



Furore over domestic workers' wages

PAGE 6

Cricket: importance of countries Zim Tours cannot be over emphasised

PAGE 16



## MINIMUM WAGE NOW

### *No TNF joy .... workers plot action*

#### National labour migration policy on the cards

By Own Correspondent

**F**ollowing the recent approvals by the cabinet, social partners will soon launch the National Labour Migration Policy which will clarify procedures on the handling of migrant issues.

The policy was crafted by the International Labour Organisation (ILO) in collaboration with International Organisation for Migration and the tripartite partners - Ministry of Public Service Labour and Social Welfare; Employers' Confederation of Zimbabwe and the Zimbabwe Congress of Trade Unions (ZCTU).

"The aim of the policy is to promote good governance in labour migration; ensure effective regulation of labour migration; empower and protect labour migrants against abuses, malpractice and exploitation; promote the welfare of labour migrants' families; and ultimately, maximize the benefits of labour migration for development," reads the policy in part.

ZCTU's Michael Kandukutu who is representing labour in the crafting of the policy, told The Worker that the policy is now going through final touch ups.

"The policy which is still in draft form is currently going through the final phases of finalisation through stakeholder input by stakeholders representing the social partners. It will soon be launched by President Emmerson Mnangagwa once this phase has been completed," he said.

In a recent communique released by social partners soon after convening a workshop on the policy, chief director in the Ministry of Public Service, Labour and Social Welfare, Clifford Matorera speaking on behalf of the Permanent Secretary

To Page 5



File photo: Workers demonstrating against a proposed wage freeze in the streets of Harare in 2016

#### BY STAFF REPORTER

**T**he Tripartite Negotiating Forum (TNF) meetings have come and gone without anything tangible for workers.

With expectations high that the meetings would address the issue of wage value and probably come up with a position for salaries that are indexed to the interbank rate, the opposite came out. While government and labour agreed on the introduction of the national minimum wage as an interim relief on the hard pressed workers as government work to stabilise the currency in the next six months, business remained adamant against the issue preferring negotiations to be done at the National Employment Council (NEC) level. Business is also against indexing

salaries to the interbank rate.

As a result of this stalemate, workers are plotting a national action to knock sense into the minds of government and business. The ZCTU wants the minimum wage to be implemented through the promulgation of a Statutory Instrument under the country's labour laws by government.

The ZCTU is now in the process of consulting its constituency on the appropriate form of action. A number of labour forums have been planned throughout the country.

Public Service, Labour and Social Welfare Minister Professor Paul Mavima acknowledged that the salaries and wages issue as an urgent matter which he took to cabinet for guidance. However, cabinet directed that more consultations be made on the issue.

Information minister Monica Mutsvangwa presenting the cabinet decisions said; "Update on the Tripartite Negotiating Forum (TNF) meetings held on 5th and 7th February, 2020. Cabinet considered and approved the recommendations from the Tripartite Negotiating Forum (TNF) as presented by the Minister of Finance and Economic Development as Acting Minister of Public Service, Labour and Social Welfare. Regarding the matter on the financing of minimum wage, Cabinet directed that dialogue be pursued to ensure an urgent win-win solution to the matter given the prevailing economic conditions," she said.

The labour constituency which was hoping for a positive cabinet outcome on the

To Page 5

**ZCTU SMS Platform**

**Join Now and get labour updates**

Send an sms with your name to ... **+263772637608**  
or e-mail details to [info@zctu.co.zw](mailto:info@zctu.co.zw)

**Shinga Mushandi Shinga, Qina Sisebenzi Qina**



# Pressure mounts for Zim govt to respect workers' rights

BY STAFF REPORTER

International pressure is mounting for the Zimbabwe government to respect labour rights following condemnation by the International Trade Union Confederation (ITUC).

ITUC launched a global solidarity campaign in support of the ZCTU on the 4<sup>th</sup> of February demanding that government stop harassment of trade unions, withdraw criminal charges, amend draconian laws.

In a letter to President Emerson Mnangagwa, ITUC's General Secretary, Sharan Burrow condemned Mnangagwa's administration for suppressing workers' rights and demanded that the state withdraws criminal charges against trade unionists.

"I am writing on behalf of the ITUC representing 207 million workers in 163 countries including Zimbabwe to strongly condemn the continued harassment and judicial persecution for trade unionists in your country for carrying out their legitimate trade union activities," she said.

Burrow questioned why the case of 19 Zimbabwe Congress of Trade Unions (ZCTU) activists who were arrested in Mutare in October 2018 for staging a demonstration against government's unpopular introduction of a 2 % tax on electronic transactions had not been finalised over such a long period of time when other activists including ZCTU President Peter Mutasa and Secretary General, Japhet Moyo who were instrumental in organising the demonstration, and were arrested on the same charges were acquitted last year.

The Mutare activists have appeared in court 11 times had their

case postponed to February 24, 2020 at their last appearance on 4 February. Court officials said the trial magistrate was out of town hence the trial could not continue.

"We are also concerned that Thomas Masvingwe who leads the National Energy Workers Union of Zimbabwe is still facing criminal charges arising from the 2018 demonstration. Another activist who is the ZCTU secretary general, John Chirenda remains dismissed by the Zimbabwe Revenue Authority," she said.

Masvingwe was arrested for leading a demonstration against the Zimbabwe Electricity Supply Authority over non implementation of the sectors 2012 Collective Bargaining Agreement while Chirenda was dismissed for alleged insubordination.

Burrow said the unions the world over were also worried about the economic decline in Zimbabwe which have resulted in spiraling cost of living triggered by impractical economic policies. She demanded the immediate amendment of the Criminal Law Codification and Reform Act, Maintenance of Peace and Order Act, the Labour Act, the Public Service Act and the Health Services Act among other statutes.

The ITUC successfully called for the global day of action on February 4, 2020 to lobby the Harare administration to withdraw all criminal charges against the activists.

The Zimbabwe government has been found on the wrong side of labour law by the international community. In 2009 the International Labour Organisation dispatched a Commission of Inquiry to Harare to investigate systemic and systematic use of the



The ZCTU activists facing bigotry charges in Mutare

state repressive apparatus, the police and army in suppressing workers' strikes, interference in trade union affairs by government and lack of judicial independence that had been raised by the ZCTU.

The commission found the Zimbabwe government guilty of violating workers' rights. It said "The commission sees a clear pattern of arrests, detentions, violence and torture by the security forces against trade unionists that coincided with ZCTU nationwide events, indicating that there had been some centralised direction to the security forces to take such action".

The Commission recommended:

- Harmonisation of Labour Laws.
- A stop to all anti-union practices.
- Establishment of a Human Rights Commission.
- Training of security forces on Freedom of Association and liberties and Human rights.

- Training of judicial officers on Freedom of Association and Liberties, human rights and of adequate resources to courts.
- Strengthen Social Dialogue.
- Provision of technical assistance by ILO.

In over a decade, after the recommendations, there remain some grey areas and visible trends of regression. The government has not shown any seriousness towards abiding by the ILO recommendations and sometimes acts in bad faith at the eleventh hour towards the annual ILO General Conference.

In 2016 the ZCTU reported serious violations against the government which included a police crackdown on a ZCTU demonstration in which workers were demanding the payment of their salaries. On 8 August 2015, police besieged the ZCTU offices in Harare, arresting trade union leaders

in order to stop an announced demonstration clearly imposing practical restrictions on workers' rights.

In 2018 the military shot at the ZCTU offices in Harare in an operation that killed 6 people in the streets of Harare as it quashed demonstrators who were calling on the Zimbabwe Electoral Commission to speedily announce the 2018 Presidential Election results.

Last year Zimbabwe was listed among the top ten labour violators by the ITUC. The listing came on the backdrop of a brutal crackdown on ZCTU leaders for calling for the January 2019 stayaway. Government reacted by deploying the military resulting in more than 16 people dying with thousands arrested and injured during the military crackdown.

## No respite for 19 ZCTU activists facing bigotry charges

BY STAFF REPORTER

The Magistrates Court in Mutare has further postponed to the 24<sup>th</sup> of February the case in which 19 ZCTU activists are facing 'bigotry' charges after the trial magistrate failed to turn up.

Appearing in court on the 4<sup>th</sup> of February the 19 activists were disappointed to have their case postponed for the 11<sup>th</sup> time.

Passmore Nyakureba, the lawyer representing the 19 said he was hopeful the trial would be concluded at their next appearance as it had dragged for long.

"The problem that happened today was that the trial magistrate who is also the provincial magistrate for Manicaland province is not available and for that reason the matter could not go ahead since it's a partly head matter which was before her before so we are going to proceeding on the 24<sup>th</sup> of February we are hopeful that she would be back in office and the trial would proceed. There was nothing we could do in the absence of the magistrate," he said.

The trial has not been concluded since October 2018 and the accused are beginning to be

frustrated.

ZCTU Eastern regional women Secretary Deliwe Munyongwa said it was unfortunate that the courts keep postponing their trial.

"The courts appear to taking us for granted and have been giving us flimsy reasons for over a year. We now want the issue finalized. We now want to be heard and we now want our freedom," she said.

The 19 said the continued dragging of the case was weighing in on them as they could not make long term plans out of Mutare as they were expected to appear in court regularly.

Moyo said the 'hunt' on Mutsiba could be a ploy to silence discontent within the civil service.

"The ZCTU also views the 'hunt' on Mutsiba as a threat to workers who might want to express themselves in any manner over unfavourable working conditions," he said.

He added that demonstrations must not be criminalized and that government should give an ears to citizens' grievances instead of clamping hard on them when they express themselves.

"The Zimbabwe Constitution guarantees under section 59 that every person has the right to demonstrate and to present petitions. The students' action on the day was not harmful to anyone and was exercised in peace. It therefore, does not make sense to hunt down an ordinary teacher for

To Page 7

## Hands off Mutsiba - ZCTU

BY STAFF REPORTER

The ZCTU has condemned the government for hunting down Brian Mutsiba, a teacher for allegedly leading a students' demonstration while abrogating on its mandate to address the welfare of its workers and that of ordinary citizens.

Mutsiba is alleged to have led pupils to demonstrate against an increase in fees and teachers' poor salaries.

In a statement, ZCTU Secretary General, Japhet Moyo said the government was expending its energies on the wrong target as the pupils were raising legitimate grievances during their demonstration.

"We note that the police is looking for Mutsiba for him to answer to charges of 'participating in a public gathering with intent to promote public violence, breach of peace, or bigotry and insulting the flag.' Mutsiba, is alleged to have incited 153 pupils to participate in a march from their school. We are worried by the state's response to a mere demonstration while abrogating its duty of addressing the micro issues that catalysed the demonstration. The issues raised by the students in their demonstration are real and justified. They deserve government's urgent attention as school fees remains unaffordable for many while teachers' salaries are still far below the food basket," he said.

## ZCTU snubs POLAD invite

BY STAFF REPORTER

The Zimbabwe Congress of Trade Unions (ZCTU), has snubbed an invitation to attend the Political Actors Dialogue (POLAD) Economic Summit saying they cannot associate themselves with an "unconstitutional platform".

POLAD had invited ZCTU to be part of its economic summit but the labour body declined the invite saying it does not recognise the platform.

The summit's co-convenor, Retired Justice Sello Nare On February 5 2020, wrote to the ZCTU inviting its President Peter Mutasa to be a panelist at its forthcoming summit on February 20 organised by POLAD's Economic Thematic Committee which aims to capture the views of all stakeholders.

"As a panelist, you are expected to reflect and share your observations. Therefore, in preparation of your presentation, you are expected to indicate and table issues negatively impacting the Zimbabwean economy and make recommendations on how to solve the problem in order to take the Nation forward," Justice Nare said in his letter.

In response to Retired Justice Nare's invitation, ZCTU Secretary General, Japhet Moyo said the ZCTU does not partake in unconstitutional platforms adding that the ZCTU was pursuing the same agenda at the Tripartite Negotiating Forum (TNF).

He said the ZCTU believes

POLAD is not an institution recognised at law by the Constitution or any legislation hence its use of national resources in organising and hosting the event was unconstitutional.

"The ZCTU would like to thank you for your invitation to our President Peter Mutasa to partake in such important discussions. However, as a matter of principle, we do not support or associate ourselves with a process or platform that is clearly unconstitutional. It (POLAD) cannot be allowed to stifle and compete with constitutional institutions that are supposed to be carrying out nonpartisan agendas like those institutions found in Chapter 12 of the national charter," Moyo said.

He said POLAD could not be allowed to usurp the functions of a constitutional body like the TNF.

"Again it cannot be allowed to usurp a function that is legally provided for in the Tripartite Negotiating Forum (TNF) Act. The ZCTU holds the view that it borders on corruption that politicians use national resources for political expediency without any legal basis. We will therefore not associate ourselves with an illegal process," the letter explained.

Moyo said ZCTU would only attend to POLAD when satisfied on the platform's legitimacy to use of taxpayers' money.

POLAD is a dialogue platform comprising political party leaders who contested contested the July 2018 presidential election which was formed by President Emmerson Mnangagwa.



# Japhet Moyo wins top human rights award

BY STAFF REPORTER

**T**he Zimbabwe Congress of Trade Unions (ZCTU) Secretary General Japhet Moyo has won the prestigious 2020 SOLIDAR Silver Rose Jury Award for fighting for social justice, human and trade union rights in Zimbabwe.

The award goes to Civil Society Organisations and individuals, who dedicate their work to social justice, human rights and global solidarity. Press Freedom, Decent Work, Women's Rights and Access to Education for All are the four categories for which the prize will be awarded this year. SOLIDAR is a European network of NGOs working to advance social justice in Europe and worldwide. SOLIDAR voices the concerns of its member organisations to the EU and international institutions across the policy sectors of social affairs, international cooperation, and lifelong learning.

SOLIDAR has 60 member organisations based in 27 countries (22 of which are EU countries), and is active in 90 countries worldwide. Member organisations are national NGOs in Europe, as well as some non-EU and EU-wide organisations, working in one or more relevant fields.

The network is brought together by its shared values of solidarity, social equality, and participation. SOLIDAR works in cooperation with its members, trade unions, political institutions, and civil society actors. SOLIDAR aims to influence policy at the EU and international levels, and link members together to learn from each other and help them carry out projects. The organisation is affiliated with the Progressive Alliance. The Silver Rose Awards were launched in 2000 to help raise the profile of individuals and organisations whose outstanding work is fuelled by vision and tireless commitment and whose achievements have

contributed greatly to the struggle for a just and civil society.

Winners are sometimes well-known; others are ordinary people leading extraordinary lives, reaching out to the most vulnerable groups in their societies, advocating their rights, campaigning for their needs, and providing essential services such as soup kitchens, housing, children's holidays and literacy classes. As SOLIDAR's member organisations work on projects with local partners both in Europe and around the world, examples of worthy recipients are found. Comrade Japhet Moyo, who won a Special Award by the jury was nominated by Sharan Burrow (ITUC) & Luca Visentini (ETUC). This was the citation:

*"Brother Japhet Moyo has a long-standing history of 32 years of militancy as a trade union and civil society activist and leader. He is a dedicated trade unionist working in a country in crisis with high levels of political*

*intolerance, exclusion, and where the rights of freedom of association and the right to organise are often arbitrarily denied (Zimbabwe is ranked 5 in the ITUC Global Rights Index and as one of the ten world worst countries for workers' rights).*

*Japhet's fight for workers' rights, decent work and social justice has earned him seven arrests. He is also a former spokesperson of the Crisis in Zimbabwe Coalition, an umbrella civil rights watchdog with a membership from trade unions, nongovernmental organisations and churches. He also promotes unity in the Movement for Democratic Change (MDC) (...) These roles promote democracy and good governance in Zimbabwe, and all are held on a voluntary basis. (...) Through his administration, ZCTU has made significant progress in promoting decent work and freedom of association, and organising workers - including informal economy workers - despite the government hostility".*

SOLIDAR's Secretary General Conny Reuter describes the overall priority of the award being to promote social justice in Europe and elsewhere in the world. "We consider it to be a very political and progressive award - not meant to honour charity but distinctive political engagement," she said.

She said their choices were equally progressive and political - and often vanguard.

"In 2001 for instance, we dedicated a Silver Rose to Morgan Tsvangirai, at the time opposition leader in Zimbabwe and opponent of President Robert Mugabe. The award was given to him for his outstanding activities to bring about a fairer and more just society - regardless of the many threats, arrests and attacks he had to face. Eight years later, Tsvangirai became Prime Minister on the basis of the historical power-sharing agreement with Mugabe - and contributed a lot to the shift of his country towards more democracy and justice. Another example is The Parents Circle - Families



ZCTU Secretary General : Japhet Moyo

Forum (PCFF), a joint Palestinian Israeli organisation, to which we gave a Silver Rose Award in 2007. The organisation gathers over 600 families, all of whom have lost a close family member as a result of the prolonged conflict. With its joint activities, the Parents Circle shows that reconciliation between individuals and nations is possible.

