

# Year report FNV Mondiaal

Indicators of Decent Work, Trade Union Strengthening and sustainability

Report 2010

**Country: Zimbabwe.**

**Date: January 2011**

This report should be filled in from a country perspective; only those DW objectives will be addressed that are indicated in the country grid (see annex).

Names of the FNV Partner organizations active in country (please include names of GUF affiliates involved as well) over the report year.

Labour NGO's:	Central:	Trade union (mention also GUF to which affiliated):	Membership based organizations:	Other (network, university, NGO):
LEDRIZ				
	ZCTU			
		PTUZ (EI); ZEWU, ZCPAWU (ICEM); ZUCWU, ZRDCWU, CSEA, PSA, ZINA (PSI); GAPWUZ (BWI, UIF)		
				ALRN, ANSA, ITUC

Decent work

Output

If any, describe at least 3 examples of significant actions by partner organizations as a result from projects that have been supported by FNV over the past year? Please use the format below and indicate clearly under which DW-objective you classify each example. (for orientation see annex for country grid and description of the DW objectives)

**Trade union action/ actions of partner organisations**

DW objective	1 (Fundamental rights at work)		
Name of partner organisation	ZCTU		
Sector	All		
Type of action:	Labour law reform: harmonisation to signed ILO C 87		
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians	Submitting proposals to government		
-other:	Consultation; publicity; seeking support from ILO		
When was the action carried out	Month Jan - Dec	Year 2010	
Who else participated in the action	Support from ITUC and ITUC-Africa		
Number of people involved (distinguish between men and women)	Total	Men	Women
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	All workers in Zimbabwe, formal and informal		
What makes you or the FNV partners say the action has been successful?	The government has agreed on the principle of harmonised labour law and to look at the proposed improvement on the current labour law		
Can you describe how FNV has supported the action	Financially; consultations and preparations within ZCTU; through support ITUC & ITUC-Africa Lobby around ILO-enquiry		
Additional comments:			

(for additional tables on actions copy/paste the above table)

## Outcome

In case these or other actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

### **Reactions of government authorities (positive or negative)**

DW objective	1		
Name of the government authorities involved	National Ministry of Labour Ministry of Justice Ministry of Finance Ministry of Industry Ministry of Public Affairs	Local	
Qualify the effects as:	Positive x	Negative x	
Indicate the type of effects: -approval of new labour legislation			
-implementation of approved labour legislation			
-changes in existing labour legislation			
-other:	Ministry of Labour is positive and came up with a committee. Other ministries are negative, or want at the same time a more flexible labour law.		
Describe the major issues that are addressed through the acts of government			
Name the principles of the policies that are formulated	The right to organise (for all sectors) The right to strike or have industrial action		
No. of people who will benefit from or are affected by this	Total (estimated) 1000	Men 800	Women 200
Describe if and how women will particularly benefit from this or will be affected	Especially in the public sector the right to organise and stike are undermined by national legislation. This is a sector in which many women work.		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	They will also be covered in the harmonised labour law, the present status of their organisation is vague, and they are not represented in the TNF (national social dialogue).		
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	They know they have to change and to show progress to the ILO. The Ministry of Labour is more open. At the same time there is clear unwillingness from the side of ZANU-PF. The Ministry of Industry wants now a more flexible labour law (easier hire and fire) in exchange of the right to strike		
Additional comments:			

**Reactions of companies/employers**

DW objective	1	
Name of company/ employer	EMCOZ, Employers Confederation of Zimbabwe	
What are the measures taken by the companies? Describe:	1 They came up with counter proposal: against right and wanting the right to hire and fire in new labour law	
	2	
	3	
Qualify the effect as:	Positive	Negative x
Type of company:	Y	N
Multinational		
National	Y	N
Local	Y	N
Sector		
Number of fixed employees that benefit		
Number of outsourced employees that benefit		
% women employees		
What are the factors that have influenced the company into taking these measures?	Government / ZANU-PF having strong position in companies and business (Indiginisation law) Attitude of Ministers of Finance and Industry (wanting strong economy, without taking up main political issues)	
Can you specifically describe the influence of the pressure exercised by the FNV partners in this regard	EMCOZ is not a strong organisation. In the past tehy have been taking sides with ZCTU, especially in realltion to the ILO. In teh rpresent political context they changed positions.	
Additional comments:		

(for additional tables on reactions government authorities copy/paste the above table)

