



ZCTU Bulletin

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SATUCC meets Nzenza over labour rights violations

A four member delegation of the Southern Africa Trade Union Co-ordination Council (SATUCC) which was in the country on a solidarity visit to the Zimbabwe Congress of Trade Unions (ZCTU) took to task the Minister of Labour Sekai Nzenza over labour rights violations.

The delegation met with stakeholders including the Ministry of Labour, civic society organizations, the Employers' Confederation of Zimbabwe (EMCOZ) and the International Labour Organisation (ILO).

From its engagement the delegation was told that the trade union situation was precarious and the situation had been deteriorating for a while. Civic society also raised issues on lapses in the rule of law which has culminated in the arrests of trade unionists and activists. ZCTU President Peter Mutasa and Secretary General Japhet Moyo are currently facing charges bordering on treason for organising the 14-16 January stayaway.

On its meeting with the Minister of Labour Sekai Nzenza, the regional trade union body demanded the restoration of a better environment for social dialogue, dropping of charges against ZCTU leaders and non-interference in trade union work by the state. In the meeting, Nzenza raised reservations over the dress down she got at the just ended SADC Ministers of Labour and Social Partners Meeting in Windhoek Namibia where she was blasted over labour



SATUCC delegation accompanied by ZCTU officials meets the Minister of Labour at her offices

violations in Zimbabwe which peaked with the arrests of ZCTU leaders for calling for demonstrations and the detention of ITUC-Africa Secretary general Kwasi Adu-Amankwah who had visited on a solidarity mission.

Amankwah was dragged from his hotel room and driven back to the airport where he was

detained and interrogated by state agents who wanted to deport him.

The state aborted his deportation after the ZCTU had filed an urgent High Court application amid mounting condemnation from the international community.

ZCTU leaders' trials continues

ZCTU President Peter Mutasa and Secretary General Japhet Moyo will be appearing at the Harare Magistrates Court facing charges of attempting to subvert a constitutional government for organising the 11-16 January stay-away.

Moyo and Mutasa who are currently on \$2000-00 bail each coupled with stringent reporting conditions were caged for organising one of the most successful stay-aways in post-independence Zimbabwe.

In another matter the ongoing trial of Mutasa, Moyo and five others over the 11 October 2018 demonstration continues at the same courts on 22 March at 11:15 hours. It will resume with the cross examination of state witnesses by the defence counsel.

So far the defence counsel, Alec Muchadehama has cross examined two state witnesses who are both police officers. Both have distanced themselves from statements submitted in court.

The officers one Mujuru and Oscar Matope disowned some of the contents of their statements with Matope telling the court that his statement was handwritten and signed while the court records have a typed statement.

Cornered by Muchadehama, Matope disowned the statement which stated that the demonstration was unlawful and admitted that the planned ZCTU demonstrations were not unlawful.

The matter will resume with Muchadehama cross examining Matope and another witness.

The trial has been attended by labour activists as well as the visiting International Trade Union Confederation -Africa and the Southern Africa Trade Union Co-ordination Council delegations. Senator Gideon Shoko who is a former ZCTU Deputy Secretary General has also been a regular at the courts in solidarity.

Welcome back the "ZCTU Bulletin"

As the demand for information from the labour market increases, the Zimbabwe Congress of Trade Unions (ZCTU) has seen it fit revive the long abandoned newsletter, *The ZCTU Bulletin*.

The bulletin will be giving you snippets of what was transpiring from the world of work. It will be filling the gap brought about by the intermittent publication of *The Worker Newspaper*. As you are aware, *The Worker Newspaper* has been publishing irregularly due to prohibitive costs. However, that does not mean it is dead, but will still be published as and when funds become available. In the same vein we are trying all means to provide the electronic version of *The Worker*.

The Bulletin will be available electronically. The beauty of the publication is that it will have stories from our trained and trusted Labour Information Officers.

Send your contributions to: info@zctu.co.zw or Whatsapp +2630772637608

Please enjoy your first publication.

Last Tarabuku
ZCTU Information Officer

Declare IWD a national holiday - ZCTU



The Zimbabwe Congress of Trade Unions marked the International Women's Day in all the six regions with different events including fashion shows and a book launch.