Brother Moyo said he had won the award in recognition of the collective efforts of the ZCTU in fighting for social justice.

"We fought for social justice together and sacrificed together. I owe this to the movement itself," he said. The ZCTU Secretary General was in 2018 and 2019 arrested for organising ZCTU demonstrations spending weeks in remand prison, has been threatened with death and harm to his family members.

The winners are always advocates of change, united by their passion, commitment and vision for bringing about a fairer and more just society. Among the winners from previous years are people, and organisations providing social support:

Aminatou Haidar - President of the Sahrawi NGO Collective of Sahrawi Human Rights Defenders, which expose the human rights violations committed by Morocco in the occupied territories of Western Sahara

Morgan Tsvangirai - the late President of the Zimbabwean Movement for Democratic Change and a key figure in the fight for human rights in Zimbabwe.

National League for Democracy of Burma - helped turn the spotlight on their struggle against Burma's military junta Chaitô (Portugal) - an arts centre, professional school of arts and circus school for young disadvantaged people and adults at risk of social exclusion

Filo D'Argento (Italy) - a helpline set up for the elderly, offering support, conversation, and acting as a watchdog against abuse.

The Awards are presented each year at a ceremony held at the European Parliament in Brussels. This year, it will take place on the 14th June in the European Parliament where he will also have an opportunity to address the European Parliament.

## IFJ condemns harassment of journalist by MDC-A



Robert Tapfumaneyi mobbed by MDC-A security details

BY STAFF REPORTER

**T**he International Federation of Journalists (IFJ) has condemned the attacks on perpetrated by the Movement for Democratic Change following attacks on Robert Tapfumaneyi, a journalist working for Syl media, who was assaulted by the party's security personnel on, 21 January while covering the party's event in the capital Harare.

IFJ joins the Zimbabwe Union of Journalists (ZUJ) and the Media Institute of Southern Africa (MISA-Zimbabwe) in condemning this attack on press freedom and urged the MDC to refrain from such acts of violence against journalists.

Tapfumaneyi was harassed and attacked by security staff who accused him of working for the State Broadcaster, Zimbabwe Broadcasting Cooperation (ZBC). The security staff also grabbed his camera and threw it to the floor and prevented him from covering the event.

IFJ General Secretary, Anthony Bellanger said: "the

attack on Robert Tapfumaneyi was a deliberate attempt to stop him from performing his work. We support ZUJ's call on MDC officials to apologise for the attack, fully refund and compensate Robert for damage caused and issue a media protocol for their workers that clearly guarantees journalists' freedom and protection when covering their events".

This new attack adds to the long list of journalists who have been threatened, beaten or arrested by security forces and political activists in Zimbabwe in recent months.

ZUJ's General Secretary, Foster Dongozi, condemned the attack and called on MDC officials to apologise publicly to Robert Tapfumaneyi and "replace his equipment if it was damaged during the scuffle".

ZUJ also urged the MDC to establish a clear protocol for security personnel on how to deal with the media at their public events. This new protocol must guarantee journalists' safety.

"Several journalists have indicated that they are now afraid of covering MDC events because they feel

threatened by the security details and that needs to be solved", the ZUJ added.

In a statement MISA-Zimbabwe condemned the attack on Tapfumaneyi describing it as barbaric.

"MISA-Zimbabwe condemns in the strongest terms possible the barbarism exhibited by the MDC A security details more so as it comes on the backdrop of similar incidences against journalists by the party's supporters in the run-up to the 2018 general elections. The party should keep their security details on a short leash and above all educate them in particular and supporters generally on the lawfulness of journalism as a profession which is enshrined and protected under section 61 of the Constitution of Zimbabwe which provides for freedom of the press. The party should conduct its own internal investigations into these unlawful and shameful acts that pose a great risk to the safety of journalists undertaking their legal and professional duties," read the statement.

## Only 27% Zimbabweans survive on salaries

By Own Correspondent

**A** paltry 27 percent of Zimbabweans are surviving on salaries while the majority are earning a living from other sources of income, the Zimbabwe Statistics Agency (ZIMSTAT) has reported.

According to the document entitled, "Poverty, Income, Consumption and Expenditure Survey" only a third of Zimbabweans are surviving on salaries.

"Overall, it is observed that 26.6 percent of the adults state that salaries and wages are their main source of income. Slightly over half of the adults sale their own agricultural produce as their main source of income," the report said.

About 11 percent and 8.9 percent state gifts, transfers and own business as their respective as their main source of income.

In Harare and Bulawayo provinces, 71.3 percent and 57.9 percent respectively of the adults mentioned salaries and wages as their main source of income. Sale of agricultural own produce as main source of income ranges from 43.6 percent in Matabeleland South province to about 75 percent in Mashonaland Central province.

The study observes that in rural areas, 67 percent of households have sale of agricultural produce as their main source of income while in urban areas the main

source of income is salaries and wages.

The average annual gross primary income in Zimbabwe is \$3 777 which ranges from \$1 795 in the 20-24 years age group to \$6 746 in the 55 - 59 years age group.

"On average, males have higher primary income than females in most occupations, except in occupations such as managers, technicians and others. Managers have the highest gross incomes followed by professionals," the report said.

Persons with lowest average annual gross primary income are skilled agriculture, forestry and fishing workers.



# The Worker

Voice of the Labour Movement

## Comment

### Its time workers flex their muscles

As we went to press, there was a stalemate on the issue of a minimum wage at the Tripartite Negotiating Forum (TNF). The main culprits are employers that are refusing to give a minimum wage to workers.

That workers are in a more serious situation than when we were officially using the US dollar, need no debate. When the government promulgated SI 142, everything went haywire expect wages and salaries. Employers started charging goods and services as indexed obtaining parallel market rates to US dollar.

The food basket is now over ZWL\$6 000. Workers lost big time because of SI 142. Workers who were earning US\$500 found themselves earning ZWL\$500. At the current inter bank rate of US\$1: \$17 translate into US\$30. Worse still if you use the parallel market rate of US\$1: ZWL\$27 (by Mid February 2020), the figure is just US\$19.

What the ZCTU is calling for is just that workers be paid ZWL\$3 800 as the government work in stabilising the economy. Employers are offering ZWL\$1 200 which translates into US\$44 on the parallel market. This is an insult!

No one will blame workers if they go into the streets in the near future. They have been placed between a hard rock and a stone. Everything around them is sky rocketing every minute. From health care, electricity, food, and school fees they have all gone up. Transport alone is literary pegged at US\$1 per trip and indexed to parallel market rates.

It is high time workers say NO to exploitation. If there is anything that workers in Zimbabwe can find common purpose, it is the need for a living wage. This is what unites workers.

By settling for ZWL\$ 3 800. Workers have been modest and have even considered that the country is facing a huge challenge economically.

In fact, trade union leaders risked being labelled 'sell outs' by workers who want nothing less than the Poverty datum Line wages of around ZWL\$5 000. Unfortunately, business sees this as a weakness. It is high time workers flex their muscles.

**VMCZ**  
VOLUNTARY MEDIA COUNCIL OF ZIMBABWE

The Worker newspaper subscribes to a Code of Conduct that promotes truthful, accurate, fair and balanced news reporting. If we do not meet these standards register your complaints with the Voluntary Media Council Zimbabwe on 04-2910465, 788286-5, 118 McGilley Ave, Eastlea, Harare or media.complaint@gmail.com

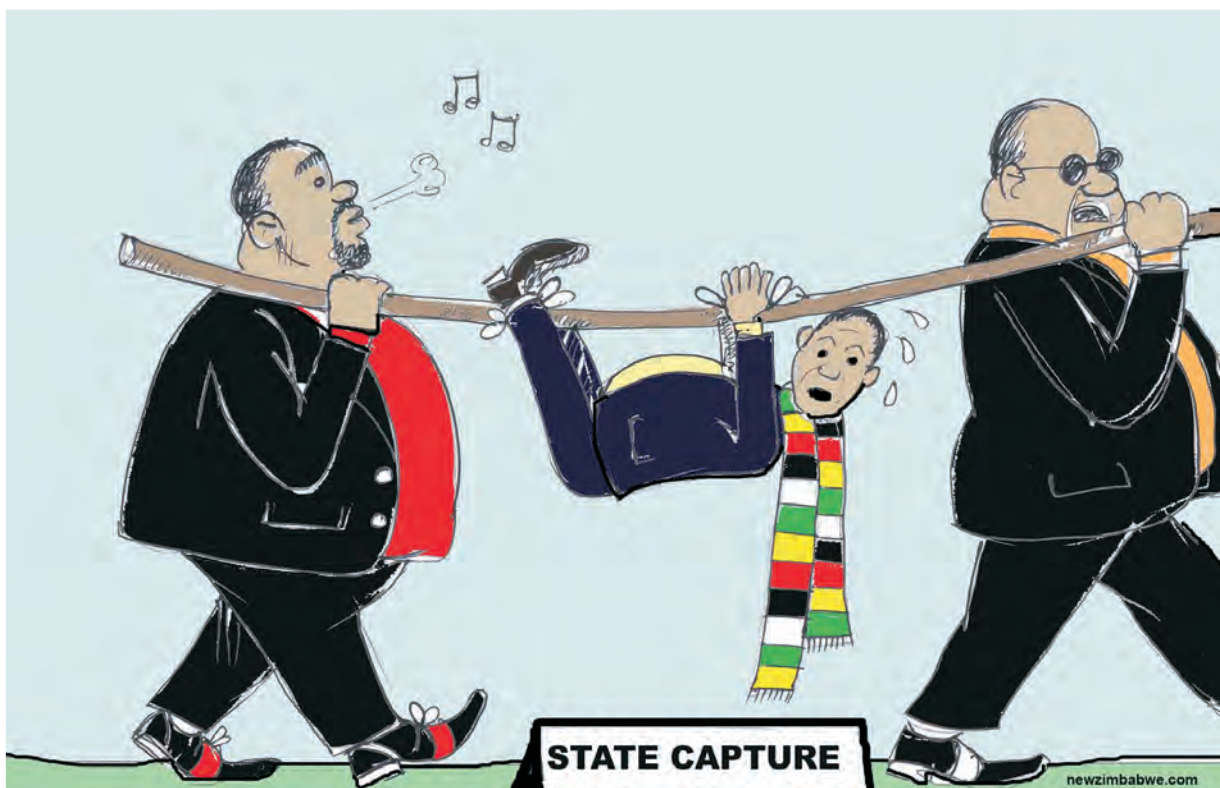
# The Worker

The Worker is published by the Zimbabwe Congress of Trade Unions  
2nd Floor, Gorlon House,  
7 Jason Moyo Ave  
P.O Box 3549, Harare  
TEL/FAX 04-749256  
www.theworkerzimbabwe.com

**EDITOR**  
LAST TARABUKU  
last.tarabuku@zctu.co.zw

**REPORTER**  
ADMORE MARAMBANYIKA  
admored@zctu.co.zw

**adma** A member of the Advertising Media Association



## An agenda for decent jobs in Africa

Celestin Monga

**F**ew people would think that Africa's labour markets are the most dynamic in the world.

Yet, according to the International Labour Organisation (ILO), African countries had some of the lowest unemployment rates in 2018. They include Niger (0.3%), Rwanda (1%), Burundi (1.5%), Madagascar (1.7%), Togo (1.7%), Ethiopia (1.8%), Tanzania (1.9%), Liberia (2%), Benin (2.1%) and Chad (2.2%).

But the reality in these countries is that most must work to survive because governments have limited capacity and no fiscal space to support social safety nets. African economies also have some of the world's highest underemployment rates, caused by erroneous policy choices, low levels of productivity and insufficient growth, despite the commitment and hard work of an abundant labour force.

Defining unemployment and underemployment, and comparing them across countries, can itself be problematic. According to the ILO, an unemployed person is someone who was not employed during a specified recent period, and is both available for and seeking work.

The underemployed comprise the unemployed plus those who are employed less than 30 hours a week and want to work full time. Yet, although most African economists and statisticians accept the official definitions of these terms, policymakers continue to debate their practical significance.

What is clear is that African per capita gross domestic product (GDP) growth has been insufficient in recent decades — both in absolute terms and compared with other parts of the developing world — and employment has remained overwhelmingly informal.

Africa's population growth poses a further problem. The United Nations expects the continent's working-age population (those aged 15 to 64) to double to 1.5-billion by 2050 and to reach 2.8-billion in 2100. Providing decent jobs for this huge labour force is perhaps the biggest problem facing the world, not just Africa.

No restrictive immigration policy in advanced economies would stop the influx of migrants from a continent burdened by poverty, joblessness, conflict and climate change.

**The wrong approach**  
Traditionally, governments in

developing countries have tried to tackle unemployment and underemployment by improving the business environment, typically through reforms aiming to increase labour market flexibility. This means making it easier for firms to hire and fire workers, scaling back employee benefits, reducing the tax wedge (the difference between the cost of employing a worker and their take-home pay), weakening trade unions and pursuing active labour market policies (including employment subsidies and training).

Unfortunately these conventional measures generally are more appropriate for advanced economies with high levels of full-time employment and relatively expensive labour. In developing economies with far less full-time employment and persistent labour surpluses, these measures rarely produce the hoped-for results. And because traditional policies neglect the most glaring features of low-income countries' labour markets — a shortage of good formal sector jobs and widespread informal employment — empirical evidence of their effectiveness is ambiguous.

As a recent study from the African Development Bank points out, for too long much of the developing world neglected the key principle of successful job-creation strategies — ensuring that economies develop in a manner consistent with their comparative advantage and are internationally competitive.

Instead of focusing on labour-intensive sectors, African governments often tried to replicate the capital- and technology-intensive industries characteristic of high-income countries. Such a misguided "modernisation" drive explains why many African economies stay commodity-dependent and job-scarce six decades after independence.

A better way to circumvent constraints on growth, and boost productivity and job creation, African governments should focus on three policy priorities. First, they need to gear macroeconomic policies toward ensuring external competitiveness, including the adoption of flexible exchange rates to mitigate trade shocks. Economic stability is a precondition for sustained growth and hence the creation of decent jobs, particularly in small developing countries that are most vulnerable to shocks.

Demand-boosting policies play an important role in combating unemployment, especially in

economies with good fundamentals. By using fiscal and monetary policies whenever possible to support economic growth, governments can help to reduce uncertainty, thereby making firms more inclined to invest and hire even in economies with no lingering excess capacity. Furthermore, macroeconomic policies specifically geared toward job creation make active labour market programmes much more likely to succeed.

Second, therefore, African governments need to consider a range of labour market initiatives to help create jobs. For example, when fiscal and debt conditions permit, they should accelerate the implementation of carefully designed, labour-intensive public works programmes. Well-targeted public infrastructure projects (whether new investment, repair, or maintenance) provide much-needed incomes, typically to the urban poor, and can help to ease social and political tensions. Moreover, such schemes remove bottlenecks to growth and contribute to increased productivity.

Evidence from Latin American and Caribbean countries suggests that infrastructure investment can have a sizable effect on employment. Yet, poorly targeted public works schemes may crowd out some private sector jobs, so policymakers should set wage levels carefully to ensure that these programmes are cost effective. In addition, governments should refrain from hiring the unemployed directly, but instead contract with private firms or nonprofit organisations to provide jobs.

Governments could also consider introducing temporary, transparent and targeted wage subsidies for industries that are clearly competitive but are facing provisional shocks. Wage subsidies would allow businesses to keep employees on their payroll instead of laying them off, and to hire younger workers and women for a given period while paying part of their salary, enabling them to acquire or develop skills that eventually could lead to long-term employment.

Because some employers may regard subsidies simply as a temporary means of securing cheap labour, governments must consider the risk of deadweight losses and be prudent in determining the level and duration of support. Furthermore, some regions can be caught in a self-fulfilling cycle of dependency in which public sector jobs become the



# NUMAIZ desires to unify NEC under its scope of coverage

BY JAMES MUTASA

**T**he National Union of Metal and Allied Industries in Zimbabwe (NUMAIZ) is mooting an idea to amalgamate the 5 National Employment Councils operating in the Metal Industry to bridge the widening difference of minimums in the Metal Industry.

The industry has the Automotive and Allied, Electronics Communications and Allied, Motor Vehicle Manufacturing, Ferro Alloy, Engineering and Iron and Steel.

NUMAIZ President Anthony Nyashanu said amalgamation of the NEC's would assist in bridging the salary gap in the industry.

"NUMAIZ is saddened by the difference in salaries and wages yielded at various NECs which falls under our scope of coverage for example the lowest paying sector is Motor Manufacturing which still have the audacity to pay employees, among them coach builders, a paltry monthly salary of ZWL\$286," said Nyashanu.

