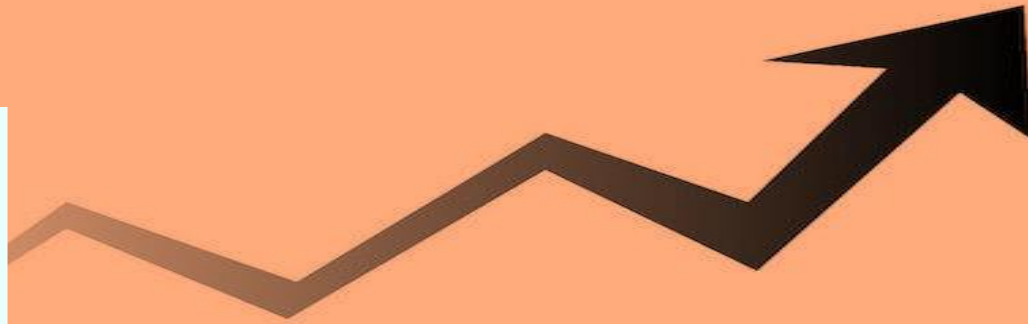


TOWARDS STRENGTHENING THE ZCTU



Background

- Beyond ESAP 1990-2000 By T. Kondo
- External Evaluation of the Department for periods 2008-2018 (Q Partners)
- Political Strategy Retreat 2018 (Kadoma)
- Labour Political Report 2000-2020
- Writers
 - Vimbai Z. Mushongera
 - Nathan Banda
 - Vimbai Zinyama
 - Timothy Kondo
 - Tatenda Kadiki
 - Dallas Nyandoro
 - Elijah Mutemeri
 - Affiliates Representatives

Contents

- Orientation on the department
- Evolution of Country Party politics & Impact on the principle of separation of powers
- 2018 Elections and power trajectory
- External & internal factors which determine the environment
- Challenges & changes which face the ZCTU
- ZCTU Political report findings & recommendations

What is the ZCTU Political Report

- The report seeks to explain the Zimbabwe policy and political context, the state of the social contract and the political systems which prevailed,
- The ZCTU and political party relationship, power matrix in relation to the systems of governance, the implementation of the policy dialogue development strategy- its environment, achievements and challenges,
- the labour internal dynamics and trade union organisation development, Trade Union leadership capacities in engaging with local and national development policies & programmes
- The report winds up with 5Cs Capacity assessment for all the participating unions before proffering recommendations on Policy dialogue development and political participation

Uniting & strengthening labour movement-Corp Identity, Re-brand, Re-position, Re-engineer& dealing with politics without losing identity with a focus on sustainability of ZCTU

Develop & strengthen membership & Workers participation in development and political processes.

ZCTU influencing policy towards good governance, Democracy, justice, fair trade and stability

Advocating for a social contract which is people centred and developmental and embodies future of work, vulnerable & marginalised groups

ZCTU political influence & Elections Observation

Worker power consolidation and identifying pillars for institutional sustainability

Focus on workers interest for now and future

Eradicate social distance

Political leadership orientation& empowerment

Fight corruption & Promote Corp Gov.

Ensure cont. Documentation knowledge gen.

