

**Occupational accidents on the rise**

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**High time for lasting solution to hooliganism**

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**Mutasa challenges NSSA dismissal at High Court**

BY STAFF REPORTER

**T**HE Zimbabwe Congress of Trade Unions has filed an application with the High Court challenging the removal of its President from the National Social Security Authority (NSSA) board by the minister of Public Service, Labour and Social Services.

In court papers filed at the High Court in Harare the ZCTU and its President Peter Mutasa as the first and second applicants respectively cited the minister of Labour Prisca Mupfumira and NSSA as first and second respondents respectively in an application for a review of the minister's decision.

In its application the ZCTU submits that Mupfumira in withdrawing Mutasa from the board committed a gross irregularity in that she did not satisfy the inherent requirements of section 10 (a) of the National Social Security Authority Act (Chapter 17:04) which she purported to rely on.

The ZCTU noted that there was no provision in the Act which empowered her to withdraw any person from the Board adding that she did not act within the confines of the law.

"The provision in question merely empowers her to require a member to vacate office. It does not empower her to 'withdraw' a member from the Board. 1st Respondent therefore did not have jurisdiction to act in the manner she did. The provision relied on requires such action to be taken only against a member who has been guilty of certain conduct. The finding of guilt necessarily entails that the member concerned is first afforded a right to be heard and is only required to vacate office consequent to him/her being found guilty of some conduct as set out in the Act. To the extent that no prior finding of guilty was done, and to the further extent that 2nd Applicant was not granted the opportunity to be heard, 1st Respondent acted in a grossly irregular manner," reads part of the submission by ZCTU.

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## ZCTU unmoved by Mupfumira's antics



Minister of Public Service, Labour and Social Welfare, Prisca Mupfumira

BY STAFF REPORTER

**T**he recent decision by the Minister of Public Service, Labour and Social Welfare, Prisca Mupfumira, to fire the Zimbabwe Congress of Trade Unions (ZCTU) president, Peter Mutasa, from the National Social Security Authority (NSSA) board, is a clear sign the government condones corruption and is contemptuous of

transparency in the way government owned companies are being run.

ZCTU President Mutasa was last month fired from the board for fighting corruption and the need for transparency in state run institution after he had questioned some decisions that were being made by the board as well as the huge allowances they were paying them.

Mupfumira ousted Mutasa from the NSSA board at the instigation of some board members who claimed that he



ZCTU PRESIDENT - Peter Mutasa

was failing to uphold the confidentiality of board discussions by allegedly leaking information to the media. She said she had expelled him in terms of Section 10 (a) of the National Social Security Authority Act which she said empowered her to remove the ZCTU president from the board.

According to ZCTU, the minister's decision is unconstitutional and violates the principles of freedom of association and has even

threatened to petition High Court and to file a complaint to the International Labour Organisation against the government of Zimbabwe.

ZCTU-secretary general Japbet Moyo said the minister had no right to remove Mutasa from the NSSA board as he did not represent the interests of government, but of the workers who contribute towards the scheme.

The ZCTU argues that Mutasa

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Shinga Mushandi Shinga, Qina Sisebenzi Qina



# Sources of labour law in Zimbabwe

**T**his article seeks to provide a list of the sources of labour in Zimbabwe. These sources are authoritative texts, legislation, common law as well as international law. An appreciation of the sources will equip one with the requisite knowledge needed in presentation of matters before courts and domestic tribunals.

Authoritative texts are a source of labour law. These are writings by eminent jurists such as Grotius. These jurists are often cited by the judges as a point of reference. For instance, in *Dorothy Musonza v Master of the High Court HH-89-07*, Guvava J at page two of the cyclostyled judgment cites the Grotius who stated that children are from birth subject to the guardianship of their father. Courts therefore often refer to the writings as laying out the position of the law. Writings of modern writers are also considered persuasive.

International law is also another source of labour law. It can be divided into public and private international law. Public international law is defined as a body of rules and principles which are binding upon States in their relations with one another.

International law is derived from international treaties and conventions, international customs and general principles of law. In terms of section 34 of the Constitution of Zimbabwe, the State must ensure that all international conventions, treaties and agreements to which Zimbabwe is a party are incorporated into domestic law.

Conventions are binding on the member States and Recommendations are only persuasive. Some of the Conventions which Zimbabwe has ratified are Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19) and Occupational Safety and Health Convention, 1981 (No.155).

Common law is also a source of

international law. Our common law is essentially judge made law as well as Roman Dutch law. In terms of the Constitution of Zimbabwe, the law to be administered by the courts of Zimbabwe is the law that was in force on the effective date, as subsequently modified. The previous Constitution of Zimbabwe provided that the law to be administered subject to any law relating to the application of African customary law, shall be the law in force in the Colony of the Cape of Good Hope on 10 June 1891 as modified by subsequent legislation having the force of law in Zimbabwe. The law that was in force in the Colony of Cape of Good Hope on 10 June 1891 was the Roman Dutch law as well as Cape Statute law.

The common law will be applied where a statute has not altered it. Codes of conduct do not have the capacity to alter the position of common law. In *Toyota Zimbabwe v Richard Posi* at page 8, the court noted the following regarding the presumption:

"We are bound by the rule of construction to the effect that we must presume that there is no intention to alter the common law. As Mr Zhou put it, the Labour Act contains no provision which either expressly or by implication purports to alter the common law principle that an employer has a right to dismiss an employee following conviction for a misconduct of a material nature going to the root of the employer and employee relationship. A code of conduct cannot alter or abrogate a principle of the common law. It does not matter that the code of

conduct is a product of an agreement.

The Constitution of Zimbabwe is the supreme law of the land and all laws must conform to the constitution. Any law, practice, custom or conduct inconsistent with it is invalid to the extent of the inconsistency. The constitution provides for Labour Rights under



section 65. The said section provides that:

"65 Labour rights

(1) Every person has the right to fair and safe labour practices and standards and to be paid a fair and reasonable wage.

(2) Except for members of the security services, every person has the right to form and join trade unions and employee or employers' organisations of their choice, and to participate in the lawful activities of those unions and organisations.

(3) Except for members of the

concerted action, but a law may restrict the exercise of this right in order to maintain essential services.

(4) Every employee is entitled to just, equitable and satisfactory conditions of work.

(5) Except for members of the security services, every employee, employer, trade union, and

employee or employer's organisation has the right to—

(a) engage in collective bargaining;

(b) organise; and

(c) form and join federations of such unions and organisations.

(6) Women and men have a right to equal remuneration for similar work.

(7) Women employees have a right to fully paid maternity leave for a period of at least three months."

The legislature, comprising of Parliament and the President is vested with legislative authority to amend the Constitution, to make laws and to confer subordinate legislative powers upon another body or authority. The legislature includes the labour Act [Chapter 28:01] and the Public Service Act [Chapter 16:04] has enacted a number of statutes which deal with labour rights. Examples of such Acts include the labour Act [Chapter 28:01] and the Public Service Act [Chapter 16:04]

The legislature also has the right to delegate its law making function to a number of entities such as local authorities and national employment councils. Delegated legislation is therefore law made by a body or person other than a parliament but with the

authority of parliament. The law which will allow for delegated legislation is referred to as the enabling act. All laws made in terms of the enabling Act must conform to it.

There are a number of reasons as to why it is desirable to have parliament delegate its law making functions. Some of the reasons are as follows:

a) Parliament may delegate its law making powers to people who have expertise in the field within which Parliament seeks to regulate. For instance, the law society may be given authority to regulate the legal profession.

b) Parliament also delegates its law making function out of expedience as it does not conduct its business on a daily basis.

c) Parliament will not have to deal with all trivial matters that need regulations

d) It is also easier to come up with delegated legislation on the basis of the fact that it does not go through all the process as would be required in passing an Act of Parliament.

e) It provides a quick response to issues requiring immediate attention.

Delegated legislation can be criticised for a number of reasons. Some of the reasons are:

a) It takes away the law making authority from the elected people who are parliamentarians.

b) There is a problem of accountability due to the fact that since parliament would have experts in a given field, parliamentarians may not be able to effectively scrutinise it for they lack the expertise.

delegated its law making powers to experts in a given field, parliamentarians may not be able to effectively scrutinise it for they lack the expertise.

The above are some of the sources of labour law in Zimbabwe. An understanding of them will be essential in equipping one with the requisite knowledge necessary in fighting for the rights of workers.



security services, every employee has the right to participate in collective job action, including the right to strike, sit in, withdraw their labour and to take other similar

## ZCTU formulates communication strategy

BY STAFF REPORTER

**T**he Information department is in the process of formulating a communication strategy which will be central in the rebranding of the Zimbabwe Congress of Trade Unions (ZCTU).

Speaking at a Communication Strategy Workshop in Masvingo Juniel Manyere, the ZCTU 3<sup>rd</sup> Vice President and Chairperson of the General Council information sub-committee said the organisation needed to review its communication strategies and policies and align them with prevailing trends.

"Information dissemination has become an important aspect in this world especially following the unleashing of social media .... it is therefore important that the ZCTU moves fact in embracing the new platforms if it is to adequately tell its story. That does not mean we discard the old way of

disseminating information. We are a trade union, and one-on-one meetings and platforms like labour foras remain at the heart of us. They have a personal approach that social platforms like Whatsapp, Facebook and Twitter do not have," he said.

Manyere said he was aware of the challenges that the ZCTU was facing in information dissemination such as obsolete equipment and finances hence the need for a strategy.

"It is not a secret that the ZCTU is facing serious financial problems. We must come up with strategies that are cost effective while yielding the desired impact. The information department is hamstrung as it has no funding ... yet it is expected to be at the forefront of rebranding the organisation. But at the same time, can we just stand by and mourn without doing anything? There are areas that do not require much resources that we can work on," he said.

He said the strategy would be synced to all departments in communicating the work of the

ZCTU.

The workshop analysed the challenges that the ZCTU was facing internally and externally and sought ways to effectively utilise labour information officer from affiliate unions.

The communication strategy workshop is a follow up to last year's leadership training on communication and rebranding which was held for the newly elected ZCTU leadership that was thrust into office at the 8<sup>th</sup> ordinary congress in October.

ZCTU trained information officers from affiliate unions whose purpose was to become mediums of information from affiliates to the national centre.

The workshop also discussed hurdles of information flow from affiliates and how they can be unlocked after realising that there were unions that had challenges in information dissemination.

## ZESA shuts down three power stations

by: Source.co.zw

**BULAWAYO:** Zimbabwe's electricity generation dropped to 842 megawatts (MW) on Tuesday, just over half of peak demand, after output at Hwange Thermal Power Station dropped to under a third of capacity, which the Zimbabwe Power Company (ZPC) blamed on poor coal supplies.

The power utility also shut down three smaller power stations for the same reason.

In an update on Tuesday, ZPC indicated that Hwange was producing 275MW against installed capacity of 920MW while Kariba Power Station was generating 567MW against an installed capacity of 750MW.

Three other stations — Munyati, Bulawayo and Harare — were not producing anything. These stations have installed capacity of 100MW, 90MW and 75MW, respectively.

"We have not been receiving enough coal to ensure steady supply of electricity. Our suppliers are incapacitated due to lack of foreign currency payments," ZESA Holdings spokesperson, Fullard Gwasira told The Source.

In February this year, Zimbabwe's leading coal producer, Makomo Resources — which became a major supplier of coal to ZPC after government-controlled Hwange Colliery Company failed to meet demand due to operational challenges — said the power utility was failing to pay for coal supplied, crippling its operations. It said production had dropped to 60,000 tonnes a month from 200,000 tonnes after ZPC failed to service its \$25 million debt.

ZPC uses between 3,000 and 4,000 tonnes of coal per day, and requires around 120,000 tonnes per month.

Zimbabwe consumes about 1,400MW daily, from about 2,200 a decade ago due to the use of prepaid meters. The mining sector, a large consumer of power, has also reduced demand due to lower production caused by weak commodity prices.

ZPC also imports 300MW from South Africa's Eskom and 50MW from Mozambique's Hydro Cabora Bassa.

Zesa has been struggling to service arrears of \$43 million to Eskom and Hydro Cahora Bassa. In total, it owes Eskom \$80 million and HCB \$40 million.



# 2017 ZCTU WORKERS DAY COMMEMORATIONS

Workers gathered in different towns and cities around the country to mark Workers Day Commemorations with processions and various activities



2017 May Day Celebrations



2017 May Day Celebrations .2017



2017 May Day Celebrations



2017 May Day Celebrations



2017 May Day Celebrations



2017 May Day Celebrations



Workers Day Commemorations in Chinhoyi



Workers in Mutare march in a procession in Mutare



Workers gather at Moffat Hall in Mutare



## Tsvangirai expresses confidence in ZCTU leadership

BY STAFF REPORTER

**F**ormer ZCTU Secretary General Morgan Tsvangirai has praised the incumbent President Peter Mutasa and his leadership saying the future of the labour movement was in safe hands.

Tsvangirai made the remarks while addressing workers at Dzivarasekwa Stadium where the ZCTU held its Workers Day commemorations last month while delivering a speech on behalf political parties.

Tsvangirai took to the podium after the ZCTU president had delivered his speech.

"That was a great speech," Tsvangirai told Mutasa when he took to the podium.

**'Ndinoda kukutendai Vamutasa matifadza matitsa manyawi kana wakambenge uri mukuru mukuru wematrader unions kana ukaona musangano uchiproducer vana vakadai unofara uchitiwo ndoovanguwo ava .....unofara....mandifadza.** (I would like to thank you President Mutasa you have made us proud. If you have been a trade union leader and you find that the trade union is producing such calibre of leaders you will be very proud. You will look back and say these ones relate with us are ..you have made me proud," said Tsvangirai.

The former ZCTU secretary general said workers day was in his DNA and did not need to be invited to the event.

