ZIMBABWE - LABOUR

1987 - 1989
HARARE — Four gold miners were killed on Tuesday when a rock fell and trapped them underground at Chakari mine in Zimbabwe's Midlands province, the mine owners said. A spokesman gave no other details. — Sapa-Reuters.
Freeze on
wages and
strict price
control for
Zimbabwe

Argus Africa News Service

HARARE.—In a bid to give
the ailing Zimbabwean econo-
my a breathing space, Mr Rob-
ert Mugabe’s government has
introduced a wage freeze and
promised stricter price control.

Finance Minister Dr Ber-
nard Chidzero said the wage
freeze would not affect normal
annual increments fixed by
employment contracts in both
the public and private sectors.

But it means there will be no
rise in minimum wage levels
—a severe test for the govern-
ment’s standing with workers.

BATTERED

The Congress of Trade
Unions has been demanding a
50 percent rise in the minimum
wage—which had been ex-
pected to go up by 10 percent
in July.

The Zimbabwean economy
has been battered by the
drought, a severe shortage of
foreign exchange, a crippling
debt burden, a budget deficit of
more than $1-billion and in-
flation officially running at more
than 14 percent and unof-
ficially estimated at more than 20
percent.

Dr Chidzero said the price of
basic commodities would be
strictly controlled. Analysts
say this amounts to a freeze on
prices of essentials.

“An Incomes and Prices
Commission should be in op-
eration by the beginning of next
year, when the wage freeze
will be reviewed.”

“BITTEN BULLET”

He stressed that the new
moves had been agreed by cab-
inet ministers representing the
interests of different sectors of
the economy.

“We are trying for a period
of consolidation,” he said.

The Herald newspaper today
congratulated the government
for having “bitten the bullet”,
saying the decision could not
have been easy.

“All we are asked to do is
tighten our belts for a relative-
ly short period so that the
eco
omy can right itself,” an
editorial said.
Partial freeze on Zimbabwean wages

From MICHAEL HARTNACK
HARARE. — Zimbabwe's Minister of Finance, Economic Planning and Development, Bernard Chidzero, yesterday announced a six-month programme of tight government controls over price and wage increases.

The partial freeze means Zimbabwe's 140,000 civil servants and 1.1m Africans in formal employment will have to wait until January 1988 for pay increases, after a year in which the Zimbabwean dollar depreciated 14% to 18% in real buying power.

Farm workers and domestic servants, the lowest paid categories recognized by Robert Mugabe's government, will have to ride content with their present R103 minimum monthly wage (which is no longer required to include free rations). The urban factory worker's minimum wage of R191 a month is also pegged.

Chidzero told a press conference that pressures on the Zimbabwean budget included the need to spend up to 25% of the country's total foreign exchange earnings — some R720m a year — repaying overseas debts.

Zimbabwe regards defence of the Beira Corridor and maintenance of a Frelimo government in Maputo as essential to its survival, but the war in Mozambique is believed to be costing Zimbabwe over R1.3bn a day.

Among government plans is the spending of R110m on a "Food for Work" famine relief scheme in drought-stricken areas of the country. Locals will receive R2.40 a day for participation in rural development projects.

According to the latest statistics, 100% inflation has left lower paid urban blacks worse off in real purchasing power than they were before independence in 1980.
Zimbabwe beer SA plan shelved

HARARE - The government of Zimbabwe would like to see the world's largest brewing company, Coca-Cola, take over one of the country's biggest breweries to help create jobs and boost the economy.

The plan, which has been given the go-ahead by the government, would see Coca-Cola take over the Zimbabwe Breweries plant in Bulawayo.

The move follows a similar deal in South Africa, where Coca-Cola bought a majority stake in South African Breweries late last year.

Zimbabwe Breweries, which is owned by South African Breweries, has been struggling to keep up with demand due to the economic crisis in the country.

The deal is expected to create thousands of jobs and help boost the economy, which has been hit hard by the crisis.

The government has been pushing for the deal to go ahead as a way of providing much-needed employment.

However, there have been concerns from some quarters about the impact of the deal on the local brewing industry.

Meanwhile, the government has also been trying to attract other foreign investors to the country, with a focus on the mining and manufacturing sectors.

The government has been working to attract foreign investment to help boost the economy, which has been hit hard by the crisis.

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Some Anglo advice from Zimbabwe

South African managers should pay close attention to the lessons being learnt across the border. Otherwise, they'll have to learn them all over again.

HILARY JOFFE talks to Anglo's Ellis Ngugama

"You can't expect a man to drive a Mercedes when he's never owned a bicycle," says Ellis Ngugama, manager, Anglo American Corporation Services Ltd in Zimbabwe. And he argues that if business in South Africa is to avoid being forced to put undertrained people into positions of responsibility in the future, it must anticipate change now.

When Ngugama addressed delegates to the Institute for Personnel Management Convention this week, he didn't talk about whether or not there would be change in South Africa. He assumed change and talked about what business should be doing to shape and anticipate the future.

In an interview with Weekly Mail he said he believed it was essential for South African managers to begin "the dialogue of change" rather than change being forced on them.

Business in Zimbabwe was particularly ill-prepared for change, he says, when they had to promote blacks because of government legislation, social pressure or because skilled whites had left the country, untrained people were put in responsible positions — resulting often in maladministration and "poor organisational performance" — and confirming stereotypes and prejudices about black people.

He points to the lessons of the Zimbabwean experience for South Africa, urging managers to establish training and staff development programmes to prepare their workers to assume responsible positions in the future. If business people initiate this now, "you will be able to employ someone not for window dressing but because you know he can do the job and the organisation can be comfortable with him," Ngugama says.

"The business community must not wait for government to remove laws — it is supporting an anachronism because it is not bold enough to take the initiative."

Economic expansion in South Africa would be essential in the process — so that whites who would not find their jobs threatened and so that black expectations would be met.

And Ngugama argues the way to that expansion would be stronger ties between South Africa and the African countries of the SADCC and Preferential Trade Agreement, which includes southern and central and east Africa and Angola.

"If South Africa were free and acceptable to SADCC and the PTA, you can imagine the volume of economic expansion SA would have," he says. South African products and technological knowhow would be in high demand and there would be advantages for the region as a whole.

Although the parallels between South Africa and Zimbabwe should not be overemphasised, he does believe it's important that Zimbabwe set an example of successful change.

He's been in both business and government — he was audit general before he joined Anglo — and he acknowledges there have been issues of conflict between the two. One problem for business has been the stigma attached to multinationals.

And while business in Zimbabwe was emphasizing that it had to earn returns sufficient to pay wages, buy machinery and pay dividends to its shareholders, the government was stressing the need for a social conscience. "But," says Ngugama, "our approach has to be to reach out: we must appreciate government's problems and communicate ours so the issues are not clouded by simplified sweeping statements."

There is no policy of nationalisation in Zimbabwe, he says, rather the government has operated on the principle of willing buyer willing seller, for example in relation to farms. It has participated, by buying shares, in troubled companies or those which needed rebuilding after the war.

Ngugama speaks with enthusiasm of the Zimbabwean system of workers' committees and works councils, enforced by government legislation. Each plant has to have an elected workers' committee and a works council comprising worker and top management representatives. The councils are a means of resolving day-to-day problems — of both workers and managers — on the shop floor. Trade unions deal with broader policy issues but the councils deal with specific problems in the work environment.

Their advantage, Ngugama argues, is "you create a situation where every worker feels part of the organisation and where the manager knows he is only effective if he relies on the worker."

In the long term, he says, the government's drive for the future is towards greater worker participation and a stake in their enterprises. What form this will take — profit sharing or share purchase schemes, for example — will be decided within each enterprise.
Zimbabwe’s top lawman attacked

The Star's Africa News Service

HARARE — Zimbabwe’s Chief Justice, Mr Justice Dumbutshena, is coming under continuing attack for his outspoken criticism of the country’s labour laws which, he said, favoured the lazy and unproductive worker.

The Labour Minister, Dr Frederick Shava, accused him of being unnecessarily political and of damaging labour relations. The Congress of Trade Unions called for his resignation and last night radical lawyers in the Association of Democratic Jurists said the remarks made the Chief Justice unfit to preside over workers’ cases.

The lawyers said the Chief Justice’s hard-hitting attack on labour legislation which, he said, was unfair to employers constituted a grave breach of constitutional convention.

Mr Justice Dumbutshena told businessmen that the Act forced employers to keep on lazy workers and shut the door to willing workers despite the high rate of unemployment.

Minister Shava said the judge had distorted or inaccurately interpreted the legislation.
Johannesburg high-life drawing Zimbabweans

BULAWAYO. — Scores of Zimbabweans are leaving their country illegally in pursuit of Johannesburg's "high life", according to the Zimbabwean High Commissioner to Botswana, Mr Alois Chidoda.

He told Zimbabwe's national news agency Ziana, that Matabelelanders were after the Golden City's "good times" — "despite all that is happening in South Africa".

Mr Chidoda said: "The problem is that we have areas in Matabeleland where there is a strong belief that if one has not been to Johannesburg then one has not been exposed to the high life."

Ziana said that this year had seen a marked increase in the number of Zimbabweans crossing illegally into Botswana.

Since 1983 at least 20 people are known to have died trying to jump off trains in a bid to evade immigration officials.

Mr Chidoda said that most of the border jumpers were job seekers and adventurers from Matabeleland.

Since the beginning of the year the high commissioner had assisted in the repatriation of 680 Zimbabweans who had been rounded up by Botswana officials.

He said the number did not include those from Dukwe refugee camp where there were at least 3,000 Zimbabweans. — Sapa
Zimbabwe women breach male barriers

HARARE. — Barriers denoting male preserves have been tumbling in Zimbabwe since the country attained independence eight years ago.

For Zimbabwean women, horizons have broadened dramatically since President Mugabe’s Government came to power and declared that sexual discrimination was out, along with racial and other forms of discrimination.

For black women in particular, the government’s policies have meant improved status in legal terms and the removal of many humiliating restrictions.

At the personal level, the outlawing of job reservation in terms of gender has resulted in some interesting appointments.

Achievements

Achievements in becoming the “first” black woman in this or that are legion.

For instance:

- Monica Kanyepi, holder of a degree in regional and urban planning, has become a traffic manager with the bus company which provides transport for thousands of Harare’s commuters.

- Alice Matshere started off with the idea of becoming a chartered accountant, switched to estate management, took a diploma in business administration at Central London Polytechnic, and is Zimbabwe’s first women chartered surveyor.

- Grace Muteze, 23, says she was always determined to invade the male-dominated world and so became a motor mechanic; did her apprenticeship with the central government garage and last year found herself allocated to the position of keeping ministerial cars in good shape.

Electricians

- History was made by Constance Muras and Susan Kwenda, who a few years ago became the first female apprentice electricians with the national electricity supply commission. Both said they intended eventually to take degrees in electrical engineering.

- Early arrivals on the barrier-breaking scene were Zimbabwean girls who went on an Air Traffic Control course in Britain in 1982. Others have been trained in France, Denmark, and the United States.

- One of the first women air-traffic controllers was Noreen Tshuma who quit her job as a bank clerk for a “more interesting” position. The training course included getting her private pilot’s licence.

Architects

- Zimbabwe’s first black woman architect was Gertrude Mhlongo who said, “My parents always told me everything was possible with hard work and determination. Today there are three black women architects in Zimbabwe.”

- Zimbabwe also has a woman boxing promoter, Lorlaine Muringe, who grew up in New York; business leaders such as Pretoria-born Dawn Tanton, President of the Chamber of Commerce and a Member of Parliament; and four women Ministers in the Government, as well as top civil servants and diplomats.

Maintenance

The battle to achieve equality along the sexual line has not been easy.

Currently under heavy fire is a new law on maintenance of children born out of wedlock, which came into force last year and has frightened some men.

The Legal Age of Majority Act which puts everyone on equal terms once they turn 18, also attracted heavy criticism.
Zimbabweans fight unemployment

[Text in a foreign language]
HARARE — Executives of the Zimbabwe Congress of Trade Unions (ZCTU) are to meet today to discuss government allegations of undisciplined and selfish leadership, the national news agency, Ziana, reports.

Attacks on the leadership of the ZCTU, which is widely regarded as the umbrella organisation for the majority of Zimbabwe's unions, have intensified since the appointment at the start of the year of Mr. John Nkomo as the new Minister of Labour, Manpower and Social Welfare.

Mr. Nkomo said in Harare yesterday there was a need for union leadership in Zimbabwe to be trained in all aspects of management, including administration and accounting. — Sapa.
HARARE — Three men were killed and two critically injured when a tank to which they were welding exploded.

The tank was used for storing crude soybean oil possibly contaminated with a highly inflammable solvent. A statement by Olive Industries said hexane was used in a separate plant.

It was removed before the oil was transferred to storage tanks but it was possible some residue of the solvent might have remained in the oil and this led to the explosion.
Cement shortage 'threatens jobs'

A shortage of cement was threatening Zimbabwe's construction industry and needed to be closely looked at by the government, the Zimbabwe Construction and Allied Trades Workers Union (Zcatwu) said yesterday.

General-Secretary Mr Edward Njekesa told the Ziana news agency that the shortage was threatening the jobs of many, with employers in the construction industry using it as an excuse to retrench staff.

"This has reached a serious stage," said Mr Njekesa.

The union suggested a government scrutiny of the cement factories would show whether the shortage of cement was caused by high demand or "exploitation of the situation".

"The shortage of bricks and cement is making workers suffer because they will get short wages in their wage packets," said Mr Njekesa.
A WARRIOR’S WASTELAND

POR TR REWARDS FOR ZIMBABWE’S ARMED NGA NEWS SERVICE IN ROYCE

FROM LAWRENCE BARRETT OF THE ANGOLA NEWS SERVICE IN ROYCE

FORMER INSURGENT
Shortage of skills in Zimbabwe

By ROBIN DREW,
The Star's Africa News Service

Many skilled workers are leaving Zimbabwe because of State over-regulation.

HARARE — The brain drain is making itself felt again in Zimbabwe in a recurrence of the problem of a skills shortage which plagued the country in its infant years at the beginning of the decade.

This time the government appears to be bringing the problem down on its own head through over-regulation of people's lives, a regrettable characteristic of systems which profess socialism.

The crisis has been highlighted by the action of junior hospital doctors who went on strike in protest against demands by the government concerning compulsory five-year stints in rural areas. The doctors were also protesting against poor pay and long hours.

The Zimbabwe Medical Association has now divulged the disturbing news that most junior doctors who complete their two years of housemanship this year and a number of specialists in government institutions intend to resign.

A spokesman said: "Junior doctors are leaving because of frustration. Most want to specialise soon after finishing their housemanship. But they have to give five years of service to the government first."

"This sort of bonding, coupled with unsuitable working conditions and a shortage of drugs and equipment, has driven the young doctors to take this stand because they are not able to practise to the standard they were taught."

The government also requires that all doctors coming to work in Zimbabwe must serve in a government health institution for five years before being allowed to take up private practice.

JUSTICE AFFECTED

According to the ZMA spokesman, this has discouraged a lot of badly needed specialists from coming, including Zimbabweans who have been working overseas.

However it is not just the medical profession which is heading for trouble.

An official of the attorney-general's office said the ability of the courts to dispense justice would be greatly affected if the resignations of legal practitioners from the civil service continued. In the past two months the attorney-general's office has lost two senior law officers, and three prosecutors resigned in this period.

At times in Harare's busy magistrate's courts only half of the courts can operate because of the shortage of judicial officers.

General dissatisfaction with conditions of service is said to be the main reason for the resignations.

As far as the medical profession is concerned, a committee has been appointed to examine grievances.

But in other areas, particularly in the bureaucratic jungle which all but stifles initiative, there is no relief on the horizon.

Leading analyst Eddie Cross, in an article recently: "The efficiency of the public service has deteriorated and can only get worse as trained and experienced personnel leave the service and the parastatals for better-paid jobs in the private sector or with non-governmental organisations."

Mr Cross's plea was for determined, effective, honest leadership with the courage to allow greater freedom to the entrepreneurial spirit.

Time, he warned, was not on Zimbabwe's side.
Stark message for Africa's unemployed

BY LAWRENCE BARTLETT
of the Argus Africa News Service
Zimbabwe's unemployed ex-combatants illustrate Africa's dismal prospects for creating jobs in the formal wage sector, as the ILO highlighted at its recent conference.

HARARE — Former guerilla fighter Mr Elliot Gandi is proud of the shaped scars on his arms and legs. They were earned in a clash with government troops during the latter seven-year Rhodesian war.

But the victorious soldier is not so proud of the open stretch of wasteland next to the railway station he and his family now call home. Mr Gandi (38) is one of about 20,000 former guerillas who are still unemployed years after they were demobilised when President Robert Mugabe swept to power in the 1980 independence elections.

While this might seem like the classic neglect which ex-service men have complained about from after World War II to post-Vietnam, Mr Gandi's story illustrates an African reality highlighted at a recent International Labour Organisation (ILO) conference in Harare: only one in 10 Africans throughout the continent can expect to hold a job in the formal wage sector.

**Conclusion**

The ILO, representing employers and workers in 159 member-nations, concluded its regional conference with a stark message for Africa's people. Special efforts have to be taken to discourage young people from seeking types of employment that do not exist.

Mr Gandi tries to support his wife, Elizabeth (31), and two young children on his dole allowance of $5.75 monthly.

Since he was demobilised with 35,000 other former guerillas, he received a $20.00-a-month demobilisation pay for two years.

"We live from day to day," he recently told Moto magazine, owned by the Catholic Church in Zimbabwe. "I collect and sell cardboard boxes and sometimes I gather all sorts of junk that I use to assemble toy cars, which I sell."

Perhaps he is one of the "micro-entrepreneurs" who the ILO says must be encouraged to develop their skills in the informal sector. The sector covers, for example, a man who makes sandals from old tyres.

The conference, in Harare's plush conference centre adjoining the five-star Sheraton Hotel, offered no real answers to its own assessment that even if adjustment and recovery programmes were to succeed in reversing current trends and to cause unemployment to increase at the implausible rate of 10 percent a year, still only a small proportion of the jobseekers could be accommodated.

It said co-operatives were a partial answer but too often they were created to achieve objectives of no relevance to members. Also, as long as they remained dependent on external financing, their chances of survival were slim.

Mr Gandi would have been a co-operative success story but most have failed, for reasons ranging from lack of management skills to a shortage of capital.

In addition, the conference heard, these already working in "hole-in-the-wall" enterprises should be taught to increase productivity.

One of the privates Mr Gandi helped win for his countryman was education. President Mugabe holds several university degrees, some earned during his 10-year detention by Ian Smith's government, and is committed to the belief that education is a right for all.

An education explosion saw numbers in high school soar from 66,000 before independence to 452,000 by 1985.

By 1990 the post-independence bulge moving through the school system will pour 300,000 onto an already crowded labour market that has not created more than 7,000 new jobs in any recent year.

Teachers say expectations are high: the pupils, many of whom will have passed British G and A-levels, do not envisage a future making sandals or soup. They want to be doctors, lawyers, engineers, teachers or - for the more pragmatic but still hopeful - clerks, receptionists or typists. Most of them, according to the ILO, have no chance of ever achieving their ambitions.

Extended peasant families in the rural areas are relied upon to some extent to provide a safety net for the unemployed.

But when Mr Gandi returned home, honourably wounded, he found both his parents were among the 30,000 casualties of the war. Three times he tried to settle in new areas, but was evicted as a squatter.

Allowing the sand to run through his fingers on his piece of wasteland as the trains rumble by, he says: "This soil is what we fought for - and I never imagined I would be called a squatter after independence."
Military medics sent to hospitals

The Star's Africa News Service

HARARE — Zimbabwe Defence Force doctors have been assigned to major hospitals in Harare and Bulawayo as the strike of more than 100 junior doctors continues. The hospital doctors are demanding better pay and an end to regulations requiring them to serve five years in the rural areas after qualifying.

Consultants and private practitioners are helping to keep hospital services going. The Ministry of Health says it will look into the grievances only after all the junior doctors return to work.
Zimbabwe to probe doctors' strike

HARARE — The Zimbabwe government has undertaken to re-examine complaints by junior hospital doctors who went on strike this week in support of demands for better salaries and conditions.

The doctors refused to perform duties outside casualty, maternity and neo-natal units. Medical superintendents refused to say how badly hospital services had been disrupted.

The acting Minister of Health, Mr Kumbirai Kangai, has appealed to the doctors to assemble at the main hospitals in Harare and Bulawayo.

A report here says the doctors are expected to return to normal duty soon.

