



# ZCTU Bulletin

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## ZCTU presses for living wage ... threatens STAYAWAY

The ZCTU is pressing government to restore US\$ salaries through the Tripartite Negotiating Forum (TNF) as the labour body seeks redress on the eroded salaries and wages.

Workers' earnings have been ravaged by inflation and their woes were worsened by the promulgation of Statutory Instrument 142 of 2019 which banned the use of foreign currency sealing all avenues for workers to be paid in forex.

At the TNF meeting of 26 June labour pressed for the withdrawal or amendment of the legal instrument and the chairperson Labour minister Sekai Nzenza Nzenza was tasked to present the request to cabinet and come back with a response to the tripartite body.

"Concern was raised on the consultative process leading to the promulgation of SI142 of 2019. It was resolved that a proposal be made to cabinet to consider withdrawal or review of the statutory instrument with inputs from social partners. Going forward it was agreed that social and economic policy proposals be discussed at the TNF before pronouncement," read the TNF statement.



ZCTU President Peter Mutasa greets President Emmerson Mnangagwa at the commissioning of the TNF in Harare

The meeting gave a deadline which has since lapsed for a response.

At the meeting the ZCTU threatened to mobilise its constituency if the cabinet fails to deliver a positive response to the TNF demand.

Meanwhile the ZCTU is in the process of activating its structures, mobilising for a

stayaway set for this month (July 22-23) to press government to restore US\$ salaries if its demand is not honoured.

The TNF Bill was signed into law and the TNF was commissioned earlier in June. The platform is now legal body, departing from the previous arrangement where it was a mere talk show whose decisions were not binding.

## Zim listed among 10 worst global labour violators

The Zimbabwe government which has been found guilty of labour violations by the ILO has also for the first time been named among the 10 worst labour violators in the world for 2019.

The ILO's Committee on the Application of Standards (CAS) requested the government to accept a high level delegation into the country to assess the labour rights situation but the government rejected the request casting a dark shadow over its willingness to reform.

Zimbabwe joins Algeria, Bangladesh, Brazil, Colombia, Guatemala, Kazakhstan, the Philippines, Saudi Arabia and Turkey. Brazil and Zimbabwe are in the ten worst countries for the first time, with the adoption of regressive laws, violent repression of strikes and protests, and threats and intimidation of union leaders.

Zimbabwe was put on the violations spotlight following arrest, detentions of trade unionists and shootings of protestors over the past 12 months. The arrests have seen the Zimbabwe Congress of Trade Unions (ZCTU) President Peter Mutasa and Secretary General Japhet Moyo facing treason charges for organising the 14-16 January stayaway. The military stepped in to suppress citizen demonstration and killed more than 17 protesters.

The ZCTU reported several labour violations to the ILO after failing to get

### 2019 ITUC GLOBAL RIGHTS INDEX

Ten worst countries in the world for working people

<b>Algeria</b> • State repression • Unchecked and unregulated promotion of all union leaders • Severe repression of other registered	<b>Bangladesh</b> • Violence • Unchecked repression • Abuse of labour leaders	<b>Brazil</b> NEW • Violence • Abuse • Continued harassment and intimidation
<b>Colombia</b> • Multiple and systematic violations • Unchecked repression of other registered	<b>Guatemala</b> • Multiple and systematic violations • Unchecked repression of other registered	<b>Kazakhstan</b> • State repression • Unchecked repression of other registered
<b>The Philippines</b> • Multiple and systematic violations • Unchecked repression of other registered	<b>Saudi Arabia</b> • Abuse of labour leaders • Unchecked repression of other registered	<b>Turkey</b> • Violence • Abuse • Continued harassment and intimidation
<b>Zimbabwe</b> NEW • State repression • Unchecked repression of other registered		

recourse back home, over the rampant workers rights abuses. The country was accused of violating the ILO's Convention 87 that provides for the protection of Freedom of Association and Protection of the Right to Organise and Convention 98, which provides for the right to organise and collective bargaining that the government had allegedly interfered with after amendments to the country's labour laws.

