



**Zim no longer
safe for unionists**

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lifted**



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UN raps new dispensation for gross violation of civil liberties

BY ADMORE MARAMBANYIKA

The United Nations Special Rapporteur on the Rights to Freedom of Peaceful Assembly and of Association, Clément Nyaletsossi Voule, has rapped the Mnangagwa administration for gross violation of civil liberties.

In his end of Mission Statement of his visit to Zimbabwe, Voule noted that the trade union leaders and civic society leaders were under siege from the government calling for the withdrawal of cases against leading trade unionists and civic leaders.

They were arrested for exercising their right to freedom of peaceful assembly and association.

ZCTU leaders President Peter Mutasa and Secretary General Japhet Moyo are being charged for alleged subversion for calling for the 14-16 January stay away which resulted in a week long national shutdown.

In his recommendations, Voule noted strained relations between the government and independent players and urged the Zimbabwe government to warm up to international interventions that would place the country on a reformative path.

"In order to build trust between the government and civil society actors and create an enabling environment for civil society work, it is important to withdraw all criminal charges against workers' representatives and civil society leaders who were arrested for exercising their right to freedom of peaceful assembly and association," he said.

He added that the government need to consider implementing the recommendations of the ILO Committee on the Application of Standards (CAS) adopted by the International Labour Conference of June 2019 and accept a direct contact mission to assess progress in this regard.

Trade union activities are guaranteed by



The trade union delegation including ZCTU and ARTUZ representatives meeting the UN rapporteur

the Constitution and regulated mainly by the Labour Act and the Public Service Act. In addition, Zimbabwe ratified, in 1998, the ILO Right to Organise and Collective Bargaining Convention (No. 98) and, in 2003, the ILO Freedom of Association and Protection of the Right to Organise Convention (No. 87).

The mission observed the government's reluctance to conclude a comprehensive labour law reform process which was short changing workers and trade unions from fully exercising their freedoms.

"I understand that comprehensive labour law reform and harmonization predates the 2013 Constitution; however, no concrete results have been achieved from this process".

"Of particular concern to me are sections

102 and 104 of the Labour Act. Section 102 refers to "essential services" and provides a very wide and open discretion to the Minister of Labour to declare what constitutes an essential service from which workers are denied the right to strike. In turn, Section 104 provides that workers embarking on strike should give a 14 day written notice to the regulating authority. Failure to do so renders the strike illegal, and such workers will not enjoy the right to protest. Sections 107, 109 and 112 of the Labour Act in relation to Collective Job Action, which provides for excessive penalties in case of an unlawful collective industrial action, also raise concerns," he said.

He singled out the 2016 dismissal of 1357 workers of the National Railways of

Zimbabwe after the Labour Court ruled that they had not complied with set procedures ignoring the fact that the same workers were owed a significant amount of dollars' worth in unpaid salaries.

He blasted the restriction of the right to peaceful assembly and of association by application of the Public Order and Security Act (POSA) to trade union marches, demonstrations and protests actions despite several court orders against law enforcement forces prohibiting them from interfering in such peaceful protests.

The mission also noted serious interferences that are not in line with the Constitution and international commitments by the state into trade union affairs

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New dawn for Decent Work in Zimbabwe

BY STAFF REPORTER

The Decent Work Zimbabwe Project was launched by the European Union (EU) Head of Delegation to Harare, Timo Alkonnen condemned the continued harassment of ZCTU by the state and called for systematic reforms to unlock processes that would guarantee decent work in Zimbabwe.

Speaking at the launch, the EU ambassador said Zimbabwe was full of potential and only needed to pay attention to reforms in order to unlock Zimbabwe's full potential adding that harassment of trade unionists was creating serious drawbacks towards the achievement of decent work standards.

"Zimbabwe is full of potential for economic growth and prosperity for its citizens, however, something is holding back the country from unlocking this potential. You cannot separate the economy from the political sphere. There is need to respect the democratic principles that underpin a developmental state," Alkonnen said.

"Needless to say, I condemn with the strongest possible the physical assaults and threats against union leaders," he added.

He said the project seeks to contribute to democratization, social peace and stability in Zimbabwe through enhanced role of trade unions as a primary civil society actor representing ordinary working citizens, enabling them to meaningfully participate in policy dialogue, and mobilise alliances with civil society partners for promoting decent work.

ZCTU President Peter Mutasa and Secretary General Japhet Moyo have been arrested for calling for stayaways and have recently received death threats twice inside the last month alone.

Speaking at the launch, Mutasa said the decent work programme which is building the capacities of unions was positioning trade unions to make meaningful inputs and participation in the country's development processes.

"Trade unions can only participate if they are equipped with the necessary skills to do so. This why this project is very

important to us in the labour movement. Capacity development of trade unions allows not just increased participation, but quality participation at all levels, from shop floor up to the national level," he said.

He bemoaned the austerity measures being implemented by the government saying they were seriously affecting the living and working conditions of workers.

"To the best of our knowledge, austerity implies cutting back, which adversely impacts consumption, investment, aggregate demand and growth. In short, austerity is procyclical as it worsens the economic downturn. With the average minimum wage of \$300, it is clear that wages are way below the living wage threshold. Most working class families are food insecure, they can't afford medical care and drugs, and they are failing to pay rentals and school fees. In short the workers and the majority poor citizens are in a dire situation, poverty has worsened. Let us remind ourselves, these issues are at the heart of the decent work concept that is, the aspirations of people in their working lives; opportunities for work that is productive and delivers a fair income; security in the workplace and social protection for families; better prospects for personal development and social integration; freedom for people to express their concerns, organize and participate in the decisions that affect their lives; and equality of opportunity and treatment for all women and men. For most Zimbabweans, these desires are but a mirage!" he said.

FES's Aulline Chapisa said the launch was an opportunity for all stakeholders to reflect on the meaning of decent work which sums up the aspirations of people in their working lives.

"The concept recognises that focus must be placed not just on the quantity, but the quality of employment regardless of the occupation in which a worker is engaged. This is a concept that should be vigorously pursued, especially in light of the challenges associated with the current economic crisis and beyond."

"While it is acknowledged that profits are the driving force behind



ZCTU leadership and the EU ambassador to Zim at the launch of the Zimbabwe Decent Work Programme

all business entities in any capitalist society, the decent work concept acknowledges the fact that some equilibrium must be found between economic and financial matters and social justice, both at the workplace and in wider society opportunity and treatment for all women and men – including people with disability," she said.

She said the project presented unions not just as concerned about the workplace but a society as a whole, life as a whole, and the working class to have a voice in society.

Zimbabwe Chamber of Informal Economies Association Secretary General Wisborn Malaya said all workers deserved a better livelihood anchored on decent work.

He condemned the criminalisation of informal activities by local authorities and recognition of traders as citizens who have a right to engage in economic activities for a living.

"We are happy that the decent work project. We are a productive affiliate of the project. We focused on study cycles to inform every worker in the informal economy to understand issues to with workers, the challenges they are facing, how best they can be informed educationally to stand the ground when they face such challenges... We took that package into the decent work programme ...we have come to realise that

peoples' lives have been changed and we appreciate the project so much," he said.

A government representative said government was fully committed to the Decent work agenda and was prepared to work with all social partners through the Tripartite Negotiating Forum towards the realisation of the project's objectives.

LEDRIZ director Godfrey Kanyenze said the project had come at the most appropriate time when the country needs promotion of Decent Work, against a background of high informality where 94.5% of all jobs are informal characterised by high decent work deficits.

"Since the ESAP period, Zimbabwe has gone through a process of structural regression characterized by rapid de-industrialization and informalization of the economy. From being the second most industrialized economy in Sub-Saharan Africa at independence in 1980, Zimbabwe now has the third largest shadow economy in the

world with an average of 60.6% of GDP," he said.

This overall objective of the programme is to be achieved through three related Specific Objectives as follows:

Strengthen the strategic, institutional and operational capacities of trade unions to enable them to be responsible, informed and competent agents to achieve decent work and promoting social inclusion;

Strengthen advocacy capacities of trade unions from the local to the national level to increase citizen awareness of social, economic and political rights and participation and represent their needs in policy formulation processes; and

Promote greater cohesion among trade union federations, civil society organisations, academia and broader society including private economic actors to facilitate effective dialogue with policy makers for promoting decent work.

UN raps new dispensation for gross violation of civil liberties

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"For instance, in April 2018, there was a nationwide nurses' strike. The Vice President dismissed all nurses participating in the strikes and ordered the recruitment of new nurses to cover the gaps. As a result, the Zimbabwe Nurses Association (ZINA) went to court to reverse the order, saying that the Vice President did not have the authority to issue such an order and claiming that members had been threatened when negotiations with the government had taken place. The order was later reversed, and the nurses returned to work, but the incident reflected the government's stance on striking.

"During my visit, I have received a considerable number of allegations related to arrests, detentions and even abductions of a high number of trade union leaders and members that have taken place in connection with their activities. In particular, I would like to refer to the alleged abduction of Dr. Peter Magombeyi, acting president of the Zimbabwe Hospitals Doctors Association (ZHDA), who led a series of strikes over working conditions and poor pay in the health sector. Although Dr. Magombeyi was later found and the matter is currently under investigation by the authorities, I would like to mention that this is not an isolated case and that union leaders that requested to meet with me expressed that they were living in a toxic environment of constant retaliation and fear," he said.

Voule added concern over the arrest of 14 members of the Amalgamated Rural Teachers Union of Zimbabwe (ARTUZ), who were charged with "disorderly conduct" after organising protests concerning the economic crisis in Zimbabwe as well as low wages in December 2018. The case was dismissed by the Harare Court stating that trade unions were exempt from the application of POSA.

