



ZCTU General Council Workshop Report 30 September 2023

Programme

Webinar Programme

Saturday 30th September 2023

Time 9:30am on ZOOM

1	Welcome Remarks & Introductions & Objectives	SG Japhet Moyo	
2	Opening Remarks	President Florence Taruvinga	
3	Solidarity Message	HOD International Des UNISON	
4	Presentations	Parliamentary Affairs Department	
	1	SDGs Accountability Update	Vimbai Mushongera
	2	Election Reflections	HOD Parliamentary Affairs Department. & Fambai Ngirande ZIMCODD/SAPSN
	3	Making Trade Work for Workers	
	4	Plenary Discussions	Chair
5	Recommendations	VP	
6	Closing Remarks	UNISON & ZCTU President /VP	

Opening Remarks

Comrades and Friends, we are meeting once again at a time when we have just exercised our suffrage and now in phase of analyzing the significance of the outcomes to the workers based on the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights which establish that the authority to govern shall be based on the will of the people as expressed in periodic and genuine elections. Regardless of one’s opinion of the last elections workers believe that elections are at the heart of democracy when conducted with integrity and that legitimacy is a currency as well as a level playing field. As workers our expectation is to create an “inflection process” to ensure that elections contribute to sustainable development and democratisation processes in the very diverse sectors and provinces of Zimbabwe. We understand that elections are NOT a singular event. But that it ideally confers legitimacy on a government and contributes to the transformation socially, economically and politically for better policy outcomes and enhance public trust in governance and political processes. So we shall keep watching the space.

In September the UN was again hosting the forum where countries report on their deliverance of the SDGs. This year’s SDG Summit marked the halfway point towards the 2030 Agenda and the

accomplishment of its 17 SDGs. According to the UN Progress Report a mere 12 per cent of the SDG targets with data are on track. This shows lack of urgency holds true for the world of work, where we lamenting deteriorating standards of living and continued erosion of workers' rights, poor salaries, with women continuing to pay the higher price.

We therefore shall keep calling for a new social contract that is centred on **☐** A renewed commitment to **decent work for all with the entirety of its four pillars, as well as stable environment and respect of workers rights.**

Besides being a signatory to the SDGs, Zimbabwe is a member of SADC,(COMESA) The Preferential Trade Area with 22 Countries, The Economic Partnership Agreements (EPAs) and is in many other bi-lateral agreements and deals. In 2020 Zimbabwe joined Africa Continental Free Trade Area (AFCFTA). Several deals and investment plans that are announced with various countries and yet the impact on the lives of workers and the working class is not felt or its negative and thus labour seeks to scale up advocacy for a system in which everyone prospers.

This is not an easy struggle fellow comrades but as we get more enlightened we can win the fight for workers' rights. As workers' leaders we need to be making appeals and demands for the government to meet these commitments and push for programmes which will reduce informality and strengthen the industry. The architecture of finance and currency management must be such that money is accessible where it is demanded. The minimum wages must be clear for everyone only then can we view the government as making progress as far as SDGs is concerned. Our Public services are getting poorer and poorer and the state of our skills development is appalling compared to the demands out there. As leaders we should continue in our determination to organize to defend human rights and labour standards everywhere, and to promote the effectiveness of trade unions for the benefit of all working people and their families. We are resolute to overcome poverty and inequality through social justice.

Thus we appreciate the partners, UNISON and CSOs who join forces with us so that the workers struggles is sustained. Comrades I want to wish you a fruitful time and hope that as we learn in discussion we catch something to implement at Union level.

Amandla !!!
Shinga Mushandi Shinga!!!

UNISON SOLIDARITY MESSAGE **Lorna Wheatly Chairperson International Committee**

It's a privledge and honour to address the important meeting of the ZCTU General Council in Zimbabweas you analyse the recent elections and discuss the Trade Union movement response to the continued democratic deficit. Its terrifying that the authorities are not responding to the extra ordinary evidence of intimidation, harassment, disenfranchisement, repression and fraud in the elections. Instead they are arresting election observers and putting them on trial.

