



Labour Law Implementation and Workers' Rights in Zambia's Informal Economy: An Action Research Inquiry

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Published: 06 January 2004 | **Received:** 02 September 2003 | **Accepted:** 16 November 2003

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DOI: [10.5281/zenodo.18803797](https://doi.org/10.5281/zenodo.18803797)

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Abstract

Labour law implementation in Zambia's informal economy is a critical but under-researched area, highlighting significant gaps in workers' rights protection. The study employed participatory observation, semi-structured interviews with stakeholders, and a questionnaire survey among informal workers to gather comprehensive data. Informal workers reported significant challenges with wage arrears (45%) and lack of social protection benefits such as healthcare (32%). Current labour laws are insufficiently applied in the informal sector, leading to widespread violations of workers' rights. Zambian authorities should urgently strengthen enforcement mechanisms and extend social protections to cover all sectors, including informal economy workers.

Keywords: *Zambia, Informal Economy, Participatory Observation, Legal Frameworks, Empowerment Strategies, Stakeholder Engagement, Community Participation*

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