The acting Minister said he undertook to see that issues raised by the Hospital Doctors Association would be re-examined by the government.

The doctors want their period of housemanship reduced from two years to one year. They are also objecting to the requirement that they serve five years in government-approved institutions in the rural areas before being allowed to take up private practice.

The Secretary For Health, Dr Daniel Makuto, warned at the weekend that disciplinary measures would be taken against any doctor who deserted himself from duty without good cause.

He ordered departmental heads to open a work performance file for each doctor.
HARARE — The workers will become bosses under Zimbabwe’s biggest employee takeover bid, which involves a major steel, engineering and retail hardware group.

The employees, with the assistance of banks, are to raise R6 million to buy out the British parent company of Industrial Steel & Pipe Ltd, which incorporates Stewarts & Lloyds, Vivian & Watson, Baldwins Steel, Tor Structures and other subsidiaries.

According to the Financial Gazette, the deal means that dividends will no longer be remitted outside the country. Reserve Bank approval has still to be granted.

Every employee who has been with the group for more than three years will become a shareholder.

A trust administered by seven employees elected by secret ballot, and two independent members, will be established to look after shareholders’ interests and to set the parameters within which the group will operate.

Day-to-day running will remain in the hands of management.
From Robin Drew of The Anglia News Service in Harare

**New brain drain hits Zimbabwe**

According to the Zimbabwe Medical Association, doctors are leaving the country in large numbers, driven by the country's economic crisis and the lack of proper healthcare facilities. The government has been criticized for not taking effective measures to retain and attract medical professionals. As a result, the healthcare system is struggling to cope with the growing demand for medical services.

The Association has called for urgent action to address the brain drain issue, including increasing salaries and improving working conditions for doctors. They have also urged the government to invest in the healthcare sector to attract more doctors and retain those who are already working in the country.

The situation is particularly challenging in rural areas, where access to medical services is already limited. The Association has reported that many doctors are leaving rural areas for urban centers, where they can find better-paying jobs and better working conditions.

The government has acknowledged the problem and has announced plans to attract more doctors and retain those already working in the country. However, the Association has cautioned that these measures need to be implemented urgently to prevent a further brain drain.

In addition to the lack of funding and resources, the Association has also highlighted the challenging work environments faced by doctors in Zimbabwe. They have reported instances of medical malpractice and ethical issues that are often not addressed by the government.

The Association has called for a joint effort between the government, doctors, and other stakeholders to address the brain drain issue and improve the healthcare system in Zimbabwe.
Jobless youths demonstrate after bid to join army fails

BULAWAYO — Hundreds of jobless young men took to the streets of the city yesterday chanting unity slogans and demanding that the government create employment for them in the army, the national news agency, Ziana, reports.

Police in riot gear watched the peaceful demonstration and no incidents were reported.

"We want work, we are tired of sitting at home," said a spokesman for the group, most of whom were members of the Zimbabwe People’s Militia, Zimbabwe Republic Police, Special Constabulary, discharged former members of the Zimbabwe National Army, and unemployed demobilised combatants, and recent school leavers.

"KICKED AWAY"

They told reporters they were demonstrating because some members of the army had "kicked the teeth away" from Brady Barracks near Bulawayo, where they had assembled this morning in anticipation of possible recruitment.

Some said they had been out of work for the past three or four years since their six-month military training ended.

"We fought side by side with the army against the dissidents, where we scored some remarkable victories, but now we are being treated like dogs," said one. - Sapa.
JOB SEEKERS
RUN GAUNTLET

by ROBIN DREW
Argus Africa News Service

HARARE. — They risk being electrocuted or shot at, prison terms and beatings, but still they cross into South Africa hoping to get jobs.

The desperate workseekers are from Zimbabwe, where unemployment is rising rapidly in the absence of investment, and the number out of work is likely to outstrip those holding jobs in the formal sector.

Prominence has been given in Bulawayo newspapers to the dilemma facing men who are desperate for work.

One newspaper carried as its main story accounts by men who paid $200 and more to be driven to Beitbridge from where they were guided on foot across the Limpopo River, to meet up in Messina with drivers who would ferry them to destinations in the Transvaal.

But, in South Africa they had either been arrested and sent to prison, or captured by military border patrols and beaten, before being deported.

How many hundreds are successful in evading arrest is not known, but according to one Beitbridge resident, an average of 100 a week return as deportees.

Last year 500 unsuccessful border jumpers were taken to court by the Zimbabwean authorities in Beitbridge alone.

The South Africans are reported to be extending the electrified fence along the Limpopo. Already, according to reports here, a dozen people have been killed along it.

Last week, Zimbabwe police confirmed reports of an incident near Beitbridge where three people were fired on by South African soldiers.

The police said the three were attempting to cross illegally from South Africa to Zimbabwe.

However, South African reports said two people had been shot dead and four wounded when a group of 13 trying to cross into South Africa were fired on.
Price limits added to unemployment

HARARE — The government added yesterday its incomes and prices policies, which set minimum wages and maximum price increases, have contributed to the current high levels of unemployment, the news agency Ziana reports.

While no official figures are available, estimates put the numbers out of work at 20% of the formally employed workforce.

In its announcement of the new investment promotion regulations, the government said that, since independence in 1980, the incomes and prices policies had been influenced by the objective of narrowing the wide gap in wealth and income distribution of the pre-independence economic structure.

It had been necessary to protect the rural and urban poor from changes in the price structure of basic foodstuffs, rents and public transport charges, it said.

"Such controls have contributed to the present high levels of unemployment and government is conscious of the concerns of investors in relation to constraints imposed on enterprises by the operation of these controls."

"Government further recognises the need for a more rational and market-oriented method of determining prices and incomes."

"It is, therefore, cognisant of the need to introduce more flexibility in determining prices for these commodities which are controlled, while limiting the range of commodities under direct government control," the announcement said. — Sapa.
Striking doctors in Zimbabwe face prosecution

HARARE — Junior doctors in Zimbabwe hospitals, striking since Monday, would be prosecuted if they continued their action after midnight last night, Public Service Minister Chris Andersen said yesterday.

Andersen said in a statement that the doctors would be prosecuted for contravening a law prohibiting strike action by those employed in essential services.

Under the Law and Order (Maintenance) Act it is an offence "to advise, encourage or incite a strike in an essential service, or do any act which is likely to hinder or interfere with the carrying on of an essential service."

Junior hospital doctors continued their strike yesterday, despite being ordered back to work by Andersen.

He told the doctors, who were striking over wages and working conditions, that an improved conditions package would be announced as soon as they returned to work.

A senior hospital source at Mpilo, who refused to be named, said junior doctors indicated they were not interested in the package because "they already knew about it and it was unacceptable to them."

At hospitals in Harare, Bulawayo, Mutare and Gweru, consultants and senior doctors were having to cope with only nursing assistance or, in some cases, with the help of army doctors and housemen. — Sapa.
Pay rise for Zim doctors

HARARE. — The Zimbabwean government yesterday announced increased salaries for all doctors in its service following last week's strike, the national news agency Ziana reports.
Wage plea

HARARE — The government should let trade unions and employers negotiate wage increases in the light of recent commodity price increases instead of giving parameters. This was said by the general secretary of the Zimbabwe Chemical Plastics and Allied Workers Union, Remus Makuwaza in Harare yesterday.
Zimbabwe rail strike continues over low wages

GWERU — About 60 National Railways of Zimbabwe (NRZ) artisans are continuing their work stoppage in support of demands for higher wages, Ziana news agency reported on Saturday.

The strikers said they would report for duty today to receive a briefing on developments in other centres such as Bulawayo, reports Sapa. A decision would then be taken on whether to continue industrial action.

Artisans in supervisory positions at Dabezha marshalling yards are also on strike. Expatriates are manning the mechanical and electrical workshops.

MICHAEL HARTNACK reports from Bulawayo that, with only 110 of the railway's fleet of 285 locomotives serviceable, and 158 needed daily "on the rails", industrialists, farmers and exporters are in a state of panic.

The Indian general manager of the NRZ, Nau Nihal Singh, met Minister of Labour John Nhono and acting Minister of Transport Sydney Sekere in May last week to formulate a new policy towards strikers. Some sources predicted the government would invoke emergency powers to declare the strike illegal.
Crossings from Zim increasing

Our Correspondent

BULAWAYO. - Zimbabwe's Permanent Secretary for Home Affairs, Mr Job Whabira, has disclosed that 2,325 people were prosecuted in this city alone in the first six months of the year for crossing illegally into South Africa in search of work or consumer goods for black-market resale.

Mr Whabira said that illegal crossings were increasing, despite the building of South Africa's multi-million-rand electrified "death fence" along the Limpopo River.
Rail strike strands many

BULAWAYO — Hundreds of passengers were stranded here yesterday after trains to Harare and SA were suspended because of a strike by locomotive drivers.

The railwaymen refused to drive the locomotives, saying they were not safe as they had not been serviced. They demanded a 15% repair allowance backdated to 1987.

There was no comment from the National Railways of Zimbabwe, but sources said a few non-striking drivers were doubling up to offset the strike.

Strikers, who have been shut out of the main railway station workshop, were yesterday required to sign an undertaking to return to work. However, none heeded the order.

Transport Minister Simbarashe Mumbengegwi was due to meet the strikers yesterday. — Sapa.
BULAWAYO — Hundreds of passengers were stranded yesterday after trains to Harare and South Africa were suspended due to a strike by rail engineers, Ziana news agency reports.

The engineers have refused to drive the locomotives which, they said, were not safe as they had not been serviced.

They have also demanded a 15 percent repair allowance, backdated to 1987.

There was no comment from the National Railways of Zimbabwe but sources said a few non-striking engineers were doubling up to keep trains going.

Strikers, shut out of the main railway station workshop, were yesterday asked to sign an undertaking to return to work — but none heeded the order.

Transport Minister Mr Simbarashe Mumbengegwi was expected to meet strikers later yesterday. — Sapa.
Zimbabwe railmen stick to their strike

BULAWAYO — Striking Zimbabwe railmen have said they will not return to work until after Minister of Transport MuminhANGO Mumbengegwi has spelt out the terms of a "package deal" he has promised them.

The official Ziana news agency reports that more than 2,000 artisans in Bulawayo left workshops for their homes immediately after the Minister ordered them to return to work without delay.

Mr Mumbengegwi said a package was being put together by the railway management to relieve their grievances. He said the strike was illegal.

The engineers were reported to be discussing the matter at an emergency meeting.

Railway sources said the engineers risk being fired if they fail to report for duty.

The Minister said the package arrangement for all railway employees "started before the strike reached a very advanced stage, but can only be completed under normal working conditions".

Mr Mumbengegwi did not specify when the package would be implemented, but told railmen that they would be expected to participate in the finalisation of the deal.

Labour rules

He added that if anyone continued with the strike, the management and board, and the government, would have no option but to "bring the full weight of the law to bear upon those who will have chosen confrontation rather than negotiation".

The failure by the strikers to follow established procedure, he said, had not only delayed the achievement of their objectives, but also placed their actions outside the provisions of the labour regulations which designate the railways as a critical and essential infrastructure of the economy.

Mr Mumbengegwi, who did not give the strikers the chance to discuss their action, admitted that the railway was losing up to 70 percent of experienced technical staff because of poor remuneration.

The strike, which started seven days ago, is said to have paralysed most of Zimbabwe's railways network.

The strikers are demanding more pay, benefits such as loan facilities, and better general working conditions which they said were offered to their counterparts in other parastatals such as Air Zimbabwe and the Zimbabwe Electricity Supply Authority (Zesa). — Sapa.
Phone strike causes chaos in Zimbabwe

By DON JACOBS, Harare

ZIMBABWE'S telephone system was chaotic this week as repair technicians and exchange operators walked off their jobs in protest against an eight percent pay rise.

A series of wildcat strikes, declared illegal by President Robert Mugabe's government, was fuelled by reports that senior staff had received a 35 percent increase.

Scores of striking workers were detained under emergency laws but the dispute still managed to give rise to some humour.

Graffiti on a Harare building quoted Chairman Mao Tse Tung: "If you are planting for a season, plant rice. If you are planning for 10 years, plant trees. If you are planning for 100 years, educate the people."

A wit added: "If you are planning for 1,000 years, try phoning Gwern." Another wrote: "Nine million Zimbabweans can't be rung."
Zimbabwe crippled by railway spares shortage

Argus Africa News Service

HARARE. — A coal crisis, caused by a shortage of transport, is threatening many Zimbabwean industries and even institutions like hospitals.

The crisis has arisen through a lack of railway locomotives, in particular, to move the coal from the Wankie colliery.

Even the lucrative tobacco industry is threatened because the large commercial farmers need coal in the drying operation of their crops.

Harare's central hospital is performing emergency operations only. The hospital has no coal to feed boilers which provide steam for its sterilising process.

Because of a shortage of coal over the past four weeks, routine and minor operations have been suspended and a number of theatres have been shut. At one time last week all five operating theatres were closed.

The company which supplies the Harare and other hospitals with Wankie coal says it is getting only 20 per cent of its total needs.

Zimbabwe's manufacturing industry is another major coal user and production of certain goods could be seriously affected if the crisis continues.

The chairman of the Wankie colliery company, Mr. Douglas Kadzere, said yesterday that colliery production was delivering enough coal to meet local demand but could not deliver enough because of railway problems.

As a result of a shortage of locomotives and wagons, Mr. Kadzere said the company had been unable to deliver 364,025 tons — 9,839 wagon-loads — over the last six months and had lost about $9.3-million.

At the root of the rail problem is a shortage of spare parts. Road haulage companies have been hit in the same way.

More than half the diesel locomotives owned by the National Railways of Zimbabwe are out of commission.

The NRZ recently hired 10 locomotives from South Africa. However, four are reported to have been involved in accidents and two more are out of service for other reasons.

Police manacle prisoners to hospital beds to 'stop escapes'

PRETORIA. — The South African Police, citing prisoner escapes, has defended its practice of manacling prisoners to hospital beds.

In a lengthy statement police also accused some hospitals of facilitating escapes by "impeding" police in the execution of their duties.

"It must be emphasised that although shackling is regrettable, in certain circumstances it is unavoidable," it said.

FEIGNED ILLNESS

The statement said escapes from hospitals by detainees had reached "alarming proportions". It added that detainees feigned illness with the intention of fleeing from hospital.

"In a number of hospitals, co-operation from the medical fraternity with the police is virtually non-existent.

"On the contrary, the impression is created that in some cases hospital staff are intent on impeding the police in the execution of their duties," the police statement said.

Earlier this year a number of detainees, including hunger strikers, died from hospital after being admitted for treatment.

Police have come under fire for manacling patients to their hospital beds and one newspaper called the practice "medieval".

The statement said the measure was aimed at preventing escapes of prisoners who included "highly trained terrorists".

"Shackling is not a form of torture, it is simply designed to restrain the patient who is considered dangerous and/or to prevent escape," it said.

The statement added that the practice was not peculiar to South Africa.

— Sapa.
Land issue holds economic risk for Zimbabwe

HARARE. Land is back on the political agenda in Zimbabwe, with potentially far-reaching repercussions for the country's economy.

President Robert Mugabe has raised the possibility of amending the country's constitution next April to enable the Government to acquire compulsorily white-owned commercial farming land, rather than purchase it on a willing-seller, willing-buyer basis, as under the present rules.

The only surprise in this development is that the land issue was left dormant for so long. When it took office nearly a decade ago the Government pledged to resettle 362,900 families by 1999. Latest figures show that only 26,000 families have been resettled.

President Mugabe and Mr. Joshua Nkomo, leader of the minority Zaps party, have bitterly told the country's 4,000 white farmers to make more land available or face the spectre of compulsory acquisition.

With government popularity at a low ebb and elections due some time next year, this is expected to win votes.

The existing land distribution is clearly inequitable. Of the 10,000 commercial farmers who own 200,000 hectares of commercially-owned land, the 4,000 mainly white commercial farmers still own a third of the land.

About 750,000 commercial farmers in the area traditionally reserved for blacks, and where there is no freehold tenure, own 45 percent. A further 35 percent is in the hands of small-scale black commercial farmers and nearly 7 percent is occupied by black families living on land confiscated since 1980.

The case for land redistribution, so grudging of interests at least, is overwhelming. Whether it can be made to stand up economically is quite another matter.

Population growth

It is flawed perhaps fatally so for several reasons. It is a one-off operation. It might be possible to find enough land to satisfy the present generation. But with the population growing at 3.5 percent annually, land hunger will soon reassert.

Implementation of the resettlement programme to date has been weak. No effort has been made to select settlers on the basis of farming ability with the result that, all too often, those who have been given land have not made good use of it.

Land redistribution will not solve the rapidly worsening unemployment problem. Commercial farmers insist that only in exceptional instances will small-scale resettlement generate increased employment.

At worst, there could be a decline, since resettlement could result in fewer families, with less land, living on commercially-owned land than at present.

But even if this is right and even if, as some government officials claim, there are vast tracts of undervalued commercial land that could be farmed profitably, there is a further problem.

White-collar work sought

The education system is turning out school leavers seeking employment in towns and cities as bank clerks, computer programmers, salesmen, secretaries and receptionists, not as farmers.

It is clear that the formal economy will not generate anything like enough jobs for the 200,000 secondary school leavers, with O-level and A-level qualifications, that will flood the labour market each year from 1993 onwards.

But it is equally clear that a few of them will be satisfied with a few hectares of land in the rural areas.

The economics of agriculture in Zimbabwe militate against radical land redistribution.

While the small-scale order raised its share of marketed output from less than 6 percent in 1980 to 30 percent last year, there are signs that has levelled off and that in future the rate of increase will be far slower. Furthermore, because there is little diversification in the commercial areas, output is heavily dependent on favourable weather.

Not only do the commercial farmers produce 90 percent of marketed output, they dominate the export crop, apart from cotton.

Maize and cotton

In 1989, peasant growers are expected to produce 1.3 million tons of maize, compared with 700,000 tons in the commercial area. They will also deliver just over 40 percent of the 270,000 tons of cotton.

But virtually all the tobacco, beet, sugarbeets and horticultural produce emanates from the commercial areas. If these products, along with tea and coffee — where there is increasing peasant production — and lint that account for more than 40 percent of Zimbabwe's exports each year.

Above all, there is the very real danger that the foreign investment drive will stop dead in its tracks, not just by compulsory acquisition of white-owned land, but also by other disincentives promised.

Instead of releasing price controls as promised at the London investment conference in May, there have been announcements. The failure of the policy is reflected in the fact that inflation today of 12 percent is higher than before the price freeze was imposed two years ago.

Meanwhile industry and commerce are also under attack, accused of bloating black advancement. While this and the price control regulations both have strong voter appeal, as do threats to appropriate white farming, they are powerful deterrent to new investment.

The danger is that this short-term strategy will win votes in 1991 at the expense of longer-term economic development. — Financial Times
Top union man held

HARARE — The head of Zimbabwe's trade union movement was detained by police yesterday a day after he criticised the closure of the country's only university following anti-government 'rioting' by thousands of students, witnesses said.

Zimbabwe Congress of Trade Unions secretary-general Morgan Tsvangirai joined more than 50 University of Zimbabwe students being held by police after day-long violent demonstrations, which led to the shutdown of the university on Wednesday. — Sapa-AP.
Zimbabwean unionist released

HARARE — Zimbabwe Congress of Trade Unions (ZCTU) secretary-general Morgan Tsvangirai, 34, was released by Zimbabwean security police on Tuesday after six weeks in detention.

Tsvangirai, who was arrested after he condemned the closure of the University of Zimbabwe and detention of SRC president Arthur Mutambara as a sign of “mounting repression,” was evidently nervous and reluctant to speak to journalists after his imprisonment. While he was jailed he won repeated court injunctions against the authorities, only to be re-detained under the state of emergency.

ZCTU legal adviser Albert Musarurwa said: “We can expect anything now. The state has picked up people and deported them with no charges before this, and we are looking at the possibility of such a trend continuing.”

High court judges last month rejected as spurious security police claims that Tsvangirai had been working as a covert South African “destabilisation” agent fomenting strikes in Zimbabwe’s labour movement.
Massacre on farm -
act of forgiveness

By Sheila White,
The Star's Africa News Service

BULAWAYO — A white evangelist washed an old black man's feet in a symbolic act of forgiveness at a memorial service yesterday for 16 victims of a Christian community who were massacred on their farms.

The service took place near the burnt-out homesteads of New Adams and Olive Tree farms, 50 km south-east of Bulawayo, before a 200-strong congregation of the Community of Reconciliation.

