

*Employers Confederation of Zimbabwe
(EMCOZ)*

EMCOZ Quarterly Newsletter

Oct-Dec, 2021

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Dear Members

Welcome to the 2021 4th quarter edition of our Newsletter which delves on:

1. EMCOZ 39th Annual General Meeting (AGM);
2. National formalization strategy consultation meeting;
3. Breakfast meeting: unpacking the labour amendment bill;
4. Stakeholder engagement;
5. EMCOZ 39th Annual Congress: Beyond the COVID-19 Crisis: A Workplace in Transformation;
6. GBV and Sexual Harassment – a Workplace in Transformation;
7. EMCOZ Collective Bargaining (CB) Summit 2021.

The EMCOZ AGM was composed of six-fold agendas namely, convocation; confirmation of minutes of the 38th EMCOZ AGM; matters arising from the confirmation of minutes of the 38th EMCOZ AGM; the President's report; to receive and consider the audited accounts and report of the auditors; and to elect office bearers. In order to improve the quality of the EMCOZ formalization strategy, the national formalization consultation meeting was held. In a bid to make sure that the employers' views are well

represented in the labour act, a breakfast meeting was held during which the labour amendment bill was thoroughly discussed and constructively critiqued. EMCOZ also held a virtual workshop with its stakeholders in order to walk them through the organization's vision, mission, achievements to date and future prospects. In an attempt to come up with strategies that would not only give impetus to sustainable economic growth and development in the country but also foster workplace transformation and ensure business resilience and sustainability, EMCOZ held the 39th annual congress. In order to effectively formulate and implement workplace GBV and Sexual Harassment policies, EMCOZ held a workshop with all relevant stakeholders. Last but not least EMCOZ held the CB summit under the umbrella theme "Sustainable Social Partnering in Disputed Labour Landscape".

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 Organization 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 President

Mr. D. Mbuya

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1. EMCOZ 39TH ANNUAL GENERAL MEETING

1.1 BACKGROUND

The following members were present:

1. Dr. I. Murefu – FBC Holdings
2. Dr. P. Chitagu – Schweppes Zimbabwe Limited
3. Dr. E. Muvuro – Chamber of Mines Zimbabwe (COMZ)
4. Eng. Matope – Zimbabwe Manpower Development Fund (ZIMDEF)
5. Mrs. K. Kowo – Zimbabwe Energy Regulatory Authority (ZERA)
6. Mr. D. Mbuya – Schweppes Zimbabwe Limited
7. Mr. F. J. Dube – Institute of Administration and Commerce (IAC)
8. Mr. S. Ncube – Arenel (Pvt) Ltd
9. Mr. S. Munorovesa – Zimbabwe Sugar Milling
10. Mr. S. Chikwati – ZB Financial Holdings
11. Mr. C. Mutingwende – Industrial Development Corporation of Zimbabwe
12. B. Ncube – Environmental Management Agency (EMA)
13. M. Dlamini –
14. Mrs. N. Mukwehwa – EMCOZ
15. Mr. E. Hweru – EMCOZ
16. Mr. E. Sachikonye – EMCOZ
17. Ms. B. Chiunda – EMCOZ
18. Mr. T. Nyoni – EMCOZ

1.2 CONTEXT

The meeting was characterised by six-fold agenda items shown below:

Agenda	Item	Action
1	Convocation	The members endorsed that the 2021 EMCOZ AGM was constitutionally convened
2	Confirmation of Minutes of the 38th EMCOZ Annual General Meeting	Minutes of the 38th AGM adopted
3	Matters Arising From Agenda Item 2	The members adopted the matters arising report
4	The President's Report	Dr. Murefu tabled his report
5	To Receive and Consider the Audited Accounts and Report of the Auditors	Mrs Ncube presented the audited accounts
6	To Elect Office Bearers	Election of EMCOZ President, Mr Mbuya;



		<p>Election of First Vice President of EMCOZ – Mr Dube; Election of Second Vice President of EMCOZ, Eng. Matope; Election of Three Members of the Executive Committee – Mrs Kowo, Mr Mutingwende; Mr Dlamini; Appointment of Auditors Election of Three Members of the Finance Committee; Election of Chairs of the Finance, Labour and Training Committees.</p>
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2. NATIONAL FORMALIZATION STRATEGY CONSULTATION MEETING

2.1.BACKGROUND

On the 13th of October 2021, EMCOZ held the national formalization strategy consultation meeting. Formalization is the process of bringing informal workers and economic units under the coverage of formal arrangements, while ensuring opportunities for income security, livelihoods and entrepreneurship (ILO, 2015). The main thrust of the consultation meeting was to come up with stakeholder driven strategic policy pathways that would give impetus to sustainable formalization of the informal sector in the country.

