

# ZIMBABWE CONGRESS OF TRADE UNIONS (ZCTU)



**8<sup>TH</sup> ORDINARY CONFERENCE**  
**29 September -1 October 2016, Pandhari Hotel, Harare**

## RESOLUTIONS

**We, the delegates attending the Zimbabwe Congress of Trade Union's 8<sup>th</sup> Ordinary Conference held at Pandhari Hotel in Harare from 29 September 2016 – 1 October 2016;**

### *Having*

- Participated in different thematic groups during the Pre-Conference workshops that came up with the ZCTU road map and recommendations for the Conference
- Discussed the General Council Report.
- Discussed the Treasurer General's Report.

### *Appreciating*

- The assistance received from cooperating partners and the Trade Union fraternity towards the preparations of both the Pre-Congress Workshops and the Congress.
- The solidarity of the international community and trade union fraternity, civic organisations to the cause of workers.

*Thereby make the following resolutions:*

## **I. ZCTU VIABILITY AND SUSTAINABILITY**

***After discussions on the state of the ZCTU and the financial crisis it is facing, Congress Resolved to:***

- Intensify membership recruitment, retention and renewal to bring back workers and unions who have fallen out of the ZCTU.
- Organise in areas that are not organised like the Kombi drivers, conductors and non-governmental organisations.
- Embark on recruitment in areas that are outside the realm of the ZCTU like the pensions sector.
- Speed up the affiliation of the Zimbabwe Chamber of Informal Economy Association (ZCIEA).
- Speed up the processing of applications by unions that have applied for affiliation.
- Render organising support to unions that either have large or growing numbers like the Commercial Workers Union of Zimbabwe.
- Minimise union fragmentation and splits and work towards union mergers.
- Come up with a clear and binding regulation on affiliation, terms of reference on payment of affiliation fees.
- Consider direct contribution by members to the federation.
- Conduct institutional audits to ensure unions are able to adhere to the ZCTU guidelines on payment of affiliation fees.
- Allow affiliates to hire some services they may need from ZCTU departments at a cost. e.g accounting services as an option to employment or consultancy hiring.
- Live within the organisational financial means in the short term.
- Consider restructuring of the ZCTU operations.
- Diversify sources and embark on income generation in the long term.
- Rebrand the ZCTU operations to attain its former glory and attract members.
- Clarify the role and position of ZCTU in the political environment.
- Redefine how to deal with the politics of the country without losing identity as a labour movement.

- Look at issues of governance of ZCTU and affiliates bring good governance and transparency in our resources.
- Ensure political will by the leaders so that they can embrace and deal with the challenges facing the ZCTU.
- Commission a research on the causes of unions to leave or withdraw subscriptions.
- Develop leadership capacity for effective unionism.
- Influence change of policies in both private and public sector towards attaining workers agenda.
- Reach out to everyone to encourage workers unity and solidarity.
- Define the role of cooperating partners.
- Implement various previous strategies on sustainability and viability.
- Review the constitution of ZCTU to be in line with the changed situation.
- Deal with employers that are not remitting union dues by using mechanisms at international level.
- Offer amnesty to unions in subscriptions arrears. The General Council to determine amnesty scales.

## **II. STATE OF THE ECONOMY**

### ***On the state of the economy Congress resolved that the Government should:***

- Promote import substitution and re-Industrialisation based on the promotion of market linkages and value chains, focusing on the sectors with potential for autonomous recovery and growth such as agriculture, mining and tourism.
- Promote inclusive (marginalised groups e.g. youths, women, people living with disabilities as well as marginalised regions) broad-based employment -rich/intensive growth and sustainable development.
- Rehabilitate and expand infrastructure (roads, rail, energy, irrigation and ICT), including in the rural areas, to enable inclusive recovery, pro-poor growth and human development.
- Promote fiscal discipline, transparency, accountability and enhance fiscal space for sustainable human development.
- Work towards transition from informality to formality, targeting productivity improvements in line with the ILO Recommendation 204 of 2015).
- Undertake socially-sensitive and inclusive public sector and public enterprise restructuring through social dialogue.
- Advocate for an inclusive arrears debt clearance, (both domestic and external) resolution and the international re-engagement process through social dialogue.

