

DEPARTMENTS

The ZCTU has a number of departments which fall under the direct responsibility of the Secretariat. These are: The Education Department, Information Department; Health and Safety, Legal, Accounts, Women and Gender and Organising. In addition, the ZCTU has projects like The Worker Newspaper, Informal Economy, Advocacy and Capacity Building.

These departments execute the day to day activities and programmes of the Congress and are manned by full time staff.

REGIONAL COMMITTEES

At the September 1990, ZCTU Conference, the Congress resolved that there be a ZCTU Regional Committees based in Harare, Bulawayo, Gweru, Mutare, Masvingo and Chinhoyi. ZCTU Regions are known as Southern Region, Western Region, Northeastern Region, Northern Region, Central Region and Eastern.

The following are the unions affiliated to the ZCTU:

Union	Contact Telephone Number
1 Cement & Lime Workers Union of Zimbabwe (CLAWUZ)	09 884709 / 884710, 077 2 469 073
2 Commercial Workers Union of Zimbabwe (CWUZ)	04 793 723, 071 5 801 301
3 Food Federation Workers Union of Zimbabwe (FFAWUZ)	04 748 482 / 757 600, 077 2 812 466
4 General Agricultural Plantation Workers Union of Zimbabwe (GAPWUZ)	04 762 896 / 762 897, 077 2 374 090
5 National Union of Clothing (NUCI)	077 5 627 744 / 077 2 406 635
6 Railway Artisans Unions (RAU)	09 64952 / 077 4 785 21
7 Railway Association of Enginemen (RAE)	09 67447
8 Zimbabwe Amalgamated Railwaymen's Union (ZARWU)	09 70041 / 786 001/ 60948 / 66193
9 Zimbabwe Banks & Allied Workers Union (ZIBAWU)	04 703 744 / 707 779, 077 4 552 816
10 Zimbabwe Catering & Hotel Workers Union (ZCHWU)	04 794 627 / 758 903 / 758 902, 077 5 608172
11 Zimbabwe Chemical & Plastics allied Workers Union (ZCPAWU)	086 112 743 61, 077 3 372 639, 077 2 694 937
12 Zimbabwe Construction Workers Union (ZCATWU)	04 77953 / 756 359 / 750 158, 071 2 406 108
13 Zimbabwe Domestic & Allied Workers Union (ZDAWU)	04 753 912, 077 2 482 909 / 071 2 735 444, 077 2 809 743
14 Zimbabwe Education Scientific & Allied W/U (ZESSCWU)	04 704 747 / 700 902, 077 7 164 497
15 Zimbabwe Furniture Allied T/U (ZFTATU)	077 2 340 774/ 071 2 760 131/ 077 2 961 382 / 071 5 800 739
16 Zimbabwe Textiles W/U (ZTWU)	077 2 955 552 / 071 7316 510/ 077 2 880 099, 077 2 381 385
17 Zimbabwe Tobacco Industrial W/U (ZTIWU)	04 610 977 / 610 978-9
18 Zimbabwe Urban Councils W/U (ZUCWU)	04 573 504
19 Zimbabwe Union of Journalists (ZUJ)	04 783 532 / 783 535, 077 2 433 116, Lorraine - 077 3 411 494
20 National Union of Metal Allied Industry of Zimbabwe (NUMAIZ)	04 252 848, 077 4 773 481, 077 3 012 210
21 Zimbabwe Security Guards Union (ZISEGU)	04 710 161 / 761 493, 077 3 475 196
22 Railway Yard Operating Staff (RAYOS)	09 62852 / 362 635 852
23 Zimbabwe Teachers Association (ZIMTA)	04 250 565 / 791 042 / 703 757/ 077 3 406 944

24	Transport and General W/U (TGWU)	04 702 121 / 793 477, 077 2 280 341
25	Zimbabwe Pulp and Paper W/U (ZP&PWU)	077 2 616 753
26	National Energy W/U of Zimbabwe (NEWUZ)	04 792 138 - 43 / 752 157 / 752 159, 077 2 684 118, 077 9 272 457
27	National Mine W/U (NMWUZ)	077 5 125 293, 071 5 826 226
28	Zimbabwe Revenue Authority T/U (ZIMRATU)	04 771 813, 077 9 764 984
29	Energy Sectors W/U of Zimbabwe (ESWUZ)	04 774 789, 077 2 100 004
30	Ceramics and Allied W/U	077 3 871 805
31	National Social Security Authority W/U	024 2 706 222
32	Zimbabwe Footwear Tanners and Allied Workers Union (ZFTAWU) (Associate)	077 3 684 474 / 054 223 312
33	Trade Union Music and Arts (TUMAI) (Associate)	077 2 832 338
34	Zimbabwe Chamber of Informal Economy Association (ZCIEA) (MOU)	04 - 794 724, 077 2 361 905

HEAD OFFICE

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website : www.zctu.co.zw

Twitter: @ZctuZimbabwe

Whatsapp: 0772 637 608

Facebook: Zimbabwe Congress of Trade Unions-zctu

EASTERN REGION

No. 14 Jameson Street

P.O. Box 503

Mutare

Telephone No. 020-60083/61860

WESTERN REGION

No. 129B George Silundika

14th Avenue, Bulawayo

Telephone No. 09-61737/882093

CENTRAL REGION

Orthitis Building

No. 72 6th Street

P.O. Box 1211

Gweru

Telephone No. 054-223312

SOUTHERN REGION

No. 464 Herbert Chitepo

P.O. Box 516

Masvingo

Telephone No. 039-262276

NORTHERN REGION

No. 9 North Drive

Cnr Sleeklink, CBD

Chinhoyi

Telephone No. 067-24243

REGIONAL OFFICES

Northeastern 2nd Floor Gorlon House

Jason Moyo Avenue

P.O. Box 9315

Harare

Telephone No. +263736011865



Zimbabwe Congress of Trade Unions (ZCTU)

INTRODUCTION

The Zimbabwe Congress of Trade Unions (ZCTU) is the umbrella body of all labour unions in Zimbabwe. These unions are referred to as affiliates. Affiliation is by application, subject to the General Council's approval.

