

# The Worker

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Voice of the Labour Movement

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## Workers count their losses

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## Dynamos chickens out of championship race

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# STATE SECURITY CRACKDOWN

## Zim back on ILO radar over labour violations

**Z**IMBABWE is back on the International Labour Organisation (ILO) radar as it has reverted to its infamous labour violations settings characterised by the arrests, detention and disruption of legitimate trade union activities.

Over the years Harare's handling of labour issues has been atrocious with serious interference from senior political leaders whose mandates are nowhere near the labour purview. The violations peaked with the arrest and detention of ZCTU leaders over the 11 October 2018 demonstration and the 14-16 January 2019 stay away.

Zimbabwe's placement on the ILO radar was a result of ITUC-Africa's recommendation after the country was placed second among Africa's top 10 labour violators.

The African labour body met in Kigali Rwanda and recommended that Zimbabwe be shortlisted and be placed on a special paragraph for violations around Convention 87 on Freedom of Association and Protection of the Right to Organise owing to the gravity of violations that include arresting and detention of trade union leaders.

Ethiopia leads the pack on violations and the other countries are Cameroon, Chad, Burundi, Democratic Republic of Congo, Uganda, Liberia, Malawi, Rwanda and Ghana respectively.

The ZCTU has since filed a complaint to the ILO over the violent state security clampdown on trade unionists and citizens over the stay away. The complaint is the second within a year following another one that was filed in October last year following another brutal suppression of a workers demonstration against the monetary and fiscal policies announced by authorities.

ZCTU Secretary General Japhet Moyo submitted a dossier detailing how the government of Zimbabwe was violating the Convention on Freedom of Association and Protection of the Right to Organise.

"The ZCTU hereby submits a complaint against the government of Zimbabwe for violating article 3 of the convention on Freedom of Association and Protection of the Right to Organise. The violations relate to the incidents of 14-16 January 2019 from which the government of Zimbabwe with impunity



October 11 2018

Police bundle Japhet Moyo into a truck

killed, obstructed, harassed, intimidated, assaulted and detained several protestors following a peaceful protest against the rising cost of living called by the ZCTU, some of the arrested included the ZCTU Secretary General Japhet Moyo and President Peter Mutasa," reads Moyo's letter to the ILO.

Moyo and Mutasa are being charged for attempting to subvert a constitutionally elected government, a crime that carries the death sentence or alternatively inciting violence.

The ZCTU has detailed to the ILO how the government sought to hide the state security atrocities by disconnecting the internet during the stayaway.

"During the disconnection period the military and the police intensified their brutality against the people of Zimbabwe by following people in their homes and brutalised them as well as arresting them," reads the complaint.

The complaint also details how Moyo and Mutasa were arrested, detained and granted bail.

Other violations noted in the complaint include the crackdown on civic and opposition political party leaders, harassment of ITUC-Africa Secretary General Kwesi Adu Amankwa who was dragged from a local hotel and was saved from deportation after the ZCTU had filed an urgent court application.

Amnakwa was in the country on a solidarity visit after the stayaway.

The ZCTU argued that the Government of Zimbabwe violated its own constitution that provides for the right to life as the crackdown left 17 people dead and said the arrests and detentions violated the principles of freedom of association and instil fear in them and deny them their right to associate with the ZCTU.

Briefing the ITUC-Africa delegation which was in the country in March, Media Institute of Southern Africa (MISA-Zimbabwe) director, Tabani Moyo said the government viewed the ZCTU and other civic society organisations as enemies of the state

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## ZCTU SMS Platform

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Shinga Mushandi Shinga, Qina Sisebenzi Qina

# Growing calls for realistic wages as inflation savages earnings

BY STAFF REPORTER

**C**alls for improved salaries and wages continue to grow as inflation has ravaged earnings with prices of basic commodities surging by more than 300 percent in the last month alone.

Workers earnings heavily depreciated following the announcement of the monetary policy which depreciated the RTGS dollar against the US\$ but failed to realign wages accordingly. The move left workers at the mercy of business which adjusted prices to catch up with the interbank rates resulting in the prices of virtually all basic commodities and services shooting beyond the affordability of many.

The ZCTU has demanded that government re-introduces a minimum wage to cushion workers from the biting economic hardships spurred by austerity measures recently adopted by government.

The labour body has proposed a USD600-00 or alternatively 1800 RTGS dollars as national minimum wage in line with the Poverty Datum Line.

The ZCTU's highest decision making body, the General Council, met at Harare on 23 March 2019 and after receiving reports from affiliate unions as well as monetary policy analysis from its research arm the Labour and Economic Development Research Institute of Zimbabwe (LEDRI) resolved to set the national minimum wage at USD600 or 1800 RTGS dollars.

The ZCTU has since written to the Minister of Labour Sekai Nzenza demanding that puts in motions processes towards the introduction of the minimum wage.

"Following an outcry from our membership over the price hikes and the erosion of their salaries and wages by inflation, the ZCTU General Council met on 23 March 2019 to deliberate on the issues. The outcome was that the ZCTU was mandated to discuss with fellow social partners on the need to restore a minimum wage. It is in this vein that we write to you hon. Minister to convene a meeting of social partners to discuss this issue," reads a letter by the then Acting Secretary General Sylvester Mutindindi.

The labour body said it was the government's obligation to cushion workers and citizens from the biting economic hardship and a realistic minimum wage would be the starting point.

The ZCTU is also demanding for urgent Tripartite Negotiating Forum meetings to be held so that solutions to the prevailing economic challenges can be deliberated on.

In trying to respond to the crisis the private sector has awarded nominal wage increments while the government workers are planning to get back to the table despite getting a \$129-00 cushion that saw the least paid civil servant earning 600 RTGS dollars.

However, in the last few weeks, prices of basic commodities have gone up sharply, making it difficult for many to survive, as the local currency continues to lose value



against the US dollar.

Apex Council secretary-general David Dzatsunga said they were planning to renew wage talks with their employer since their increment had been eroded.

"Our agreement with govt was based on the situation, which was on the ground during that time. However, prices are increasing and we want to go back to the negotiating table with the govt. It is now clear that the salary increment is null and void. We had agreed that we were going to sit down in June and assess the performance of the economy against civil servants' salaries. Inflation has eroded our salaries.

We need a holistic approach so that we can find a solution," he said.

National Employment Councils (NEC) have also awarded marginal wage increments that fall far short of the Poverty Datum Line (PDL).

While not committing themselves to blanket annual increases, most NEC's settled for periodic reviews and cost of living cushions to guard against inflationary uncertainties.

The Security Industry settled for a flat \$62-00 hardship allowance across the board with effect from 1st March which shall be reviewed after 6 months.

The government approved a \$12-00 wage increase for brick

moulders which will now see the lowest paid grade earning \$155-00 a month, up from \$143-00.

The agriculture industry also awarded a 15 percent salary increment with effect from November 1 2018. The increment will see the lowest grade getting \$121-00 with the highest grade at \$239-00.

Engineering industry has settled for a 27 percent wage increment, Sugar industry awarded 60 percent from \$180-00, Food processing sector 36 percent from \$264-00, Banking sector 46 percent, mining industry is at 80 percent.

## ZCTU leaders acquitted over October demonstration, still face treason charges

BY STAFF REPORTER

**SEVEN** members of the Zimbabwe Congress of Trades Union (ZCTU) including President Peter Mutasa and Secretary General Japhet Moyo who were being charged for inciting the October 2018 demonstration over the two percent transactional tax and high cost of living, were acquitted by a Harare magistrate at the close of the State case.

