



Employers

JUNE 2018

Newsletter



Dear Members

Welcome to the June 2018 edition of our Newsletter, which focuses on:

1. Review of the 2018 Mutual Gains Negotiating Skills Course,
2. Brief on the Cooperation Program meetings,
3. Preview of the upcoming Green Jobs themed project.

We pledge to continue offering quality and demand driven services to members in the areas of Employment Law, Labour Relations, Executive Training and Development as well as Management Consultancy in Organisation Development. We urge you to continue engaging with us and specifically request that you update your contacts with us to enable us reach you effectively and timely.

I wish you pleasant reading.

EMCOZ Second Vice President
D. Mbauya

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Mutual Gains Negotiating Skills Course

REVIEW

RATIONALE FOR MUTUAL GAINS NEGOTIATIONS

Without assistance, the labour market will continue to engage in arguments based on rhetorical ideological posturing while the economy deteriorates. Business, on the other hand, emphasizes the bottom line. Both employers and workers benefit from effective negotiation. It is critical that Business acknowledges that the business models we have been using up to now are not sustainable so it cannot remain “business as usual”. It is equally critical that Labour acknowledges that standards of living can only be improved by creating wealth hence a bigger cake rather than by continuing to divide the existing wealth into ever smaller pieces in the hope of achieving equity. Above all, labour market decision makers have to learn the skill of negotiating to get what one wants in a sustainable manner.

2018 COURSE

EMCOZ held this year’s training course from 18 June – 21 June 2018 in Masvingo at Great Zimbabwe Hotel. This course was attended by negotiators (Business and Labour) at NEC LEVEL. It exposed participants to the art of professional negotiation and has been a game changer in all NECs who have undertaken the training. The Mutual Gains Negotiating Skills Course can also be offered as a refresher Course for those who have attended before.



Some of the participants at this years Negotiation skills workshop

Cooperation Program

BRIEF



EMCOZ hosted the representative from the Dutch Employers Cooperation Programme (DECP) for a week in Zimbabwe.

The purpose of the meetings was to explore areas of mutual interest between the two Organisations.

*In the picture:
DECP Representative J. Van der
Velde and EMCOZ Executive
Director J. Mufukare*

BACKGROUND

In 2008 the United Nations Environment Programme (UNEP), the International Labour Organization (ILO), the International Trade Union Confederation (ITUC), and the International Organization of Employers (IOE) jointly launched the Green Jobs Initiative. The purpose is to bring a just transition to a green economy by providing space for workers, employers, and governments to negotiate on policy effective in providing equitable opportunity to green jobs

COUNTRY CONTEXT

In partnership with the ILO country office for Zimbabwe and Namibia, together with the tripartite partners in Zimbabwe, EMCOZ will participate in a project on the theme of “Green Jobs”. More details to follow in the coming months

GREEN JOB DESCRIPTION

Basically jobs that are considered to be “Green Jobs” have the following qualities:

- Improve energy and raw materials efficiency
- Limit greenhouse gas emissions
- Minimize waste and pollution
- Protect ecosystems
- Support adaptation to the effects of climate change

