



ZCTU Bulletin

Published by the ZCTU Information Department

Issue 4, 16-31 July 2019

ZCTU presses ahead with mass action....dates out soon

THE Zimbabwe Congress of Trade Unions (ZCTU) is proceeding with its plans to mobilise for mass action against economic hardships but is keeping the dates under wraps.

The ZCTU General Council, the highest decision making body in between congresses recently met and resolved to go ahead with the mass action but kept the dates open. The decision to keep the dates open came as ZCTU leaders President Peter Mutasa and Secretary General Japhet Moyo received death-threatening letters accompanied with bullets intimidating them from calling for a stay-away for 22 July 2019.

In a statement, Moyo said the council was not moved by intimidation and had resolved to go ahead and do as mandated by the workers.

"The ZCTU's General Council, the highest decision making body in between congress, met today 20 July 2019 to receive reports on the state of preparedness towards action against poverty, the deteriorating and unstable macro-economic environment," said Moyo.

The main labour group has been on a collision course with the government over the past three years. The labour body had been critical of government policies which it said had impoverished workers but government has not been forthcoming in addressing their concerns.

A three-day stay away called by the ZCTU in January this year exploded to a week long national shutdown after citizens took to the streets demonstrating against economic



ZCTU SECRETARY GENERAL: JAPHET MOYO

hardships. The government responded by unleashing the military on the unarmed civilians. The military descended heavily causing the death of at least 17 in the hands of the State.

Moyo and Mutasa were later arrested and charged with subversion.

Since that time the economic situation has deteriorated at alarming levels. Prices of basic goods and services have risen beyond the reach of many. Inflation which was at 10.75 percent in January is now at 175.66 percent in July according to Zimstart. The spur in inflation has been catalysed by the promulgation of Statutory Instrument 142 of 2019 which banned the use of multi-currencies. Traders responded to the ban by hiking prices beyond the exchange rates which left workers whose salaries have not



ZCTU PRESIDENT: PETER MUTASA

been reviewed accordingly at the mercy of the price madness.

Efforts by the ZCTU to have the ban on forex reversed through the Tripartite Negotiating Forum were in vain prompting it to organise a mass action.

Following threats on its leaders the ZCTU has adopted a cautious approach when organising demonstrations and has kept everything open.

"The general council reiterated its call for wages and salaries to be paid in United States dollars or its equivalent at the obtaining interbank exchange rates....They also resolved to continue mobilising and reaffirmed the call for a general strike at a date to be announced soon. We therefore urge all workers to remain ready for the impending stayaway," said Moyo.

.....as trade union repression intensifies in Zimbabwe

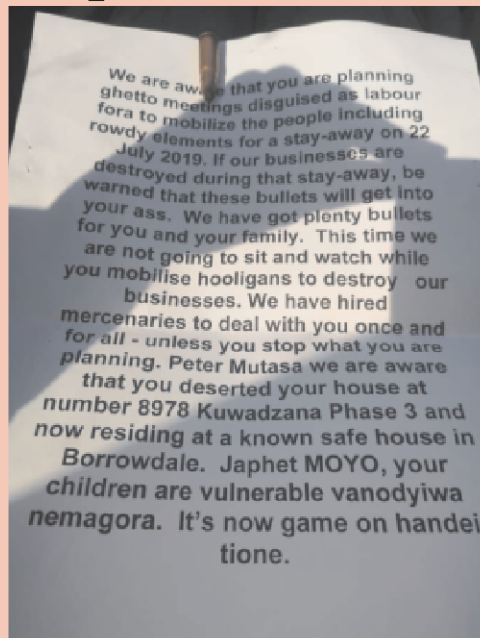
State repression of dissenting voices has gone a gear up with ZCTU leaders receiving death threat letters with live bullets warning them against calling for a stay away.

ZCTU President Peter Mutasa and Secretary General Japhet Moyo had letters delivered at their respective homes. Mutasa also had a similar package delivered at his workplace while an agent that was sent to deliver one for Moyo at the ZCTU head office had to flee after being questioned by security.

The ZCTU is planning to hold a stayaway to press government to restore United States Dollar salaries address the plight of workers and citizens whose earnings have been eroded by inflation. The ZCTU is not taking the delivery of the letters with chilling death threats lightly and has since reported the matter to the police under IR 071793 and IR 071794 for Moyo and Mutasa respectively.