Also present among villagers were members of the squatter community who are believed to have alerted the dissident gang who axed to death the 16 men, women and children. Two surviving children now live in Dundee, Natal, and Johannesburg.

The man whose feet were washed and dried by evangelist Gary Kroeze is thought to have been one of the squatters, some of whom were held in prison as accomplices to the murders.

The perpetrators of the crime were released under an amnesty which followed the unity accord between the political parties of Mr. Robert Mugabe and Mr. Joshua Nkomo.

Present at the memorial service was 75-year-old Mr. John Russel, who lost nine members of his family.
18000 jobless okayed

THE Zimbabwean Government approved 18,000 applications for retrenchment of workers last year, Minister of Labour, Manpower, Planning and Social Welfare, Frederick Shava, told Zimbabwe's news agency, Ziana.

He said that 24,000 applications had been received and the retrenchment committee had approved 75 percent of them.

He said applications for retrenchments should only be made after ensuring there was no alternative.

"We encourage employers to ensure that dismissal or retrenchment are not applied for unnecessarily," he said. - Sapa
Ban hits ivory workers

By DON JACOBS, Harare

It will be a bitter Christmas for Zimbabwe's ivory carvers due to the international ban on trade in elephant products.

Mr. Jason Chimbiri, chairman of Zimbabwe's Ivory Producers Association, said last week that three-quarters of the country's 50 carvers in full-time employment had lost their jobs because of the ban.

Signatories to the Convention for International Trade in Endangered Species passed the ban at a meeting in Basle, despite southern African states arguing that their elephants were not endangered by poaching.

Officials from South Africa, Botswana and Zimbabwe told the Basle conference that they were, in fact, forced to cull elephant herds to prevent environmental damage.
ZIMBABWE - LABOUR

5/1/61 – 31/12/81
Concern over sackings

SALISBURY — The Zimbabwe Congress of Trade Unions says thousands of domestic servants and hundreds of farm workers have been sacked because their employers want to avoid paying the minimum wage.

Congress deputy national organising secretary Mr Dickson Ndawana described the trend as "alarming" and warned that the situation was bound to get worse.

He claimed that in the Salisbury suburbs alone 2,977 servants had lost their jobs since July. The SCTU had compiled a list of farmers who had laid off their workers and this had been submitted to the Labour Ministry. — SAPA.
Black pension scheme is likely

'Sail' Africa Bureau

SALISBURY. — The Zimbabwean Government might consider introducing a national pension scheme to encourage black workers to retire in urban areas so the demand for farmland could be eased.

The Minister of Lands, Resettlement and Rural Development, Dr Sydney Sekeramayi, said yesterday there was not enough land to accommodate all the country's potential farmers.

Many urban blacks retire to the present tribal trust lands, where they are cared for through the traditional extended family system.

Dr Sekeramayi said that in the peasant farming sector a large amount of land was being used on a part-time basis only by people who earned their living in the urban centres.

'This situation cannot be tolerated indefinitely and measures must be found to persuade certain workers to look to the urban areas for accommodation during their years after retirement," he said.

'To achieve this it will be necessary to make provision in the national structure for a pension scheme to be made available to all urban workers.'

Dr Sekeramayi said there were immense population pressures in some peasant farming areas which did not have the potential to produce sufficient food to support the people.

He said the government accepted that the commercial agricultural sector — dominated by white farmers — played a vital role in the country's economy.

However, he added, it was immoral for wealthy ranchers to own thousands of hectares of land for grazing white cattle belonging to neighbouring peasant farmers were dying through lack of grazing land.

Radical steps were needed to redress the situation and the government was acquiring land for resettlement on a willing seller basis, he said.
Artisans still on strike

BULAWAYO — Artisans striking the running sheds of Zimbabwe’s national railways in the country’s four main cities continued an unofficial strike yesterday over delays in the 1981 pay increase.

About 200 mainly white artisans stopped work on Wednesday morning in the locomotive sheds at Bulawayo, Gwelo, and Salisbury. It is believed they were joined yesterday by colleagues in Umfula.

A railways spokesman confirmed the strike had not yet been resolved.

"Advice about the wage award is still awaited from the government and it is hoped it will be forthcoming shortly," the spokesman said. -- Sapa.
New pregnancy Bill

HULAWAYO - Zimhubwean employers will not be able to fire pregnant women if a Bill planned by the government passes through parliament this week.

A circular sent to members of the Confederation of Zimbabwe Industries says the Ministry of Labour and Social Services is preparing a Bill which will amend the present maternity benefit scheme.

The Bill being prepared gives pregnant women a total of three months unpaid leave. A woman has to produce a certificate from a doctor stating that she will probably bear her child in 42 days and is given 93 days off for this, as well as another 42 days after the birth.

When she returns to work she will be allowed to nurse her child for half an hour, twice a day.

Her position and rate of pay will be maintained and her service will have to be considered unbroken — Sapa
Labour crisis

SALISBURY. — Mineral prices in Zimbabwe face a depressed outlook for the next six months, says Mr Ken Vanderplank, chief executive of the Chamber of Mines.

He said in an interview that this was due to the effects of the world recession and the drop in the price of gold.

The industry still faced a critical shortage of skilled personnel, in particular a lack of mining engineers, geologists, metallurgists, electricians, fitters and turners.

The mines were surviving on overtime and by delaying work which was not immediately essential.

"Some mining companies have sent recruiting missions abroad and all have stepped up training programmes. The shortage of skilled personnel is so serious that few mines are able to undertake preventive maintenance on all their equipment." — Sapa.
SALISBURY—Bus drivers and conductors of the Salisbury Omnibus Company went on strike yesterday demanding the expulsion of three black inspectors.

A company spokesman said only the intervention of Mr. Kumbirai Kangai, the Minister of Labour, and an undertaking that the three inspectors would be relieved of their duties, got the men to call off the strike.

Mr. Kangai warned the men that the Government in future might use force to end wildcat strikes.

The Prime Minister, Mr. Robert Mugabe, has repeatedly warned workers against illegal strikes.

The bus company workers came out on strike last Friday.

The men returned to work after Dr. Edwin Zvogho, the Minister of Local Government and Housing had addressed them.

It was thought at the time that their demand that the inspectors be fired had been met.

It was still not clear however whether the inspectors would be fired or transferred elsewhere.

The drivers and conductors singled out the three inspectors because they treated their men in a high-handed manner.
Drivers go on strike over inspectors

SAFETY — Bus drivers and conductors of the Salisbury Omnibus Company went on strike yesterday to demand the expulsion of three 'black' inspectors.

A company spokesman said the men called off the strike after the Minister of Labour, Mr. Kumbirai Kangai, intervened and gave them an undertaking that the inspectors would be relieved of their duties. Mr. Kangai also warned them that the government might in future use force to end 'wildcat' strikes.

The Prime Minister, Mr. Robert Mugabe, has repeatedly warned workers against undermining the government by resorting to illegal strike action.

The workers first went on strike on Friday, causing thousands of commuters to walk home or use expensive private taxis.

They returned to work after the Minister of Local Government and Housing, Dr. Edisson Zvobgo, had addressed them.

The three inspectors were singled out for being guilty of treating their men in a high-handed manner.
Corporation Medals

For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)
- G C Littlewort

Third Year (Silver Medal)
- P M Salmon
- T J Cumming
- D P Weeks
- J H Rens
- B F McCleland

Fourth Year (Gold Medal)
- Miss N C Davidson
- Professor George Marmies Prize
  Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.
- J H Rens

Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering Drawing.
- L Menegaldo

A.E.C.I Prize
For the first year student obtaining the highest average

Salisbury and Chukwa workers strike
ZIMBABWE'S Minister of Labour, Mr Robert Bhebe, announced yesterday that the Employers' Bureau of Africa Limited (Wenda division), will not have its licence renewed to recruit labour in Zimbabwe.

In a statement, the Minister said: "While Wenda's recruiting operations will cease forthwith, the company's depots will not close until such time as the 5000 Zimbabwean miners in South Africa have been repatriated when their present contracts expire."

"We told them that package deals, in which we are expected to trade off concessions along racial lines in exchange for benefits, are not an option.

We won't indulge in horse-trading with our members future," he said.

The unions would continue to demand improvements in benefits - in the normal manner - during the forthcoming annual wage talks with the chamber, he added.

"It is now up to the chamber to negotiate with us on the other issues on a separate basis."

Earlier this week, unionists also said their members rejected the package because of continued proposals for the introduction of semi-skilled "cooperatives" in mine artisan work.

This would lead to job fragmentation and a resultant weakening of artisan positions.

"Our senior artisan miners said another spearhead block was the chamber's attitude to union rights."

One miner claimed the chamber refused to extend company facilities to skilled black, coloured and Asian workers, recalling their recruitment by the artisan unions.

"We don't object to blacks becoming artisans but we cannot agree to this if we can't enrol them as members," he said.

He claimed the underlying reason for the chamber's attitude was a reluctance to extend the present "closed shop" clause in its agreement with mining unions to blacks, which would provide immediate unionisation at all black mines.

His impression was that the chamber was trying to avoid having black miners in one or two large mines and was envisaging up to 10 or company-type unions for them.

"Chamber representatives would not comment on the her chosen in the talks yesterday."
cost of labour cutback

By STEVEN FRIEDMAN
Labour Reporter

ZIMBABWE'S decision to cut off mine labour to South Africa could cost it about $10-million a year in foreign exchange, according to local estimates - although Zimbabwean sources say the figure is considerably lower than that.

Yesterday, mining industry spokesmen, while expressing regret at the decision - the result of a declared commitment by Southern African countries to lessen their dependence on migrant labour - conceded that it is likely to make little difference to the Zimbabwean economy.

And while the cutback is likely to make little difference to the supply of labour on local mines, Mr Tony Fleischer, the head of the Chamber of Mines' recruiting arm, Teda, yesterday said the mines were 'dispointed' because "we like to maintain links with all Southern African countries".

It would also mean, he said, that the mines would be unable to honour their obligations to Zimbabwean miners who wished to return.

Late last week the Zimbabwean Government announced that the chamber would no longer be able to recruit miners from Zimbabwe. Those miners already on the mines will, however, be allowed to complete their contracts.

About 3,000 Zimbabweans work on South African mines and Mr Fleischer said yesterday that the mines had paid out about $10-million to Zimbabwean miners in "deferred pay" last year.

"Deferred pay" is the proportion of miners' pay which is held on their behalf in Zimbabwe until they return.

The Zimbabwean decision to cut off labour has been expected for some time.

Southern African countries have said that they plan to reduce their dependence on migrant labour to South African mines, Zimbabwean officials had hinted strongly that a cut-off was imminent.

With a relatively small complement of workers on South African mines, Zimbabwe is least dependent on this source of income and stands to lose least by cutting it off.

Mr Fleischer said yesterday that the mines had not been actively recruiting new miners in Zimbabwe or other Southern African countries for some months.

Almost all Zimbabwean miners are those who have worked on the mines before.
Cubans to advise unions

[Image 0x0 to 645x940]

SALISBURY — A delegation from Cuba will arrive in Salisbury tomorrow to observe the plans and functioning of trade unions in Zimbabwe.

The delegation will advise union leaders on how best to organise their followers and on relations between the government and unions.

The delegation's visit comes at a time when the government has ordered squabbling union leaders to unite under one convention — the Zimbabwe Congress of Trade Unions (ZCTU).
Tighter pay watch north of Limpopo

By DAVID FORRET
Mail Africa Bureau
SALISBURY. — Zimbabwe's Minimum Wage Act will be tightened up to hit the pockets of employers who continue to underpay their workers.

This follows a test case in the Bulawayo Magistrate's Court last week when Lyons Brooke Bond was convicted and fined $2,000 for paying three of its black employees below the minimum wage.

The initial 12-month minimum wage set for urban workers by Mr. Robert Mugabe's Government was increased this year to $1.02.

The company is appealing against the sentence.

But the Minister of Labour, Mr. Kumbirai Kangai, believes 'the sentence was too lenient.

Announcing that the minimum fine under the act would be amended soon, Mr. Kangai said a minimum penalty of $100 or three months' imprisonment, or both, would be introduced.

The existing Act makes provision for a maximum fine of $500 or three months jail.
Some of these people may be chronic invalids.

But it seems a little facile to assume that all the other women (those who are not invalids) are housewives from choice, particularly since many of them must fall into income categories where the incentive to combine running a house with a cash-earning job is strong; and it is not clear how the other men should be described, if they are not to be considered 'unemployed'.

If the 'not' or equal to unemployed, a percentages equal to 65

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**Ice cream case leads to pay ruling**

BULAWAYO — The penalty for infringing Zimbabwe's Minimum Wages Act is to be increased, following the prosecution of an ice-cream company which underpaid its vendors.

Mr Kumbirai Kangai, Minister of Labour, said that the penalty was to be increased to a minimum of R120 or three months in jail, the present maximum penalty.

In a test case before the Magistrate's Court, Lyons Brooke Bond was fined R125 for paying its ice-cream vendors less than the R87.60 a month stipulated for industrial workers.

The company is appealing against the sentence.

Mr Kangai said he was "surprised" to hear the low penalty ordered by the court. He said that sometimes cases brought before the courts resulted in no action being taken.

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- 14 and less than or those officially unclassified. Expressed as 14 and less than or
Zimbabwe faces new witchcraft dispute

The capture last week of a woman spirit medium claiming to be the reincarnation of a black revolutionary who led a massacre of white settlers in Zimbabwe in the 1960s, is expected to trigger off a fresh witchcraft controversy in that country.

Her seizure in a gun battle with police, amidst allegations that she led a gang of rebel ex-revolutionaries who terrorised the rich southern farming district of Port Victoria, has sparked a rash of witchcraft-related crimes.

Locals in the area, referring to the mystical great Zimbabwe ruins — one of the country's tourist highlights — have reported nocturnal rituals and orgies.

The mysterious conical tower at the centre of the stone ruins has been damaged and the woman is said to have chased off several tourists visiting the area at full moon.

The medium, who is reported to have wielded influence in the area, says she is the living reincarnation of a 16th century tribal princess, Nehanda, who later reincarnated as a British settler after an 1896 rebellion which wiped out one tenth of Rhodesia's white population.

Police, who are holding her in custody refuse to say whether she has been charged or if she will appear in court.

Statistics show that Zimbabwe courts over the past year, heard more than 400 witchcraft-related cases, most involving murder. During the same period, 50 people were killed in such crimes in the country's second largest province of Malabibondo alone.

Salisbury's high court this year sentenced an ex-seer to death when he was found guilty of murdering a prostitute and cutting out her heart to make "mutil", which he believed protected him from witchcraft in Zimbabwe's new national army.

But most witchcraft-related cases involve the burning alive, burning, axing or clubbing to death men and women by crowds in a state of mass hysteria. These men and women are often believed to be witches who have cast spells to bring bad luck on the community and relatives of the victims often help in the murder.

Last month, the head of the University of Zimbabwe's sociological department, Gordon Chavunduka, challenged the longstanding suppression of witchcraft Act. Witchcraft was often not a legal problem and should be dealt with as a social problem, he said.

Mr Chavunduka's public assertion that "witches do exist", aroused criticism from some, but support from one black man who wrote to the Herald newspaper: the national daily, calling for a "new war" against witches.

Mr Chavunduka, who also heads Zimbabwe's national and traditional Healer's Association, said before his inaugural lecture as head of the sociology department, that his work would be of both his own discipline and the law, looked on witchcraft in the wrong light.

"Witches are people who can travel through the air by night, ride on beams and do other mysterious things. We need to accept that they exist in order to develop more satisfactory alternatives to the law, as it now stands," he added.

Table 5.1
Perinatal Mortality Rate per 1,000 deliveries

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<td>1968</td>
<td>46.5</td>
</tr>
<tr>
<td>1969</td>
<td>44.2</td>
</tr>
<tr>
<td>1970</td>
<td>41.1</td>
</tr>
<tr>
<td>1971</td>
<td>38.6</td>
</tr>
<tr>
<td>1972</td>
<td>42.0</td>
</tr>
<tr>
<td>1973</td>
<td>45.2</td>
</tr>
<tr>
<td>1974</td>
<td>39.2</td>
</tr>
<tr>
<td>1975</td>
<td>33.3</td>
</tr>
<tr>
<td>1976</td>
<td>34.0</td>
</tr>
</tbody>
</table>

(Source: Reports of the Department of Obstetrics and Gynaecology UCT/CFP 1967-1976.)

Table 5.2
Deliveries in Institutions as % of Total by Race Group, 1976

<table>
<thead>
<tr>
<th>Race Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Whites</td>
<td>98%</td>
</tr>
<tr>
<td>Coloureds</td>
<td>73%</td>
</tr>
<tr>
<td>Blacks</td>
<td>74%</td>
</tr>
<tr>
<td>Asians</td>
<td>83%</td>
</tr>
</tbody>
</table>

(Source: Medical Officer of Health Report, Cape Town, 1976.)

Home deliveries are thus still carried out by private midwives and non-medical staff – family or traditional midwives.

The success of the MOUs in achieving their aims can be seen in the following. In Graph 4, can be seen that while the total number of deliveries carried out by the Peninsula Maternity Service has increased since 1973, the number of deliveries excluding MOUs has declined. The pressure on the hospitals has thus been reduced. Furthermore, no normal deliveries are now conducted at Groote Schuur. This reduction in workload has created 'breathing room' so that all high risk cases can now receive the necessary care.

While no transport is provided for the patient to the MOUs or ante-natal clinics, these are closer to the patients' homes and thus less travelling expense is incurred in travelling to the clinics than to hospital.

Graph 4
Total Deliveries Peninsula

Deliveries in '000s

Source: Annual Reports of the Dept. of Obstetrics and Gynaecology, UCT/CFP

Includes: hospital deliveries, district deliveries, born-before-arrival at hospital, born-before-arrival at district

District deliveries: applies to all hospitals up to 1979

Applies to St Monica's and Rosetta up to 1979

Zimbabwe to Indians

Zimbabwe’s ‘brain-drain’ is being offset

From DAVID FORRETT

SALISBURY. — Zimbabwe is continuing to suffer from an exodus of skilled manpower, but the brain-drain has not reached alarming proportions because it is being offset to some extent by new immigrants.

This is evident in the latest digest of statistics which show that almost twice as many people left Zimbabwe in the first two months of this year compared with the same period last year — but the number of immigrants also increased by the same proportion.

There was, however, still a net migration loss of 1,972 people in January and February, when 3,719 people left the country, and 1,747 immigrants arrived.

Observers point out that the doubling of the emigration figures for the first two months of the year can be ascribed to the fact that last year most whites were sitting tight in the hope that Bishop Abel Muzorewa would win the general election.

Increase

Since independence the number of emigrants has increased and so, too, have the immigrants who are now cushioning the crippling effect the exodus might have on Zimbabwe’s economy.

Last year’s statistics show that 17,180 people left the country and 6,607 new immigrants arrived, but the effect on the economy has not been as serious as these figures suggest.

According to statistics of economically-active immigrants and emigrants, about 8,409 people left the country and almost half as many newcomers arrived in Zimbabwe.

In the professional and technical fields Zimbabwe had a net loss of only about 100 doctors last year and, in fact, gained 22 physicians and surgeons — 21 of them from South Africa.

But Zimbabwe suffered a net loss of 163 nurses and midwives, 70 accountants and auditors, 69 engineers, 67 teachers and 35 engineering technicians.

Local business houses were also hit by the relatively large number of administrative, managerial and clerical workers leaving the country.

Production

In the production field, Zimbabwe suffered a net loss of 118 artisans, including 45 supervisors and general foremen, 191 mechanical engineering workers, 135 motor mechanics and 86 electricians.

Most of the professional and technical workers who came to Zimbabwe last year were from Britain (349) and South Africa (219) — which lost 122 engineers, 22 accountants and auditors, 32 teachers and 21 nurses and midwives.

The same picture emerges in the production field, where most immigrants came from Britain and South Africa.

In spite of the changes that have taken place in Zimbabwe since independence, the country continues to draw its immigrants from traditional sources.

Last year there were 2,315 British immigrants and 1,038 South Africans.

The other major portion of the immigrants were made up by returning Zimbabwe citizens, mostly blacks who have been living and studying in exile during the past few years.

The same trend is shown in the emigration figures, which show that 10,801 Zimbabweans left the country for South Africa, 2,345 for Britain and 269 for the country’s conservative neighbour, Malawi.

Most of the people who are leaving, as well as those arriving, range from their early twenties to their late thirties.

The income of rural families is most difficult to assess, and an about average range of income can be assumed.