**Trade union action/ actions of partner organisations**

DW objective	2 Right to organise and collective bargaining		
Name of partner organisation	ZCTU		
Sector	All, but specifically public		
Type of action:			
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other:	Prososals, lobby and publicity for an improved harmonised labouw law, respecting right to colective bargaining (ILO C 98)		
When was the action carried out	Month Jan-Dec	Year 2010	
Who else participated in the action	PSI and EI affiliates		
Number of people involved (distinguish between men and women)	Total Representatives of about 33.000 members	Men Est 55%	Women Est 45%
Describe the beneficiaries (in	All public sector workers, with an estimated 40% women.		

terms of gender, ethnic origin, age, etc.)	
What makes you or the FNV partners say the action has been successful?	The government has agreed on the principle and to look to proposed improvement of the current labour law
Can you describe how FNV has supported the action	Financially
Additional comments:	

(for additional tables on actions copy/paste the above table)

### Outcome

In case these or other actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

### **Reactions of government authorities (positive or negative)**

DW objective	2		
Name of the government authorities involved	National Ministry of Labour Ministry of Public Affairs Ministry of Education	Local	
Qualify the effects as:	Positive x	Negative x	
Indicate the type of effects: -approval of new labour legislation			
-implementation of approved labour legislation			
-changes in existing labour legislation			
-other:	There is a positive attitude towards the proposal, especially by the Ministry of Labour. There is recognition that public sector workers should be covered by the same legislation as other workers. There is agreement that the current definition of 'essential services' is too broad.		
Describe the major issues that are addressed through the acts of government			
Name the principles of the policies that are formulated	Workers in public service under same legislation and rights as other workers The definition of 'essential services' excluded from organisation and right to strike needs to be limited.		
No. of people who will benefit from or are affected by this	Total Est 300.000	Men 180.000	Women 120.000
Describe if and how women will particularly benefit from this or will be affected	Relatively many women in the public sector, especially nurses.		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	n.a.		
Can you specifically describe how the	The main instrument has been the ILO report of enquiry.		

pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	Also important was lobby and negotiations to get the public sector represented within the TNF. LEDRIZ has played an important role in the lobby.
Additional comments:	

(for additional tables on reactions government authorities copy/paste the above table)

**ZCTU also reports outputs on DW 6: better working conditions for women, especially re maternity conditions.** Since this has not been incorporated in the baseline, results and (partial) outcomes are not further elaborated here.

#### **Trade union action/ actions of partner organisations**

DW objective	8 Social dialogue		
Name of partner organisation	LEDRIZ		
Sector	Public sector		
Type of action:			
- strike			
- demonstration			
-recollection of signatures			
-writing letters to politicians			
-other:	Engagement through meetings with the Ministry of Parastatals and State Enterprises to get their buy in in the drafting and finalisation of the draft document on restructuring of State Enterprises in Zimbabwe		
When was the action carried out	Month	Year: third and fourth quarter 2010	
Who else participated in the action	ZCTU members through the Steering Committee made up of public sector unions. The Steering Committee is made up of four members described below		
Number of people involved (distinguish between men and women)	Total 4	Men 3	Women 1
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Public sector workers will benefit once the document passes through at the cabinet level		
What makes you or the FNV partners say the action has been successful?	<ol style="list-style-type: none"> <li>1. Openness by the government for dialogue engagement with labour in relation to the issue of restructuring which had never been the case prior to the Inclusive government.</li> <li>2. LEDRIZ held a meetings with the Minister, Deputy Minister and Director in the Ministry of Parastatals and State Enterprises who acknowledge and appreciate development of the NFA on Restructuring of State Enterprises in Zimbabwe.</li> <li>3. LEDRIZ has also been invited by the Ministry during its function. For example LEDRIZ was invited to participate at the launch of the Good Governance Book in December 2010</li> </ol>		
Can you describe how FNV has	1. Through its funding to LEDRIZ under the		

supported the action	restructuring of State Enterprise Project
Additional comments:	-

(for additional tables on actions copy/paste the above table)