- Adopt and implement a stakeholder driven process, including a re-engagement driven recovery framework, such as the Interim Poverty Reduction Strategy Paper (I-PRSP) and PRSP processes. \*
- Develop and implement inclusive broad based national indigenisation policies that promote effective worker participation and national wealth creation.
- Consider adopting the South African Rand (ZAR) as a reference currency to promote national economic competitiveness while maintaining the current multi-currency regime.
- Promote good corporate governance and citizenry to facilitate national development.

***It was further resolved that the ZCTU should***

- Promote and sensitize members, stakeholders and policy makers on socio - economic rights outlined in the Constitution and demand their enforcement and the promotion of a rights-based development framework.
- Advocate and engage Government, Business and Labour as stakeholders on the need for inclusive policy formulation, problem-solving (participatory democracy); and negotiate for a social contract – based and driven socio-economic recovery and development framework.
- Promote and demand policy consistency, coherence and the emergence of an ethical and democratic developmental state.
- Demand the eradication of corruption and the imposition of punitive penalties on perpetrators through transparent, committed, accountable, ethical and dedicated leadership in both the private and public sectors.

**III. IDEOLOGICAL THRUST OF THE LABOUR MOVEMENT**

***The Congress agreed that ZCTU:***

- Advocate and demand for the implementation of the Beyond the Enclave development framework which advocates for rights based development in line with the 10 principles of ANSA.
- Reconstitute a constitutional watch dog owned by civic society organisations as was the case with the NCA.
- Continue to engage political parties in pursuance of the outcome of a developmental democratic state

## **IV. DECENT WORK**

***With the continued deterioration of the Zimbabwean economy and rising decent work deficit, the Congress resolved the following on Decent Work:***

### **(1) Employment Creation**

- Unions to negotiate provision of facilities and incentives for formalisation of the informal businesses through the NECs;
- ZCTU to demand repeal of unprogressive and draconian laws and policies that are hindering attainment of decent work;
- ZCTU to actively monitor and push government to implement its policies;
- Lobby government to offer incentives to encourage informal economy business entities to formalise within the framework of ILO Recommendation 204;
- Lobby government to set up suitable infrastructure for the informal economy businesses
- Facilitate affordable credit facilities for the low income informal businesses
- Embrace the concept of green economy as a means of creating green and decent jobs.
- Unions to demand NEC's to facilitate skills training and re-deployment programmes to support retrenched workers in the relevant sector.
- ZCTU to Advocate for adoption and implementation of pro-poor and inclusive job-rich economic policies in line with SDG No. 8 and other relevant SDGs.

### **(2) Rights at Work**

- ZCTU to Advocate and engage government to ratify and domesticate ILO Convention No.183, Convention No.189 and other new conventions and protocols that promote decent work.
- Trade unions to review collective bargaining agreements (CBAs) and incorporate the four pillars of decent work. \*
- Advocate for the application of fundamental principles and rights at work in all sectors especially in Special Economic Zones (SEZs).
- ZCTU to roll out a campaign against Wage Theft (non – payment of wages).

### **(3) Social Protection**

- Demand Comprehensive social protection within the framework of ILO Recommendation 202.
- ZCTU to drive the decent work agenda and strengthen its voice in all platforms.

- Demand transparency and accountability in management of public funds like NSSA and AIDS levy.
- Review of the NSSA Pensions Act and all the pensions' legislation with involvement of tripartite partners.

#### **(4) Social Dialogue**

- Build capacity for policy agenda setting and policy coalition with like-minded civic organisations
- Advocate for resuscitation of the TNF and implementation of the Kadoma Declaration.
- Demand participation and engagement in formulation and implementation of public and industrial policies at NEC and at TNF level.
- ZCTU to remain independent and not be involved in partisan politics.
- ZCTU and affiliates to demand for coherence in formulation and implementation of national policies
- Demand for the harmonization of the Labour Act and alignment to the Constitution and ILO Commission Of Inquiry Recommendations.
- Demand for the speeding up of legislation of the TNF
- Deepening the ZCTU engagement in the implementation of the transitional ZDWCP and influence the formulation of a new one.