The ZCTU has a great record back in the struggle against colonialism and since 1990s defensive democracy, Human Rights and Workers Rights. We salute your efforts in the face of continued attacks and repressive new laws which are clearly intended to further block any opposition to President Munangagwa's rule. We are proud to support your efforts to protect Workers' Rights in the public

service and unfair and unethical trade deals. Like you we know that modern Trade Agreements have little to do with boosting trade. , instead they are far mo to do do with deregulation and the race to the bottom for Workers’ Rights as well as profiteering from Pubic Services.

So we join you in demanding Worker’s Space in the Trade Negotiation, We join you in demanding workers’ Rights, We join you in demanding protection for Public Services institutes and stop global corporations profiteering from basic commodities (Health, education, transport, etc) at the expense of the vulnerable

Amandla

Viva ZCTU

The Presentation Covered

1. ZCTU Participation before, during and after elections
2. Trade Unionist elected into office
3. Elections description
4. Scenarios beyond elections
5. **The Labour interrogating State of the state of power and control**
6. **Social and economic questions for labour**
7. **Conclusions**
8. **Recommendations to GC**

ZCTU Participation in the Election

- Requested to raise 700 observers & we raised 570
- 471 trained observers & 324 were accredited
- The observers submitted their observation forms to ZESN
- 14 Observers were arrested and charged with potential to publish false results
- The case is still in the courts

Trade Unionist Elected into Political Office

	Region	Members of Parliament	Senator	Councilors	Political Party key position
	Central	3	0	1	2
	Eastern	0	0	0	0
	Northern	0	0	3	4

	North Eastern	0	1	2	4
	Southern	3		3	1
	Western	1	3	0	1
		7	4	9	12

Election Description

- Un free, Unfair
- No Physical violence
- Rejected by observers
- Sjambolic
- Fell far short of local and international statutes
- Outright denial of the right to vote
- Indication of the ground not being fertile for seeds of an uncontested election to germinate

Scenarios Beyond Elections

	Scenarios	What Can CSOs	Justification
1	Status quo/ stalemate	Dialogue International Isolation Debt relief strategy Cool down Intolerance and winners takes all attitude	CCC waits for SADC & AU
2	Intra ZANU PF Coup	Advocate for a constitutional engagement with the military	Internal Implosion
3	Institutional Reforms	CSOs engaged in advocacy for merit based appointments Holding to account those appointed to leadership Tracking efficiency	ZEC, ZACC,JSC, HRC
4	GNU/ Coalition Government, Transitional Government	Multi stake holder consultations and CSOs advocating with one voice	SADC, AU & Local CSOs assisted by regional partners

Labour Interrogating the state of state power and control

- A Marxist Leninist view is a useful perspective for labour to make sense of the Zimbabwean question today.
- Marxist Leninism recognises class struggle as a dominating principle for social change and development
- Ownership and capacity to mobilise for social change and development which is people focused is what is key for labour
- The elections are a show of authoritarianism taking control and this brings to full circle the narrow interests of the elitist who took power through the 2017 coup
- Zimbabwe is now akin to one party state of two factions in perpetual stalemate.
- ZANU PF as the dominant entity controlling the state bureaucracy and key national institutions
- The opposition CCC is relegated to the role of junior partner presiding over local council and participating in parliamentary processes
- Within the 2 party binary the ruling regime has invested greatly in the extermination of organised labour through fragmentation, infiltration and obstructive activities which further weaken labour.
- ZCTU is confronted by two dominant paradigms which are:
 - ✚ Allow the state to degenerate into nationalist authoritarianism
 - ✚ Allow the entrenchment of neoliberalism
- The implications of this scenario on collective bargaining and the welfare of workers and the working class is of paramount concern to the Trade Unions
- Confronting neo-liberalism and reversing single party rule and despotic behaviours in the system requires labour to regroup, scale up articulation and act from a more organised front.