The seven including, Simon Mutasa, Munashe Chirovamari Benice Maluleke, Prescilla Jonhi, and Ezekiel Matema who were charged with committing public violence as defined in section 37(1)(a) of the Criminal Law (Codification and Reform) Act for allegedly participating in a gathering with intent to promote public violence and breaches of peace or bigotry were acquitted by magistrate Rumbidzai Mugwagwa, who ruled that the state had failed to prove a case against them.

"The defence managed to prove that the accused did not gather with an intent to incite public violence but that they intended to embark on a peaceful demonstration. Also important to note is that no one among the accused was spotted holding a placard and they did not disturb free movement of people as alleged," ruled the magistrate.

"It has also emerged from the



*ZCTU Secretary General Japhet Moyo (centre) is joined by colleagues upon his release from Chikurubi Maximum Prison after a two-week ordeal.*

police testimonies that it was not any one of them who fired missiles or threw bricks but street kids who were close by. No one of the accused was seen trying to be violent. As such, all the accused are hereby found not guilty and acquitted at the close of State case," said the magistrate.

All the three state witnesses who are police officers failed to nail the seven to the case. They disowned some of the contents of the state outline one of the police officers Oscar Matope told the court that his statement was handwritten and signed while the court records have a typed statement.

The group was represented by top human rights lawyer, Alec Muchadehama while Shambidzeni Fungura represented for the State.

The seven were arrested at the

ZCTU offices intending to demonstrate against the imposition of a 2 percent tax on all electronic transfers by Finance Minister, Mthuli Ncube, the high cost of living and the general economic collapse.

At the time of going to print labour activists in Mutare who were arrested on the same charges were set to appear before the courts while the state would proceed by way of summons in a matter relating to those arrested in Masvingo and Gweru. There were no arrests in Chinhoyi and Bulawayo.

Mutasa and Moyo are still facing other charges of seeking to subvert a constitutionally-elected government relating to the January fuel price hike protests.

## SATUCC calls for dialogue, dropping of charges against arrested ZCTU leaders

BY STAFF REPORTER

**T**he Southern Africa Trade Union Coordination Council (SATUCC) mission which was on a solidarity mission to the Zimbabwe Congress of Trade Unions has urged the Zimbabwe government to prioritise meaningful dialogue instead of suppressing the trade union when it raises genuine issues.

The call was made following the government clampdown on union leaders and citizens by the government following the 14-16 January stayaway. The Mission met civic society leaders, the Employers' Confederation of Zimbabwe, the Ministry of Labour and the International Labour Organisation with whom it sought to get a full appreciation of the obtaining country situation.

The mission said the level of mistrusts between the government and the trade union was disturbing.

"It was clear from the brief with ZCTU leadership that the Government of Zimbabwe under the regime of President Emmerson Mnangagwa treats the ZCTU as an opposition to its rule and is perceived to be working beyond its labour and industrial relations boundary. This was reiterated during the Mission meeting with the Minister of Public Services, Labour and Social Welfare and the Deputy Minister and said that ZCTU had taken its mandate beyond the labour boundary as such state security and law enforcement had to intervene leading to the arrest of trade union leaders," reads the SATUCC statement.

The mission has proposed a three point request to address the impasse

on trade union government relations that:-

The urgent need to immediately restore the national social dialogue mechanism in consultation and participation of social partners (workers and employers organizations).

Meaningful social dialogue can only happen when all parties to the dialogue are free and none is being persecuted. As such the cases involving the ZCTU and its leadership currently in court must be dropped to allow the government and social partners resolve matters within the framework of social dialogue.

The Government to do everything in its powers to stop all forms of interference in trade union works and activities through criminalizing trade union actions, use of fear, harassment and intimidation.

SATUCC said the mission was a process and not an event which shall require follow-up and continuous prodding of the Zimbabwe Government on its commitments to social dialogue.

"The TNF Bill process must involve all social partners and agreed by consensus before enactment. The ZCTU shall continue to update on this development. SATUCC shall follow with keen interests the persecution and trials of the ZCTU and its leadership at the same time continue to lobby for a fast trial and dropping of the charges unconditionally and give social dialogue a chance to resolve differences among social partners and Government. SATUCC shall continue to monitor human and trade union rights situation in Zimbabwe including likely complaints that maybe in pipeline to be brought to the attention of the ILO supervisory mechanism," reads the report.

# Gloomy May Day as workers' plight further deteriorates

BY ADMORE MARAMBANYIKA

**W**orkers Day is a day when workers are supposed to celebrate their gains and achievements over the years but in Zimbabwe the worker on this particular day would be reflecting on the reversal of such achievements and counting losses.

While at the inception the day was an indication of victory over long working hours from as much as 16 hours to the current 8 hour working day.

These long working hours triggered workers to focus on winning a shorter eight-hour work day and securing more days off and reducing the workweek to just six days. These early organizers clearly won their demands as the average employee now works a bit over 40 hours a week and for five days a week.

While these working hours apply to many a worker in Zimbabwe reflecting the workers'

gains in independent Zimbabwe shows a dull picture of regression. Zimbabwe at independence moved to craft worker protectionists policies culminating in the Labour Relations Act and the introduction of the minimum wage to cushion the least employees.

Over the years wages have been systematically eroded without adequate redress. The government used to set wages that were commensurate with the cost of living. Then collective bargaining was informed by prevailing economic trends but that has since been abandoned. Further collective bargaining is constrained due to poor economics and unsustainable policies compounded by strained relations and mistrust among social partners. The early independent Zimbabwean politicians and business owners were actually in favour of giving an ear to workers issues but that has since changed as politicians have joined business



2015 WORKERS DAY @ GWANZURA STADIUM

since they now own the means of production while the economy has drifted from welfare to liberal.

ZCTU national organiser

Michael Kandukutu said the period from 1990 has seen a systematic erosion of workers gains and achievements.

"We note that there has been a systematic reduction in the quality of lives for workers, reduced purchasing power parity of workers' salaries, widening salaries and wages disparities, increased inequalities and selective application of the law in industrial relations that has been aided by judicial activism as judicial officers have become employers," he said.

Labour legislation has been mutated several times over the years mutating the gains and achievements and to this day the Labour Act now has little or no protection to the worker.

The Labour Relations Act of 1984 was replaced with the *Labour Relations Amendment Act, 1992 (No. 12 of 1992)*, *Labour Relations Amendment Act, 2000 (H.B. 24 of 2000)*, *Labour Relations Amendment Act, 2002, 2005 and the Labour Amendment Act, 2015 (No.5 of 2015) which came into effect*

after a carnage that left over 30 000 workers jobless as employers fired workers on notice basing on a common law principle.

Labour law lawyer Caleb Mucheche described the amendment as "a half-hearted approach to the protection of employees against arbitrary dismissal by employers. Instead of expressly abolishing an employer's common law prerogative to terminate a contract of employment on notice, the legislature simply cosmetically changed the same common law right to become a statutory right in a typical smearing of lipstick on a frog. Effectively, employees are still at the whim and caprice of some unscrupulous employers who can abuse the statutory right to terminate a contract on notice. The concept of job security in Zimbabwe has been destroyed and employees should brace up for tough times ahead unless the labour legislation is urgently amended to address the shortcomings highlighted in this paper".

## ZCTU on a diplomatic offensive



ZCTU delegation after a meeting with the Swedish Ambassador Sofia Calltrop

BY STAFF REPORTER

**T**he Zimbabwe Congress of Trade Unions has embarked on a diplomatic offensive meeting ambassadors accredited to Harare as it seeks new avenues for a lasting solution to the crisis affecting Zimbabwe.

The engagement process has seen ZCTU leaders meeting the Australian and Swedish

ambassadors and are set to meet several embassies.

ZCTU Secretary General Japhet Moyo said the initiative to meet ambassadors was informed by the need to appraise them of the obtaining situation from a labour perspective.