#### **(V). SOCIO-ECONOMIC RIGHTS**

- ZCTU to develop strategies to ensure that socio-economic rights are achieved;
- ZCTU needs to organise and mobilize community and social partners around social economic rights awareness by educating, networking and creating coalitions
- The union should demand for participation and involvement in all public and industrial policies formulation.
- Trade unions should lobby for Universal Health Coverage for all;
- Trade unions should start being involved with local authorities and attend meetings and be action oriented
- ZCTU to advocate for rights based national budgets in line with the constitution and international benchmarks
- ZCTU and Affiliates should advocate for prioritization of service provision in sectorial allocations in national budgets
- ZCTU and Affiliates need to push for good governance in the public institutions;

- Affiliates should include social economic rights in collective bargaining agreements;
- Develop and implement education on civic participation.

## **(VI). STATE OF GENDER BALANCE IN TRADE UNIONS**

***After noting that Zimbabwe and trade unions have not been an exception to the trend of patriarchal practices and inequalities the Congress resolved to:***

- Develop gender sensitive policies in the workplace and trade unions as well as gender sensitive trade union constitutions, programmes and budgets;
- Intensify gender training and awareness workshops;
- Use Collective Bargaining Agreements (CBAs) as instruments towards gender equality;
- Develop up to date gender statistics databases in all affiliates;
- Promote participation of women and youths in decision making and in all trade union activities and programmes;
- Promote gender mainstreaming in all ZCTU and affiliate activities;
- Undertake gender audits in all ZCTU and Affiliates structures;
- Establish gender focal persons in Affiliates;
- Develop campaigns on topical gender issues (i.e. package-future of women at work, GBV, sexual harassment, trafficking, etc.);
- Establish gender perceptive teams in the affiliates and the workplace;
- Develop programmes on women's rights;
- Intensify campaigns against child labour and human trafficking;
- Advocate for the implementation of SDG No. 5 on Gender Equality.

***Realizing that the workplace demographics re changing with companies employing tertiary institutions graduates as general staff the Congress Resolves the following:***

- The ZCTU and its Affiliates raise awareness on trade union existence, its objectives and activities in tertiary institutions
- Advocate for the inclusion of trade union modules at tertiary institutions

***After considering that the media in Zimbabwe is heavily biased towards business and is controlled by those with political interests, Congress Resolved:***

- That ZCTU should work towards applying for a community radio broadcasting license.

***The Labour Economic Development and Research Institute of Zimbabwe (LEDRIZ) has been the research institute of the ZCTU for some years and several developments have taken place, the Congress therefore resolved:***

- To examine the terms of reference to establish if it is incorporating all the interests of the working class and remedies thereof

***Furthermore, the Congress accepted the following recommendations that emanated from the Young Workers' Conference and Women Advisory Conference:***

### **YOUNG WORKERS CONFERENCE RECOMMENDATIONS**

#### **Gender Equity**

- Labour Law Realignment To FACTOR IN GENDER EQUITY
- Increase young worker participation in all trade union programs and activities
- Training of trainers on gender based violence
- Awareness creation on gender equity
- Lobby affiliate unions to formulate gender policies (***Adoption of ZCTU Gender policy by affiliate unions***)
- Involvement of Young Workers in decision making structures and collective bargaining.
- Establishment/initiation of Gender Based Violence and Sexual Harassment educational activities at the workplace

#### **Labour Law Reform**

- Consolidate and support of labour law reform processes.
- ZCTU must support members aspiring to become parliamentarians to add labour sympathetic voices in the law making process.
- Voter and civic education at grassroots level for awareness creation.
- Push for the legalisation of the Tripartite Negotiating Forum.
- Hold regular labour forums.
- ZCTU to undertake protest actions working in conjunction with other stakeholders i.e the informal economy
- Cater for young workers in the informal economy

#### **Climate Change**



- Demand just transition towards environmentally sustainable economies and societies
- Policies must not be imposed on stakeholders by government.
- Programmes and policies to be designed with specific models for different economies and societies.
- Promotion of social dialogue among stakeholders
- Accountability on carbon tax payment
- Mainstreaming of climate change issues in trade union activities and programming.
- Establishment climate change desks at affiliate level
- Engage in Wetlands protection campaigns

### **Sustainability**

- Unions reaffirm their commitment to pay subscriptions to ZCTU.
- Payment of ZCTU levies
- Innovative of business investment ideas to generate income
- Young Workers to embark on income generating projects
- Motivate and retain ZCTU staff