2.2 CONTEXT

The meeting was attended by delegates from government, business and labour. The meeting covered various topics including:

- The causes of informalization;
- Importance of formalization;
- What employers want to see in the formalization strategy;

3. BREAKFAST MEETING: UNPACKING THE LABOUR AMENDMENT BILL

3.1. BACKGROUND

The hybrid breakfast meeting was held on the 14th of October 2021 at Harare at National AIDS Council (NAC) head office. Hosted by EMCOZ, the event ran under the theme “Unpacking the Labour Amendment Bill 2021”.

3.2 CONTEXT

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The main presenter was Mr Maguchu of the Maguchu & Muchada Attorneys. A number of delegates from various organizations attended the meeting, either physically or virtually, particularly those representing employers. The presentation by Mr. Maguchu uncovered quite a number of issues that need to be addressed particularly from an employer's point of view and these included fixed term contracts, termination of employment contract, retrenchment, dispute resolution, designated agents and labour brokers.

4. STAKEHOLDER ENGAGEMENT

4.1. BACKGROUND

The meeting was held virtually on the 26th of October 2021 and hosted by EMCOZ. It was attended by chairpersons of business associations.

4.2 CONTEXT

The main presenter was the newly elected President, Mr Mbuya. He delved on the following issues, the vision and mission of EMCOZ; structure of EMCOZ; EMCOZ's partners; key achievements; areas of strategic focus; and value addition to membership.

5. EMCOZ 39TH CONGRESS – BEYOND THE COVID-19 CRISIS: A WORKPLACE IN TRANSFORMATION

5.1 BACKGROUND

As businesses and workers continue to grapple with losses in employment and income caused by the COVID-19 crisis, social dialogue is becoming an increasingly relevant mechanism for employers' organizations to find joint solutions with Government and employees' organizations for a lasting recovery.

5.2 CONTEXT

The 39th EMCOZ Annual Congress was held under the umbrella theme "Beyond the COVID-19 Crisis: A Workplace in Transformation". The main thrust of the congress was to come up with strategic policy resolutions that would not only give impetus to sustainable economic growth and development in the country but also foster workplace transformation and ensure business resilience and sustainability. The congress took place at Manna Resorts in Glen Lorne in Harare on the 28th and 29th of October 2021 and was sponsored by the Zimbabwe Manpower Development Fund (ZIMDEF), Schweppes Zimbabwe Limited, Truworths, Belina Payroll, Arenel Private Limited, First Mutual Holdings Limited, United Refineries Limited, Ingwebu Breweries, Zimbabwe Independent, FBC Holdings Limited and Dairibord Holdings. The congress was attended by a number of delegates from government, business and labour.

The workshop presentation included the following:



Title of Presentation	Presentation Content
Effects of COVID-19 on Business: Immediate Socio-Economic Responses to COVID-19 in Zimbabwe	Performance of the economy since 1980; Impact of the COVID-19 pandemic; How to fix the economic ills in the country
Adapting Employees' Skills and Roles to the Post-Pandemic Ways of Working in Order to Build Operating Model Resilience	The world before COVID-19; The world post COVID-19; COVID-19 Implications; New Ways of Work; The workplace going forward.
Keeping the Workplace Safe: Employers' and Employees' Obligations	OSH performance in the country; COVID-19 workplace guidelines
Addressing the Role of the Vaccine in Workplace COVID-19 Prevention: How to Weed through Misinformation, Mistrust and Improve Worker Protection	Overview of COVID-19 epidemiology; Misinformation and mistrust; Vaccines and vaccination
Leadership Coaching as a Strategic Business Agenda	Qualities of a good leader; Leadership development
Social Dialogue: Towards a Resilient Work Contract	Bipartite social dialogue; Tripartite social dialogue