### Outcome

In case these or other actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

### **Reactions of government authorities (positive or negative)**

DW objective	8 Social Dialogue		
Name of the government authorities involved	National: Ministry of Parastatals and State Enterprises	Local	
Qualify the effects as:	positive		
Indicate the type of effects: -approval of new labour legislation	Buy in by the Government through the Ministry of Parastatals and State Enterprises on the NFA		
-implementation of approved labour legislation			
-changes in existing labour legislation			
-other:	Awaiting the document to be approved by the Cabinet		
Describe the major issues that are addressed through the acts of government	The NFA provides guidelines for the Government on how restructuring process can be undertaken in a socially-sensitive manner through social dialogue. An institutional arrangement plan has already been proposed.		
Name the principles of the policies that are formulated	<ol style="list-style-type: none"> <li>1. Ministry of Parastatals and State Enterprises</li> <li>2. State Enterprises Restructuring Agency (SERA)</li> <li>3. ZCTU Parastatal unions</li> </ol>		
No. of people who will benefit from or are affected by this	Workers employed under the state enterprises and the populace in general since these state enterprises provide essential services to the people such as water, electricity and rail transport	Men	Women
Describe if and how women will particularly benefit from this or will be affected	-		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	-		

<p>Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard</p>	<p>1. The Government appreciates and acknowledges labour as one of the important stakeholders in the restructuring processes</p> <p>2. The Ministry of Parastatals and State Enterprises has requested LEDRIZ to facilitate a Seminar of the Cabinet and the Parliamentary Portfolio Committee on Restructuring on the NFA so as to get their buy in. However, financial resources for holding the Seminar remains a challenge</p>
<p>Additional comments:</p>	<p>-</p>

(for additional tables on reactions government authorities copy/paste the above table)

DW8: Social Dialogue

(only applicable for Colombia, Peru, India, Ghana, Brazil, Guatemala, Bangladesh, Nepal, Serbia, Kosovo, **Zimbabwe** and Nigeria)

Output

Active involvement of partner organizations in Social Dialogue over the past year

Name of partner	Name of social dialogue structure partner is involved in	What is the reason for the partner to take part in this	Contribution of partner within the social dialogue structure over the past year
LEDRIZ	Tripartite Social Dialogue	To advocate for a socially-sensitive restructuring process that involves all social partners (government, business and labour)	1. Advocacy with the Ministry of Parastatals and State Enterprises and the International Labour Organisation for the facilitate adoption of the National Framework Agreement on Restructuring of State Enterprises by the Cabinet

(Questions below only apply for Colombia, Peru, China, Belarus, **Zimbabwe**, Mexico, Guatemala, Burma, Indonesia, Palestine, Serbia, Kosovo)

(Have any or more Core labour standards of the ILO been ratified in the past year ? Refer to conventions: 87,98,29,105,138,182,100,111.

Yes	No
	NO (have een ratified!)

If yes mention here

Convention	When approved	No. of workers who benefit

Observation:.....

<p>Which part of national legislation has been elaborated complies with ILO core conventions ratified by the country?</p> <p>Difficult to say: in Constitution more than in national legislation, and some national legislation is opposing the labour law. But the national legislation is not even complied with. In practice it might be between 25 – 50%.</p>	<p>0%</p> <p>0-25%</p> <p>25-50%</p> <p>50-75%</p> <p>75-100%</p>
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## Social Dialogue

Can you give one or more examples of social dialogue (that are both effective and highly regarded by unions) with governments and/or companies/employers (per type) involving FNV partner organizations, over the past year?

(only applicable for Colombia, Peru, India, Ghana, Brazil, Guatemala, Bangladesh, Nepal, Serbia, Kosovo, Zimbabwe and Nigeria)

### Output

Active involvement of partner organizations in Social Dialogue over the past year

Name of partner	Name of social dialogue structure partner is involved in	What is the reason for the partner to take part in this	Contribution of partner within the social dialogue structure over the past year
<b>ZCTU</b>	<b>Tripartite Negotiating Forum (TNF)</b>	<b>Industrial, social and political harmony</b>	<b>Provided technical staff</b>