Nyashanu who was speaking to the Worker at the sidelines of the ZCTU General Council meeting held recently went on, "the Automotive sector still pays December 2019 salaries whose basic minimum is a mere RTGS \$361 with ferro alloy paying ZWL\$1100 and Electronics has its minimum pegged at ZWL\$2300.

"Considering the wider gap of minimums which existed among NUMAIZ sectors the lasting solution to this problem is to work hard and fight hard in quest to have one NEC which will regulate conditions of

work including working hours, health and safety issues, wages and salaries," he said.

According to Nyashanu the harmonization of the said 5 NEC will present NUMAIZ with an opportunity to bring together all its human resources in terms of negotiators thereby forming one formidable negotiating team which will negotiate on behalf of all sectors.

"Apart from that," added Nyashanu, "amalgamation of NEC will further activate negotiations in the Motor Manufacturing which were last held around 2008 and this has a negative bearing on the employees as employers refuses to negotiate with them in their respective works council.

Canaan Samukange the Human Resources Executive of Willowvale Mazda Motor Industry is on record saying that his company has withdrawn from the NEC for motor manufacturing while David Dumba of Quest Motor manufacturing maintains that the NEC was dissolved in 2012 a notion refuted by Author Mhondo the NEC secretary general.

Mhondo's assertion was supported by Sylvester John the Human Recourses Manager of AVM Africa who said that the NEC for Motor Manufacturing is still operational.

It remains to be seen if Nyashanu's quest to unify the NECs succeeds bearing in mind that other secretary generals of the said NECs notably Samson Zengeni of National Employment Council of the Motor Industry is assumed to be one of the antagonists of NUMAIZ.

# ZCTU mourns former President Matombo



The late Lovemore Matombo

**T**he labour movement in Zimbabwe was robbed of an illustrious trade unionist Lovemore Matombo who died on the 27<sup>th</sup> of January 2020 in Harare.

Matombo served in various capacities in the Zimbabwe Congress of Trade Unions where he served as Vice President in the mid 1980's and at the helm as president from 2001–2011. He represented Zimbabwean and regional workers at various platforms locally regionally and globally as ZCTU President, and also President of CASWUZ.

In a statement, ZCTU secretary General Japhet Moyo said the labour movement had been robbed with the death of Matombo.

"The (ZCTU) has learnt with great shock and sadness on the passing on of Comrade Lovemore Matombo, on 27 January 2020. A humble and fatherly character, he dedicated his entire life to the service of the labour movement by fighting for justice at the workplace. Matombo led the ZCTU during its most trying times 2001 – 2011 when it was under the full might of state repression," he said.

He said Matombo was a fearless trade unionists who led and bore the brunt of the struggle at a time the enemies of the labour movement were ruthless.

"Famed for leading from the front, he was arrested several times and was victimised and fired by TelOne over his commitment to trade unionism. Matombo led the most notable September 13 2006 ZCTU demonstration which left him and other leaders heavily brutalised by the police at the infamous Matapi police station in Mbare. Matombo and his deputy Lucia Matibenga, Secretary General Wellington Chibebe, the late General council members Rwatipedza Chigwagwa and Moses Ngondo and other activists were left with broken limbs from their ordeal at Matapi just for leading a bona fide trade union demonstration demanding better welfare for the working poor and citizenry," said Moyo.

He said Matombo's determination on workers issues inspired many trade unionists and gave direction to many who are leading trade unions today.

"Many trade unionists of today were groomed by Matombo to become opinion leaders in the labour movement, the community and the country at large. He shall forever be remembered for his bravery and resoluteness to cause of the working poor. The ZCTU conveys its sincere condolences to his family, the workers of Zimbabwe and the entire labour movement over the loss of a trade unionist par excellence," said Moyo.

Condolences for the late Matombo poured from all corners of the world with trade unionists expressing their last respects.

He was laid to rest in his rural home Mutasa district, Manicaland.

May his soul rest in peace.

# Tongaat Hulett floats voluntary retrenchment package



Tongaat Hulett workers. Online Pic

BY JOKONIAH MAWOPA

**T**he country's biggest sugar manufacturing company Tongaat Hulett has floated a voluntary retrenchment package to its employees targeting an unspecified number.

According to a memorandum that was sent out by the Managing Director Aiden Mhere on the 11th February 2020, the company has "initiated a process to invigorate its human capital capabilities as a response to tough trading conditions".

The effective date of the mutual termination shall be 1st march 2020

The company is offering a gratuity equivalent to two-weeks pay for every year served, retirement bonus, 6 months severance pay based on basic salary plus COLA, 12 months medical cover, relocation allowance and Normal terminal benefits that includes three months salary in lieu of notice, cash in lieu of accrued leave days and payment of pension benefits.

The company has appealed to its employees to take up the opportunity to voluntarily terminate their contracts in order to take an early rest or take up the entrepreneurial challenge to create wealth through other gainful economic projects.

Commenting on the voluntary package, Gift Maoneka the FFAWUZ legal officer said "The voluntary retrenchment offer made by Tongaat is as a matter of procedure, the initial process which an employer may

take. In terms of the law the employer can give notice of retrenchment to the affected employees and the package provided by the Act is two weeks' salary per each year served unless if parties agree to a better package. Voluntary retrenchment packages, in nature offer improved packages, whether the offer is sufficient or not. Employees due for retirement are encouraged to take up the offer given that retirement has no special benefits save for your pension. The process of voluntary retrenchment may indicate a likely compulsory retrenchment exercise in the near future."

Tongaat Hulett's is the sole sugar manufacturing company in Zimbabwe and they have three sugar estates in Zimbabwe are in the Chiredzi District and they border one another. These are , Triangle Estate in Triangle , Hippo Valley Estates and Mkwazine Estate in Chiredzi.

Tongaat has workforce of around 20 000 and the number varies with the period of the year as a great percentage of their work is seasonal. Sugarcane was first planted in the region in 1931 by Thomas Murray McDougall and was first processed in 1939. Due to the economic decline the country is going through, like at Hippo Valley, production of sugar has fallen in recent years. The decline in production has been compounded by a large body of displaced farmers who have settled on some of its productive fields, further hampering production.

# No TNF joy .... workers plot action

From Page 1

issue quickly met for a way forward as it was becoming clear that the other social partners were not grasping the urgency of the matter.

The ZCTU General Council met and approved the national action after noting that the working people of Zimbabwe have suffered immensely as wages have failed to keep pace with the inflationary trends and that it was now practically impossible for workers across all sectors to earn the current salaries and sustain their families or be able to go to work.

The council also reaffirmed its position for Zimbabwe to use the South African Rand as an alternative and ratified labour's

negotiating team's position of a minimum wage of ZWL\$ 3 800-00 as proposed by the government as relief measure while the government stabilises the currency within six months.

While labour was proposing ZWL\$3800-00, business was proposing as low as ZWL\$1200-00 per month.

For the ordinary worker, who was anticipating their October 2018 salaries which were denominated in the US dollar to be indexed to the interbank rate, it was a blow as negotiated salaries from most national employment councils fall short of the Poverty Datum Line. In October 2018 the poverty datum line was USD579-00 per month but the average salary is now below USD50-00 per month.

The ZCTU made it clear

that it would not rest until the minimum wage is effected and wage value is restored. At TNF, ZCTU had proposed the adoption of the South African rand in the interim as an alternative measure to curtail the sinking Zimdollar and halt economic meltdown but business opted for the continued use of the local currency.

The ZCTU said business was not sincere in its options as it was indexing or out rightly charging in US dollars for goods and services but was not willing to do the same for salaries and wages.

"The ZCTU noted with disappointment that although business is against indexing salaries and wages to the US dollar and exchange rate, business itself is profiteering by indexing goods and

To Page 8



# Furore over gazetted domestic workers' salaries

BY STAFF REPORTER

**T**he government has torched a storm after announcing pathetic domestic workers' salaries gazetted through Statutory Instrument 37 of 2020 which sets the minimum wages for domestic workers in Zimbabwe.

According to the Statutory Instrument, the minimum wage for a gardener in Zimbabwe is now ZWL\$160 per month, the minimum wage for a cook or housekeeper is now ZWL\$168.48 per month, a child minder, is set to earn a minimum of ZWL\$179.00 and a disabled or aged minder is to earn a ZWL\$189.70 per month.

The wages have been condemned and described as slave wages by some quarters of the society. Reacting to the announcement, the Zimbabwe Domestic and Allied Workers Union deputy general secretary Toindepi Dhure said the government was not sincere in gazetting old wages when there was a recent agreement of October 2018 which pegged the minimum at ZWL\$700.00.

"Those wages have already been overtaken by inflation. Government took time from June 2019 to gazette those wages. There was another negotiation that was concluded in October 2019 whose minimum wage and allowances were ZWL\$700.00 per month. Why does government not gazette these wages?" he said.

Dhure said the announcement shattered domestic workers as they no longer afford even the barest of basics.

"Zimsec exam fee for 1 subject is pegged at \$ 190.00 at O level. This means government in its sense is saying a domestic worker will have to work for 5 months without spending a single cent from his or her wages in order for them to raise enough for her child to write 5 subjects. Similarly a domestic worker cannot even afford to live

on bread alone because a loaf of bread per day because that will cost her \$600 per 30 days. By implementing austerity measures government is indeed re-introducing slavery," he said.

To put these figures translate to US\$6.40 per month for the gardener, US\$6.74 per month for the cook or housekeeper US\$7.16 per month for the child minder and US\$7.59 per month for the disabled/aged minder using black market rates. For interbank foreign currency rates the figures translate to US\$9.26 per month for the gardener, US\$9.75 per month for the cook or housekeeper US\$10.36 per month for the child minder and US\$10.98 per month for the disabled or aged minder. The Poverty Datum Line (PDL) reached \$3 700 last November, a 15,7 percent rise from October's \$3 160 according to data released by the Zimbabwe National Statistics Agency.

The announcement sparked a row on twitter with people condemning the wages.

Lawyer, Fadzayi Mahere on her handle said, "Gardener's wage = \$160. A whole Minister of Labour and Social Welfare sat down and declared that the minimum wage for a gardener should be US\$6.40 per month. This Govt is the biggest enemy of the poor. A gardener has to work for 12 months without paying school fees, eating or buying anything else to earn enough for one of his children to write exams in 10 O-level subjects".

David Coltart said "This is a regime which is seriously out of touch with reality - they have legislated that a gardener only be paid RTGS\$160 per month. I just wonder how much, or rather little, the ZANU PF heavyweights are paying their farm workers, who traditionally earn even less than gardeners".



## SDMWU expelled from FFAWUZ

BY JOKONIAH MAOPA

**T**he Food Federation and Allied Workers Union of Zimbabwe (FFAWUZ) has expelled the Soft Drink Manufacturing Workers Union (SDMWU) for non-payment of affiliation fees since 2015.

FFAWUZ, is the Federation of food and allied industries unions in Zimbabwe and each affiliate, according to the Constitution pays 60 percent of its income to FFAWUZ as monthly affiliation fees.

The decision to expel SDMWU was made by the FFAWUZ Central Executive Committee during its constitutional meeting on the 11<sup>th</sup> of January 2020 after noting that the union had not complied with a congress resolution compelling it to start paying subscription fees from September 2015.

Asked for comment the FFAWUZ GS said "Yes the its painful to loose membership but at the same time as a union we have to religiously follow our constitution both in spirit and practise, the decision was inspired and motivated by Section 5(6;1)(ii) of the FFAWUZ CONSTITUTION which spells out that....Failure to pay monthly subscriptions for three consecutive months without reasonable excuse."

However despite the union being disaffiliated because of none payment of subscriptions it is still reliable to the payment of outstanding affiliation fees in terms of the constitution section 5(6;1)(vii) which states that "Upon such termination of membership by whatever means, the affiliate Union(s) Shall be indebted for all outstanding dues up to the date of termination". According to the NEC resolution the Federation had already initiated legal proceedings to recover the outstanding subscriptions.

Commenting on the effects of the decision to the ordinary Union members the General Secretary Mr



Runesu Dzimiru

Dzimiru said "it's unfortunate and a pity that the Constitutional decision made by CEC affects Soft Drink members whom we think are innocent to this matter. We observed that Soft Drink manufacturing workers union is an oligarch organization hence we are appealing to the members that they must regroup themselves and choose Leadership with workers at heart, loyal, focused and committed and rejoining FFAWUZ- ZCTU. Thus the Only local federation in the Food industry recognized Nationally, Regionally and Globally".

However the SDMWU President Karipache did not respond to calls for his comment over the disaffiliation.

## UNION BRIEFS

### Agric sector approves 75% salary increments

BY OWN CORRESPONDENT

**THE National Employment Council for the Agricultural Industry of Zimbabwe has awarded employees a salary increment of 75.4 % in a bid to cushion them from the ever rising costs of living.**

According to a latest Collective Bargaining Agreement published in the government gazette, the Labour Minister recently approved the agreement published in statutory instrument 116 of 2020, registered in terms of section 79 of the Labour Act [Chapter 28:01].

"The least paid workers under grade A1 will be earning \$465 up from \$265 while those in grade A2 \$ 283 to \$497. Workers in the middle band who used to earn \$300 will now be earning around \$500 while the highest paid workers in grade C 2 who used to earn around \$523 to \$918," said the agreement.

Both employees and employers have been given room to apply to the National Employment Council within 14 days for an exemption from paying wages as set up in the above schedule, stating the reasons why that application should be considered.

The representatives between the sector's employers through Zimbabwe Agricultural Employers Organisation, Zimbabwe Commercial Farmers Union, Zimbabwe Farmers Union and Commercial Farmers Union as "the employers."

On the employees' side, the General Agriculture and Plantation Workers' Union of Zimbabwe and Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe were the representatives.

### CWUZ legitimacy duel rages on

BY STAFF REPORTER

**THE fight for control of the Commercial Workers Union of Zimbabwe (CWUZ) continues at the Supreme Court as one of the warring factions has filed for condonation to resubmit its appeal which was thrown out by the court.**

The Supreme Court struck off the roll an appeal by the factions led by David Tunhira citing that the 'the notice of appeal is fatally defective.

The Tunhira faction had appealed against a High Court ruling of 10 July 2019 which nullified both factions' congresses ordering the union to revert to its 2010 leadership which was then led by Cuthbert Chikwekwete but the faction led by David Tunhira went on to file an appeal against the High Court ruling spoiling for a protracted fight for control of one of the largest workers' unions in Zimbabwe.

In dismissing the appeal 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.

### Ferro-Alloys sector effects 35% salary increment

BY OWN CORRESPONDENT

**THE Ferro-Alloy Industry key stakeholders representing both employers and employees organisations has approved a 35 percent salary increase across the board.**

The announcement was made recently under Statutory Instrument 48 of 2020 sets out salaries for the period July to December 2019.

"Under the new salary scales, the least paid employee in grade 1 who used to earn \$502 will be earning \$678 per month while the highest paid employee in grade 12 who was getting \$979 will now be taking home \$ 1 300 per month," said the instrument.

Employees in grade 3 who used to earn \$526 have now been placed on \$710; grade 4 workers have been placed at \$713 up from \$529; grade 5 are now at \$759 from \$562; grade 6 \$805 up from \$596 and grade 7 are now earning \$836.

The Collective Bargaining Agreement was approved by Labour Minister, Paul Mavima section 80 of the Labour Act [Chapter 28:01], published in the schedule, which was registered in terms of section 79 of the Labour Act.

Representing the employers in the crafting of the agreement was Ferro Alloy Industry Employers' Association, and the Zimbabwe Metal, Energy and Allied Workers' Union represented the workers.

The National Employment Council for the Ferro Alloy Industry in Zimbabwe was also a party to the agreement.

"The increase covers the current salary scales for July 2019 and are a multiplication wage minimum by 35% for the period 1st August, 2019 to 31st of December, 2019, for employees in Ferro Alloy grades 1-16. Should the economic situation deteriorate, the parties shall reconvene to negotiate," the CBA said.

The percentage awarded at 35 percent is way far behind the inflationary rate which currently stands at an estimated 520 percent.

Workers in Zimbabwe are currently going through the worst experience in history owing to a series of poor economic measures being implemented by government which has seen the Zim-dollar depreciation accelerating at a time the market is indexing prices against parallel market exchange rates.

**FLIP THROUGH IT!** **The Worker**  
  
**Download it in PDF**  
 www.theworkerzimbabwe.com **DIGITAL VERSION**



## Economic literacy for NER Young workers



*NER young workers who attended the economic literacy workshop*

BY STAFF REPORTER

**T**he ZCTU North-eastern Region Young Workers recently held a Youth Economic Forum in Harare, which discussed in depth, economic and Trade Union issues and gave insights into the state of socio-economic rights in the city.

The young workers called for a stable currency, practical economic policies and an end to corruption as measures to guarantee economic stability, restoration of wage value and stimulate job creation.