"The only difference (with other leaders) is that I don't need to be invited because it's in my DNA ....every workers day I must be present with you," he said.

Tsvangirai also presented the Morgan Richard Tsvangirai Shopsteward of the Year Award which was won by Stephen Majaya Chandakabata of the National Union of the Metal and Allied Industries in Zimbabwe (NUMAIZ). The runner up went to Enipa Ngirazi of the Commercial Workers Union of Zimbabwe. The award is sponsored by former ZCTU Secretary General Wellington Chibembe who is now the Deputy General Secretary of the International Trade Union Confederation (ITUC) based in Brussels, Belgium. The award is given to hardworking labour activists to motivate them to follow commitment in trade union work as was done by Tsvangirai during his time.

The Food Federation and Allied Workers Union of Zimbabwe (FFAWUZ) also presented awards to two activists that recruited membership exceptionally in Harare and Bulawayo.

The union said the motive behind the awards was to motivate members to recruit from their industries in order to build a strong federation.

FFAWUZ General Secretary Runesu Dzimiri encouraged other unions to recognise efforts of active shop-stewards in recruitment of new members.

"If all unions can embrace the idea of rewarding committed members and labour activists we will have stronger unions which will translate to a much stronger and vibrant

# 2017 Workers Day Awards



Stephen Majaya Chandakabata of NUMAIZ won the Morgan Richard Tsvangirai Shopsteward of the Year Award in recognition of her sterling work in trade unionism.



Enipa Ngirazi of the Commercial Workers Union of Zimbabwe won the runner up of the Morgan Richard Tsvangirai Shopsteward of the Year Award in recognition of her sterling work in trade unionism



Aleck Manyanga of Lobels Bread won the best recruitment award for the Western. The award was sponsored by the Food Federation and Allied Workers Union of Zimbabwe in recognition of his sterling work in membership recruitment in Bulawayo.



Daniel Phineas of Simbisa formerly Bakers Inn of the won the best recruitment award for the Northeastern Region. The award was sponsored by the Food Federation and Allied Workers Union of Zimbabwe in recognition of his sterling work in membership recruitment in Harare.



## Employment Councils' Da's sleeping on duty

BY STAFF REPORTER

**N**ational Employment Council (NEC) Designated Agents (DA) are sleeping on duty with a sizeable number failing to carry-out inspections for over a year in their respective industries opting to expend their energies on dispute resolution.

Employment councils are empowered to carry-out inspections in their undertakings and to employ at least two DA's agents so that they can interchange the role of dispute resolution and labour inspections but the majority of NEC's have at least one designated agent.

They are empowered to carry-out inspections by the Labour Act as well as the Labour Inspection Convention 81 of 1947 that provides that the enforcement of legal provisions relating to conditions of work and the provision of technical advice is the duty of labour inspectors.

The 2016 Labour Market Outlook survey conducted by the Ministry of Public Service, Labour and Social Services revealed that there were no labour inspections carried out in most sectors in 2015 while 29 percent of NEC'S have no designated agents at all. The research sought to explore the extent to which employment councils had been conducting inspections as well as the emerging trends across the 50 registered employment councils.

"Looking at the number of designated agents employed by national employment councils....71 percent of the entities have employed designated agents. Of these 34 percent employ only one designated agent while eight percent employ two (2) DA's. Those that employ three (3) or more designated agents account for 29 percent of all NEC's," reads the report.

NEC's with a sizeable number of designated agents are Catering (11), with 1225 registered employers, Commercial (8) with 2603 enterprises, Construction (7) with 636 enterprises, Welfare and Education (12) with 1000 enterprises and the Motor industry (6) with 1694 enterprises.

The average inspections per employer for the period was 2.68 percent spurred by a few industries that carried thousands of inspections with the majority of the industries between zero and 20 inspections.

"Turning to the number of inspections in 2015, statistics from employment councils show that a total of 15 162 inspections were undertaken by DA's. The number of inspections conducted varied with some industries recording zero while the engineering, iron and steel sector had the highest number of inspections with 4460. The average number of inspections per employer ranged from zero in some sectors to 66 recorded in the municipal undertaking," reads the report.

With the average number of inspections per DA ranging from 0 to 630 some employers or workplaces were not inspected in the given period but the overall average number of inspections per DA was 61.84.

"Such performance is bolstered by four sectors whose average number of inspections per DA is above 300 inspections per year. These are engineering and iron and steel (630.86), Motor (449.67), Commercial Sectors 9414.75) and Construction (301.71)," the report notes.

While the inspectorate role is vested in both labour officers and DA's, the later have a more critical and direct role in inspections. DA's are allowed to carry-out inspections in their industries unlike labour officers whose jurisdiction is spread across all sectors.

## Youths rally in solidarity with struggling workers

BY ALOIS VINGA

**T**he 2017 Workers Day commemoration saw thousands of youths rallying behind the workers in a development that is likely to rejuvenate the labour movement.

The youths, most of whom are unemployed, said that there is need to combine forces with the working class in finding the solution to the current job crisis which has been caused by deteriorating employment standards.

Lynette Mudehwe, Founding Director of the Zimbabwe Activists Alliance underlined that the masses and workers had been impoverished due to government's uphold basic business ethics.

"Investors are not finding the environment favorable due to continuous disrespect of property rights thereby making Zimbabwe unfavorable for investment. Honestly how can the two million jobs promised by the ZANU-PF government be created in such an environment. The solution required is simply political and the people must be educated to vote," she said.

The Zimbabwe National Students Union President Alistar Pfunye underscored that there was a strong link between the workers and the students because after leaving college graduates will join the world of work.

"...and also we need our working parents to pay fees for us hence the current economic amagedon which we are currently living in also affects us. As learners we need fictional industries to work in and also to learn how to practice our various professional trades however the current scenario is failing to avail such opportunities hence the need for us to unite.

Another speaker, Onias Meza of the Unemployed Youth Organisation reiterated that the day present an opportunity to unite the poor masses of the country.

"We are facing the worst economic crisis in the history of the country where despite the ZANU-PF led government's failure to deliver the promised 2,2 million jobs, President Robert Mugabe only managed to create one job for his son in law. It time Zimbabweans go to the drawing board and begin to participate actively in determining the country's destiny," he said.

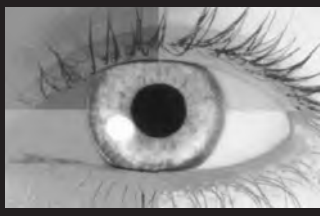
According to the National Association of Youth Organisations (NAYO) an umbrella body of 184 youth organisations in Zimbabwe 90 percent of youths in the country are unemployed.

Universities and across the country continue to churn out graduates onto the streets with no prospects of decent employment.



Lynette Mudehwe

**CHIGUMURA**



*We would like to advise our dear readers that we were unable to give you the Chigumura column for this month's edition. The column will however, be back in our next issue. We sincerely apologise for any inconveniences to our readership. Editor*

## Organizers in planning workshop to boost union density

BY STAFF REPORTER

**NATIONAL organisers from affiliate unions met in Masvingo last month to strategise on organising skills to help them service membership effectively in light of the affiliates' dwindling membership.**

The three day workshop held in Masvingo was attended by affiliate union national organizers who sought to find ways and new strategies were needed to rejuvenate unions as union density in sectors is decreasing.

Speaking at the workshop ZCTU National organiser Michael Kandukutu said "The situation on the ground was changing and it was increasingly becoming difficult to organise workers. We now have new forms of employment and the workers have new focuses in terms of what they expect from trade union so we need to map out our strategies. Organizers should be well versed with what is happening around and be able to come up with realistic ideas. As national organizers you have a big influence in the unions. We expect you to

respect views from membership and be able to articulate issues," he said.

Kandukutu said that organizing was the root of trade unionism and should be taken seriously. He added that the workplace was changing even in its structure posing serious challenges to organising work.

"There is change in the thinking of members which has also affected the workplace culture which we must adapt to. Organizing is the root of the trade union. There is no way trade unions can be strong and viable if the organising is poor. We did not want to leave any union behind on this planning workshop that is why we are holding this workshop for all unions so that you could share ideas on how best to increase union membership.

He urged organisers to engage in exchange or joint programmes as well as serious planning to counter anti-union practices.

"Your job starts on the desk when you plan. You are also campaigners you should provoke workers to react to issues that are not favourable to them. The benefits of such realization are not only for the



Affiliate union national organisers at the planning workshop

workers but employers and even the government also benefits. Organizing activities also contributes to industrial stability which also influences national stability," he said.

The workshop focussed on organizing including strategic planning, problem identification,

report writing, communication and resolution in organizing.

Participants also presented individual union organizing reports for the previous year and were also taken through organizing planning and group works.

The workshop also came up with the 2017-2018 organising workplan

tisation of activities and inadequate funding, and identified challenges affecting organising work. Some of the challenges included lack of commitment, ineffective membership servicing, prioritisation of activities and inadequate funding.



# The Economic Context and Outlook

## Introduction

The Zimbabwean economy has undergone wrenching structural changes (de-industrialisation and informalisation) over the past 35 years with the 2014 National Labour Force survey highlighting that 94 per cent of the economy is now informalised up from 84 per cent in 2011. About 75 per cent of the population is living below the national poverty line.

The country is in debt distress with large external payment arrears, against a context of limited fiscal space. The high public debt burden has been further exacerbated by the structural weaknesses inherent in the Zimbabwean economy such as lack of diversified export base and declining terms of trade and competitiveness, which make it difficult for the country to adjust to changing world demand for tradable goods and changing production patterns.

These structural weaknesses have constrained the country's ability to generate high and sustainable growth that is necessary to mitigate and even forestall needless debts and their attendant problems.

The current macroeconomic policy framework in particular the fiscal policy remains highly consumption oriented leaving very little fiscal space for capital and social expenditures. The country is also experiencing a binding liquidity crisis. The liquidity crisis is a manifestation of structural deficiencies and distortions in the economy typified by deindustrialisation, rising informality, high public debt, lacklustre export performance, dwindling capital inflows, capital leakages, poor infrastructure, institutional weaknesses, weak confidence, a volatile political environment among others. In particular, the high levels of informality presents challenges for domestic resources mobilisation within the context of budget financing.

The economy remains in a precarious state with slowing economic growth which is expected to weaken further in the foreseeable future. The economic rebound recorded during the period 2009-2012 has moderated with economic growth declining from 11.9 per cent in 2011 to 4.5 per cent in 2013 and an estimated 0.5 in 2016. This economic slowdown can be attributed to a number of factors which include: high cost of production (doing business), fiscal revenue underperformance largely as a result of deindustrialisation, policy instability and inconsistency, poor infrastructure and institutional quality among others.

Domestic public debt has risen markedly by about 85 percent from about US\$2 billion in 2015 to about US\$3.7 billion by 31 October 2016. As at 31 October 2016, total public debt (both domestic and external) stood at US\$11.2 billion of which US\$7.5 billion is external debt. Such a high public debt relative to our GDP affects our international financial credibility and hence our ability as a country to unlock more resources and investments. In fact our international financial credibility is so low that even our so-called friends from the East cannot and will not assist us until and unless

we implement structural and institutional reforms. At best what they can only offer us is political solidarity which does not put bread on the national table. Full arrears clearance is unlikely to be realised before 2018 as government revenues are not likely to improve significantly enough to make a big impact on debt repayment/arrears clearance. With strong pressure on fiscal expenditures leading up to the 2018 elections the fiscal deficit will worsen causing the total domestic public debt to increase.

The trade deficit is projected to narrow to US\$1.537 billion in 2017 from US\$1.985 billion in 2016. This is on account of poor export and import performance on the back of an appreciating US\$. Such a high trade deficit has negative implications on our cash generation capacity as well as public indebtedness. For instance, in 2016 the government incurred unbudgeted for expenditures associated with drought related grain importation amounting to US\$253.5 million. Government most likely had to borrow to finance this unforeseen expenditure. The country is likely to borrow again this coming year unless agricultural production improves significantly enough to obviate the need to import food.

Elections tend to generate a lot of uncertainties and most investors are likely to adopt a wait-and-see attitude which will negatively affect investment and capital inflows into the country. Already FDI inflows declined by about 23 percent from US\$545 million in 2014 to US\$421 million in 2015. This negative trend is likely to continue at least until after the 2018 elections.

While remittances are a viable alternative to FDI we must provide strong incentives to diasporans to encourage them to remit more. Such incentives could include allowing them to vote wherever they are which is highly unlikely and allowing them dual citizenship. Other critical reforms such as reforming our parastatals are also unlikely to be implemented before the elections considering the useful patronage and rent extraction role parastatals play.

The high cost of doing in Zimbabwe has seriously eroded the country's internal and external competitiveness. A major cost driver in Zimbabwe is the general liquidity crunch that is prevailing in the economy. The effect of the liquidity crunch is to increase the cost of borrowing. The high debt overhang has also limited the capacity and ability of the country to borrow on the international capital markets. Another major cost driver is utility charges. This is worsened by the erratic and unreliable supply in the provision of utilities such as energy and water. The country scores very badly on the major business competitiveness indices. Sound infrastructure is necessary for competitiveness as it helps to reduce the cost of doing business. Zimbabwe used to have some of the best infrastructure in sub-Saharan Africa (SSA), but the quality has been deteriorating owing to lack of investment, compounding other disincentives to investment.

compounding other disincentives to investment.

Savings and investments are a critical component of growth in any economy. However, in the case of

Zimbabwe, this has been neglected such that savings as a percentage of GDP which had increased from an average of 14.6 per cent during the first decade of independence (1980-89) to 16.3 per cent over the second decade (1990-99), declined to -1.1 per cent during the period of crisis (2000-2008) and -10.8 per cent during the period of the GNU (2009-2014). Domestic savings, estimated at -11 per cent of GDP in 2015, are way below the regional comparators.