Certain characteristics of the income in rural areas is worth noting:

1) It is usually very inconsistent: since it is very difficult for rural families to plan their expenditure.

2) In the absence of reliable market prices, the occurrence of malnutrition should be expected.

3) The fact that significant amounts of money are being spent,

4) Calculation is based only on the food clothing fuel

5) The correlation between a long income suspension and

6) The correlation between a long income suspension and

7) The correlation between a long income suspension and

8) The correlation between a long income suspension and

9) The correlation between a long income suspension and

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18) The correlation between a long income suspension and

19) The correlation between a long income suspension and

20) The correlation between a long income suspension and

21) The correlation between a long income suspension and
There are four levels at which people involved in the dairies sell:

a) From their houses locally in the village.

b) At local village centres, cafes, bus depots etc.

c) Idolophu shops.

d) Contract at a big centre e.g. the Idolophu hospital contract, and the Bloemfontein creamery contract.

a) The problem with selling locally is that because of restrictions concerning hawkers licenses people have to wait until customers arrive at their houses. Thus there is no proper advertising and no centralized sure supply to attract buyers. The most often cited problem is poverty at the village level.

b) Selling at village centres: Teddy Mhlauli and Ncimonde Nkalithane at Anathole manage to sell a fair amount of milk by hawking it outside shops and at bus stops. This is illegal and it also requires that someone should make hawking a pretty full-time job. Where the person is only selling a small amount, hawking does not justify the labour spent on it. The main problem is again the limited market. In all of the three villages where people hawk milk they say it is difficult to sell, especially in summer.

c) The Idolophu shops are supplied with milk by a white man in Idolophu and by a Free State town. The small co-ops cannot compete with this regular supply. The people at Anathole used to sell to Idolophu but the shops refused to buy, saying their quality was bad and the supply irregular. In both Inkomo and Anathole we worked out that transport costs (if they could find transport) would be too high unless they were supplying vast amounts of milk.

d) Both the Anathole people and the people who own milk N.M. will not take, tried to establish a contract with the other hospital in Umbhaba. Neither could guarantee to deliver it. The type of contract with the Bloemfontein co-op requires travelling and high level liaison to be established.

In the situation where production is low people cannot afford the travelling costs to send their milk to big centres. In Inkomo at N.M. refused to transport members milk they tried to sell locally to shops and from a centre in the location. This involved hiring a vehicle to bring the milk from the dairy which then cancelled all their profits. Everyone then reverted to selling from their houses. In Anathole some people did try to establish a market in Idolophu but they never succeeded. While Mhlauli and Nkalithane put a lot of labour into hawking, most members could not afford this time and many have stopped trying to sell at all and are using their milk for home consumption only again.

The other problems I discuss affect people differently according to how poor they are. The following charts give descriptions of members' economic status, and their present income from the dairies.
2.4 Notes concerning my information on the projects

1. Amathole Creamery was the only place where I could check the figures people gave me. Generally, their estimates of income were more than twice as high as the actual amount earned over the last year. Over-estimation of profits from the project may be a general trend.

2. Projects fluctuate so wildly over time (also depending on seasonal and market conditions) that it is misleading to take any one time as representative.

3. The people I interviewed are a specific section of the population i.e. those who have decided to get involved in projects, a cross-section of the population at large. All sources for the people I interviewed, it them with others as there are no records of population.

4. Because there are figures concerning how much stock) are distributed in the rehabilitation, used access to land as an index of project; relative to that of the total population is problematic in that one is not dealing with the major source of income in these areas. If a person it too poor to plough her field, whether she has any or not. The only really significant differentiation are those families which have Full Economic Units (most of the families with Full Economic Units other source of income than farming). General, the most established peasant farmers in the area allocated the FEUs because they had the most time of survey.

I have made no attempts to analyse the class structure in detail. Basic divisions I use are:

- Professional and business people (shops and transport)
- People with access to land
- People with no agricultural resources who are generally migrants

One must note the family linkages within the business and professional class and how different sectors support each other at various times.
Mugabe plea ends strike

SALISBURY — A strike by about 860 workers at the University of Zimbabwe campus ended yesterday after a Deputy Cabinet Minister told the strikers the Prime Minister, Mr Robert Mugabe, wanted them to return to work.

Senator Joseph Culverwell, Deputy Minister of Education and Culture, addressed the workers — who downed tools yesterday morning for the second time in three days — on the campus and told them their grievances would be investigated.

The workers first went on strike on Monday, over working conditions and alleged continuing racial discrimination on the campus, and held the principal, Professor John Lewis, hostage for six hours.

As yet no police action has been taken against Prof Lewis' 'captors'.

Scores of workers had gathered around the university chapel where speaker after speaker addressed them, urging them to continue striking.

Some chanted: "Fais ne ma-bunlu" (down with the Boers).
Tinto turns in record profits

SALISBURY—Tinto Industries turned in record taxed profits of Z$565 000 in 1980 after sales improved dramatically in the second half of the year, the chairman, Mr W V Rickards said in his annual report.

He forecasts another record profit in the current year and a total dividend of 4c.

The company has a Z$1-million plant expansion, and replacement programme, but the shortage of skilled men is already inhibiting the company’s ability to increased output and is leading to salary escalation, said Mr Rickards.

Outstanding local and export orders for the foundry are good and there is a full agricultural implements manufacturing programme at the Norton factory. Additional profits for Rio Tinto Mining (Zimbabwe) when the Renco gold mine came into operation early next year should make it possible for dividend to exceed the 10c paid in 1980, Mr Rickards said.

Renco mine

The Renco mine would make a significant contribution to the company’s revenue from its completion as a medium-size gold mine, he said.

No significant improvement in base metal prices could be expected before the third quarter of this year, when an upturn in economic activity has been forecast.

The cost of labour was assuming ‘considerable importance’ in the group’s operations and now accounted for 50 percent of total costs in Rio Tinto’s gold mines, Mr Rickards said. — (Sapa)
Traditional male dominance will not be easily overcome

Traditional restrictions on women and Third World concepts of equality are dashing head on in Zimbabwe.

The entrenchment of women's rights in the constitution and the formation of the Department of Women's Affairs showed a top level breakthrough and things began to look promising for women here.

But the grassroots resistance is fierce.

And it is not only men who are pushing for the traditional dominance. Many women, especially the less-educated, are not interested in equality.

It is difficult to see why the traditional lot of the Shona or Ndebele women is not a very pleasant one in Western terms. They are expected to obey their husbands, be beaten or sent away. They also carry the burden of children, household and often a fulltime job as well.

Cultures

While advocates of traditional cultures stress there is nothing in them that condones violence between husband and wife, it remains true that many men do beat their women into submission.

Even the years of bush war, in which many women fought alongside the men as guerillas, did little to change age-old attitudes. Men thought that once peace was helped the women.

Things began to look promising for women in Zimbabwe with the entrenchment of women's rights in the constitution and the formation of the Department of Women's Affairs. But resistance is fierce, reports JENNIFER MORAN of The Star's Africa News Service in Salisbury.

DR NAOMI NHIWATIWA — has broken several rules in Zimbabwe, one of them is criticising men.

She has criticised men, denounced certain tribal practices and she is not married — all frowned upon traditionally.

Viewed objectively, she talks a lot of good sense.

Women are the basis of Zimbabwean society and they have the ability to hold things together, she says.

"The role of the ministry is to change women's situations so that they are free to contribute their skills and talents to national objectives.

Skills

"We have had a cultural history that hold women back. Now that the Government needs the skills they are lacking women will need to be developed.

Women's economic and productive efforts must be developed and expanded for their own personal growth," she said.

But in Zimbabwe it is not only traditions that are to blame. White women, with none of the tribal problems, also hold back. Most are content to be housewives, secretaries or clerks and very few have risen to higher commercial or industrial status.

Job advertisements still specify men for top positions and expressions like a good job or good salary "for a woman" are common, as though the female of the species is somehow deficient.

Cocooned for so many years from the world and changing attitudes, white men here snigger over "women's libbers." Their women embarrassedly deny any pretensions in that direction, which is altogether discouraging in a country with so much promise.

Starting out brand new in 1980, it had the opportunity to be right out in front on women's rights.

Moves

In the first year in power the Government has:

- declared everyone equal
- formed a department to uplift women and work for equal status
- moved towards maternity benefits with proposed legislation to entitle women to receive a period of unpaid leave of up to 90 days over the birth of children without suffering any prejudice or losing position. Ways are being considered to make this paid leave.
- begun an investigation into lobola so that women are not bought or sold
- begun looking into tribal customary law and how it affects women.
- will set up 37 training projects to give women valuable skills.

In addition a national women's organisation was formed last year to channel women's activities and consolidate women's groups.

The Department of Women's Affairs owes a lot to the organisation as it brought women's problems into focus, but the department has more or less superseded the organisation's role.

Still to be tackled are the issues of separate taxation and protective legislation against discrimination.

The struggle for the liberation of women in Zimbabwe is going to be long and hard, but with the Government on their side women here have an advantage that few others have had.
Many migrant workers face a bleak future in South Africa, as many find work opportunities limited or non-existent. A number of solutions have been proposed to address this issue, but the root cause of the problem lies in the economic structure of the country. The government has taken steps to improve conditions for migrant workers, but more needs to be done to ensure their rights are protected. The mining sector remains a significant source of employment, but the sector is struggling to attract new workers due to safety concerns and poor working conditions. The lack of proper education and training also hinders the development of skills necessary for employment in the sector.
Kangai appeals for higher wages

SALISBURY — Despite the introduction of a minimum wage, many Zimbabwean workers still lived "in abject poverty," Labour Minister Mr Kumbirai Kangai said in Salisbury yesterday.

Addressing a convention of the Institute of Personnel Management, the Minister made an appeal for higher wages, which he said would not necessarily reduce profitability or create unemployment.

Mr Kangai said: "There is little substance in the argument that a considerable increase in workers' wages would inevitably lead to a higher unit production cost."

He also described as "not valid" suggestions that wage increases would contribute to unemployment.

Wage increases would boost purchasing power, expand the manufacturing sector and stimulate the economy. They would also increase workers' morale and reduce the likelihood of strikes. — EPA.
MIGRANT WORKERS

Tightening the screws

For over a century, SA has drawn its mine-workers from as far north as Malawi and Zambia — and nearly a quarter of a million foreign blacks still make their livelihood on the mines in "apartheid SA." Their home economies benefit, on the one hand, from the foreign exchange, and, on the other, from reduced unemployment.

But, as the new states which have come into being since the collapse of the Portuguese empire have made plain, migrant labour is anathema to them — it is seen as a degrading system which they wish eradicated. This raises the question: who stands to suffer most?

It is a pertinent question in the wake of the recent meeting of the seven-nation Southern African Labour Commission (SALC) in Salisbury. Lesotho, Botswana, Malawi, Mozambique, Swaziland, Zambia and Zimbabwe formed the commission three years ago along with Swaziland, the African National Congress and the Pan African Congress. Their intention is to reduce and to ultimately halt the flow of migrant labour into SA.

Zimbabwe has set the example by sharply reducing its contribution to the system. There are now fewer than 6,000 Zimbabweans working on contracts in South African mines, compared with 10,000 a few years ago. Zimbabwe has refused to allow The Employment Bureau of Africa (Teba), the Chamber of Mines' black labour recruiting arm, to continue recruitment in the country.

Could SA's mining industry cope if all SALC members abruptly halted the migrant labour flow? Production would be disrupted but not crippled, claim mining industry sources. So, with some readjustments, SA could cope.

Such a reply would not have been forthcoming five years ago. At that stage, SA relied far more heavily than it does now on foreign migrant labour for its mines. When President Kamuzu Banda stopped recruitment from Malawi in 1974, and the number of mineworkers coming from Mozambique dropped drastically in 1975 due to chaos in that country, the industry was hard-put to make up the shortfall. The position remained serious for a while.

"They could have held us to ransom then," admits a South African mining industry source.

The reason why SA is now in a much better position to deal with the threat of a "labour Opec" lies in recent changes in the pattern of migrant labour. Until a few years ago, about 60% of the black workforce on South African mines consisted of blacks from SALC member countries, with 40% from inside SA and the independent homelands. That ratio has now been reversed.

The main reason for this is that South African blacks, traditionally reluctant to work underground, are being attracted to mining by sharply rising pay scales as well as better working conditions. Zulus, for example, have in the past shunned underground jobs. But there are now more than 15,000 of them working on the gold mines and Teba is geared to recruit thousands more.

The vast majority of migrant workers in SA work on the mines and more than 233,000 — out of 415,000 — are recruited in SA and the independent homelands.

If local recruitment increases, what do the former supplying states stand to lose? Deferred pay and other remittances to foreign states and the homelands are heading for the R300m-a-year mark. Lesotho, for example, which provides 86,000 men to the gold mining industry, gains nearly R40m from SA in deferred pay and remittances annually. About 60% of each Lesotho mineworker's pay is remitted to Lesotho. The country cannot at this stage afford to withhold this labour. A decision to do so would amount to a "form of economic suicide," according to a seasoned observer of the migrant labour system.

And Chief Lesiba Jonathan would have the vast political problem of large numbers of unemployed men clamouring for their lot to be redressed.

Mozambique, despite increasingly stringent anti-SA rhetoric, has about 40,000 men working on SA gold mines, sending back nearly R30m to that country each year.

Although Botswana (17,800 migrants in the gold mines), Malawi (13,500), Swaziland (8,000) and Zimbabwe (5,800) are in a better position to cut off the labour flow, such a step would definitely affect their economies.

Zimbabwe's Labour Minister Kumbirai Kangai admits that his country's decision to stop recruitment has resulted in increased unemployment. It has not been possible to find jobs, especially in the Zimbabwe mining industry, to accommodate returning migrants. Still, according to Kangai, "it is necessary to reduce the miseries of people who are suffering under the oppressive and inhuman South African yoke."

How burdensome, in fact, is the "yoke"? Black miners' pay has risen in recent years to a minimum of around R100/month. Ignoring the value of other benefits, this is well below SA pin levels. But even this low sum is vastly more than that paid in the past when the gold price was pegged — and more than most migrants could earn at home. The current round of wage increases should help to make work on the mines more attractive.

Local employers point to free accommodation, food, entertainment, medical care and other benefits provided to migrants — though how else could migrants work if they did not have these facilities? A Chamber of Mines spokesman goes so far as to claim that average disposable income is now close to R200/month. Even if there are many migrants who earn less than this figure, the very fact that they continue to come indicates they need the work.

Some mining houses do concede that the migrant labour system is far from ideal, and that greater attention should be given to the possibility of providing family housing to avoid the social dislocations which are an integral part of the system. However, any such solution would be extremely costly. Providing black family housing on a large mine (with a limited life) would mean creating a black township for about 200,000 people. According to a study commissioned by Anglo American, it would...
cost the SA gold mines about R1 300m to
provide family housing for all black work-
ers in the gold mining industry.

Some critics of the migrant labour sys-
tem believe the answer might lie in pro-
viding informal site-and-service schemes
for black miners close to their places of
employment. However, given the SA gov-
ernment’s obsession with influx control,
and its attitude towards this kind of develop-
ment, such a proposal at present be-
longs in the realm of wishful thinking.

Governments’ attitude towards foreign
blacks employed outside the mining indus-
try appears to have hardened in recent
years. The agreement with the old Rhodes-
ian government which provided for the
registration of Rhodesian blacks illegally
employed in parts of SA, has been
scrapped. South African employers cannot
renew the contracts they have with these
blacks, who now have to return to Zim-
babwe. The Black Sash office in Johannes-
burg gets many pleas for help from Zim-
babweans trying to remain in SA.

Sheena Duncan, head of the Sash’s ad-
vice office in Johannesburg, says there has
been a noticeable tightening up of regu-
lations governing foreign blacks in SA.
Estimates of the number of foreign
blacks (not counting citizens of indepen-
dent homelands) in employment in SA
outside the mining industry vary consid-
erably — from about 70 000 (according to
official statistics) to three times this fig-
ure. However, almost all sources agree
that this represents a considerable reduc-
tion from the position 10 years ago.

In the long term, attempts by neigh-
bouring states to cut the migrant flow
could make sense for both them and SA. It
is difficult to defend a labour system
which causes men to be separated from
their families for long periods of time.
They live in hostels which are breeding
grounds for a variety of social evils. And
no nation likes to be dependent on a
system which results in thousands of its
citizens working beyond its borders, al-
though several of the poorer European
countries have had to accept it.

Local recruitment
At the same time, a reduction in foreign
migrants could encourage recruitment ef-
forts inside SA, thus helping to curb local
unemployment. But the Chamber will
have to jack up what it has to offer.
Competitive pay scales and moves to-
wards family housing for black miners
would be the key factors. It could be done
— the industry is surely in a position to
apply pressure on Pretoria, which after
all owes a good deal of its current pros-
perity to mining taxes.

However, the way in which the SALC is
going about what it sees as its task
threatens to further damage relations be-
tween SA and its neighbours. SA invest-
ments in black Africa are being scruti-
nised as closely as the labour links. So,
while the Zimbabwe move will not have
adverse implications for SA mines, it does
underline the continuing deterioration in
cross-border political and economic rela-
tionships. Zimbabwe government thinking
is reflected by PM Robert Mugabe, who
recently said in China: “Let it not be
forgotten that although they (SA) think
they can squeeze us economically, we
have more investments from SA in our
country than there are Zimbabwean in-
vestments in SA.” In spite of his rhetoric,
Zimbabwe’s economic leverage against SA
is minuscule, while the Republic’s ability
to hurt Zimbabwe economically is great.

Some SA companies are aware of their
potential vulnerability in Zimbabwe. The
Nampak group, for example, decided to
sell off its controlling shareholding in
Zimbabwe’s Hunyana Holdings group to a
Dutch concern. There are signs that some
other South African companies are reduc-
ing their direct investments.

No-one seriously anticipates action by
the Mugabe government against South Af-
rican groups and investments this stage
of the game. But relationships are likely
to worsen between Salisbury and Pretoria
and businessmen, like the migrant work-
ers, are certain to be caught in the eco-
nomic crossfire.

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**UNIVERSITY OF CAPE TOWN**
**EXAMINATION ANSWER BOOK**

**EVERY CANDIDATE MUST** enter in
column (1) the number of each question
answered (in the order in which it has
been answered); leave columns (2) and
(3) blank.

---

**NOTE CAREFULLY**

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is accept-
able. Red or green ink may be used only for underlining, emphasis or for diagrams, for
which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to
examination book(s) are used.
4. Do not write in the left hand margin.

**WARNING**

1. No books, notes, pieces of paper or other mate-
rial may be brought into the examination room
unless candidates are so instructed.
2. Candidates are not to communicate with other
candidates or with any person except the invi-
gitator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the com-
misser or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the
University.
Loss of artisans alarms Zimbabwe

Own Correspondent

VICTORIA FALLS — Zimbabwe was suffering an "alarming loss" of skilled journeymen, according to the Deputy Minister of Manpower, Planning and Development, Mr Cephas Msipa.

The total numbers were down from nearly 14,000 in 1976 to just over 9,000 last year, he told a meeting of farmers and businessmen.

He also suggested that blacks were being discriminated against in the acceptance of applicants for technical courses. Last year's apprenticeship intake was overwhelmingly white and "there is no reason to believe that the trend will be quickly checked."

Mr Msipa said Zimbabwe was particularly short of professional engineers, and agricultural, medical and other specialised personnel.

There was also a serious shortage of senior management staff such as accountants and stenographers.

All students sent abroad to take up scholarships offered to Zimbabwe had been in technical or engineering fields, he said. — Sapa.

Bill John Prize

(p)

Quantity

SURVEYING

Supervisor's Prize

Chapter of Quantity

For the best all-rounder student

For any year of study

(p C key)

Continuous (continued)

N G Sessions

For the best student in the course of building economics in the fourth and fifth years respectively.

II: A Brick Association Prize

III: No award

C M von Duing

Subject of building construction.

For the second best student in the

Strong
45 pregnant nurses sacked

ZIMBABWE'S controversial Minister of Health, Dr. Herbert Ushewokunze, announced yesterday that 45 pregnant trainee nurses at Salisbury's Harare hospital have been sacked.

He said: "The nurses should be sent home because I am not running a maternity nursing school, I am running a school of nursing."

Hospital sources said the sacking was a reversal of a promise made by the Minister last year that pregnant trainee nurses would not be fired.

If that undertaking was ever made, the Minister has obviously changed his mind.

A few weeks ago he ordered that visiting hours for trainee nurses be restricted — a decision that met with protests but to no avail.