Ledriz researcher and economist said it was the

government's obligations to respect, protect and fulfil socio-economic rights.

The Participants analysed the state of the 7 socio-economic rights in Harare and came up with proposed solutions where there are deficits.

ZCTU national organiser Michael Kandukutu said the forum was a sensitisation programme to enlighten young workers on the prevailing socio-economic fundamentals.

"We are discussing and capacitating young workers to be able to engage in matters of policy, the economy. We are marrying

politics to the economy and eventually participation in the trade union and in civic processes. Our goal is to have them engaged in campaigns and advocacy and the capacity that we are building needs to be showcased where there are programmes that affect us be it in politics, society and community movements. We want each of them to be an organiser for their unions and for the ZCTU," he said.

He said the young workers need to lead the process of defending the trade union ideology and developing new trade union packages to entice new membership into the trade union.

## ILO launches landmark Bulawayo informal economy project initiative

BY OWN CORRESPONDENT

**T**he Zimbabwe Congress of Trade Unions (ZCTU) has partnered with the Employers' Confederation of Zimbabwe (EMCOZ), Government and the International Labour Organisation to launch an initiative which facilitates the transition from informal to the informal economy in Bulawayo.

The initiative is part of the Employment Promotion and Labour Market Governance Programme (2019 -2020), which in part, seeks to facilitate transition to formality in Zimbabwe, in the process, deepening the respect for workers' fundamental rights and ensuring opportunities for income security, livelihoods and entrepreneurship.

The intervention is also contributing to the broader efforts to promote the creation, preservation and sustainability of enterprises and decent jobs in the formal economy and the coherence of macroeconomic, employment, social protection and other social policies.

Speaking at the initiative's launch recently, ZCTU's Head of the Health and Safety Department, Nathan Banda said the initiative has come at an opportune moment.

"I would like to take this opportunity to express our support for the intervention as employees towards this initiative which will positively impact on job creation, economic growth and more importantly improving the observance of Health and Safety in the informal sector," he said.

Also speaking at the event, the ILO country director, Hopalang Phororo said the city of kings will be the project's starting point and key lessons drawn from there will be shared with key stakeholders.

"Lessons learnt from Bulawayo will be of use to national actors and beyond by informing us to develop better insights to develop more responsive policies. We also hope that the project be helpful to deepen the respect for workers' fundamental rights and ensure opportunities for income security, livelihoods and entrepreneurship," she said.

The project's brief seen by The Worker says the site in Bulawayo was selected on the potential it presents to become a model for other micro-enterprises.

The informal sector association representing the traders at this selected site has been able to collaborate with private property owners and negotiate long-term leases. Despite being progressive, the site remains with many decent work deficits, which could provide an opportunity for policy lessons.

## Only 200 companies own \$17 billion as workers wallow in poverty



*John Mangudya*

BY OWN CORRESPONDENT

**REVELATIONS** by the Reserve Bank of Zimbabwe (RBZ) this month (February) that half of the country's \$34.5 billion worth of total bank balances is in the hands of only 200 companies is a tip of an iceberg hinting on

serious unequal distribution of wealth.

The horror script was revealed by RBZ governor, John Mangudya while presenting a Monetary Policy Statement on February 17 2020.

"The level of liquidity or money supply in the economy stood at \$34.5 billion as at December 31 2019 and out of the total, 50 percent is concentrated on only 200 entities with the highest out of the 200 has \$1.5 billion dollars while the least has \$2 million," he said.

The RBZ governor said out of the total \$34.5 billion is composed of \$22 billion being 64 percent in local currency and \$12.5 billion equivalent to \$785 million or 36 percent in foreign currency.

Just less than a month ago, government decided to increase civil servants' wages by a margin ranging from 133 percent to 172 percent depending on salary grade.

Under the new wage structures, the least paid government worker who used to earn \$1 045 will be taking home \$2 500 per month, while those earning \$1 885 will pocket \$4 631.

The new salaries which are set to be received end of February 2020 have already been wiped out by inflation prompted by exchange rates devaluation which stood at around ZWL\$30 against US\$1 at the time of publishing.

Within this salary matrix civil servants, by the country's standards can be deemed the highest paid considering most sectors are awarding salaries lower than ZWL\$2 000.

The sad part is that these richest 200 firms have had influence on the movement of exchange rates, price increases and common economic trends further pushing the country's working class into abject poverty.



*Participants at the launch of the initiative*

## AFROCHINE to fork out \$48k for unfair dismissals

BY JAMES MUTASA

**L**abour Court Judge Betty Chidziva recently ordered Chinese owned smelting company Afrochine Smelting (Pvt) Ltd to pay a combined \$48 125.11 to its former employees as compensation for unfair dismissal.

The affected employees, Notpah Janhi, Tawanda Chikaka and Tafadzwa Jukwa had their initial claim of \$56 878.83 reduced by the court.

Chidziva, in a Labour Court order which upheld a ruling granted by Designated Agent for the Ferro Alloy Industry Princes Chachoka in August 2019 meant that the unfairly dismissed employees' initial claim of \$56 878.83 was reduced by a significant amount of \$8 753.22.

"3<sup>rd</sup> Respondent (Afrochine Smelting Private Limited) is hereby ordered to pay 2<sup>nd</sup> Respondents who are Notpah Jani, Tawanda Chikaka and Tafadzwa Jukwa \$48125.11 by not later than 28 February 2020," confirmed the operative part of judge Chidziva's order.

According to the Labour Court order Jani should be paid \$18377.73 while Chikaka is owed \$14881.82 and Jukwa \$14 865.56.

It remains to be seen if Afrochine Private limited abides by the Labour Court order considering that the Chinese owned smelting gaint absconded the Labour Court proceedings despite being notified by the Labour Court Registrar one Mutendamambo to attend the hearing.

"The Chinese owned company is known for disregarding the labour laws of the land, they did not attend all proceedings from conciliation at the NEC up to the Labour Court deliberately," said Henry Tarumbira General Secretary of NUMAIZ whose union represented Afrochine employees from hearings at company level to the Labour Court.

"If Afrochine ignores the labour court order we will not hesitate to take further legal action against them," Tarumbira added.

## Hands off Mutsiba - ZCTU

From Page 2

the actions of school children," said Moyo.

Mutsiba has since fled the country for Namibia. He told the media that he fled persecution by the country's security agents adding that he did not organise the demonstration but only supported the children in their noble cause.

"I escaped the country after lying low for four days since the police and security agencies had instigated a manhunt for me. I gave the impression that I had headed for Zambia on social circles but moved in the opposite direction and headed for Botswana. "I walked a total distance of 30km deep into

Plumtree before jumping the border then eventually made it to Gaborone. I lay low once again. When security details were close I skipped another border into Namibia and for now I am safe," he said.

"I am a father of three. My family was left behind in Zimbabwe under the upkeep of relatives. My eldest daughter is a 6th form student at Njube High School and did take part in the demonstration. So she was harassed for a while by the police so as to coerce her into revealing my whereabouts," Mutsiba said.

Mutsiba said government was slowly destroying the education sector and believed it was his moral obligation to advocate for justice, especially on the part of children but

said was not ready to come back without safety guarantee.

"There is a famous adage that says 'Life begins where fear ends'. If the cause is worthy, at times we are compelled to make that sacrifice. The fight for freedoms and rights therefore demands some who are willing to defy the odds and make such sacrifices. As long as I still fear for my life I do not see myself coming back. The growing concern is that I may first face a court marshal before I appear a civilian court as I have served under the corrections department before I joined the Ministry of Education. A court marshal by any standards is ruthless. However I aim to keep talking on the rights of the voiceless, the children," he said



# Zimbabwe exchange sex for jobs: Study

"At times you get asked for sexual favours in return for tenders or business. What makes the situation difficult, especially for state contracts, is how women in business are perceived by men in control of these processes. When they see a woman, for most of them sex is the first thing that comes to their mind. Hence women are sexualised and seen as sex-preneurs rather than entrepreneurs," TIZ reports.

More than 57% of women surveyed by Transparency International Zimbabwe (TIZ) said they had been forced to offer sexual favours in exchange for jobs, medical care and even when seeking placements at schools for their children.

The survey says Zimbabwe has an unprecedented number of women reporting being forced into sextortion: the exchange of sex for employment, business favours or other favours.

The study by TIZ found women in the informal sector experienced sextortion as the main form of non-monetary bribes by various officials.

About 45% of women said they had received requests for sexual favours to access a service and 15% had used sex to get employment. The report, entitled Gender and Corruption, found women were increasingly vulnerable to sexual abuse amid the deteriorating Zimbabwean economy.

"57.5% of these respondents noted that sexual favours are the

form of non-monetary bribe they had experienced. Sextortion is thus a part of the bribery culture in Zimbabwe.

"Women who do not have money to pay for bribes are thus forced to use sex as a form of payment. 15% used employment favours as a form of bribery," reads the report.

Women in business were also found to have faced sexual harassment when seeking government tenders.

"At times you get asked for sexual favours in return for tenders or business. What makes the situation difficult, especially for state contracts, is how women in business are perceived by men in control of these processes.

"When they see a woman, for most of them sex is the first thing that comes to their mind. Hence women are sexualised and seen as sex-preneurs rather than entrepreneurs," TIZ reports.

Studies carried out by TIZ in 2019 showed women are vulnerable to sexual abuse when seeking land for residential, business or agricultural use.

Sextortion is a global phenomenon that causes serious harm, robbing women of dignity and opportunity, and undermining confidence in public institutions, according to rights groups.

Zimbabwe ranks 158 out of 180 countries included in the Transparency International corruption perceptions index.

"Sex is a currency in many



www.mzyjoy

corrupt deals in Zimbabwe. Sexual harassment is institutionalised, and women have been suffering for a long time. There is need to actively deal with all forms of sexual harassment in all sectors," says the report.

The study shows women are being coerced into corruption, while many fear reporting sextortionists as some police are thought to be part of the corruption chain.

"For some respondents it was fear of reprisal that stopped them from reporting whilst others indicated that there was no reward for reporting corruption. Regarding sextortion, respondents cited the justice system as too masculine, hence they opted not to report.

"All the key informants who took part in the research indicated that Zimbabwe lacks a robust corruption reporting system. They also highlighted the need for a system to promote and protect whistleblowers," TIZ reported.

"Even the police officers require some form of payment to help you. They may ask for transport or fuel to enable them to investigate. In the end they also get bribed by the perpetrators."

Globally, the poor suffer most from extortion, paying the highest percentage of their income in bribes, according to the World Bank. Zimbabwe loses close to \$2bn (£1.5bn) to corruption annually.

Although Zimbabwe has made progress in advancing gender equality through the establishment of various institutional, legal and policy frameworks, the country still ranks low on the UN gender inequality index.

Sexual extortion is rarely recognised as a form of corruption, yet gender activists say it reduces women's access to land and markets and reinforces social and economic marginalisation.

Lack of political will to deal with corruption has frustrated the efforts of the Zimbabwe anti-corruption commission, which has a mandate to investigate corruption cases in the country. (*Online*)

## Teachers Union launches #EXAMFEESMUSTFALL campaign, gvt panics reverses fees

BY OWN CORRESPONDENT

**The government has rescinded its decision to hike this year's Zimbabwe Schools Examinations Council (Zimsec) exam fees following an outcry by parents and teacher organisations.**

Education minister Cain Mathema, in a statement said there was need to carry out further consultations before effecting any increases.

"While the examination fees that were published are based on the actual cost of each examination, the ministry would like to inform parents and guardians that following further representations, the recently released circular on the 2020 examination fees has been cancelled with immediate effect," he said in a statement.

"New fees will be announced after further consultations have been made with all the relevant stakeholders. Parents and guardians are, therefore, advised to continue paying the old fees approved in

2015."

The reversal followed the Amalgamated Rural Teachers Union of Zimbabwe (ARTUZ) has launch of the #EXAMFEESMUSTFALL campaign to pressure government to rein in the Zimbabwe Examinations Council's (ZIMSEC) move to index examinations fees against the US\$ parallel market exchange rates despite the fact that salaries have remained static.

In a statement, the rural teachers union said relevant authorities must be sensitive to the plight of Zimbabweans who have become poorer under President Emmerson Mnangagwa's administration.

"It is against this background that ARTUZ has launched the #EXAMFEESMUSTFALL campaign. The campaign is informed by both our ideological standpoint and our love for Zimbabwe. We pledge to do anything and everything within our means to force government to subsidise examination fees," ARTUZ said.

The teachers group however said lowering the fees will compromise the quality of our examinations hence government should assume its constitutional mandate of funding education.

The examinations organ was criticised for its inhumane approach synonymous to the world of business despite being a public entity partly surviving on taxpayers' revenue.

"The ZIMSEC has joined the band wagon of service providers who are indexing prices of their services to the interbank rates. This is coming at a time when salaries have remained stagnant and unemployment is at an all-time high. According to the United Nations over 7 million people are facing extreme hunger," the statement said.

The backlash comes against a background where the examinations council has pegged fees for 2020 at \$190-00 per Ordinary Level subject and Advanced Level at \$351-00 per subject.

ARTUZ said the gains earned by

Zimbabwe through significant investments in education post 1980 which statistics on the current rates of literacy has pointed as good indicators of our progress on inclusive access to education risk being lost under the new dispensation.

The union said in the long term, services like education and healthcare do not benefit the individual citizens who access them but the nation which boasts of educated and healthy citizens and any disturbance will have a direct impact on economic development.

"We are reaching out to a lot of progressive organisations and citizens, Zimbabweans are ready to defend the right to education.

Action will be consistently communicating from now going forward and government has been advised of the urgency of this case, we pray they will play ball before this nation is engulfed in protests," added ARTUZ.

## No TNF joy .... workers plot action

From Page 5

services to this exchange rate. The General Council noted with concern the high levels of corruptions in the country, the illicit financial outflows, and state capture by cartels and resolved to join other progressive organisations in fighting these scourges bleeding the country," read a statement released after following a general council meeting on 12 February.

ZCTU President Peter Mutasa called for unity of purpose among workers in fighting for the minimum wage and restoration of wage value.

"It is either we get our living wage so that we restore our dignity, or we fight so that the oppressive class does not back their business through our toiling and that those who are ruling, do not enjoy ruling us. We will defy every anti-people and anti-workers policies and practices if the government does not consider the suffering of workers and review or reverse policies and laws such as SI [statutory instrument] 142 of 2019. If employers continue to pay slave wages and commit all workers into abject poverty, then workers only have one option. Workers will have to embark on sustained non-violent resistance and fight back against these bad policies and practices," said Mutasa.

The ZCTU said the industrial action was an avenue to boldly show the seriousness of workers but did not mean that they were abandoning the negotiating table.

Calls by the ZCTU for an industrial action are resonating with those of other civic society organisations calling on the government to arrest the economic meltdown.

In January last year, the ZCTU mobilised for a crippling protest over a 150 percent fuel price hike by Mnangagwa, but government moved in and ruthlessly crushed arresting ZCTU leaders and killing 17 people in the clampdown.

## J Davies closes Mutare factory, 13 jobs lost

BY DICKSON CHAERUKA

**J. Davies factory, a subsidiary of Moonlight Funeral Assurance Company, has terminated operations at its Mutare Factory citing viability challenges, The Worker has learnt.**

It has been established that a total of 13 employees lost employment through an involuntary retrenchment at the firm.

The company, in a letter addressed to one of its affected employees dated 29 January

2020, stated that the firm succumbed to the adverse economic environment currently prevailing in the country.

"It is with regret that the board of directors have resolved to shut down J Davies (Private) Limited due to incapacitation to resuscitate operations. The factory has not been operating for the past 18 months due to the adverse economic environment therefore the company is forced to close down officially on the 31<sup>st</sup> of January 2020. The closure will ultimately result to involuntary retrenchment for all employees," cited the letter signed by one of its managers identified as Elijah

Chawira.

In the same letter the company offered to settle the employees' terminal benefits at two weeks' salary per every year served as service pay, gratuity and a three months notice.

The employees', represented by the Zimbabwe Furniture, Timber and Allied Trades Union (ZIFTATU) have challenged their disengagement from the factory citing that it was not procedural.

"One of the fundamental objectives of the Labour Act Chapter (28:01) is the promotion of the participation of employees in decisions affecting their

interests. We have requested that the company should follow the outlined procedure. The company never brought this issue before the Works Council neither were the employees given a notice. We have also challenged the imposition of a two weeks service pay. The law only provides the two weeks' salary as a minimum and parties are allowed to bargain above the minimum," said the union's Eastern Regional Organizer, Ezekiel Ngorima adding that if the company fails to give the union audience, they shall be left with no option but litigation.



# Insurance, pensions bills on the way

BY STAFF REPORTER

**T**he insurance and pensions bills are expected to be out by June as the government moves to implement recommendations of the Justice Smith Commission of Inquiry into the Conversion of Insurance and Pensions values from Zimbabwe dollar to United States (US) dollar.