In a statement the labour body said it was worried about the safety of its leaders.

"The ZCTU is taking these threats seriously



and we are worried that our leaders are not safe. However, we believe the threats are part and parcel of efforts to intimidate the ZCTU leaders from discharging their duties. The letters and the incidents have all the hallmarks of the State Security machinations.....The letters were warning them not to organise a stay away on 22 July 2019. The letters threatened to kill the two and harm their families. The writers of the letter said "we have hired mercenaries to deal with you once and for all – unless you stop what you are planning," reads the statement.

The ZCTU has clashed with the Mnangagwa government over its policies which the ZCTU has said are annihilating workers and citizens and the labour leaders have been arrested twice since 2018. In October 2018 the Mutasa, Moyo and five other labour activists were arrested for planning a demonstration against the

TO PAGE 2

Call for improved social protection

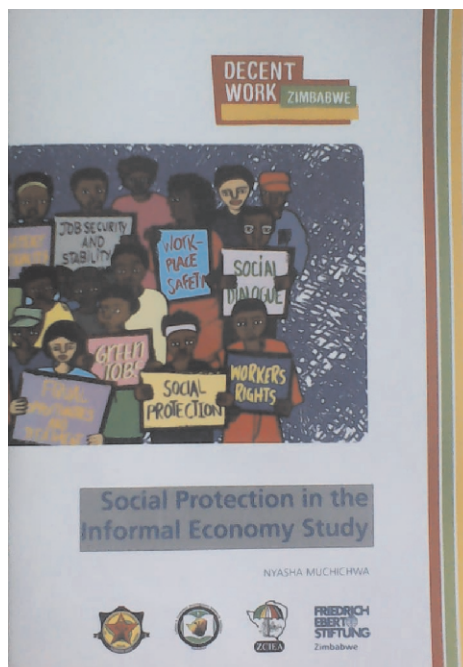
The Decent Work Zimbabwe Project has produced publications on transformative Social Protection in Zimbabwe as the majority of citizens are not covered by the existing narrowed social protection systems in place.

The publications seeks to assist in strengthening the capacity of trade unions in Zimbabwe to have a meaningful voice in representing the needs and concerns of ordinary working Zimbabweans in formal and informal employment in the pursuance of decent work.

Decent Work Zimbabwe is a joint project between ZCTU, LEDRIZ and FESin cooperation with ZCIEA and is supported and co-funded by the European Union

The publications unpack the state of social security in Zimbabwe noting that the greater part of the population is excluded from social protection. The social security system is plagued with narrow coverage, limited resources, erosion of benefits by inflation and high administrative costs among others.

“The country's social protection system is fragmented and duplicative and hence its limited impact on poverty and vulnerability. The majority of people surviving on informal economy activities do not benefit from social security. Social insurance benefits provided are very limited, the social security benefits are not portable and income security is severely undermined by the high levels of unemployment and underemployment,”

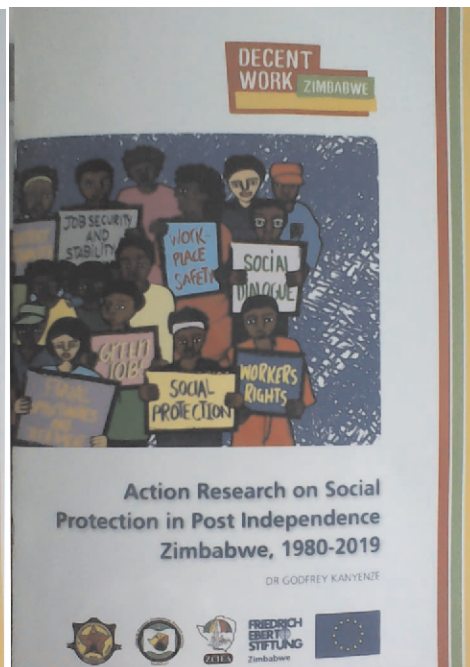


reads one of the reports.

The informal economy, domestic workers and migrant workers are excluded from national social security schemes forcing them to rely on self initiated schemes which sometimes are exploitative.