Constant Evaluation of development policies & Trade Agreements

Trade Union Agenda Setting addressing competition

Political party relations, Power & Political relations

Strengthening Resistance and developing trade union leaders capacities

Now & Future of Trade Unionism. Adaptability

Coordination Check Points Corporate

Trade Union Recovery Plan

Technical Agenda Setting for a resilient Social Contract

Frameworks that are inclusive and adaptable

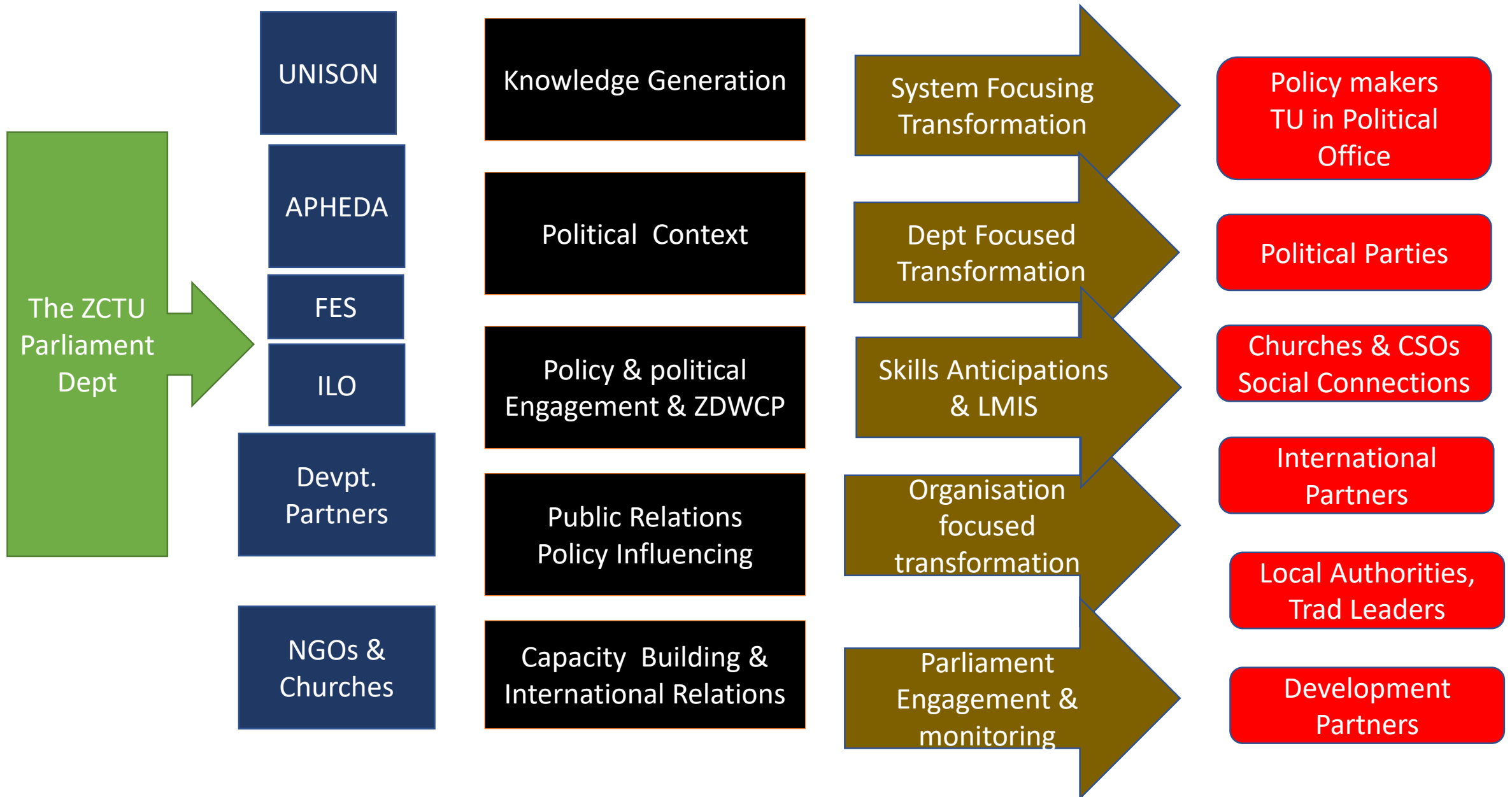
Procedures & Guidelines

Programming & Trade union institutional & relevance

Resource Mobilisation

Sustainability and financial health

The Parliamentary Affairs Advocacy Programming framework



Country Crisis

- Neo liberal & austerity free market policies
- Have created massive social, class and political conflicts.
- 2018 elections gave an overwhelming majority to ZPF
- Escalating US-China trade wars
- Russia –Ukraine conflict
- ZIDERA
- There is an attempt of elite convergence taking place which may leave workers in the cold

Trade Union Crisis

- Zimbabwe 3RD most informalized country
- Internal Projects failing
- Labour ill prepared for Industry 4.0
- Skills mismatch
- Internal Conflicts & Inconsistences
- Struggling to reset so as to confront emerging issues and sustainability of trade unionism
- Very fragile and can easily be manipulated by the ruling elite
- Labour incapacitated

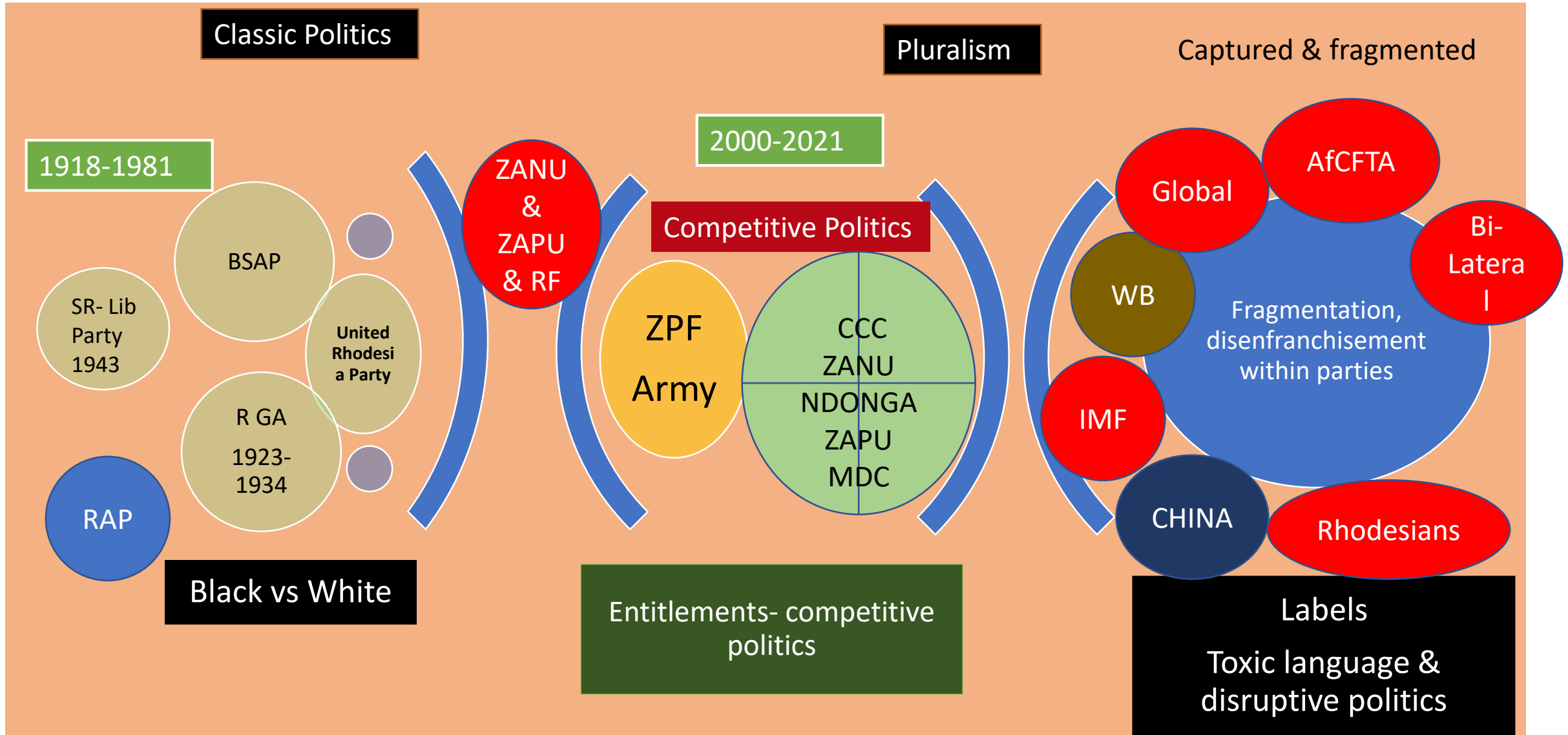
The Principle of the separation of powers

- The principle of separation of powers was a key underlying factor in the founding of ILO – Philadelphia Declaration
 - C87,C144, C122
- The doctrine of Separation of powers states that the arms of governance should be clearly divided in order to keep citizens liberties safe & protect them from oppression
 - It has a direct bearing on the attainment of human rights
 - Accountability
 - Efficiency of public office service delivery
- ITUC recently hosted a clinic to motivate responses to DCM and Human Rights Rapporteur report