The inquiry revealed that loss of value in insurance and pension benefits was mainly caused by macro-economic regulatory and institutional factors.

The commission recommended reformation of Zimbabwe's legislation around the insurance and pensions sectors as part of initiatives to guard against loss of value and fair compensation after noting serious loss of value.

Regulatory failure on the part of Government and the regulator for insurance and pensions were identified as having caused loss of value.

Government was accused of failing to guide the industry during the hyperinflation and currency debasing and during conversion of insurance and pension values when the economy was dollarized from 2009.

The Insurance and Pensions Commission (IPEC) is said to have failed to conduct on-site supervision and investigate its licensees, allowing arbitrary insurance product terminations by insurance companies, poor investment management practices, poor record keeping and failing to deal with predatory administration expenses among other issues, short-changed members.

Amendment of legislation on insurance and pensions, namely Amendment of the Insurance Bill, the Pensions and Provident Funds Bill, and the Insurance and Pensions Commission Bill is expected to cover the identified

regulatory gaps, and especially strengthening of IPEC.

The Pensions and Provident Fund Bill, in particular, would be expected to foster better corporate governance practices within the industry while adequately providing the legal basis for a troubled entities' resolution framework as well as increasing the commission's enforcement powers.

Finance and Economic Development Minister Mthuli Ncube, has said the bills in this respect should appear before Parliament during the first half of this year.

"The Ministry is seized with legal reforms targeted at the legislation governing insurance and pensions. I understand the Bills took long at drafting stage. However, I wish to give you assurance that all the three Bills will be introduced in Parliament during the first half of this year," he said.

"The macroeconomic reforms that we are implementing, particularly currency stabilisation, ease of doing business reforms and re-engagement efforts are meant to ensure stability, predictability and growth of the economy. I believe predictability of macroeconomic fundamentals is critical for informing pricing assumptions of insurance products and in guiding objective determination of the present value of future liabilities."

The Commission was appointed by former President Mugabe and the report of the Commission of Inquiry was gazetted on 5th March 2018 through General Notice Number 149 of 2018. The inquiry was conducted over an 18 month period from September 2015 to March 2017 and covered a 20 year period from 1996 to 2014. A nine member Commission.

Its terms of reference of the Commission mandated the Commission to investigate the



*Pensioners are forced to sleep in bank queues waiting to access cash*

following issues among others:

- To establish the total value, nature and type of assets owned by insurance companies and pension funds;

- To determine the causes of loss of value of insurance and pension benefits;

- To assess the conversion methods and processes of insurance and pension assets and liabilities to United States dollars;

- To establish the extend of prejudice if any to policy holders and pensioners;

- To recommend compensation where prejudice has been established and;

- To examine instances of regulatory failures and finally;

- To assess the soundness of the industry and the role of the insurance and pension sector in the economy.

Commutations of the full pension upon dollarisation, saw a number of occupational pension schemes and NSSA paying once-off pension benefit to pensioners

upon dollarization, arguing that the amounts were too small to warrant monthly payments. Pensioners were paid commutations as small as a few hundred dollars or one or two thousand in rare cases although lifetime pensions were expected.

A number of pension funds got away with unremitted pension contribution arrears, employers deducted monthly pension contributions from workers' salaries for all their years of service. That included the Mining Industry Pension Fund, the Local Authorities Pension Fund, the National Railways of Zimbabwe Pension Fund, the Unified Council Pension Fund, the ZUPCO Pension Fund, the Cold Storage Company Pension Fund and the Fidelity Printers Pension Fund and some other insurance companies. Consequently, upon retirement, pensioners could not receive their pension benefits from the pension funds. As at December 2015, cumulative contribution arrears for the post-dollarization period amounted to about US\$328, 5

million. Pensioners across all sectors who retired between 2007 and February 2009 lost their pension lump-sums largely due to the adverse impact of hyperinflation which whipped off their balances in banks. Upon demonetization of the Zimbabwe dollar, pensioners only received as little as US\$5 as their one third lump-sum benefit.

Lack of transparency on the conversion methods, processes and formulae used by insurance companies and pension funds on the dollarization of the economy in 2009 was cited as one of the causes of loss of value. Most complainants indicated that their pensions were reduced from several hundreds or thousands of dollars to a few United States dollar cents. Some pensioners got as little as US\$0,8c in pension cheque sent to them by a life insurance company in 2014 as settlement of a life policy and no explanation was offered on how such a figure was arrived at.

## 4 food sectors reach Q1 wage agreements

By Jokoniah Mawopa

**F**our sectors in the food industry have concluded wage negotiations for the first quarter of 2020 with the lowest getting above ZWL\$3000-00 inclusive of allowances.

The four, Meat Fish, Poultry, Abattoir and Meat Processing sector, Brewing and Allied Industries, Sweets and Confectionery and Sugar Processing sector have agreed to reduce life span of their agreements to three months from four months citing the inflationary environment. The first agreements will run from 1<sup>st</sup> of January 2020 to 31<sup>st</sup> of March 2020.

The increments range from 80 percent to 134.71 percent of basic wages and corresponding percentages for other allowances. The minimum basic wage for the Brewing and sugar processing sectors is now ZWL2400 and for the Sugar Processing is now ZWL 2200 whilst the lowest paid in Meat fish will get ZWL2000 for January and ZWL2100 for February and March 2020.

Further to the agreed basic wages the National Employment Council agreed on transport and housing allowances ranging from ZWL500-00 to ZWL660-00 and ZWL400-00 to ZWL500-00 respectively. This will translate to gross basic wage of ZWL3038-00 for the lowest paying sector and ZWL3380-00 for the highest paying sector.

The increments are however below the Zimbabwe Congress of Trade Unions proposed national minimum wage of ZWL3800-00.

Commenting on the increments the Food Federation and Allied Workers Union of Zimbabwe general secretary Runesu Dzimiri said they were optimistic of attaining the national minimum wage in the food industry.

"Our biggest challenge was on our baseline that was far much low hence we have to employ a strategy of gradual increases until we reach the ZCTU benchmarks, we have not abandoned neither ignore the call by our National Center," he said.

The remaining sectors to conclude negotiations in the food industry are Food Processing, Milling and the Baking sector.

## Capacity building for ZCTU/ZCIEA structures in the Eastern region



*The ZCTU and the Zimbabwe Chamber of Informal Economies Association held a two day capacity building workshop in Mutare to develop the capacities of formal and informal workers to engage with policy makers. The workshop also enhanced the capacities of workers in understanding the processes and procedures used by government in policy formulation as well as identifying the most effective entry points for participating and influencing policy formulation as well as discussing lobbying, advocacy and engagement skills with various stakeholders including government organs like parliament and local authorities. It was attended by 40 participants with 20 representing each organisation.*



# Mixed reactions to civil servants' new salaries

BY STAFF REPORTER

The new salaries for civil servants have been met with mixed reactions from the different quarters of government employees with some sections dismissing them while others embracing the offer.

The new wages which are a culmination of negotiations by the APEX Council and government will see the increments ranging between 133 percent and 172 percent, with the lowest-paid worker earning \$2 500 while the highest paid getting \$4 631 per month starting this month.

The agreed wages have embraced by some quarters within the civil service and dismissed as damp squib by others. The Zimbabwe Teachers Association welcomed the development and advised its members to resume work with immediate effect.

ZIMTA secretary general, Tapson Sibanda said the teachers welcomed the outcome and appealed to all members to return to work with immediate effect.

"We appeal to our members to do everything possible to deliver the public services required of them," said Sibanda.

The Progressive Teachers Union of Zimbabwe (PTUZ) secretary general Raymond Majongwe and Amalgamated Rural Teachers' Union of Zimbabwe president Obert Masaraure said the government and the Apex Council had agreed on the new salary structure in bad faith.

Masaraure said Apex council had sold out as the outcome was a complete departure from government workers' agreed position.

"As Amalgamated Rural Teachers Union of Zimbabwe, (ARTUZ) we reject an agreement reached by the Apex Council to accept a salary

increment offered by Government, while alleged negotiations for a better package continue as a said compromise for the sake of civil servants who are in a desperate situation. We believe Apex council has sold out on the workers it purport to represent. As ARTUZ we are demanding a salary in US\$ indexed to the interbank rate. Our salaries should be in tandem with the changing economic environment. What has been agreed is a far cry from our demands. As ARTUZ we are resolute that our members deserve better salaries that are commensurate with their labour. We will not go back on our demand for a US\$ indexed salary to the interbank rate," said Masaraure. He said their members, mostly based in rural areas were heavily incapacitated go to work.

"We have received unfortunate reports of harassment of our incapacitated members that are failing to report for duty, this is unwelcome, and we are taking legal measures to stop that insanity. The government must stop victimizing incapacitated teachers. To save our country from the current economic malaise, we urge the government to urgently restore the purchasing power parity of civil servants to stimulate productivity....The genocide in the education sector was brought by the underpayment of teachers. Destroying our education staggers the developmental plans of our nation. It is imperative that we urgently reverse the erosion of our education system," he said. Majongwe described the outcome as a sad development.

"We have just noted that government is in a five-day marathon meeting in Victoria Falls with civil service unions. Government continues to negotiate with its favourite unions. We will keep making noise

"They were in Victoria Falls



Civil servants demonstrating over low salaries. File pic

chewing the bones of betrayal. Let us see how it goes. Government is abusing the loyalty of its darling sweetheart unions," Majongwe said.

PTUZ disengaged from the APEX council accusing the body of being insincere in its deliberations with government.

The APEX council President Cecilia Alexander said the agreed position was a compromise constituting a mere 31 percent of their demand. Their initial position was based on the October 2018 salaries, which they wanted indexed to the interbank rate.

"We wish to advise our members that as NJNC we have reached a provisional agreement as we continue with negotiations. Having taken note of the challenges being faced by our members due to rising cost of living and the state of the economy. In our wisdom we agreed that let's continue to negotiate, but at least let's reach some point where we can say for now we sign for something so that our members can get something to live on," she said. She said they had pressured

Government to consider paying the January shortfalls over three months after failing to agree on a once-off payment. The next increment for civil servants will be at the end of April.

Meanwhile the minister of Finance and economic development Prof Mthuli Ncube has acknowledged that salaries remain subdued compared to the prices of goods and services.

He said government was aware that the cost of living had gone up and their focus now would be on stabilising prices, and adjusting wages to levels commensurate with prices obtaining in the market to cushion consumers from inflationary pressures that have been caused by the parallel market exchange rate.

"Relative to prices, wages are way behind price increases and that's what we mean by wage compression. When we adjusted the currency towards a market-determined currency by introducing the Zimbabwe dollar away from the 1:1 exchange rate with the US dollar, the wages didn't

adjust accordingly relative to prices, but prices moved up. We know that the cost of living has gone up and we will make sure that we try to limit the increases in school fees, we also want to stabilise the currency, we want to make sure that there is more electricity available and also food," said Prof Ncube. He said prices should remain stable and to create that stability the currency to be stable.

"We need to make sure that there is currency stability, which means price stability and then we allow wages to drift up and trying to close that gap."

Government introduced Statutory Instrument 142 of 2019 which removed the multi-currency regime which Zimbabwe adopted in February 2009 to pacify inflation which had reached unprecedented levels. The result, however, was a sharp devaluation of the local currency triggering prices of goods and services beyond the reach of many.

## 31 ex-WMMI employees cry foul as 'Zambezi Gas' ruling is used to settle 8-year terminal benefits battle

By Staff Reporter

**M**ore than 31 former employees of Willowvale Mazda Motor Industries lost out after a Ministry of Labour based in Harare Labour Officer Munyanyi recently ruled against their claim to be paid their 3 months outstanding salaries accrued in 2012 using interbank rate.

The former employees who were represented by R Muchenje of Mbidzo, Muchadehama and Makoni legal practitioners had argued that their outstanding salaries accrued in 2012 were paid in US\$ and in that regard they were supposed to be paid either in foreign currency or at the prevailing interbank rate as they had suffered irreparable harm following the unjustifiable withholding of their salaries by WMMI for over 9 years.

In his ruling, Munyanyi had said, the issue before me for determination is whether or not the outstanding salaries should be paid in the old currency or using interbank rate.

"The argument by the claimants that they are owed must be converted using interbank rate is not supported by the law," reads

part of Munyanyi' ruling "The Finance Act states that all obligations, including contractual obligations, their value shall be deemed to be rate of 1:1."

"It is the duty of the tribunal to interpret the law and from my interpretation, the law is at variance with the claimants' position of wanting to be paid using interbank rate," he adds.

"In the circumstances, the claim for paying interbank rate is dismissed. The respondent is ordered to pay the outstanding salaries in full using RTGS\$ at a rate of 1:1 within 14 working days from the date the ruling was delivered," concluded Munyanyi. Taking advantage of Munyanyi' ruling, Human Resources Executive of WMMI Canaan Samukange immediately transferred \$34443.00 to Mbidzo, Muchadehama and Makoni legal practitioners as payment for the outstanding salaries which is to be distributed to the 31 affected ex-employees.

"We have lost out," said Anthony Chiponda one of the affected employees, "the highest earner will get a mere \$1629 while the list paid we receive as little as \$687.

"It is unfortunate that \$687 in 2012 was a lot of money as compared to today." "The Finance

Act states that all obligations, including contractual obligations, their value shall be deemed to be rate of 1:1.

"It is the duty of the tribunal to interpret the law and from my interpretation, the law is at variance with the claimants' position of wanting to be paid using interbank rate," he adds.

"In the circumstances, the claim for paying interbank rate is dismissed. The respondent is ordered to pay the outstanding salaries in full using RTGS\$ at a rate of 1:1 within 14 working days from the date the ruling was delivered," concluded Munyanyi. Taking advantage of Munyanyi' ruling, Human Resources Executive of WMMI Canaan Samukange immediately transferred \$34443.00 to Mbidzo, Muchadehama and Makoni legal practitioners as payment for the outstanding salaries which is to be distributed to the 31 affected ex-employees.

"We have lost out," said Anthony Chiponda one of the affected employees, "the highest earner will get a mere \$1629 while the least paid we receive as little as \$687. "It is unfortunate that \$687 in 2012 was a lot of money as compared to today."

## .....as salaries under threat as Zim-dollar depreciates

By Own Correspondent

**THE recently announced civil servants salaries are already under threat owing to the continuous depreciation of recently incepted Zim- dollar against the US\$ on both the interbank and parallel markets owing to continuous inflation.**

Recently, government reached an agreement with the Apex Council to increase civil servants' wages by a margin ranging from 133 % to 172 % depending on salary grade.

Under the new wage structures, the least paid government worker who used to earn \$1 045 will be taking home \$2 500 per month, while those earning \$1 885 will pocket \$4 631.

ZIMTA secretary general, Tapson Sibanda said the teachers welcomed the outcome and appealed to all members to return to work with immediate effect.

"We appeal to our members to do everything possible to deliver the public services required of them," said Sibanda.

At the time when the new salaries were announced, the Zim dollar exchange rates on the parallel market stood at around \$24 against US\$1 and around \$17 on the interbank market.

However, barely three weeks before the government workers have laid their hands on their hefty packages, after enduring a prolonged period earning amounts far below US\$50, events obtaining in the market are already reducing

the value in US\$ terms.

As of the second week of February, exchange rates on the parallel market stood at \$28 against the US\$1 while the prices of goods and basic commodities have not remained stagnant.

Market watchers have since predicted that by the time civil servants receive their salaries, the exchange rates would have surpassed \$30 against US\$1.

Apart from the depreciation challenges, experts have also warned the decision to effect salary increments will further cause serious problems in the economy at large.

Labour and Economic Development Research Institute of Zimbabwe economist, Naome Chakanya predicted that overall government expenditure will exceed the initially set budget.

"Government will be forced to spend beyond what is budgeted due to the imminent risk of resorting to money printing. The new wage structures also calls for government to immediately unveil the supplementary budget because the resources that had been set aside will eventually be wiped out," she said.

She said expenditure will be overstretched again, throwing the nation into the backyard of budget deficits.

Chakanya said such adjustments will impact, in turn causing high levels of inflation which will worsen the poverty situation for Zimbabweans.



## Unionised informal economy workers gain more rights and recognition

**T**axi drivers in Ghana, tortilla vendors in Honduras and Asian domestic workers in countries across the Gulf region—all are part of the world's informal economy, comprising 2 billion workers or 61 percent of the global workforce.

Although informal economy workers create more than one-third of the world's gross national product, most are either not covered or insufficiently covered by laws or working arrangements guaranteed to formal workers, and have little power to advocate for living wages and safe and secure work.

But by joining in unions or other worker associations, workers in the informal economy can gain the collective power they need to make change, according to a new International Labour Organization (ILO) study.

"Interactions Between Workers' Organizations and Workers in the Informal Economy: A Compendium of Practice," highlights 31 examples of how unions around the world have reached out to workers in the informal economy, improved their working conditions, and supported their transition into the formal economy.

