Exploring decent work in the pharmaceutical industry

Job creation in the production of medical cannabis in Lesotho and Zimbabwe

Edited by
Maria Sabrina de Gobbi
Exploring decent work in the pharmaceutical industry

Job creation in the production of medical cannabis in Lesotho and Zimbabwe

Edited by

Maria Sabrina De Gobbi

International Labour Office • Geneva
Exploring decent work in the pharmaceutical industry: Job creation in the production of medical cannabis in Lesotho and Zimbabwe


ISBN 9789220364505 (print)
ISBN 9789220364512 (web PDF)

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and electronic products can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org

Visit our web site: www.ilo.org/publns

Produced by the Publications Production Unit (PRODOC) of the ILO. Graphic and typographic design, printing, electronic publishing and distribution. The ILO endeavours to use paper sourced from forests managed in an environmentally sustainable and socially responsible manner.

Code: CMD-REP
# Table of contents

<table>
<thead>
<tr>
<th>Contributors</th>
<th>IX</th>
</tr>
</thead>
<tbody>
<tr>
<td>List of tables</td>
<td>X</td>
</tr>
<tr>
<td>List of figures</td>
<td>XII</td>
</tr>
<tr>
<td>Acknowledgements</td>
<td>XIII</td>
</tr>
<tr>
<td>Abbreviations</td>
<td>XV</td>
</tr>
<tr>
<td>Introduction</td>
<td>1</td>
</tr>
</tbody>
</table>

## 1 Decent work and a human-centred approach

- Introduction ..........................................................................................................................5
- Decent work ..........................................................................................................................6
- ILO Centenary Declaration for the Future of Work.................................................................6
- Resolution concerning a global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient........7
- Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy ..........................................................................................................................8
- OECD Guidelines for Multinational Enterprises ..................................................................9
- Other relevant ILO instruments ..........................................................................................10
- ILO Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All...............................................................10

## 2 History and development of the pharmaceutical sector

- Introduction .......................................................................................................................12
- A historical overview of pharmaceutical manufacturing in sub-Saharan Africa ..................14
- Evolution of the pharmaceutical sector in Lesotho and Zimbabwe .................................23
- Conventional medicines ..................................................................................................26
- Alternative medicines .......................................................................................................28
- Concluding remarks .........................................................................................................29

## 3 Jobs and enterprises

- Introduction ..........................................................................................................................31
- Employment situation ......................................................................................................33
- Overview of the sector ......................................................................................................36
# 7 Environmental protection and occupational safety and health  

*Introduction* .......................................................................................................................... 92  
*International environmental standard* ........................................................................... 93  
*National laws and policies* ............................................................................................... 94  
*Monitoring mechanisms* ................................................................................................. 97  
*Environmental policies and environmental management systems in enterprises* .......... 97  
*Occupational safety and health* ...................................................................................... 100  
*Training workers in environmental protection* .............................................................. 103  
*Monitoring compliance with national legislation* ......................................................... 104  
*Concluding remarks* ........................................................................................................ 105  

## 8 Medical cannabis production for export  

*Introduction* ........................................................................................................................ 107  
*History and evolution of the industry* ............................................................................ 108  
*National contexts and investment* ................................................................................ 110  
*Licences granted and operations* .................................................................................... 112  
*Skills and employment creation* ..................................................................................... 115  
*Research and development* ........................................................................................... 117  
*Labour standards* ............................................................................................................. 118  
*Freedom of association and collective bargaining* ....................................................... 118  
*Forced labour* .................................................................................................................. 119  
*Wages and employment conditions* ............................................................................... 120  
*Discrimination in respect of employment and occupation* ........................................... 120  
*Environmental standards* ............................................................................................... 123  
*Concluding remarks* ........................................................................................................ 125  

## 9 Knowledge, skills and employability  

*Introduction* ........................................................................................................................ 128  
*Pharmaceutical higher education and training institutions* .............................................. 130  
*Gender gaps in pharmaceutical training programmes* ................................................... 133  
*Involving stakeholders in the establishment of education and training institutions* ...... 134  
*Adequacy of skills provided by training institutions* ...................................................... 135  
*Weaknesses and areas for improvement in education and training systems* .................. 139
Contributors

International Labour Organization
Ms Maria Sabrina De Gobbi (economics, law, and environmental management)

National University of Lesotho
Dr Regina Makoloi Thetsane (marketing)
Dr Maseabata Ramathebane (pharmacy)
Mr Mpheteli Malunga (statistics)
Dr Motšelisi Christine Mokhethi (entrepreneurship)

University of Zimbabwe
Dr Charles Chavunduka (environmental planning)
Mr Darlington Kanonhuhwa (chemistry and industrial production)
Ms Fungai Nora Mukora (computing and technology)
Ms Gay Tapiwa Gweshe (public policy and governance)
Mr Gift Mhlanga (economics)
Professor Innocent Chirisa (environmental planning)
Dr Jameson Kugara (chemistry and pharmaceuticals)
Mr Keith Musara (statistics)
Ms Magadalene Change (chemistry and pharmaceuticals)
Mrs Nancy Kwangwa (library and information science)
Dr Noah Ariel Mutongoreni (public governance)
Ms Patience Mazanhi (environmental planning)
Ms Queen Linda Chinozvina (environmental planning)

预览已结束，完整报告链接和二维码如下：