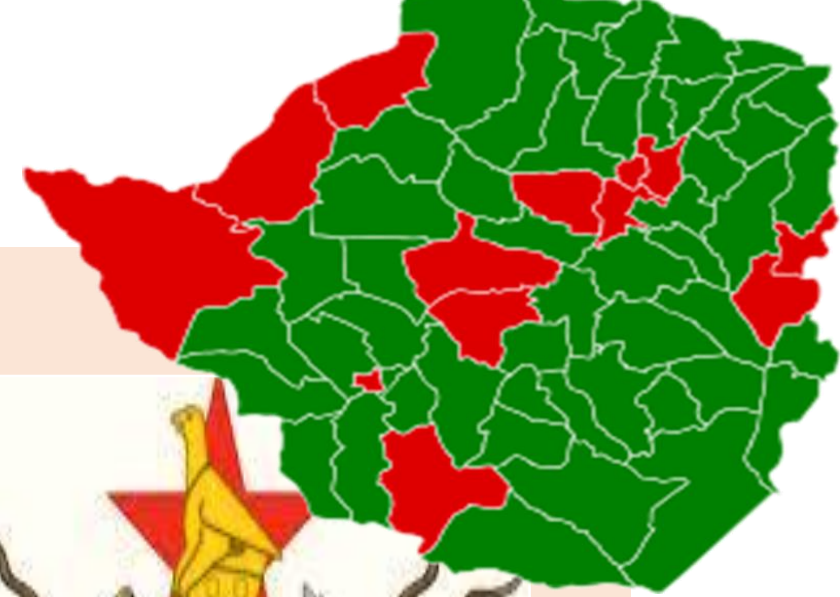
Why Separation of Powers is important

- It protects democracy
- Liberty avoiding tyranny is put under spotlight
- Its indispensable for the organisation of the state and the constitution
- It prescribes appropriate allocation of powers & limits of those powers
 - Constitution custodians
 - Policy
 - Executive & Sub level institutions
- Non should have excessive powers – There should be a system of checking if the correct balance is being maintained

Evolution Country Party Political Trajectory



2018 ELECTION RESULTS



Parliament Engagement



New Parliament



Court of Arms

Zimbabwe Power Trajectory

Zimbabwe since independence

1980

Rhodesia gains independence from Britain after armed struggle by rival militant factions ZANU and ZAPU

ZANU leader Robert Mugabe becomes prime minister



Robert Mugabe
1980

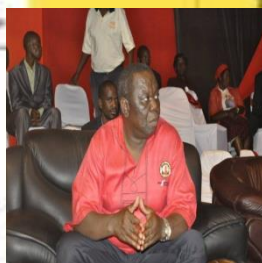
2002
Mugabe is re-elected in fraud-tainted vote. EU imposes sanctions

2008
Re-elected Mugabe forms unity govt. to rein in increasingly popular opposition MDC



Grace Mugabe
2014

2014
Mugabe makes wife Grace head of the influential ZANU-PF Women's League and sacks vice-president Joice Mujuru



1982-87

Mugabe crushes revolt by ZAPU supporters. Around 20,000 killed

1987

ZANU and ZAPU merge as ZANU-PF. Mugabe consolidates power as head of state, government, and armed forces