"We are meeting ambassadors because they are an important constituency in the matrix of solving Zimbabwe's problems. We have noted that most of these

foreign missions have been getting briefings from government and other stakeholders and we have not been engaging them to share our views," he said.

Moyo said the engagements had been fruitful with ambassadors pushing for holistic dialogue.

"From our engagements so far, dialogue has been central. The ambassadors are of the view that it is the only way out of our problems," he said.

## NUMAIZ forces NEC to hold any urgent meetings

BY JAMES MUTASA

**T**he National Union of Metal and Allied Industries in Zimbabwe (NUMAIZ) has issued an ultimatum to the National Employment Council for the motor industry to resume meetings despite claims that the council was dissolved in 2012.

The union has demanded that the NEC starts to hold urgent meetings to address issues affecting workers in the motor manufacturing industry.

"We gave the NEC any ultimatum to call an urgent NEC meeting failure of which we will

take legal action against them without further notice," Stephen Dhlwayo the deputy General Secretary.

"To us," Dhlwayo added, "it seems the NEC and Employers Association have caused irreparable harm to employees who are denied basic labour rights and NUMAIZ is going to set that wrong doing right."

The stubborn refusal by employers in the Motor Manufacturing sector to be part of the NEC collective bargaining meetings bore a negative impact to employees who are still using an outdated statutory instrument, SI

537 of 1983.

The employees in the industry last got an NEC salary increment in 2009, a move which has incited NUMAIZ to take action.

Aurthur Mhondo, General Secretary of the NEC confirmed that he had received a letter dubbed as, 'final demand' from NUMAIZ to call any urgent NEC meeting.

Mhondo also said that the NEC was never dissolved though the employers association which comprises of Quest Motor Manufacturing (Pvt), Willowvale Mazda Industry (Pvt) Ltd and AVM Africa (Pvt) Ltd attempted to disband it in 2012.

## ZCTU to publish a political report

BY STAFF REPORTER

**The Zimbabwe Congress of Trade Unions (ZCTU) is in the process of compiling a political report document detailing developments from 2000-2019.**

The publication which succeeds the 2001 publication *The "Workers Driven"; and "People Centred" Development Process for Zimbabwe* popularly known as the *Raw Data* which covered political developments for the period June 1996 to February 2000.

The report seeks to explain the Zimbabwe policy and political context, the state of the social contract and the political systems which prevailed, the ZCTU and political party relationship, power matrix in relation to the systems of governance, the implementation of the policy dialogue development strategy, its environment, achievements and challenges, the labour internal dynamics and trade union development stages. It would also focus evaluating Trade Union leadership capacity building.

The Trade Union political report frames the workers' story in a way that helps its stakeholders relate to the experiences, situations and decisions and the impacts thereof in their quench to change the world of work for the better through worker driven and people centered development processes in Zimbabwe.

By undertaking this process the ZCTU seeks to offer a general theory of institutional legitimacy as the leading federation on labour matters by coming up with literature aimed at achieving consensus, coercion and collaboration on issues of interest to the working people of Zimbabwe.

The report will also interrogate the ZCTU activities from 2000 to check if it had been following the political and socio-economic directions prescribed in the *Raw Data*. The evaluation will seek to find the reasons for Moving towards core values or gliding from core values and come up with prescription going forward.

# The Worker

Voice of the Labour Movement

## Comment

### Welcome back ESAP and dictatorship!

**W**hen President Emmerson Mnangagwa took over power, he promised an economic boom and better governance. But the economic outlook in Zimbabwe continues to deteriorate despite promises by the so-called "New Dispensation" that things would improve. In fact, the country is all back to the most despised Structural Adjustment Programme (ESAP) of the 1990s that brought immense suffering to the people of Zimbabwe. At the same time, Mnangagwa has done shoddy work on governance issues.

After all the hype that was brought in by the appointment of Finance Minister Mthuli Ncube, reality is setting in. His austerity measures are hurting people.

Prices are rising everyday while salaries and wages remain stagnant. Almost everyone is struggling to survive on meagre earnings. While inflation was in the negative two years ago, we have entered a period of hyperinflation. At one time the exchange rate was 1:1 with the United States dollar, now is 1:5 on the parallel market. Everything has gone haywire!

Beside promising economic boom, the "New Dispensation" also promised freedoms to everyone. But events of 11 October 2018 when the Zimbabwe Congress of Trade unions (ZCTU) called for a demonstration against the 2 percent taxation on every dollar transacted as well as the episodes that followed the stayaway that was called by the ZCTU to protest against price hikes shows that we are dealing with a deadly monster of a government.

There was clamp down and arbitrary arrest of trade unions, civic leaders and opposition Members of Parliament. As a matter of fact, the number of persons being persecuted for crimes of treason far surpassed those arrested during former President Robert Mugabe's 37 year dictatorship.

It is clear that state security agents have been pouncing on opposition Members of Parliament, Civil Society and Trade Union leaders at the instigation of President Emmerson Mnangagwa after he was quoted at a "Thank You Rally" that "we will sort them out". Such words are unacceptable coming from the Head of State who is supposed to be a unifier.

Most of those arrested are facing charges of plotting to overthrow the government. Indeed, this "New Dispensation" has become more dangerous than the notorious racist Rhodesian regime of Ian Smith. It has become too paranoid that it is even afraid of its own shadows.

Zimbabweans must strongly condemn the state actions that are contrary to the Constitution of Zimbabwe that guarantees freedom of expression. There must be an environment conducive for freedom of expression where every Zimbabwean can discharge his or her duties without fear of being arrested.

For 39 years now, Zimbabweans continue to yearn for peace and prosperity that has been elusive for that long.

It is sad that our liberators have become our tormentors. Workers pockets have been hit hard to an extent that it is no longer worthwhile to work. It's time for workers to rise and say NO to poverty and dictatorship. We have to liberate ourselves.

**VMCZ**  
VOLUNTARY MEDIA COUNCIL OF ZIMBABWE

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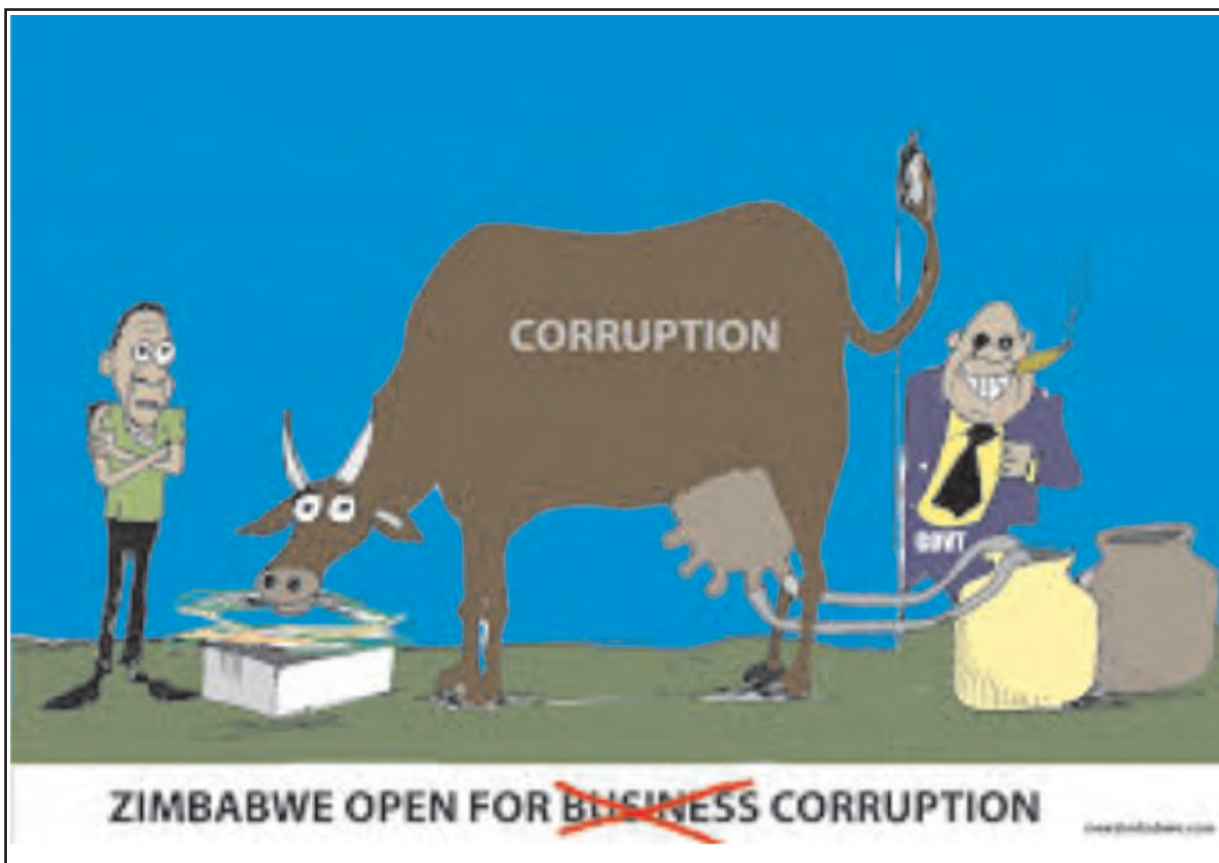
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## The Origins of May Day