Social & Economic Questions for Labour

- The extractivism question in relation to the dominant economic model that relies on extraction of natural resources for export under highly exploitative terms
- The trend of military takeover and control of resources without scope of a transformative model on a shared national vision and resilient social contract
- The monopoly question looking at the unchecked dominance of key economic interest of the 24 sectors by monopoly interests which continues repress workers and consumers' rights while causing inflation through unfair price gouging and profit maximisation.
- The debt question brings to labour's attention that 60 cents for every dollar earned is earmarked for debt repayment. Also considering the 3.5 billion land compensation agreement without delivering agrarian justice for the majority of workers who subsist on the land.

- The inequality question still stands mindful of the gap between the have and have nots amidst a deliberate erosion of available social security mechanisms and social safety nets.

Conclusion

- Labour needs to gear up to confront nationalist authoritarian and resist consolidation of power by the narrow the narrow political elite.
- Labour needs to rise against the broad decline in the rule of law, rampant corruption and illicit financial flows, un fair trade practices
- Labour needs to speak up against populist policies, austerity, instability, state capture distortions and disruptive agendas which results in reduction of the standards of living of the people.

Recommendations for adoption by General Council

- Labour to regroup by way of a Policy Conference or Political Strategy Retreat to analyse its political and ideological agenda with a view to locate how it can impactfully keep the environment democratic and people centred approaches to development.
- Labour to reach to the colleagues in political office and other progressive forces for lobbying and advocacy on the workers' position and inclusive and resilient social contract.
- The ZCTU opinion of elections to be guided by the ZESN report which will be ready when the courts case is complete. In the mean ZCTU stands in solidarity with the 14 arrested observers.

Zimbabwe & SDG Accountability

1. Introduction
2. The 17 Sustainable Development Goals
3. How do Trade Unions Participate?
4. ILO Conventions in relation to sustainable goals
5. What should Unions do?
6. Zim Performance as at 2022
7. Recommendation

Introduction

- ✚ UN Member states appended signatures to SDGs which replaced the MDGs
- ✚ Objectives of SDGs are a world free of poverty, hunger, disease and universal respect of human rights and the rule of law
- ✚ They adopted 17 goals with 169 indicators.
- ✚ Trade Unionist participated and pushed for the DW concept to be accepted which happened under goal 8
- ✚ Fundamentally seek to achieve a shift in development towards one that eradicates extreme poverty, is sustainable & inclusive

The 17 Sustainable Development Goals



How do Trade Unions Participate

- Participate actively in the national review process with a particular focus on the goals that touch on workers interest.
- There is NHLPF where all Ministries present to the stakeholders . What emerges from there becomes the Zimbabwe UN General Assembly report as per resolution 6/290/2013
- There also thematic reviews which happen on the sides

ILO Conventions in relation to SDGs

Goals	ILO Conventions	Goals	ILO Conventions
1	C87,C98,C117,C102,C202,	9	
2	C11,C141,C149,C185,C188 ,C110,C129,C99,C184,C169,C206	10	C95,C131,C100,C111,C105,C102,C202,C118,C157,C183,C129,C182
3	C155,C161,C187,C139,C148,C162,C170,C149,C102,C202,C200	11	UDHR, DWA,

4	C100,C111,C138,C140, C159,C142,C155,	12	Tripartite decla C94
5	C100,C111,C189,C175, C177,C183	13	Paris Agreement
6	CEDAW & Protocol on Justice	14	C2006, C2007,C111
7	UDHR	15	C184,C155,C187,C161
8	C87,C98,C100,C111, C51, C122,C144, C129, POFL,C105C138,C182, R204, C117,C129,C104	16	C87,C98,C144,C81,C122,C129,C182

What Should Unions In Zimbabwe Do

- ✚ Engage the government in determining the national policies
- ✚ Argue for TU space and Freedom of Assoc, Decent Work, Security Systems.
- ✚ Be informed of public investments happening in your sector and link the workers' needs to the growth strategy and or DWA.
- ✚ Address the economic and social environment in coherent with the SDGs.
- ✚ Tackle inequality issues and stand up for Gender
- ✚ Lobby and advocate for Union specific issues
- ✚ Communicate and network with other Union bodies for solidarity support

Zimbabwe's Performance as at 2022

	2021	2022
SDG Ranking	129/166	138/166
The overall score measures the total progress towards achieving all 17 SDGs. The score can be interpreted as a percentage of SDG achievement. A score of 100 indicates that all SDGs have been achieved.		
Score	55%	55.6%
The overall score measures the total progress towards achieving all 17 SDGs. The score can be interpreted as a percentage of SDG achievement. A score of 100 indicates that all SDGs have been achieved.		