Botswana has a savings to GDP ratio of 38 per cent; Angola and Tanzania, over 20 per cent; South Africa, 19 per cent, and Mauritius, 11 per cent. Negative savings ratios are associated with unsustainably high debt and current account deficits and underproduction.

Both domestic and foreign investment have also remained depressed, averaging 16 per cent during the period 1980-89, rising to an average of 19 per cent during 1990-99, before falling to 7.3 per cent over the period 2000-2008 and 15.9 per cent during the period 2009-14. Improved investment levels during the period 2009-2014 is associated with the liberalisation of prices in January 2009 following a prolonged period of price controls that repressed prices below viability levels, and the introduction of dollarisation. For both savings and investment ratios, levels above 25 per cent are considered optimum. On the other hand, foreign direct investment has remained depressed over the years. According to UNCTAD, Zimbabwe's foreign direct investment inflows amounted to about US\$3.8 billion over the period 1980-2015, compared to about US\$17.6 billion for Zambia and US\$29.6 billion for Mozambique over the same period.

Institutions are an important driver of growth. Economists such as Acemoglu, Johnson and Robinson have demonstrated that institutional factors such as

investing in the country.

The strategic thrusts and objectives should revolve around: adoption of a holistic approach to development, integrating economic and social imperatives (pro-poor, inclusive growth and human-centred development); rebuilding and strengthening the role of the state as a basis for transforming it into a developmental state and promote good governance; expanding and strengthening the national institutional framework for broad-based stakeholder participation in decision-making, implementation, monitoring and evaluation; creating the basis for evidence-based policy-making by enhancing national data collection, analysis and collation; and consolidating macroeconomic stability by restoring the rule of law, bringing to closure the land issue, and enhance fiscal space by, among other things, re-engaging the international community, adopting a sustainable debt strategy, reform state-owned enterprises.

Zimbabwe can learn from its past, where at varying times, the Governments strategically manipulated policy instruments to achieve desired goals. The economic management of the period 1966-75 is particularly outstanding in that through strategic import substitution industrialization, much of the manufacturing sector was built, against a background of international sanctions and war. During the 1980s, following a modest land redistribution exercise, Government provided strategic support to the new farmers in the form of subsidized inputs, finance and extension services, and the result was what became known as an agricultural revolution and earned the country the title of 'regional bread basket.' The President won international accolades for the successful 'revolution.'

Zimbabwe can draw upon the Chinese, Indonesian and Vietnamese strategies between the 1970s and the 1990s, as we attempt to raise agricultural productivity, boost the links between agriculture, manufacturing industry and other dynamic activities, and increase the output of exportable goods simultaneously. In order to do this, it may be necessary to reform the land tenure systems and invest in better technology and in physical and social infrastructure, for example, seeds and fertilizers, crop selection, irrigation, storage and transportation facilities and so on. These programmes can be funded by a combination of taxation and targeted credit by state-owned and private financial institutions.

In the context of a dual and enclave economic structure it will be imperative that any future growth be pro-poor and inclusive. This can be achieved and enhanced by ensuring the 'integrability' of the poor in the growth dynamic. Economic growth must be translated into productive employment growth which is a key nexus between growth and poverty reduction. It has been demonstrated that economic growth does not necessarily ensure poverty reduction and development but only does so when it is accompanied by a rapid expansion of productive employment. A number of nations that have successful poverty reduction

credentials such as the East Asian tigers (South Korea, Hong Kong, Taiwan and Singapore) have also followed robust employment-creation strategies. Economic growth is pro-poor (and inclusive) if it utilizes the factors of production that the poor possess. The poverty-reduction records of countries such as the High Performing Asian Economies (HPAEs) demonstrate that poverty reduction was greatest when economic growth made use of those assets.

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In Zimbabwe, like in most other developing countries, the majority of the poor live in rural areas and depend directly or indirectly on agriculture for their livelihood; the factor of production that the poor possess and use most is therefore labour. The informal economy also accounts for a great proportion of the poor people in Zimbabwe. Thus, pro-poor growth must be strategically focused on rural areas and the informal economy. It must also enhance incomes in agriculture and make intensive use of labour. To make a significant impact on poverty, much greater emphasis must be placed upon improving agricultural productivity. To achieve high agricultural productivity, increased investment in agriculture (including basic and applied research, extension, irrigation, rural credit and expanding technological access to small-holder farmers) is urgently needed. In addition there is an urgent need to strengthen security and tenurial rights for land.

To support the informal economy and integrate it into the formal economy investment in basic infrastructure such as roads and energy must be prioritized. Merely relying on the private sector will not be sustainable and successful.

It is imperative that government be actively involved in these areas. Private-Public partnerships (PPPs) should be fully leveraged especially in the areas of infrastructure provision and rehabilitation. Ensuring pro-poor and inclusive economic growth requires that the people and their needs come first, implying a human-rights strategy to development.

Thus, the prioritization of people and their basic needs (such as food security, healthcare, education, housing, logistics, access to public utilities, decent jobs and infrastructure) should occupy pride of place in macroeconomic policy.



property rights and rule of law directly influence transaction and information costs thereby affecting economic performance in the long-run. By reducing uncertainty, strong institutions reduce transaction costs, information costs and risks for private firms. Inefficient institutions as measured by corruption, weak enforcement of contracts and a large bureaucracy deter foreign investment. In particular uncertainties and lack of clarity with respect to the indigenisation and economic empowerment regulations have increased the risk premium as well as related information and transaction associated with investing in the country.

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# World Cup 2018: Fifa admits workers have suffered human rights abuses



Fifa president Gianni Infantino, pictured at the FC Krasnodar Stadium, has admitted this is 'strong evidence for the presence of North Korean workers on the construction site in St Petersburg'. Photograph: Alexei Druzhinin/TASS

**T**he Fifa president, Gianni Infantino, has admitted there have been human rights abuses of workers involved in the construction of the arena in St Petersburg due to host matches in next year's World Cup. In a letter to the presidents of four Nordic football associations, which the Guardian has seen, Infantino also acknowledged that some men from North Korea, whose working conditions are "often appalling", were deployed to work at the Zenit Arena in St

Petersburg.

The presidents of the Swedish, Danish, Norwegian and Icelandic FAs wrote to Infantino raising their concerns last week, following in-depth reportage by the Norwegian football magazine Josimar, which highlighted dreadful working conditions at the St Petersburg site. The article alleged that accommodation for the North Korean and other workers was in crowded storage containers outside the stadium, and cited local reports that a North Korean man was found dead in one of the

storage containers, having suffered a heart attack.

Blatter's spirit lives on with Infantino seeing Fifa's enemies inside and out | David Conn

The conditions of North Korean workers in Russia, China and the Middle East, effectively sent abroad by their country's totalitarian regime in return for commission, was described as "exploitation" and "slave-like" in a resolution of the United Nations in November. The Josimar report interviewed migrant workers from other countries who said they had

worked long hours in dismal conditions at the Zenit Arena and been underpaid, in cash.

In his letter to the four FA presidents dated Monday 22 May, Infantino said: "Fifa is aware of and firmly condemns the often appalling labour conditions under which North Korean workers are employed in various countries around the world."

He acknowledged that an inspection team for Fifa's "Decent Work Monitoring System", set up to address concerns about human rights abuses, did find "strong

evidence for the presence of North Korean workers on the construction site in St Petersburg" on a visit in November. "The issues found were subsequently raised with the respective company and with the general contractor," Infantino wrote.

A further inspection carried out in March found no more North Korean workers employed at the site, he said.

The monitoring system, which Infantino said has since been strengthened, is run jointly by Fifa and the committee in Russia organising the World Cup, whose chairman is Vitaly Mutko, the country's deputy prime minister. Infantino acknowledged in his letter there had been "incompliances" relating to health and safety – five workers have reportedly died in accidents – timely payment of salaries and accommodation at the site.

"As a consequence of the relatively high number of incompliances compared with the other Fifa World Cup stadiums found in St Petersburg and due to the fatal accidents that happened on that construction site, Fifa and the local organising committee have required the general contractor to take immediate steps to rectify the issues identified," the letter read.

In a statement, Fifa said it continues to monitor all World Cup construction in Russia, adding that no further evidence has been found of North Korean workers on any sites. "These activities are part of a broader effort by Fifa to systematise and enhance its activities to ensure respect for human rights throughout its operations," the statement read.

## Trade union slams government for plan to invite foreign doctors to work in Latvia

**T**he Latvian Health and Social Care Workers' Trade Union (LVSA) is perplexed and angered by the government's plan to invite foreign doctors to come and work in Latvia and to ease the requirements for such employment, the trade union's spokeswoman, Inga Rudzite, said LETA.



The Economics Ministry has prepared a draft Cabinet of Ministers regulation listing 29 specialties in which foreign specialists could be hired in Latvia on more lax requirements because of the anticipated shortage of labor in those specialties in Latvia. The list also includes medical specialists.

This plan runs counter to the statements that Latvia has enough medical specialists, Rudzite said. Moreover, instead of following the recommendations by the World Health Organization to focus on supplying the health care sector with local specialists, the government intends to take the easy way out, the trade union's spokeswoman said.

LVSA leader Valdis Keris is exasperated by the government's plan. "Instead of starting paying decent salaries to local medics, the government intends to import doctors and, on top of that, to ease the requirements [for hiring foreign employees]," he said.

## Experts decry Quebec govt's back-to-work legislation

**L**abour advocates say the Liberal government's decision to force an end to the province's construction strike could come back to haunt it in the long run.

Less than a week into the strike that paralyzed construction sites across Quebec, members of the National Assembly worked to pass a bill that put 175,000 workers back on the job the following day. The legislation grants the union workers a 1.8 per cent pay hike and forces them into a five-month mediation process with employers from private sector construction companies.

But while Premier Philippe Couillard insisted the heavy-handed measures were necessary to save Quebec's economy from further harm, one expert warns he is playing a dangerous game.

"If you don't allow unions and employers to negotiate a settlement, you're setting yourself up for one of two options. And neither are good," says Barry Eidlin, a McGill University professor who studies labour relations. "Either there will be a degradation of wages and working conditions like we've seen in

the United States. Or it will lead to a more disruptive pushback from unions, a more radicalized labour force and that's not good."

Representatives from the private sector employers also denounced the legislation because, they claim, it gives workers a pay raise without securing any concessions from them.

The government's decision to enact back-to-work legislation marks the 18th time Quebec has forced an end to a strike since 1982. Eidlin says this sends a signal to employers that they can stonewall unions at the negotiating table, force a strike and wait for the government to step in.

"If they know you're going to just force workers back on the job, you don't give the bosses any incentive to negotiate in good faith," he said. "People are angry because they see the strike, they see the machines on the job sites sitting idle. But they don't see what's happening behind the scenes, they don't see the foot dragging on the part of the employers."

The government estimated that each day of the strike cost it \$45

million and froze crucial infrastructure projects like the new Champlain Bridge, Turcot Interchange replacement and CHUM superhospital.

While the Parti Québécois opposed the legislation, it was the party that forced an end to the last construction strike in the summer of 2013.

"It's not as though construction are essential services like police or paramedics, so using the economy as an excuse to take workers' rights away just isn't a good excuse," said Nicole Filion, coordinator of the Ligue des droits et libertés. "It's totally unacceptable, the right to strike is a Constitutional right. ... Unions have used strikes to advance the cause of all workers, to secure better safety regulations and living wages."

"We tend to think that these fights have already been won but if you, as an individual, were to approach your boss and try to negotiate fairer conditions for yourself you'd probably fail more often than not."

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# Soccer Hooliganism

## *Overzealous supporters shortchanging clubs*

BY SPORTS REPORTER

**T**he football family has of late witnessed ugly football hooliganism, unfortunately from Highlanders football club forcing the abandonment of two matches one at home against Harare Giants Dynamos, the other away to FC Platinum in Zvishavane.

Acts of violence at sporting events that should be the epitome of entertainment can cost the club a fortune in docked points and fines from the Premier Soccer League (PSL). Already the PSL has told Highlander's directors, executive committee leaders and supporters chapters to seriously consider taking corrective measures to eradicate hooliganism in football.

Highlanders have since been summoned to appear before a disciplinary committee on the 6th of June for contravening PSL rules and regulations.

"Highlanders leadership must realise that hooliganism and violence will affect not only the club brand but it taints the image of football in general. We would like to assure our stakeholders as a league we will be decisive in dealing with acts of hooliganism. We will not be swayed by emotions, frustrations, disappointments of few misguided elements who continue to bring the game of football into disrepute," said PSL communications and media liaison officer Kudzai Bare in a statement.

The PSL statement by PSL came after it received reports of violence and hooliganism which led to the abandonment of the Castle Premier League match between FC Platinum and Highlanders at Mandava Stadium where fans invaded the pitch after FC Platinum scored a penalty awarded in the last minute of injury time to equalise. In all instances the players reacted after their team conceded. The Bosso supporters could be doing a great disservice to their own team – antagonising the referees will not force them to favour their team.

Bosso fans are quickly garnering a bad reputation for a crazed fanaticism with their club. The club could now be sited in particularly tough areas, creating for itself have elongated records of spectator disorderliness. While one may view the disturbances as just pedestrian football madness there could be serious underlying yet to be pronounced political undertones to the hooliganism. The Highlanders fans seem to be on a campaign running under the banner 'Asifuni Bumbulu' (We don't want nonsense).

Whenever two opposing teams meet there is a high likelihood of differences of religious divisions, political parties, classes, sponsors



File Pic: A Highlanders fan displays a placard with serious ethnic insults with a potential to spark unrest in the football circles and country at large

etc.

For the moron crowds involved in these groups, their own performance in overcoming or intimidating rival 'supporters' could soon become more important than the performance of the players they are supposed to cheer.