5.3 RESOLUTIONS

The following resolutions were a culmination of the deliberations:

- There is need for formulation and operationalization of a social contract;
- There is need for continued social dialogue amongst social partners in order to enhance business resilience and sustainability;
- There is need for Government to control market distortions;
- There is need for the Government to control inflation;
- There is need for Government to address the external debt problem;
- The Government needs to also address governances, particularly the issue of corruption;
- Employers and Government should engage on equity financing in order to fund business expansion and stimulate resilient business continuity;
- Companies are encouraged to explore strategic alliances in order to smoothly maneuver new markets, improve their product lines and or develop competitive edges against their competitors;
- Employers need to expand beyond traditional resilience planning strategies and start considering contingency planning in order to reinforce business resilience;
- HR practitioners should be quick to identify issues that need urgent communication and communicate quickly and also create a culture of preparedness;
- There is need to reinforce employee wellness;
- Captains of industry need to transform from being a Leader to being a Couch/Mentor;



- Companies need to develop leadership competency models;
- Each company should have a succession plan as a way of preparing for the unknown future;
- Employers need to embrace up-skilling and re-skilling initiatives;
- There is need to intensify soft and technical skills training;
- There is need for accelerated digital transformation;
- There is need to inculcate a culture of preparedness amongst all social partners;
- Companies need to continuously and religiously enforce and implement COVID-19 guidelines;
- There is need to fight misconceptions, myths and misinformation about COVID-19, for example, by getting information from reliable sources such as the Ministry of Health and Child Welfare;
- There is need for the Government to continue rolling out vaccination programmes;
- Companies need to design pandemic – specific policies and procedures. In the case of the COVID-19 pandemic, there is need for COVID-19-specific policies and procedures;
- Social partners need to desist from focusing on merely surviving in a crisis and move towards thriving in a crisis;
- There is need for implementation of OSH management systems for all;
- There is need for full development of the OSH promotional framework for the country.

6. GBV AND SEXUAL HARASSMENT – A WORKPLACE IN TRANSFORMATION

6.1 BACKGROUND

On the 5th of November 2021, EMCOZ held a meeting on strengthening capacity of employers and businesses to effectively engage in developing workplace policies responding to GBV and Sexual Harassment. The theme of the event was “A Workplace In Transformation”. The meeting was held at Rainbow Towers hotel in Harare. Several delegates from across the various sectors of the economy attended the event.

6.2 CONTEXT

The workshop was characterised by five presentations whose topics are as follows:

- Unpacking C190: Abolition of GBV and Harassment at the Workplace: ILO Perspective by Mrs Ida Chimedza;
- Violence and Harassment at the Workplace: Work Perspective Ms Fiona Magaya;
- Violence and Harassment at the Workplace: Labour Act by Mr Langton Ngorima;
- Unpacking the Zimbabwe Gender Policy by Ms Fiona Magaya;
- EMCOZ Collective Bargaining (CB) Summit 2021.
- Managing Violence and Harassment at the Workplace: What are the issues for work place: Policy perspectives by Mrs Ida Chimedza.

7. EMCOZ COLLECTIVE BARGAINING (CB) SUMMIT 2021

7.1 BACKGROUND



Sustainable social partnering plays a key role in shaping economic, labour and social policies that promote business continuity and the upward convergence of living and working conditions of employees in Zimbabwe. Crisis management, the anticipation and management of change, long-term planning, the capacity to innovate and sound business governance and trust-based cooperation between social partners is paramount to effectively respond to the challenges Zimbabwe is confronted with, and also to address the COVID-19 crisis. Given the unprecedented nature of the crisis and the staggering counter effects on work place caused by the COVID-19 pandemic, sustainable social partnering has taken a more meaningful relevancy.

7.2 CONTEXT

The EMCOZ CB Summit was held under the umbrella theme “Sustainable Social Partnering in a Disrupted Labour Landscape”. The main thrust of the summit was to come up with strategic policy resolutions that would not only give impetus to sustainable social partnering in the country but also foster workplace transformation and ensure business resilience, continuity and sustainability. The summit took place at Golden Peacock Villa hotel in Mutare on the 2nd and 3rd of December 2021 and was sponsored by Schweppes Zimbabwe Limited and Ingwebu Breweries. The summit was attended by a number of delegates from government, business and labour.