<p>Spillover</p> <p>Each country's actions can have positive or negative effects on other countries' abilities to achieve the SDGs. The Spillover Index assesses such spillovers along three dimensions: environmental & social impacts embodied into trade, economy & finance, and security. A higher score means that a country causes more positive and fewer negative spillover effects.</p>	93%	94.6%
--	-----	-------

Recommendations for General Council Adoption

- It is noted that the government system lacks comprehensiveness and has not linked the determinants initiatives, budget and performance outcomes for a clearer picture of the national performance on the SDGs
- The ZCTU must therefore advocate for an integrative dynamic framework drawn on the background of common purpose, clarity of input and output, well communicated agenda and collaboraton.
- The ZCTU to include in its advocacy strategies means of capacity building for unions with skills for national social accountability mechanisms
- The ZCTU building blocks on social and economic accountability to through assisting unions to come up with government performance and accountability frameworks for their sectors.

Making Trade Work for Workers

What Is it

- ✚ This is not anything new to labour- Its just taking the Workers Struggle up the sleeve closer to the hand the signs away the Worker's Rights.
- ✚ Compliments other efforts to do with globalisation (ANSA, DWA,WPC,)
- ✚ There have been many changes in the globalised world and particularly Africa is under spotlight
- ✚ Which calls for the need to raise scales of advocacy and particularly the architect of looking out for Workers' rights
- ✚ This project particularly focuses on workers in the public service

What is the Trade That Works for Workers

- ✚ Involvement of Trade Unions and inclusion of workers in trade negotiations.
- ✚ Labour provisions within Trade Agreements can be a safe guard for fundamental rights
- ✚ Labour provisions are crucial to ensure that Trade is for all
- ✚ Labour provisions are intended to protect industry from unfair competition or exploitation of workers and resources unsustainably

- ✚ Improve the country's image by fostering reduction of country risk factors and combat corruption
- ✚ Advocate Inclusive & Sustainable growth # Middle income means no poverty (The poorest must be of middle income class)
- ✚ Advocate for Industry development that is employment creation centre and guided by ZDWCP
- ✚ Stop Illicit Financial Flows and distributive policies that are inclusive

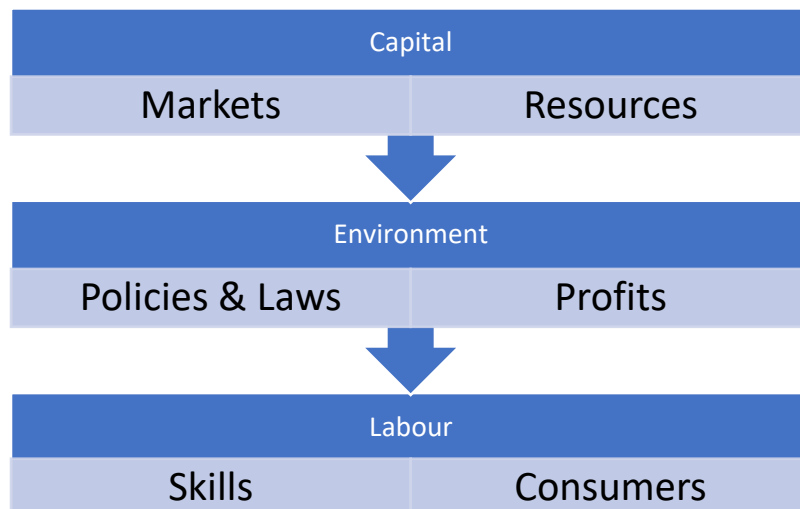
What are the links with Trade and What Affecting workers about Trade?

