

What should the government do to promote decent work?

1. Design and implement pro-decent employment macroeconomic policies and strategies, in line with the ILO Declaration on Fundamental Principles and Rights at Work (1998);
2. Ensure that employment targets are integrated in all government policies;
3. Speed up the implementation of the ILO Recommendation 204 concerning the transition from the informal to the formal economy through effective social dialogue;
4. Commit to fully finance the Decent Work Country Programme for Zimbabwe;
5. Ensure partnerships, private development financing, trade and foreign direct investment agreements do not come at the cost of sacrificing fundamental human and workers' rights and in particular women worker's rights. Focus should be placed not only on the quantum of employment but the quality of the employment created and its propensity to catapult the majority of the people from high poverty and "working poor" status to productive and sustainable and decent livelihoods.
6. Address the persisting high levels of youth unemployment and underemployment through investment in active labour market policies and programmes, quality public education and vocational training and systematically take measures to increase labour demand in general.
7. Fast-track the establishment of an institutionalised and independent Tripartite Negotiating Forum (TNF) to facilitate effective national social dialogue. The Government must take the lead in championing social dialogue across all social partners.

What should trade unions do to promote decent work?

1. Educate, train and conscientise workers on the DWA so that they can demand decent work from their employers;

2. Use of social media to undertake e-campaigns, e-organising, e-training and e-mobilization in order to create urgency among workers on decent work agenda;
3. Undertake continuous evidence-based research on decent work so as to effectively inform policy;
4. Use of the SDG framework to demand from the government progress towards the achievement of SDG 8.
5. Advocate for job-rich policies and strategies from the Government including financing of the Decent Work Country Programme for Zimbabwe;
6. Updating trade union constitutions and collective bargaining agreements to be decent-work friendly;
7. Continue lobbying and advocating for the alignment of the labour law to the national constitution; and,
8. Forge alliances with like-minded organisations in order to amplify voices to demand pro-decent work policies and strategies from the Government.

What should employers do to promote decent work?

1. Promote social dialogue at the workplace by working together with trade unions to ensure functionality of Works Councils, Workers Committees and Occupational Safety, Health and Environment (OSHE) Committees;
2. Respect the fundamental rights of workers concerning collective bargaining and freedom of association in line with the ILO Declaration on Fundamental Principles and Rights at Work (1998), and ILO Conventions 87 and 98;
3. Allow trade unions' right to engage in negotiations for setting proper wages and working conditions for the benefit of all workers and industrial peace.



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DECENT WORK ZIMBABWE

A PRIORITY FOR TRADE UNIONS



The decent work concept was formulated into an agenda that is now commonly referred to as the Decent Work Agenda (DWA), adopted by the International Labour Organisation (ILO) at its 87th Session in 1999.

According to the ILO, decent work sums up the aspirations all people have for their working lives. "Decent Work for All" is therefore the principle that guides the ILO's work.

In Zimbabwe, promoting decent work remains the everyday life of trade unions in Zimbabwe because of the centrality of decent work in promoting decent livelihoods for workers and their families. Decent work is at the heart of trade union work because it is one of the main drivers of economic growth and sustainable development.

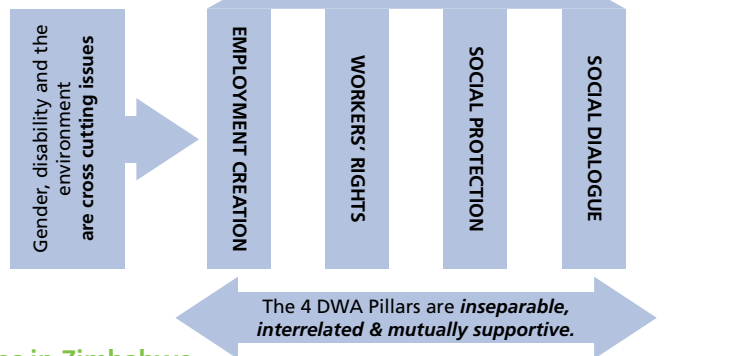
What is "Decent Work"?