In 2015, Zimbabwe was also placed on the agenda for violating ILO's Convention 105, which stipulates that member states must undertake to suppress and not to make use of any form of forced or compulsory labour as a political tool against those with an alternative view.

In 2009 the ILO dispatched a commission of inquiry which found out systemic and systematic violations perpetrated by the state and prescribed an array of recommendations that have not been fully met a decade later.

## ZCTU leaders' treason trial set for High Court

The case in which ZCTU leaders Secretary General Japhet Moyo and President Peter Mutasa are facing treason charges for organising the January 14-16 stayaway is set for the High Court after the National Prosecution Authority (NPA) had mistakenly assigned the case to the magistrates' court.

Upon realisation that the charge was a third schedule offence that can only be tried at the High Court on the proposed trial date 24 June, the prosecution requested for postponement to facilitate for transfer to the upper court.

Meanwhile, the two were remanded to 20 August 2019 and will be appearing at the Magistrates Courts.

The ZCTU leaders are accused of plotting to topple a constitutionally-elected government after they allegedly recorded videos, urging the public to engage in a stay-away against fuel price hikes in January this year.

The ZCTU leaders and five others were in April acquitted on charges of public violence emanating from the 11 October 2018 demonstration which was organised by the ZCTU.

At the close of the state case, the magistrate ruled that the state had failed to prove its case.

They were charged with committing public violence as defined in section 37(1) (a) of the Criminal Law (Codification and Reform) Act for allegedly participating in a gathering with intent to promote public violence and breaches of peace or bigotry.



# Psychosocial pressures fueling workplace accidents – ZCTU

**T**he ZCTU has called on employers to urgently address workers' welfare to curb psycho-social stresses that are fueling workplace accidents promising to vigorously utilise the Tripartite Negotiating Platform (TNF) to improve the social status of employees.

In a statement to mark national safety day, the ZCTU noted that the hard-hitting cost of living was having a toll on most workers who have gone several months without salaries and are failing to meet basic needs.

"More and more workers are now subjected to psychosocial hazards how does one expect workers who are finding it hard to make ends meet because of the current cost of living cope? It is obvious that by end of the year the workplace injuries and fatalities as well as diseases will continue to rise. The future of work: Redefining occupational

Safety and Health at the workplace needs us working together as Social Partners, as well as observance of the seven golden rules. We urge NSSA to set aside a budget allocation for Organised Labour to carry out OSH Campaigns," reads the statement.

The ZCTU said it will utilise the TNF platform to push for effective legislation that governs OSH at the workplace and beyond.

"We are disappointed as Labour over the delay in coming up with a harmonized OSH Act which has been under discussion for a long period now almost twenty years without a clear indication when it will come to its finality..... our safety performance is not pleasing at all we have continued to record very high accident statistics both in terms of injuries and fatalities. It is even embarrassing to note that occupational diseases remain seriously under reported," reads the statement.

The ZCTU said it would continue to exercise its constitutional rights to protest against all forms of exploitation including matters related to occupational safety and health.

"Workers have become workplace victims, Unions in trying to assist have always met up with resistance, and more so, against the background of a Country that is calling for more investors some of whom are not interested in the promotion of occupational safety and health at the workplace."

The period 2017 to 2018 the Country recorded 10 972 occupational injuries and 135 fatalities these translated to an average lost time injury frequency rate of 3 and 4.02 respectively. According to the Statistics cited Harare was the highest with 2 623 serious injuries and 16 fatalities in 2018 whereas in 2017 it recorded 2 176 and 16 fatalities followed by Bulawayo which recorded 1 494 injuries and 12 fatalities in 2018 whilst in 2017 it had 1291 and 14 fatalities.