Name of structure for dialogue	<b>Tripartite Negotiating Forum (TNF)</b>
Actors involved	<ol style="list-style-type: none"> <li>1. <b>Zimbabwe Congress of Trade unions (ZCTU)</b></li> <li>2. <b>Government of Zimbabwe</b></li> <li>3. <b>Employers' Confederation of Zimbabwe (EMCOZ)</b></li> </ol>
Division of actors in percentages	N/A
Agreed objective(s) of the social dialogue	<ul style="list-style-type: none"> <li>- <b>to come up with a social contract</b></li> <li>- <b>to come up with a legislated Tripartite Negotiation Forum (TNF) and a secretariat</b></li> </ul>
Themes discussed	<ul style="list-style-type: none"> <li>- <b>Legislated TNF</b></li> <li>- <b>Country risk factors</b></li> <li>- <b>Actors' responsibilities</b></li> </ul>
Year in which social dialogue was started	<b>1999</b>
Describe how the social dialogue is organised	<b>Each partner brings its own issues to the table for discussion</b>
Frequency of meeting	<b>Meetings are called when necessary</b>
Products and results of the dialogue this year	- <b>Frame work for a TNF secretariat in place</b>

	<ul style="list-style-type: none"> <li>- <b>Signing of the Kadoma Declaration on agreed principles of country risk factors and actors' responsibilities. The Kadoma Declaration was launched by State President, Robert Mugabe.</b></li> </ul>
Problems	<b>Implementation problems. While the government and business signed, they have failed to practically implement the agreed principles.</b>
Additional comments:	<b>He signing of the Kadoma Declaration was seen a step towards an agreed social contract. However, there have been no monitoring mechanisms.</b>

## Output

Active involvement of partner organizations in Social Dialogue over the past year

Name of partner	Name of social dialogue structure partner is involved in	What is the reason for the partner to take part in this	Contribution of partner within the social dialogue structure over the past year
LEDRIZ	Tripartite Social Dialogue	To advocate for a socially-sensitive restructuring process that involves all social partners (government, business and labour)	1. Advocacy with the Ministry of Parastatals and State Enterprises and the International Labour Organisation for the facilitate adoption of the National Framework Agreement on Restructuring of State Enterprises by the Cabinet

## Outcome

Name of structure for dialogue	Tripartite Social Dialogue
Actors involved	Labour, Government and Business (Management of Parastatals and State Enterprises)

Division of actors in percentages	Equal representation
Agreed objective(s) of the social dialogue	To have a socially-sensitive restructuring process that involves all social partners (government, business and labour). Over the past years, workers were excluded from participating restructuring process
Themes discussed	Restructuring of State Enterprises through Social Dialogue
Year in which social dialogue was started	2007
Describe how the social dialogue is organised	LEDRIZ facilitates conferences and meetings involving Government, through the Ministry of Parastatals and State Enterprises and the State Enterprises Restructuring Agency (SERA), business (through the Management of State Enterprises) and Labour through the affected parastatal unions. LEDRIZ has also involved the ILO with its expertise on best practices on restructuring processes and experience with facilitating socially-sensitive restructuring processes
Frequency of meeting	On an average – twice quarterly
Products and results of the dialogue this year	<ol style="list-style-type: none"> <li>1. Competition of the drafting of the National Framework Agreement (NFA) on restructuring of State Enterprises;</li> <li>2. Review and adoption of the NFA by the Ministry of Parastatals and State Enterprises;</li> <li>3. Recognition by Government that labour is an important stakeholder in the restructuring process which was never the case in the previous years. As a result, Labour has been invited to conferences that are organised by the Ministry;</li> <li>4. Through its activities LEDRIZ has gained good will with the Government Ministries, thus, making it easier for LEDRIZ to engage with the Government on various issues affecting workers and the economy as a whole.</li> <li>5. The NFA has been taken to the Cabinet for approval and LEDRIZ is awaiting the response from the Ministry. After the adoption of the NFA, LEDRIZ will facilitate that it becomes a legal document for implementation purposes;</li> </ol>

	<p>6. Consientisation of the NFA among the workers through educational workshops. The workshops were done at the National Executives level of the 8 affected parastatal unions as well as at the branch level. These workshops assists in building the capacity of the unions to effectively participate in matters relating to restructuring at their workplace and also when the NFA is finally implemented. Workers should not be caught unawares when the document is finally approved and implemented. LEDRIZ envisions consientisation of the workers at grassroots (roadshows) in 2011</p>
<p>Challenges</p>	<ol style="list-style-type: none"> <li>1. The Government has been moving fast in terms of its mission to restructure some of the state enterprises. Thus, LEDRIZ also has to move with speed in its activities;</li> <li>2. There are numerous Ministries that have a mandate on restructuring and it is important to get their buy in of the NFA.</li> </ol>
<p>Additional comments:</p>	<p>Given the pronouncement by the government on the need to restructure most parastatals due to fiscus constrains, the project comes in handy. Institutionalisation of the NFA agreement will assist in providing with guidelines that promotes social dialogue and socially-sensitive restructuring that also takes into account the welfare of the workers unlike what transpired in past years. The goodwill and support that LEDRIZ has gained with the government through the Ministry of State Enterprises and Parastatals has provided an opportunity for engagement and dialogue over the subject matter. Thus, the project's activity remains very relevant in the Zimbabwean context.</p>

### Democratic Processes

Can you give one or more examples of improving democratic processes with the involvement of partner unions.