"Most people enter the informal economy not by choice but as a consequence of a lack of opportunities in the formal economy and the absence of other means of livelihood," according to the ILO's 2015 Transition from the Informal to the Formal Economy Recommendation (No. 204). "The transition to formality is essential for inclusive development and decent work for all."

### Collective Power for 100,000 Zimbabwe Informal Economy Workers

The vast majority of workers in Africa, nearly 86 percent, depend on the informal economy to make a living.

While globally, more men (63 percent) than women (58 percent) work in informal employment, in regions such as sub-Saharan Africa, the reverse is true. In Africa, nearly 90 percent of employed women are in informal employment compared to 82 percent of men. Women working in the informal economy are often in more vulnerable situations than their male counterparts, for example, as domestic workers who labor in private homes away from the public.

In Zimbabwe, where the proportion of informal employment is more than 94 percent of total employment (including agriculture), the Compendium of Practice explores how the Zimbabwe Congress of Trade Unions (ZCTU), undertook a pathbreaking partnership with informal economy workers to advocate for legal changes that would improve their working conditions and livelihoods.

In 2002, ZCTU, a Solidarity Center partner, joined with the Employers Confederation of Zimbabwe and the Ministry of Labor to form the Zimbabwe Chamber of Informal Economy Associations (ZCIEA). The association now has 30 territories, each with between five and 10 chapters of 500 informal economy members each. As of 2019, there were 100,000 members in 150 associations.

### Market Vendors Harassed, Bullied by Authorities

One of the key challenges informal economy workers face in Zimbabwe is harassment and criminalization of the informal economy. Most informal workers often lack the required licenses to operate, which often cost more than they can pay or only can be procured in cities hundreds of miles from where they live.

As a result, informal workers report widespread harassment and bullying by authorities. In a 2016 ZCIEA survey, 81 percent of 514 informal workers said they have been bullied, with 22 percent specifying that the harassment involved both confiscation of goods and threats of violence. Some 36 percent noted the source of harassment stemmed both from the local authorities and the Zimbabwe Republic Police, the national police force of Zimbabwe.

In highlighting the Zimbabwe example among its case studies, the Compendium of Practice points to how ZCIEA has negotiated for and come into agreement with various local government authorities on new approaches, such as reviewing laws to regularize informal workers.

"ZCIEA has increased the engagement of informal economy workers in policy discussions," according to the study.

Working with partners like ZCTU throughout the world, *Solidarity Center provides trainings and programs to help informal economy workers better understand their rights, organize unions to mitigate job vulnerabilities, and learn to bargain for improved conditions and wages. We connect workers with unions, legal services and pro-worker organizations to challenge exploitation.*



*As many as 95% of Zimbabweans work in the informal economy. When they aren't being ignored, informal entrepreneurs are often disrespected and exploited by politicians for political purposes. Yet they are eager to sit at the table and engage politicians as the significant contributors to the economy that they are.*

## GAPWUZ empowers Cyclone Idai survivors



Cyclone Idai survivors

BY DICKSON CHAERUKA

**T**he General Agriculture Plantation and Allied Workers Union (GAPWUZ) has joined forces with the corporate world in extending the much needed assistance to the survivors of Cyclone Idai which caused an intense humanitarian crisis after it struck the eastern part of the country in March 2019.

The union, which has a large membership base in the affected areas of Chimanimani and Chipinge Districts plying their trade in the surrounding farms and estates, had over 500 of its membership affected by the disaster.

"It is sad news that our membership stationed in the Districts were also part of the 270 000 people affected by the disaster. The most affected were around 400 members at Dhombura and Chizengu Estates under Allied Timbers. They lost their homes and were left with virtually nothing," said the GAPWUZ Eastern Regional Coordinator, James Goneso.

The union, in partnership with the Community Working Group on Health (CWGH) recently donated hordes of basic commodities and construction materials to the survivors at the two estates.

"We went to Chizengu and Dhombura Estates with a 12 tonne truck load of a variety of goods for the survivors. This was in partnership with the CWGH and also with the consent of the government. We donated goods which included building materials, utensils, lightening gadgets and some basic commodities," said Goneso.

He said the union in partnership with its funding partners has also donated some blankets, sanitary ware to the survivors and have funded a poultry project being implemented by some woman at Chisengo Estate in Chimanimani.

The donations he said were an ongoing program by the union until a time the survivors are fully empowered to manage self sustainability.

"In our environment, farm workers have long been vulnerable given their meager income and difficult working conditions hence they have little or no capacity to fully rehabilitate themselves from the effects of this disaster. It was thus imperative for us to extend our humanitarian arm to assist our members although our target group with the partners has even gone beyond just our membership. The gesture shall continue until a time the survivors manage to have a strong foot on their own

economic means," he said.

Goneso further stated that the union had also broadened its intervention to skills capacitation on disaster preparedness to the survivors and other un-affected workers in the regions.

"We do not want our members to be caught unaware anymore and without educating our members on disaster preparedness, our intervention would be incomplete. It is in this light that the union implemented an intensive crusade around the estates in Manicaland teaching membership on disaster preparedness. We carried out the campaigns at 6 estates under Border Timbers, Allied Timbers and Forestry Commission where we met over 2000 employees," he said.

Tropical Cyclone Idai was recorded as one of the worst tropical cyclones to affect Africa and the Southern Hemisphere. It was ranked as the second-deadliest tropical cyclone on record which caused a humanitarian crisis in Mozambique, Malawi and Zimbabwe leaving more than 1300 people dead and many more missing. In Zimbabwe, the storm and subsequent flooding and landslides left 340 people dead and many others missing.

Chimanimani and Chipinge were the hardest hit in the country.

## All set for IWD commemorations

**T**HE Zimbabwe Congress of Trade Unions (ZCTU) will join the rest of the world in commemorating International Women's Day (IWD) in its six regional centres next month.

ZCTU national women and gender coordinator Fiona Magaya said preparations for commemorations were at an advanced stage and all regions were raring to go.

"So far our structures have been meeting and fundraising activities are going on in preparation for the day. We have also engaged national organisers from our affiliates and regional officers who are part of the organising committees. We want to capitalize on that and the current environment to bring a lot of people to the commemorations," she said.

She added that the day was very important for women in the labour movement and was expecting huge crowds for the commemorations.

She said the ZCTU was

The commemorations will be in the ZCTU's six regional centres namely Northeastern (Harare), Central (Gweru), Southern (Masvingo), Northern (Chinhoyi) and Western (Bulawayo). The

venues for the commemorations have not been finalized but members would be advised. Commemorations on the day will start with community work followed by an address by the ZCTU Women's committee.

The theme for International Women's Day (8 March) 2020 is, I am Generation Equality: Realizing Women's Rights. The theme is aligned with UN Women's new multigenerational campaign, Generation Equality, which marks the 25th anniversary of the Beijing Declaration and Platform for Action.



looking into going into the communities on the day as a way to sensitise communities on the work of the ZCTU as well as popularizing



# Retention of company assets after termination of employment

There has been a worrying trend where employees who would have had their contracts terminated hold on to property of the employer. This has been due to the fact that the employees would not be aware of the law pertaining to the right of an owner to vindicate his property. Employees who hold on to the property of an employer has in most cases found themselves at the High Court and being saddled with legal costs which would have been avoided had they merely surrendered the property and followed the prescribed remedies in claiming what the employer owes. This article will look at the right of an employer to vindicate and why it is not prudent for employees to hold on to property which is not theirs in order to force an employer to accede to a demand.

Where any employee refuses to surrender the property of an employer, an application is usually filed at the High Court for an order that the employee surrenders the property. This application is known as an application for rei vindication. The issues for determination by the court which are basically requirements for rei vindication can be have been laid down as follows in the case of Minister of Higher and tertiary Education v Rudolph Pimai Matsanga HH104/19

*"Whether or not the applicant is the owner of the property in question.*

*Whether or not the property is in possession of the respondent without the consent of the applicant.*

*Whether or not the respondent has a right to retain the property as against the owner."*

That the owner of the property can claim it from anyone holding on to it emanates from the nature of ownership. Possession of the thing lies with the owner. Any person holding on to the property must do so on the basis of some legally recognized justification. This can be noted from the following judgment in Chitungwiza Municipality v Maxwell Karenyi HH93-18;

*"It is trite that the owner may claim his property whenever, from whoever is holding it. It is in terms in the nature of ownership that possession of the rei should normally be with the owner and it follows that no other person may withhold it from the owner unless he is vested with some right enforceable against the owner and such as*

*right of retention or contractual right."*

The courts have stated that a person who is in possession of the property of another will not receive sympathy if he holds such property without justification. Whether non payment of terminal benefits or challenging the termination will constitute a proper justification will be looked at later in this article.

That the person will receive no sympathy from the court can be noted from the following passage in CFI Holdings Limited v Peggy Rambanapasi and Others HH838/17.

*'A man who, without justification, holds on to another person's property receives little, if any, sympathy from anyone let alone the court. A fortiori when he, directly or indirectly, pleads a non-existent claim of right to the property. Where such has been demanded by its owner, the possessor must simply hand it over to him without further ado. It is a complete waste of time for the possessor to cling on to what he know does not belong to him under the pretext that he has the right to retain the property. This is all the more so where he cannot prove his purported right of retention.'*

An employee who holds on to the property must have a justification. A legally recognised justification usually takes the form of a lien. As to what constitutes a lien, the court stated the following in National Blood Service Zimbabwe v Emmanuel Masvikiwe HH539/17 that;

*'A lien is only exercisable against the owner of a thing that has been improved at the expense of another. The person who has incurred expense in improving the other's property is then protected by ius retentionis pending compensation for the improvement or, in the case of a mechanic, pending payment for the services rendered in respect of the particular motor vehicle.'*

The High Court has dealt at length with the issue of lien in the case of CFI Holdings Limited v Peggy Rambanapasi and Others HH838/17 where it listed the three categories

of a lien. Applicant's case does not fit in any of the three categories. The judgment is cited here extensively;

*"The respondents, it is evident, did not read and understand the circumstances which give rise to a lien. They are, in this regard, referred to the remarks of SANDURA JA who discussed that matter at length in Nexbank Investments (Pvt) Ltd & Anor v Global Electrical Mfrs (Pvt) Ltd & Anor, 2009 (2) ZLR 270 (D) at 273 G-H and 274 A-C wherein the learned judge, quoting a text in Professor R.H. Christie's Business Law in Zimbabwe p 454-455, stated as follows:*

*"The respondents, it is evident, did not read and understand the circumstances which give rise to a lien. They are, in this regard, referred to the remarks of SANDURA JA who discussed that matter at length in Nexbank Investments (Pvt) Ltd & Anor v Global Electrical Mfrs (Pvt) Ltd & Anor, 2009 (2) ZLR 270 (D) at 273 G-H and 274 A-C wherein the learned judge, quoting a text in Professor R.H. Christie's Business Law in Zimbabwe p 454-455, stated as follows:*

*"A right of retention or lien, arises by operation of law from the principle that no one should be unjustly enriched at the expense of another. A person who has incurred expenditure on the property of another, movable or immovable, and who is in possession of that property, is entitled to retain possession until paid sufficient compensation to prevent the owner being unjustly enriched at his expense.*

*The amount of this compensation will depend on the circumstances. A possessor who has incurred necessary expenses- i.e. expenses which must be incurred to prevent the destruction or deterioration of the property, has a right of retention until paid the amount of his expenditure. This is known as a salvage lien, and it gives the possessor a real right against all the world. Useful expenses, i.e. expenses which have enhanced the value of the property, give rise to an*

*improvement lien, also valid against all the world, for the amount of the enhancement: Fletcher and Fletcher v Bula Wayo Waterworks Co. Ltd 1915 AD 636. The third type of lien, is available to anyone who has, by contract, performed work or incurred expenditure on the property of another. It confers a personal right available only against the other party to the contract (or third parties with the knowledge of the lien) to retain the property until paid the contract price" (emphasis added)."*

A nupayment of terminal benefits or a challenge to the termination of employment does not fit within any of the categories of a lien. It would not be wise to hold on to the property on the basis of any of these two issues.

Faced with an application for rei vindication, an employee has limited grounds upon which he can ward it off. The defences were summarized by Dube J in the case of Hwange Colliery Co v Savanhu 2013 (1) ZLR 555 as follows:

*The defendant had acquired the property by prescription.*

*The third party is the owner.*

*The property was alienated or destroyed.*

*The defendant has a superior contractual right to possess."*

The right to possess the property of an employer does not extend beyond termination of a contract of employment. This is due to the fact that the property is usually given to advance the business of an employer. It is a benefit linked to employment and cannot therefore extend beyond termination of employment.

The right of first refuse does not entitle an employee to retain the property after termination of employment. It is only a right that can be utilized in the event that the employer intends to dispose the property.

It is not necessary for employees to hold on to property belonging to their employers in order to force the employer to accede to certain demands. An employee who fees aggrieved by any determination must follow the laid down procedures and therefore avoid unnecessary legal costs. Retaining property which belongs to an employer does not assist unless if there is reasonable justification which can defeat the employer's right to vindicate.



## An agenda for decent jobs in Africa

From Page 4

only source of income, entrepreneurship is discouraged and the private sector does not develop. That often results in the emergence of powerful political constituencies of public sector employees and unions that oppose labour market reforms.

Finally, government-sponsored training programmes that help new and unemployed workers to gain or regain skills could boost productivity if they target the neediest segments of society, such as young people, women and disadvantaged groups. Youth-oriented programmes designed in collaboration with private firms, academic institutions, and nongovernmental organisations can yield good results. To maximise the effect of such initiatives, policymakers should tailor them to the needs of potentially competitive industries.

### Enclaves of excellence

African governments' third policy priority should be to establish special economic zones (SEZs) and industrial parks to facilitate the development of sectors with strong competitive potential. Such initiatives help to

connect domestic companies to foreign firms and global value chains, and provide platforms for developing capacities and skills.

If carefully designed, well-equipped, and managed, SEZs and industrial parks can be enclaves of excellence that attract foreign direct investment, help local small- and medium-size enterprises connect to global value chains, and allow firms to operate efficiently even when the overall business environment is suboptimal.

African policymakers must also address long-standing problems related to poor investment climates and weak governance. For example, limited financial resources mean that active labour market policies in Africa often are either random or politicised, especially with respect to their sectoral and geographic targeting.

The presence of vested interests can make it too politically costly to abolish some binding constraints on growth and job creation, such as rigid labour laws. And many African governments are unable to afford national public infrastructure programmes. The reforms needed to remove these obstacles to sustainable economic growth are



**Jobless: Africa has an abundant supply of labour and almost everyone must work because governments cannot provide social safety nets. But the unemployment rate on the continent remains stubbornly high.**

politically difficult and often take time.

Furthermore, some fear that the so-called fourth industrial revolution will impede the creation of formal sector jobs in Africa, and thus deprive the continent of its comparative advantage in labour-intensive industries. But such

worries are overblown. Robotics and artificial intelligence could help to reorganise workflows in agri-processing, manufacturing and modern services, thereby creating new labour-intensive activities. Such innovation offers infinite possibilities for Africa.

As former United States

president Franklin D Roosevelt once said, "The only thing we have to fear is fear itself." By implementing bold policies based on sound ideas, African governments in 2020 can work toward creating enough decent jobs for almost everyone. [mg.co.za](http://mg.co.za)



# Zanu-PF's theory of diversion

## From Matutu, Tsenengamu, Hodzi, Khupe and Matombo



Agents of diversion. Godfrey Tsenengamu and Lewis Matutu



Prosecutor General Kumbirai Hodzi



Nelson Chamisa



Thokozani Khupe

**W**elcome to the year 2020! How time flies and how things remain the same! Noone would begrudge Chigumura by saying there is no difference between today's rulers and that of yesteryear.

To be precise, Mugabe's era. Today's rulers are worse. They were Mugabe's enforcers and they learnt their lessons well. They do not hesitate to point a gun at you (of cause at 45 degrees) something unheard of during Mugabe's era!

Talking about rulers, what a way to start 2020 with all the soap opera from (mis)ruling Zanu PF's youths league bosses. In an attempt to divert us from the maladministration of the country by the dinosaurs from Shake Shake building, the Lewis Matutus and Godfrey Tsenengamus claimed to have all of sudden discovered that this country is captured by cartels. What a discovery after 40 years of Zanu PF (mis)rule.

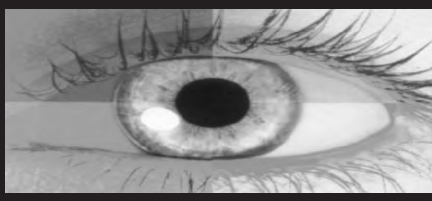
To them it was a scoop to discover that Sakunda owner and business mogul Kudakwashe Tagwirei is one of the cartel master. The Zanu PF youths talked about corruption as if they have just discovered it, patriotism

and a lost generation; all this as if its first hand information to Zimbabwe.