Last week, Dr. Ushewokunze was rebuked by Prime Minister Robert Mugabe through the Press for making an "unjustified attack" against the Public Service Commission.

The Minister had told a local weekly that the public service commission was refusing to accept appointments he had made in his ministry.

Irresponsible

The Prime Minister said this statement was "irresponsible" and put it on record that he was warning the Minister publicly.

This warning has given rise to speculation that Dr. Ushewokunze will be one of the casualties in a cabinet reshuffle expected before the end of the year.

Medical sources say his revolutionary rhetoric and cavalier style of leadership have led to the resignation of many skilled whites — a development that was brought to the attention of Mr. Mugabe.
ZIMBABWE

Mugabe faces brain drain crisis

By Robie Breen
The Star's Africa News Service

Zimbabwe is losing skilled workers at an alarming rate. A mammoth manpower survey is currently underway but official figures published by the Central Statistical Office point to the seriousness of the brain drain.

The latest breakdown of migration statistics for this year covers the period to the end of April. They contain details of emigrants who declared they were leaving. There is also a significant number of emigrants who are not included in the figures as they did not declare they were leaving the country for good.

The figures show that in the first four months of the year, the net loss of professional people totalled 198. After taking immigrants into account, the country lost 93 engineers, 400 technicians and 53 accountants and auditors in this category of workers.

The net loss of artisans and people employed in production and related trades over the same period came to 464. They included 128 mechanical engineers, 35 motor mechanics and related workers, 49 production supervisors and foremen, and 16 airplane workers.

More than 130 administrators and managers were lost, and among nurses and midwives the net loss was 60.

Twenty-three physicians and surgeons left the country but 19 came in to give a net loss of four.

It has been argued recently that the shortage of skilled personnel has been overstated and many blocks doing semi-skilled jobs should be upgraded to the category of skilled workers.

The Ministry of Manpower Planning and Development estimates that, even with crash training programmes, it will take five years to get to

And the Riddell Commission which recently carried out a major survey of incomes and conditions of service reported that the short-term shortage of skills was very serious.

Recruiting drives for specific industries have been carried out but these have been hampered by the restrictions the Government has placed on admitting immigrants. Only when it can be shown that no Zimbabwean is available for the job will permits be issued and the procedure in getting permission takes time, in spite of the fact that the skill shortage is acknowledged.

The lack of qualified staff affects everyone. It can take weeks to get a technician to install a telephone extension, never mind the telephone itself. The lack of artisans on the railways means half the available locomotives are not in service. This has contributed to the problems of getting diesel supplies moving and as a result bus services to the rural areas have had to be curtailed and farmers are having difficulties in moving the bumper maize crop to depots.

The competition for skills has led to accusations that the private sector has been poaching men from the civil service. The Deputy Prime Minister, Mr. Simon Mwansa, recently reprimanded commerce for doing just this. But business chiefs say the main reason for whites leaving the public service is because they see little prospects of promotion.

The local authorities are also having to cope with critical staff shortages. Last month, the Manicaland Chamber of Industries warned vital services in the city of Umtali were threatened because of the resignation of key municipal personnel including the Town Clerk, the City Engineer, the City Electrical Engineer and the City Treasurer.

Most of the emigrants leaving Zimbabwe head for South Africa. The official figures show 7,200 people who left by the end of April nearly 6,000 gave South Africa as their destination. Britain was next with 808 going there.

(continued)
2,000 out on strike

SALISBURY—More than 2,000 Zimbabwean workers in Bulawayo and Victoria Falls went out on strike yesterday in protest against low wages and management attitudes.

Settlements had not yet been achieved late yesterday at the two Bulawayo factories of an electronic manufacturer, Supersonic (Ltd), and in the dispute between the Victoria Falls town council and its labour force.
Zimbabwe newspapers appeal for skilled staff

SALISBURY — Zimbabwe Newspapers, the country's national daily and Sunday newspaper group, which was taken over from the Argus Company, has asked the Government to import skilled staff because of its serious shortage of editorial and technical employees.

In its results for the six months to June 30, the company says both technical and editorial staff are needed urgently.

All newspapers, except for the Herald, achieved record average circulations in the period but trading profit was 7.8 percent down on the corresponding period last year.

An unsuccessful application for a price increase was made in April and the application is being followed up.

Operating costs were substantially higher than those in 1989 and the price of newsprint from the Umtali Mill was eight percent higher.

Newsprint stocks at branches are at "an un-
Work contracts of thousands of black Zimbabweans employed in SA will not be renewed when they expire, in terms of a SA government ruling which is likely to result in a further worsening of relations between the two countries.

The decision to prohibit the renewal of the contracts was taken in the wake of a statement earlier this year by the Zimbabwean Minister of Information, Dr Nathan Shamuyarira, that his government was opposed to Zimbabweans working in SA. The Zimbabwean government would not, however, prevent them from coming to SA as individuals to seek work, he said.

Last year the Zimbabwean government also halted the recruitment of its citizens for work on mines in SA.

A spokesman for the Department of Co-operation and Development says the SA government has decided it is unacceptable to have workers in SA without the consent of their government. A memorandum containing the new regulation was sent to all chief commissioners on July 13.

The government estimates that there are about 20 000 black Zimbabweans in SA, but it is possible that this figure is much higher.

There have been signs in the past six months of a hardening SA government attitude towards foreign migrants employed outside the mining industry. Sheena Duncan, head of the Black Sash advice office in Johannesburg told the FM nearly two months ago (Current Affairs, June 12) that black Zimbabweans' contracts were not being renewed. The Sash's office in Johannesburg was receiving many pleas for help from Zimbabweans trying to remain in SA, she said.
Urgent action on the manpower front

The Star's Africa News Service

SALISBURY — A mammoth survey of all professional, skilled and semi-skilled workers is under way in Zimbabwe as part of the Government's effort to make the best use of the country's human resources.

Zimbabwe, currently suffering a brain drain which is causing acute problems in some areas of the economy, can expect to lose through emigration up to nearly half of the existing 9,000 people classed as skilled.

This is one of the projections which has galvanized the government into urgent action on the manpower front.

The survey, which is being funded by the United Nations Development Programme and is backed by the International Labour Organisation, is one of the most comprehensive of its kind undertaken in the world.

Employers are required, under heavy penalties for non-co-operation, to give details of all their professional, skilled and semi-skilled employees. These include the name, age, salary, race, nationality, sex, educational and other qualifications, and hours of work. They also have to state what training facilities are available, how many people are being trained, what vacancies exist and how it is hoped to fill these and to give an estimate of their staff situation in two years' and again in five years' time.

At a later stage the employees will have to complete questionnaires as a check on the information given by their bosses.

The survey of these categories of workers will be followed by one for the unskilled work force.

Dr Tibo Manda who is directing the survey, believes that one of the results will be a reorganization of job categories which will mean the upgrading of thousands of workers currently classed as unskilled.

He says it is hoped to turn every company into a training school so that within five years Zimbabwe will be self-sufficient in its basic manpower needs.

There will be a heavy emphasis on the training of black workers. The government is most reluctant to import expatriate skills and it believes there has been a heavy bias in favour of training whites in the past.

The Deputy Minister of Manpower Planning and Development, Mr Cephas Msipa, quoting Amilcar Cabral, the assassinated Guinea-Bissau nationalist leader, said: "Always bear in mind that the people are not fighting for ideas, for things in anyone's head. They are fighting to win material benefits, to live better and in peace, to see their lives go forward . . . ."

Mr Msipa said that with the knowledge of this objective, the whole question of human resources became extremely relevant.

"What we are saying is that manpower is the single most crucial element in any country's development effort . . . unless we in Zimbabwe plan and develop a sufficiently large national pool of technicians and specialists, even such generous and massive injections of aid as promised at the Zimcord conference will fizzle out in no time with the minimum of positive results."

The manpower survey is part of the government's effort to deal with the problem. There is in addition a programme under way to step up training at technical colleges and to provide skills centres to supplement the inservice training of individual or groups of employers.

Because of the personal nature of many of the questions in the survey, it has generated some opposition.

Assurances have been given that the results will be kept confidential, backed up by warnings that employers who fail to complete the details or who falsify the information risk a five-year jail term, a R600 fine or both.
Compensate us says Zimbabwe

SALISBURY. — Mr Kambirai Kangai, Zimbabwe’s Minister of Labour and Social Services has called on South Africa to pay full compensation for the estimated 20,000 Zimbabwean workers who have to leave the Republic when their contracts expire.

In his first official reaction to Pretoria’s decision to expel the workers, the Minister told newsmen yesterday it was quite clear that the South Africans had unilaterally abrogated the workers’ contracts.

“I hope the racist regime will provide adequate compensation for the workers who appear to have been summarily dismissed,” he said.

Mr Kangai said Zimbabwe was being victimised by South Africa for its stand against apartheid.

He added: “That being the case, then the people of Zimbabwe will accept this as a price they have to pay for the liberation of Africa.”

The Minister described as “mischievous” a report in the Rand Daily Mail which attributed Pretoria’s decision to a statement made by Dr Nathan Shamuyarwa, the Minister of Information, attacking South Africa.

He said Dr Shamuyarwa was only restating the government policy of opposition to apartheid.

Mr Kangai said no impediments would be placed in the way of individuals who wish to seek employment in SA. What the government could not accept was to recruit workers in Zimbabwe and enter into a contract with South Africa.

Mr Kangai said Pretoria’s decision to expel the workers was not communicated to his government before being announced. It was therefore difficult to determine whether the motives behind the move were political or economic.

The Minister said the workers could be absorbed into Zimbabwe’s “expanding” economy.

He hoped there would be semiskilled and skilled workers who had gained experience in South African mines.

The mining sector in Zimbabwe is hit by a shortage of skilled manpower, largely caused by the steady emigration of skilled whites.

Mr Kangai said he did not know how much the expulsion of the workers, who were allowed to remit half of their earnings to Zimbabwe, would cost the country in foreign exchange.
SALISBURY — Zimbabwe cannot afford the "luxury" of strikes as its economy is still in its infancy, according to the Zimbabwean Minister of Labour and Social Services, Mr. Komagai Kongaia.

He told the Labour Industrial Relations seminar at the University of Zimbabwe yesterday: "We cannot afford the luxury which is experienced by workers in the United States and the United Kingdom where they can afford to be on strike for six months. "When that happens, there is very little effect on their economies because they have been established for many years."

**Sacrifice**

"Ours is still in its infancy. We all need to swallow our pride. We all need to sacrifice ourselves in order to re-establish our economy."

Mr. Kongaia was quoted by the semi-official news agency Zana.

The Minister said: "The moment any one person or group of workers or management personnel begin to affect minimum production and maximum cabinet trouble sets in. When distribution of the product ceases to be equitable, the co-operative spirit that is necessary for maximum productivity on the part of the workers disappears. Thereafter the production process is maintained by terrorist methods as is the case in South Africa." — Sapa.
SALISBURY - Some are housed like animals and treated as cheap slave labour. Others are never paid for their services, but are abused just the same.

They are Zimbabwe's 100,000 odd domestic workers - an anachronism in much of today's world. But here, the minority middle class is expected to have at least one, and in most cases two, servants.

Zimbabwe's government says it will no longer condone their exploitation and has promised shorter working hours and increased wages to domestics, who make up the country's second largest labour force.

Their plight was described in an interview last week by Albert Mugabe, secretary-general of the Zimbabwe Congress of Trade Unions.

"It is not uncommon for a domestic servant to start work at 5.30 am and continue until 10 pm with little time off for meals," he said angrily.

The minimum wage of 41 US dollars a month was too low and many employees refused to give either food or money for rations over and above that figure, he said.

AFP.
SALISBURY — NURSES at Salisbury's Municipal clinics have demanded the immediate dismissal of the city's medical officer of health and threatened to strike unless the Government meets their grievances.

And, in another display of people's power yesterday, about 250 trainee teachers marched on Bulawayo's Regional Education offices where they threatened to boycott classes until Zimbabwe's Minister of Education, Dr Dzingai Mtumbuka, had addressed them on the low wage rates they received for teaching practice.

At a stormy meeting in the former Salisbury black township of Hanare yesterday, attended by the Minister of Health, Dr Herbert Ushewokunze, and the Minister of Local Government and Housing, Dr Eddison Zvobgo, nurses said the city's medical officer of health, Dr Tony Davies, had failed to represent them properly and was discriminating against blacks in salary increments and promotions.
The Zimbabwean Government faces the problem of increasing the wages of domestic workers without pricing them out of the labour market or leading them to romanticise about their former white employers.

The Star's Africa News Service.

SALISBURY — The employment of domestic workers in Zimbabwe has been described in a local publication as the most striking symbol of exploitation and discrimination against blacks by the former white rulers.

More than a year after the country's independence, Salisbury's majority rule Government is faced with the task of trying to improve the working conditions of this group of workers.

With a serious unemployment problem in the country, the ruling Zimbabwe African National Unionist Party (ZANU-PF) Party will have to take into account that domestic workers make up 11 percent (more than 100,000) of the country's workforce before taking any action that can threaten this form of employment.

The Government's promises to introduce a new minimum wage and to reduce working hours has sparked a debate in the country's main daily newspaper, The Herald, with trade unionists accusing employers of exploiting and racism and employers replying that an increase in the minimum wage of 200 a month will increase unemployment.

Employers argue that, according to present legislation, they have to provide food and shelter for their servants and, with increases in the cost of living, they will not be able to pay higher wages.

The debate has been interpreted by many people as yet another sign of the black versus white confrontation.

But a recent poll among African domestic workers taken by the weekly Sunday Mail showed that the majority of servants considered their black bosses to be rude, inefficient and poor spenders. The employers accused their servants of being bone-dry and thieving.

Job agencies in Salisbury said there was a marked reluctance by servants to work for Africans. Even out-of-work servants refused to be employed by blacks.

According to the Sunday Mail, the reluctance to work for blacks is a psychological hangover from colonialism and a spokesman for the Ministry of Labour said the tense relations between black employers and employees "has led many domestic workers to romanticise about their former white employers."

This is yet another problem the authorities have to face. Any rise in the already high number of unemployed among domestic workers might result in criticism of the Government and praise for the former white rulers.
AFRICA BRIEFS

demanded affairs with them before they could get jobs or promotion.
— The Star's Africa News Service.

delegates at a meeting of the Zimbabwe Congress of Trade Unions have claimed.

The delegates said in some cases sex is the price women have to pay to keep their jobs.

Mrs Florence Chitharo of the ZCTU's women's section said "very serious charges were levelled against some civil servants and government officials" during the meeting.

Women delegates told of cases of blackmail of women at all levels by men in high positions who

Sex is the price
SALISBURY — Sex is the price for women to advance and keep their jobs, women delegates said at a meeting of the Zimbabwe Congress of Trade Unions yesterday. They said some women have been harassed and blackmailed by male colleagues.

The delegates claimed that women had to engage in sexual activities with male colleagues in order to advance in their careers. They said these activities were not condoned by the trade union but were tolerated in order to keep the peace in the workplace.

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Zimbabwe nurses defy govt

SALISBURY — Hundreds of nurses and teachers today defied a strong warning by the Zimbabwe government and continued to strike for more pay and better conditions.

The main black township hospital of Harare was badly hit, with black and white volunteers keeping essential services going.

All the Salisbury City Council's nurses are out in support of the state-employed nurses and all the city's clinics are out of action.

This morning several hundred nurses were staging a sit-down protest in the Harare hospital grounds.

Two km away at the Southerton shopping centre, about 200 striking teachers had gathered and were being joined by others.

The shopping centre is opposite the police station where arrested teachers were taken yesterday after demonstration.

The teachers said they would continue their campaign until the Minister of Education agreed to talk to them.

The Minister has said he will negotiate only with the teachers' union.

The 1,000 demonstrating teachers and nurses arrested yesterday were released with a warning last night.

Page 31: Zimbabwe: tough line on illegal gatherings.
Teachers and nurses on strike arrested

SALISBURY. — Hundreds of striking black teachers arrested by Salisbury police yesterday, and taken to Southern Police Station, dispersed later but vowed to continue their strike until the Minister of Education agreed to see them.

And staffing conditions at the mammoth Harare Hospital approached crisis point as radio appeals went out repeatedly during the day for Red Cross nurses to stand in for several hundred black nurses also arrested yesterday while striking over pay.

Red Cross voluntary aid members poured into Harare Hospital in response to radio appeals and most medical services were kept going.

Salisbury's other major hospital, Parirenyatwa (formerly Andrew Fleming), which still has many white staff, was reported to be hardly affected by the nurses' strike.

The secretary-general of the Red Cross said the society's nurses would be helping "in casualty and other wards" at Harare both yesterday and today.

The two huge groups of strikers are the first to be arrested since the Prime Minister, Mr. Robert Mugabe of the Zanu (PF) party swept into power on socialist promises last year. Both groups demonstrated in central Salisbury all yesterday morning.

The teachers were striking for the third consecutive working day. They claimed newly qualified teachers were paid nearly twice what their more experienced colleagues are getting.

When they refused to disperse, they were all arrested.

The refusal of the Education Minister, Mr. Dzangal Ntumuka, to see them has been a major bone of contention.

No prosecutions

Teachers were asked to leave the police station and pursue their grievances through official channels, but they refused, saying previous negotiating attempts had merely met with "insulting" letters from the Minister.

A police spokesman said about 100 nurses and some 250 teachers had been officially arrested, but no prosecutions were going to be instituted.

However, a statement from the Minister of Home Affairs, Mr. Richard Mavudzki, warned all the strikers that future illegal, unofficial strike action would not receive the same leniency. It said the arrests had been under the recently introduced regulations aimed at clamping down on political meetings and demonstrations. — Sapa.
Nurses arrested as strike goes on

By Joso Santa Rita and Robin Drew,
The Star's Africa News Service

SALISBURY — Zimbabwe police arrested more than 70 black nurses in Fort Victoria this morning as nurses and teachers continued to strike in defiance of a warning by Prime Minister Robert Mugabe that he would have them "thrown into the bush."

A police spokesman said the nurses were being held pending trial after they marched from the hospital to the Fort Victoria town centre and refused to disperse.

At Salisbury's Harare Hospital about 400 nurses were staging a sit-down strike in support of their demands for a 200 percent pay rise.

Striking black teachers told the Star they would gather in Salisbury at noon. At some schools this morning meetings of teachers were in progress to decide what action to take in line of the strong warning by the government.

Strikes of teachers and nurses put at least eleven hospitals in Zimbabwe yesterday.

The nurses had demanded to see the newly appointed Minister of Health, Dr Simon Mazoe, who replaced Dr Herbert Ushewokunze.

They are also demanding a 49-hour working week, six weeks' maternity leave and double pay for working during holidays.

"Mr Mugabe, who is touring Matabeleland, said the government could not review teachers' and nurses' salaries alone. "When we make wage policies they will benefit all, not just for teachers and nurses," he said."

The Ministry of Health has issued a statement saying: "Active measures are being undertaken to correct administrative anomalies, raise salaries and bring about improved conditions of service generally. "Nurses have taken..."
Strikers warned: You'll be fired

SALISBURY. — In an unexpected move, the Zimbabwe Government yesterday gave hundreds of striking teachers an ultimatum to return to their jobs, or be instantly fired.

The warning from the Education Ministry was broadcast on state-owned radio at noon on more than 2,000 radio stations and teachers continued to strike for more pay in Salisbury and most major centres.

As the strikes spread beyond Salisbury yesterday, police, for the first time since independence 19 months ago, carried out orders, issued the previous day by Home Affairs Minister, Mr Richard Hove, to arrest 140 striking teachers and nurses in the town of Gokwe, some 112 km southwest of Salisbury.

"And the Education Ministry, employer of all the teachers on strike, warned if the dissidents were not back in their classrooms by this morning, they would be fired on the spot.

Home Affairs Deputy Minister, Mr Tarisai Ziyambi said all strikers would be arrested.

In the past, the Government has turned a blind eye to strikes in industry, commerce and in the country's mines. But Government sources, who would not be identified, said an example was being set with the teachers and nurses to prevent widespread walkouts throughout the public service.

As the teachers defied orders to return to their jobs, army medical orderlies tended patients and thousands of primary school children went unsupervised in classrooms.

The strike workers were_been and insulted as they arrived at some 40 strike-hit hospitals and clinics and 50 primary schools in Salisbury. — Sipa-AFP.
The strike by teachers in Zimbabwe goes far deeper than grumbles over pay. Yesterday they rejected a final warning to go back to work today or face punitive measures.

Brendan Seery of The Star's Africa News Service reports from Salisbury.