Name of structure that promotes the process	
Actors involved	
Objective	
Results	
Problems	
Year in which process was started	
Additional comments:	

### Organisational Strengthening of Trade Unions

Successful and effective unions or membership based organisations

Output

#### ***Examples of organizational strengthening of trade unions***

Describe initiatives taken on organizational strengthening of unions over the past year

Organizational analysis	<b>There are too many unions that are affiliated to the ZCTU. In fact, 35 of them. Therefore the ZCTU has proposed that unions merge in order to strengthen them. The 2006 ZCTU Congress Resolution calls for maximum of 15 affiliate unions.</b>
Training of leaders and staff	<b>It was agreed that unions in the same cluster would be encouraged to hold joint workshops as preparation for merger</b>
Introduction of measures for management improvement	
Innovations of internal democracy	<b>Congresses in all unions affiliated to the ZCTU became important. If unions did not have funds for congresses, the ZCTU encouraged them to run congresses concurrently with activities in order to cut costs.</b>
Proposals for restructuring like unifications of company unions or unification of centrals	<b>The ZCTU deliberately started the process of amalgamating them by proposing 8 clusters</b>

	<b>of unions that could be amalgamated in the future. 4 Unions in the metal sector have merged during 2010 and became the Zim Metal Energy and allied Workers Union</b>
Other:	

Organizational analysis	LEDRIZ worked with the 8 ZCTU parastatal unions																																								
Training of leaders and staff	<p>Trainings were undertaken both at the National Executive and branch level on the NFA. A total of 19 Trade Union Executive members were trained on the NFA. The table below shows the number of workers that attended the educational and consietisation workshops on the NFA from August to December 2010. The table shows that a total of 785 branch members countrywide from the various unions have been educated on the NFA. These branch members will in turn undertake road shows at the grassroots, level to educate and raise awareness on the NFA, the role of social dialogue in restructuring processes and the role that workers should play in the restructuring processes. Therefore, education of the branch members will have a multiplier effect when the programme is implemented at the grassroots level in 2011.</p> <table border="1"> <thead> <tr> <th>Union</th> <th>No. of participants</th> <th>Males</th> <th>Females</th> </tr> </thead> <tbody> <tr> <td>ZARWU</td> <td>150</td> <td>137</td> <td>13</td> </tr> <tr> <td>ZEWU</td> <td>157</td> <td>121</td> <td>36</td> </tr> <tr> <td>RAU</td> <td>106</td> <td>105</td> <td>1</td> </tr> <tr> <td>NAWU</td> <td>59</td> <td>44</td> <td>15</td> </tr> <tr> <td>RAYOS</td> <td>61</td> <td>57</td> <td>4</td> </tr> <tr> <td>ZIMEAWU</td> <td>118</td> <td>108</td> <td>10</td> </tr> <tr> <td>RAE</td> <td>67</td> <td>67</td> <td>-</td> </tr> <tr> <td>CASWUZ</td> <td>67</td> <td>54</td> <td>13</td> </tr> <tr> <td><b>Total</b></td> <td><b>785</b></td> <td><b>693</b></td> <td><b>92</b></td> </tr> </tbody> </table> <p>1. Zimbabwe Amalgamated Railwaymen's Union (ZARWU)  2. Communications &amp; Allied Services Workers' Union of Zimbabwe (CASWUZ)  3. Railway Association of Enginemen (RAE)  4. Railway Association of Yard Operating Staff (RAYOS)  5. Railway Artisans Union (RAU)  6. National Airways Workers' Union (NAWU)  7. Zimbabwe Metal Energy and Allied Workers' Union (ZIMEAWU)</p>	Union	No. of participants	Males	Females	ZARWU	150	137	13	ZEWU	157	121	36	RAU	106	105	1	NAWU	59	44	15	RAYOS	61	57	4	ZIMEAWU	118	108	10	RAE	67	67	-	CASWUZ	67	54	13	<b>Total</b>	<b>785</b>	<b>693</b>	<b>92</b>
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	8. Zimbabwe Energy Workers' Union (ZEWU)
Introduction of measures for management improvement	The NFA clearly spells out the guidelines that should be followed by which ever company that should restructure in the future
Innovations of internal democracy	-
Proposals for restructuring like unifications of company unions or unification of centrals	The remaining two unions to merger with ZMEAWU were the National Engineering Workers' Union (NEWU) and Motor Vehicle Manufacturing Workers' Union (MVMWU). In 2010, the process of merging ZMEAWU with NEWU was in progress with a MoU already signed between the two. Already ZMEAWU is a merger of four unions namely: <ul style="list-style-type: none"> <li>i. Iron and Steel Workers' of Zimbabwe (ISWUZ);</li> <li>i. Zimbabwe Ferro Alloys Workers' Union (ZFAWU);</li> <li>ii. Automotive and Allied Workers' union of Zimbabwe (AAWUZ); and,</li> <li>iii. Electronics manufactures of Radio and Television Workers' Union of Zimbabwe (EMRTV).</li> </ul>
Other:	-