Although football hooliganism only became recognized by government and the media as a serious problem in the 1960s, hooligan behavior at football has a long history. 'Roughs' were regularly reported as causing trouble at matches in the professional game's early years at the end of the nineteenth century.. The press at the time seemed very 'low key' in its reporting of hooligan incidents compared to tabloid coverage of football violence in the 1980s. Between the wars, football generally became more 'respectable' and crowd problems diminished but did not disappear. It was not until the early 1960s, however, that the media coverage of football began once more regularly to report hooliganism at matches. The mid-1960s saw match-day alliances being formed between groups of young men drawn largely from local working class housing estates and suburbs. These supporters staked out the goal-end terraces of football grounds as their 'territory' and managed to exclude from them, much more successfully than before, older spectators and rival fans. The development of these 'youth ends' and their role in

defending local masculine reputations and territories helped to produce a national network of 'gang' rivalries which focused on football.

The phenomenon is not only common in Zimbabwe in Europe, back in 1985 English fans were banned for five years from European club competitions because of the behavior of fans following Liverpool before the European Cup Final at the Heysel Stadium in Brussels. A 'charge' by Liverpool fans caused panic among rival Juventus fans leading to a wall collapse and the death of 39, mainly Italian, fans.

ARE 'POLITICAL' GROUPS INVOLVED?

Tensions between rival hooligan groups have also occurred due to racist attitudes against ethnically and religiously different groups. A football firm, also known as a hooligan firm, is a gang formed solely to oppose and physically attack supporters of other clubs. Some of these firms exist to promote fringe political causes, both on the far Left and Right, with the football aspect of the club of minimal importance behind the promotion of their political ideals through violence. The firms' political views are not representative of all supporters of the teams. For instance, in the 1970s and early 1980s, the casual subculture transformed the British football hooliganism scene. Instead of wearing working class skinhead-style clothes, which readily

identified hooligans to the police, firm members began wearing designer clothes and expensive offhand sportswear.

In 2000, the Football League national fan survey suggested that around three out of ten of all fans had heard racist comments aimed at players in the 1999/2000 season. 7% had witnessed racism towards other fans. But in 2001, only 4% of all FA Premier League fans surveyed thought racism was getting worse at football matches at that level. However, in the middle of 2001 apparently racially motivated organized groups of fans and others were involved in serious disturbances in an area of Oldham (English League 1 team) before the Oldham Athletic v Stoke City match. This incident seemed to trigger a series of disturbances later in northern cities as local ethnic minority communities responded to the provocation offered by supporters of racist organizations.

The football authorities Zimbabwe need to nip the hooliganism cancer in the bud before it spreads to other clubs or it gets high-jacked by political players as the nation goes for the bigger competition in the 2017 - 2018 season.

Maybe the government needs to intervene as was the case with the British government when it enacted

The Football Spectators Act of 1989 that allowed courts to impose 'restriction orders' on convicted fans to prevent them attending

matches abroad involving England or Wales.

The Football Offences Act 1991 created three new offences of disorderly behaviour:

Throwing missiles towards the pitch or spectators

Taking part in indecent or racist chanting

Going on the pitch or its surrounds without lawful authority

Under the Football (Disorder) Act of 1999 courts were for the first time required, not merely allowed, to make a banning order if the criteria were met - and to explain in open court why no banning order was applied. Fans who were banned were also required to hand over their passports at a police station and report there at a specific time and date. The Football Disorder Act 2000 abolishes the distinction between domestic and international banning orders. The court is now required to ensure that an offender's passport is surrendered for international fixtures. More importantly, a banning order might now be secured by the police on their complaint to the court that the fan concerned has been involved in violence in the UK or elsewhere and that there are 'reasonable' grounds to believe that a banning order would help prevent hooliganism. Fan groups and Liberty have complained that these changes offer police too much power in limiting the activities of supporters - especially in relation to foreign travel.



# 'Limited social dialogue cause for concern' – Gundane



ZIMTA President Richard Gundane

BY DAISY ZAMBUKO

**I**ntransigence and unilateralism promoted by government in dealing with labour issues have become major impediments to the achievement of social dialogue a scenario that has eroded morale in the civil service, says ZIMTA President Richard Gundane.

In his address to the 36th Annual National Conference held at Cresta Lodge in Harare, Gundane bemoaned the slow pace of social dialogue between government and its workers blaming it on the employer while accusing government of making unilateral decisions affecting the welfare of teachers without consulting them.

He said while the year 2016 had been characterised by major policy changes made by the government such as the unexplained removal of vacation leave, it had also seen limited social dialogue under the National Joint Negotiating Council (NJNC).

"Our journey in 2016 was littered with industrial landmines, which ranged from

lukewarm social dialogue processes, delayed salaries, decimated leave conditions and delayed harmonisation of the labour laws," said Gundane.

Gundane noted that the current set up where the government and unions are supposed to meet under the NJNC is not sustainable as it is a consultative forum to which government had shown little commitment thereby rendering it useless.

As an indication of government's lack of commitment, Gundane said, the NJNC had not held a meeting for the past five months because the government was yet to appoint a new chairperson following the expiry of the term of office of the previous chairperson.

Issues that had been stalled due to lack of social dialogue, according to the president included manpower development leave and vacation leave which government had cancelled forcing the association to take the legal route, but the Labour Court withheld judgement on the issue, and the non-recruitment of teachers leaving those in practice with huge class sizes and distorted teacher

pupil ratios.

He also blamed government for creating an environment in which workers were loosely organised under the Apex Council.

"Any union that registers even if it has five members can be recognised by the government and automatically becomes a member of the Apex Council, currently there are 16 civil service unions and each wants to send a representative rendering the council a politically weak entity," he noted.

As a way forward, the president said teachers and other civil servants were pressing government to speed up the alignment of the Public Service Act to the new Constitution which guaranteed the formation of a Civil Service Bargaining Council as provided for by Section 65 of the Zimbabwean Constitution.

Under the Public Service Act, NJNC's resolutions have to be forwarded to the minister responsible for labour for consideration and this defeats the purpose of collective bargaining. On the contrary if enacted the Civil Service Bargaining Council would provide legal power to make binding agreements.

Turning to the issue of the new curriculum, the president said, ZIMTA had played an active role in the Commission of Inquiry into Education and Training (CIET) 07 of 1999 whose recommendations had informed the updated curriculum adding that, the implementation challenges being faced by teachers today could have been avoided had the commission's recommendations been implemented immediately after their unveiling.

He also told conference delegates that ZIMTA had engaged the Ministry of Primary and Secondary Education regarding the chaotic implementation of the curriculum and the ministry had agreed to set up a budget to conduct workshops on syllabus interpretation, purchase of tech-voc equipment, and textbooks.

## Ex-deputy labour minister Muzenda cons fuel attendant



Tongai Muzenda

By James Mutasa

**F**ormer Deputy Minister of Labour Tongai Muzenda sacrificed a Good Samaritan who sold him fuel on credit, and later on denied the credit resulting in dismissal of the Samaritan after accruing a shortfall of \$94.27.

Maria Mugore who was employed as a Forecourt Attendant at Redan, Service Station in Gutu along the Harare-Chiredzi highway told The Worker newspaper that on 23 March this year she was approached by Tongai Muzenda who is son to the late Nationalist and former Vice President Simon Vengai Muzenda to give him fuel on credit and she was agreeable to the MP's request.

Unfortunately for Mugore, Muzenda refused to pay as per plan.

In an appeal against the dismissal verdict Mugore pleaded guilty to the charges and instead apologized to the company.

"This happened mistakenly; I thought I was helping our landlord Honorable Tongai Muzenda since he had promised to pay fuel on that very day," she wrote.

According to one Locardia Madanyika a co-worker and representative of Mugore in the hearing, Muzenda who owns the premises denied that he had received fuel on credit from Mugore.

"Mr Muzenda may be refusing, however it is well known that he sends drivers to collect fuel and tells us to collect cash from his shop after sales there," reads part of the statement given by Madanyika in the minutes availed to The Worker newspaper.

The letter of termination of contract of employment written by Kudakwashe Johannes Kurisa who was the hearing officer highlighted that a spot check was conducted at the site and an enquiry discovered a number of acts of misconduct. "You (Mugore) dispensed fuel worth \$94.27; proceeds of which you could not account for and claimed was credit sale that was supposed to have been paid through proceeds from the landlord's shop," wrote Kurisa.

"The purported credit sale was made without the authorization of your superiors," went on Kurisa, "the undocumented credit sale resulted in the company having financial loss as the money to date has not been recovered."

"We therefore find you guilty of any act of conduct or omission inconsistent with the fulfillment of the express or implied conditions of his or her employment and theft or fraud, or commit a crime involving dishonesty in terms of SI 35/2011."

"Accordingly your contract of employment has been terminated with effect from April 5 2017," ruled Kurisa. Mugore has since engaged National Union of the Metal and Allied Industries in Zimbabwe for assistance.

Muzenda, a former deputy minister of Labour was fired from his government post alongside several party heavyweights that were accused of aligning themselves to the ZANU-PF faction sympathetic to axed Vice President Joice Mujuru in 2014. The faction was accused of plotting to usurp power from President Robert Mugabe.

## ZCTU unmoved by Mupfumira's antics

From Page 1

is a victim of circumstances after he raised queries over questionable NSSA investments arguing that he had been deployed by a constituency which he is answerable to.

"Let us assume there are allegations against Mutasa, the law and natural justice provides that he must be given an opportunity to defend himself, but the minister did all this without consulting the workers who are the owners of the fund. The minister did not even bother to furnish us with the alleged acts of misconduct that Mutasa is said to have committed. What we are getting from the minister is that she does not want to be challenged. Our understanding is that Mutasa questioned some of the investments by NSSA and he became unpopular for demanding transparency. Even on the alleged leaked information the minister has not disclosed which information was leaked to the media on which subject of discussion," he said.

Labour further alleges that the decision to fire Mutasa from the violated the rights of a trade union leaders in legitimately exercising their responsibilities in terms of the law," said Mupfumira.

Mutasa is alleged to have become unpopular for proposing that NSSA board allowances be cut by 30 percent. Board members currently get an allowance of \$2000 per quarter, \$490 sitting allowance for sub-committee

meetings and \$600 general board meeting sitting allowance.

Moyo said the expulsion of Mutasa from the board was a go to conceal the corruption and rot at the authority.

He accused NSSA of abusing pensioners' funds saying Mutasa was being punished for daring to question some of the reckless decisions made by the authority which result in huge losses of pensioners' money in misplaced investments.

"We now suspect that NSSA does not want people who question its investment decisions in the board because they want to continue with their plunder of pensioners' money because with Mutasa from the ZCTU, they will not be able to do what they want. Some of the board members don't even know why they are there and they don't represent any constituency. Others are just afraid to speak out and some just empty and are out of sync with activities on the ground. Mutasa is now a victim because he can stand up against the chairperson to say you are wrong," Moyo said.

He said other members of the NSSA Board did not represent any constituency and were benefitting from the allowances they received, thus were not worried about the misuse of pensioners' funds.

There are however unconfirmed reports that the ZCTU boss is hugely against NSSA's investments, especially the decision to acquire Telecel Zimbabwe at a time when the authority was paying

measly payments to pensioners.

ZCTU added that government must appreciate that NSSA is there because of workers and pensioners who contribute or contributed something and therefore all their dealings must be open to the stakeholders, adding that as workers, they are happy with the work Mutasa has been doing.

Responding to questions in Parliament, Mupfumira said there are requirements that board members are supposed to follow and if they decide otherwise, it is government policy to remove them.

"It is government policy that boards are appointed and removed by a minister. It is also the NSSA Act that the board is tripartite; workers, employers and government. It is also normal board requirements that confidentiality is kept within a board. In terms of the Act, if a member carries acts of misconduct, the minister can remove the member. It is not our policy to discriminate against any trade union. If we remove any member, we will request that particular organisation to give us new names, which is the normal procedure and that is what we will do. Boards are at the pleasure of whoever the appointing authorities is, so I am not talking about people who are working; there are certain laws that need to be followed," she said.

**However, the ZCTU has demanded the reinstatement of its president and threatened to take the Minister to court.**



# ZCTU pressures govt to amend Labour Amendment draft bill



Rodgers Matsikidze addressing the ZCTU General Council workshop that analysed the Zero Draft

BY ADMORE MARAMBANYIKA

**T**he Zimbabwe Congress of Trade Unions (ZCTU) has said it will only participate in the Labour Law amendment process if its contribution to the Labour Amendment Zero Draft Bill is incorporated into the working document.

The resolution to partake in the process was reached at a ZCTU General Council workshop which was attended by Rodgers Matsikidze of Matsikidze and Mucheche Legal Practitioners, who were appointed to craft the Zero Draft Labour Bill. The workshop analysed the Zero Draft and proffered alternatives to sections the union felt needed panel beating.

The ZCTU had condemned the draft which was produced by Matsikidze saying that it did not capture the agreed principles by social partners at the Tripartite Negotiating Forum (TNF).

Matsikidze told the ZCTU general council that the draft which was presented as a working document by government was supposed to have been circulated to social partners for their input which was then supposed to be factored in the final working draft.

"The document in circulation was an initial draft, I am also consulting with business for their input so that I can come up with a draft that carries the input of all critical stakeholders. I have noted your contribution to the draft," he said.

He said he had submitted the document to some prominent labour lawyers for their input but they did not comment on it.

Matsikidze was contracted by the International Labour Organisation (ILO) to produce the draft bill without consent from the other social partners and upon completion of the draft amendment government tried to force the document on social partners which prompted ZCTU to disown the process until its input was captured.

ZCTU Secretary General Japhet Moyo said having gone through the analysis and

proffering suggestions on the Zero Draft the General Council resolved to adopt a working document that will factor in its input to the draft.

"The drafter promised to factor in the inputs of the ZCTU to the upcoming draft. The General Council resolved to become part to the draft if it captures its input and our views are incorporated," said Moyo.