Zimbabweans were all glued to the television and social media in awe. When they were 'suspended' from the party and directed that they undergo 'ideological' training at Zanu PF's Hebert Chitepo School of Ideology, the youths leaders even vowed not to attend. Chigumura as usual, was sceptical. Zanu PF is good at sideshows. Something was brewing.

The two musketeers thought they had Zimbabweans spell bound by their theatrics. They even tried to organise a

### CHIGUMURA



conference on corruption and tried to hoodwink everyone, including the MDC into their nefarious acts.

This time Zimbabweans refused to buy such bull dust and when party political commissar

Victor Matemadanda called them to order, they all recanted and went back into their shells. They even agreed to go the Hebert Chitepo School of Ideology. That is Zanu PF for you! Zanu PF is a cult once you are in it you will find it difficult to exit. Zvigure chaizvo.

As if that was not enough! Enter the Prosecutor General

Kumbirai Hodzi admitting that the state is captured by cartels. That admission by the prosecuting office tells a lot.

No meaningful prosecutions would be held for corruption and other economic crimes. It would be the usual catch and release as the soap opera seasons unfold.

Chigumura has to confess that he has always had a soft spot for the MDC-T President Thokozani Khupe. This is primarily because of her trade union back ground.

She rose from being an ordinary worker in the railways, joined the Zimbabwe Amalgamated Railwaymen Union and then her role in the ZCTU General Council. As a single mother, she worked hard, went to school and acquired a doctorate degree. That was an amazing achievement that any person would applaud.

But somehow I get a sense that there is something missing in her brain called common sense. Where the hell does she think she is going with her MDC-T?

Has her hatred of Nelson Chamisa clouded her mind to such an extent that she does not see beyond her nose? Surely by sanitizing such platforms like Political Actors Dialogue (POLAD), she has dug her political grave. POLAD is seen by every right thinking Zimbabwean as President Emmerson Mnangagwa's plan to bring under his armpit troublesome opposition.

It is composed of people like Lovemore Madhuku who do not hide their bitterness over Nelson Chamisa. Even her best friend Obert Gutu has seen that he is going nowhere with MDC-T and

POLAD. Its time Dr Khupe smells the coffee.

Lastly, Chigumura would like to pass condolence messages to the Matombo family following the death of a trade union stalwart comrade Lovemore Matombo. Comrade Matombo was at one time Vice President of ZCTU in 1985 before emerging again to be the ZCTU President from 2001 to 2011.

A true pan Africanist and socialist, he led from the front. He was arrested several times and tortured by the Robert Mugabe regime. I remember him for spending long hours talking about Karl Max.

We ended up giving him the nickname "dialectical materialism". Fare thee well Mastones!

## Mugabe struck off from EU sanctions, Mnangagwa on the noose

**T**he late former President Robert Mugabe who passed on September last year has been removed from the European Union (EU) sanctions list but his widow, Grace remains on the "restrictive measures" but President Emmerson Mnangagwa remains on the noose in a revised sanctions lists that was released February.

Top politicians who are still on the sanctions list include Vice President Constantino Chiwenga, Agriculture Minister Perrance Shiri and Zimbabwe Defence Forces commander General Philip Valerio Sibanda who were placed under the 2003 EU travel and asset freeze for their role in suppressing the enjoyment of democracy in Zimbabwe for their previous roles in the Zimbabwe National Army.

EU said, "the existing restrictive measures against four

individuals (Grace, Chiwenga, Shiri and Sibanda) are suspended."

In a statement, the EU Council said sanctions have been extended for another year on the Zimbabwe Defence Industries.

"Taking into account the situation in Zimbabwe, including the yet to be investigated alleged role of the armed and security forces in human rights abuses, the Council today agreed to renew its arms embargo and targeted assets freeze against one company, Zimbabwe Defence Industries, for one year until 20 February 2021. The arms embargo, as well as the asset freeze against Zimbabwe Defence Industries, do not affect the Zimbabwean economy, foreign direct investment, or trade," EU said.

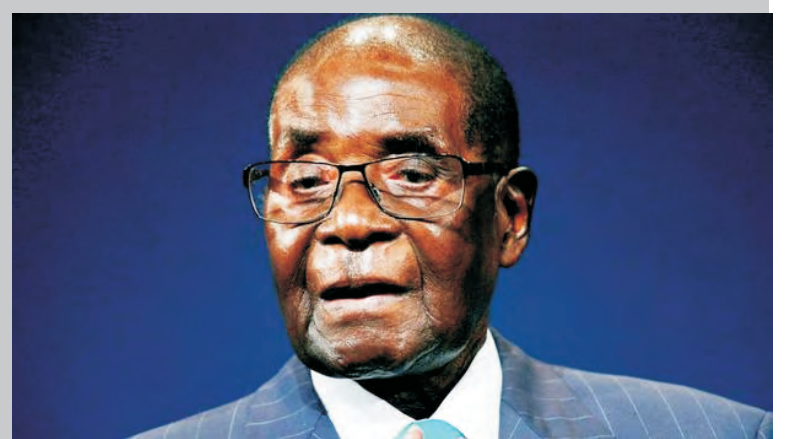
The Council also adopted conclusions on Zimbabwe affirming the EU's continued support for economic and political

reforms in the country, as well as for the formal political dialogue, which was resumed in 2019.

"The conclusions note the ongoing acute humanitarian crisis in the country, and renew the EU's support for the people of Zimbabwe in various sectors, such as economic development, primary health care, resilience building, as well as through humanitarian assistance," read the statement.

The Council conclusions emphasise that the EU is prepared to review its position on Zimbabwe once the council is satisfied that the government has genuinely reformed on grey areas highlighted by the council.

The targeted sanctions were first imposed in February 2002, by Common Position 2002/145/CFSP when the Council expressed grave concern at the situation in Zimbabwe, in particular with



The Late former President Robert Mugabe

regards to serious human rights violations by the country's government in the run up to the 2000 election and the fast track land reform programme. There was widespread intimidation of political opponents and the harassment of the independent press. The sanctions comprised an arms embargo, as well as an asset

freeze and travel ban on targeted people and entities. The current EU sanctions regime on Zimbabwe is imposed pursuant to Council Regulation (EC) No 314/2004 (as amended) and Council Decision 2011/101/CFSP (as amended), and likewise consists of an arms embargo and targeted asset freezes and travel bans.



# Zimbabwe economy to contract by 5.5% - UN

**Z**imbabwe's economy will register a negative growth of 5.5 percent and 2.5 percent in 2019 and 2020 respectively owing to foreign currency shortages, elevated public debt and uncontrolled inflation, a recent report shows. It is, however, poised to grow by 3% in 2021.

This year's projection is against the 2.7 percent and three percent forecasted by the World Bank (WB) and the Treasury.

Southern Africa's economy deteriorated in 2019, with several economies stagnant or in recession amid weak investment, energy shortages, high unemployment and catastrophic weather.

After an estimated expansion of only 0.3 percent in 2019, GDP growth is projected at 0.9 percent in 2020 before gradually recovering to 1.9 percent in 2021. In per capita terms, economic activity in the sub region will continue to contract until at least 2021.

The number of people living in extreme poverty (those subsisting on less than \$1.90 per day) continue to rise in sub-Saharan Africa and currently account for more than half of the extreme poor globally.

In its latest report, World Economic Situation and Prospects 2020, United Nations (UN) said the country is experiencing a severe crisis.

"In Zimbabwe, economic and financial conditions have deteriorated substantially, prompting the return of hyperinflation," UN stated.

The short-term risks across African sub regions are tilted to the downside.

On the domestic front, agricultural output is highly exposed to weather-related shocks, with potential for dire economic and social consequences.

Political conflicts, social instability and security concerns,

UN said, are major downside risks across the continent which can affect the short-term outlook in many countries in the region.

"There is also an elevated risk that difficult economic conditions in some countries in southern Africa could become more entrenched, leading to more prolonged recessions in Angola, Namibia and Zimbabwe.

The upsurge in external sovereign bond issuances has also raised debt sustainability concerns in some countries, which could be exacerbated by external or domestic shocks, including slippages in fiscal management."

Fiscal consolidation continues in most parts of Africa. In 2019, the aggregate fiscal deficit is estimated to have declined moderately due to expenditure cuts, especially in oil-importing countries.

But, fiscal deficits among oil exporters widened as a result of the slower-than-expected increase in oil prices.

"Meanwhile, in southern Africa fiscal deficits are deteriorating as a result of difficult economic conditions in Angola, South Africa and Zimbabwe and lower-than-expected oil prices in Angola," it said.

UN noted that elevated public debt is a challenge in several African countries, limiting the capacity to implement countercyclical and socially inclusive policies. Public debt levels exceeded 100 percent of GDP in countries such as Cabo Verde, the Congo, Djibouti, Eritrea, Mozambique and Sudan.

"Some economies with lower debt ratios, including Zimbabwe, face increasing repayment burdens."

Over the past decade, the rise in public debt has been driven by expansionary fiscal policies and knock-on effects from the commodity price shock of 2014/15, while search-for-yield behavior among investors has encouraged external borrowing.

The expansion of debt is gradually moderating as a result of fiscal consolidation efforts; however, there are large variations among countries.

While giving outlook for the year, Economist John Robertson said the government has lost its worry on production.

"Mining is still working but in difficulties because of regulation and illegal activities from gold miners and that has done much damage to the environment and the production sectors," he said.

"There are still difficulties in investing, electricity as it is affecting factories, water, foreign currency to pay for machinery and none of them is being attended to even though each one of these problem were identified as problems many years ago. We know what's wrong but we are not fixing what is wrong."

Basing on the WB and treasury economic growth projections, Economist and Reserve Bank of Zimbabwe board advisor Eddie Cross said: "I see no reason why we cannot achieve these targets".

"We have to deal with the need to import up to 2 million tonnes of grain and oilseeds in the next 12 months. We need to maintain stability and fiscal targets and get on with the reform program already agreed."

The country is still recovering from the shocks of cyclone Idai and El-Nino induced drought which characterised the 2018/19 cropping season resulting in crop failure, livestock and wildlife deaths.

Last year, the country and other international organizations launched a revised humanitarian appeal amounting to US\$331.5 million to address the humanitarian needs of 3.7 million people between the periods July 2019 to April 2020.

This and among other issues has brought more pressure to the fiscus. *Source - FinX*

## Labour standards at the multilateral development banks: leverage for workers' power and accountability

Trade union action has led to binding labour safeguards at multilateral development banks. A new ITUC manual shows how to use these safeguards to fight for labour rights and a development model with decent work for all.



The manual provides useful information on how the banks operate, the contents of the labour safeguards, tracking proposed and ongoing loan projects, engaging with the banks and how to raise complaints when workers' rights are violated. A quick guide provides the essential information to take action, followed by thorough information on successful use of the safeguards.

The World Bank and regional multilateral development banks provide billions in loans every year to fund projects and private companies in developing countries. A vast number of workers are linked with this funding, from construction workers paving roads on a project funded by the African Development Bank to workers at a private fertilizer manufacturing facility that expanded with funding from the International Finance Corporation. Thanks to years of dedicated trade union mobilisation, most loans from multilateral development banks now have safeguards requiring safe, decent working conditions and respect for the core labour standards of the ILO.

"Attacks on human and trade union rights are mounting around the world, and workers face an uphill battle in organising for decent work. The labour safeguards of the multilateral development banks are leverage in these fights. Trade unions have demanded and won such protections. Now it is time to use the labour safeguards to build power and hold the development banks to account when workers' rights are violated," said Sharan Burrow, ITUC General Secretary.

The manual provides useful information on how the banks operate, the contents of the labour safeguards, tracking proposed and ongoing loan projects, engaging with the banks and how to raise complaints when workers' rights are violated. A quick guide provides the essential information to take action, followed by thorough information on successful use of the safeguards.

The guide describes trade union action from Iraq to Poland to force the development banks to fully implement the safeguards. Trade unions have used the safeguards to improve working conditions, organise and collectively bargain. When disputes arise, unions can find out if a development bank is connected to the worksite and use the safeguards. In other cases, unions can monitor proposed loans and ensure that labour rights are upheld by the bank and borrower from the start.

Although the safeguards are binding, violations by borrowers and subcontractors remain too common. Trade unions continue to demand that the multilateral development banks conduct adequate due diligence and monitoring to ensure respect for the safeguards. Some of the problems in implementation arise from gaps in the labour safeguards, such as restrictive language on national law and the freedom of association. The guide provides trade unions with the information to press for better safeguards when the banks conduct periodic policy reviews.

"We need a sustainable development model that fosters decent work and a new social contract between workers, government and business to fulfil Sustainable Development Goal 8.

All multilateral development banks should adopt and implement labour safeguards consistent with the labour protection floor described in the ILO Centenary Declaration for the Future of Work. In that way they can contribute to realising the new social contract that is so urgently needed," said Burrow. [www.ituc-csl.org](http://www.ituc-csl.org)

# Cartels are untouchable-Prosecutor-General

BY FANUEL CHINOWAITA

**P**rosecutor-General Kumbirai Hodzi has said cartels are difficult to deal with for they have captured state institutions.

Hodzi said, "It is difficult to deal with cartels because of their stranglehold on key State institutions such as the judiciary, the media, the Zimbabwe Anti-Corruption Commission, the police and political parties."

Hodzi's acknowledgement has since caught the ire of many Zimbabweans who are suffering as a result of corrupt individuals and entities holding the country at ransom.

The PG's sentiments were castigated by MDC Deputy Spokesperson Luke Tamborinyoka, who in his statement said;

"Hodzi, who is mandated to prosecute crimes in the country, said that it is difficult to deal with cartels because of their stranglehold on key State institutions. That the country's PG

would make such revelations exposes the octopus links that the criminal cartels have on State institutions, key among them the country's Presidium," he said.

He added that Hodzi's revelation laid bare the lies by the ruling Zanu PF party that the country's problems were a result of sanctions.

"While Zanu PF has gone hoarse lying to the world that sanctions are the problem in the country, recent revelations by Zanu PF senior officials, including the startling admission by the PG himself, have exposed the fact that at the heart of the country's rot is the unbridled culture of sleaze, avarice and corruption by the well-heeled and the politically connected. The Prosecutor-General has unwittingly revealed his impotence because of the intricate web of connections that these cartels have, including with the judiciary. It was lost on Hodzi that as an officer of the court, he was also implicating himself through his revelation that the judiciary is part of this festering rot", Tamborinyoka said.

Cartels are people who are fingered in gross corruption which is crippling the economy of Zimbabwe.

Recently, Zanu PF suspended Youth League Deputy Secretary Lewis Matutu and Political Commissar Godfrey Tsenengamu for holding a press conference exposing saying Kudakwashe Tagwirei, Tafadzwa Musarara and others are the cartels who are working with some government officials to cripple Zimbabwe's economy.

Zimbabwe is said to be losing US\$1 billion every year to corruption, according to anti-graft watchdog, Transparency International but Hodzi, who was appointed by President Emmerson Mnangagwa in July 2018, laid the blame on the growing sophistication of cartels which he said were responsible for most of the high-level corruption.

"The nature of the cartels cuts across all the institutions, media, legal profession, judiciary, National Prosecuting Authority and all other institution that are

mandated to fight corruption, even members of the public and businesspeople, they are also involved in these cartels," he had earlier told participants at a Political Actors Dialogue (Polad) economic thematic committee capacity-building workshop in Bulawayo.

"The cartels are well organised, they are organised in the sense that their organisation is deliberate and meant to frustrate the discovery of their corruption. They make sure they are not discovered and frustrate the prosecution and the work of law agents," Hodzi said.

"They are taking advantage of the technological advancement in the society and we need to up our game and have a cyber-forensic laboratory. We need to change our laws which will allow cyber as evidence and everybody needs to understand the computer-based transactions," he said.

There have not been any meaningful prosecutions on corruption since Mnangagwa who took over from Mugabe promised to deal decisively with corrupt



PG Kumbirai Hodzi

elements. When he came into power, Mnangagwa fired the Zimbabwe Anti-Corruption Commission commissioners and replaced them, raising hopes but nothing tangible has been achieved so far.

In August last year, Mnangagwa fired Priscah Mupfumira, who was then Tourism minister after she was charged with corruption involving \$95 million. Her case is still dragging in the courts.



# Nearly half a billion can't find decent work, unemployment set to rise: UN labour report

**A**round half a billion people work fewer paid hours than they would like, or are not getting enough access to paid work, shows a study published by the International Labour Organization (ILO), which also forecasts that unemployment will rise by about 2.5 million this year.

After nine years of relatively stable global unemployment, the World Employment and Social Outlook: Trends 2020 puts the rising jobless numbers down to a stagnating global economy.