1,500 disgruntled teachers who stood round in the sun at a police station in Salisbury spoke in tones reminiscent of the fiery speeches of deposed Cabinet Ministers Mr. Edgar Tekere and Dr. Herbert Ushewokunze.

One teacher, a former guerrilla, said angrily: "Is this what we fought for? We lived and died in the bush for many years.

"Now, we will still survive even if they take away our jobs.

"Our final victory is certain."

Another asked: "Is independence just for Ministers?"

The teachers followed the example of many other groups around the country which have decided to put its foot down. The problem of the pay scale differential, although dating from the Smith and Munyorewa administrations, has not yet been tackled by the ZANU (PF) Government.

On the present scale primary teachers doing the same job can, because of a scale which takes into account educational qualifications, be paid anywhere from R122 to R600 a month.

Headmasters receive R1,250 a month.

The Government, faced with the fact that the strikes — which rapidly spread to other towns including Umatai, St. Lucia, Gwanda and Marandellas — could have a ripple effect on its labour policy, decided to put its foot down. The Ministry of Education, claiming to be "a stern and final warning," said that any teacher not back at work today would automatically be dismissed.

Any teacher arrested for taking part in an illegal demonstration would be fired.

These who wished to return to teaching after their dismissal would have to re-apply. But they would lose all their accumulated benefits.

They would also be regarded as probationers and would be unable to be sent to rural schools.

Which was delivered to them amid loud jeers by a senior official from the Ministry yesterday.

The spectre of losing their jobs did not seem to worry them. Rather, it made them more determined.

They vowed to continue the protest today in the city centre despite warnings from the police that they would be arrested.

As the strikers shuffled out of the police station grounds some teachers began a slow, ominous chant of "Shane-re, Manlimunhu!"
Deeply Musabes ban

Striking teachers
Striking teachers, nurses pose problem for Mugabe

By Rodney Pinder in Salisbury

Striking teachers and nurses are challenging a Zimbabwe Government already under strain from growing economic and political problems.

The administration's initial reaction has been to deal toughly with its first major challenge from the public sector, threatening strikers with arrest, dismissal and even banishment to the bush.

But the political repercussions of an intransigent approach to labour unrest in such popular sectors of the community could be troublesome for the socialist Prime Minister. Mr Robert Mugabe.

Only 18 months after taking office in Zimbabwe's independence election, his administration is already showing some signs of being unsure of its political footing.

The Government's basic embarrassment is that it is acutely short of money.

Zimbabwe's post-war boom, which followed seven years of fighting between nationalist guerrillas and a white colonial regime which suffered international isolation in what was then Rhodesia, has slowed considerably from last year.

Few doubt that the Government would like to reward its teachers (earning from about $13 to about $260 a month) and nurses (about $125 to about $270) with the better pay and conditions they seek.

The cost of meeting the strikers' claims has not yet been established. But economic analysts believe the Government cannot do that without the money.

Even if it did scrape together enough for better pay in schools and hospitals, it would not risk setting off a round of follow-on pay claims throughout the civil service, they say.

Mr Mugabe, attacking the strikers for selfishness, said this week: "We are saying we cannot review teachers' and nurses' salaries alone and leave others. When we make new wages policies, they will be for all people, not just teachers and nurses."

Education and health are already an enormous drain on the state coffers. After 50 years of widespread neglect of the black majority population by white regimes, the new Government built up a state education service.

School attendance has doubled since 1979, the last year of effective white rule, to almost two million.

Health and Education and other social services account for most of a 27% rise in Government spending this year to 2,8 billion dollars (about $2 billion).

At the same time, the economy has been hit by a world slump in demand for Zimbabwe's minerals - gold, copper, chrome, nickel, coal.

Transport shortages are costing at least 10 million dollars ($15.5 million) a week in lost exports.

A trade gap of 50 million dollars ($67.5 million) is predicted by financial analysts for 1981, compared with a surplus of $2 million dollars ($27 million) the year before.

International aid has been pledged to the order of 1,5 billion dollars ($1.1 billion) over the next three years, but most of that is linked to projects in Zimbabwe's large post-war rural reconstruction programmes.

Industry also has to be modernised to compete in world markets after 15 years of international trade sanctions imposed on the former white rulers.

Workers meanwhile are seeing their wages whittled away by an inflation rate approaching 20% a year.

Economic analysts say real pay has fallen over the past six or nine months as inflation has risen faster than average wages.

"And what was a quiescent work force under so-called white oppression, now has its own black majority Government, freely elected by the masses, to get its teeth into," said one Western diplomat.

"It is expected to deliver the goods to the people after 100 years of white neglect - and we hope it if it doesn't!"

Signs of this new assertiveness were clearly visible among the teachers and nurses this week.

 Stern admonitions by Ministers that their stoppages were illegal and harming the nation - words which have persuaded other strikers to return to work in the past - were greeted with cries of derision and demands for action.

"The heavy hand of the State
As the strikes spread, the administration was forced to take action to tackle the problem, the minister said. The administration has made use of new regulations, which it had declared earlier this month, to suppress political activity. Marches and political meetings not approved by the Government were banned. It was reported that the measures had been introduced to quell rising political unrest.

Opposition leaders declared the Government's actions to be ruled by the need to silence democratic opposition to its policies.

Remarking that such measures were last employed by former Prime Minister, Mr. Ian Smith, to quash stirrings of black nationalism, veteran politician, the Rev. Ndabandabangile Sithole, told reporters: "It seems that repressive colonial conditions will once again be imposed on us."

When police with batons and armoured vehicles made their mass arrests on Monday, crowds of black onlookers watched grimly. It was the biggest police operation against civilians since white rule ended.

One young black man strode up to a group of white foreign journalists and snapped: "You want a quote? You can say the Government has made a dismal failure."

He then strode off down the street as lorry loads of teachers were driven away in the opposite direction, some raising their fists and crying, "The Struggle Continues."

Honoured slogans of black resistance to white rule in much of Southern Africa. — Sapa.
Nurses stop strike after Zimbabwe death reports

The Star’s Africa News Service
SALISBURY — Some patients have died as a result of the current strike by nurses, the Salisbury City Council has claimed in a statement warning the nurses they will be dismissed if they do not return to work.

The council learned all medical orders and most of the State registered nurses had gone on strike and hardliners had intimidated those reluctant to strike.

Striking nurses at Salisbury’s Harare Hospital dispersed shortly after noon today after they had received a written message from the Minister of Health, Dr Simon Mazero, saying their pay grievances would be looked into.

The chairman of the country’s Mass Media Trust, Dr Davidson Sadza, delivered the message to the nurses at their sit-down protest. Although about 50 uniformed police were present, there were no incidents as the 400 nurses and medical assistants dispersed, saying they would return to work tomorrow.

Dr Sadza called on the strikers to “have faith” and said that the statement was “as much as you will get from a Government Minister.”

The nurses are demanding a 200 percent pay increase, a 48-hour week, six weeks’ maternity leave, and double pay for holiday work.

The strike by Zimbabwean teachers appeared to have fizzled out.

Most teachers appeared to have heeded the ultimatum issued by the Education Minister, Dr Dzinagai Mutumbuka, to return to work or be fired.

Reliable sources say two white expatriate teachers, one British and one Australian, were arrested in Gatoroa about 30 km south of Salisbury and are to be charged under the Law and Order (Maintenance) Act.

EXPATRIATES

Although at a stormy meeting on Wednesday, almost 2000 teachers vowed to assemble yesterday in the city centre, no more than 100 did so.

The teachers at this demonstration resolved to return to work, but issued the Government with a list of demands and gave seven days in which to comply with them.

The demands included an immediate review of the teachers’ salary structure.

Australian and British teachers at the meeting told reporters that Dr Mutumbuka threatened all expatriate teachers with deportation if they continued their sympathy stoppage.

It was reported that although yesterday was pay day for the teachers, headmasters had been ordered not to pay those who were out on strike.
Mugabe cracks down on strikes

By Brendan Seery
The Star's Africa News Service

SALISBURY - Tough 'strike-breaking' measures have enabled the Zimbabwean Government to weather a potentially dangerous situation.

Prime Minister Robert Mugabe, who guaranteed the right to strike in his election manifesto issued last year, has had hard words for striking teachers and nurses who went on strike in support for pay demands.

As schools remained deserted and hospitals were forced to call on volunteer workers and army personnel to fill gaps, Mr. Mugabe threatened to send strikers "to the bush" to enable them to feel hardship.

The strikes, which began on Monday, spread rapidly to other centres and drew an uncompromising response from the Education Minister, Dr. Dzingai Mutumbuka, who refused to meet the protesters and on Wednesday issued an ultimatum threatening them that if they did not return to work, they would face instant dismissal.

He also said that teachers, who wished to continue teaching after their dismissals would be re-engaged as juniors and lose all accumulated benefits. After being taken on again, they could be sent to schools in rural areas, he added.

A softer line was taken with the medical staff by Health Minister Dr. Simon Madorobo, who, although striking, promised that their refusal to meet the strikers would not prevent them from being looked after. Having received a written statement to this effect from him, strikers at Salisbury's Harare African Hospital agreed to return to work.

The teachers, who promised continued resistance after their Minister's ultimatum, returned to classes in large numbers the day after it was delivered.
Striking nurses return to work just in time

SALISBURY. — Striking nurses at Salisbury's Harare Hospital returned to work yesterday after their walkout prompted more than three days of strike action by black medical staff throughout Zimbabwe.

In the Midlands town of Que Que yesterday morning, 49 striking nurses were arrested while carrying out an illegal demonstration, police said yesterday. Giving a breakdown of more than 300 teachers and nurses arrested while demonstrating, in the past two days, a spokesman said 195 teachers were taken to the police station in Gatoon on Wednesday and 72 striking nurses were held in Fort Victoria on Thursday.

About 800 teachers and nurses were arrested in Salisbury on Tuesday but all were released with no charges brought. In Marandellas, nearly 100 teachers were sacked when they failed to turn up for work, but they were unconditionally re-instated yesterday.

Harare Hospital's hundreds of nurses and medical orderlies began their strike on Tuesday demanding higher pay and better working conditions. They refused to negotiate until the Health Minister, Dr Simon Mazorodze, met them.

Yesterday, however, the chairman of the Mass Media Trust, Dr Davidson Sadza, negotiated an end to the impasse and persuaded the nurses to return. Dr. Sadza, who is also a Salisbury medical practitioner, read them a letter from the Minister promising improved salaries and conditions of service "as soon as possible". He explained that the Minister had been unable to meet the nurses personally because of a Cabinet ruling earlier this week that Ministers were not to address "unapproved organisations".

Dr Mazorodze's letter read: "I am appealing to you all to go back on duty at one o'clock. Government has looked into your grievances and improved conditions of service and salaries will be announced, as indicated by the Prime Minister, as soon as possible."

Dr. Sadza met the nurses outside the hospital yesterday morning, but was told they wanted some assurance "in writing" if the Minister was unable to address them. He returned to Dr. Mazorodze and then addressed the nurses again after midnight.

Crisis point

His successful intervention came just as conditions were approaching crisis point in several of the country's major hospitals. Harare Hospital had to close its vital outpatients department yesterday morning and some smaller hospitals were forced to close down altogether.

Harare only managed to keep going with the help of Red Cross, St John Ambulance volunteers and members of the Army Medical Corps. Only the most seriously ill or injured were attended to.

It is expected that striking nurses and medical staff in other parts of the country will soon follow Harare Hospital's lead. Most of the country's black teachers seem to be back at work after a nationwide strike lasting all week. — Sapa.
2) The record reaction to the claim of teachers, unless channelled into useful industrial action, may result in serious income fluctuation, and a serious decline in the educational standards of the country.

3) I do not agree above its place of origin from a change in the rate of interest on a factor.

AVERAGE OF INVESTMENT

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SALISBURY — A delegation from Zimbabwe's National Education Union yesterday's meeting with the Minister of Education, Mr. Mutumwa, to present their grievances.

The report indicates that the Minister, who had been addressed by striking teachers, had described the teachers as issues to the Ministry. He had told them, "If we had gone through these things, we would have done the work.

The teachers have threatened to continue with the strike, unless their demands are met. They have stated that they will not accept any changes in their terms of work.
Mugabe plans to boost minimum pay

SALISBURY. – Zimbabwe’s Prime Minister, Mr Robert Mugabe, says his government plans to announce new minimum wage levels next month.

Mr Mugabe made the announcement at a rally at Beit Bridge during his current tour of the country’s western and southern areas.

Black trade unionists claim the existing minimum wage is grossly inadequate and does not meet minimum poverty lines, while white employers say the present minimum restricts creation of job opportunities and economic growth. – Sapa.
ZIMBABWE STRIKES

Blaming "enemies"

Zimbabwe Prime Minister Robert Mugabe has taken at least one leaf from Zambian President Kenneth Kaunda's book. For years Kaunda brushed aside the most serious criticism of his economic policies by blaming the country'sills on the war in Rhodesia.

Last week, faced with the most serious labour unrest of his 18 months in power — strikes by teachers and nurses throughout the country — Mugabe lashed out at "enemies" within and beyond Zimbabwe.

At political rallies in Matabeleland, the stronghold of his election rival and junior coalition partner Joshua Nkomo, Mugabe accused SA of trying to destabilise Zimbabwe, threatened white leader Ian Smith with imprisonment, and warned former PM Bishop Abel Muzorewa that he could be detained for alleged subversion. His only reference to the strikers was to claim they were supporters of Muzorewa's UANC party.

In business circles there are strong fears that Mugabe has done less than justice to the strikers' case. There is no doubt that civil service wages have lagged behind the private sector, and with inflation rising to nearly 20% on a year-on-year basis, threats of prosecution and imprisonment will not keep the teachers and nurses quiet for long.

The rapid spread of the work stoppages has clearly demonstrated widespread dissatisfaction within the major public services and pressure for another round of pay hikes is mounting in the private sector.

There were signs that the government might delay the second round of minimum wage increases due this year, particularly in the light of a mounting backlog of price increase applications for a wide range of basic foodstuffs and goods.

In the past, price increases were approved once manufacturers proved that costs of manufacture had increased because of higher wage, raw material or transport and fuel costs.

As part of an attempt to restrain inflation, the government has been holding back approval of a range of price increases from millers, breweries, sugar refiners, soft-drink and cigarette manufacturers.

But the latest unrest makes it almost certain the minimum wage will go up again this year. Informed sources say the announcement is likely towards the end of November and the minimum wage in commerce and industry could then hit around Z$100 a month.

This, of course, is bad news for the industries still waiting for price increases from
Mugabe gets Korean weapons worth R18m

SALISBURY. — Military equipment being supplied by North Korea to Zimbabwe has started to arrive in Salisbury, raising the likelihood that the training of a fifth army brigade by North Korean instructors will start early next month.

Over the past week equipment has been landing at Bulawayo and arrived up to Salisbury and Umfula.

So far six tanks, eight large artillery pieces, three amphibious vehicles and a number of troop carriers are understood to have arrived in the country.

The equipment is apparently standard issue to North Korean army brigades of 5,000 men.

Among other equipment being supplied is protective wear against chemical warfare.

The North Korean instructors are in equipment worth about R18 million and provision of 100 military instructors to train the brigade is being made under terms offered to Mr Robert Mugabe, the Prime Minister, on a visit to Pyongyang last year.

The instructors have been billeted for almost three months near Inyanya in the eastern highlands, and for at least some of that time they have been staying in elegant surroundings at a four-star hotel.

The men they are to train have been arriving at the Inyanya barracks over the past two weeks from various parts of Zimbabwe.

The vast majority are former members of Mr Mugabe's Zanla guerrilla force with only a few positions in the officer corps having been allocated to Mr Nkomo's ZIPRA.

**Crack unit**

The government has stated that in accepting the North Korean offer it was doing no more than demonstrate its non-aligned status and even-handed attitude in dealing with West and East.

All previous military assistance has come from Britain.

Mr Mugabe said the new brigade would be a crack unit to deal with dissidents — a statement which caused concern among opposition politicians including Mr Nkomo, who suggested it might be used to impose a one-party system of government on Zimbabwe.

That has been strenuously denied and in the Senate yesterday Mr Emmerson Mnangagwa, the Minister of State with responsibility for security, also repeated denials that the brigade would be deployed against anti-Frelimo rebels in Mozambique.
Anglo houses for miners 'appalling''

SALISBURY. — Mr. Maurice Nyagumbo, Zimbabwe's Minister of Mines, yesterday criticised Anglo American Corporation officials for the low standard of miners' houses. He ordered them to suspend rents for a number of 'cheaply built' houses.

At a meeting with officials at the Anglo-owned Wankie coal mine, Mr Nyagumbo asked: 'If you, the management, cannot stay in some of those appalling houses, why should you expect any other human beings to live there?'

The mine manager, Mr. Don Biddle, said the old ones would be demolished once the backlog of about 300 houses had been met.

Prime Minister Robert Mugabe last week warned whites the government would not tolerate bad treatment of workers.

UPI.
Wage Rise Shock for Farmers

France	

Following the introduction of a new price policy and an increase in the price of industrial goods, the government has also announced a wage increase. The increase has been set at 12%, effective from the beginning of the new year. The increase will apply to all workers, including those in the agricultural sector.

The increase in the wage of industrial workers has been announced in the form of a 10% increase. The increase will be phased in over a period of six months, with the first increase of 2% in January, followed by further increases of 2% every three months. The increase will apply to all workers, including those in the agricultural sector.

The increase in the wage of farm workers has been announced in the form of a 15% increase. The increase will be phased in over a period of six months, with the first increase of 3% in January, followed by further increases of 3% every three months. The increase will apply to all workers, including those in the agricultural sector.
Zimbabwe farmers threatened

The Star's Africa News Service

SALISBURY — The Zimbabwe Government has threatened to nationalise the land of farmers who do not pay their workers the new minimum wage of R65.

The Minister of Labour and Social Services, Mr Kumbirai Kangai, said yesterday any farmer not complying with the regulations, which were promulgated on December 3, would lose his land.

He also warned employers of domestic workers they would be prosecuted if they contravened the regulations.

The new moves were to protect the farm and domestic sections of the workforce, which had for many years, been "treated inhumanly" said Mr Kangai.
ZIMBABWE—LABOUR

1990—1992
Weirdforce takeover results in chaos

Vaira News, 13thJuly 1984

Due to the formation of workers' firms, the workforce participation of women increased significantly. The more successful firms have increased the proportion of women at work.

Some of the takeover results, as reported by the workers, are as follows:

1. Increase in wages and benefits
2. Improved working conditions
3. Increased autonomy and decision-making power
4. Reduced layoffs and terminations
5. Enhanced training and development opportunities
6. Greater involvement in company policies and decisions

In conclusion, the workforce takeover has had a positive impact on the employees, with increased job satisfaction and improved working conditions. The success of these firms is a testament to the strength of the workforce movement.
Workforce Takeover Results in Chaos
60% of Zimbabwe army has HIV

HARARE. — Between 10 and 20% of Zimbabweans are infected with the Human Immuno-deficiency Virus (HIV), a conference on Aids heard yesterday, Ziana news agency reports.

Anglo American official Dr John Manson told representatives of industry and commerce gathered here that 30 to 50% of general hospital patients, and over 60% of the armed forces, were affected.

"Eighty percent of patients with tuberculosis have HIV antibodies," he said.

The conference is focusing on the socio-economic implications of Aids in Zimbabwe, and is being attended by company representatives from around the country.

Dr Manson also quoted the World Health Organisation as saying that Aids in Africa had jumped by 83% between 1988 and last year."
Nurses vow to continue striking in Zimbabwe

HARARE — Health Minister Dr Timothy Stamps on Saturday said that all junior state-registered nurses (SRNs) — on strike nationwide — had already been awarded increases on their basic salaries but problems had been experienced in processing the paperwork at the Salary Services Bureau.

In an interview after he met nursing representatives, Dr Stamps said only SRNs had been granted increases last year.

At their meeting Dr Stamps and the nursing representatives failed to reach agreement to end the 10-day strike.

The nurses have vowed to continue the strike and say they want a written assurance that their grievances will be considered before they can return to work. — Sapa
BULAWAYO. — Police have cracked down on striking nurses in Bulawayo, Harare and Mutare since Monday, Zimbabwe's news agency Ziana reported. Riot squad members in full riot gear and armed with rifles, batons and teargas canisters yesterday patrolled major hospitals in Bulawayo with orders to arrest and detain all striking junior nurses found in the hospital premises.
HARARE. — Almost 1,000 striking junior nurses are refusing to leave the Harare Central police station. The nurses said they were waiting for the results of a meeting between their representatives and the health minister.
Mugabe meets nurses over strike

By Robin Drew,
The Star’s Africa News Service

HARARE — President Mugabe has intervened in the 16-day-old strike of junior nurses which has disrupted work in hospitals throughout Zimbabwe.