2000

Hundreds of white-owned farms seized. Collapse of farm sector begins

2013

Mugabe is re-elected

2006

Economic crisis. Inflation hits 1,000%. Protests crushed

2016

Protests in Harare. War veterans withdraw support for Mugabe

The fall of Mugabe

Nov 2017

Weds 15

Army takes control, places Mugabe under house arrest

Sat 18

Mass anti-Mugabe protests backed by war veterans, ruling party and army

Tues 21
Mugabe resigns



Fri 24

Mnangagwa is sworn in as president

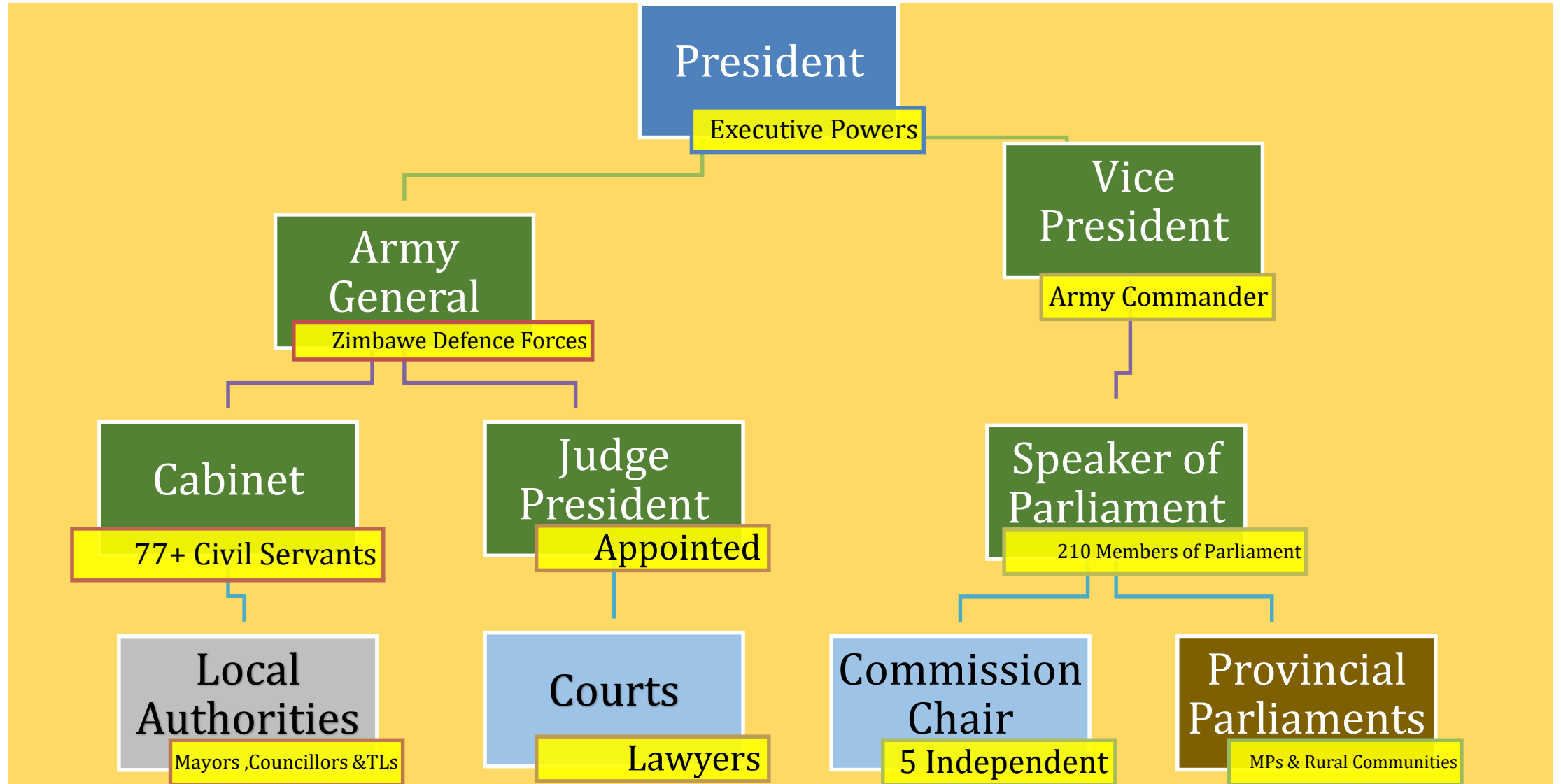
Mon 6

Vice-president Emmerson Mnangagwa is sacked, placing Grace Mugabe in line to succeed as president

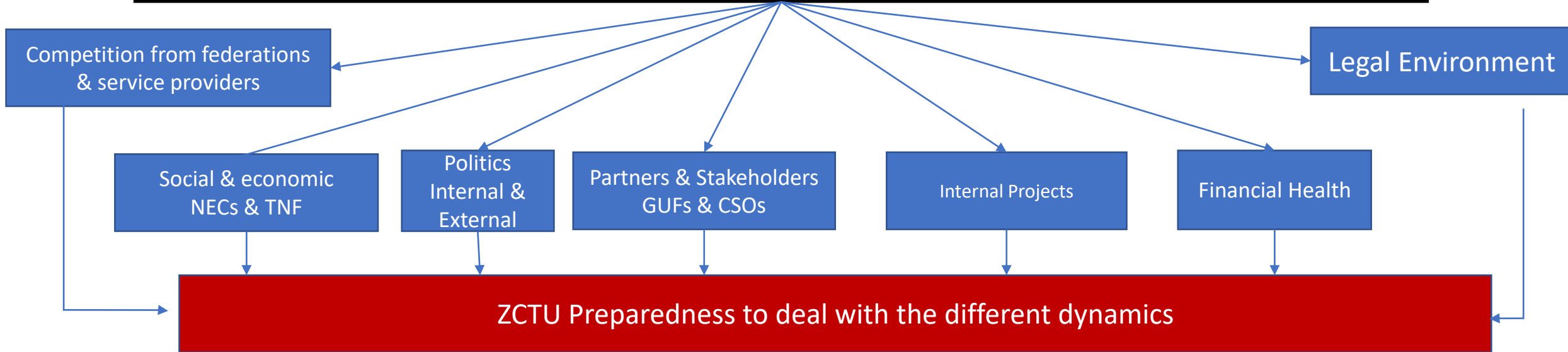




Power & Politics



External & internal factors which determine the environment which ZCTU operates



ZCTU Political Strategy

Labour Political Report

Corporate Governance Manual

National Formalisation Strategy

Public Sector Accountability

Institutional Sustainability

Separation of Powers Myth or Fact

- **FACT:** Another terms for the Separation of powers principle is “trias politica”(it is a “tripartite”, “trias politica”, or “three part system”). The term was coined by Charles-Louis de Secondat, baron de La Brède et de Montesquieu in his famous and inspirational work *Spirit of the Laws* (Madison’s influence and one of the most cited books in his time). Although Montesquieu coined the term and presented the ideas properly, the concept of separating governmental powers in an effort to balance the forces of government can be traced back to the ancient Greece and beyond where the term democracy was founded

ILO C 144/1976 Tripartite Consultation

- 1.1. The representatives of employers and workers for the purposes of the procedures provided for in this Convention shall be freely chosen by their representative organisations, where such organisations exist.
- 2.2. Employers and workers shall be represented on an equal footing on any bodies through which consultations are undertaken.

Trade Union Challenges

- To be cognisant of a lot of variables that have a bearing on our workers today- Fake news, flake information, fluff- copy & paste syndrome
- To strengthen capacity for effective organizing in the light of the changing shapes of the capitalist division of labour. Deliberate dis-empowerment and divert attention from core issues.
- To strengthen capacity of Trade Unions in intermediary role during collective bargaining, having suffered decline in membership-
 - Frustrations, favouratism, factionalism, fantasy
- How to get Trade unions to converge towards best practices-technically while taking into account all the changes around them so as to remain relevant & sustainable. (Abuse, discriminative and manipulation of systems)
- Capacity to respond to challenges from above and below confronting TU organizing in the traditions and identities which shape their work. Challenge – decision making roles, styles & templates- dealing with mis-information & dis-information
- How to build a safeguard against despotism, dictatorship save the country from arbitrary rule while ensuring that the political administration delivers- freedom from what? Information asymetri

Changes that Face the Trade Union In Zimbabwe

- The hyper inflation and capital flight/**hidden/ dead** in the digital world made collective bargaining no guarantee for labour peace
- The ever escalating informality and its spread to all sectors challenged established norms and values.
- Shrinking of the private sector (More MSMEs) created less unionized workers and employers not willing to affiliate to employers' organisations.
- Sometimes employees subjected to tier bargaining system
- Decline in the manufacturing services & decline in industry development gave rise to commerce services which are difficult to unionize – led to more fragmented labour market
- Difficult to maintain a nationally standardized form of industrial relations
- Poverty situation and protracted crisis has caused workers to be more individualistic and such that solidarity is no longer sustainable
- Some key sectors still regarded as political projects

