 (“CCPA”) regulates advertising but does not address marketing and advertising to children. There are no known restrictions on advertising targeting children.
- **HFSS foods:** There are no specific guidelines or restrictions on marketing of high fat, sugar and salt (HFSS) foods, but these products should meet general advertising regulations as provided for by the CCPA.
- **Breastmilk substitutes:** Zambia has adopted many provisions of the International Code of Marketing of Breast-Milk Substitutes are implemented into national law, including restrictions on advertising and promotion.

### 营销和广告

- **对儿童营销:** 2010 年《竞争和消费者保护法》(The Competition and Consumer Protection Act) 对广告进行监管，但不涉及对儿童营销和广告。目前尚无针对儿童的广告限制。
- **高脂肪、高糖和高盐食品:** 尚无对高脂肪、高糖和高盐食品的营销的具体指南或限制，但这些产品应符合《竞争和消费者保护法》的一般广告规定。
- **母乳代用品:** 赞比亚已将《国际母乳代用品销售守则》的许多规定纳入国家法律，包括限制广告和促销。

### Product safety

- **Consumer protection:** Product safety is regulated by the Competition and Consumer Protection Act of 2010. The Competition and Consumer Protection Commission is a member of the International Consumer Protection and Law Enforcement Network (ICPEN) and is tasked with ensuring that consumers are protected from unfair trading practices. There are no known regulations specific to product safety for children.

### 产品安全

- **消费者保护:** 产品安全受到 2010 年《竞争和消费者保护法》的监管。竞争和消费者保护委员会是国际消费者保护与执法网络的成员，其任务是确保消费者免受不公平贸易行为的侵害。目前尚无专门针对儿童产品安全的规定。

### Child online safety

- **Child sexual abuse material (CSAM):** National laws prohibit child sexual abuse material (CSAM), including technology-facilitate offences over the internet. However, internet service providers (ISP) are not required to report suspected child pornography to law enforcement agencies.
- **Access to pornography:** There are no known restrictions on access to adult content in Zambia.

### 儿童网络安全

- **儿童性虐待材料:** 国家法律禁止儿童性虐待材料，包括互联网上由于科技引发的犯罪问题。但互联网服务提供商不必向执法机构举报可疑的儿童色情制品。
- **获取色情内容:** 尚无儿童获取成人色情内容的限制。

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## COMMUNITY AND ENVIRONMENT 社区和环境

### Environment

- **Impact assessment:** To ensure that projects minimise harmful impacts on the environment, national laws require environmental impact assessments.
- **Climate change:** Zambia has submitted an NDC (nationally determined contribution) to the UNFCCC committing to a reduction in greenhouse gas emissions of 25%-47% by 2030.
- **Resource governance:** Zambia is a member of the Extractive Industries Transparency Initiative (EITI) and has made meaningful progress towards meeting the 2016 EITI standard. However, gaps remain relation to disclosures of license allocations, and reliability of data on payments and revenues related to the extractives industries.

### 环境

- **影响评估:** 为确保项目尽量减少对环境的有害影响，国家法律要求进行环境影响评估。

- **气候变化:** 赞比亚向联合国气候变化框架公约提交了国家自主减排贡献, 承诺到 2030 年将温室气体排放量减少 25%-47%。
- **资源治理:** 赞比亚是采掘业透明度倡议(Extractives Industry Transparency Initiative, EITI)的成员国, 在实现 2016 年采掘业透明度倡议标准方面取得了长足的进展。然而, 在披露许可证分配、以及采掘业相关的付款和收入数据的可靠性方面仍存差距。

#### Land rights

- **Land tenure:** An estimated 80%-96% of Zambia's total land area is made up of community (customary) lands. National laws make significant progress towards addressing indigenous and community land tenure.
- **Free, prior and informed consent (FPIC):** National laws prohibit deprivation of property without due process or proper compensation; however, they do not fully adopt principles of FPIC.

#### 土地权

- **土地所有制:** 据估测赞比亚 80%-96%的土地面积是社区(按照习俗)所有土地。国家法律在解决土著和社区土地所有制方面取得重大进展。
- **自由、事先和知情同意:** 国家法律禁止在缺乏正当程序或适当赔偿的情况下剥夺财产; 但是, 赞比亚没有完全采用自由、事先和知情同意的原则。

#### Security arrangements

- **Child soldiers:** The minimum voluntary conscription age is 16, and it is unknown whether children are protected from participation in hostilities.
- **Private military and/or security companies:** The government does not participate in the Voluntary Principles on Security and Human Rights, and there are no known laws regulating the activities of private military and/or security companies.

#### 安保措施

- **童兵:** 自愿入伍的最低年龄为 16 岁, 尚不确定敌对行动中儿童是否受保护。
- **私营军事和(或)保安公司:** 政府不参加《安全与人权自愿原则》(Voluntary Principles on Security and Human Rights), 尚无针对私营军事和(或)保安公司的活动规定。

#### Child rights

- **Education:** Education is compulsory until the age of 13; however, neither primary nor secondary education is free, which limits poor children's ability to access education.
- **Healthcare:** The Constitution recognises the right to health. The government maintains a public healthcare system that offers free healthcare.

#### 儿童权利

- **教育:** 13 岁之前为义务教育, 但是, 初等和中等教育并非免费提供, 这限制了贫困儿童接受教育的能力。
- **医疗保健:** 宪法承认健康权。政府维持着公共医疗体系, 提供免费医疗保健。