## Rights awareness for women underway



**The ZCTU recently held a Women Labour Rights Workshop targeting the Regional Women's Committees as it drives towards empowering women workers.**

The objectives of the training included raising awareness on labour rights in the Labour Act and the Constitution, women's rights and gender equality rights as in the constitution, health and safety rights at the workplace, sexual and reproductive rights; Sensitisation on sexual harassment; gender based violence and Capacity building of the committees to deal with workers' grievances and women issues.

Officially opening the workshop; ZCTU 1st Vice President and Chairperson of the Education and Gender Committees Florence Taruvinga called for the eradication of violence against women saying violence against women remains one of the pervasive human rights violations of our time.

"Eradicating the scourge of persistent violence against women is of the serious and urgent challenges of our time- critical not only for women and girls themselves but for the future development of humankind.....We must ensure that human rights which include women rights do not get eroded in the face of immense challenges. As a country we have committed to international human rights standards and development commitments such as CEDAW, the Beijing Platform for Action, the MDG's and now the 20130 Agenda for Sustainable Development with the SDG's," she said.

She added that women in trade unions need to continue to be capacitated as part of the drive to shape the future of the labour movement.

Deliberations brought out the legal challenges and gender based issues including sexual harassment issues faced by women at the workplace. Some of the issues include harassment of workers by Chinese employers who remove benefits of employees if complaints arise from discrimination over benefits, denial of maternity leave and the ensuing benefits for contract workers: Some women contract workers are now avoiding falling pregnant for fear of losing their jobs and forms of discrimination faced by women workers and the impact on women.

Meanwhile women organisers were also trained to boost the recruitment and participation of women in trade unions.

## ESWUZ holds inaugural congress

**The Zimbabwe Energy Sector Workers Union of Zimbabwe (ESWUZ) has held its inaugural congress which ended today at Mutirikwi Lakeshore Lodges in Masvingo electing its first substantive national executive which takes over from the interim leadership which had been in charge since 2014.**

The congress which was held under the theme "Stronger United than Divided" has mandated the new executive to work towards the betterment of workers in the energy industry amid challenges posed by neo-liberalism and austerity. The incoming executive has promised to change the fortunes of the union and its members.

Delegates to the congress described the event as a milestone that will change the face of ESWUZ as it will open gates to most of its challenges.

Incoming President Admire Mudzonga said the congress will unlock the union's potential.

"Now ESWUZ can now sit in the national employment council at ZESA since it was a precondition that we hold a congress. nothing can stop us from recruiting and fully representing membership. We are now focussing more on education and organising as we build the union," he said.

Mudzonga said he hoped that the congress would put paid to most challenges the union had been facing especially internal squabbles that had seen the union camping at the country's courts.

**ESWUZ New Leadership**

1. **President** : Admire Mudzonga. 2. **1st VP** : Florence Taruvinga  
3. **2nd VP** : David Mugabeli. 4. **General Secretary** : Gibson Mushunje.  
5. **Vice GS**: Constantine Rutsate. 6. **Treasurer** : David Malunga. 7. **Vice Treasurer** : Katsande Patience. 8. **Trustees** : 1. S. Macheka 2. Jacob Mwoyoweshumba. 3. Denford Chimboza. 9. **1st Organising Secretary** : Deliwe Munyongwa **2nd Organising** : Secretary : Flora Mandiopera

## ...as ZIBAWU elects new executive



Meet the new Zimbabwe Banks and Allied Workers Union leadership elected at the union's 10th main congress. The congress which was held under the theme "**Future Of Work: Preparing For The Future Today**" was preceded by the youth and women's conferences which also elected new executives. The new leadership is as follows (L-R) **President** : Tawanda Mutemi, **1st Vice** : President A Goto, **2nd Vice President** - Rumbidzai Choto, **3rd Vice** - President Moleni Tichaona, **Treasurer General** - Tendai Madamombe, also in pic **WAC Chairperson** - Selina Diya – **Young workers Chairperson** – Jeff Usaiwevhu