### **Continuity**

- Young Workers structure to be fully supported in setting up district and regional YW Structures
- ZCTU to remain democratic, independent and militant.
- Link up ZCTU with the informal sector organisations and pro social justice groups.
- Create synergies with various youth organisations.
- Career guidance for young workers
- Serious engagement of the media

## **WAC CONFERENCE RESOLUTIONS**

### **WOMEN WORKERS RIGHTS**

<b>ISSUE</b>	<b>Affiliate Unions</b>	<b>ZCTU</b>	<b>Government</b>
<b>Equal Pay For Work Of Equal Value</b>	To engage in Collective bargaining at NEC level on Equal Pay.	Lobby government at TNF	Upholding of LA
<b>Right to maternity protection</b>	Negotiate for favorable conditions at NEC i.e non limitation of number of children and child	Labour law reform Lobby at TNF Intensify	Align Labour Act to the constitution

	spacing	Education and advocacy	
<b>Safe working environment</b>	Collective bargaining Negotiate for better working environment & <i>Protective Clothing</i> Develop Negotiation Skills through training of more women	Research and coordinate activities being done by women at affiliate level	Align the labour act to the constitution
<b>Non discrimination</b>	Training and education Improve existing CBA's	Training and education	
<b>Protection against sexual harassment</b>	Educate women on gender issues	Educate more women on sexual harassment issues and rights; ZCTU to encourage all unions to establish gender desks	Impose stricter penalties against perpetrators
<b>Freedom of association</b>	Intensify Education on ILS.	Education and training	Uphold the rule of law
<b>Right to strike</b>	Educate members on the right to strike; Unions to lead the demand for a full right to strike;	Awareness on rights	Align Labour Act to constitution scrap conditions
<b>Right to information</b>	Educate unions and improve on information dissemination	Educate and trainings	Uphold the rule of law
<b>Living wage</b>	Unions to continue to negotiate ( CBAs) at NEC for above PDL wages	LOBBY FOR PDL AT TNF Demos	Legislate the PDL
<b>Family responsibility</b>	Unions to lobby for Family Responsibility Leave through CBAs.	ZCTU to lobby for Family Responsibility Leave at TNF	Rectify the right
	SOCIO –ECONOMIC RIGHTS		
<b>Accessible and</b>	Research to inform CBAs	Awareness	Avail affordable

<b>affordable health Environment</b>	on health issues for women.	creation and capacity building on health issues for women.	and accessible health facilities
<b>Decent and affordable housing</b>	Unions must continue to demand Decent Work and Decent, Affordable Housing		Ban private developers
<b>Sufficient food</b>	Unions to demand food security from the Government through Demonstrations etc.	ZCTU to engage in national action to demand food security from the Government	Policy to ban gmo's Allocate land to women
<b>Compulsory primary education and equal access to education at every level of education</b>	Negotiate for paid studies in CBA's		Free basic education for all Revive social welfare
<b>Living wage</b>	Continue to demand PDL linked wages	ZCTU to lobby for PDL wages through the TNF	
<b>Ensure conducive economic environment</b>		ZCTU to demand from the Government action to restore the economy of the country.	
<b>Decent employment</b>	Continue to demand respect and protection of women workers rights Ensure programmes for Education on decent work for women are in place	Advocate for employment creation ZCTU to Intensify Education on decent work for women Continue to demand decent work	Create decent employment conditions / legislation
<b>Reliable transport</b>			Fulfill social welfare role
<b>Adequate and public utilities</b>	Demand Provision of free public toilets and	Demand Provision of free	No to boreholes in towns and

Refuse collection

public toilets and  
Refuse collection

Provinces

### GENDER AND CLIMATE CHANGE

ISSUE	TRADE UNION	ZCTU	GVT
<b>CLIMATE CHANGE</b>	Establishment of climate change & gender focal points at affiliate level. Scale up activities and programmes on green jobs and climate change Adoption OF CLIMATE CHANGE ISSUES IN TRADE UNION activities Trade Unions To Encourage Members To Go Green Approach other organizations & CSO'S for collaborations	Scale up activities and programmes on green jobs and climate change One day symposium on climate change and gender; Research on gender and climate change issues Monitor and evaluate the government's commitment towards equitable resource distribution	Inclusion into the school curriculum
<b>Government has a climate change policy which is not popularised</b>	Raise Awareness and educate on the national policy on climate change.	Scrutinize national policy and lobby parliament for improvement	Raise awareness through information dissemination