By Eric Chase

**I**n the late nineteenth century, the working class was in constant struggle to gain the 8-hour work day. Working conditions were severe and it was quite common to work 10 to 16 hour days in unsafe conditions.

Death and injury were commonplace at many work places and inspired such books as Upton Sinclair's *The Jungle* and Jack London's *The Iron Heel*. As early as the 1860's, working people agitated to shorten the workday without a cut in pay, but it wasn't until the late 1880's that organized labour was able to garner enough strength to declare the 8-hour workday. This proclamation was without consent of employers, yet demanded by many of the working class.

At this time, socialism was a new and attractive idea to working people, many of whom were drawn to its ideology of working class control over the production and distribution of all goods and services. Workers had seen first-hand that Capitalism benefited only their bosses, trading workers' lives for profit.

Thousands of men, women and children were dying needlessly every year in the workplace, with life expectancy as low as their early twenties in some industries, and little hope but death of rising out of their destitution. Socialism offered another option.

A variety of socialist organizations sprung up throughout the later half of the 19th century, ranging from political parties to choir groups. In fact, many socialists were elected into governmental office by their constituency.

But again, many of these socialists were ham-strung by the political process which was so evidently controlled by big business and the bi-partisan political machine. Tens of thousands of socialists broke ranks from their parties, rebuffed the entire political process, which was seen as nothing more than protection for the wealthy, and created anarchist groups throughout the country.

Literally thousands of working people embraced the ideals of anarchism, which sought to put an end to all hierarchical structures (including government), emphasized worker controlled industry, and valued direct action over the bureaucratic political process. It is inaccurate to say that labour unions were "taken over" by anarchists and socialists, but rather anarchists and socialist made up the labour unions.

At its national convention in Chicago, held in 1884, the Federation of Organized Trades and Labour Unions (which later became the American Federation of Labour), proclaimed that "eight hours shall constitute a legal day's labour from and after May 1, 1886."

The following year, the FOTLU, backed by many Knights of u locals, reiterated their proclamation stating that it would be supported by strikes and demonstrations. At first, most radicals and anarchists regarded this demand as too reformist, failing to strike "at the root of the evil."

A year before the Haymarket Massacre, Samuel Fielden pointed out in the anarchist newspaper, *The Alarm*, that "whether a man works eight hours a day or ten hours a day, he is still a slave."

Despite the misgivings of many of the anarchists, an estimated quarter million workers in the Chicago area became directly involved in the crusade to implement the eight hour work day, including the Trades and Labour Assembly, the Socialistic Labour Party and local Knights of Labour. As more and more of the workforce mobilized against the employers, these radicals conceded to fight for the 8-hour day, realizing that "the tide of opinion and determination of most wage-workers was set in this direction."

With the involvement of the anarchists, there seemed to be an infusion of greater issues than the 8-hour day. There grew a sense of a greater social revolution beyond the more immediate gains of shortened hours, but a drastic change in the economic structure of capitalism.

In a proclamation printed just before May 1, 1886, one publisher appealed to working people with this plea:

Workingmen to Arms!

War to the Palace, Peace to the Cottage, and Death to LUXURIOUS IDLENESS.

The wage system is the only cause of the World's misery. It is supported by the rich classes, and to destroy it, they must be either made to work or DIE.

One pound of DYNAMITE is better than a bushel of BALLOTS!

MAKE YOUR DEMAND FOR EIGHT HOURS with weapons in your hands to meet the capitalistic bloodhounds, police, and militia in proper manner.

Not surprisingly the entire city was prepared for mass bloodshed, reminiscent of the railroad strike a decade earlier when police and soldiers gunned down hundreds of striking workers.

On May 1, 1886, more than 300,000 workers in 13,000 businesses across the United States walked off their jobs in the first May Day celebration in history. In Chicago, the epicenter for the 8-hour day agitators, 40,000 went out on strike with the anarchists in the forefront of the public's eye.

With their fiery speeches and revolutionary ideology of direct action, anarchists and anarchism became respected and embraced by the working people and despised by the capitalists.

The names of many - Albert Parsons, Johann Most, August Spies and Louis Lingg - became household words in Chicago and throughout the country. Parades, bands and tens of thousands of demonstrators in the streets exemplified the workers' strength and unity, yet didn't become violent as the newspapers and authorities predicted.

More and more workers continued to walk off their jobs until the numbers swelled to nearly 100,000, yet peace prevailed. It was not until two days later, May 3, 1886, that violence broke out at the McCormick Reaper Works between police and strikers.

For six months, armed Pinkerton agents and the police harassed and beat locked-out steelworkers as they picketed. Most of these workers belonged to the "anarchist-dominated" Metal Workers' Union. During a speech near the McCormick plant, some two hundred demonstrators joined the steelworkers on the picket line.

Beatings with police clubs escalated into rock throwing by the strikers which the police responded to with gunfire. At least two strikers were killed and an unknown number were wounded.

Full of rage, a public meeting was called by some of the anarchists for the following day in Haymarket Square to discuss the police brutality. Due to bad weather and short notice, only about 3000 of the tens of thousands of people showed up from the day before. This affair included families with children and the mayor of Chicago himself. Later, the mayor would testify that the crowd remained calm and orderly and that speaker August Spies made "no suggestion... for immediate use of force or violence toward any person..."

As the speech wound down, two detectives rushed to the main body of police, reporting that a speaker was using inflammatory language, inciting the police to march on the speakers' wagon. As the police began to disperse the

# ZUCWU holds successful 7<sup>th</sup> Congress

BY DICKSON CHAERUKA

**The Zimbabwe Urban Councils Workers Union (ZUCWU) has successfully held its 7th National Congress.**

The congress took place on the 2<sup>nd</sup> of March at the Bulawayo School of Hospitality.

A total of 131 delegates drawn from the union's 26 branches across the country attended the congress which was facilitated under the theme: *The Value of Membership is Priceless towards Rebranding ZUCWU.*

The well organized congress ushered in a new leadership under intensely contested positions in an election which was presided by the Zimbabwe Congress of Trade Unions

(ZCTU) Information Officer.