### **Examples of alliances**

Name FNV Partner	<b>ZCTU</b>
Name alliance that partner is involved in (mentioning names of organisations as well)	<b>-Zimbabwe National association of Students Union (ZINASU)</b> <b>- National Constitutional Assembly (NCA)</b>
Year partner joined the alliance	<b>- 2009</b>
Main accomplishments of the alliance this year	<b>- rally Zimbabweans against the current flawed constitutional making process</b>
Additional comments:	

*Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year*

Name FNV Partner	<b>LEDRIZ</b>
Name alliance that partner is involved in (mentioning names of organisations as well)	African Labour Research Network (ALRN), Alternatives to Neo-liberalism in Southern Africa (ANSA)

Year partner joined the alliance / cooperation	ALRN – 2003 ANSA – 2006 Global Network – 2007 Collective Bargaining Support Africa Project - 2009
Main accomplishments of the alliance this year	<p><b>ALRN</b></p> <ol style="list-style-type: none"> <li>1. Completion and finalisation of the Women in Trade Unions Study: The Zimbabwean case</li> <li>2. Completion of the Social Security Study: The case of Zimbabwe</li> </ol> <p><b>ANSA</b></p> <ol style="list-style-type: none"> <li>1. Took part in writing six chapters of the book of the ANSA country researches</li> <li>2. LEDRIZ is working with ANSA under its Gender Programme. LEDRIZ took part in the ANSA workshops under the Gender Programme</li> </ol> <p><b>ZCTU</b></p> <ol style="list-style-type: none"> <li>1. Conducting economic literacy and collective bargaining training workshops the ZCTU structures</li> <li>2. Completion of a research on Trade Union Investment Initiatives which involved a study visit to South Africa to learn best practises in trade union investment initiatives. The delegation which undertook the study visit comprised of members from ZCTU and LEDRIZ</li> </ol> <p><b>UNI-Global</b></p> <ol style="list-style-type: none"> <li>1. Conducted a baseline survey of its partners / affiliates in Zimbabwe</li> </ol> <p><b>PSI</b></p> <ol style="list-style-type: none"> <li>1. Conducted a baseline survey on its affiliates in Zimbabwe</li> </ol> <p><b>Global Network</b></p> <ol style="list-style-type: none"> <li>1. Conducted a workshop on the Decent Work Agenda for the Zimbabwe Domestic Workers Union (ZDWU)</li> </ol>

	<p><b>Collective Bargaining Support Africa Project</b></p> <p>1. LEDRIZ participated in the Award Programme</p>
Additional comments:	<p>1. LEDRIZ is working closely with the Ministry of Parastatals and State Enterprises on the restructuring project</p> <p>2. LEDRIZ and ANSA is also working with the Office of the Deputy Prime Minister. LEDRIZ and ANSA presented a paper at the “Women’s Summit” and has been participating in meetings on women issues in Zimbabwe organised by the Office of the Deputy Prime Minister.</p>

#### Outcome

##### Representation

Percentage of workers organised i.e. members of a trade union in the country	219,160 as at 8 November 2010
Comments	-