The ZCTU said the government acted unilaterally despite a previous agreement at TNF that social partners were to agree on the choice of a consultant to draft the Zero Labour Act Amendment Draft Bill but government ditched labour and business when it was under pressure to live up to the indicators of the ILO standards in fulfilling the labour law reform.

The labour law reform process was initiated in 2009 and up to now is still in progress, several meetings and engagements have been done in vain. The ZCTU initiated the process having observed the destruction by government on the labour legislation through various amendments and the introduction of labour market flexibility.

Following serious labour rights violations from 2000, the ILO sent a Commission of Inquiry which produced a damning report that captured the need for labour law development in Zimbabwe and gave recommendations. In April 2010 government accepted the findings and kick started the process of harmonization, TNF meetings were held from 2010 till the adoption of the principles on 4 August 2014 and adopted by Cabinet in December 2014 but they have not been factored in the Zero Draft.

An ILO High level mission visited Zimbabwe on a fact-finding mission in February this year condemned the Zero Draft Labour Bill, saying it fell short of conformity with international labour standards.

In a report dated March 21, 2017, the ILO noted that notwithstanding several requests from its supervisory bodies, no concrete progress had been made

to amend the Labour Act to conform with its conventions and implored on government to engage the other social partners in earnest.

"It should be borne in mind that any labour law reform should be based on international labour standards and the outstanding requests from the ILO supervisory bodies. The mission commits the government to undertake a review of the Zero Draft to assess its conformity with international labour standards and considered the fast tracking of the amendment agreed to in a tripartite setting. It is important for government to strive for tabling the draft law with Parliament by May 2017," read the report, in part.

This is the second time that government has been forced to drop the draft Bill and give in to labour's demands as was the case with the Labour Amendment No 5 of 2015.

Labour has been pushing for amendments to allow for parties to negotiate the retrenchment package at enterprise or National Employment Council (NEC) level within 30 days while workers remain in employment until the finalisation of the retrenchment process, to amend Section 5 (of the Labour Act) by insertion of a clause that will provide for fair representation by employer and workers in an exemption hearing".

ZCTU also wants the Act to decriminalisation of strike laws, clip ministerial interference in labour matters and ensure that collective agreements, the running of trade unions, employment councils and employer organisations' operations are not subjected to ministerial approvals. It also wants the centralisation of arbitration process to be run by the Ministry of Public Service, Labour and Social Welfare. ZCTU is also demanding an express abolition of termination of an employment contract on notice and protecting job security by stipulating lawful termination of employment procedures

## ZCTU blasts ZUPCO

BY STAFF REPORTER

**T**he Zimbabwe Congress of Trade Unions (ZCTU) has condemned the Zimbabwe United Passenger Company for locking out its former employees seeking dialogue over their unpaid terminal benefits dating as far back to 1982.

The workers were locked out at Bulawayo Khami Depot where they had gathered to protest over their unpaid pensions and terminal benefits for 35 years.

In a statement, the ZCTU said it was callous for a state owned enterprise to mistreat workers and ignore labour standards and procedures.

"It is highly shocking and arrogant for the ZUPCO management to, instead of cooperating, decide to shut out the workers despite it owing the affected and disenfranchised former employees, some of whom are too old to work. ZUPCO as a parastatal must respect social dialogue and must as a matter of urgency, address the concerns of the affected former workers. It is callous for a government owned entity to abrogate on fundamental issues that affect the livelihoods of employees and their families. Such an attitude by a state owned parastatal smacks of corruption and is a reflection of the government's perception of workers. It also reflects serious levels of incompetence, corruption and misplaced priorities in the way the parastatal was being run over the years," said ZCTU Secretary General Japhet Moyo.

Moyo said ZCTU was now worried by the emerging trends of reluctance to payment of terminal benefits by state owned enterprises.

"Most parastatals that have laid off workers have been reluctant to pay them off and the affected former employees are wallowing in poverty after serving for several years. It is surprising how the same parastatals that are failing to pay off terminal benefits are always stampeding to fund state activities, birthday binges of top ruling party chefs and splash adverts worth thousands of dollars in State newspapers year in year out in congratulatory messages," said Moyo.

The ZCTU called upon the relevant authorities to look into the issues affecting parastatals and address them accordingly as they have now been captured by vultures in government at the expense of their core business and responsibilities.

The affected workers accused Zupco of failing to remit their pension contributions to Fidelity Life Pension Fund between 2006 and 2010. They said Fidelity Life was refusing to pay their pensions demanding outstanding unremitted contributions of over \$3 million it owes the pension fund as per end of 2015.

## FFAWUZ alerts members on UFAWUZ interference

BY DICKSON CHAERUKA

**T**he Food Federation and Allied Workers' Union of Zimbabwe (FFAWUZ) has raised alarm to its membership over interferences in the bakery and food processing sectors by another union which has allegedly swindled several unsuspecting employees in Mutare.

The 'union' the United Food and Allied Workers Unions of Zimbabwe (UFAWUZ) has been reportedly on a prowl in the eastern border town where some employees at Bakers Inn outlets, Golly Bakery and TM Supermarkets have fallen prey to its unorthodox organising antics.

FFAWUZ revealed that UFAWUZ have no jurisdiction to operate in the bakery and food processing industry pointing out that the union is not registered to cover the sectors.

"UFAWUZ does not have registered member unions in the bakery and food processing sector. It is operating as a bogus union and is mainly targeting unsuspecting employees. Only FFAWUZ has bonafide member trade unions duly registered in the sectors and are; the Baking Industrial Workers Union and the Food Processing and Allied Workers Union," said FFAWUZ Acting Eastern Regional Officer, Ashford Mariga.

He expressed concern that one UFAWUZ agent identified as Blandina Binde misrepresents the union as legitimate to the workers alleging she at some outlets manipulated FFAWUZ members to unlawfully renounce membership.

"We established that at some workstations the union has been working in cahoots with senior staffers who are then bribed to incite juniors to defect from FFAWUZ," he said.

Some employees at Golly Bakery in the town lamented that they were left in the cold by the union after their company down sized recently alleging that they were not given meaningful representation.

"We long suspected that UFAWUZ had links with management. Despite seeing them coming to collect dues from management each month end, they never attended to our non-payment of wages for over 8 months despite numerous calls for an intervention by the union," said a former employee at Golly Bakery who requested not his name to be mentioned.

Mariga said workers should be wary of individuals who only seek to swindle worker's hard earned cash through the so called unions.

"A bonafide union train members, educate, represent members and to advance their interest at the workplace. FFAWUZ has since established an office here in Mutare and we are sifting our industry of bad syndicates masquerading as unionists," he said adding that litigation against the union was already in progress.

FFAWUZ, a Zimbabwe Congress of Trade Unions' (ZCTU) affiliate, is the country's largest food federation union in the country with affiliate member unions namely; Baking Industrial Workers Union, Food Processing Workers Union, Soft Drinks Manufacturing Workers Union, Meat Fish Workers Union, Detergents, Edible Oils and Fats Workers Union, Biscuits Manufacturing Workers Union, Milling and Allied Workers Union and the Sugar Milling and Allied Workers Union of Zimbabwe.



# The Worker

Voice of the Labour Movement

## Comment

### Zimbabwe government condones corruption

**T**he elbowing out of the ZCTU President, Peter Mutasa from the National Social Security Authority (NSSA) Board by the Minister of Public Service, Labour and Social Welfare, Priscah Mupfumira has confirmed our long held view that the Zanu PF government not only condones corruption, but actually survives on it.

Mupfumira proved to all that she cannot work with honest people who are committed to serving the people instead of milking them of the little that they have worked for.

Mutasa's crime was to ensure that pensioners' savings were properly used and protected from abuse by the board members who are giving themselves obscene allowances that are not commensurate with the work that they do. The allegations of failing to uphold confidentiality of board discussions are far from the truth and Mupfumira is abusing the NSSA Act to protect criminal activities at the institution.

What we can unequivocally state is that the ZCTU President is being punished for daring to question the questionable decisions at the parastatal that has seen millions of dollars in pensioners' monies being lost. The decision by Mupfumira gives us every reason to believe that there are more underhand dealings at NSSA that the board wants to hide from workers, who are the major stakeholders in the association.

Instead of persecuting Mutasa, Mupfumira should institute investigations into investments that NSSA is getting into as there are a lot of questions arising from the investment decisions being made which have cost millions of dollars.

While the ZCTU is not moved by the tactics of intimidation being used by the government to stop the labour body from effectively representing its constituency at the NSSA Board, we will further raise the issue at the forthcoming International Labour Conference in Geneva, Switzerland this month.

In the meantime, the ZCTU is taking the legal route to address the issue.

Elsewhere in this publication, we report that the Zimbabwe United Passenger Company (ZUPCO) was not remitting pension dues and is now failing to pay its former workers their pension benefits. What is most worrying is the fact that instead of the state owned parastatal engaging the affected workers in the spirit of social dialogue, management at the Bulawayo depot decided to lock out the disgruntled former workers.

To make matters worse, the company had the audacity to lock the former workers out of the Khami depot and cause the arrest of some of them for demanding their dues.

We urge the government to swiftly intervene and ensure that the former workers are paid their pensions as a matter of urgency. These are people with families to look after and in these difficult economic times; it would be cruelty of the highest order for the employer to deny them their pensions.

The government must also consider investigating all its parastatals which have been brought to their knees by rampant corruption which has seen only the top executives living extravagant lives while ordinary workers go for months on end without pay.



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# Africa and the ever widening leadership deficit

This article is from the City Press

BY VUSI GUMEDE

**U**nderstanding the history of the continent and why it is still not free would help.

The second-largest continent in the world, Africa has also become the world's second most populous one. As the late Nobel laureate Wangari Maathai put it: "Africa is one of the richest continents on the planet and yet most African countries remain poor." Besides significant deposits of precious minerals and metals, the continent boasts a very youthful population, increasingly high levels of internet connectivity, emergence of new innovation hubs and was until recently home to many of the fastest-growing economies in the world.

However, the above high points have been blighted by several socioeconomic and political challenges. Although the politics of the Cold War contributed in no small measure to the instability that bedevilled the continent from the 1960s to the end of the Cold War in the early 1990s, the colonial policy of divide and rule – or define and rule, as Professor Mahmood Mamdani would put it – the arbitrary demarcation of borders, the reification of tribes as a marker of identity and the struggle for control over scarce economic opportunities have combined to weaken state capacity. Needless to say, the very notion of a post-colonial state is problematic.

In more than five centuries of encounters with other parts of the world, Africa's experience has been marked by exploitation, oppression, subjugation and alteration of the distinct identities of the people through a long process of psychological distortions. Both the Arab and European slave trades, which lasted for centuries, effectively truncated the process of population

growth, distorted economic development and militarised the whole continent through the promotion of intertribal wars, as Walter Rodney described. The imposition of imperial domination and colonial intrusion also disrupted the process of economic development. As Claude Ake explained, the introduction of wage labour and the constraints to pay taxes resulted in the loss of opportunity to pass through agrarian revolution which could have been a precursor for industrial revolution in Africa.

Performing below potential Despite the recent optimism and euphoria about "Africa rising", lack of fundamental transformation in the structures of the economies in Africa has resulted in the fast-growing economies of the early 2000s returning to the throes of debts, poverty and inequality. For many decades, the parlous and low state of economic growth has hampered technological development and limited the capacity of African countries to build military hardware – African economies are in effect performing below their potential. In a world that has continued to be defined by principles of realism, state-centric power and influence, the lack of economic and military power has kept African countries at the margin of global influence. A classic example of this being that no African country is a permanent member of the UN Security Council today. Neither are any of the main global economic institutions headed by an African.

While the West remains stubbornly stuck in its supremacist position of privilege through which it maintains the status quo by rights, African leaders have been complicit in the marginalisation of the continent. Lack of understanding of the question of identity and common

positionality in the global hierarchy of power have continued to make Africans work at cross purposes against one another at multilateral levels. Rather than speak with one voice and negotiate as a block, African leaders either prefer allegiance with their former colonial masters or resort to their facile national patriotic base when issues of international diplomacy and negotiations are involved.

The few instances where African leaders have taken bold initiatives to advance the interests of the continent, especially under the presidencies of Thabo Mbeki and Olusegun Obasanjo as well as a few others before them, have either suffered discontinuity or outright suppression. The leadership deficit, especially in relation to thought leadership, is widening. These leaders had tried to take the baton from earlier African nationalists who ensured the political independence of the continent. It is encouraging though that there is new momentum of engagement with Africa, especially from non-traditional partners (in Asia and Latin America). Even though this engagement is also motivated by the desire for raw materials and markets, it presents a new opportunity for Africa to redefine its mode of engagement with the rest of the world. This will require crafting a new strategy that is underpinned by the principle of Pan-Africanism and Africa's renaissance. It would be important that Africa confronts the issue of a socioeconomic model that can work better for the continent. Understanding the history of the continent and why it remains in chains would help greatly.

**Professor Gumede is a director of the Thabo Mbeki African Leadership Institute at Unisa**



## ZESCWU guns for Council Schools

BY DICKSON CHAERUKA

**T**he Zimbabwe Education, Scientific, Social and Cultural Workers Union (ZESCWU) has spread its wings to organise ancillary staff employees at Urban and Rural District Council Schools.

Speaking to The Worker recently, ZESCWU General Secretary Sylvester Mutindindi said the union's registration certificate covers the scope of all council schools.

"Our registration certificate grants us jurisdiction to organise in all independent schools. The country's Education Act has two categories namely; Government Schools and Independent Schools. Accordingly, Council Schools are classified under the independent category and automatically falls under our scope of coverage," he said.

Mutindindi said the union has since notified the registrar of labour after a union's Executive Committee resolution to organise the sector.

He said the union had scheduled an intensive outreach to recruit workers in the councils.

"We understand these institutions mostly have few employees but there is a realisation that there are many of them around the country. We believe this can boost our membership. It is an area where employees have been clamouring for representation and we should have done this yesterday," he said.