Process Issues

- **Implementation plan and budget**
- **Concept note**
- **Political Report writing team**
- **Gathering of secondary data and the reports.**
- **Identify Trade Unionist in Political office to assist**
- **Identify key questions**
- **Identify key organisations among CSOs for policy recommendations**
- **Identifying Reference of repute (UZ Polical Sciences Dept.)**
- **Prepare schedule with tasks allocation**
- **Triangulation of from departments on policy dialogue**

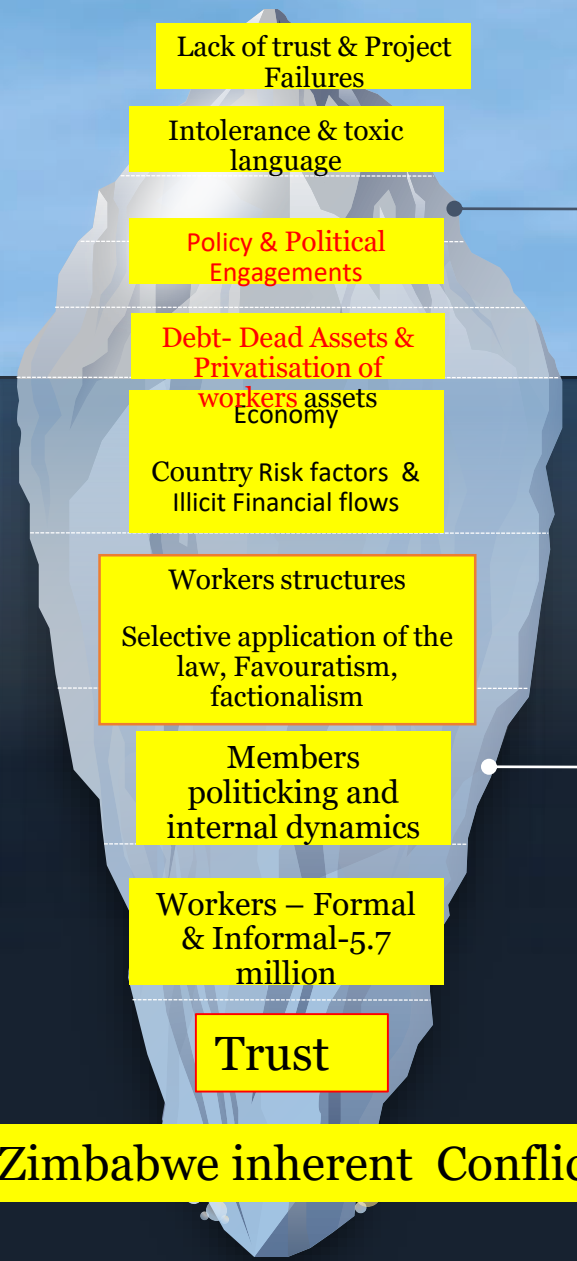
Recommended Contents of the Report

- **Historical context from trade union perspective**
- **2001-2008 Key informants to provide a background**
- **Report covers 2000- 2020**
- **Key issues current and for the future**
- **Country political context in phases**
- **Sector specific experience from**
- **Baseline Suvey and evaluation**
- **Reports on political activities undertaken and impact**
- **Case studies of affiliates and non affiliates**
- **Review of the relationship with up on informal economy workers & Trade Union Perspective of the formalisation strategy**
- **Review of the LEDRIZ**
- **ZCTU Strategy documents**