The National President's Position was won by Maxwell Takavingofa Kimbini from Mutare Branch whilst Precious Mukwena from Beitbridge Branch landed the Deputy President's position. General Secretary's Position was won by Kudakwashe Munengiwa who is also the regional chairperson for the ZCTU Central region from Gweru Branch whilst Sabina Kumwenda from Hwange Branch became the Deputy General Secretary. Edmund Chatira of Kwekwe Branch was elected Treasurer and Tongai Kuzoraunye from Kadoma Branch landed the union's trustee position.

Newly elected General Secretary, Mungengiwa who replaces Moses Mahlangu who retired in December,

vowed to fight for the rights and interests of the country's urban councils workers.

"Our main thrust is to facilitate a robust engagement of stakeholders which are local authorities, local government and the pension fund to better the lives of current and retired council workers who are already bearing the brunt of economic hardships as well as a host of unfair labor practices."

In his acceptance keynote address, ZUCWU new President, Kimbini stated that the fundamental principles of unity, democracy and constitutionalism were paramount towards scaling the union to the national, regional and international heights.

## Huge potential for unions

BY STAFF REPORTER

**Trade unions in Zimbabwe have a potential to recruit huge membership as over a million workers remain ununionised, a recent labour publication "building from the rubbles," has indicated.**

The publication which analysed the performance of ZCTU affiliates from 2006 to 2017 reveals a serious decline of union density dropping from 25.7 percent in 2006 to 7.5 percent in 2017. The study compares union member figures against employees contributing to the compulsory National Social Security Authority (NSSA).

While the details are not conclusive since it only covers unions affiliated to the ZCTU, it reveals serious shortcomings in terms of recruitment as there is a wide gap.

Commenting on the declining union density ZCTU National organiser Michael Kandukutu said unions were not doing enough to harness membership.

"Company closures, retrenchments and downsizing has affected union numbers over the years. Workers are also disenfranchised by unions because some of the core functions of trade unions like collective bargaining are not bringing in positive results. Workers have gone for years without getting salary increases and yet they expect trade unions to be negotiating on their behalf," he said.

He added that some companies have also relocated to countries within the region and some of the companies advise their former workers to follow to the country of relocation if they want jobs thereby depleting union numbers.

## ILO invests in environmentally friendly business projects

BY OWN CORRESPONDENT

**INTERNATIONAL Labour Organisation in partnership with Sweden has committed to support the best 27 environmentally friendly business project proposals which were selected through a rigorous adjudication process under the Green Enterprise Innovation project.**

The 27 business proposals were selected out of over 90 submitted project proposals by participants from the country's ten provinces.

Speaking at the event Sweden Embassy's, Matte Sunnergren said her government had availed funds to support the transformation of the proposed projects into viable businesses.

"My government has availed US\$2.8 million for the Green Enterprise Innovation Project which kicked off in 2018. The three year program will see these winners receiving a year's support to set up their businesses," she said.

She said that the support will enable the nurtured businesses to create jobs and employ young Zimbabweans who in turn, will support their families as well.

Also speaking at the same occasion, ILO country director, Hopolang Phororo said that the project aims at preserving the environment through encouraging young people to come up with business proposals that preserve the environment.

She explained that the second part of the project looks at the skills development in order to see how greening issues can be addressed in the country.

"So we are working with a number of vocational training centres to make sure that when young people graduate they will be sensitive to issues of the environment.

"The last part of it is then to look at Small to Medium Enterprises or even bigger enterprises to see how they can come up with green policies and other strategies which will sustain the environment...so this is really thought that the program is important," said Phororo.

Green Enter Prize and Innovation Development project seeks to contribute to solving a series of inter-related development problems, such as high levels of youth employment, low levels of formal and growth oriented entrepreneurship with a bias towards the sustainability of the environment.

## Zimbabwe sugar workers demand 100-percent increment

**WORKERS in Zimbabwe's sugar industry are demanding that their salaries be doubled in line with the rising cost of living.**

Unions have cited the escalating inflation rate, which rose to over 59 percent during the month of April.

Unions in the industry have tabled a 100 percent salary increment which would see the lowest paid worker earning about \$700 Zimbabwean bond notes.

Currently, the least paid worker in the sugar industry gets about 350 Zimbabwean bond notes, which is equivalent to only US\$100. The workers are said to be the lowest paid in the region, where workers are paid between \$400 and \$480.

"We last got an increment about two years ago. Considering the inflationary pressures in the country, workers are finding it difficult to survive," said workers in the industry.

"We want a 100 percent salary increment which will see the least paid person getting 700 Zimbabwean bond notes. This is not even enough," they added.

While the country maintains that it is still using the multiple currency system adopted in 2009 at the demise of the local dollar, most Zimbabweans are using bond notes currently trading at 4 bond notes to the US dollar.

Prices of goods and services have gone up lately as industries claim they were buying the US dollar on the parallel market.

Workers in the sugar sector welcomed moves by unions to call for salary increases.

"We want to live a decent life and be able to send our children to school. A 100 percent salary increment would cushion us from the current economic hardships," James Mutsamvi, a worker at Triangle Limited, said.

Ester Nyoni, a worker at Hippo Valley Estates, said the salary hikes were necessary since inflation rendered the bond notes worthless.

"These bond notes have lost value. The issue of salary increments is therefore inevitable," she said.

The sugar industry employs about 18 000 workers in Zimbabwe.

Tonga Hulett employs most of the workers.

Sydney Mutsambiwa, Tonga Hulett group chief executive, said he had not received a proposal from the workers.

"I have not seen anything from the workers so I cannot comment, but, remember these collective bargaining issues are very sensitive," Mutsambiwa said.

In 2017, the workers embarked on a strike which paralysed operations at the company's two mills in Triangle and Hippo Valley in Chiredzi, southeast Zimbabwe. (CAJ News)

## AAWUZ members defect to NUMAIZ

BY JAMES MUTASA

**Eight members of the Automotive and Allied Workers Union of Zimbabwe (AAWUZ) dumped the union to join the National Union of Metal and Allied Industries in Zimbabwe (NUMAIZ) after being deprived of benefits.**

The workers who are employees of Quest Manufacturing (Pvt) Ltd had their names withdrawn from an underpayments claim filed by NUMAIZ and were eventually prejudiced.

Quest had sent its employees on short time work without following the required procedures, a move which angered NUMAIZ who in turn challenged that illegal decision.

The workers are now up in arms with their former branch chairperson Taurayi Zulu, who had written to a labour officer withdrawing their names to the claim. "It has been brought to our attention that NUMAIZ is claiming that

it has mandate to represent Taurayi Zulu, Timothy Chidzikwe, Charles Matshatsha, Simon Mutigi, Karakadzai Karasau, Gracious Hwapunga, Kiri Makanidzana, and Netsai Hundi," Zulu said in a letter addressed to a Mutare labour office G Mhova.

"We categorically state here that none of our members have sought assistance from NUMAIZ," he added.

Quest refused to pay employees cited in Zulu's letter arguing that they were not part to the claim as they are not members of NUMAIZ despite an order by Mhova for Quest to pay the affected employees' under payments.

The actions by quest resulted in the affected employees dumping AAWUZ in favour of NUMAIZ.

Meanwhile the union is piling pressure on Afrochine Smelting Private Limited to force it to allow its employees to elect a workers committee. The company had been victimizing potential workers committee members in its bid to stall election progress. It dismissed

Notphah Janhi, Tawanda Chikukwa and Tafadzwa Jukwa alleging that their 3 months fixed term contract of employment has expired but they had all but continuously served the Halfway-Selouse based company for over 37 months each without signing a 3 months fixed term contract of employment as charged by their employer.

Ironically for the smelting company, the illegal dismissal of the 3 employees who were tipped to lead the workers committee spurred the other employees into electing workers committee.