The number of people unemployed around the world stands at some 188 million. In addition, 165 million people don't have enough paid work, and 120 million have either given up actively searching for work or otherwise lack access to the labour market.

"For millions of ordinary people, it's increasingly difficult to build better lives through work", said ILO Director-General Guy Ryder. "Persisting and substantial work-related inequalities and exclusion are preventing them from finding decent work and

better futures. That's an extremely serious finding that has profound and worrying implications for social cohesion."

Earlier in January, a UN report on the economy showed that developed countries are experiencing slow growth, and some African countries are stagnating. The consequence is that not enough new jobs are being created to absorb the growing labour force as it enters the market. In addition, many African countries are experiencing a drop in real incomes and a rise in poverty.

Eradicating poverty is an important element of the UN's 2030 Agenda for Sustainable Development but, according to the ILO study, moderate or extreme working poverty – defined as earning less than the equivalent of \$3.20 per day – is expected to edge up in 2020-21 in developing countries.

Inequalities related to gender, age and geographical location continue to plague the job market, with the report showing that these factors limit both individual opportunity and economic growth.

Some 267 million young people aged 15-24 are not in employment,



education or training, and many more endure substandard working condition.

The rise in trade restrictions and protectionism, which could have a significant impact on employment, is seen as a potentially worrying trend, as is the significant drop in the share of national income in the form of wages, compared to other forms of production.

The report's authors recommend that countries ensure that economic growth and development occurs in a way that leads to the reduction of poverty and better working conditions in low-income countries, through structural transformation, technological upgrading and diversification.

What is WESO?

The annual World Employment and Social Outlook (WESO) Trends report analyses key labour market issues, including unemployment, labour underutilisation, working poverty, income inequality, labour income share and factors that exclude people from decent work. [news.un.org](https://news.un.org)

## Interests of sacked KZN members come ahead of relations with ANC



Cosatu General Secretary Bheki Ntshahintshali.

Picture: Reinart Toerien/EWN

DURBAN – The Congress of South African Trade Unions (Cosatu) says it is not worried that it may sever its relations with the African National Congress (ANC) by criticizing it in KwaZulu-Natal.

Cosatu has announced it will stop all meetings with the governing party in the province until axed municipal workers in Newcastle and Ugu districts are reinstated.

Over 300 workers have been fired at the two municipalities in the past three months.

The two district municipalities have fired workers en-masse because they took part in illegal protests and hampered service delivery.

However, Cosatu says the dismissals were unlawful and they demand the reinstatement of the workers.

General Secretary Bheki Ntshahintshali says although they are affiliated with the ANC, they will not allow the governing party to take advantage of them.

"For us the first point is to defend the interests of our members. We will support the ANC where it's necessary, but we will be the first, when the ANC or the ANC government does something wrong, to be on the street to protest and communicate a message."

The trade union has vowed to mount pressure on the provincial government until the workers are reinstated. (Online)

## Algeria in dangerous crackdown on independent trade unions

*Independent trade unionists in Algeria face escalating repression for their role in the ongoing democracy movement.*

For the past two decades, workers in Algeria have been fighting for the right to form trade unions independent of the government and the official trade union organization UGTA.

And, for decades, the government has responded with systematic harassment and repression. A 2014 Human Rights Watch article, Algeria: Workers' Rights Trampled, traces their struggle and sums it up in these words: "The government punishes peaceful protesters and strikers, including with retaliatory suspensions or dismissals from public service jobs, and arbitrarily arrests and prosecutes union activists on politically motivated charges."

Trade union militants now face a double-barreled repression. They are targeted as trade unionists challenging the monopoly of the UGTA, and under attack for their role in driving and sustaining the ongoing democracy movement, the magnificent Hirak which erupted in February last year.

The Hirak dislodged Bouteflika, but could not shake the structure of power, at the heart of which is the military. The street could not prevent the December 12 electoral farce which millions of Algerians understandably view as thoroughly illegitimate. Behind the façade of an election in which citizens were asked to select one of five presidential candidates approved by the military, the crackdown on civic activists, including trade unionists, has intensified.

Human Rights Watch, in the 2014 article, called on the International Labour Organization (ILO) to "urge Algeria to end its repression of independent union activity." In response to complaints filed with the ILO, with the support of international trade union organizations, the ILO has done just that. The ILO Committee on Freedom of Association and its Committee of Experts on the Application of Standards have systematically urged the government to register the independent unions, reinstate dismissed trade unionists to their jobs

and allow the independent organizations to function free of harassment and victimization. The government response has been more of the same.

Raouf Mellal, president of the independent union of workers in the public gas and electricity company SONELGAZ as well as the national confederation COSYFOP, continues to face new punitive charges, most recently a defamation lawsuit filed against him by the then Minister of Labour in retaliation for ...complaints against the government at the ILO. Mellal's persecution, which began in 2017 when he exposed a financial scandal at SONELGAZ, has intensified with COSYFOP's engagement in the Hirak and successful calls for strikes in March and again in December last year. On February 5, police sealed the COSYFOP headquarters in Algiers.

Mellal has now been convicted and sentenced in absentia dozens of times, including another defamation lawsuit stemming from his union's defense of a victim of sexual harassment. He faces cumulative penalties of years in prison and punitive fines.

Kaddour Chouicha, president of the independent union of higher education workers SESS, member of the executive committee of CGATA, the independent union confederation which has been fighting for legal recognition since 2013, and representative on the governing body of the ITUC, was arrested and immediately sentenced to one year's imprisonment on December 10 - International Human Rights Day - for criticizing the military and civil authorities. Provisionally released after one month, he was rearrested on January 14. Chouicha is vice-president of the Algerian League for the Defense of Human Rights and president of its Oran section.

Union militant Ibrahim Daouadji was arrested on October 12 on similar charges and remains in prison. He was arrested together with his 3-year-old son, who was only released after lawyers intervened.

Algerian rights defenders have documented the cases of hundreds of civic and political activists known to be in detention

Rym Kadri of the COSYFOP-affiliated education workers, was arrested on November 24 for her participation in a sit-in demanding the release of political prisoners. Released after 4 days, she remains subject to strict legal and police controls.

Hamza Kherroubi, president of the COSYFOP-affiliated union of nurses' assistants, was arrested on December for his support for the general strike called by COSYFOP beginning December 8, charged with 'incitement' and sentenced to a year in prison. Provisionally released due to his medical condition, he was placed in police detention on January 21.

Trade union activists not yet behind bars or subject to strict police supervision are at imminent risk of being arrested as the authorities seek to destroy the democracy movement.

Algerian rights defenders have documented the cases of hundreds of civic and political activists known to be in detention for having joined peaceful demonstrations or for criticizing the government on social media, including the young student activist Nour El Houda Oggadi, imprisoned since December 19.

The actual number of the arrested is certainly higher. Virtually no information is allowed to escape from the south of the country, and freedom of movement is severely restricted everywhere. Farcical legal proceedings are carried out in absentia; those found guilty are often informed of the sentences only at the moment of arrest.

Human rights defenders internationally have done a good job of documenting the ongoing repression, in real time, but the specific role and contribution of the independent unions is scarcely, if at all, appreciated or acknowledged. An exemplary resolution of the European Parliament On the situation of freedoms in Algeria adopted in

November of last year denounced the growing attacks on civil and political rights and called for the release of all detained activists.

The European Union continues to fund legal 'training' for Algerian judges who execute the military's orders

The words 'trade union', however, occur only once, where they are subsumed in a long list of victimized Hirak activists. Meanwhile, the European Union continues to fund legal 'training' for Algerian judges who execute the military's orders. Resolutions and recommendations have, at the very least, shown their limitations. The ILO, when its governing body meets in March, can be expected to again provide strong criticism and strong recommendations, but it has no power to sanction governments.

The independent unions in Algeria have been in the forefront of every struggle in defense of democratic civil society. They have built committees of the unemployed, defended press freedom, organized solidarity with sub-Saharan migrants. SNAPAP, the independent union of workers in the public administration founded in 2003, and the unions grouped together with it in CGATA, have anchored the fight for autonomous democratic trade unions (the police closed their Algiers headquarters in December last year). The persistent struggle of SNAPAP and the organizations it has inspired by its example helped sustain a democratic space before the Hirak, and when the mass protest emerged, the independent unions played a vital role.

Many-sided international support - from unions, human rights defenders, governments - is needed now, more than ever, to ensure that the independent trade unions survive the new wave of repression and remain in the forefront of the fight for democracy - and can play their role as essential guarantors of freedom in the democratic society millions of Algerians are committed to winning.

[www.opendemocracy.net](http://www.opendemocracy.net)



## Importance of countries 'Zimbabwe tours' cannot be overstated' - Masakadza

**D**erbyshire and Durham will become the first major English teams to travel to Zimbabwe since 2004 next month, with both sides accepting invitations from Zimbabwe Cricket (ZC) to go to the country for pre-season tours.

England have not played an international fixture against Zimbabwe since 2007, and ZC's director of cricket Hamilton Masakadza claimed that the importance of the counties' pre-season visits "cannot be overemphasised".

Derbyshire, whose head coach Dave Houghton played 22 Tests and 63 ODIs for Zimbabwe between 1983 and 1997, will play two T20s, two one-day games and two three-day games against a Zimbabwe Select XI, while Durham will play two three-day fixtures against a ZC Chairman's XI.

"Hopefully this tour will open the door for further English county tours in future, which may help Zimbabwe cricket get back on its feet," Houghton said. "We will be facing some strong opposition during the tour, which will provide ideal preparation for the 2020 season."

"We also want to give the players some life experiences because as cricketers, we can become solely focused on the game sometimes and it's important make the most of these opportunities."

No county team has visited Zimbabwe since Worcestershire in 1997, and Masakadza said that ZC were "thrilled to be hosting Derbyshire and Durham".

"The magnitude and importance of their visit cannot be overemphasised," he said. "While our players will learn big lessons and gain invaluable experience from playing against such top opposition, we believe this marks the beginning of a



Hamilton Masakadza

new chapter that will hopefully see more English county teams touring Zimbabwe as that will go a long way in preparing our players for the rigours of high-level and international cricket."

Relations between the United Kingdom and Zimbabwe deteriorated significantly during Robert Mugabe's presidency, primarily due to consistent human rights abuses, leading to several high-profile cricketing disputes.

In 2003, England decided to pull out of their scheduled World Cup game in Harare following death threats, though decided to fulfil an ODI series in the country a year later despite opposition from the British government.

The teams played one another at the World T20 in 2007 but a year later Andy Burnham, the minister for culture, media and sport wrote to the ECB to instruct them to cancel a tour by Zimbabwe to England scheduled for 2009, and Zimbabwe pulled out of the World T20 weeks later after being informed that their players may not be granted visas.

Since Mugabe was removed from power following a successful coup in November 2017, relations

between the UK and Zimbabwe have improved significantly. The UK's Africa minister Rory Stewart visited the country soon after Mugabe's fall from power, with a foreign ministry spokesperson describing relations as "cordial" last month.

Whether the tours have any wider significance in paving the way for England to travel to Zimbabwe remains to be seen. The ECB declined to comment on the developments, and there are no fixtures scheduled between the two sides in the current cycle of the Future Tours Programme, which runs until the end of 2023.

Zimbabwe will not compete in the T20 World Cup in October, having had their ICC membership suspended due to political inference soon before the qualifying tournament, and the teams were not drawn to play one another in the 2020-22 ODI Super League.

Zimbabwe's players were recently forced to take a pay cut, while several games in the Logan Cup, the domestic first-class competition, were postponed without notice. (*Cricinfo*)

## CHAN 2020: Warriors drawn with hosts, Mali & Burkina Faso

The Warriors will be involved in the opening match of the 2020 African Nations Championship (CHAN) finals on 4 April, having been drawn in Group A with hosts Cameroon, Mali and Burkina Faso.

The draw was conducted on 17 February in Yaounde.

During our most successful CHAN campaign to date - a semi final exit in 2014, the Warriors beat Burkina Faso [1-0] and Mali [2-1] in the group stages and quarter finals respectively.

Preparations for the tournament are set to begin in March. Coach Zdravko Logarusic has already proposed a 10-day intensive training period to select a competitive team for the games.

Zimbabwe will play its group matches in the capital Yaounde.

Zimbabwe was drawn as one of the four least ranked teams placed in the fourth POT. The draw procedure announced by the Confederation of African Football on 16 February shows four levels of seeding used to separate the 16 teams participating in the 6th edition of CHAN finals. As is the norm, hosts Cameroon were A1 while Morocco (no explanation given by CAF) are automatically C1. Libya and Zambia complete the level 1 seeded quartet.

Other teams in level Vi together with the Warriors are Niger, Togo and Tanzania.

The final tournament will take place from 4 to 25 April in the cities of Yaounde, Douala and Limbe.

Appearing at the finals for the fifth time in six attempts, Zimbabwe will be looking to surpass their best effort to date, a fourth-place finish in 2014.

Zimbabwe was represented at the draw where hotels and training facilities were also allocated by South African based consultant, Robert Moutsinga, who is also the representative of Warriors coach Logarusic.

Meanwhile there is speculation that the Confederation of African Football (CAF) is proposing a new arrangement for the 2020 tournament.

The continental showpiece is a preserve for local based players only but there is a suspicion that CAF is contemplating allowing at least four players based in Africa, even outside their country, to take part. The suggestion, if it comes to pass might benefit some countries including Zimbabwe, who have numerous stars plying their trade in Africa.

### Complete draw

Group A < Cameroon, Mali, Burkina Faso, Zimbabwe

Group B < Libya, DR Congo, Congo, Niger

Group C < Morocco, Rwanda, Uganda, Togo

Group D < Zambia, Guinea, Namibia, Tanzania

## Silas Songani returns to PSL



Former Zimbabwe international Silas Songani has returned to the Premier Soccer League after six years in Europe.

The 30-year old midfielder has joined FC Platinum as a free agent after leaving Danish third-tier club FC Sydvest 05.

Songani who last played for Harare City in the PSL confirmed his move to the Zimbabwe champions on his Twitter.

FC Platinum has so far signed Donald Dzvinayi from Triangle United, Denzel Khumalo from Highlanders and ZPC Kariba's Godswill Gwara, Stanely Ngala and Last Jesi both from Manica Diamonds and Nomore Chinyerere from Hwange.

## Man City facing Premier League points deduction

Manchester City is reeling from their two year ban in the UEFA Champions League and now reports are that the club is facing Premier League points deduction, as punishment for "serious breaches" of Uefa Financial Fair Play rules as it touches on the domestic competition's regulations as well.

The English giants were sanctioned with a two-year ban from the Champions League plus a €30m fine, after Uefa's Adjudicatory Chamber found the club had overstated its sponsorship revenue in accounts submitted to the European governing body between 2012 and 2016.

According to the rules, any club has to supply true information to get a Premier League licence, and that information will have had to have matched that supplied to Uefa.

City has said that they will appeal Uefa's decision at the Court of Arbitration for Sport at "the earliest possible opportunity".

The points deduction would not affect any title race or see them relegated, while the Champions League race has been temporarily rendered moot.

While no one sees an expulsion from the Premier League as likely, the Football League have recently changed their rules so that any club in that situation must start again in League Two.

## Taibu eyes coaching role in IPL

Tatenda Taibu made history in 2008 when he became the first Zimbabwean player to play in the Indian Premier League (IPL).

He was bought by the Kolkata Knight Riders (KKR) for US\$125 000, but did not get enough playing chances because of the presence of destructive opener Brendon McCullum in the team.

Twelve years later, Taibu is eyeing a coaching role in the IPL.

He still has very fond memories of his time in India and expressed his desire to coach in the world-famous Twenty20 competition, the IPL and India's domestic first-class cricket championship, the Ranji Trophy.

Speaking on the sidelines of Mathrubhumi International

Festival of Letters 2020, Taibu said:

"Recently I had applied for the position of fielding coach for the Sri Lanka national team.

"I was shortlisted in the last three, but narrowly missed it. I would love to be a coach at one of the IPL teams or Ranji Trophy teams. I am confident that I can be a valuable addition."

He said India is the toughest opposition to beat in world cricket at the moment and also emphasised on how grand the IPL is.

"India is the team to beat now. They are the team to beat in all aspects and are totally dominant," he said. "IPL is one of the biggest events in the world of cricket now."

"Everything else stops for the IPL. There may be similar T20

leagues in other countries, but nothing comes close in any aspect, be it the number of players, their quality or the way IPL has been marketed.

"You name any aspect of cricket, IPL is head and shoulders above everything else," said the former wicketkeeper.

He believes that India was always full of talented players. But with the advent of IPL, this talent has been nurtured and grown in a drastic manner.

He further pointed out that IPL has helped in the holistic development of Indian cricket, adding that IPL is the reason behind India's domination in every aspect of the game. — *Cricetaddictor.com*