The president yesterday met a delegation from the Zimbabwe Nurses Association, saying he was worried about the consequences of the stoppage.

Junior doctors, technicians and some other health workers have expressed sympathy for the nurses, and some doctors have said they will attend only emergency cases.

The strike of the nurses in support of demands for more pay followed almost immediately the appointment of a new Minister of Health, Dr Timothy Stamps — a former Harare medical officer of health whom Mr Mugabe appointed to Parliament this month.

He promised to consider the grievances, but refused to give assurances in writing and said he could not meet the nurses until they returned to duty.

Police have stopped the striking nurses from gathering at hospitals, and yesterday hundreds were escorted to Harare’s main police station from the Health Ministry but were not detained.
HARARE - Thousands of teachers flocked into the streets in Zimbabwean towns again yesterday in support of demands for more pay and better conditions.

There were reports from some primary schools of chaotic conditions as the teachers deserted their classrooms, leaving the prefects to try to maintain discipline.

The government has told the teachers that proposals for pay increases are with the Treasury and has appealed to them to go back to school. But the strikers among the non-graduate teachers who make up the vast bulk of Zimbabwe's 90,000 teachers are insisting that their demands, especially for back-dating increases to March 1, be met before they pick up their chalks again.

Two ministers were booed and jeered when they addressed strikers outside the Education Ministry in Harare. But no violent incidents have been reported.

The teachers' strike follows that of nurses who stayed out for two weeks before President Mugabe intervened personally.
Zim teachers leave classes to join strike for better deal

By Trevor Grundy

The Zimbabwean government is nervously watching the spread of a nationwide teachers' strike and hoping it will fizzle out.

To meet the demands of the 90,000 teachers could cost the cash-strapped government about $220 million.

The strike started in Harare and Bulawayo but quickly spread to the country's main urban and rural areas.

"We will hold out until our just demands are met," said one teacher from Harare who was protesting in Africa Square, opposite the Zimbabwean parliament. A policeman looked down at her and smiled.

Demonstrations throughout the country have been peaceful.

The strike has involved nearly all of the country's 90,000 teachers, the vast majority being non-graduates from secondary schools.

The government spends about 20 percent of the annual budget on education and 85 percent of that goes on salaries.

"But I reckon I earn one-third of what the kids earn when they leave school," complained one male teacher.

However, most school leavers simply do not get jobs, and teachers not only face low pay at a time when the cost of living is high, they also know most of their work is in vain.

Education Minister Fay Chung recently told monthly magazine "Parade" that of the one million children educated since 1991, some 90 percent are still without work.

The strikers let the government know about their dissatisfaction months ago - but the bureaucracy is usually slow to react.

This was seen last month when nurses went on strike and paralysed government clinics and hospitals. Only the direct intervention of President Robert Mugabe got them back to work and the wards.

That could happen again unless the government agrees to higher pay for non-graduate teachers backdated to March this year.

The Treasury will probably approve, but taxpayers will eventually foot the bill.

Other middle-class groups also want more money. "This will be the year of the strike," said one economist.

"Ordinary people are sick and tired of tightening their belts when they see how some of the fat cats in government live."

His prediction could come true. On Friday more than 1,000 striking Tax Department employees gathered outside the Kagurvi building in Harare, demanding 40 percent salary increases, backdated to January 1, and better working conditions.

"Rent has been escalating, while salaries have remained stagnant," complained a spokesman for the strikers.

Minister Chung is a socialist-academic brought up in the old Marxist-Leninist school.

But her words of wisdom cut no ice with striking teachers when she tried to talk about their grievances.

One of Zimbabwe's proudest post-independence boasts is that it has spent so much on education. In colonial days the vast majority of black children never saw the inside of schools.

A central government tenet is that every boy and girl should have the right to read and write. But often pupils sit under trees (in all weather) and there is a frightening shortage of textbooks, exercise books, pens and pencils.

Teachers often wait months for their pay cheques if they live in rural areas and youngsters suffer when teachers take action.

The last few years have been an enforced public holidays in parts of Zimbabwe as pupils marched with their striking teachers.

Chung's job right now is not to be envied. "We know the foundation of our education system is the primary school," she told teachers last week.

"We also know that in secondary schools 96 percent of our teachers are non-graduates. We know the best teachers are not necessarily graduates."

When she finished teachers booted and jeered her. This would never have happened 10 years ago.

Once Mugabe dreamt teachers would spell out the need for selflessness in building socialism.

But in 1990, thousands of black teachers want bigger incomes and they're prepared to boycott the blackboard to get what they want.
Pupils hit by strikes

By DON JACOBS
Harare.

MOST of Zimbabwe's 2,5 million schoolchildren were sent home this week as non-graduate teachers struck for more pay. Bulawayo tax assessors walked out and, at Zimbabwe Iron and Steel, technicians downed tools.

Zimbabwe's "winter of discontent" comes as a reaction to promises made during the March election campaigns of better pay for government and parastatal employees.

The state-controlled news media's coverage of teachers' grievances was bitterly resented by the strikers, who have to cope with 18 percent inflation.

"We should be giving you remedial English lessons," teachers taunted reporters from the semi-official daily, The Herald.

They had a point. The Herald recently reported that a young sub-editor had died after "falling into a coma (sic)

365

365
HARARE - Zimbabwe invoked emergency powers yesterday to try to stop a strike by thousands of teachers, threatening to dismiss those who do not return to work today.

Public Service Minister Eddison Zvobgo said the strike for pay rises by non-graduate teachers was illegal under the emergency laws, which bar strikes in essential services.

"All demonstrations associated with strikes are unlawful. Police will take appropriate action," he said. - Sapa-Reuter.
Work or be fired, strike teachers ordered

From ROBIN DREW
Argus Africa News Service
HARARE. — Thousands of teachers and other civil servants who have been on strike in Zimbabwe have been ordered to go back to work today or face dismissal.

Tough measures announced yesterday by the government include a ban on demonstrations and a warning that the police would deal with strikers under the emergency powers.

Pupils have been told to tell their parents if teachers do not carry out their duties and parents have been urged to tell the authorities.

Retired teachers and others with certain educational standards have been asked as "patriotic Zimbabweans" to offer their services if required.

TAX OFFICIALS
The government said that under the emergency strike by government servants were illegal.

Thousands of non-graduate teachers have been on strike for nearly a fortnight demanding a 35 percent backdated increase. Tax department officials went on strike at the end of last week demanding a 40 percent rise.

Strikers have paraded in the streets and gathered outside government buildings.

The government said salary scales were being reviewed but no announcements would be made until the strikers returned to work.

More than 90 percent of Zimbabwe's 80,000 teachers are non-graduates.
Chaos as Zimbabwe police hit strikers

HARARE — The centres of Zimbabwe's two major cities were thrown into chaos yesterday morning when riot police used teargas and batons to break up meetings of striking teachers, in came tax assessors and government Salary Bureau staff.

In Harare's African Unity Square several children, some as young as six, were knocked down in the stampede to escape a barrage of teargas.

In Bulawayo, baton-wielding riot squad members failed to distinguish shoppers from 3,000 demonstrating teachers.

"This is war. This is only the beginning," said one teacher in Harare, a former guerrilla.

"The government should never have used violence to attack peaceful demonstrations."

The government claims only 15% of Zimbabwe's 84,000 non-graduate teachers are on strike demanding a 33% pay rise back-dated to March 1. When their university-trained colleagues won an increment, but most primary schools remained closed yesterday as the strike entered its second week.

It is believed up to 6,000 civil servants have stopped work.

President Robert Mugabe flies back today from a state visit to Malaysia and Indonesia to confront the wave of industrial unrest.

State to stop paying UIF contribution

Political Staff

CAPE TOWN — The state's contribution to the Unemployment Insurance Fund (UIF) is to end in terms of an amendment to the Unemployment Insurance Act tabled in Parliament yesterday.

In terms of Section 29 of the present Act the state must contribute to the fund — on an annual basis — an amount equal to 20% of annual contributions to the fund to a maximum of R70m.

Contributions to the UIF have, however, increased to such an extent that the present contribution of the state amounts to just 9,72% of the total paid into the fund.

The memorandum attached to the Bill states that in 1999 contributions by nearly 156,000 employers and 5,2 million contributors amounted to some R967m. As a result the maximum contribution made by the State of R70m had "very little effect" on the fund.

The Bill does provide, however, that if at any stage because of claims by contributors the UIF is unable to meet its financial commitments, the state may still make an advance to the fund.
Striking teachers defy order to return.
Armed police ready to act against teachers

HARARE - Scores of police in riot kit, some armed with automatic rifles, patrolled Harare's Africa Unity Square this morning to forestall any fresh demonstrations by striking teachers, who yesterday defied government orders to go back to work.

Police said that the 'ring leaders of any unlawful gatherings or processions would be arrested and prosecuted.

'Police yesterday used teargas to disperse striking teachers as they demonstrated in Harare and chased strikers in Bulawayo with batons but made no arrests.

Meanwhile long queues built up again yesterday morning as unemployed people waited to register as replacement teachers should they be required.

Not ideal

Education minister Ms Pay Chang said it was not ideal to use untrained teachers but it was better for the children to be in the classroom than running about outside.

She said about 10 000 of the country's 84 000 teachers had been on strike but it is not known how many of these obeyed the instruction to go back to school on Wednesday or be fired.

Bishops

The Catholic bishops on Wednesday urged all striking civil servants to consider carefully the effects of a strike.

While teachers had the right to a fair remunera-
Mugabe launches attack on civil service strikers

HARARE. — Teachers and other Zimbabwean civil servants who went on strike for more pay had been completely unreasonable, President Robert Mugabe said.

"We are going to take stern action," he said yesterday. Teachers should not believe they were indispensable. Not even the president was indispensable.

BLACKMAIL

President Mugabe, who returned yesterday from a trip to the Far East, said he was happy with the action taken to ban strikes by civil servants and to outlaw demonstrations.

Everyone had been told to negotiate for higher wages, yet teachers had chosen to persist with their strike despite being told by the ministers concerned that they were sympathetic to their grievances.

They wanted to bring the government to its knees, he said, but the government would not be blackmailed into doing what it thought was wrong.

He praised retired teachers who had volunteered to replace strikers.

They had come to the rescue of the education system out of a sense of revulsion for the strike.

POLICE OUT IN FORCE

However he conceded some had done so because they needed jobs.

Police were out in force today to halt any demonstrations, though most teachers have gone back to work.

Striking tax officials have also returned to their desks.
Panic as Zimbabwe crushes teachers’ strike

President Robert Mugabe’s electoral ambitions have come home to roost—in a wave of strikes. ANDREW MELDREUM reports

TEARGAS swept through Harare’s city centre on Wednesday as riot police dispersed a demonstration by 4,000 striking teachers.

Protesting teachers and about 500 pupils who had marched in support of the strike ran through the streets and sought refuge in office buildings and department stores.

Ininking Zimbabwe’s 25-year-old emergency powers, the government declared a public holiday and all strike-related demonstrations unlawful.

Wielding batons and tear gas, the police broke up the peaceful demonstration in Union Square (formerly Cecil Square) and prevented the teachers from regrouping.

The show of force was enough to break the protests without violence, and there were no reports of injuries or arrests. Similar police action was taken against striking teachers in Bulawayo and Gweta.

Perhaps even more effective in deterring the strike was the government’s action of hiring new teachers to replace the strikers in the classrooms.

With unemployment ratings at 30 percent and 3,000 eager secondary school graduates lined up in major cities to apply for the striking teachers’ jobs, “We won’t go back to work until all outstanding pay is settled,” said one teacher.

Owing to the rates given up to 33 percent, 3,000 eager secondary school graduates lined up in major cities to apply for the striking teachers’ jobs. But yesterday morning the strike was back in its fifth grade classroom in a Harare school.

“Our cause is right, but I cannot afford to lose my job,” said the teacher.

After his 10 years of work, 3500 (above $50) per month. “I don’t know how I’ll find another job and I have a family of six to feed.”

Zimbabwe has been hit by a wave of strikes by government employees. The industrial unrest began in April with a two-week teachers’ strike—which brought the country’s banking system to a standstill—and has spread to the teachers, tax collectors, police and staff of the motor vehicle repair department.

Deputy Prime Minister Mugabe’s election promise has come home to roost, as the plant workers and public servants take to the streets in their campaign for the national elections in March.

The civil service, with 216,000 employees, received more than 20 percent of Zimbabwe’s total workforce of just over a million, and it has not been awarded major pay increases for years, despite rising inflation rates.

Government employees are holding Mugabe to his campaign promises by demanding pay increases ranging from 22 percent to 40 percent.

But it is clear the government will be hard pressed to pay the bill.

To PAGE 18

Embattled teachers falter as Zimbabwe crushes strike

Prime Minister Bernard Chidzero is under increasing pressure, domestically and internationally, to reduce the country’s budget deficit.

Last year he brought the deficit down to 10 percent of the gross domestic product, and he warned that further austerity would be needed.

“The government is clearly in a bind,” said a Harare economist. “The calls for raises are reasonable, yet it cannot afford to pay them.”

To increase government expenditure now would drastically hinder the government’s ability to carry out the liberalisation program designed to bring in investment and create more jobs.

The teachers are a case in point. There are nearly 90,000 schoolteachers and their salaries make up 90 percent of the education budget, which is the single largest portion of the government’s overall 1989/90 budget of ZS 989 million.

Just four percent of the teachers are university graduates and they have already been awarded the 33 percent raise, effective from March 1. The remaining 96 percent of the teachers without university qualifications have not yet been awarded raises.

“We teach the same courses as the graduates and we are the backbone of the educational system,” insisted a non-graduate teacher. “We accept that we are lower on the pay scale than the graduates, but we do not accept that they should get raises before us.”

The strikes have also highlighted the weakness of Zimbabwe’s labour unions. The teachers’ strike has been without the backing of either of the two teachers’ unions. The nurses and taxmen went on strike without the backing of their unions.

It appears the Mugabe government has been able to control the strikers’ strike by the use of the emergency powers and the threat of hiring new non-graduates to replace the strikers.

But that does not solve the larger problem of how to satisfy civil servants, whose real incomes have dropped steadily since 1982.

“The government has created a vast bureaucracy in education, health and the public services,” said a Harare economist.

“But it is becoming increasingly evident that the country does not have the resources to keep those salaries pace with inflation. It is not a very optimistic picture.”

Kohl calls for JS and Europe o work for a jappier world

WEST German Chancellor Helmut Kohl praised the United States role in rebuilding Western Europe after World War II, called yesterday for "a new political understanding between the US and Europe," and urged Europe to work for a "jappier world." Kohl said the "existential interests of Europe and America are identical and identical in European and American unification." Kohl said Europe and America must be able to assert "to jointly protect our freedom." Kohl told an audience of students and professors at the annual Harvard graduation ceremony.

The North Atlantic Treaty Organization (NATO) military alliance would continue to exist, the chancellor said, but in an "altered form and with an expanded agenda".

Kohl said that America and Europe "live together towards a common vision of a happier world," promising "a global and "enlarged partnership" and aid in developing countries in political areas of cooperation.

In Europe, Kohl said the border between Poland and Germany must remain "invisble" but should become "a passage for both nations as the French-West German frontier." — Jeanne Protten Agence
Cheaper smokes are planned by Zimbabwe's big manufacturers

By TREVOR GRUNDY 17/6/90

ZIMBABWE'S two main cigarette manufacturers, British American Tobacco – Britain's fifth biggest company – and Rothmans, are determined to press ahead with the production of a cigarette aimed at the low-income African groups.

Their determination comes against the background of an almost orchestrated media campaign, mainly in Britain, against fresh sales of cigarettes in Africa and the Third World at a time when consumption in Europe and the US is declining by about 1 percent a year.

A BAT executive said in Harare: "In many respects, this is a joint company exercise because we deal with so many common problems, such as foreign exchange and price control. We last met officials from the Treasury in March and I'd say that they have a full understanding of the present situation.

"We're not trying to produce a cheap cigarette for Africans or low-income groups as such, because at the moment they're smoking incredibly cheap cigarettes from raw leaf tobacco which is sold illegally all over the country from Harare to Beit Bridge."

The raw leaf spoken about "falls off the backs of lorries", is stolen from warehouses or is removed, illegally from commercial farms. It is understood that farmers of fluecured tobacco sometimes sell rejected, mouldy tobacco to backstreet dealers rather than move such tobacco back to their farms at considerable expense.

Estimates are that the two companies pay out around $56 million in taxes every year and that the potential market, if brought into the legal sales system, could earn another $50 million, or thereabouts.

A bag of raw leaf tobacco, often mouldy and with a very high nicotine content, sells for 50 cents. From that, experienced hands can "twist" 50 cigarettes using newspaper or paper stained with ink marks or grease.
ZIMBABWE

Strike-cracking

Zimbabwe President Robert Mugabe's government has cracked down on strikers to end the worst wave of labor unrest since independence.

More than 10,000 teachers and 1,500 civil servants, demanding more pay and better conditions, stopped work in a series of countrywide strikes which started on May 28. Last week armed riot police fired teargas and used loud-hailers to order about 2,000 nurses in Harare to end their protest. In Bulawayo strikers scuffled with police.

The clashes came a few hours after government told dissatisfied civil servants they would be fired under state of emergency laws that forbid stoppages in essential services.

Non-graduate schoolteachers, who earn about Z$600 a month, are demanding a 30% wage increase which the Ministry of Education says it cannot afford. Education is government's biggest expenditure and will absorb 25% of Zimbabwe's budget in the current fiscal year. About 90% of it goes to pay 84,000 teachers.

There were also strikes by more than 1,000 Treasury officials (including staff of the Salary Services Bureau), several hundred steelmill workers and scores of technicians at State-run utilities and urban councils.

Striking tax collectors pressed for a 40% wage increase backdated to January 1 and other civil servants demanded pay hikes of no less than 20%.

One finance house says the three-day strike by bureau staff could cause a three-month delay in processing civil servants' wages and cause more unrest.

The wave of strikes came after government authorized price increases of as much as 15% on basic goods as part of reforms to liberalise the economy. At the same time, the minimum wage rose by 10% and collective bargaining in the private sector recognised by the Labour Ministry.

Civil servants, however, so far excluded from negotiating their pay, complain their wages are not in step with economic reforms which have increased inflation — unofficially thought to be near 30% a year.

Mugabe says he is angry that none of the State's employees heeded his government's promises to investigate their pay grievances. Public Services Minister Eddison Zvokwe is urging retired teachers and qualified unemployed adults to register with the Education Ministry to fill gaps caused by teachers who refused to resume work and were fired.

More than 3,000 jobless who applied for teaching posts were described by Mugabe as mainly people who felt a sense of revulsion at the striking teachers' actions.

It appears that the strikes fizzled out mainly because few teachers or civil servants could afford to lose their jobs. More than 1m are jobless in Zimbabwe’s potential workforce of about 5m. This enabled government to fire defiant strikers.
Aids will devastate workers

The Confederation of Zimbabwe Industries congress in Victoria Falls yesterday heard that 90 per cent of the Zimbabwean workforce could be dying of Aids-related diseases in 10 years. Statistical evidence indicated that 10 to 20 per cent of the general population carried the HIV virus. The number of reported Aids cases up to April had trebled in the last six months, said the CZI, which estimates the incidence of HIV will double every 10 months. (543)
Zimbabwean teachers 'are flocking to SA, Botswana' 

By Robin Drew, 
The Star's Africa News Service 

HARARE — Zimbabwean teachers who were suspended by the Government after a strike for more pay are reported to be flocking to South Africa. 

Labour Minister Mr John Nkomo, expressing concern at the brain drain, said doctors and teachers were leaving Zimbabwe for South Africa and Botswana. 

In the early years of independence Zimbabwe suffered a skills shortage as whites left the country in thousands. But it is the turn of blacks to seek greener pastures. 

Patriotism 

Mr Nkomo said a sense of patriotism must be instilled in Zimbabweans planning to work abroad to stop the brain drain. 

In the first half of last year Zimbabwe lost 845 skilled workers from medicine, the construction industry, accounting and the teaching service. 

Eight hundred teachers were suspended after the strike this year but have been told they should re-apply for their jobs. 

The Sunday Mail said that in South Africa qualified teachers would get R4 500 a month, considerably more than here. 