"We want to improve working conditions at Afrochine through the newly elected workers committee," said NUMAIZ General Secretary Henry Tarumbira who added that, "NUMAIZ will not sleep while its members are unjustly treated. "We demand the immediate the unconditional reinstatement of Janhi and 2 others."

# Zim back on ILO radar over violations

From page 1

and the January Stay away was an opportunity for the government to flex its muscle and instil fear.

"The ZCTU is accused of organising, the Movement for Democratic Change is accused of mobilising and the Crisis Coalition is accused of funding the protests. The situation in the country is tense and if the state succeeds in taming trade unions and civic society the country is doomed," he said.

Of late the government has been on the edge as it is failing to contain workers' demands and has resorted to intimidation and threats. Doctors and nurses were arbitrarily fired and teachers had their leave days docked

for engaging on a strike.

The current complaint is a follow up to another one filed in November last year after the police arrested labour activists in Harare (7) Mutare (19) Masvingo (13) Gweru (4), detained 26 ZCTU employees and other activists in their offices and picked up other regional leaders for questioning over the October 11 demonstrations.

All the arrested were charged for 'participating in a gathering with intent to promote public violence, breaches of the peace or bigotry as defined by section 37 (1) (a) of the Criminal Law (codification and Reform) Act Chapter 9:23'.

The ZCTU wants the ILO to order

the government of Zimbabwe to withdraw all pending cases against the trade unionist so arrested, pay compensation to all victims it deliberately and unlawfully detained and stop its union bashing policy and respect labour rights and human rights.

"By blocking, arresting, brutalising, intimidating, harassing, detaining and sending to prison trade union leaders and their members for exercising their legitimate trade union activity guaranteed by law, the government of Zimbabwe is in breach of article 3 (1) (2) of convention 87 of 1948 which provides that 'Workers' and employers' organisations shall have

the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organise their administration and activities and to formulate their programmes. 2. The public authorities shall refrain from any interference which would restrict this right or impede the lawful exercise thereof'.

The ZCTU reminded the ILO that Zimbabwe was a habitual trade union rights violator since it was forced to receive an ILO Commission of Inquiry (COI) in 2009 which found damning violations that were of a systematic and systemic nature. It "sees a clear pattern of arrests, detentions,

violence and torture by the security forces against trade unionists that coincide with ZCTU nationwide events, indicating that there has been some centralized direction to the security forces to take such action."

The 2009 COI also flagged out that "there was another clear pattern of control over ZCTU trade union gatherings, be they internal meetings or public demonstrations through the application of the POSA" and that "detentions and targeted violence have been used to intimidate both leaders and rank and file members of the trade union in a systematic and systemic manner."

# New safety and health issues emerge as work changes

*A new report on Occupational Safety and Health (OSH), published ahead of the World Day for Safety and Health at Work on 28 April, reviews the ILO's 100 years of achievements, and reveals some of the emerging challenges and opportunities in creating better working environments.*

**G**ENEVA (ILO News) – Changes in working practices, demographics, technology and the environment are creating new occupational safety and health (OSH) concerns, according to a new report from the International Labour Organization (ILO). Growing challenges include psychosocial risks, work-related stress and non-communicable diseases, notably circulatory and respiratory diseases, and cancers.

The report, *Safety and Health at the heart of the Future of Work: Building on 100 years of experience*, is being published ahead of the World Day for Safety and Health at Work, which is marked on April 28th. It reviews the ILO's 100 years of work on OSH issues, and highlights emerging health and safety issues in the world of work. Currently, more than 374 million people are injured or made ill every year through work-related accidents.

It is estimated that work days lost to OSH-related causes represent almost 4 per cent of global GDP, in some countries as much as 6 per cent, the Report

says.

"As well as more effective prevention for established risks, we are seeing profound changes in our places and ways of working. We need safety and health structures that reflect this, alongside a general culture of prevention that creates shared responsibility," said Manal Azzi, ILO Technical Specialist on Occupational Safety and Health.

"As well as the economic cost we must recognize the immeasurable human suffering such illnesses and accidents cause. These are all-the-more tragic because they are largely preventable."

Manal Azzi, ILO Technical Specialist on Occupational Safety and Health

Looking to the future, the report highlights four major transformative forces driving changes. It points out that all also offer opportunities for improvements.

First, technology, such as digitization, robotics, and nanotechnology, can also affect psycho-social health and introduce new materials with unmeasured health hazards. Correctly applied it can also help reduce hazardous exposures, facilitate training and labour



© Paul Hennessy/NurPhoto

inspections.

Demographic shifts are important because young workers have significantly high occupational injury rates, while older workers need adaptive practices and equipment to work safely. Women – who are entering the workforce in increasing numbers – are more likely to have non-standard work arrangements and have a higher risk of musculoskeletal

disorders.

Thirdly, development and climate change give rise to risks such as air pollution, heat stress, emerging diseases, shifting weather and temperature patterns that can bring job losses. Equally, new jobs will be created through sustainable development and the green economy.

Finally, changes in the organization of work can bring flexibility that allows more

people to enter the labour force, but may also lead to psychosocial issues (for example, insecurity, compromised privacy and rest time, or inadequate OSH and social protections) and excessive work hours.

Approximately 36 per cent of the world's workforce currently works excessive hours (more than 48 hours per week).

## Migrant in South Africa uses art to fight women's abuse

*South Africa has one of the highest incidences of rape and domestic violence in the world*



Hassan Isilow  
JOHANNESBURG

**I**t is the crack of dawn in downtown Johannesburg, and Patrick Seruwu, a migrant from Uganda, is just starting work in his art studio at August House.

Dressed in an apron, he begins splashing paint on a sketch of a depressed looking woman drawn on canvas.

"My paintings focus on violence against women and the struggles of their daily lives," he told Anadolu Agency in an interview.

Seruwu says his artwork attempts to inspire people to join campaigns to end violence against women and children.

South Africa has one of the highest incidences of rape and domestic violence against women in the world.

South African NGO Rape Crisis said in a recent report posted on its website that 12 times more women

are raped and then murdered in South Africa annually compared to the United States.

According to a police crime statistics report released on March 31, 2018, at least 40,035 rape cases were reported that year nationwide.

Seruwu said his art is inspired by the environment he was raised in as a young boy.

"I was raised up by a single mother and several sisters. I grew up witnessing violence against women in my neighborhood. It was a painful experience," he said.

When he arrived in Johannesburg a couple of years ago, he first worked at a hair salon, where he used to plait women's hair.

"Women used to share stories about their personal lives while at the salon, and I could relate to their stories," he said.

Seruwu recalled that some of the women spoke about domestic violence and their daily struggle of

single-handily raising children without fathers in a cosmopolitan city like Johannesburg.

He said life in Johannesburg, like many other big cities, is expensive.

"Some people succeed in this city, but many more struggle to make ends meet.

"The tough life conditions in big cities give an opportunity to dubious people to take advantage and abuse many vulnerable women economically, physically, sexually and emotionally," he said.

"I always wanted to highlight these struggles and the plight of such women, and art has given me a good platform."

In 2017, Seruwu made the decision to start practicing art as a profession.

He said he was motivated by his late friend, legendary artist Benon Lutaaya, who died Sunday from brain cancer.

"I began using my paintings to expose the silent, painful emotions of women who cannot express themselves," he said.

Despite being in the art industry for just two years, his artworks have been sold across the world and exhibited at some of South Africa's top corporate entities, including RMB bank and FirstRand.

He is also currently working with the Lizamore & Associates art gallery in the Rosebank suburb of Johannesburg.

"I'm also starting to use my

work to encourage young girls to be strong, independent and know that women are as equal as men in society," he said.