Social insurance coverage is mainly associated with formal employment, but the employed population in informal employment jumped from 80% in 2004 to 84.2% in 2011 and 94.5% by 2014.

31 percent (31%) of the population aged 65 years and above receives a monthly pension or any social security



funds. Occupational pension remains a major source of pension or any other social security funds and About 1.3 million people representing about 9% of the population were members of a medical aid scheme, mostly in private enterprises.

The publications recommends that trade unions need to step up in defending demanding meaningful social protection rights.

It also recommends sensitisation of National employment councils, advocacy and training of policy makers and training of union trustees sitting on pension fund boards

Trade union repression intensifies in Zim

introduction of the 2 per cent money transactional tax which was imposed by Finance Minister Mthuli Ncube. They were discharged at the close of the state case after the prosecution failed to prove a case against them.

In January the two were arrested again and are still facing treason charges for calling for a 3-day stayaway which resulted in a weeklong shut down of the country that left over 17 people dead after a military clampdown.

The ZCTU reported these incidents and several other labour rights violations to the ILO and Zimbabwe was found guilty of gross labour violations by the international Labour Conference which recommended a fact finding mission but the government turned down the request.

With the death threats against the two coming in the process of a planned stayaway the ZCTU suspects serious state involvement to thwart the public from expressing its displeasure with government policies and austerity.

The death threats have received international condemnation from organisations demanding that the Zimbabwe investigates the matter and guarantee protection to the ZCTU leaders.

The threats against the ZCTU are also an avenue to silence a restive civil service that is threatening to down tools unhappy with poor working conditions. The government employees were pushing to be paid in US\$ or the equivalent at interbank rate but the government responded by promulgating Statutory Instrument 142 of 2019 which banned the use of forex as legal tender throwing all prospects of forex payments for wages and salaries down the drain.

More than 2000 join FFAWUZ sector unions in 6 months

The Food Federation and Allied Workers UNION of Zimbabwe (FFAWUZ) has embarked on a massive membership recruitment campaign which has resulted in over 2000 members joining the federation's sector unions in the last six months.

The recruitment has been aided by an increase in the number of sectors joining the federation and new benefit packages introduced by the union.

“We have recorded the bulk of our new members in Harare and surrounding areas. Our recruitment exercise has been aided by the new benefit packages that we are introducing for our members. We have engaged players in the construction industry and we have a project whereby the union links members who need residential stands with land developers. We have also engaged a local bank and agreed funding terms for our members who might need assistance in building their houses or developing their residential stands in different parts of the country,”

He said the positive recruitment results posted in the first half of 2019 compliments the union's objective of building a vibrant federation by 2020.

“We now have more sectors since our last congress in 2014 and their membership has been on the rise despite disturbances caused by the Zuva Judgment. We are on a vigorous campaign and we are making our presence felt in the industry. We realised a gap in trade union education and exploited it now we are luring membership from our rivals,” he said.

He said the impact of the stayaway called by the ZCTU in January drew in more members into their unions.

“We went full force into industry and as a ZCTU affiliate workers were keen to join our sector unions. They were eager to join fully aware that they were joining the union the represents workers,”

The federation has complimented its recruitment campaign with education on Occupational Safety and Health trainings sensitisation against casualization of labour and basic workers rights. It has since made brochures on all these topics and is also using ZCTU brochures to reinforce its information pack to both recruited and potential members.

FFAWUZ explores TVET initiative for sustainability

THE Food Federation and Allied Workers Union of Zimbabwe (FFAWUZ) is training its workers in the food industry with Technical Vocational Education Training (TVET) to enable them to amass related skills for use outside their workplaces or in the event that they leave employment.

The union trained a pioneer team that will cascade the initiative to fellow workers from their various sectors at a workshop recently held in Harare.

The move will assist the union to harness its membership as workers would continue to work outside the formal systems through cooperatives or small enterprises.

FFAWUZ is looking into the future of work and how it can mitigate job losses through TVET.

In an interview FFAWUZ General Secretary Runesu Dzimiri his federation

would tap into the social responsibility purview of companies in the food industry for support for the TVET initiative.

