

Zambia

Worker Classifications

There are no official subcategories of Workers in Zambia.

Fixed Term Contracts

Fixed-term contracts are permitted in Zambia for a minimum of 6 months and a maximum of 24 months. Fixed-term contracts can only be renewed twice. A fixed-term contract can be terminated early in the event of serious misconduct. Otherwise, notice must be provided. A 30-day notice is required for a fixed-term contract lasting more than 1 week.

Probationary Periods

Probationary Periods are permitted in fixed-term and permanent contracts. They may not be longer than 1 week for casual or seasonal work or 3 months in any other case. During the probation period, there must be a valid reason to terminate the contract and 1 day's notice is required

Holidays

Workers are entitled to 15 paid public holidays per year.

Vacation

After six months of service, Workers are eligible for vacation leave 2 days per month for a total of 24 days per year. Unused vacation leave is payable at the end of the employment

Sick Leave

Workers are immediately eligible for paid sick leave. Employers must issue full pay for up to 90 days and half pay for up to another 90 days for a total of 180 days for injury or illness.

Working Hours

A standard workday is 8 hours for a total of 48 hours per week, worked at 6 days per week.

Overtime

Any hours worked above the standard workday/workweek is considered overtime, payable at 150%.

Mandatory Bonuses

A 13th-month cheque is not mandatory, but some employers choose to offer it. It is taxable as a fringe benefit.

Termination

Termination requires a valid reason and 30 days' notice.

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Resignation

Workers are not required to observe the same notice requirements as employers