- Is productive and meaningful
- Pays a living wage
- Gives security and social protection for the worker and his/her family
- Gives freedom to express workers' rights and concerns
- Provides human dignity
- Provides equal opportunity and treatment for all women and men

What is the “Decent Work Agenda”?

The Decent Work Agenda (DWA) is built upon four pillars namely:

- **Employment (job) Creation**
- **Workers’ Rights**
- **Social protection**
- **Social Dialogue**



Decent Work Challenges in Zimbabwe



Work that traps people in bondage or poverty (rather than releasing them from it), or exposes them to hazards, discrimination or insecurity, does not allow individuals – or the economies they are part of - to advance and fulfil their potential – ILO, 2019

How to domesticate the DWA?

In order to achieve progress towards decent work at national level, the ILO provides the national social partners (government, employers and trade unions) with technical assistance and support to develop Decent Work Country Programmes (DWCPs). The government, employers and trade unions come together to define the priorities and the targets for the DWCP drawing from the 4 pillars of the DWA. The role of the ILO is to provide support in formulation and implementation of the DWCPs.

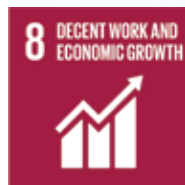
Zimbabwe is now in its fourth generation of the DWCPs. However, the challenge is the lack of political will from the government to fund and fully implement of the DWCP for Zimbabwe.

What about “Gender and Disability” in the DWA

Gender and disability are cross-cutting issues in the decent work agenda. Equality of opportunity and treatment for women and men and inclusivity are at the forefront of the DWA.

DWA and the Sustainable Development Goals (SDGs)

The importance of decent work in achieving sustainable development is highlighted by SDG 8 on “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.” For instance, when workers have decent work they are able to ensure food security (SDG 2), afford medical costs (SDG 3), send their children to schools (SDG 4), and improve their well-being (SDG 1).



- Deindustrialisation & structural regression of the economy
- Youth unemployment
- Underemployment
- Rising informalisation of work & precarious jobs (contract, part-time, fixed-term, etc)
- Absence of measurable employment targets in macroeconomic policies
- Lack of a comprehensive labour market information system that enables tracking of progress in achieving decent work



- Low levels of social protection coverage especially pension cover
- Paltry monthly pensions inadequate to cover the basic needs
- Erosion of pensions due to hyperinflation and unstable currency regime
- Non-remittance of pension to the National Social Security Authority (NSSA) and other statutory payments by employers
- Denial of maternity benefits by employers



- Violation of freedom of association and collective bargaining
- Lack of Personal Protective Clothing (PPC) & Personal Protective Equipment (PPE)
- Wage theft
- Victimization of workers who want to join a trade union of their own choice
- Unpaid overtime
- Gender based violence especially sexual harassment of women
- Multi-tasking which is not accompanied by improved remuneration of multi-training
- Non-remittance of union dues by employers



- Deadlock of collective bargaining cases which remain forever unresolved
- Delay in the institutionalisation of the Tripartite Negotiating Forum (TNF)
- Refusal by employers to award wage increases, and non-compliance with agreed wage
- Political interference in collective bargaining by governments and political elites
- Non-functional Works Councils and Workers’ Committees
- Lack of fully functional labour market institutions such as the labour inspectorate & the labour court



DWCP Generation	Period of implementation	DWCP Priority Areas
1st Generation	2005-07/09	1. Poverty reduction through employment creation; 2. Social Protection and Reduction of the impact of HIV and AIDS at the workplace; and 3. Upholding and strengthening of social dialogue and tripartite consultation.
2nd Generation	2009-11	1. Employment and poverty; 2. Social protection and HIV and AIDS at the workplace; 3. Tripartism, social dialogue and industrial relations; and 4. Gender equality and women empowerment.
3rd Generation	2012-15/17	1. Promoting Productive Employment and Decent Jobs; 2. Improving the application and implementation of international labour standards; 3. Strengthening Social Dialogue capacities and processes for sustainable socio-economic development; and, 4. Coverage of Social Protection Increased Through Mainstreaming Elements of the Social Protection Floor.
4th Generation	2018-2021	1. Employment Creation Promotion; and, 2. International Labour Standards in Zimbabwe.