The mission met the ZCTU which made its submissions detailing the violations starting from 2015 through to 2019.

Social partners brace for 4th generation DWCP

BY OWN CORRESPONDENT

SOCIAL partners are bracing for the fourth generation Decent Work Programme (DWP) which is expected to achieve opportunities for work that is productive delivering a fair income, security in the workplace and social protection for families while offering better prospects for personal development and social integration among others.

Speaking to The Worker recently, Zimbabwe Congress of Trade Unions national organiser, Michael Kandukutu said the program will run over a four years period.

"The DWCP for Zimbabwe 2019-2022 will serve as a framework to support government of Zimbabwe to achieve its national development policy, the Transitional Stabilisation Programme, October 2018 – December 2020 which aims to ensure fiscal consolidation, economic stabilisation, and stimulation of growth and creation of employment," he said.

According to the implementation of the DWCP will be undertaken by the National Steering Committee, which is a sixteen member committee, comprising the Ministry of Labour and Social Services and other key Ministries, the Zimbabwe Congress of Trade Unions (ZCTU) and Employers Confederation of Zimbabwe (EMCOZ), with the ILO CO-Harare as the Secretariat.

The Committee will also be charged with the responsibility to address operational issues relating to the DWCP, ILO interventions in Zimbabwe as well as plan or adjust concrete activities aimed at assisting the constituents. Thus, it will oversee the formulation and planning of projects and activities developed within the framework of the DWCP and to approve projects before their implementation. It will also guide the resource mobilization efforts.

The committee will also oversee the work of the tripartite structures created for the management and implementation of all the technical cooperation projects, for example tripartite project advisory committees

Zimbabwe adopted the decent

Zim no longer safe for trade unionists

BY STAFF REPORTER

Zimbabwe is no longer safe for trade unionists and civic society leaders demanding better working conditions and accountability from the government.

State repression reached alarming levels with the 'abduction' of Dr. Peter Magombeyi the President of the Zimbabwe Hospital Doctors Association (ZDHA) being the latest show of force.

The economy is in a tailspin, workers and citizens are demanding worthy remuneration but the government is not responding accordingly. Tensions have been building up since 2016, eased by the November 2017 change of guard and rekindled in October 2018. The introduction of the Transitional Stabilisation Programme (TSP) shattered all hopes of economic recovery as austerity took centre stage. Workers raised their voice in

also had a similar package delivered at his workplace while an agent that was sent to deliver one for Moyo at the ZCTU head office had to flee after being questioned by security.

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

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

The ZCTU has clashed with the

payments for wages and salaries down the drain.

"It is clear to the ZCTU that there is a specialized and well sponsored group of hooligans that has been employed to carry out dirty work on behalf of those in authorities to intimidate, kidnap and torture human rights defenders," he said.

Instead, the ZCTU is calling for government to show holistic and good intentions in promoting inclusivity by involving all key stakeholders in crafting policies while in the process of fully operationalizing the Tripartite Negotiating Forum (TNF) which was enacted and commissioned in July. The government has recently unilaterally introduced policies that have had adverse effects on workers and citizens.

he introduction the TSP, Statutory Instrument (SI) 142 of 2019, Reserve Bank of Zimbabwe (RBZ) (Legal Tender) Regulations, 2019, gazetted on June 24, 2019, re-introducing the Zimbabwe dollar as the sole legal tender undermined workers' earnings and saving denominated in \$US. The SI caused a huge upheaval in the market with the retail sector pegging prices with the US\$ at interbank rate resulting in a spike in prices of basic commodities beyond the affordability of many.

Another SI 33/2019 of the 20th February amongst other measures, converted US Dollar balances held in local FCA bank accounts and mobile payment platforms, as well as bond notes and coins, would no longer be regarded as equal in value to United States dollars. The balances were converted to "RTGS dollars" trading at an exchange rate fixed by market forces on a willing-seller willing-buyer basis.

All these measures were ambushed on an unsuspecting citizenry and further complicated its already precarious positions. No efforts were made to get the buy in of social partners.

"The ZCTU is demanding an environment that is conducive for freedom of association and assembly where every Zimbabwean can discharge his or her duties without fear of being arrested, tortured or abducted," said Mutindindi.

Freedoms have been curtailed systematically; doctors, nurses, teachers and the opposition Movement for Democratic Change (MDC) have had their demonstrations thwarted by the state of recent.

Amnesty International slammed the ruthless crackdowns on human rights by the Mnangagwa administration.

"What we have witnessed in Zimbabwe since President Emmerson Mnangagwa took power is a ruthless attack on human rights, with the rights to freedom of expression, peaceful assembly and association increasingly restricted and criminalised," said Muleya Mwananyanda, Amnesty International's deputy director for southern Africa in a report marking the first anniversary of Mnangagwa coming to power after the fall of former President Robert Mugabe.

Zimbabwe has a history of abductions in which most of the victims have never been found or traced. On February 8, 2012: Paul Chizuze, a prominent human rights activist, vanished under unclear circumstances. He was last seen on that day when he left his home. His whereabouts remain a mystery and on March 9, 2015: journalist and pro-democracy activist Itai Dzamara was taken by five unknown assailants from a barbershop in Glen View, while he was getting a haircut. He is still missing four years later.

Threat to gang-rape ZCTU SG's daughter

UNKNOWN persons have threatened to gang rape Zimbabwe Congress of Trade Unions (ZCTU) secretary general Japhet Moyo's school going daughter if the trade union leader and his colleagues persisted on "stupid" decisions during the main labour group's wage based meetings.

The phone text message was among some of the threatening ones sent to four ZCTU leaders through their cell phones.

The union leaders threatened were Moyo, ZCTU president Peter Mutasa; vice president, Florence Taruvinga and deputy secretary general, Sylvester Mutindindi.

Read part of text messages sent on Moyo's mobile number, "WHEN U GET TO THE ZCTU EXECUTIVE AND GENERAL COUNCIL MEETINGS THINK RATIONALLY AND DO NOT MAKE IRRATIONAL, POLITICAL AND SUICIDAL DECISIONS BECOZ WE WILL COME TO HAUNT YOU. GO AHEAD AND YOU WILL."

"IF U CONTINUE DRIVING THAT PRADO ADQ 2851 CARRYING THAT BEAUTIFUL DAUGHTER OF YOURS TO XOOL. AND U CONTINUE TO MAKE STUPID DECISIONS AT THE EXECUTIVE AND GC MEETINGS. WE WILL GANG RAPE KAMWANA KAKO. WE HAVE ALL DETAILS AND MOVEMENTS."

The messages, seen by NewZimbabwe.com, originated from an Econet number 0788950601.

Despite the threats, a defiant Mutasa insisted that nothing will stop the union from carrying out its mandate.

"We are proceeding with carrying out our mandate despite these barbaric actions. The State has a responsibility to protect citizens and if it is allowing this then the strong inference is that it is involved," Mutasa said.

"Our general council is going to make its decisions as usual and based on the mandate from workers who are suffering.

"Government cannot stop protests by killing citizens and threatening to rape trade union leaders' children. That is barbaric and pathetic."

The ZCTU president said the international community especially the United Nations and International Labour Organisations must ensure trade union activists are not harassed by the state in Zimbabwe.

It is not the first time that the leaders of the country's largest labour group have received threats sent through mysterious phone numbers.

They have received death threats on two other occasions before, including a parcel with live bullets.

The latest ZCTU meeting comes amid a Zimbabwean economic tailspin that has seen wages eroded continuously by ever rising prices of goods and services. (NewZimbabwe.com)

ZCTU commemorates Sept 13 as trade union repression intensifies

BY STAFF REPORTER

THE Zimbabwe Congress of Trade Unions (ZCTU) has commemorated the police brutality of September 13 2006 when the police assaulted, injured and arrested union officials for demonstrating against high taxation, poor salaries and lack of statutes to enforce collective bargaining agreements among other demands.

On the day, thousands of workers around the country took part in ZCTU organised demonstrations against poverty afflicting over 80 percent of Zimbabweans demanding Poverty Datum Line (PDL) linked wages, government's commitment to fight inflation, meaningful benefit from the HIV and AIDS levy fund through free distribution of anti-retroviral drugs and a stop in the implementation of the proposed compulsory National Health Insurance Scheme that was to be administered by the National Social Security Authority (NSSA).

However, 13 years down the line, the cause of 13 September remains a pipe dream. Salaries remain very poor, collective bargaining platforms are being undermined, new taxes have been introduced and the democratic space has been narrowed.

The situation has degenerated, the economy is in a tailspin with inflation rising, prices of basic commodities sky rocketing daily and demands for interventions and redress by trade unionists have been met with brutal repression.

Workers from various sectors are claiming incapacitation to continue reporting to work owing to poor earnings.

Back then, former President Robert Mugabe shocked the world when he approved of the beatings while addressing a crowd gathered at the Zimbabwe Mission in Cairo when he said that:

"If you want an excuse for being killed, be my guest go into the streets and demonstrate. The police were right in dealing sternly with Zimbabwe Congress of Trade Unions leaders during their demonstration... because the trade unionists want to become a law unto themselves. We cannot have a situation where people decide to sit in places not allowed and when the police remove them, they say no. We can't have that, that is a revolt to the system. Vamwe vaakuchema kuti tarohwa, ehe unodashurwa. When the police say move, move. If you don't move, you invite the police to use force".

The heavy handedness of the police on the demonstrating workers was more than shocking, with tacit approval from State, ZCTU leaders were tortured at the condemned Matapi Police Station holding cells and suffered multiple fractures.