“We are faced with several dynamics in the food industry, as a union we are looking beyond the formal workplaces. The companies are mechanising and downsizing with more jobs falling by the wayside on the value chain. Our aim is to position our members in the value chain through skills training and education so that they become a part of the industry even as small enterprises,” he said.

He said through TVET the union, would also focus on influencing skills and trainings that are relevant to their sectors (sector tailor made courses).

“So unions should be seen doing advocacy work on curriculum development and retraining of workers to avoid massive job losses that also translate to membership reduction. The fourth generation/future of

work have also to be influenced by trade unions in terms of future needs in terms of training and also just transition for jobs that will be made redundant, the unions should be able to negotiate for adequate compensation in case of redundancy,” he said.

Closing the workshop, FFAWUZ President Pilate Mushanyuki said unions must come up with innovative ways to contribute towards the improvement of workers' livelihood against the challenges currently obtaining and those to emerge because of the future of work.

He said the future of work and the fourth Industrial revolution, was a big threat to the existence Trade Unions and TVET was one strategy that can be adopted by all the trade unions.

“There is need to embrace and adopt because it has a realistic potential to turn around the fortunes of the organisation,” he said.

ZCTU leaders meet US envoy



President Peter Mutasa and Secretary General Japhet Moyo flank US Ambassador Brian A. Nichols

THE ZCTU President Peter Mutasa and Secretary General Japhet Moyo recently met the United States of America Ambassador Brian A. Nichols as the ZCTU continues its process of engaging key stakeholders in its quest to bring together all progressive minds on the table for a lasting solution to the economic challenges affecting the country.

The meeting discussed several issues affecting workers and citizens including the importance of worker protections, fairness and peaceful resolution of labour disputes. The meeting follows several meetings with foreign envoys, churches, political parties, parliamentarians, and the civic society.

Issues discussed at the meeting with the US envoy were pivotal in protecting human rights, ensuring economic opportunity for all Zimbabweans and overall ensuring democracy.

The ZCTU would be explaining the labour economy and its views to these stakeholders and tapping from experiences on how it can effectively advocate and influence policy direction towards economic revival.

No relief for warring CWUZ factions as High Court nullifies congresses

The High Court has poured cold water on the protracted Commercial Workers Union of Zimbabwe (CWUZ) factional fights for control of the union by nullifying both faction's 'congresses' ordering the union to revert to its 2010 leadership.

One of the factions led by David Tunhira has since filed an appeal against the High Court ruling spoiling for a protracted fight for control of one of the largest workers unions in Zimbabwe. CWUZ factions have been embroiled in a fight for control for the union for the past six years.

Justice Benjamin Chikowero ordered Tunhira, Godwin Munjoma, Farai Mupango, Takawira Masocha, Morgan Gumede, Wellington Ncube, Lameck Makwenjere and Phelystus Wazulu to stop masquerading as CWUZ leaders.

The eight, were interdicted from acting on behalf or using any of the CWUZ property including letter heads saying their purported congress was a meeting since it was not held within the confines of the CWUZ constitution hence and they are not bona fide leaders of commercial workers union of Zimbabwe. All actions done by the Tunhira faction behalf of CWUZ from 4 July 2013 up to now is null and void.

Justice Chikowero ruled that; “The CWUZ constitution has no provision relating to co-presidents and the 4-6 July 2013 congress was ultra vires the provisions of the CWUZ constitution and therefore is null and void.”

The other grouping led by Barbra Tanyanyiwa also had its congress nullified for using an unregistered resolution to elect some leadership position.

The court directed the parties to revert to their 2010 leadership led by Cuthbert Chikwekwete who is with the Tanyanyiwa faction.

While the Tunhira faction has lodged an appeal, the Tanyanyiwa grouping is restructuring to address the anomaly noted by the court in preparation for congress.

CWUZ builds team to champion workers rights around women and young workers



Participants and facilitators attending the CWUZ training workshop on labour and constitutional rights

The ZCTU education department engaged the Commercial Workers Union of Zimbabwe (CWUZ) and trained its women and young workers committees sensitising them on labour and constitutional rights.

The training which was held under the theme “Championing The Rights Of Women And Young Workers In Trade Unions: Strengthening Their Voices And Choices In Development Processes” sought to create a formidable team of Women and Young Workers with an understanding on labour and constitutional rights. Participants are expressing zeal to learn more on unionism, its structures, roles and functions litigation processes, decent work as well as to get organising skills for them to be able to recruit more workers into the union.

