



# ZAMBIA INSTITUTE FOR LABOUR RESEARCH AND DEVELOPMENT (ZILARD)

## Who are we?

**ZILARD** is an autonomous research, education and policy analysis institute established by the Zambia Congress of Trade Unions (ZCTU) that aims to assist in building trade unions labour research, education and policy analysis capacities for better capturing and influencing national, regional and international policy-space and development.

## Our Philosophy

In defining our stake in the national, regional, continental and global political economy, we seek to view the development process in a holistic manner where the following components are a driver to achieving worker liberation and social justice:

- a) The “social factor”, where workers and people’s basic human rights are safeguarded and how vulnerable people are protected against poverty and exploitation.
- b) The “democratic factor”, where the political system functions ethically and implements decisions and distributes resources and opportunities in a just and fair manner.

- c) The “global factor”, where systems at global level should respond to the needs of the workers and the people.

We stand for the redefinition of the working class ideological grinding that will use evidence-based labour research to create a critical trade union movement that understands their values and can engage in national and international solidarity. In doing so, a base should be constructed on which a parallel, joint programme of basic grassroots trade union activism can then be pursued based on trade union values of independence, worker control, bias to the poor and solidarity.

Our work is therefore informed by four main contextual imperatives:

- The evolving and dynamic challenges confronting workers in both formal and informal economies in Zambia and the world;
- The approach where workers and trade unions are agents of change;
- The capacity and commitment of how trade unions contribute to bringing about the desired change on behalf of their members; and
- A realisation that such change could only be brought about by tripartite plus one collective bargaining efforts that addresses genuine social dialogue with government, employers, and workers at local, national and global levels.

## Mission

A labour research think-tank that capacitates trade unions with labour research, education and policy analysis to enable them to effectively input into national, regional and global policy discussions and actions for the benefit of Zambian worker and the people.

## Objectives

- Initiate and drive a demand-driven labour research that is linked to education agenda that refines trade union consciousness and ideological grinding;
- Build the research capacity of trade unions to advocate for change through evidence-based policy positions in the interests of working people in Zambia and the world;
- Strengthen research as a tool for effective education and training capacity building of trade unions for better service delivery to their members;
- Assist in the development of empirically informed trade union policy interventions at the national, regional and continental levels.
- Maintaining an accurate and accessible database on the economy and labour relations in Zambia;
- Providing an online and offline platform for discussions on labour and national development issues.