The commemorations were held under the theme: *"Break the Glass Ceiling: Create Change in the World of Work"* with a call for speedy empowerment of women in light of the serious socio-economic hardships.

As part of the road to *"Break the Glass Ceiling"* ZCTU women have tabled the following demands:

- International Women's Day to be declared a public holiday
- Reduction of prices of basic commodities now;
- Women's Economic Empowerment
- Zero tolerance to Gender Based Violence and sexual harassment at Work;

- Free sanitary ware for women
- Gender Equality and Respect of women's rights
- Equal representation in all spheres including decision making;
- Respect for Human & Trade Union Rights
- Creation of Decent Employment;
- Access to our cash at the Banks without restrictions;
- A stop to non-payment of wages and benefits (Wage Theft);
- More Breastfeeding time for working mothers;
- Free testing, treatment and care for all types of cancer;
- Free Healthcare for all pregnant women.
- Gender Studies to be included in school curriculum
- Salaries and Wages to be paid in US Dollars.
- A stop to abuse and rape of children
- A stop to child labour and child marriages now
- A viable and sustainable monetary policy now.
- Resignation of RBZ Governor John Mangundya.
- Expedition resolution of labour cases

Workers dump AAWUZ for NUMAIZ

BY JAMES MUTASA

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

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

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

The workers are now up in arms with their former branch chairperson Taurayi Zulu, who had written to a labour officer withdrawing their names to the claim. "It has been brought to our attention that NUMAIZ is claiming that it has mandate to represent Taurayi Zulu, Timothy Chidzikwe, Charles Matshatsha, Simon Mutigi, Karakadzai Karasau, Gracious Hwapunga, Kiri Makanidzana, and Netsai Hundi," Zulu said in a letter addressed to a Mutare labour office G Mhova.

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

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

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

ZCPAWU concludes negotiations, lines up conferences

BY STEVEN NASHA

The Zimbabwe Chemicals, Plastics and Allied Workers Union has concluded most sector collective bargaining negotiations for the next 6 months and has lined up conferences as it restructures.

Sector percentage wage increments were: Battery sector 23%, Paints and Printing Inks 32%, Industrial Chemicals 30%, Phosphates & Explosives 30%, Plastics 30%, and Fertilizer and Agro Chemicals 28%. The Pharmaceutical sector is yet to conclude negotiations.

Housing and transport allowances are now \$120-00 and \$66-00 respectively except for Industrial chemicals sector whose transport allowance is \$44-00.

Meanwhile, plans are underway towards holding of the National Council Conference in April, as well as Branch Women's Advisory Council Conferences (BWAC) throughout the Country.

The Union is also in the process of running workers committee training workshops as part of its capacity building program.

Marginal wage increments for workers

National Employment Councils (NEC) have awarded marginal wage increments that fall far short of the Poverty Datum Line (PDL) as the cost of living has far outpaced current earnings.

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

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

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

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

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

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

The Baking, milling and brewing sectors have declared deadlocks.

ZUCWU sets 7th national congress dates

BY DICKSON CHAERUKA

The Zimbabwe Urban Councils Workers Union (ZUCWU) has announced dates for its 7th National Congress which has been scheduled for end of March.

In a communiqué addressed to union's Branches and National Leadership dated 22 February 2019, the union's Acting General Secretary, Sabina Kumwenda revealed that the congress will be held from the 31st of March 2019 to 3 April 2019 at the Zimbabwe School of Hospitality in Bulawayo. "In line with the joint NEC and NC resolution on the convening of the Congress, you are hereby advised that, the Congress will be held from 31 March 2019 to 3 April 2019," said Kumwenda.

She confirmed that nominations for contestants were already open in line with the union's constitution.

Leadership positions up for grab are the President's Post, Deputy President, General Secretary, Deputy General Secretary, Treasurer and Trustee.

ZUCWU also successfully held its National Women's Advisory Committee (NUWAC) and Young Workers elective conferences late last year.

"Congresses are at the heart of our union's democracy and we emphasize on adhering to the dictates of our constitution. It's a fundamental process to rejuvenate and refocus our vision in the workers struggle," said ZUCWU Acting President, Maxwell Takavingofa Kimbini.