ZCTU Political Report in Summary

Oct 2021 Congress



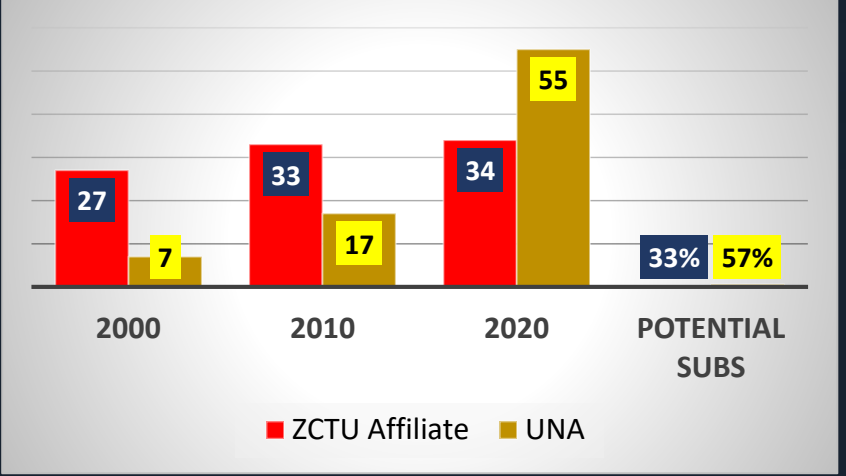
Party Politics



National and international issues (Global Wars)
 Industry 4.0
 Covid 19

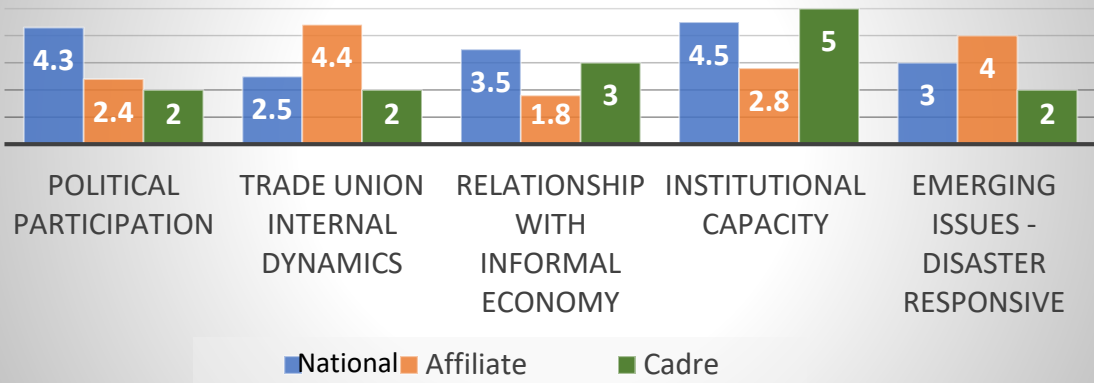


ZCTU Affiliates Vs Unions not Affiliated

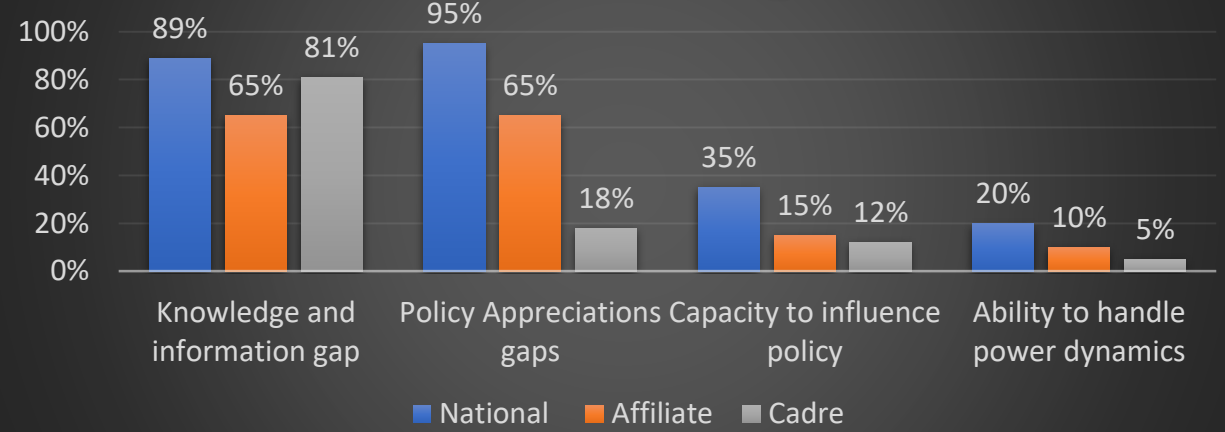


Zimbabwe inherent Conflicts

47 Key Issues Identified



Political Participation

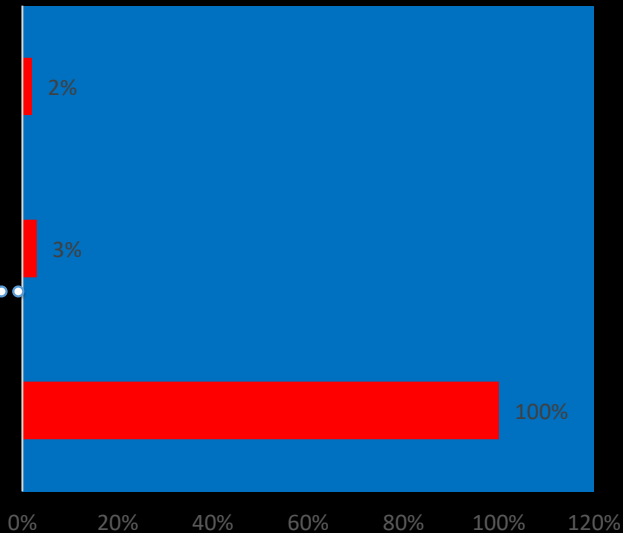


Relationship with the IEW

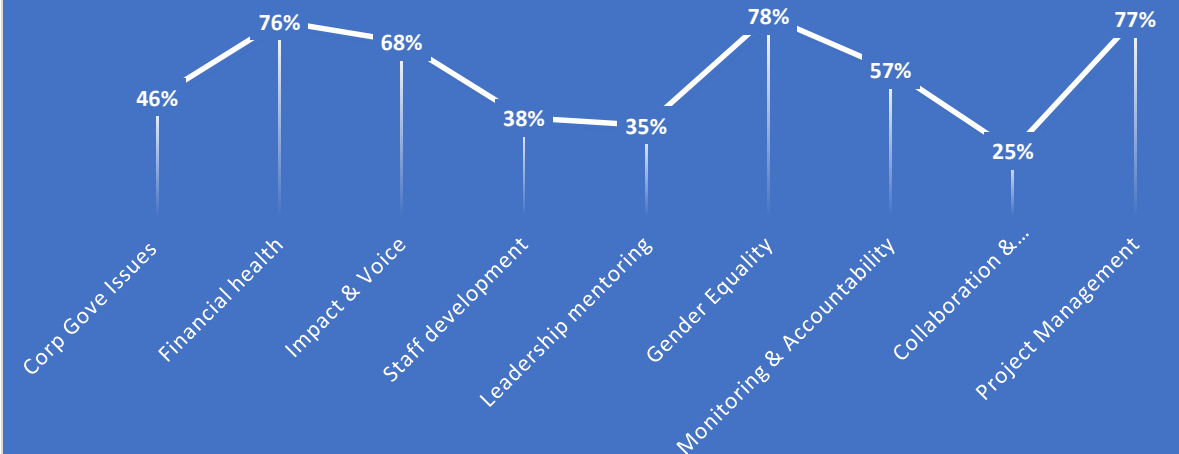
Does the union constitution...

Do you have a union policy to...