Officially opening the workshop ZCTU General Council member Grace Mathe who is also an executive member of CWUZ said they are in the process of rebranding CWUZ into a membership driven union. Most of the problems that we have been facing in the union were a result of members not knowing their roles. We are focusing on the youth for continuity. Trade union

education needs to be shared with other workers who are not part of this workshop. Urged participants to assimilate as much information as they can for onward sharing with other workers in the industry. She said the theme: “Championing The Rights Of Women And Young Workers In Trade Unions: Strengthening Their Voices And Choices In Development Processes” is giving us direction on what we need to prioritise as a union.

“Its time to share with colleagues the information we are going to get. Our role would be to pull other colleagues and build the union. The voices we are strengthening should not be just NOISE. The voices should mould the union, a voice that is responsible and encouraging,” she said. The workshop will also touch on gender discrimination and its impact on the workplace, sexual harassment, safety rights with specific focus on women and youths. It will also sensitise participants on the recent ILO instruments on Violence and harassment and activities would be focussed on moulding a gender responsive and resilient labour movement.

CWUZ President Barbra Tanyanyiwa says the union is pursuing positive

discrimination to address historical imbalances. She says the union is building a strong team that will be advocating for workers' rights around women and young workers. “GBV and particularly sexual harassment is rife in the commercial sector with women being the majority of the victims. The training will go a long way in addressing the scourge as well as encouraging victims to open up and demand justice”.

Participants raised a lot of issues affecting the commercial sector including

Formation of national workers committees for workers in the commercial sector.

- National works councils not being convened.
- Variation of US\$ contracts
- Resistance to joining unions by contract workers
- Danger of termination of contracts for contract workers.
- Employees forced to work overnight owing to power shortages. No provision for night work (hrs to be within 45hrs, travelling arrangements)
- Sector CBA andocentric ...dominated by male interests, Not interested in women's issues serious gender gaps

Workers request more education on how to curb violence and harassment at work



Municipal employees sensitisation in the Central Region

The ZCTU is running a national sexual harassment awareness campaign at workplaces in all its six regions as it seeks to raise knowledge on pertinent issues related to the vice.

The campaigns which seeks to unpack what constitutes sexual harassment, forms of sexual harassment, the drivers, the available protective legislation and reporting procedures are being held in conjunction with affiliate union organisers. They have unravelled issues affecting workers bordering around Gender Based Violence and other workplace grievances. Where there are issues the affiliate union organisers are handling the grievances.

ZCTU head of Education department Fiona Magaya said ZCTU had embarked on a weeklong blitz to spread the message but the programme would be ongoing with affiliates expected to continue engaging their members.

“We are sensitising workers on Gender Based Violence and sexual harassment is a component. There is a new International Labour Standard on Violence and Harassment which we need to familiarise to all workers hence this blitz programme. We shall continue to hold such sensitisation programmes at affiliate level since harassment and violence at the workplace remains a challenge,” she said.

The programme which was well received by workers appealed very much the employees.

The program and its content was new at these workplaces.

At Mutare Council, following the presentations, some female members

came randomly complained on Sexual Harassment. They mainly complained that those who are giving in to sexual favours were either promoted or treated well. Whilst those resisting were not promoted but continuously subjected to hard conditions.

Their concerns on sexual harassment were complaints which they alleged was done to those who were promoted. Asked whether they were directly approached for the same experience, they could not confirm or open up.

At the other workplaces workers alleged that those giving in to sexual favours were allocated to work where there are some favourable conditions.

Importantly, the program gave the workers a platform to openly learn on Sexual matters which is a subject matter normally treated privately and informally.

To some extent, the sensitization platforms probably could not afford enough privacy for victims to open up since some managerial employees or because of that possible perpetrators would also be present at the same gathering.

It was then proposed that it was important for Union officers or WAC teams to do individual follow up to some alleged individual experiences.

Workers requested that the programme should be programed as on going as well as also be intensified.



Gweru: Hotel and catering industry workers undergoing sensitisation



Delta employees in Chinhoyi