"As a union we are also working on modalities to approach the School Development Committees' in the sectors to map out on how best we can establish a structure for Collective Bargaining for these workers at National Level."

ZESCWU Eastern Regional Officer revealed that his office had already identified over 60 schools scattered around Manicaland Province saying his office was still identifying the council run institutions.

ZESCWU's other sectors' of representation included non teaching staff members at Mission Schools as well as workers at Welfare Institutions, Religious Organisations and also staff at Non-Governmental Organisations (NGOs).

## Zim journos duped by UK based publisher

BY ALOIS VINGA

**T**HIRTY six Zimbabwe based journalists who were employed by *Newsday Zimbabwe UK*, an online publication will regret the day they accepted their job offers after realising that they worked for nothing for over a year.

The site's founder, Sambulo Senda who resides in London engaged the 36 journalists to gather and disseminate news articles for his website promising to pay them salaries ranging between 500 to 1500 pounds per month.

Email communication documents that took place between the parties in our possession confirms that the journalists entered into employment contract with Senda.

One of the affected journalists who spoke to *The Worker* on conditions of anonymity said that they had been promised to receive their salaries after the first three months.

"...he said that he was processing MasterCard for us and he would require three months to carry out the exercise unfortunately after the three months he kept making promises until he went into hiding," said the journalist.

The duped scribes are planning to contact the British embassy in a last ditch effort to bring Senda to book.

They have also launched a facebook page titled **HELP US FIND SAMBULO SENDA**.

Investigations conducted by the journalists revealed that the fraudster had rebranded his news site from *Newsday Zimbabwe UK* to *Report Focus International* where fresh adverts to recruit new journalists from Zimbabwe have been since posted.

## Women and Young Workers structures in leadership training



*Fiona Magaya - ZCTU Head of Education and Training Department & Women and Gender Coordinator*

BY DICKSON CHAERUKA

**T**he Zimbabwe Congress of Trade Unions (ZCTU), Women and Gender Department successfully facilitated a leadership orientation workshop for the labour movement's Women Advisory Council (WAC) and Young Workers structures.

Over 20 delegates of the executive including chairpersons from the National Union Women Advisory Committee (NUWAC) and young workers councillors

from drawn from each ZCTU Affiliate Unions gathered in Mutare and Macheke for the 3 days training.

Speaking in an interview at the sidelines of the workshop, ZCTU Women and Gender Coordinator, Fiona Magaya who is also the union's Head of Education Department said the orientation was aimed at training and developing good leadership skills for ZCTU National WAC Members.

"Our thrust includes to educate and raise awareness on the roles and functions of women and young workers committees in the trade union and to strengthen their leadership capacity to effectively conduct meetings. Over and above all, we need to come up with policy recommendations on how to move forward as ZCTU in a bid to promote youth and women's rights and empowerment," she said.

Participants were taken through fundamental topics which included; Personal Mastery and Leadership Capacity Building, Meeting Procedures, Roles and Functions of the structures, Trade Union Communication; Sexual Harassment at Work as well as on awareness on Gender Based Violence.

WAC and young workers are sub-committees of the General Council- ZCTU's Highest Decision making body after congress - is a policy body dealing with women and youth issues in the country's trade union movement.

Its functions include to organise, educate and unionise; mobilise active participation of women in the trade union and community; encourage and promote involvement of women in decision making positions; work towards eradication of all forms of discrimination against women and youths as well as interact with NGO's, civic organisations and international institutions with same interests.

## DA quashes 9 year training claims, awards benefits

By Mutasa James

**A** Chief Designated Agent of National Employment Council for the Motor Industry Cleopas Tichaona Dururu recently awarded terminal benefits to an employee whom the company purported was on training for more than 9 years after he was fired.

Dururu ruled that Brake and Clutch should pay Costa Chibanda should be paid \$10,166.92 as compensation for the unfair dismissal. Dururu then ordered that should be paid in 10 equal instalments.

In a bid to refute responsibility of paying Chibanda his terminal benefits, S. Muvirimi of Kings Brake and Clutch argued that, 'Chibanda had come to one of our Directors as they knew each other in Rusape and requested to be trained as a workshop assistant whilst he was doing his training the company at its own discretion opted to give him an incentive to avoid issues like theft.

"The company has no obligation whatsoever to entertain the claims raised by your client as the parties never entered into a contractual obligation neither employment. In that

event your client has a copy of a contract of employment with this company could you please sent a copy for us to verify it's origination because we don't have any in our records," wrote Muvirimi.

"We are also surprised that Costa just deserted the training without clearance with the company. In view of the above we request that your client be directed to come see the management as he also still has a pending case of missing items which he acknowledged that he was aware of before he deserted his training," said Muvirimi.

Muvirimi further argued that the Designated Agent has no right to proceed with the matter without Chibanda producing an offer letter and a contract of employment which supports that indeed he was an employee of Brake and Clutch.

In his ruling, Dururu, dismissed Muvirimi's arguments stating that, Chibanda was employed by Kings Brake & Clutch as a guard in Rusape in March 2007. In March 2007 Chibanda was then transferred to the Harare branch working in the workshop as an Assistant Mechanic, mould brakes in the workshop.

"After investigations," Dururu said, "it was established that Muvirimi is the only director of Kings Brake and Clutch and he is the one who recruited Mr. Chibanda to join Kings and Brake Clutch in March 2004.

"The employer is purporting that Chibanda was still on training up to the 26th of October 2015, the day he was dismissed, a period of more than 9 years. What kind of training that takes more than 9 years?" reasoned Dururu.

"The employer acknowledges that Chibanda was his employee and that the claims raised by Chibanda are valid," Dururu added.

Dururu further justified his ruling by explaining that the fact that Chibanda had pay slips which he was given by Kings Brake and Clutch was clear evidence that he was indeed one of its employees.

The Chief Designated Agent concluded his ruling by ordering Kings Brake and Clutch to pay Chibanda a package for loss of employment, cash in lieu of leave days, underpayments of wages and 3 months notice pay which amount to \$10 166.92

Chibanda was represented by the National Union of the Metal and Allied Industries in Zimbabwe.

## Mutasa challenges NSSA dismissal at the High Court

From Page 1

It further submitted that the decision by Mupfumira "adversely affected the rights, interests and legitimate expectations of 2nd Applicant, who was sitting in the National Social Security Authority Board, and 1st Applicant who seconded 2nd Applicant to sit in such in accordance with the law".

Mutasa was seconded to the board by ZCTU to champion the rights and

interests of its members. The board is constituted in terms of section 6 of the NSSA Act and organizations representing employees, such as 1st Applicant (ZCTU), submit a list of nominees to 1st Respondent, who then selects some of those nominees to sit on the Board.

In August 2013, ZCTU submitted its list of nominees for inclusion in the board. The list of nominees so furnished included Mutasa's name but the

authority rejected the nominees and asked ZCTU to submit alternative names. On 11 February 2015, following several consultations and discussions between 1st Applicant and 1st Respondent's offices, another letter was written re-emphasizing that 1st Applicant was standing by its submitted nominees.

This culminated in Mutasa's appointment to sit in the NSSA board representing the interests of

workers who are members of the ZCTU.

On 3 May 2017, Mupfumira wrote a letter to ZCTU in which she advised of Mutasa's withdrawal from the board.

After getting decision to withdraw Mutasa from the board ZCTU wrote to the Minister asking her to look into the matter but she did not respond which forced the ZCTU to approach the court for relief.



# New faces in Zimta executive



The newly elected ZIMTA national executive

BY DAISY ZAMBUKO

**A** new Zimbabwe Teachers Association (ZIMTA) National Executive is now in place following an election at its 36<sup>th</sup> Annual National Conference held on the 26th of April which retained Richard Gundane as the National President unopposed. He will be president for the next four years.

Thomas Muzondo, Violet Mutize and Elizabeth Mahiyana were vying for the National Deputy President post but Thomas Muzondo and Elizabeth Mahiyana emerged as the winners.

This year's conference saw Edgar Moyo and Shamiso Makumbe retiring from ZIMTA. Edgar Moyo who held the National Treasurer's post for nine years was replaced by John Mulilo who was once the National Secretary General for four years.

The National Secretary General's post had three contestants namely, John Mulilo, Winnie Kabanda and Tapson Nganunu Sibanda. As the race drew closer, John Mulilo and Winnie Kabanda withdrew their candidature leaving Tapson Nganunu Sibanda as the

unopposed winner.

The National Women Teachers' Representative seat was highly contested with five contenders, Elizabeth Mahiyana, Mercy Muradzika, Esther Gunda, Mirriam Mandizvidza, Faith Mangani and Winnie Kabanda but it was Esther Gunda who was once Primary School Teachers' Representative who emerged as the final winner.

New comers, Eunice Bhobho and Mugari Mutumbi contested against Innocent Gumunyu who was holding the post for the Secondary Schools Teachers' Representative. Mugari Mutumbi however lost leaving Eunice Bhobho and Innocent Gumunyu as the title holders.

For the Primary School Teachers' Representative post, there were five candidates namely, Sibanda Leonard, Chikomo Juliet, Mangani Faith, Manyanye Philip and Chiponda Erasmus. A dramatic twist of events saw Chikomo Juliet, Leonard Sibanda and Faith Mangani grabbing the post.

National Tertiary Educators' Representative Elisha Ndanga retained his post after competing with Simon Masiiwa. A candidate from Harare Province Foustier Mhlanga was elected

National Advisory Council Member after knocking out his rivals Gift Musafiri from Harare Province and Bekhisisa Ngwenya from Matebeleland South Province.

Women representation remained unchanged at 25 percent with 7 women elected in the National Executive.

The National Executive Committee saw a number of new women coming into the game with the likes of Faith Mangani who secured the Primary School Teachers' Representative post and Eunice Bhobho taking the Secondary School Teachers' Representative position.

New faces included Foustier Mhlanga who took the National Advisory Council Member post with Alec Buthelezi grabbing the Matebeleland North Provincial Representative seat while Constatino Madhuyu attained the Midlands Provincial Representative office and Hove Mutsigiri took Manicaland Provincial Representative seat.

Speaking soon after the elections, some members who had participated in the voting process expressed hope and confidence in the new team saying the energy levels were quite promising.

# RAYOS congress run riot on executive

BY STAFF REPORTER

**M**embers of the Railway Association of Yard Operating Staff (RAYOS) ran riot on their national executive voting out the majority of their leaders at their just ended congress.

The congress which was held last month was preceded by elections which saw serious jostling for the few national executive positions by members.

Only the President George Chatambudza survived the guillotine from the union's previous top four executives. He is now deputised by Morgen Murwisi. The union's new General Secretary is now Stewart Muzandaka replacing Tsvangirai Mazorodze. The deputy General secretary is now Trust Mawongera.

The executive also includes women and young workers chairpersons, 10 councillors representing the union's branches, three Trustees, and there Area Organising secretaries.

Some delegates who spoke to *The Worker* on the eve of the congress in Masvingo described the election as a protest vote.

The congress was finally held after being delayed over a number of issues.

Addressing the congress ZCTU 2<sup>nd</sup> Vice President John Chirenda said the union had proved its mettle by holding the congress under difficult circumstances.

"I am aware that the journey to this congress was not all rosy as the union faced several challenges that stalled the holding of this congress for several months. However, I would want to congratulate you because you were not deterred by the challenges to abandon this constitutional obligation. Time and again those mandated to lead unions should afford the members who are stockholders to the organizations a chance to freely choose and renew mandates to a new leadership," he said.

He implored on the union to dwell more on evaluation of the union activities in the past term of office and work on the weaknesses, reinforce the achievements and where you have failed go back to the drawing board.

"For many congresses are about elections but I plead with you to focus on planning for the future, set guidelines and mandates..... Focusing on elections without setting out strategic resolutions will not get you anywhere. The incoming leadership needs to be tasked to deliver based on the given mandate. What would you discuss with them at the next congress if they have not been mandated to deliver on anything? You need to come up with a work-plan and as you deliberate, may you focus deep and wide on the constituencies that you are representing as you all could not be here. The interests of those who are not here are more important than of those here present, they are the backbone of RAYOS," he said.

Chirenda said the ZCTU was aware of the challenges that RAYOS members have been facing over the years and the impending threats even to the existence of trade unions in the National Railways of Zimbabwe.

"Your members are saddled with a huge salary backlog, the future of work is increasingly being threatened by pronouncements pointing to retrenchment while working conditions have gradually deteriorated. Safety and health is no longer a priority for the NRZ and we understand that some of your members do not have adequate protective clothing, the equipment that you are using, the locomotives and signals are now dilapidated and past their user by dates. All these pose grave threats to workers' safety but the employer turns a blind ear choosing to punish those who dare speak up. As we are gathered here 'PANE VASIPO' some of your members have been fired by your employer for engaging in a 'justified job action' demanding decent work but the employer sought to annihilate the union by firing the vocal ones. Such actions should not go unchallenged, the employer was and is still testing waters. It is such gatherings as this one that needs to come up with counter strategies power against the power of capital," he said.

He added that the challenges faced by NRZ employees were not unique to the sector as the bulk of Zimbabwean workers were under the same vices.

"Faced with a common blight I urge you to enhance your networking with other progressive unions and work towards confronting capital through participation at union and national level. Trade unions now need solidarity more than ever as capital is ruthlessly driving its agenda. Unions now need to come up with their own counter agenda but for it to be successful it needs stable and participative unions. I trust this congress will rejuvenate the union into a confrontational and active outfit from the shopfloor upwards," he said.

# Manyere bounces back as RAE President

BY STAFF REPORTER

**J**uniel Manyere (pictured) has bounced back as President of the Railway Association of Enginemen (RAE) at the union's just ended congress last month.

The union's 13th elective congress ushered in a new General secretary Edward Moyo replacing Shadreck Misheck among other executives.