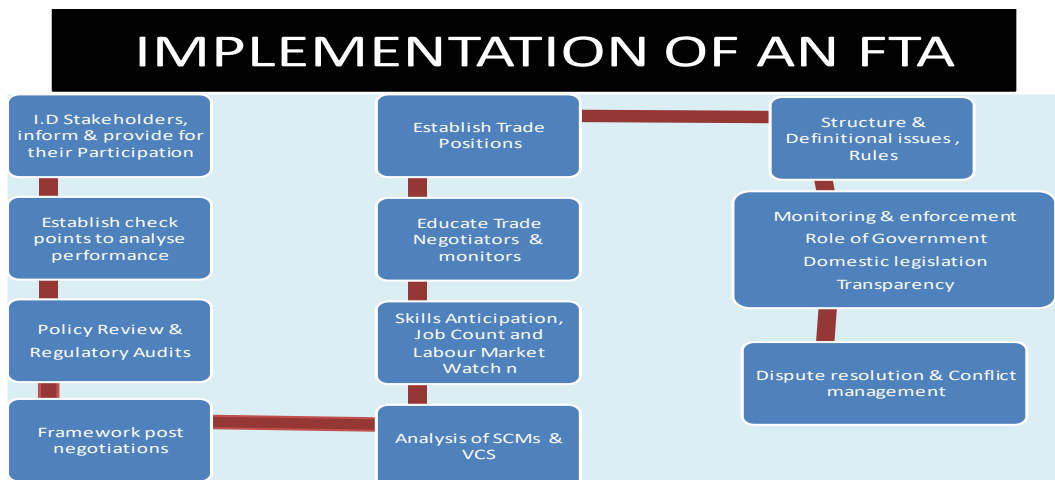
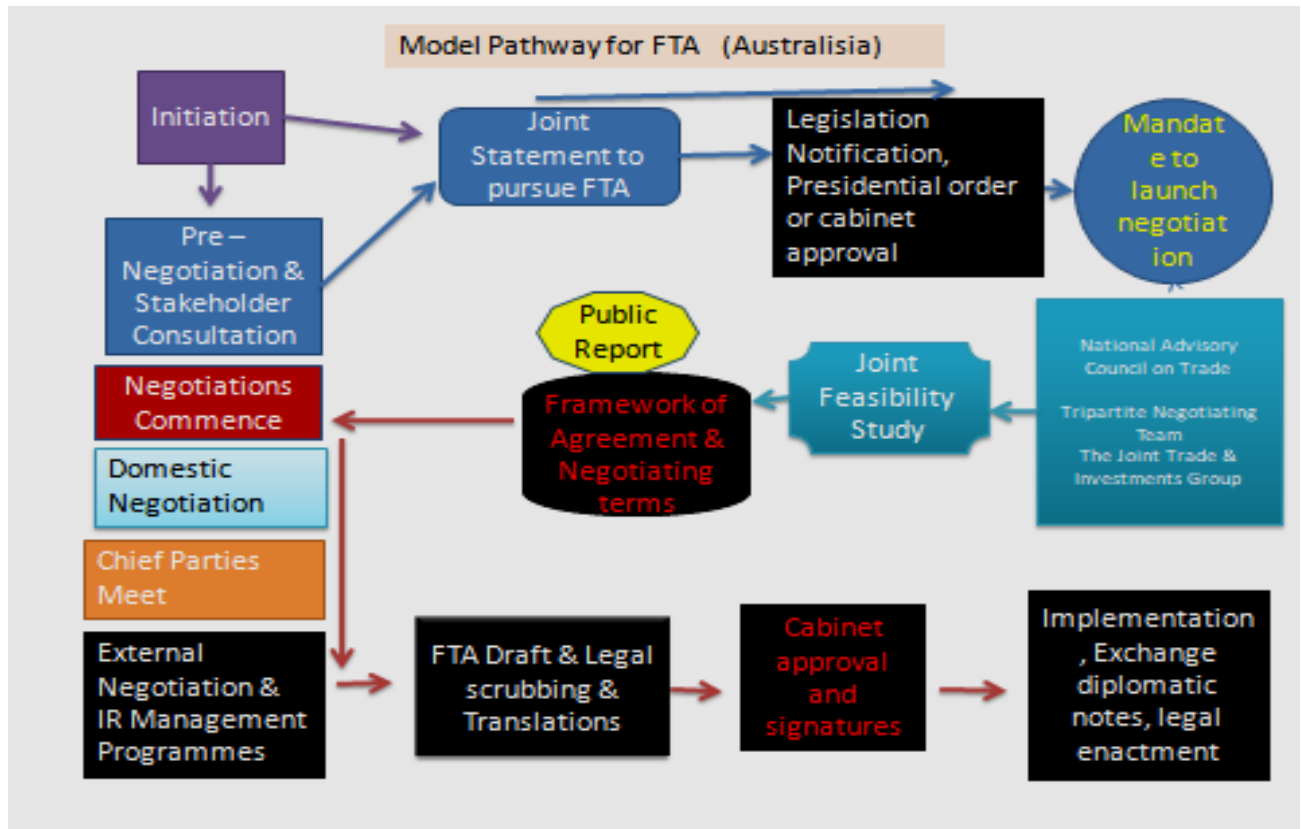
1. Not knowing the Industry, New types of industry, new networks, coding, VCS
2. Skills development & Alignment machinery is now distorted. NQF is in shambles
3. Trade Policy does not speak to developmental needs. Its focused more on commerce and not industry development
4. Procurement is central to trade , employment creation and reducing inequality ours doesn't
5. Workers are not at the table as negotiators. The trade regime is blocked and our education programmes fall short of the insights
6. Trade & Investment infrastructure is poor. Borders are porous. Illicity financial flows and we lack capacity to monitor
7. Lack of respect for Trade Union space. Generally the worker is valued less and so lacks dignity
8. Public Investment management lacks transparent. Poor public finance accountability. Public service gone down & low Confidence