The brutal force exhibited by the Mugabe regime has however, been surpassed by the Mnangagwa administration whose interventions have cost lives. This year's commemorations come at a time when ZCTU leaders, President Peter Mutasa and Secretary General Japhet Moyo are facing subversion charges for calling for the January 14-16 stay-away to force the government to address the same challenges that afflicted the nation in 2006. The protest action was met with brutal force which resulted in seven people being killed by security service. Several labour activists around the country are also on bail for organising the 11 October 2018 demonstrations organised by ZCTU.

The commemorations which were held under the theme "Workers Under Siege, Unite and Fight On" were held in the ZCTU's six regional centres.



ARTUZ president Obert Masaraure beaten by abductors

October 2018 against the two percent transactional tax and 149 of them were arrested around the country and charged for participating in illegal gatherings. Some have been acquitted but others still have the charge hovering over their heads.

In January 2019, workers again called for a stay away in protest against high fuel prices, the state repression demon was unleashed killing 17 in the process, hundreds were left in detention; with varying degrees of injuries from beatings and all sorts of physical and psychological violations; all in the quest to silence a restive society from raising genuine concerns.

Mutasa and Moyo were slapped with subversion charges, 10 months down the line they are still to be tried with the judiciary still to decide which court would be seized with the trial. The delays in concluding the matter is a ploy to whittle down the ZCTU's gusto in taking on the government to address the economic challenges as the economy tinkers on the brink of collapsing with workers and citizens fast losing confidence in the government's economic trajectory.

Magombeyi, was allegedly abducted and held at an unknown location for five days after his association had tabled stiff demands for better working conditions to the government. His alleged abduction followed death threats to the ZCTU President Peter Mutasa and Secretary General Japhet Moyo who received letters with live bullets warning them against calling for a stay away to press government to restore United States Dollar salaries as a way of restoring value to wages and salaries which have been under siege from inflation. They had letters delivered at their respective homes, Mutasa

Mnangagwa government over its policies which the ZCTU has said are annihilating workers and citizens and the labour leaders have been arrested twice since 2018.

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

Earlier in June, Obert Masaraure, President of the Amalgamated Rural Teachers Union of Zimbabwe (ARTUZ), was abducted at midnight by unknown assailants believed to be state security agents. Masaraure had led a three day nationwide strike over low salaries and high cost of living. He was dumped outside town after being stripped naked, severely assaulted and interrogated for hours about ARTUZ's industrial actions and warned against mobilizing teachers to go on strike.

ZCTU first Deputy Secretary General Sylvester Mutindindi said the ZCTU was appalled by what appears to be a clear and systematic pattern and upsurge of threats and abductions of civic organisation and trade union leaders who voice their concerns against the poor working conditions.

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

The Worker

Voice of the Labour Movement

Comment

Stop instilling fear in trade unionists!

Three of the most fundamental rights humankind is supposed to enjoy are the right to freedom of speech, association and assembly.

Any country that does not guarantee these rights is designated as undemocratic.

Over the years, trade unions have been seen as fighters and proponents of democracy, not only at the workplace but also in society.

This explains why trade unions have been at the forefront fighting the repressive government during the liberation war. Most of the nationalists today who are denying trade unions the rights to fight for democracy have themselves been trade unionists. Even the International Labour Organisation (ILO) has listed these rights among their core or fundamental rights, rights that must be enjoyed by every worker.

Closer home, the ZCTU has been fighting for these rights both at the workplace and in the country. The ZCTU has been seen as one of the few voices of the voiceless and for its effort it has been at the receiving end of the regime. What is happening in Zimbabwe at the moment makes sad reading.

There have been serious breaches of these rights. In particular, we note with serious concern efforts that are being made by the State to silence the labour movement through threatening its leadership.

Since the January ZCTU called stayaway, the ZCTU leadership have been living in fear. After their arrests and several appearances in the courts, threatening letters and threatening phone calls have been issued to them. Letters with bullets and death threats have been sent to their workplaces and homes. What are scarier are threats to rape trade union leaders' children.

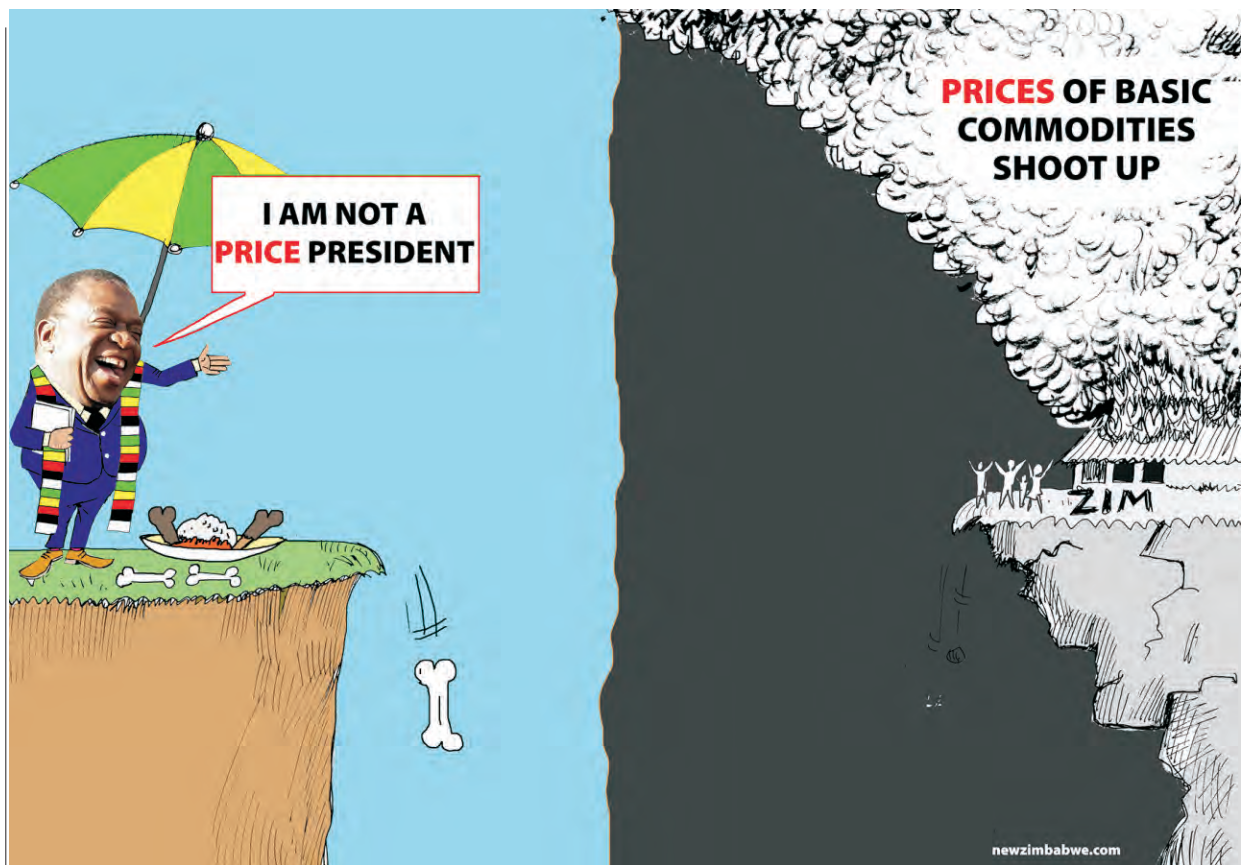
This is unacceptable and must be condemned in the strongest terms. Despite the reports being made to police, there has been no progress in bringing to book these people. We have no doubt that the State is responsible and that these people are State agents who have access to bullets.

What is more supressing is that they brazenly use cell phone numbers and according to the laws of this country, all cell numbers are registered and what can stop the state probing the people who are using those numbers?

It is high time the State own up and stop harassing trade unionists. Trade union leaders must be left to do their work without fear.

There is also a possibility that there are also worms in the ZCTU who are working closely with State agents to intimidate ZCTU leaders. This explains why the people who making the threats seem to know every move of the leadership and even every activity.

We demand a stop to instilling fear on trade unionists. They have the right to organise and freedom of speech and assembly. If anything happens to them or any of their family members, we have no one to blame but the State.



Organising precarious workers in Africa

www.opendemocracy.net/
Edward Webster

Worker organisations in Africa are beginning to cross the divide between the formal and informal economy.

The labour market is a key institution for shaping the distribution of resources in an economy. This is true for two reasons. First, wages are an important source of income for most individuals. Second, the wage relationship is a key site of contestation over the resources that are produced.

However, in Africa the industrial working class is very much a minority of wage earners. Instead, what you have are quite flexible classes of labour. What I mean by this is that while people still need to sell their labour power – either directly on a wage labour market or indirectly through some form of product market – categories like 'worker', 'peasant', 'employed' and 'self-employed' are fluid.

This presents a unique challenge for organising labour in Africa, however groups of precarious workers, NGOs and some trade unions are trying. I would like to present three case studies to illustrate this development. First, labour broker workers at Heineken's brewery in South Africa illustrate how organising in the formal sector takes place while "working under conditions of informality". Second, Tanzania's dala dala workers – informal minibus drivers and their assistants – demonstrate workers' efforts to challenge informalisation in the public transport sector. And third, informal tailors in Nigeria give us a good look at how formal and informal workers can come together under a single textile workers' union. I conclude by emphasising the hybrid nature of the forms of organisation that are forming on the periphery of the labour movement in Africa.

Organising through the realisation of common interests

The Heineken plant in South Africa does not directly employ everyone who works there. Only the highly skilled workers engaged in the brewing process are directly employed. Everyone else comes from employment agencies. These companies compete for contracts with Heineken by lowering wages and increasing workloads. Workers are divided and put in competition with each other, making collective action difficult. The trigger that led the outsourced workers to unite behind a common demand was, according to the researcher Thomas Englert, amendment 198 of the South African Labour Relations Act. This makes agency workers employees of the

client after three months of work. For the first time outsourced workers had the possibility of direct employment with Heineken, a prospect which raised their expectations and led them to pursue their common interests.