Manyere said the union held the congress at a time it was saddled with several challenges that are threatening even its existence.

"We are currently fighting for our members who were fired for taking part in a strike action last year and the employer is giving us problems as some of the cases are clear that the affected members were not at fault. The union was also affected by what was clear victimisation of its leadership which was targeted and dismissed by the employer for taking part in the job action. That action of targeting the union leaders amounts to union busting. We will not tire we will continue to engage management so that our members are reinstated," he said.

Speaking at the congress on behalf of the Zimbabwe Congress of Trade Unions President Peter Mutasa, 1st Vice President Florence Taruvinga urged the union to remain resolute in the face of an onslaught by the employer.

She said the employer had trashed the social status of railway workers who used to be the envy of many but have now been reduced to beggars.

"We are in a phase where the government has openly declared war on workers and parastatals employees have been on the radar faced with retrenchments, non-payment of wages and the general deterioration of decent work tenets. Decent work is a right but it is lacking in your sector, that is a challenge which I expect this congress to deliberate on and come up with cut throat solutions. Our government and employers are now getting the globalisation feel and have already started implementing some of its capitalistic policies. Labour Market Flexibility (LMF) is already in effect and we need a united force to fight it. Our government is being stampeded into accepting this policy at this juncture because it is desperate for investments to



resuscitate an economy in the intensive care and NRZ is one of the targeted companies and your future is now at risk," she said.

She bemoaned the militarisation of operations in the National Railways of Zimbabwe saying the development was orchestrated to dilute collective actions by civilian employees.

"Your sector has been bedevilled by a number of challenges which have eroded your status as workers. You used to be among the best of workers in terms of working conditions but that is now history. The problems that are affecting you are not of your own making but are a result of political decisions. As ZCTU we understand the NRZ has been seriously militarised and we have information that there are military personnel being trained as enginemen. We regard that as a ploy of intimidation to civilian employees".

The ZCTU said unions and associations do not need a discontented membership in fighting such policies instead they need more friends than enemies to confront the challenges that we are faced with.



# ZCTU worried over rising occupational accidents

BY ADMORE MARAMBANYIKA

**O**ccupational accidents and fatalities continue to rise amid a relaxation by employers to observe safety standards with labour calling for stiffer penalties against errant employers.

Speaking at commemorations to mark International Occupational Health and Safety Day in Harare, under the theme "Reinforcing OSH Preventive Culture through optimum gathering and utilization of data" The Zimbabwe Congress of Trade Unions (ZCTU) President, Peter Mutasa, said occupational safety was one area that still required serious attention.

The current occupational safety and health statistics stood at 1 302 and 9 fatalities between January to March 2017 compared to 5 364 occupational accidents that were recorded and 63 of them being fatal for 2016. Workplace casualties increased from 54 in 2015 to 63 in 2016, after they had declined steeply from 106 in 2014.

"Why so many workplace accidents 37 years after independence? In our view as Labour we would like to quickly point at the lack of sound Occupational Safety and Management Systems and fragmented occupational safety and health Laws. We are however happy to note that the OSH Bill which is likely to be made law will address most Occupational Safety and Health Challenges currently faced by workers. Though we are a model in the

region 37 years since independence, we are still battling to bring down the accident frequency rate to less than 1 which is acceptable globally. The current 2.6 lost time injury frequency rate is not anything to write home about," he said.

He said the International Labour Organisation through its general survey on occupational safety and health in 2009, implored upon government to attach importance on relevant data in occupational accidents and diseases including the application of the occupational safety and health convention, 1981 number 155, which we are proud to say has been addressed and a data collection system established though, there is still need for some improvements as the rate of accidents is still very high.

"The Zimbabwe Congress of Trade Unions is fully behind the promotion of the United Nations 2030 Agenda for Sustainable Development which encompasses a global plan of action with specific targets to end poverty, protect the planet, and ensure prosperity for all. Further to that Sustainable Development Goal 8, which provides for the promotion of "inclusive and sustainable economic growth, full and productive employment and decent work for all" and its Target 8.8 focusing on the "protection of labour rights and promotion of safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment." is a Must for full endorsement by



A makeshift boiler exploded with devastating force at a farm in Mount Hampden, killing three farm workers instantly in 2013.

all Social Partners," said Mutasa.

Mutasa said labour would like to see more transparency in the manner in which NSSA is being run expressing fears over the introduction of a number of products without Stakeholders' consensus which may lead to the collapse of the scheme as we get to the fourth industrial revolution, where reliance on workers contributions either from formal and informal becoming a thing of the past. Mutasa also took a swipe at Chinese investors whom he said were now economically colonizing us. This colonization of the economy by China is a new form of colonization. We don't want to be colonized by the West; we don't want to be colonized by the East. We are worried about the horrors that we hear about

Chinese business people. We don't want economic and social colonization," he said.

He added that the Chinese were visitors in Zimbabwe and should not socialize us but rather it should be the other way round.

"What they call work ethics we call workers' abuse. We have received complaints from a number of workers in the Chinese owned businesses, both domestic and industrial. Some are beaten like kids, others are not given salaries while others are not provided with any safety clothing. We believe they are being given some form of immunity by the government because their cases don't move in the manner that other cases are dealt with. This is the level of exploitation we don't need in this

country," he said.

He said complaints of unfair labour practices and abuse of workers raised with the authorities were being ignored.

According to the International Labour Organisation, 6 300 workers die every day due to occupational workplace accidents and work-related diseases. This accounts to more than 2.3 million deaths with 317 million suffering from non-fatal workplace accidents each year. In addition to that, 160million new cases of occupational illnesses are also reported. The economic burden of poor occupational safety and health practices is estimated at 4 per cent of global Gross Domestic Product each year.

## Sugar plantation workers in 'bitter' wage negotiations

BY STAFF REPORTER

**S**ugar plantation workers in the lowveld are up in arms with their employer Tongaat Hullet (Pvt) after negotiations for a salary increase crumbled spoiling for a strike action.

The workers whose minimum earning is \$138-00 per month are among the least paid and their union has failed to unlock an increment from the employer at the recent collective bargaining were they were represented by the Zimbabwe Sugarcane Milling Workers' Union (ZISMWU) are complaining that after deductions, they are left with \$100 net salary.

The union failed to convince the employer to award the employees a 39 per cent salary increment resulting in a deadlock. The workers are now demanding a minimum of \$250-00. The matter is now set for arbitration.

Sugar plantation workers have been having problems with their employer over better salaries for years and in 2015 they embarked on a strike where more than 16 000 workers downed tools but the four-week long industrial action did not yield the much needed results as the employer

did not respond positively to the workers' grievances despite promises to look into the matter once they returned for work.

Some of the employees were later fired for taking part in the crippling strike which saw the company temporarily ceasing operations.

Meanwhile the Food Federation and Allied Workers Union of Zimbabwe (FFAWUZ) which has an affiliate organising workers in the same industry says it is worried over the continued impasse and the meagre salaries being earned by workers.

FFAWUZ General Secretary Runesu Dzimiri said workers continued to be subjugated by the employer because the negotiating unions lacked collective bargaining skills adding that they were ready to tilt the status quo to bring a new dispensation to workers.

"We are organising with our affiliate the Sugar Milling and Allied Workers Union of Zimbabwe (SMAWUZ) and we are equipped with skilled and seasoned negotiators from the food industry who can ably represent the affected membership. We are not a union that politics with workers issues but be present

facts. It is unacceptable that workers in such a lucrative industry continue to earn such meagre wages when there are unions. Such unions are not serious, they are only purporting to be representing workers when they are actually self-serving," he said.

Dzimiri said SMAWUZ which had recruited more than 6000 members in 2014 but had its registration withdrawn was already on the ground after it was issued with another registration certificate early this year.

"SMAWUZ is already on the ground and we are already formulating structures and training them on genuine trade unionism as well as collective bargaining. We cannot continue to have a situation where workers lose jobs after engaging in job actions. The union (ZISMWU) has been ill advising workers. We want to build the critical mass of unions through membership recruitment and retention by safeguarding their jobs and servicing them so that they appreciate the value of belonging to a union," he said.

The impasse between the two parties has dragged on because the company submits that the employees were classified under



Runesu Dzimiri  
FFAWUZ General Secretary

the agricultural industry and their dues were above the recommended rates. On the other hand employees argue that the company subsidiaries in Mozambique, Namibia and South Africa give their workers between \$400-00 and \$700-00 and yet the local subsidiary was more productive compared to the others.



# 2017 global unemployment rate to increase

BY ALOIS VINGA

THE World Outlook Social Employment report predicts that unemployment levels the world over are set to increase by 5.8 percent thereby driving 3.4 million people outside the job market.

The study has attributed the trend to the continuously growing labour force. This year's increase has moved up from the 2016 rate of 5.7 percent bringing the total to 201 million people.

While the global unemployment rate is expected to hold relatively steady in 2018, the pace of labour force growth signified by those in search of employment will outstrip job creation, resulting in an additional 2.7 million unemployed people globally.

It is noted that the increase in unemployment levels and rates in 2017 will be driven by deteriorating labour market conditions in emerging countries as the impacts of several deep recessions in 2016 continue to affect labour markets in 2017. In fact, the number of unemployed people in emerging countries is expected to increase by approximately 3.6 million between 2016 and 2017 during which time the unemployment rate in emerging countries is expected to climb to 5.7 per cent, compared with 5.6 per cent in 2016.

Of notable concern are developments in Latin America and the Caribbean, where the unemployment rate is expected to rise by 0.3 percentage points in 2017, to reach 8.4 per cent – largely driven by rising unemployment in Brazil.

In contrast, unemployment is expected to fall in 2017 in developed countries by 670,000, bringing the rate down to 6.2 per cent from 6.3 per cent in 2016. In Europe, notably Northern, Southern and Western Europe, unemployment levels and rates are both expected to continue to fall, but the pace of improvement will slow, and there are signs that structural unemployment is worsening. The same applies to Canada and the United States.

For example, in both Europe and Northern America, long term unemployment remains elevated in comparison to pre-crisis levels and, in the case of Europe, it increased recently, despite the reductions in the unemployment rate. In fact, in the European Union, the share of

unemployed people who had been looking for a job for 12 months or longer reached 47.8 per cent in the second quarter of 2016, up from 44.5 per cent for the same quarter of 2012. Furthermore, in the second quarter of 2016, more than two-thirds of this group a total of 6 million people had been unemployed for over two years.

The study predicts that vulnerable employment will stand at 1.4 billion worldwide. Workers in vulnerable forms of employment are typically subject to high levels of precariousness as they often have limited access to contributory social protection schemes, which tend to be more common among wage and salaried workers. However, only marginal improvements in the share of workers in vulnerable employment are expected for the coming years. Vulnerable employment is expected to fall by less than 0.2 percentage points per year over the next two years, compared with an average annual decline of 0.5 percentage points between 2000 and 2010. As such, vulnerable forms of employment are expected to remain above 42 per cent of total employment in 2017, accounting for 1.4 billion people worldwide.

In fact, almost one in two workers in emerging countries are in vulnerable forms of employment, rising to almost four in five workers in developing countries. As a result, the number of workers in vulnerable forms of employment is projected to grow globally by 11 million per year. The two regions most affected by vulnerable employment are Southern Asia and sub-Saharan Africa.

Working poverty remained a problem in 2016, with nearly half of workers in Southern Asia and nearly two-thirds of workers in sub-Saharan Africa living in extreme or moderate working poverty (i.e. living on less than US\$3.10 per day in purchasing power terms). Working poverty rates have been declining over the long term and this trend is expected to continue in 2017. In emerging and developing countries, the share of workers living in moderate or extreme poverty is expected to fall from 29.4 per cent in 2016 to 28.7 per cent in 2017. However, progress in reducing working poverty rates is slowing.

"The absolute number of working poor has also been



Job scarcity continues to haunt youths

declining over recent years, but the rate of that reduction is now also slowing, and in developing countries the number is on the rise," remarked ILO Director General – Guy Ryder.

He added that while both rates and numbers of working poor have been falling rapidly in emerging countries, progress in developing countries has been too slow to keep up with employment growth. Consequently, the number of workers earning less than US\$3.10 per day over the next two years is expected to increase by around 3 million per year in developing countries.

The Report observes that the African economy is currently characterised by relatively weak economic growth in comparison to the average growth rate achieved in the continent over the past decade. The regional economy is expected to have expanded by only 2 per cent in 2016. Looking ahead to 2017, the economic outlook is expected to improve, with growth projected to reach 3.4 per cent in 2017 and 3.8 per cent in 2018.

The unemployment rate for the continent as a whole is likely to remain unchanged from its 2016 rate of 8.0 per cent going into 2017, which, when applied to a rapidly growing labour force, corresponds to an increase in total unemployment of 1.2 million. Despite marginal decreases in extreme working poverty with

individuals in the region living on less than US\$1.90 per day, the region – driven by trends in sub-Saharan Africa is performing poorly with regard to moderate working poverty.

At 1.6 per cent in 2016, economic growth in sub-Saharan Africa is at its lowest level in over two decades – a sharp contrast to the annual average of nearly five per cent over the past ten years. For the region as a whole, a slight recovery to 2.9 per cent is anticipated for 2017, the achievement of which will rely on recoveries among commodity exporters, alongside elevated growth rates in a number of non-resource-intensive economies.

The region's unemployment rate is forecast to be 7.2 per cent in 2017, unchanged from 2016. The number of unemployed people is expected to increase from 28 million in 2016 to 29 million in 2017 due to the region's strong labour force growth.

In the context of sub-Saharan Africa, however, poor-quality employment – rather than unemployment – remains the main labour market challenge. This problem is compounded by rapid population growth, specifically growth of the working-age population as an additional 12.6 million youth in the region will enter the labour force over the next four years. Across most of sub-Saharan Africa, the lack of productive opportunities for youth and adults alike means that 247

million people were in vulnerable employment in 2016, equivalent to around 68 per cent of all those with jobs.