The workshop presentation included the following:

Title of Presentation	Presentation Content
Emerging stronger from the COVID-19 pandemic	<ul style="list-style-type: none">• Macroeconomic status• Effects of the COVID-19 pandemic• Recovery strategies
Relevance of National Employment Councils in CB	<ul style="list-style-type: none">• NECs were explained• Role and structure of NECs
Trust building as an ingredient to enhance effective CB at workplaces	<ul style="list-style-type: none">• Importance of trust in the business world• Pillars of trust• How to build trust in the workplace• Tactics for success in building trust
Going through social partnering in skills development	<ul style="list-style-type: none">• Sectorial bodies and skills development• Social partners and curriculum development
Impact of concluding CB through arbitration; The proposed Labour Bill and its impact on both employer and employee	<ul style="list-style-type: none">• Bargaining rights and the Labour Act;• Types of arbitration;• Effects of the proposed labour bill on both business and labour

7.3. RESOLUTIONS



In order to revive the economy of Zimbabwe in a disrupted labour landscape; the following resolutions that emanated from the summit ought to be put into consideration by all relevant stakeholders:

- There is need for continued social dialogue amongst social partners;
- There is need for Government to address all macroeconomic fundamentals, especially inflation and exchange rates;
- There is need for Government to address the external debt problem;
- The Government needs to also address governance issues, particularly the issue of corruption;
- Companies are encouraged to explore strategic alliances in order to smoothly maneuver new markets, improve their product lines and or develop competitive edges against their competitors;
- There is need to reinforce employee wellness especially with regards to the COVID-19 pandemic;
- Employers need to embrace up-skilling and re-skilling initiatives;
- There is need to intensify soft and technical skills training;
- There is need for accelerated digital transformation;
- There is need to inculcate a culture of trust and respect amongst all social partners;
- Companies need to continuously and religiously enforce and implement COVID-19 guidelines;
- There is need to fight misconceptions, myths and misinformation about COVID-19, for example, by getting information from reliable sources such as the Ministry of Health and Child Welfare;
- There is need for the Government to continue rolling out vaccination programmes;
- Strengthening health systems through ensuring universal health coverage, expanding social protection coverage, investing in the digital economy to enhance access to public services such as education and scaling up productivity enhancing investments in housing, clean energy, water, and sanitation in order to initiate and sustain an inclusive, equitable and sustainable COVID-19 recovery and mitigate the fallout from future crises;
- There is need for the Government to keep resources in reserve for times of crises such as the COVID-19 pandemic. For example, a number of countries have been drawing down on their sovereign wealth reserves to sustainably finance their responses to the COVID-19 pandemic. This therefore implies the need for the country to fully operationalize the Sovereign Wealth Fund in line with the Sovereign Wealth Fund of Zimbabwe Act, 2014. The Sovereign Wealth Fund will also go a long way in helping to mobilize domestic savings to finance critical productivity enhancing and poverty reducing investments in key sectors of the economy;
- There is need for the adoption of a holistic approach to development, integrating economic and social imperatives;

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- The plethora of taxes, levies and statutory fees must be reduced and streamlined through the adoption of a uniform and simplified tax regime;
- Social partners need to negotiate salaries and benefits that are valued and expressed in a currency that is stable;
- Need for the Ministry of Labour to promulgate specific NEC Regulations in relation to holding of Annual AGMs to make councilors account to their members, separation of secretariat and the board of councilors, setting up an independent body that determine the allowances of councilors, regulate number of meetings and tenure of office for councilors;
- NECs should include production based target bonuses in their CB;
- CB should also include Digital Labour Platform Employees;
- CB should include Virtual Collective Bargaining Management protocols to address issues like data access, protection and portability;
- CB should include issues of safety for platform based employees;
- CB should include clauses from ILO Conventions that grant rights and guarantees for platform workers;
- There is need for Government to avail funding to operationalize the National Productivity Institute;
- Government should rectify C190 as soon as possible;
- There is need for formalisation of the economy;
- There is need for enforcement of laws when implementing the formalisation strategy;
- There is need to tackle the energy challenge in Zimbabwe in order to help improve the doing business or investment climate;
- There is need for the Government to ensure transparency and accountability in the utilisation of the Special Drawing Rights (SDR) allocation.