##### Negotiation capacity

Number of workers under collective bargaining agreement	+ 219,160
Comments	All workers except for public service workers are covered by collective bargaining under the Labour Act. Public Service workers are governed by the Public Service Act meaning that the majority of the workers are not covered by the sectoral collective bargaining agreements

##### Democracy and transparency

Describe an example of a union or central that has implemented innovations in terms of democracy and transparency	<b>Training of union treasurers in handling of trade union finance; this helped at least 6 unions to present their financial reports to their members, which they had not done over the past years.</b>
Describe in what way FNV-support has been important for this.	<b>FNV provided funding for the training</b>

## Sustainability

### Membership

(In case of GUF state information of affiliates that participate in the FNV project)

Name of trade union (and GUF affiliated) or central	<b>ZCTU</b>
Number of members of trade union, confederation or central	<b>247 000</b>
In/decrease in membership over de past year	<b>N/A</b>

(for additional tables on reactions government authorities **copy paste the above table**)

### Representativeness

#### **Membership trade unions/membership base organizations: women**

Name of organisation:	<b>ZCTU</b>
Sector/area/company:	
Number of employees/workers in the sector or area or company that is covered by the organization/ in your country.	<b>600 000 (estimate)</b>
Number of women in that sector or area or company covered by the organization/ in your country	<b>(info not available)</b>
Number of members of the organization / trade union members?	<b>&lt;247 000&gt; Estimate</b>
Number of female members of the organization?	<b>&lt;20 percent: i.e. around 50 000&gt;</b>
Number of union leaders?	<b>&lt;721r&gt;</b>
Number female union leaders?	<b>&lt;267&gt;</b>
In case of federation: Number of union leaders at federation level (of GUFs)?	<b>&lt;42&gt;</b>
In case of federation: Number of female union leaders at federation level?	<b>&lt;9&gt;</b>

#### **Membership trade unions/membership base organizations: youngsters**

**No information available**

Name of organisation:	
Sector/area/company:	

Number of employees/workers in the sector or area or company that is covered by the organization?	<number>
Number of youngsters(<35) in that sector or area or company covered by the organization?	<number>
Number of young (<35) members of the organization?	<number>
Number of young (<35) union leaders?	<number>
In case of federation: Number of young (<35) union leaders at federation level?	<number>

(for additional tables on reactions government authorities **copy paste the above table**)

#### Legal position of the FNV partner organisation

(you can group those organizations to whom the same story is applicable)

Name organisation	<b>ZCTU</b>
Describe the legal position	<b>Registered as a trade union federation my the Ministry of labour</b>
Most important changes over the past year in the legal position of the organization	<b>No changes</b>

#### International solidarity

International solidarity has contributed to maintaining or improving the position of the trade union movement this year.	Yes <b>YES</b>	No
If yes, explain:	<b>The ZCTU has been under threat from politicians and international solidarity in terms of both moral and financial support has enabled to put pressure on the government to maintain a hands off on the ZCTU; ITUC also gave practical support in relation to publicity and follow up re the ILO enquiry.</b>	
Important changes in international solidarity over the past year:		

Priority in labour and trade union issues according to trade union leaders:

Issue	<u>Priority</u> indicate 1 <sup>st</sup> , 2 <sup>nd</sup> , 3 <sup>rd</sup> , 4 <sup>th</sup> and 5 <sup>th</sup> priority by putting 1, 2, 3, 4 or 5 (you have to choose between 1, 2, 3, 4 and 5, you cannot repeat)	<u>Improvement</u> Indicate on a scale from 5 to 1 from most improvement you observe in society (5) to hardly any improvement (1) and no improvement (0), and when things have gone worse over the past year you can use a negative number (you can fill in a number in each box)	<u>Activity</u> Indicate on a scale from 5 to 1 in which field you have developed most activities (5) hardly any activities (1), or no activities (0). )You can fill in a number in each box)
Employment stability	<b>4</b>		
Workweek			<b>0</b>
Health care			
Social security		<b>1</b>	<b>1</b>
Salaries	<b>2</b>		
Collective bargaining agreement	<b>3</b>	<b>2</b>	<b>4</b>
Eradication of discrimination		<b>4</b>	
Equal opportunities at work		<b>5</b>	
Health and safety	<b>5</b>		<b>3</b>
Trade union freedom	<b>1</b>	<b>0</b>	<b>5</b>
Child Labour			<b>2</b>
Forced Labour		<b>3</b>	
Reduction of informal employment			
Job creation			