Seruwu says he will soon start sharing some of his art proceeds with shelters for abused women and organizations helping rape survivors in South Africa.

Many women activists believe various forms of communication aimed at discouraging violence against women including paintings, films, newspaper ads and articles and seminars can help reduce the high statistics of violence.

## ZCTU to donate to Cyclone Idai survivors

BY STAFF REPORTER

**T**HE Zimbabwe Congress of Trade Unions (ZCTU) is set to make a donation to survivors of the deadly Cyclone Idai which left hundreds dead in parts of Manicaland and Masvingo provinces.

The ZCTU donation would be boosted by a brotherly hand from workers in Botswana through their National federation the Botswana Federation of Trade Unions (BFTU) which is set to hand over its donation on 1 May.

The ZCTU Secretary General Japhet Moyo has appealed to workers and well wishers to send their donations through the ZCTU affiliate and regional offices for onward submission to the intended beneficiaries.

"The ZCTU extends its heartfelt condolences to the families of the victims and wishes those injured a speedy recovery. It is disheartening to note that the country continues to lose its citizens to such avoidable disasters," he said in a statement.

Moyo blamed the government for a lukewarm approach to disaster issues and called upon it to review its disaster management systems to avert loss of lives at such high magnitudes over issues they could have averted by simply relocating communities before disaster struck.

"It is a fact that the authorities knew about the cyclone weeks before it struck, but did absolutely nothing to prepare for its eventuality. We would like to urge the government of Zimbabwe to seriously look into our state of disaster preparedness to avert loss of lives and minimize the effects of such disasters in future. Climate change is now a reality and the government must ensure that it must mainstream climate change in all its programmes," he said.

As part of efforts to assist the ZCTU has sent an advance team to assess the situation on the ground and work on the modalities of channelling the donations.

# From Cyclone IDAI to MDC Congress



Chamisa and Mwonozora

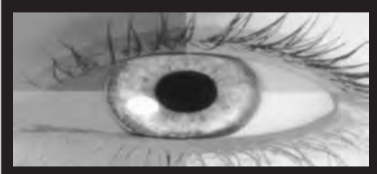
**Z**IMBABWEANS are arguably one of the most resilient specie in the world. They have gone through hell for nearly 40 years, but they continue to soldier on. If there is anything that Former President Robert Mugabe must get credit for, it is making Zimbabweans survive under difficult conditions.

Just look around you, there is despair everywhere. Things are hard. Prices have shot out of the roof over the past few months. From transport, bread, fuel, school fees, medicines you can name it, they have become unreachable for the ordinary person, but Zimbabweans remain steadfast in their scavenging for a living.

Now I agree with the late

Morgan Tsvangirai, yes we are all scavenging to survive. Early this year, people tried to revolt against the high cost of living and the State's response was savage. It brutalised anyone found taking part in any action. It was brutality of the

## CHIGUMURA



highest order by the security forces. About 17 innocent Zimbabweans were shot dead.

The questions among other nations are Zimbabweans so timid that they cannot sustain a fight

against oppression? Are Zimbabweans not prepared to die for a better future? Are we cowards? Surely, in other nations, people cannot be abused for so long and keep quiet. Well *Chigumura* has no answers!

AS if that was not enough, then came in Cyclone IDAI. *Chigumura* commiserates with hundreds of fellow countrymen and countrywomen who lost their lives to this deadly phenomenon. The cyclone piled more misery on the already miserable Zimbabweans. What was more disturbing was that our government knew long back that there was going to be a cyclone, but did absolutely nothing about it. In Proportionate to the devastation that happened in Mozambique, Zimbabwe was not expected to lose so much lives.

Our government decided to ignore the early warning system to evacuate people. In fact, their action was typical of them. They always wish problems away. The way the government failed to act before the cyclone was tantamount to genocide.

But when the donations for the affected people came, they started smiling from ear to ear! Even the President could not hide his glee by celebrating the US dollars came from USA President Trump. Some government officials helped themselves to the donations. Although some token arrests were done, I believe the majority got scot-free. What a shame!

THESE few months, the talk around town was on the MDC Provincial Congress that were the harbinger to the main Congress. There was talk of the good and the bad. *Chigumura* has always followed the 'goings on' in the party for obvious reasons. I expect a party

that was founded on the basis of worker democracy to practice democracy.

Unfortunately I did not get reliable information on what was happening except for what was being published in the papers and therefore it is difficult to give judgement.

If you are a reader of the Pravda (The Herald) you would think there were dead bodies scattered all over as contestants murdered each. The other papers reported the opposite. This is how polarized then newspapers have become.

However, the biggest worry is that of infiltration. A lot of people that got into the party are in there to cause havoc. There are a lot of the Gabriel Chaibvas in the party and it is also almost impossible to weed them out.

There is a big cyclone in MDC and if its leaders are not prepared to deal with it, it's another IDAI that will clear the city of Beira. I am out of here!!



# The Brief Origins of May Day

From Page 4

already thinning crowd, a bomb was thrown into the police ranks.

No one knows who threw the bomb, but speculations varied from blaming any one of the anarchists, to an agent provocateur working for the police.

Enraged, the police fired into the crowd. The exact number of civilians killed or wounded was never determined, but an estimated seven or eight civilians died, and up to forty were wounded.

One officer died immediately and another seven died in the following weeks. Later evidence indicated that only one of the police deaths could be attributed to the bomb and that all the other police fatalities had or could have had been due to their own indiscriminate gun fire. Aside from the bomb thrower, who was never identified, it was the police, not the anarchists, who perpetrated the violence.

Eight anarchists - Albert Parsons, August Spies, Samuel Fielden, Oscar Neebe, Michael Schwab, George Engel, Adolph Fischer and Louis Lingg - were arrested and convicted of murder, though only three were even present at Haymarket and those three were in full view of all when the bombing occurred.

The jury in their trial was comprised of business leaders in a gross mockery of justice similar to the Sacco-Vanzetti case thirty years later, or the trials of AIM and Black Panther members in the seventies.

The entire world watched as these eight organizers were convicted, not

for their actions, of which all of were innocent, but for their political and social beliefs. On November 11, 1887, after many failed appeals, Parsons, Spies, Engel and Fisher were hung to death.

Louis Lingg, in his final protest of the state's claim of authority and punishment, took his own life the night before with an explosive device in his mouth.

The remaining organizers, Fielden, Neebe and Schwab, were pardoned six years later by Governor Altgeld, who publicly lambasted the judge on a travesty of justice.

Immediately after the Haymarket Massacre, big business and government conducted what some say was the very first "Red Scare" in this country. Spun by mainstream media, anarchism became synonymous with bomb throwing and socialism became un-American. The common image of an anarchist became a bearded, eastern European immigrant with a bomb in one hand and a dagger in the other.

Today we see tens of thousands of activists embracing the ideals of the Haymarket Martyrs and those who established May Day as an International Workers' Day. Ironically, May Day is an official holiday in 66 countries and unofficially celebrated in many more, but rarely is it recognized in this country where it began.

Over one hundred years have passed since that first May Day. In the earlier part of the 20th century, the US government tried to curb the celebration and further wipe it from the public's memory by establishing

"Law and Order Day" on May 1.

We can draw many parallels between the events of 1886 and today. We still have locked out steelworkers struggling for justice. We still have voices of freedom behind bars as in the cases of Mumia Abu Jamal and Leonard Peltier.

We still had the ability to mobilize tens of thousands of people in the streets of a major city to proclaim "THIS IS WHAT DEMOCRACY LOOKS LIKE!" at

the WTO and FTAA demonstrations.

Words stronger than any I could write are engraved on the Haymarket Monument:

THE DAY WILL COME WHEN OUR SILENCE WILL BE MORE POWERFUL THAN THE VOICES YOU ARE THROTTLING TODAY.