The precarious workers at the Heineken plant were already members of the traditional Food and Allied Workers Union, but this did little besides collect subscription fees and intervene in some individual cases. The union also kept the permanent and precarious workers separate, refusing to let them organise common meetings. The workers finally found a way forward when they met with staff from the Casual Workers Advice Office, a South African NGO, who helped them to mobilise through the newly amended Labour Relations Act. This helped the workers to unify around the demand for permanence rather than competing against each other. They formed a workplace forum based on free membership and transparent decisions taken in open assemblies. With the help of the advice office, the workers deployed a mix of strategies that included using the law, limited strike action, and a media campaign to pressure the employer to change.

In Dar es Salaam, Tanzania, the privatisation of the public transport system fragmented existing work into an intricate system of small owners, drivers, and conductors. Those that have assigned buses have more or less steady employment, while the others take what work they can find. Considered as self-employed workers, the drivers, conductors, and their assistants must pay the bus owners daily rent and then share whatever little is left. This system leads to a market structure of thousands of atomised work units waging intense competition under self-exploitative practices. They speed to get more runs into a day and overcrowd the buses in order to meet quotas and compete for clients.

To overcome these divisions the workers formed an association and paid a formal visit to the established transport union, the Communication and Transport Workers Union of Tanzania (COTWUT). This meeting, according to Matteo Rizzo's book on the subject, triggered a process where these two distinct institutions went about "building a shared notion of the exploitation faced by Dar es Salaam's transport workers and a strategy to address it". The strategy was three-fold: first, they shared in detail their working reality; second, COTWUT contributed funds for organising; and third, they employed transport workers themselves to promote the association at a street level.

It was only after they established

the link with COTWUT that they managed to formalise their association and extend their scope, building a campaign for employment rights (contracts). They made use of the union's political connections as well as the occasional threat to paralyse the city in order to put pressure on local governments and, by extension, on the bus owners. As their campaign grew, they engaged with a range of relevant national government departments – to stop the state from criminalising their efforts – and forged alliances with likeminded groups.

The National Union of Textile, Garment and Tailoring Workers of Nigeria lost 40,000 members between 2000 and 2016 in the face of massive retrenchment in the textile industry, as a result of intensified international competition. To re-fill its ranks the union began to recruit traditional self-employed tailors on the basis of certain common interests – the need for cheap electricity and water, and regulation of foreign imports. The union also adapted its structures. It developed specific trainings for self-employed tailors, such as seminars on new trends in fashions and financial literacy, and began to address their problems. It also prioritised education and capacity development for female members as a way of promoting women's participation in the union. They amended the constitution to increase women's involvement in leadership structures at all levels of the union, aiming at a target of 40% women representation.

This was a big step up for the self-employed tailors in comparison to their older associations, which lacked political influence. Showing a union membership card, on the other hand, diminished police harassment significantly. This allowed the associations and the unions to recruit thousands of self-employed tailors countrywide.

Organising locally in global industries

A lot of ink is spent discussing the impact of globalisation on local workers, but reports on how those workers fight back are rarely seen. However there is plenty of movement there if one cares to look. What's especially important to see is how trade unions change when they begin to advocate for informal workers as well. They often become 'hybrid' organisations, which include different forms of organisations and blur the distinction between traditional unionism, informal workers' associations or cooperatives. An understanding of these new forms of organisation must be at the centre of any attempt to understand an emerging global labour movement.

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The Worker

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Motor manufacturing employees earn monthly salary of \$284.01 rtgs

BY JAMES MUTASA

The National Union of Metal and Allied Industry in Zimbabwe (NUMAIZ) is up in arms with AVM Africa (Pvt) Ltd which is refusing to review wages with the least paid still getting \$284.01 per month. The company has also refused to award a cost of living adjustment in monetary terms opting to give its employees a food hamper comprising four kilogrammes of rice, four litres cooking oil, two kilogrammes sugar and one green soap. Employers in the motor industry are refusing to negotiate with the union at the National Employment Council giving flimsy excuse, a move which has angered the union. According to Stephen Dhlwayo, the deputy General Secretary of NUMAIZ who is also the chief negotiator at the NEC for Motor Vehicle Manufacturing, some employees at AVM Africa are paid a mere \$284.01 as their basic salary. "It is pathetic that a huge company like AVM Africa (Pvt) Ltd still has the guts to pay an employee a mere \$284 RTGS as his basic salary regardless of the current hyper inflation experienced by the country," said Dhlwayo who pointed out that the employer is not committed in improving employees' working conditions through the process of collective bargaining.

"The employer party is negotiating in bad faith; their appearance to the negotiating table is very erratic, more than 3 meetings were unsuccessful because they failed to raise a quorum", he said.

"As employees we have submitted our position paper in August meant for September salaries negotiations but we have never received the employers' counter position and this is contrary to what we have agreed when we set conditions of the bargaining process," added Dhlwayo.

Author Mhondo the Secretary General of NEC Motor Vehicle Manufacturing confirmed that he had received a position paper from the union but is yet to get one from the employer part. Mhondo also said that negotiations were last held in 2009.

Sylvester John the Human Resources Officer of AVM Africa (Pvt) Ltd told the worker that he is waiting for an input from Quest and Willowvale. Douglas Phiri who was said to a representative of Quest Manufacturing in the negotiations stated that he had given John the green light to present his submissions on behalf of all the employer part, a notion refuted by John who argued that, this will be tantamount to submitting AVM' position.

"The discord displayed by the employers is only a gimmick to continue paying employees who

toiled all day long peanuts which are not even enough to buy 5kgs of maize seed. So we are demanding that the NEC should award us a September collective bargaining agreement basing on our position and we forge ahead with negotiations for the month of October," fumed Dhlwayo.

Dhlwayo also said that negotiations in the motor manufacturing sector were last held in 2009 and one Canaan B Samukange the Human Resource Manager of Willowvale Mazda Industries is not attending the negotiations at all arguing that Willowvale has very few employees.

The President of NUMAIZ Anthony Nyashanu told The Worker that NUMAIZ has embarked on a mission to harmonies all the NECs in the metal industry which include Automotive, Electronics, Ferro Alloy and Iron and Steel.

The motor manufacturing sector comprises 3 companies which are AVM Africa Manufacturing renowned for its bus repair and rebuilding which is owned by ZANU PF stalwart and Bindura North Member of Parliament Kenneth Shupikai Musanhi, Quest Manufacturing and Willowvale Mazda Industries (Pvt) Ltd which deals in distribution and vehicle assembly plant for various brands including BIAC.

ZDAWU blast gazetted domestic workers' wages, pushes for review

BY STAFF REPORTER

THE Zimbabwe Domestic and Allied Workers Union (ZDAWU) has condemned the government for pretending to have increased domestic workers earnings when it has in fact condemned them to modern slavery.

Commenting on the recent review of domestic workers' wages announced by government, the ZDAWU Deputy General Secretary Toindepi Dhure (*pictured*) said the union was not pleased by the development which had actually reduced the value of salaries in the sector.

"In 2011 the minimum was USD85-00 and now eight years later the government reduces the value to USD9-00. Transport allowance pegged at ZUPCO fares is meaningless as there are no ZUPCO buses that ply most of the northern suburbs routes. The cost of goods and services including rentals charged by house owners are rated on the interbank rate," he said.

He said the only solution to the plight of domestic workers was to index their salaries to the US dollar.

"It makes no sense to continue denying indexing workers' salaries to the US dollar. There is no amount of salary increase that will solve the issue of salary disputes because of ever rocketing inflation. The only logical approach to the salary issue under the prevailing economic conditions is indexing them at interbank rate, simple. An approach contrary to the indexing of salaries will be affront of the decent work agenda that calls for respect for workers' rights, social dialogue and social security," he said.

He added that the union had registered its discomfort with the wages with the government.

"The government has heard our discomfort about what they had announced, and has called for another round table negotiation over the same issue and I hope they are sincere, sincere in that they will listen to the workers voice," he said.

Domestic workers wages are gazetted by the government with unions playing a minimal role. The law empowers the labour minister to set up a Wage and Salaries Advisory Board to negotiate with the Domestic Workers and Allied Workers Union and recommend the figures to government.

"Cabinet agreed to review minimum wages per month of domestic workers without industrial employment council in what are commonly termed as unclassified operations," acting Information Minister Kazembe Kazembe told a post-cabinet media briefing in Harare.

"The minimum wage for a gardener will be \$160.00, minimum wage for a housekeeper \$168.48, minimum wage for a child minder \$179.00, disabled minder with a Red Cross certificate or equivalent will be \$189.70 ... Workers in unclassified operations, it will be \$330," he said.

The cabinet also approved rates for non-resident domestic workers.

"Accommodation for standard one room \$60, transport based on ZUPCO fares is \$50, fuel for cooking is \$20, lighting \$10 and water \$10.00," he said.

"Employers should know that these are minimum wages and that they are most encouraged to raise them taking into account circumstances of their workers."

Since domestic workers do not have a national employment council,

Prior to the review, gardeners earned \$85-00 per month or a weekly wage of \$29.60, cooks and housekeepers earned \$90-00 per month or \$20.79 per week.

Domestic workers caring for the disabled and the aged earned \$95-00 per month or \$21.94 per week.

Gweru district has restructures committees

BY GIFT KAPEKO

The ZCTU Gweru district has restructured its committees after losing most committee members through termination on notice which left the structures depleted.