The outlook is particularly challenging for women, who are more likely to be in vulnerable employment, largely as contributing family workers. The share of female workers categorized as contributing family workers, at 30.6 per cent, is more than twice the rate for their male counterparts, at 14.0 per cent, with women additionally over-represented in informal non-agricultural employment.

Notably the report observes that four to six percent of Zimbabweans are looking for but are unable to find work while 70 percent of the country's populace are own account workers who are contributing to family workers as a share of the percentage of total unemployment. It is also observed that 65 percent of Zimbabweans are living on less than US\$3.10 per day.

"Enhanced employment and social policy packages can make growth and development more inclusive and stronger. They are key macroeconomic tools alongside fiscal and monetary policies especially at a time when cyclical and structural constraints are inhibiting a full recovery from the lingering effects of the global financial crisis," added Ryder.

## JPGGE gives lifeline to rural women farmers

BY ALOIS VINGA

**THE Joint United Nations Gender Equality (JPGGE) program which is being spearheaded by the International Labour Organisation (ILO) project is improving living conditions of women and their families in Zimbabwe's rural areas by promoting entrepreneurship.**

Recently the ILO Director for Zimbabwe and Namibia announced that the program had created a new crop of female entrepreneurs in Zimbabwe.

"A total of 290 people already directly benefitted from the JPGGE project, while 2,400 people were also positively impacted in the five districts of Gutu, Chivi, Murewa, Mutoko and Nyanga," said Hoplang Phororo, the ILO Director

for Zimbabwe and Namibia.

"The ILO is implementing the third pillar of the project which focuses on women's economic empowerment and providing better working and living conditions for communities. This is a key component to promote the wider goal of improving women's empowerment and gender equality in Zimbabwe," she added.

Mary Tarudana one of the program's beneficiaries who started the farming project back in 2014 said that her financial status had improved. She comes from a very poor family and was selected as a beneficiary. While her family managed to eke out a living from subsistence farming, she was unable to offer her children and husband the life she believed they deserved.

She started an onion farming project in partnership with sixty

other women after attending a fortnight's training course in horticulture production. Thereafter, Tarudana started to grow onions and when she harvested her first produce and a new chapter in her life in which she would have enough money to support her family had become possible.

After the first harvest, she invested back into the project and bought a larger quantity of onion seeds to increase her yield. From that second crop, she harvested over 4 000 kilograms of onions, with a market price of \$5 for a 22kilogram pack and realised a profit of US \$1.100 which she mostly used to meet her family's needs. This new income allowed her to benefit from a rural electrification project and have electricity at home.

"Now I know that when I leave the project site, which is my workplace, I do not need to worry

about having to search for firewood. I will be able to just come into my house and turn on a switch," she said.

The JPGGE was initiated in July 2014 and will run until June this year. It is a component decentralised to the ILO through the Country Office for Zimbabwe under the United Nations of the Joint Programme on Gender Equality (JPGGE). The JPGGE addresses four priorities that were identified through a multi-sectoral consultative process that included government, workers' and employers' organizations.

The four priorities have been structured around four pillars of: promoting women's security and combating gender-based violence; women's political participation and influence; women's economic empowerment and working conditions; and, national

accountability on gender equality and women's empowerment.

Each of the four pillars is being led by different agents such as, Pillar I – United Nations Fund for Population Activities, Pillar II – United Nations Development Program, Pillar III – ILO and, Pillar IV – United Nations WOMEN.

The JPGGE brings together the state, UN development agencies, development partners and a number of different gender equality advocates to support the Government of Zimbabwe in attaining goal number three of the Millennium Development Goals.

The program focuses on capacity-strengthening at macro, meso and micro levels and in advocacy at the highest levels to lobby for integration and ownership of gender issues into policy and legislative development.



# ZCTU launches climate change training manual

BY ADMORE MARAMBANYIKA

**T**he Zimbabwe Congress of Trade Unions (ZCTU) now has a climate change manual as it seeks to raise awareness and agitate for worker activism and collective actions for a just transition and decent work in the looming green economy.

Launching the manual in Harare, ZCTU 1<sup>st</sup> Vice President Florence Taruvinga said trade unions had for long overlooked issues of climate change focusing mainly on occupational safety and health despite the disastrous effects of the phenomenon on ordinary jobs that are the lifeline of unionism. She said the ZCTU had finally realised that climate change was a reality hence the need for quick adaptation to avoid a situation where labour is caught unawares by climate change induced fluctuations in economic value chains production affecting industrial jobs thereby threatening even the existence and viability of unions.

"The manual that we are launching today captures all the areas that we felt were important starting from key concepts, impact, governance structures, green jobs mitigation and adaptation. Trade unions have a key role to play in creating awareness, lobbying for reskilling and demanding a just transition that safeguards jobs and protects the environment. Trade unions must not be caught flat footed because automation and green jobs are fast creeping creating an inescapable threat to the existing jobs. This manual would be used by the ZCTU and its affiliates in all our engagements. The depletion of the ozone layer by green-house gasses emitted from industries is negatively affecting the environment which is the major source of industrial raw materials hence the world is now being forced to balance

environmental preservation and job creation," he said.

Brigitte Juchems, FES Resident Representative in Zimbabwe said the impact of climate change can no longer be ignored by trade unions.

"The evidence of the devastating impacts of climate change on countries like Zimbabwe is there for all to see. The country is heavily reliant on rain fed agriculture and rainfall patterns have become less predictable, which have threatened food security, jobs, incomes and socio-economic development. It is argued that Africa contributes less in terms of emissions but it has suffered some of the greater impacts of climate change, meaning, the world's poorest people are paying the highest price for carbon production in other parts of the world. Workers in many sectors are affected by the impacts of climate change as industries have not adjusted fast enough and agriculture production has gone down severely," she said.

She added that there was need for extensive education and training for trade unions on climate change and green jobs to counter the knowledge gap that was revealed by a Situational Analysis of Zimbabwe's Potential in Green Jobs and skills development in the energy sector which was carried out by the Labour and Economic Development Research Institute of Zimbabwe (LEDRI) in 2015.

She added that FES together with ZCTU were taking steps to enhance the efforts for trade unions to develop their knowledge on climate change issues and take part in development policies that would ensure a just economic transition.

Kudakwashe Manyanga, a climate change researcher with the Ministry of Environment and Natural

Resources commended the ZCTU for coming up with the training manual saying government was committed to work with labour in

addressing climate change and green jobs issues as workers were bound to be affected.

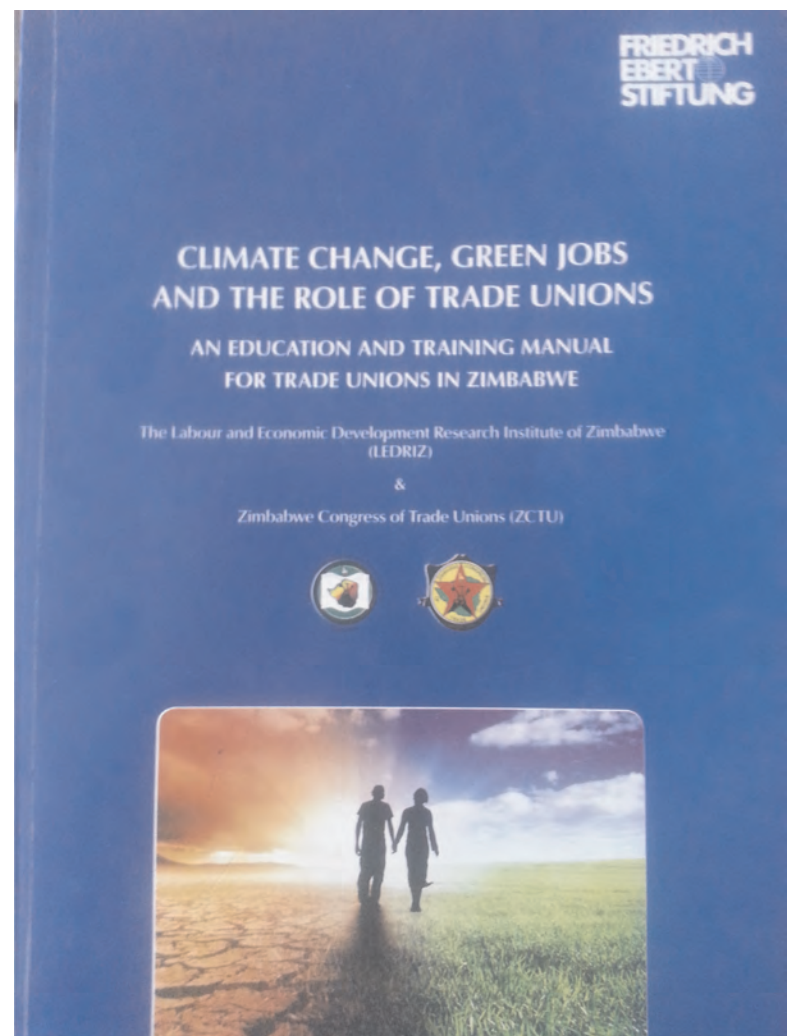
"The climate change education and training manual is a step in the right direction for the ZCTU. I think you are the first organisation to come up with such an instrument. Government has a National Climate Change Response Strategy and a Climate Change Policy. It is important for you to reach out to many people and create awareness. Your initiatives would be very when programmes are being implemented parties would be at par in terms of understanding to lower resistance. Trade unions must lobby for the mainstreaming of climate change issues into labour rights and to come up with proposals on active climate change programmes which labour can undertake," he said.

The ZCTU already has a climate change policy after carrying out a research focussed on the energy sector as it is the core of the climate change discourse due to its contribution to the green-house gas emissions but inroads have been made in the transport, tourism, construction and agriculture sectors.

Elsewhere in Africa trade unions have embarked on researches to find ways of adapting and mitigating the effects of climate change as the landscape is gradually gravitating towards green jobs. For Africa, being jolted into accepting green jobs in underdeveloped economies without the social safety nets to cater for those that would lose or have their jobs redefined is an uphill but unavoidable task.

The International Trade Union Confederation (ITUC) regional office for Africa has expressed interest in

knowing the extent to which trade unions in Africa have been engaging in the design, implementation, verification and evaluation of these



processes and programmes.

Research findings from five African countries including Zimbabwe would be used to assist in making demands regarding the integration of labour issues in national and international climate change programmes.

According to the report of the findings on Trade Union Responses and Strategies on Climate Change in

Africa, the continent is more vulnerable to climate change and is prone to suffer from what it has not

contributed much towards.

"For Africa the impact of climate change could be even more severe. With its very large land mass any increase in whatever average temperature rise is experienced worldwide, it is estimated that Africa will experience a rise of one and a half times that average....Africa is more vulnerable because it has fewer resources to deal with the results of climate change...since the continent continues to lag behind in available technology, skills and financial

## ZCTU, FES, LEDRI move a gear up on climate change and green jobs



Participants follow proceedings at the workshop

BY LAST TARABUKU

**T**he Zimbabwe Congress of Trade Unions (ZCTU), with support from the Friedrich Ebert Stiftung (FES) and the Labour Economic Development Research Institute of Zimbabwe (LEDRI) last month embarked on a Trainers of Trainers (TOT) on the climate change module, as the labour body

take strides to widen workers' understanding of issues surrounding climate change and green jobs.

Representatives from the 34 ZCTU affiliate unions converged at a workshop at Mutirikwi Lakeshore Lodges, 40 kilometers from the town of Masvingo, from 8-12 May 2017 where they were taken through the Climate change and green jobs

module.

The objectives of the workshop included the need for participants to articulate climate change issues, creation of awareness on climate change, its effects and trade union roles and what could be done to better the situation. Participants were expected to impart knowledge and skills as well as enhance advocacy skills in areas of climate

change at their unions.

Officiating at the opening ceremony for the workshop, the ZCTU Vice-Chairperson for Southern Region Reward Zvinavashe highlighted that the Training of Trainers workshop was very timely particularly against the background of the threats of climate change on jobs and the labour market in general. He noted that the government of Zimbabwe had committed itself to the Paris Agreement which came into force last year 2016 with challenges on labour's state preparedness as calls to stop use of fossil fuels was being escalated. He wondered what would become of all the jobs in the coal mining sector and the resultant ghost towns that may be left.

Zvinavashe said the ZCTU responded to the issue of climate change and green jobs by coming up with a climate change policy and that there is need to come up with trade union programs and link them with the broader collection of developmental concerns.

FES representative, Fortune Jegede, in her remarks, noted the close relationship between ZCTU and FES that goes back to the early 1980s. She said the climate change program was a 3 year project that started last year after realising that knowledge of Climate Change was missing in the trade unions and FES saw it fit to produce a module to train the educators for onward education to other workers.

Ms. Jegede said the Climate Change topic is very broad and trade unions must concentrate on their role as well as the effects of Climate Change on Green jobs and decent work. She said the training will assist the trade unions in getting involved in the discussions in workplaces and communities so that trade union's voices are not left out. She said the ITUC was also talking about just transition and there was need for trade unions to take up the issue.

She said FES was going to embark on various programmes that they are going to carry after the current training. FES was also going to give support to regions to make sure that regions train other people.

Jegede encouraged participants to write articles on Climate Change in the The Worker newspaper where they will be given a token of appreciation.

The module has seven modules namely: Introduction to climate change, impact of climate change, governance structures related to climate change, national action on climate change, climate change, the green economy and green jobs; climate change mitigation and climate change adaptation.

The workshop was facilitated by the writers of the module namely Naome Chakanya (LEDRI), Nyasha Muchichwa (LEDRI), Nathan Banda (ZCTU), Fiona Magaya (ZCTU) and Miriam Chikamba for ZCTU head of Education and Training.