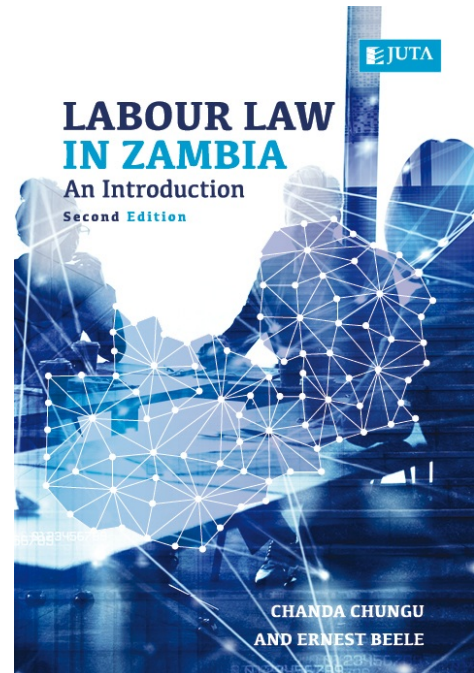


Labour Law in Zambia

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About this Publication:

This second edition of *Labour Law in Zambia: An Introduction* is a comprehensive and current exposition of Zambian labour law. The authors analyse and summarise both individual and collective employment law in Zambia, starting with the historical development of employment law in the country. They then trace its sources in the Constitution, legislation, case law, the common law and international labour standards.

The first edition was published in 2018. Since then, the nature, scope and content of labour law in the Zambian landscape have been dramatically transformed with the enactment of the Employment Code Act in 2019. The authors therefore survey and engage critically with the resulting significant changes to the contract of employment, basic conditions of employment and benefits enjoyed by employees. In the process, they give an excellent overview of key employment concepts such as

- terms of the contract of employment
- basic conditions of employment
- health and safety
- workplace discipline, and
- remedies for unfair and wrongful dismissal.

In addition, the Employment Code Act introduces new concepts such as

- a medical entitlement for all employees
- a duty on employers to provide housing, and
- improved provisions in relation to annual, sick, maternity and family responsibility leave.

Crucially, the new Act also provides for a mandatory gratuity for long-term employees and specific severance payments at the end of the employment relationship. All of these innovations are described in this up-to-date exposition of labour law in Zambia.

This second edition also features a more extensive overview of the important decisions of the Supreme Court and the Industrial Relations Division that have guided labour law in Zambia.

Labour Law in Zambia: An Introduction is a valuable reference for legal professionals, law students, employers, workers and their representatives, and laypersons, especially since it reflects the current employment law in Zambia.

Contents Include:

Chapter 1: History and Sources of Employment Law in Zambia
Chapter 2: The Employment Contract
Chapter 3: Common-Law Duties of Employees and Employers
Chapter 4: Basic Conditions of Employment
Chapter 5 Employees' Conduct and Discipline
Chapter 6: Workplace Discrimination
Chapter 7: Occupational Health and Safety
Chapter 8: Industrial Relations and Collective Labour Law
Chapter 9: Social Security
Chapter 10: Dispute Resolution

Of Interest and Benefit to:

- Legal professionals
- Law students
- Employers
- Workers and their representatives
- General public