At the time of independence in 1980, there were as many as 6 national trade union centres, namely, the African Trade Union Congress (ATUC), the National African Trade Union Congress (NATUC), the Trade Union Congress of Zimbabwe (TUCZ), the United Trade Unions of Zimbabwe (UTUZ), the Zimbabwe Federation of Labour (ZFL) and the Zimbabwe Trade Union Congress (ZTUC). The first historic event after independence was the bringing together of the 52 existing unions to a Congress on February 28, 1981 where the Zimbabwe Congress of Trade Unions (ZCTU) was formed.



'SHINGA MUSHANDI SHINGA'
'QINA SISEBENZI QINA'

MISSION STATEMENT

To promote, advance and safeguard the economic, social and constitutional freedoms of workers by securing legal, political, democratic and good governance framework in Zimbabwe through strengthening its capacity and independence and those of its affiliates.

OBJECTIVES

- a. To organize, develop and maintain a powerful, effective democratic independent and united trade union movement in Zimbabwe
- b. to promote, safeguard and win trade union rights and privileges, to generally strive for the improvement of working conditions and employment benefits for all workers in Zimbabwe and to secure full recognition and advancement of the rights, interests and dignity of labour
- c. to protect and advance full social and economic rights and development of all workers in Zimbabwe within and beyond the trade unions, particularly those of vulnerable groups such as women and children
- d. to protect and defend workers against all forms of discrimination, exploitation and abuse.
- e. to advance educational, political and economical knowledge within trade unions in order to build their capacity to effectively defend their interests
- f. to discourage and oppose formation of splinter trade unions in Zimbabwe, or any other forms of workers disunity.
- g. to strive for the achievement of the highest possible percentage of membership and achievement of compulsory check off of trade union levies and dues in Zimbabwe
- h. to develop and maintain a national labour information centre to assist trade unions and workers on all matters of trade union organisation, administration, employment, legislation and other relevant matters.
- i. to formulate, effect and ensure the observance and implementation of congress policies by its affiliates.
- j. to work and ensure that the members unions are run on common guidelines and thus create, through mutual solidarity between the unions and between the members at each place of work. Unity and strength in the work of promoting and coordinating the trade union, financial and cultural interests of employees.

- k. to provide mediation for the resolution of disputes within, between or among member trade unions when specifically delegated to do so by its affiliates and/ or by the General Council
- l. to act as a channel of communication for the labour movement and cooperate whenever possible with government, cooperatives, progressive organisations and any employers' organisation on matters of mutual interest
- m. To represent the Zimbabwe Labour movement in international for a and to promote friendship, cooperation, solidarity and fraternal understanding with other trade union movements, progressive institutions and mass organisations whose aims and principles coincide with those of the Congress.

THE DELEGATES CONFERENCE

The Congress of the ZCTU is the supreme body of the organization. It meets once every 5 years. The Conference is composed of officials of the Congress and delegates from National Unions according to membership size. The Conference elects from amongst delegates by secret ballot the following Principal Officers:

- The President
- 3 Vice President
- The Secretary General (Only if the position is vacant)
- 2 Deputy Secretary Generals
- The Treasurer General;

Trustees are appointed by the General Council and ratified by the Congress.

The Current Principal officers (executive 2016-2021) is comprised of:

President: Peter Mutasa
1st Vice president: Florence Taruvinga
2nd Vice president: John Chirenda
3rd Vice President: Juniel Manyere
1st Deputy Secretary General: Sylvester Mutindindi
2nd Deputy Secretary General: Thomas Masvingwe

Treasurer: Lovemore Ngwarati
Trustees: Reason Ngwenya and Nyasha Benza

The Conference also determines the policy of the Congress for the ensuing period.

THE GENERAL COUNCIL

The General Conference is composed of the Principal Officers of the Congress plus one representative from each affiliate union and three members from the Women's Committee and three members from Young Workers Committee. It conducts the business of the Congress between the Delegate Conferences. The General Council meets at least once every 4 months, but special General Council meetings can be called for, whenever necessary.

THE NATIONAL EXECUTIVE COMMITTEE

The National Executive Committee administers the affairs of the Congress between General Council meetings, and is answerable to the General Council. It is composed of 10 Principal Officers of the Congress, and eleven members of the General Council, of whom three are members of the Women Advisory Council and three from the Youths Committee. The National Executive Committee meets not less than once every 3 months.

STANDING COMMITTEES

The Congress has Standing Committees. These Committees are appointed or elected by the General Council. Normally, a Committee is chaired by a Vice President.

Standing Committees formulate policies and programmes and recommend these to the General Council, e.g. Education activities, Research, Women's issues, Organizing, etc. The Committees also monitor the activities of the relevant departments.