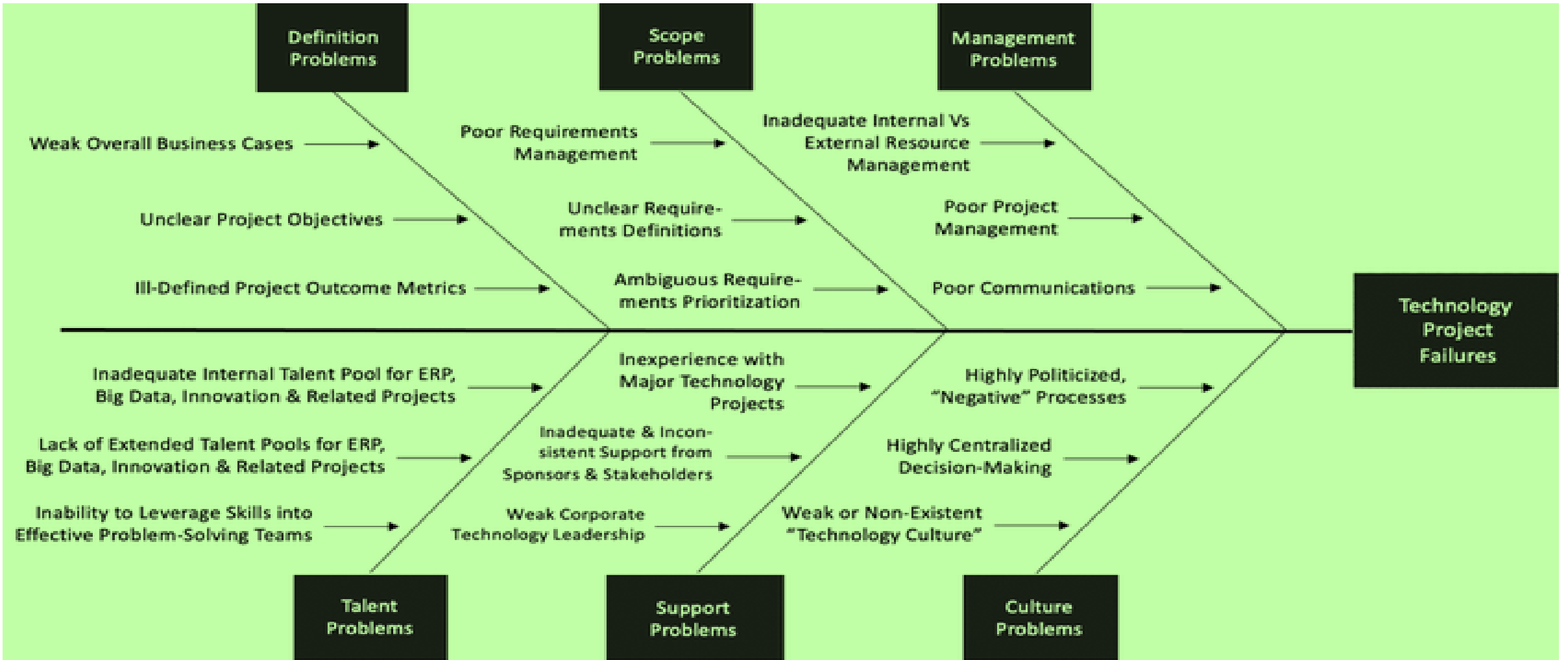
Do you agree that we need to...



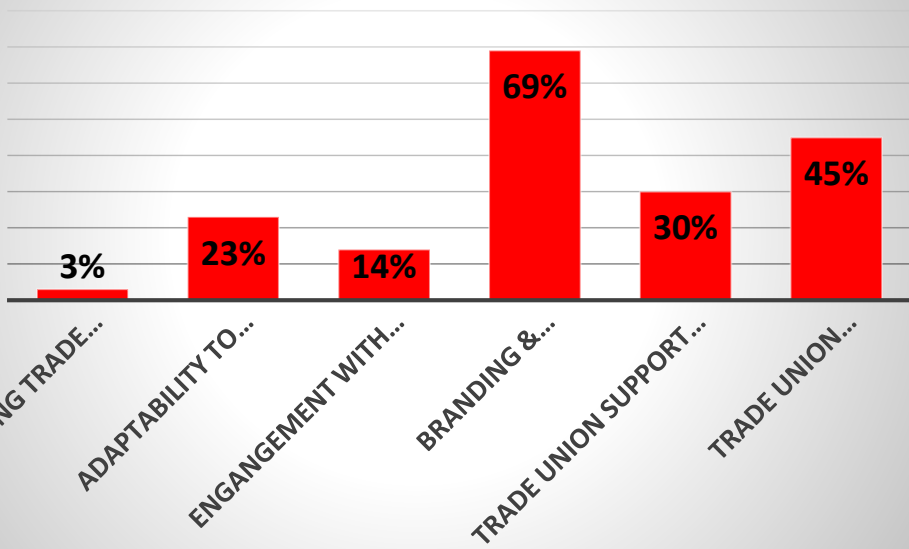
TRADE UNIONS STRUGGLING WITH 9 ELEMENTS OF EFFECTIVE ORGANISATIONS



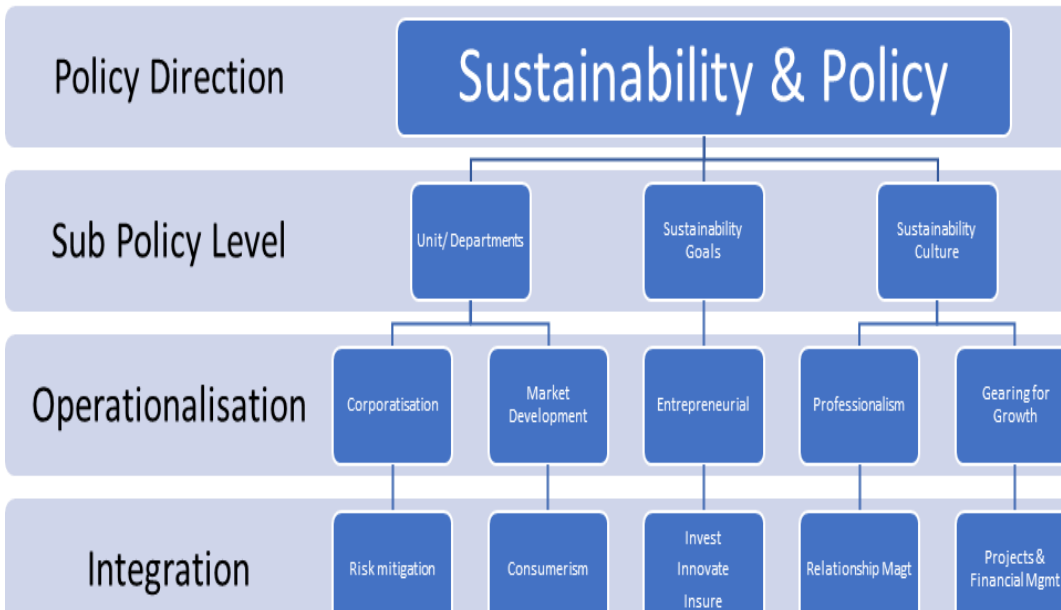
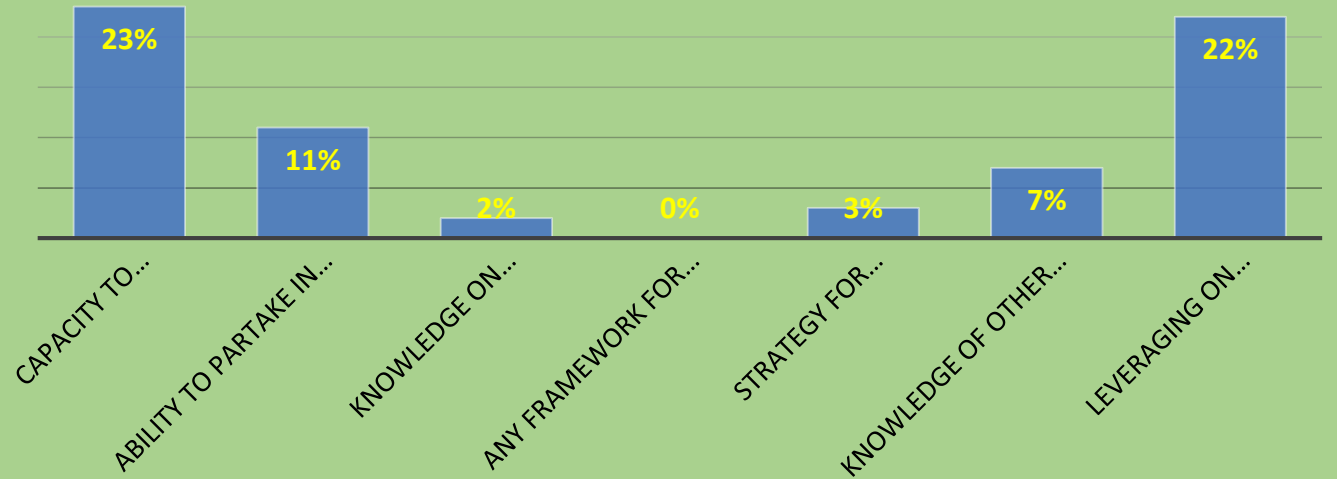
Why Trade Union Projects Fail