The ILO Formation was about protecting, promoting and respecting worker's rights when companies crossed borders

As companies sought new markets, expanded operation

Workers Demand Ratification of the following ILO core Conventions ; C13, C29, C187, C102, C122, C152, C190





Examples of Trade negotiation skills & Capacities

1. Ability to make trade offs explicit
2. Provide structure support
3. Identify Non Negotiable nuances
4. Modeling and conceptualising the agreements
5. Guidance for setting acceptability ranges & sensitivities
6. Trade off matrix for the sector or district or province as shown on the table

	Alternative 1	Alternative 2	Alternative 3	Alternative 4
Objective 1				
Objective 2				
Objective 3				
Objective 4				

Trade negotiation skills & Capacities for Trade Unions

Internal	Data gathering	Capacities
<ul style="list-style-type: none"> • Point Person & able • Internal working enviro • Networked & Linkages 	<ul style="list-style-type: none"> • Sector Governance • Local Governance Data • Data analysis 	<ul style="list-style-type: none"> • Opportunities analysis • Risk Assessment • Project Mgt investment admin

Request on the Project Workplan to the General Council to Adopt

- The department Requests through the Political Committee
 - To host a Policy Conference with review governance mechanisms on strategies to do with Trade, Investments, Debt Management & Industrialisation.
 - To establish a long term sustainable advocacy strategy for engagement on trade & debt management and investments administration.
 - Scaling up training and education programmes and seek to create a team of trade negotiators, Investment monitors, & engagements on development policies.
 - Organise shop floor education which enables to build momentum and have networks based on trade issues, Debt and investments administration
- Establish Civic Society Mechanism for Monitoring Trade
- Joint Committees to facilitate Trade Union response on issues to do with Trade agreements, Debt Management, Industrialisation & Investments administration. E.g.
 - Domestic Investment Advisory Groups
 - Trade Complaints Committees
 - Labour Councils on Trade , Investments & Industrialisation
- Trade Union Industry Monitors