The district women's and main committees were operating with a skeleton staff because most of the elected committee members contracts of employment were terminated on notice during the Chidyasiku era.

Fresh elections for gap filling were held to enable the committees to run smoothly. Gweru district women's and main committee elections were held on the 24th and 26th September 2019 respectively. Enitha Nyati from Zimbabwe Security Guards Union (ZISEGU) was the retaining officer during the Gweru District Women's elections. Rumbidzai Gadzani from Zimbabwe Amalgamated Railway's Union (ZARU) was elected the Chairperson, deputized by S. Ngwenya from Zimbabwe Urban Council Workers Union (ZUCWU). The other elected executive members of the district women's committee were; I. Mutema secretary from ZISEGU, C. Moyo vice secretary from ZUCWU, B. Macherera treasurer from Zimbabwe Education Scientific Social and Cultural Workers Union (ZESSCWU). Elected organizers were T. Mashonganyika and S. Chikumba.

While on the other hand Noel Mano from Zimbabwe Construction and Allied Trade Union (ZCATWU) presided over the elections of the Gweru Main District Committee where Moses Gwaunza from Commercial Workers Union of Zimbabwe (CWUZ) retained his previous position as the Gweru District



Moses Gwaunza ZCTU Gweru District Chairperson

chair and was deputized by Melphina Gwabeni from ZUCWU. Bernard Sibanda was elected the district secretary and Precious Mujere from National Mining Workers Union of Zimbabwe (NMWUZ) was elected the vice secretary. The previous district secretary Eustina Kamuka from ZESSCWU was elected the district treasurer while David Tsanana from Zimbabwe Catering & Hotel Workers Union (ZCHWU) and Roseline Madondo were elected organizer and deputy organizer respectively.

The elected committees attended an orientation workshop which was held at Empumalanga Lodge in Gweru on the 9th and 10th October 2019. At this workshop committee members were equipped with tactics and skills on how to run workers events in the district.

FFAWUZ embarks on target recruitment

BY JOKONIAH MAWOPA

The Food Federation and Allied Workers Union of Zimbabwe (FFAWUZ) has embarked on target based organising to increase its membership.

During its annual review workshop in May 2019 FFAWUZ set annual membership growth target of 10 percent both for affiliates membership and general membership. If achieved by end of the year FFAWUZ would have at least 10 affiliates with active membership of at least 13200.

In a memo to the Regional Organisers the FFAWUZ General Secretary said the union intends to fortify its position in the industry and was focusing on intensive membership recruitment.

"Having reviewed our organising strategies and targets for the year 2019 during the FFAWUZ review workshop it becomes imperative that as a department we set short term targets in order to meet our yearly targets. In pursue of this we have employed a new strategy of setting organising phase targets in an endeavour to achieve the set

growth of 10 percent by December 2019," he said.

organising phase targets in an endeavour to achieve the set growth of 10 percent by December 2019," he said.

The strategy has three objectives which are to increase income for the organisation, to increase union visibility and to ensure membership retention.

As part of the strategy FFAWUZ is facilitating registration of sector unions in the food industry.

The Federation has so far facilitated the registration of a union for the Brewing and Distilling sector.

COLA for catering industry

BY GIFT KAPEKO

Zimbabwe Catering & Hotel Workers Union (ZCHWU) employees have been awarded a Cost of Living Allowance (COLA) back dated from 1st September 2019 up to the 31st December 2019.

The allowance shall be paid to every employee in the particular class of establishment irrespective of grade, occupation or length service. \$304.00 shall be paid for employees in Class 2, \$342.61 for employees in Class 1 and \$384.69 for employees who fall under Class 1a. The least paid employee in the Industry will now receive a total of \$750.00 per month; basic pay will be \$321.00, transport allowance of \$70.00, housing allowance of \$55.00 and COLA of \$304.00.

According to the COLA agreement the minimum wages for each class of establishments and allowances shall remain unchanged, and no deductions such as pension fund, council levy and trade union shall be made from the COLA. Parties to the agreement agreed to review wages and salaries if the economic environment continues to deteriorate.

ZCHWU shopstewards rejuvenate union popularity in Victoria Falls



ZCHWU members certified after course completion

BY STAFF REPORTER

The Zimbabwe Catering and Hotel Workers Union (ZCHWU) has trained identified members with strength and ability to lead and better represent the workers and the trade union in the Victoria Falls region who underwent a three-phased, week long training programmes per month.

The phases offered different facets of trainings focussing on worker education and building working class unity, power and collective education.

Speaking at the last phase training the ZCHWU Acting General Secretary Enock Mahari commended the participants for putting to action the knowledge they had gained over the previous phase trainings.

The participants had managed to recruit 173 members during the 3 month period which reflected the effectiveness of the training.

"The recruitment speaks for itself that the programme has been effective. We need to maintain the momentum and continue to engage and train membership at all times to maintain the much needed visibility of the trade union in the Victoria Falls region. If resources permit we intend to roll out the programme countrywide," he said.

He encouraged tea work among union members in the face challenges that were affecting the country, the region and the trade union.

The first module which ran from 14-17 March 2019 covered topics that included trade union organisation, trade union shop steward, Labour law, Collective Bargaining, Leadership skills, Organising techniques and effective Effective Organising.

Module Two which was from

15- 18 May encompassed Trade Union organising(Walking the road), One on one organising conversation, Negotiating techniques, Occupational Safety and Health (OSH) walk through survey and Identification of OSH hazards

The last module was conducted from 23-26 July covered Occupational Safety and health, Accident investigation, compensation and rehabilitation, Fundamentals rights of workers, Participation and democracy, Organising strategy, Decent Work Agenda, Gender issues in the world of work and sexual harassment

Chief programme facilitator Michael Kandukutu said the modules were influenced by the need to create and develop an organiser who would be an all-rounder and were satisfied that workers in the Victoria Falls region were empowered.

He said trade union organisers at the shopfloor level are the first line of defence for workers and any first encounter of the union at the workplace should be through an organiser who has been thoroughly capacitated.

"Our view is that the training managed to change the face of the Victoria Falls region when it comes to trade union organising and recruitment. The pilot experience will now be replicated in the different regions where the union commands membership. The first such training will be in Bulawayo in the third week of October going forward."

"That was shown by the reports we got during the course of the training modules as participants went about implementing the work plans which they developed during the course. Some of the workplans entailed that he participants

addresses and shares with the colleagues some of the course contents. That has also seen the multiplier effect of information transfer and sharing," he said.

He said the trainees understood and managed to define concepts and principles of the subjects.

"In OSH, Interestingly the participants indicated that all the six categories of hazards could be identified at their work environments and went on to discuss the principles of hazard control focussed on control at the source where the hazard is emanating from," he said.

He added that participants were also capacitated on how they could deal with grievances and fundamental rights violations utilising the legal instruments recognised within the hotel and catering industry to achieve decent work.

"The industry suffers from serious decent work deficits and the topic proved to be very popular. The discussion on the decent work agenda ended up highlighting recommendations that could be implemented in order to ensure that workers achieve decent work provisions which included the need to make social dialogue a practical tool to build consensus on contemporary issues such as unemployment playing particular attention to youth employment and the gender issues and a review of collective bargaining agreements to reflect new issues for negotiations," he said.

Kandukutu said of the 18 only one participant dropped out due to some management responsibilities which he had been allocated.

The programme was financed by the Fagligt Faelles Forbund (3F) which availed two trainers from Denmark.

UNION BRIEFS

FFAWUZ explores TVET

BY STAFF REPORTER

The Food Federation and Allied Workers UNION of Zimbabwe (FFAWUZ) has embarked on a programme to train its members in Technical Vocational Education Training (TVET) to equip them with industrial skills for use in the event of job losses and to keep them within the industry and the union.

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

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

In an interview with *The Worker* FFAWUZ General Secretary Runesu Dzimiri said his federation would tap into the social responsibility purview of companies in the food industry for support for the TVET initiative.

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

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

"So unions should be seen doing advocacy work on curriculum development and retraining of workers to avoid massive job losses that also translate to membership reduction. The fourth generation/future of work have also to be influenced by trade unions in terms of future needs in terms of training and also just transition for jobs that will made redundant, the unions should be able to negotiate for adequate compensation in case of redundancy," he said.

ZCATWU wins salary gap struggle!

BY STAFF REPORTER

Despite the difficult political, economic, and social situation in Zimbabwe, the BWI affiliate Zimbabwe Construction and Allied Trade Workers' Union (ZCATWU), continues to engage employers and defend workers' rights.

The union engaged Shanghai Construction Group (SCG) a Chinese company constructing the new Parliament of Zimbabwe on issues of compliance with Zimbabwe Construction Industry Salary Regulation. Since January 2018, the SCG was underpaying workers. The workers' hourly salary rate was between \$1.63 and \$1.70 instead of the recognized minimum wage of \$2.81 per hour.

The current social context is not favourable to trade unions demands in Zimbabwe but ZCATWU made efforts in addressing the matter to the SCG and the government with the objective to find an amicable solution for thirty-two (32) workers. Due to the constant pressure from ZCATWU and its members, on 29 August 2019 the SCG paid the union \$32,925 USD which was the amount that was the gap between wages paid to workers and the minimum wage applicable in the construction industry. ZCATWU is now disbursing these funds to all the workers who were underpaid.

Crecentia Mofokeng, Regional Representative of Africa and the Middle East congratulated ZCATWU for this achievement and encouraged all construction unions in the region to continue to fight for workers. She stated, "Let us mobilize and fight against bad practices and exploitation of our members in all multinational companies including Chinese companies. We must not compromise workers' rights in the name of any kind of bilateral government cooperation." www.bwint.org

BCC workers get salary increment

BY STAFF REPORTER

THE Bulawayo City Council has awarded its employees a \$100-00 salary increment against the union's demand of \$500 and 80 percent Cost of Living Adjustment (COLA) respectively.

