



Employers

OCTOBER 2018

Newsletter



Upcoming Event

Collective Bargaining summit

21 - 24 November 2018

Troutbeck Hotel,
Nyanga

Dear Members

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

1. Employers consultations on National Pensions Schemes proposals,
2. Launch of the Green Enterprise and Innovation in Zimbabwe,
3. A preview of the upcoming Collective Bargaining Summit.

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. Mbuya

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The meeting in pictures



EMCOZ first vice president, Dr Israel Murefu delivering his welcome remarks



Interactive participants at the meeting

BACKGROUND

The Presidential Commission of Inquiry Into Pension Funds (2015) was set up to inquire into the evaporation of people's savings in Pension funds at dollarization in 2009 and come up with recommendations as to how to bring equity between the Pension Funds and contributors as well as make recommendations on Pension Fund oversight going forward. One of the recommendations made was that the Insurance and Pensions Commission, (IPEC), which reports to the Ministry of Finance, should have oversight of ALL Pension Schemes in the country, including the National Social Security Authority, (NSSA) National Pension Scheme. The Ministry of Public Service, Labour and Social Welfare, which administers the NSSA Pension Scheme through a Tripartite Board of Directors, put the issue to the Social Partners for a response.

CONTEXT

EMCOZ organized this half day meeting (co-hosted with the Institute of People Management of Zimbabwe) on the 18th of October to allow employers to discuss this issue. After both IPEC and NSSA had outlined their cases, the Social Partners requested for more time to consult on the issue.

RESOLUTIONS

From the meeting, the following resolutions were made:

- The evidence placed before the meeting indicated weaknesses in the current NSSA supervisory mechanism.
- It was the responsibility of the Social Partners to address these weaknesses through the Tripartite Negotiating Forum.
- There was, therefore, no need at this moment, to increase the number of supervisory layers at NSSA as this was not likely to be cost effective.

LAUNCH OF THE GREEN ENTERPRIZE AND INNOVATION IN ZIMBABWE

PROJECT LAUNCH

CONTEXT

The Swedish Funded Green Enterprize and Innovation in Zimbabwe was launched on the 16th of October 2018. The International Labour Organisation is implementing the project with the support of the Employers and Workers organisations. The project is focused on three areas of work: Skills Development, Green Entrepreneurship, and Responsible Business.

At the launch Event, EMCOZ outlined the impact of Climate change on enterprises in particular for those enterprises that will emerge, contract or adapt as a result of climate change policy. EMCOZ listed the practical service employers organisations can provide to enterprises around climate change policy and also underscored the important role employers' organisations play in the achievement of sustainable development goals.

Event summary: A text report on the launch event is available online on the ILO website:

https://www.ilo.org/addisababa/countries-covered/zimbabwe/WCMS_647827/lang--en/index.htm

Event proceedings: A 2 hour video recording of the launch event is available online on the Green Enterprize and Innovation Facebook page:

<https://www.facebook.com/160144724925923/videos/257562818237439/>

The event in pictures



Matongo giving remarks on behalf of Employers



COLLECTIVE BARGAINING SUMMIT FOR 2019

EVENT PREVIEW

OVERVIEW

This bipartite workshop aims at knowledge sharing and capacity building of Zimbabwe Social Partners and relevant stakeholders on the link between Productivity, competitiveness and economic sustainability in the new Zimbabwean Dispensation. Economic volatility is creeping back into the economy with inflation at 4.8% as at the end of August, 2018 and announcements that there will be an increase in fuel prices in September, 2018 which will have a significant effect on inflation. Expectedly, workers are agitating for an increase in remuneration to cushion them against the rising cost in living. Employers, on the other hand, plead incapacity to absorb any further increases in the cost of production without passing it on to the consumer, thereby further fueling inflation. The Nation fears a return to 2008. This Summit will focus on how to fund the wage increases that workers are agitating for without destabilizing the economy even further and bringing about “unintended consequences”. The Summit will be briefed on the current trends in the economy and the likely scenarios going forward. Before going into full brain-storming sessions to find the appropriate way forward.

VENUE: *The Troutbeck Hotel, Nyanga.*

DATES: *21 – 24 November 2018*

TARGET AUDIENCE

- *Decision Makers;*
- *Leadership of Employers’ Associations;*
- *Leadership of National Employers’ Associations.*



BOOKINGS & ENQUIRIES

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