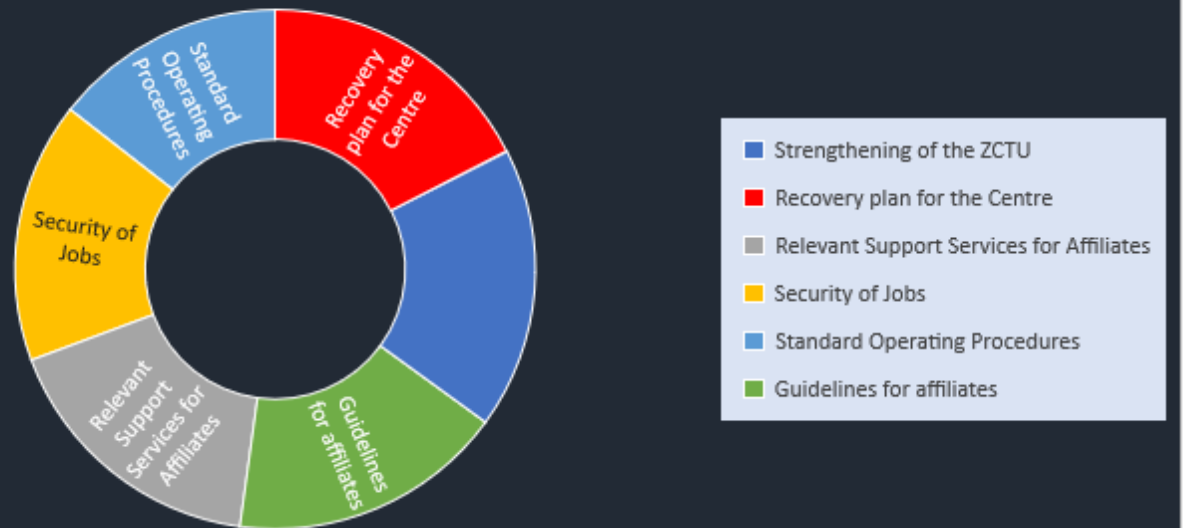
Trade Union Internal Dynamics



Institutional Capacity and ability to handle emerging issues



TU Needs For now & Future



Recommendations

Transforming Unions As Social Eco Drivers & Creators of Wealth

- Policy Conference with prepared papers for our context to proposing a recovery plan.
- Unions need to be capacitated to addresses fundamental conditions necessary for the economic function of the economy which is inclusive, developmental
- Unions need to advocate for long term investments in generation of new ideas, knowledge transfer, infrastructure dev, social and human capital development.
- Unions to have strategic and systemic advocacy targeting mainstreaming of IEW and Improvements of working conditions in professions & tradesman
- Introduction of new goods & services and new trades within the value chain services which is accountable to the labour market
- Unions need to have risk mitigation & dynamics of innovation & entrepreneurship & services for sustainability, as agents be capacitated to create opportunities that enable them to engage and contribute to the economy.
- Unions to motivate for a transferring of capital from established methods of production to new, innovative productivity enhancing methods which create decent jobs by altering industrial, educational and occupational characteristics of the population plus the entire institutional and social fabric

Adoption of A ZCTU
Recovery plan alongside
sustainability

Introducing monetization
& membership growing
practices

Creating alliances or
relationships for growth

Coordination of those
activities across different
functions

Facilitating training
programs for new skills

Encouraging internal
accountability,
communicating positive &
negative

Being adaptable to the new
changes but maintaining the
core

Clear cut Investment
policies with guidelines

Identify & establish
partnerships for
commercial ventures

Establishing more
revenue pipelines,
resourced staff

Architecture for growth
and expansion &
priorities sustainability

Advocate for business
orientation and keep
costs down

Relevance, Maintain the
trade union status and
setting the pace

The Trade Union Bell

Introduce
new
practices to
exploit fresh
ones

Business
structure,
systems,
sops, sigma,
strategies

Establish
legitimacy to and
broaden
ownership address
stakeholder
concerns

Commercial
revenue
strategies

Professionalization
RO, RF, RB- Regular
reviews

Own Business
model, sustainable
operations
Impacting even in
the labour markets



Thank you

ZCTU Parliament Affairs & Advocacy Department