The municipality's acting human resources director, Makhosi Tshalebwa reported on 30 September that negotiators had agreed on the said adjustment but had failed to agree on the effective date.

"Following the granting of the mandate to enter into negotiations, the permanent negotiating committee convened and ... the parties resolved that both COLA and basic salary be adjusted by \$100 and 33 percent across the board as opposed to," reads part of a council report.

"The aspect of the effective date acceptable to both parties has been escalated to the works council for deliberation and possible resolution," reads part of the council report.

Council employees have been pressing the municipality for better working conditions in the form of cushioning allowances, inclusive of non-monetary benefits and discounts on the purchasing of stands by council employees workers which they said would cushion them from inflation.

The employees also pushed to be privileged to park in the city for free.

ZCTU staffers sensitised on GBV

BY STAFF REPORTER

ZCTU staff members have undergone training and awareness on sexual harassment and Gender Based Violence (GBV).

The training which was held on a two day workshop came up with strategies to effectively service membership & raise awareness on the ILO Convention 190 of 2019 and Recommendation 206 of 2019 on violence and harassment in the world of work.

As service providers to workers around the country and usually being the first port of call for affected workers the training would enable the ZCTU team to be 'first aiders' before other processes can be commenced.

The process is part of the ZCTU's vision to create gender champions at the workplace and in society, encourage team building for a stronger more focused and effective labour movement geared to eliminate GBV in the workplace and the unions.

Held under the theme: "Empowering Women and Creating Male Gender Champions Towards a Gender Responsive and Inclusive Trade Union Movement.

As part of the training the employees were also sensitized on migration issues, trade union organizing and local and international labour laws.

Speaking at the training ZCTU Secretary General Japhet Moyo said said GBV was a scourge at the workplaces and ZCTU staffers were not immune to the vice hence the need to raise awareness and capacitation.

"GBV is a contentious subject which has resulted in a lot of inequalities. It is increasing in Zimbabwe and Africa as a whole and has left the victims vulnerable. Our workplaces have been characters by sexual harassment, discrimination and other forms of GBV. Let us promote critical reflection among the staff. You are the face of the organisation, you are expected to assist a lot of people with the information you are getting here. Let us assist other workers and work towards the elimination of GBV," he said.

Moyo warned the employees to desist from GBV as it would destroy their careers and reputation of the organisation. Meanwhile the ZCTU Education department has finalised the Gender Based Violence Education and Training



ZCTU members of staff

Manual. The first draft of the manual was completed in May last year and the final writing and editing process was completed last month at a two-day workshop in Mutare. The process analysed the content, relevance and flow of the 1st draft with a view to enrich and make it more user friendly. The

manual will be a tool to be used by the ZCTU and its affiliates in combating GBV at the workplace and in the communities. Main objectives of the manual would be to examine the extent of the problem of GBV in the workplace, trade unions and communities and offers remedies. It also has aspects

of the new ILO instruments on violence ZCTU GBV Education & Training Manual completed and harassment, Convention 190/19 and Recommendation 206. The manual also explores the role of trade unions in the elimination of GBV

Two musketeers have ruined Zimbabwe!

THAT Mugabe is gone is no longer news but the drama surrounding his burial will remain news for some time. When the old man passed on, Chigumura was taking a sabbatical, but that does not stop Chigumura from making a comment.

The old man was something else. He was stubborn in life as well as in death. On the day he died a very cold spell (literary) engulfed the country. The same when he was buried in his rural home of Zvimba and Zimbabweans, being superstitious, Zimbabweans said it was a bad omen.

But the hullabaloo around his burial had everyone at attention. It was straight from an African movie! The old man had said he did not want to be buried at the Heroes Acre but at his rural home in Zvimba because he did not want his tormentors to speechify over his dead body.

If there is anything that Zimbabweans agreed on was that Mugabe should be buried at Heroes Acre because he was literary forcing others to be buried there despite their refusal.

He even taunted the late MDC leader Morgan Tsvangirai that he was free to look for his anthill to bury his own heroes. There is no doubt that the man died a bitter man.

He wanted to die while he was still on the throne. He was bitter with President Mnangagwa for removing him from office and he never forgave him until death.

Adieu RGM. There is no doubt you left a legacy of bad governance, state brutality and intolerance. We thought the country would be better off without you, but hey enters Scarfmore....

TALKING of Mnangagwa, things are getting tough for Scarfmore and he seems to have no



Mthuli Ncube and Emmerson Mnangagwa

aorta of idea of what to do. His promises of a better Zimbabwe and improved economy are getting hollow by the day. He is now sounding more like a broken record and so is his most trusted lieutenant, Finance and Economic Development Minister Professor Mthuli Ncube.

Everything is not going according to plan for these two musketeers. Inflation is back where it was in 2008. They have even put an embargo on publicising inflation figures, just like what happened in the Mugabe era. Although this time around goods are available in shops, they are way beyond the reach of Zimbabweans. The Zimbabwean dollar is slowly becoming a worthless paper, that is if you can get it.

There is no electricity, there is no water and the cost of medicines is beyond belief.

Everything has gone haywire! When professor Ncube was appointed Minister, Chigumura made a point that it will not work and definitely it has not worked. I gave a comparison to the appointment 'the technocrat' Ariston Chambati during Mugabe's era that did not work. Well known for failing to run a bank, Professor Ncube, who seems good at graphs, promised heaven on earth to

Zimbabweans, but not when you are working under Zanu PF. This is the reality check in Zimbabwe. You have to do it the Zanu PF way. Zanu PF is a party that is concerned more with holding on to power than a prosperous Zimbabwe.

There are sharks in Zanu PF that are untouchable and decision makers. The Guptas of Zimbabwe. For instance, when the good Prof came in, he was promising that the country would the use American dollar, but once he was in government, he found out that there are sharks who are benefiting from the Zimbabwean dollar. These are the people who have their runners at every corner around the cities buying foreign currency.

They have access to cash from the banks. These are the real owners of Zimbabwe. Everywhere you go, there is despair and dejection. People have become powerless.

The few brave ones who have tried to express displeasure have been met with brutality. Trade union leaders have been cowed and threatened. Bullets have been sent to their homes and workplaces with death threats. They have also been threatened with rape to their families.

This is the New dispensation for you! The two musketeers have ruined Zimbabwe. I repeat Mnangagwa and Mthuli have

Unions condemn rights violations in Zimbabwe

UNION leaders in Zimbabwe are subjected to abduction, torture and death threats, which are gross violations of workers' and human rights, say unions.

The violations take place against the backdrop of misery brought by austerity economic policies and annual hyperinflation of over 900 per cent, which has eroded wages.

Police are banning demonstrations, and protestors have been beaten in a clear violation of international workers' and human rights standards. The Zimbabwe Congress of Trade Unions president, Peter Mutasa, and secretary general, Japhet Moyo, face treason charges that carry a death penalty.

When the Zimbabwe Hospital Doctors Association acting president, Peter Magombeyi, was abducted by armed men from his home in Harare on 15 September, doctors and nurses in major hospitals went on strike demanding his immediate release. Human rights groups and trade unions joined in the campaign.

Following national and international pressure, the government joined the call for his release, suggesting that he was abducted by a "third force" which they had no control over. This explanation was viewed with suspicion, as the Zimbabwean president Emmerson Mnangagwa had earlier warned at a public rally that the government would go after "those who chose demonstrations", adding that "their lives will be shortened."

Magombeyi, who is leading a strike for living wages, better working conditions and adequate funding for public hospitals, was found alive, outside Harare, after five days and is in hospital being treated for suspected torture. The basic wage for a newly qualified doctor in Zimbabwe is \$400 Zimbabwe Dollars (US \$27) and the government offer of a 60 per cent increase was rejected.

IndustriALL Global Union's Zimbabwe affiliates, who organize in garment and textile, manufacturing, and mining sectors, condemn the government crackdown on unions.

The chairperson of the IndustriALL Zimbabwe affiliates, Joseph Tanyanyiwa said:

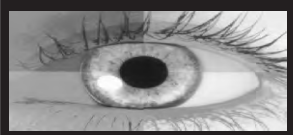
"We condemn the ongoing abductions and torture of political activists by suspected state security agents and call upon the government to protect citizens against inhuman and degrading treatment. We also condemn police brutality against peaceful civilians and the involvement of the army in crowd control which has resulted in the deaths of innocent people and injuries to many. We call upon the government to uphold the rule of law and respect constitutional and workers' rights."

Paule France Ndessomin, IndustriALL regional secretary for Sub Saharan Africa said:

"We are concerned by the deteriorating situation in Zimbabwe. The Zimbabwean government should respect the rights of workers including to freedom of expression and to fight for living wages. Workers should not be beaten up or face persecution for exercising their rights."

(IndustriALL)

CHIGUMURA



CALL FOR IMPROVED SOCIAL PROTECTION

BY STAFF REPORTER

The Decent Work Zimbabwe Project has produced two publications on Transformative Social Protection in Zimbabwe which are aimed at increasing awareness on social security.

The publications; Social Protection in the Informal Economy Study and Action Research on Social Protection in Independent Zimbabwe 1980 – 2019 analyses the state of social protection and offers solutions towards widen social security reach to the majority of citizens who are currently not covered by the existing narrowed social protection systems in place.

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

They unpack the state of social security in Zimbabwe noting that the greater part of the population is excluded from social protection with the system plagued with narrow coverage, limited resources, erosion of benefits by

inflation and high administrative costs among others.

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

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

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

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



Book launch

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

The publications recommend that trade unions need to step up efforts in defending and

demanding meaningful social protection rights.