Way forward

- Recognising that trade, investments and industrialisation can deliver ***benefits for workers and all citizens.***
- Appreciating that trade, investment and industrialisation credited with ***driving economic growth and development*** and helping to ***improve social conditions.***
- Noting that there is strong evidence that the opening of economies has been accompanied by ***rising inequalities*** within Zimbabwe and between sectors and provinces as trade, investments and industrialisation has remained centralised and their benefits are at best very ***unevenly distributed.***

- Further noting that Labour standards were excluded from the WTO agenda shortly after its inception and that even within the AfCFTA there are no chapter on Labour neither is there a labour or worker participation
- Recalling that the ILO developed its 1998 Declaration into the Decent Work Agenda, setting out four elements of its approach to globalisation: **employment creation** (to be given a central position in economic and social policies), **rights at work**, **social protection** and **promoting social dialogue**. Further recalling that the subsequent Declaration on Social Justice for a Fair Globalization of 2008 reiterated the key elements, promising that countries would be monitored and evaluated on how far they adopted these principles, and enabling them to seek advice on how to improve their practices
- Noting that Decent Work was recognised in UN resolutions and incorporated into number 8 of that organisation's 17 Sustainable Development Goals, approved by all 193 Member States in September 2015 and intended to *'define the world we want – applying to all nations and leaving no one behind'*.
- Appreciating the role of Global Union Federations who have deemed it fit to empower the labour in Zimbabwe and the collaboration among Trade Unions and social partners in Zimbabwe
- Appreciating the role of foreign aid and encouraging analysis of its impact on the SDGs and NDSI
- **The ZCTU therefore states that economic growth is necessary but not sufficient in addressing poverty in Zimbabwe or a middle-income economy and hereby commit to learn, understand and engage on the trade, investment and industrialization issues as guided by the Mission and looking out for the Zimbabwe workers interests .**
- **ZCTU continue to advocate for inclusion of social clauses in trade agreements and MOUs which provides for protection of jobs, worker's rights and women's rights and that jobs created are decent with social protection in all the trade agreements.**
- **ZCTU to continue on a path to advocate for due diligence and accountability drive on business and investment operations and so ensure that ILS fundamentals are adhered to**
- **ZCTU will continue demand transparency and openness in trade and thus thrive towards getting rid of illicit financial flows. The crises -crossing of billions of dollars between countries puts the international investments laws into crisis and brings to question how much the system is committed to scaling up the welfare of workers and the working poor.**
- **ZCTU will advocate for all public investments to be linked to national development priorities and that they be guided by a value proposition which has the input of social**

partners with adequate risk assessment, gender sensitivity and be used to bridge the financial divide.

- ZCTU will continue to advocate for cooperation of all concerned institutions to expose corruption and ensure that in public procurement there is no bid rigging, bid rotation and bid suppression and will expose all harm caused by cartels.
- ZCTU stands by that the AfCFTA lacks a well-designed chapter in its free trade agreement that pertains to labour.
- ZCTU will thus on behalf of the workers in Zimbabwe approach the government to encourage the FTA be redirected in its domestication to provide for transparency and democratic accountability as we seek to correct likely erroneous arbitral decisions.
- ZCTU further recommends that the AfCFTA and other trade agreements in Zimbabwe context needs to be cleaned out of any vague statements. for investments protection with an elaborate system of dispute settlement thereby tackling the crisis of distributive justice in Zimbabwe.
- ZCTU will further advocate for ratification of all relevant protocols and Conventions as these are indicative of the government's seriousness in committing and will also will provide a benchmark for investors and development practitioners and ensure sustainability.
- The ZCTU 1st Vice President Valentine Chikosi then officially closed the workshop after appreciating the presenters and said that its now up to us as trade unions to take up the issues of trade head on.

Moved for Adoption of the 3 Reports : Marvellous Tahomera

Seconded by : C. Matanda

The Chair Closed the Workshop

VP Valetine Chikosi