Truly, history has a lot to teach us about the roots of our radicalism.

When we remember that people were shot so we could have the 8-hour day; if we acknowledge that

homes with families in them were burned to the ground so we could have Saturday as part of the weekend; when we recall 8-year old victims of industrial accidents who marched in the streets protesting working conditions and child labour only to be beat down by the police and company thugs, we understand that our current condition cannot be taken for granted - people fought for the rights and dignities we enjoy

## Tripartite partners urged to manage 50 million tonnes of e-waste produced globally

BY ALOIS VINGA

**THE International Labour Organisation (ILO) has called for urgent action to better manage the toxic flood of electric and electronic waste produced around the world, so it can be turned into a valuable source of decent work.**

Statistics at hand indicate that the world produces as much as 50 million tonnes of e-waste a year. Representatives of governments, workers' and employers' organizations agreed at a recent meeting at the ILO in Geneva that governments should "increase and promote investments in waste management infrastructure and systems at all levels, as appropriate, to manage the rapidly growing flows of e-waste in ways that advance decent work."

They also agreed on the urgency of protecting people working with e-waste, which is toxic and hazardous and negatively affects workers and

the environment. "Workers handling e-waste have no voice, no bargaining power and they are breaking hazardous materials by their hands," said worker vice-chairperson, James Towers. "Moreover, these workers are unaware of the many risks associated with handling e-waste". Only 20 per cent of e-waste is formally recycled, even though it is valued at €55 billion.

Nikhil Seth, Chair, ILO Global Dialogue Forum on Decent Work in the Management of Electrical and Electronic Waste (E-waste) said E-waste is becoming an increasingly important resource for informal workers along the e-waste value chain who recover, repair, refurbish, re-use, repurpose and recycle electrical and electronic equipment, bring innovative services and products to the market and facilitate a transition to the circular economy. "There is great business

opportunity in the e-waste sector", said employer vice-chairperson, Patrick Van den Bossche, "We need to step up our efforts in creating decent and sustainable jobs, fostering an enabling environment for sustainable enterprises, offering new products and new services, and adding value through enhancing the circular economy". "In my own country, Nigeria, and in several other African countries, e-waste is littering our landscape," said government vice-chairperson, Aniefiok Etim Essah. Yet, he added, "Our youth possesses the creativity and potential for learning skills to manage e-waste, giving us the opportunity to increase youth employment." The ILO is a member of the UN E-Waste Coalition, formed to increase collaboration, build partnerships and more efficiently provide support to help states address the e-waste challenge.

## Dembare chickens out of 2019 PSL title race

**D**YNAMOS football club have ruled themselves out of the 2019 Premier Soccer League (PSL) title race after just four games and have resigned to build a team that would challenge for honours next season.

Dembare have failed to take inspiration from the Monomotapa side of 2008 which went on to win the league after losing their first four matches under the tutelage of Norman Mapeza.

Club chairperson Isaiah Mupfurutisa has ruled the struggling Harare giants out of the race for the 2019 Castle Lager Premier Soccer League title season despite the appointment of Tonderai Ndiraya as the club's new coach.

The Harare club fired their coach Lloyd Chigove after seven months at the helm following a disastrous start to the season in which they have lost three of their four matches.

Speaking during Ndiraya's unveiling, Mupfurutisa said the new coach had been given the mandate to build a team capable of challenging for top honours in the future.

"In terms of the target for the coach I think we all agreed that Dynamos is still in a rebuilding exercise and what we are looking for at the moment is we have just brought in our new coach and our expectation is that he's going to work on the team so that we recover and at the end of the season we just expect to finish

among the top teams," Mupfurutisa said.

Dynamos, who are Zimbabwe's most successful side with 21 domestic titles to their name, had a nightmarish 2018 season which saw them flirt with relegation for the better part of the season.

In fact, DeMbare only confirmed their 2019 premiership status with only three games to go to eventually finish in 11th place.

After signing several new players including the foreign trio of Robert Sackey, Herve Vincent Mbega and Ngahan Claude Junior and some bold promises from the previous coach, there were high hopes that Dynamos would challenge for honours this season.

However, Mupfurutisa, who took over the club's chairmanship in July last year, maintained that the club's leadership was aware of the need to rebuild the side before they can challenge for the title.

"Like I have always said we are not talking about winning the championship when we're rebuilding, if you have listened to the different interviews that I have held before I didn't commit to any championship this year but I said we are rebuilding and our intention is to finish among the top teams. So the issue of winning the championship is not one of our objectives at the moment especially during this current season. I think you can also recall that most of the boys that we signed we gave them long term contracts and the intension for us was to build a squad over a



Good old days! The 1994 Dynamos outfit that clinched the championship

period of time to fight for top honours in the next few years," he said.

Meanwhile, Ndiraya also appealed for patience from the club's stakeholders as he embarks on his bid to turnaround the club's faltering fortunes.

"Building a team is a process, I think we must be very clear about that and naturally I'm going to be working with the players who are there but I think we have an opportunity during the window to add some more quality and make sure that we compete with the top teams like what the chairman has alluded to," he said.

(Newzimbabwe.com)



Axed Lloyd 'MaBalnyo' Chigove

### AFCON 2019: African managers want to avoid hosts Egypt



Mohamed Salah the Egypt and Liverpool forward is set to give defenders a torrid time during the tournament

**S**ome African coaches have expressed that they want to avoid facing hosts Egypt ahead of the 2019 African Cup of Nations.

"I want to avoid the Egyptian team. It would be difficult to play against the Pharaohs in front of their audience," Namibia's manager Ricardo Manetti told cafonline.com.

Madagascar's coach, whose team have qualified to the finals for the first

time in their history, also did not hide his worry about facing the seven-time African champions.

"Egypt is host but there is also Senegal, which is the best team at the moment. Côte d'Ivoire has always impressed me, not to mention Herve Renard's Morocco or Nigeria," Nicolas Dupui said.

Egypt will be eying a record-extending eighth African title when they host the top-flight competition this summer.

### Durban to host the 2019 COSAFA Cup

**T**he Council of Southern Africa Football Associations (COSAFA) announced that its 2019 tournament will be staged in Durban, South Africa, from May 25-June 8 after Zimbabwe pulled out.

The tournament will be hosted in a partnership between the South African Football Association and the eThekweni Municipality.

The semi-final and final of the tournament will be played at the Moses Mabhida Stadium.

COSAFA says the tournament will serve as an ideal preparation for countries that will feature at the 2019 the Africa Cup of Nations. Egypt hosts the 2019 AFCON from June 21 to July 19.

South African Football Association President Danny Jordaan expressed his gratitude to Mayor Zandile Gumede and the municipality for stepping in to host the tournament. Jordaan said the move proved Durban's readiness to stage world-class events at short notice.

"I am lost for words to describe how much the South African Football Association feel indebted to you and appreciate your valued friendship and support. You are a true, treasured partner," Jordaan said.

COSAFA says the draw for the first-round group stage of the 2019 Cup is likely to be

held in the first week of May. The format of the competition remains unchanged and will feature 14 teams.

The 2019 COSAFA Cup is the first of six tournaments scheduled to be hosted by the regional body this year.

Zimbabwe is the tournament's defending champions and holds the record for the most titles won (6).

Africa Football Associations (COSAFA) announced that its 2019 tournament will be staged in Durban, South Africa, from May 25-June 8 after Zimbabwe pulled out at the last minute citing resource constraints.

The tournament will be hosted in a partnership between the South African Football Association and the eThekweni Municipality.

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South African Football Association President Danny Jordaan expressed his gratitude to Mayor Zandile Gumede and the municipality for stepping in to host the tournament.(Online)