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

Decent Work Zimbabwe Project is a joint project between ZCTU, the

Labour and Economic Development Research Institute of Zimbabwe (LEDRI) and the Frederick Ebert Stiftung (FES) in cooperation with the Zimbabwe Chamber of Informal Economies Association (ZCIEA) and is supported and co-funded by the European Union.

CWUZ levers organising on Women and Young Workers

BY STAFF REPORTER

The ZCTU Education Department has trained the Commercial Workers Union of Zimbabwe's (CWUZ) Women and Young Workers committees on labour and constitutional rights.

The training was aimed at assisting the union to put together a strong team of shop floor workers to spearhead organising activities for the union.

The training which was held under the theme "Championing The Rights Of Women And Young Workers In Trade Unions: Strengthening Their Voices And Choices In Development Processes" sought to create a formidable team of Women and Young Workers with a sound understanding on labour and constitutional rights.

The union which is fighting a rival faction has been facing challenges with both membership and employers in its quest to recruit and retain membership. The challenge saw the rival faction conniving with some employers to induce membership from joining the union and not to remit union dues to the ZCTU affiliated faction.

As a result the ZCTU affiliated CWUZ faction mooted the idea to solidify its shop floor base by training shop stewards to safeguard the union at the base.

Officially opening the workshop ZCTU General Council member Grace Mathe who is also an executive member of CWUZ said the union was in the process of rebranding CWUZ into a membership driven union. Most of the problems that we have been facing in the union were a result of members not knowing their roles. We are focusing on the youth for continuity. Trade union education needs to be shared with other workers who are not part of this workshop. Urged participants to assimilate as much information as they can for onward sharing with other workers in the industry.

She said the theme pointed in the direction on what the union needs to prioritise.

"Its time to share with colleagues the information we are going to get. Our role would be to pull other colleagues and build

the union. The voices we are strengthening should not be just NOISE. The voices should mould the union, a voice that is responsible and encouraging," she said.

The workshop also covered gender discrimination and its impact on the workplace, sexual harassment, safety rights with specific focus on women and youths. It also sensitised participants on the recent ILO instruments on Violence and harassment and activities would be focussed on moulding a gender responsive and resilient labour movement.

CWUZ President Barbra Tanyanyiwa says the union was pursuing positive discrimination to address historical imbalances. She says the union is building a strong team that will be advocating for workers' rights around women and young workers as it forges ahead despite drawbacks from rival factionalism.

"GBV and particularly sexual harassment is rife in the commercial sector with women being the majority of the victims. The training will go a long way in addressing the scourge as well as encouraging victims to open up and demand justice".

Participants are expressing zeal to learn more on unionism, its structures, roles and functions litigation processes, decent work as well as to get organising skills for them to be able to recruit more workers into the union.

Meanwhile the High court has nullified congresses held by the two rival factions and ordered the union to revert back its 2010 structures and hold a fresh congress to choose a new leadership.

The court verdict interdicted David Tunhira, Godwin Munjoma, Farai Mupango, Takawira Masocha, Morgan Gumede, Wellington Ncube, Lameck Makwenjere and Phelystus Wazulu from masquerading as CWUZ leaders or using any of the CWUZ property including letter heads.

The Tunhira led faction has since appealed against the High Court ruling. The ZCTU affiliated Babra Tanyanyiwa led faction is already on the ground restructuring and implementing all recommendations of the high court ruling in preparation for congress.

Joint WDDW commemorations for unions under BWI



GAPWUZ, ZCATWU and CLAWUZ members commemorate WDDW

BY DICKSON CHAERUKA

This year the General Agriculture and Plantations Workers Union (GAPWUZ); Cement, Lime and Allied Workers Union and the Zimbabwe Construction and Allied Trades Workers Union (ZCATWU) recently facilitated a joint World Day for Decent Work (WDDW) celebrations in Nyanga.

The colorful commemoration, bankrolled by the Building and Wood Workers' International (BWI), was held at Wattle Company's Pine Division on the 7th of October 2019.

A total of 60 workers representatives' trade unionists from the three unions drawn from the agriculture, timber, building and building materials companies across the country attended the event.

Speaking at the occasion, ZCATWU National Deputy Secretary General, Fozert Mugabe said decent work

does not mean hefty salary packages but it is a wholesale of factors which include employees welfare and wellbeing at the workplace.

"The International Labour Organization states that decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men," she said.

GAPWUZ Eastern Provincial Coordinator, James Goneso stated that most employers in the sector were far too short in providing decent work for their employees.

"Some employers have partially fulfilled some of the

decent work standards but however a majority of them still has a lot to be done. Most employers are citing the economic mishap claiming that they are not able to fully fulfill the expected standards for decent work as defined by the International Labour Organization. As a union, we are always in the field, running a number of campaigns by advocating for a paradigm shift in as far as the adoption of decent work standards is concerned, he said.

Goneso thanked the BWI for bankrolling the exercise saying workers involvement and participation was paramount towards realization of decent work for all.

The BWI is the Global Union Federation grouping free and democratic unions with members in the Building, Building Materials, Wood, Forestry and Allied sectors. The federation has 335 trade unions in 131 countries and is based in Geneva, Switzerland.

An Amplats mine in Zimbabwe will pioneer 'Responsible Mining' audit

Amplats' Unki platinum operation in Zimbabwe will be the first mine in the world to subject itself to an independent audit under a 'Standard for Responsible Mining' initiative. This is partly in response to demands by customers who want to make sure they are buying minerals or metals that are untainted by environmental and social concerns.



Unki Mine

Environmental, social and governance issues (ESGs) are high on the corporate agenda these days, not least in the mining sector. In southern Africa, the industry relied for decades on a ruthless and racially exploitative model of cheap migrant labour and predatory capitalism that explains much of the union militancy that is seen today. (Indeed, union and other critics would claim that in many ways it still does — remember Marikana?)

So it is perhaps a welcome sign that a platinum mine in the region — the Unki operation in Zimbabwe run by Anglo American Platinum (Amplats) — will be the first to undergo an independent audit to see if it meets the “Standard for Responsible Mining.”

This standard — really a set of standards — has been developed by the Initiative for Responsible Mining Assurance (IRMA), a nonprofit group. Its leadership is drawn from NGOs, unions, mining communities, mining companies, and companies that purchase mined commodities. The standards have been more than a decade in the making and involved public consultations with various stakeholders.

According to the IRMA website, the standards are applied to areas such as legal compliance, community engagement, human rights, grievance mechanisms, and — an issue that has gained much prominence in recent years — “transparency in revenue payments from companies to governments”. This is crucial in a failing state such as Zimbabwe, which has a very poor ranking of 160 out of 180 countries on Transparency International's widely regarded Corruption Perceptions Index.

Other measurements include “emergency preparedness and response” (think of the several mining disasters of late), occupational and community health and safety, greenhouse gas emissions, water management and biodiversity protection.

“We are pleased that Unki will be the first mine in the world to publicly commit to a third-party audit to determine its performance against IRMA's Standard for Responsible Mining. As our customers and end consumers who rely on our metals and minerals rightly expect the highest standards of ethical production, we will be putting all our managed mines through such rigorous certification processes by

2025,” Anglo American chief executive Mark Cutifani was quoted as saying in a statement.

The initial phase involves an online self-assessment. In an emailed response to questions from Business Maverick, Amplats said this “allows a company to see how its practices perform against the Standard for Responsible Mining, which focuses on 26 areas”.

“Following this, a third-party independent auditor is appointed to visit the site and confirm the results of the self-assessment. The certification process does not result in a pass or fail system; IRMA offers companies claims and credibility as they move along the path of continuous improvement.” Amplats also noted “growing customer interest” in such issues.

Unki hosted one of the first pilot audits under the initiative, so it is relatively well prepared for the process.

It will be interesting to see what the initial verdict is and what companies follow suit. It is easy to be glib about such initiatives and dismiss them as corporate greenwashing or whitewashing or what have you. But a diverse group of stakeholders — including many that are not driven by profit — are

Lesotho spies up in arms over wage increases

Lesotho Times/Pascalinah Kabi

LESOTHO's spies are up in arms because they will not be getting salary increments they had eagerly anticipated.

National Security Service (NSS) director, Pheello Ralenkoane, is said to have told his spooks not to anticipate any salary increments after the government decided to indefinitely defer a plan that would have seen the harmonisation of the salaries of all the personnel serving in the four security clusters; army, police, correctional services and intelligence (NSS).

NSS officials had been particularly enthusiastic about the plan as it would have boosted their salaries said to have been last reviewed six years ago. The harmonisation would have seen the salaries of the spooks match those of their colleagues in the other three security clusters.

Sources in the know said the NSS staffers, who had been expecting salary adjustments with effect from 1 September 2019, were now very livid and unhappy about the latest developments.

The NSS staffers had scheduled a strike for 31 July 2019 but called it off after their bosses promised them their grievances would be resolved.

“We were promised that the government had set aside money for our salary adjustments and that such adjustments would start reflecting on our salaries effective 1 September 2019...,” said one spook on condition of anonymity because he does not have authority to speak to the press.

“We were surprised to learn last week that we were no longer getting the adjustments as promised... This is really depressing because we had hoped that we would get what's due to us,” the source said, without explaining their next course of action.

Prime Minister Thomas Thabane's cabinet had made a last-minute decision to defer the harmonisation of the salary structure for the Lesotho Defence Force (LDF), NSS, Lesotho Mounted Police Service (LMPS) and Lesotho Correctional Service (LCS). This after the harmonisation plan, which is explained in a cabinet savingram dated 9 August 2019, had sparked problems in the security cluster with the LDF complaining of having been sidelined in the entire process.

Government Secretary Moahloli Mphaka had confirmed the decision to defer the exercise in a recent interview.

LDF commander Lt Gen Mojalefa Letsoela had in turn summoned all soldiers within Maseru to address them over the confusion and discontent the harmonization process had created within the army.

“The Cabinet resolved to defer the implementation of that (harmonised salary) structure so that it could advise itself on how to best handle this matter to ensure there is understanding among all stakeholders and not this confusion that it has caused,” Mr Mphaka said.

He said the harmonisation exercise was being implemented in good faith and Cabinet needed to ensure that its intentions were not clouded by confusion.

A senior government official, who did not want to be quoted on the matter, said the NSS officers would still get their salaries once issues to do with the harmonisation had been ironed out. The process had not been abandoned altogether, he emphasised.

Ministry of Defence Principal Secretary Bereng Makotoko, who is responsible for the NSS, said he was not in a position to comment on the matter because “he was held up somewhere”.

involved. It would be churlish not to note the progress that has been made on a range of social issues in the mining space in recent decades, even in this blighted region where the industry has been so tainted by its past links with colonialism and apartheid.

Let's hope it heralds a mining

sector that is profitable and at the same time more responsive to community and environmental needs, more transparent in its dealings with questionable governments and ultimately more equitable.

Resources in Africa do not always have to be a curse. BM

African women rise in gender equality

African women, rise! This was the slogan of the IndustriALL Global Union Sub Saharan Africa women's regional executive, which met on 10 October in Dar es Salaam, Tanzania. The meeting brings together women union leaders from across the subcontinent.

The meeting was opened by regional secretary Paule Ndessomin, who encouraged women to maintain the momentum of the work that had been done. A major part of the discussion focused on the adoption of ILO Convention 190 on Violence and Harassment by the 2019 International Labour Conference.

Mwila Chigaga, a gender expert

from the International Labour Organization, said that the Convention is a global mandate to end violence and harassment in the world of work, but warned that the adoption is not the victory: the work starts now. She reminded participants that the Convention needs to be ratified by at least two countries to come into force, and encouraged them to ensure that these are African countries.

“We can't celebrate now. We can celebrate when the Convention is ratified and implemented,” she said.

“We should primarily see C190 as an international labour standard on gender equality, and see it the context of other conventions: C100 on Equal Pay,

C111 on Discrimination, C156 on Workers with Family Responsibilities, C183 on Maternity Protection and C189 on Domestic Work.

“Many of these have not been ratified and implemented. Let's not forget them while we celebrate C190.”

IndustriALL gender coordinator Armelle Seby said, “Unions have to mobilize and push for ratification. But unions do not need to wait: they should use this instrument to change the lives of workers now. This new instrument is a key tool for trade unions to advance non-discrimination and equality, and fight against gender-based violence in the world of work.”

Rose Omamo introduced herself

by saying “I am the general secretary of the Almagamed Union of Kenya Metal Workers, and I am a gender champion.”

Both Chigaga and Omamo spoke about the need to take the work of gender equality out of the womens' structure and use male allies to mainstream it in the union.

Chigaga said, “We need women in leadership positions in unions. But we also need to ensure that the men who are elected are gender champions and feminists.”

There was a discussion about making a practical difference in the workplace, and participants shared that violence and harassment is commonplace.

“As women, we need to have each other's backs,” said one

participant. “Sisterhood works.”

Tendai Makanza of the IndustriALL regional office urged affiliates to use the tools that we have, especially the Pledge.

“We hope to start a young feminist movement for the region.”

Lydia Nkopane chaired a session which formed the regional women's committee, as follows:

Chair: Lydia Nkopane
Deputy chair: Harriet Nganzi Mugambwa
Secretary: Oluchi Amaogu
Deputy secretary: Olga Kabalu
Treasurer: Maclanta Mbala
Additional members:
Faith Lanyero
Regina Nambahu
Bridget Nambule.
(IndustriALL)

'Further sanctions would have been disastrous' - Zim Cricket chairman

Zimbabwe Cricket has avoided what its board chairman Tavengwa Mukuhlanani called a "disastrous," situation by being reinstated as a Full Member of the ICC. Zimbabwe were let back into the fold after satisfactorily showing the ICC there was not outside influence in the running of its board.

ZC was banned in July for government interference into cricket administration. But following a meeting with the ICC top brass, Mukuhlanani and the Zimbabwe Sports Minister Kirsty Coventry were able to remedy the situation.

As a result, Zimbabwe will regain access to ICC funds and their teams will be back playing ICC tournaments.

"It's obvious that any further sanctions to what has been in place would have been disastrous in the country," Mukuhlanani said at a press conference in Harare on Thursday. "This means we will be able to settle outstanding salaries and match fees. We will now be able to run our domestic competitions while a lot of other development programmes already in place can continue."

"The ground for the future way in Zimbabwe Cricket will be debt-free and will not struggle to pay salaries, in future way our core business will thrive and see us

consistently thrive for doing well in major global tournaments and series across all formats of the game."

ZC has had a lot of trouble becoming self-sufficient. It has previously been unable to pay its staff and has also been hit by player protests over non-payment of match fees. Much of this is because of an inability to generate enough revenue even while hosting international cricket, which is why ZC was keen to get back into the ICC fold and be eligible to share in the profits made by the global governing body.

Zimbabwe's players, meanwhile, were happy to hear the news that they'll be back at work soon.

Former captain Brendan Taylor and fast bowler Kyle Jarvis, who recommitted to his country after being a long-time first-choice pick in the English county circuit, tweeted their approval of the ICC's decision, while Mukuhlanani said "Our men's team will join the ICC Super League from 2020 [the qualifying tournament for World Cup 2023] where they are considerably busy, counting down with the number of tours that are already lined up, starting with the home series against Sri Lanka sometime in January."

Taylor, Jarvis and their teammates now face a different challenge with Mukuhlanani



Brendan Taylor and Sean Williams punch gloves during their stand Getty Images

suggesting big changes are on the cards and that "no one is permanent in this team."

"We have to have a culture of people who will fight to be in the team, and when they get the chance, they cherish and make the best of that chance," the ZC chairman said. "We are not going to continue to have a situation where we have the same faces and the same results."

"We are obviously not looking to make wholesale changes as we definitely need some of the experienced to help the new

generation find their feet in international cricket. While we are organising more games for our national teams across age-groups, we are also stopping at nothing to make sure our first-class and domestic competitions remain strong and competitive."

The men's senior team continued playing even during the three months their board had been suspended largely because they still had the right to arrange bilateral series with other cricket boards. That is how they went to play in Bangladesh, where

veteran batsman Hamilton Masakadza wrapped up his international career. Mukuhlanani said his focus was now to find more such top-class players at the grass-root level and bring them up.

"Club and age-group and school cricket are a vital part of this ZC. Our club structure is in a bit of disarray, we need to rearrange our club cricket, we need to relook at our age-groups, we need to relook at our schools cricket." ESPNcricinfo

Sables slip in World Rugby rankings despite Victoria Cup triumph

THE Zimbabwe Sables have slipped two places down from position 32 to number 34 in the latest World Rugby rankings despite lifting this year's edition of the Victoria Cup, a four-nation rugby competition which also featured Kenya, Uganda and Zambia.

Zimbabwe's national rugby side ended their participation in this year's Victoria Cup on a losing note when they were beaten 36-14 by Kenya away at Nakuru Athletics Club in Nakuru on Saturday.

It was the only defeat in six matches this season for the Sables who had already won the Victoria Cup with a 41-5 triumph over Zambia in Lusaka a fortnight ago. Sables coach Brendan Dawson blamed their loss on unfair officiating from the referees, who he said called unnecessary fouls on his players.

"It was evident the match was unfairly officiated with the referee calling unnecessary fouls on my players," Dawson said after the match.

The defeat cost the Sables their higher ranking on the global standings as Kenya, who were ranked 34th last week moved two places up on the World Rankings, overtaking Columbia and

Zimbabwe to position 32nd on the log.

Meanwhile, New Zealand have returned to the top of the World Rugby Men's Rankings after beating South Africa 23-13 at the International Stadium Yokohama during the opening weekend of the Rugby World Cup.

The All Blacks' win, which maintained their proud record as the only nation to win every pool match at rugby's showpiece event, lifted them above Ireland who kicked off their campaign with a 27-3 defeat of Scotland at the same stadium a day later.

South Africa's defeat has seen them drop below Wales into fifth with Scotland falling one rung to eighth after their defeat and France's nail-biting 23-21 defeat of Argentina at Tokyo Stadium on Saturday.

The final change in the top 10 sees hosts Japan equal their highest ever ranking of ninth. The Brave Blossoms' 30-10 win over Russia in the opening match did not affect their rating, but Fiji's 39-21 loss to Australia was enough to drop them below Japan.

England's 35-3 defeat of Tonga in Pool C and Italy's 47-22 victory over Namibia in Pool B had no impact on the rankings as a result of the rating point difference between



Zimbabwe Sables in action

the teams.

Top 20 in the latest World Rugby rankings:

1. New Zealand 90.98
2. Ireland 89.93
3. England 88.13
4. Wales 87.32
5. South Africa 85.75
6. Australia 84.07

7. France 81.04
8. Scotland 80.54
9. Japan 76.70
10. Fiji 76.42
11. Argentina 74.97
12. Georgia 73.29
13. USA 72.18
14. Italy 72.04
15. Tonga 71.04

16. Samoa 69.08
17. Spain 68.15
18. Romania 66.69
19. Uruguay 65.18
20. Russia 64.81
- Others:
23. Namibia 61.01
32. Kenya 52.55
34. Zimbabwe 50.69 9 (online)