Taxation is much lighter in South Africa, a factor which has influenced many to leave Zimbabwe where the top rate of individual tax is 60 percent.
Brain drain in Zimbabwe

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Aids 'will cause decline' in Zimbabwe population

Argus Africa News Service

HARARE. — Analysts have presented a frightening picture of the toll taken by Aids in Zimbabwe where the population, instead of doubling in 30 years as often forecast, will decline.

By the turn of the century, many of today's young professionals and skilled workers will be dead if the increasingly gloomy predictions by medical specialists, social workers and economists are borne out.

The chairman of the National Aids Council, Dr Macleod Chitoyo, confirmed the officially recorded cumulative total of 3,694 cases of Aids by the end of June this year, and said it was estimated that 488,000 people were now HIV positive.

This figure was reached by a crude extrapolation of figures from blood transfusion service tests.

This gave a figure of 261 cases for every million of the population, which put Zimbabwe high on the list of countries most affected by Aids.

It is accepted that official figures are conservative but even these show that in the last six months there were 1,723 new cases of Aids diagnosed, more than the total for 1989.

Nearly 80 percent of those affected are in the professional and skilled group while 20 percent are children under five.

The population was projected at 16,736,000 by the year 2017 but deaths from Aids-related diseases are likely to cut this to 8,696,000 by 2017, below that of 1987.
**Bantu Education is not only inferior but useless**

A teachers' demonstration in Johannesburg early this year, which culminated in a teachers' strike. A Zimbabwean pupil argues that teachers' strikes lead to a decline in the standard of education.

Who loses in teachers' strikes?

A 16-year-old Zimbabwean pupil, Samuel Sigauke, who is in Standard eight, sent PUPILS FORUM an article he wrote, "Teachers' strike: who is the loser?". He said the article was based on the teachers strike in Zimbabwe.

The contents of the article do not necessarily represent the views of PUPILS FORUM and are open for debate.

TIME and again we are fed with news of workers' strikes, both in the public and private sector. Workers in the various sectors go on strike whenever their demands are not met.

But in all these strikes, who has ever considered the eventual loser and winner?

Do the workers gain anything and the employers lose everything?

Is it not innocent people who suffer the consequences of the strike?

Along with all the strikes, there is a teachers' strike. Teachers resigned to downing their chalks, looking around in search of "Umqombozhi" (here in the rural areas). In Harare, they put on their best clothes and congregated unproudly in the Africa Unity Square every morning. Who is gaining and who is losing?

They marched to their union headquarters in town. They gathered every day, but all they did was to urge each other to be there the following morning and be punctual.

The most disturbing factor in all this is that the student is the sole, unconsolated loser.

When nurses and other medical staff went on strike, the authorities rushed to address their demands because they feared loss of lives.

During the strikes, the country will sustain as a result of the decline in education?

Temporary teachers were hired, but this was harmful to us and the standard of education declined drastically.

* Sigauke also requested editions of NEW NATION. We advise you to subscribe for the paper. On your request for books, we regret that we do not have these.

* We will be happy to consider publishing any short stories you may send.

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Editor
Press unions must cut links with political leadership

HARARE - African journalists need to strengthen their unions and divorce them from the political leadership of their various countries if they are to serve as vehicles for community development, the president of the Zimbabwe Union of Journalists, Mr Willie Bango, said yesterday.

Officially welcoming media representatives from 20 African countries to a three-day international conference being held in Harare to discuss the role of journalist unions in Africa, Bango said political appointees and "people with tired ideas" did not serve the cause of the people.

He called on Africa's unions to develop their own training programmes tailored to meet the continent's unique needs.

The journeys to Brussels and other
Zimbabwe lecturers petition Mugabe

HARARE — About 70 Zimbabwe University lecturers, protesting against the Parliament Amendment Bill passed by Parliament last week, yesterday presented a petition to President Robert Mugabe and asked for an urgent meeting with him.

The Ziana news agency reported that the lecturers also held a brief demonstration outside Parliament.

From there, a delegation of seven Association of University Teachers executive committee members, led by president Temba Shoniwa, marched to Mugabe's offices and handed over the petition.

Their protest followed demonstrations by students, who have been boycotting lectures since Thursday.

The lecturers said they wanted the entire Bill scrapped. Shoniwa said the Bill had not been sufficiently debated. He said few MPs made meaningful contributions during debates in Parliament.

"We believe they (certain MPs) have made the amendments out of ignorance of the situation... otherwise they would have understood our concern."

He said the Bill gave the Higher Education Minister "too much power" and the parameters were not clearly defined.

Asked what the position of vice-chancellor Walter Kamba was, Shoniwa said Prof Kamba was opposed to the Bill. He ruled out a "loss of confidence in Kamba by lecturers." — Sapa.
Copper miners strike over pay

LUSAKA — More than 2,000 copper miners in Zambia have gone on an illegal strike, paralyzing production at the Kitwe division's open pit and underground operations.

Workers at the second largest open pit cast-mining operation in the world are demanding higher salaries after the recent general price increases of all consumer goods, triggered by the Gulf crisis.

Zambia Industrial and Mining Corp (Zimco) has in the past three months increased the price of fuel by more than 200%, which has subsequently resulted in price increases of all consumer goods.

Workers yesterday ignored appeals by Mineworkers' Union of Zambia (MUZ) general secretary Kenneth Shangano and his deputy Francis Kabwe to return to work.

Zambia Consolidated Copper Mines (ZCCM) public relations manager Dunstan Chikapwa spent yesterday morning trying to gather information on the extent of the illegal strike and what the lost production would cost.

If the strike does not stop, it could cause a great deal of harm to the already weak Zambian economy which has been hit by a series of calamities making it impossible for government to effectively implement its adjustment programme.

With inflation at a staggering 200%, the strike could cost a lot of gloom on the growth of the economy which has been battered to almost bare threads.

Bank of Zambia governor Jacques Busilweshi said recently bringing inflation under control was one of the most difficult problems the country's economy faced.

This view has been echoed by President Kenneth Kaunda, who has attributed recent huge salaries and housing allowances for civil servants as having been responsible for the high inflation.

While a skeleton staff has continued to man some essential operations at the mine, nearly all production has been stalled. — ANO.

Bicycle makers expect windfall

HARARE — The cloud of the Gulf crisis and soaring fuel prices has brought hopes of a silver lining for one corner of Zimbabwean industry — bicycle makers.

Manufacturers say sales have risen since the Middle East crisis erupted in early August, but production is being held back by lack of foreign currency to buy equipment from overseas.

A 45% jump in fuel costs is encouraging people back into the saddle.

Bicycle makers hope thousands of people will boost an industry that was hit by falling sales in the past decade. Sales dropped from over 60,000 in 1979 to around 30,000 in 1989.

At independence in 1980, mostly poorly paid blacks who cycled to and from work in the 1970s switched to "respectable" buses after the government boosted the minimum wage level.

But in present-day Harare, workers queue for buses for two to three hours and hitch-hiking is a recognised way to get around the city.

Now a bicycle would provide freedom and independence, an industry official said. — Reuters.
Copper mine strike ends

LUSAKA — More than 2,000 miners at Zambia Consolidated Copper Mines (ZCCM) Nchanga open-pit copper mine who went on strike last Saturday returned to work yesterday. Workers, demanding higher wages, said their present salaries could not meet the high cost of consumer goods and services. The Mine Workers Union of Zambia (MUZ) general secretary Francis Kunda intervened on Monday and urged the workers to return to work while the union negotiated higher salaries with the ZCCM. According to Nchanga division GM Edward Shamute, all the striking miners reported for work yesterday and production had returned to normal at the world’s second largest open-pit copper mine. He could not say how much production had been lost during the strike. — ANO.

Namibian AIDS deaths up

WINDHOEK — Namibia recorded its highest monthly AIDS mortality rate in September with the deaths of two of the 62 new reported cases, NAMIB reported.

Ministry of Health and Social Services epidemiologist Steve Titus said 136 new cases were reported during the first nine months, bringing the total to 405 cases.

Since 1990, 40 AIDS-related deaths have been recorded. Statistics indicated that AIDS cases doubled every eight months, said Titus.

A regional breakdown for 1990 showed most cases occurred in the central region, where 91 cases were reported.

Captive, in the northeast of the country, followed with 80 cases, while 56 cases were reported in the Ovambo region, also in the north.

Only two known cases of AIDS have been reported in the south of the country since the beginning of the year.

— Sapa.
The educated unemployed: it's a term increasingly being used to describe Zimbabwe's growing number of school leavers who can't find jobs.

And this year the government's 10-year-old policy of compulsory free education will bear its heaviest yield.

Many of the problems resulting from Zimbabwe's education policy will be familiar to SA educationists and businessmen. The question is whether future government policy here will take account of the causes. If it does not, our economic and political future is bleak indeed.

Economists estimate that this year 300 000 Zimbabwe school leavers will be chasing 10 000 jobs. The idealistic education policy, adopted by the Marxist government of Robert Mugabe after independence in 1980, did not anticipate the troubles it would bring.

Disillusioned youths educated in academic subjects were unprepared in the practical skills needed for a growing, newly independent nation. Zimbabwean educationists say there are important lessons to be learnt from their experiences; few dispute that the costly programme of a compulsory seven years of free education for all children has failed.

Many professionals say the rise in sophisticated crime can be blamed on Zimbabwe's intelligent jobless youths. The 1m unemployed in a population of 3.5m — ironically coupled with a critical shortage of skilled labour — reflects an inefficient education system that is badly out of step with economic reality.

"It's a dangerous scenario," says one of Harare's top black business leaders. "The unemployed are sharp, political and frustrated."

Since independence in 1980, education has expanded 13% annually compared with an economic growth rate of 3.8%. In 1990-1991 the government will spend ZS1,03bn on education, or 28% of the budget. The second-largest expenditure is on defence (17%).

"The government had no choice but to spend money on education. It is a basic human right that cannot be denied," says the black business leader — but, he points out, Zimbabwe just took the wrong approach.

"Says Mike Cook, head of a top employment agency: "The educational system has lost its direction. There is a chronic skills mismatch."

Cook, a former chairman of the Institute of Personnel Management, says employers are demanding agricultural hands, plumbers, mechanics and toolmakers; schools are producing bookworms and pen-pushers.

"The education system has not adapted to national requirements. Pupils must be made to realise there is no disgrace in taking off a white shirt for overalls."

According to Rob Davies, senior lecturer in economics at the only university in Zimbabwe, students are still encouraged to earn postgraduate degrees when there is no use for them.

Since independence, more than 800 economics students have graduated; about 65% of Zimbabwe's accountants are unemployed.

"From the beginning, government should have stressed technical skills rather than the more academic British system," says Davies.

However, polytechnics and technical programmes need expensive materials — laboratories, workshops, spare parts and chemicals. According to some experts, if the government had not abolished school fees in 1980 it would have been able to afford this equipment; now it is too late.

Davies says the public school system is collapsing. Many teachers are untrained, some are semi-literate. Books, materials and classroom space are in short supply and in rural areas classes are often conducted outdoors.

Employers have also noticed a decline in standards and in the quality of exam results. In most cases, the pupil-teacher ratio in government schools is greater than 36:1.

Low wages have been one major cause of the decline in standards and teacher numbers.

The best of the 84 000 government teachers often go to neighbouring African countries or private schools, attracted by better pay and working conditions. In June, riot police fired teargas at striking teachers who were protesting against poor pay and working conditions. Rather than listening to their grievances, the education ministry sacked them and invited people with minimum qualifications to fill the posts of the striking teachers. The teachers were eventually awarded a 30% pay increase.

Recently, the ministry announced that it will reintroduce school fees nationwide next year because it can no longer meet the education bill.

The government has blamed the high number of unemployed on the private sector for not creating enough jobs — but industrialists say labour laws prevent them from hiring and firing as they see fit, which in turn discourages in-house training and fluidity in the job market.

Many businessmen try to hire expatriates or Zimbabweans who have been educated abroad.

Says one Harare restaurateur: "I sympathise with these students who graduate but I can't take a chance. I need someone who knows what he's doing."

The lessons are clear: the emphasis in SA must be on technical skills and higher qualified, better paid teachers.
**Angola guns for foreign tax evaders**

**LUANDA** — Angola, in an effort to clamp down on tax evasion, has told all its businesses to deal only with foreign investors who have tax clearance from the government.

"All Angolan firms, state, private or mixed, are forbidden to enter into business contracts with foreign firms unless these first show the appropriate Ministry of Finance document proving they have complied with their tax obligations," President Jose Eduardo dos Santos said in an order just issued.

The measure was necessary to improve tax collection and combat tax evasion, he added.

Disciplinary action would be taken against companies which ignored the order, he said.

Angola, which has announced plans to abandon its 15-year-old Marxist economic system, is trying to woo foreign investors to revive an economy battered by civil war. — Sapa-Reuters.

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**10,000 jobs created in Zimbabwe every year**

**BULAWAYO** — An average of 10,000 new jobs were created annually in Zimbabwe in the formal and informal sectors in the past 10 years, according to the Zimbabwe Banking Corporation’s latest economic review.

Zimbabwe’s national news agency reports the publication as saying faster employment creation was also aided by the Investment Centre’s approval in the past 12 months of $375m worth of new projects which would create a further 10,000 new jobs in the coming year.

Formal sector employment, excluding the agricultural sector, totalled 561,600 in September last year, an increase of 24,300 or 4.4% over the previous September of 1998, it says.

"Employment increased in all sectors but mining and quarrying and finance. Including formal sector agricultural employment of 280,300, total wage employment is apparently growing by some 4% or by only 40,000 jobs annually," the review reports.

The creation, in the past decade, of 10,000 new jobs each year, was due partly to the actual 5.8% and estimated 4.5% real gross domestic product (GDP) increases in 1998 and 1999 respectively.

"But even doubling employment creation rates would still leave jobless over half the 200,000 school-leavers annually entering the labour market," it says.

The review says the Investment Centre’s figures suggest a $275m outlay is required to create each new industrial job.

"In agriculture, where employment rose by 23,600, expanding tobacco and horticultural production could yield better results from the standpoint of increasing both employment and exports." Meanwhile, in the construction sector, latest figures show that building output in 1988 fell 13% in value and in civil engineering where the public sector accounts for a more dependable two-thirds of production, its output was down to 33%

Construction sector employment rose to 18% in 1998, but in September 1999 it nosedived to 11%.

The Construction Industry Federation estimates its members’ aggregate foreign plant, equipment and transport needs in the next three years at $310m.

According to the review, the annual shortfall of imported material inputs — assumed as 7.5% of total construction values — is estimated at $510m.

Building plans passed in the first 10 months of 1999 totalled $438m which was 38% more than during the same period in 1998.

"So construction sector activity may not slow much further provided import requirements can be met," notes the review.

— Sapa.
Zimbabwe labour laws 'hit' investment

HARARE - Measures adopted by the Zimbabwean Government to protect workers from exploitation were partly to blame for the country's unattractive investment climate, a junior government minister said yesterday.

At a meeting on 'the liberalisation of labour relations', Deputy Minister of Labour, Manpower Planning and Social Welfare Florence Chitauro said the "climate" had resulted in slow economic growth and rampant unemployment.

The definition of procedures to end contracts had been criticised as being "too protective" and the procedures were cumbersome. It was difficult to retrench workers even for economic reasons.

"The effect was that employers became labour avers - a factor which adversely affected the employment creation potential of the economy."

Chitauro added that the conditions which made the Labour Relations Act necessary in the first five years of independence had changed. — Sapa.
Harare to cut 32,000 jobs

Harare City Council may retrench 32,000 city workers and others may be retrenched in Zimbabwe's restructuring of its departments, according to a document outlining economic reforms for 1991 until 1995.
Polite pointer to the errors of bantu education

Q U E T L Y germinating on the other side of the Limpopo is an idea that, if it ever sprouts, could have an important impact on the social fabric of South Africa.

It is not likely to get much attention at present because it implies that South Africa would be receiving economic aid from Zimbabwe.

Most South Africans would be amused at the idea of their country, the economic giant of the subcontinent, receiving or even needing assistance from those people across the river. After all, is it not we who are in a position to give aid to them and not the other way round?

Well, yes, in most respects. But not in all. Not if you agree with Eddie Cross. Mr Cross is a white Zimbabwean who has been prominent in business circles in his country, notably in the Beira Corridor operation.

He thinks South Africa will soon find itself short of both skilled workers and executives that it will have to recruit them from among black Zimbabweans.

Zimbabwe's great strength as it enters the Nineties and the new southern African environment is that it has not made the mistake of neglecting investment in human resources, he writes in a recent issue of the South Africa Foundation Review.

"As a result, it has probably the best labour resources of any country in the region. Indeed, South Africa, with its comparatively ill-managed black education system will probably have to draw on Zimbabwean skills for many years to come in order to meet the burgeoning demand for skilled black workers and executives."

It was nice of Mr Cross to put it so politely. Others might have said bluntly that while the commissioners of apartheid were creating the monstrosity of bantu education in South Africa, black children in Zimbabwe, and even before that in Rhodesia, were getting an education much more likely to equip them for the modern world.

It is certainly true that South Africa is seriously short of skilled workers and managers because there are not enough whites and because the system has not equipped blacks to meet these needs.

Since independence 11 years ago, Zimbabwe has poured money into building up an education system with high standards.

At the same time it applied socialist policies that failed to develop the economy at a matching rate.

The result is a growing body of well-educated young people with little chance of finding employment.

Whether they will be suitable for South Africa's needs is not clear. Perhaps it will not be long before employer organisations in the Republic begin trying to find out.

And if Zimbabwean skills are then imported, how will the authorities handle the protests of job-hungry South Africans? Who will deal with this particular chicken of apartheid as it comes home to roost in the new South Africa?
Minister says
Zimbabweans told
Socialism can't work,

"Reform only way"

By BOB NELDREW

The share of poverty in the user's location was a major concern, and the government was making efforts to reduce it. The policy of the government was to implement structural reforms to promote economic growth and reduce poverty. The minister emphasized the need for a comprehensive approach to address the root causes of poverty. The education system was identified as a critical component in this process. The government had implemented various initiatives to improve access to education, particularly for disadvantaged communities. The minister called for increased investments in education and highlighted the importance of skill development programs. The minister also stressed the need for a strong social safety net to support vulnerable groups. The minister concluded by urging the public to support the government's efforts and to be patient with the process of reform. The minister believes that with sustained efforts, Zimbabwe can achieve a brighter future.
Zimbabwe doctors head to SA

OWN CORRESPONDENT

HARARE. — Of the 70 Zimbabwean doctors who completed their housemanship last year, 12 had accepted posts in South Africa, the Minister of Health, Dr. Timothy Stamps, disclosed here last week.

Most of the emigrants were black, said medical sources here, suggesting it was a reflection on chronically poor pay and conditions in the profession, and excessive Ministry of Health interference with young doctors' careers.

A young houseman takes home less than R1 000 a month while one surgeon in government employ, with seven years experience, said he earned under R2 000 a month — equivalent to the salary a recently qualified shorthand typist would receive.

The exodus of black doctors was, said by sources in the mining industry, to be paralleled by that of qualified black engineers and accountants, most of whom went to South Africa or Botswana.

Dr. Stamps also disclosed that of 38 young doctors sent to work in rural areas, 22 had resigned to take up posts with mining companies and other corporations capable of gaining them exemption from their government contracts. Large numbers of doctors and nurses had also been "snapped up" by European countries, said Dr. Stamps.

He disclosed that 16 doctors who emigrated for further training were seeking permission to resume practice in Zimbabwe.

Part of Zimbabwe's economic liberalization programme is the removal of statutory wage restraints, designed to close the gap between rich and poor, which have hit recruitment to the professions. Politicians and top civil servants have been effectively removed from the pay restraint programme by the government's granting of complex tax-free "special allowances."
Unemployment threatens

Zimbabwe reform moves

SCORES OF young men spend every day sitting around Africa Unity Square in Harare. They are among the legion of the unemployed, the million-strong army growing by the day, which threatens to overwhelm the economy, now in a state of transition from an over-regulated, stagnant system to, hopefully, a dynamic free-market scene.

On May Day, the unemployed joined their luckier friends at Labour Day celebrations and heard bitter criticism from union leaders of the government's reform programme.

The leader of the Trades Union Congress (TUC), Gibson Sibanda, warned that the economic reform programme would bring untold hardship and suffering to the people, and drive a wedge between them and the government.

The first shots in the growing clash between the Zimbabwe government and the trade unions were fired last week by Congress of Trade Unions leader Morgan Tsvangirai, who warned of strike action should the government not heed demands to ease off in the implementation of its structural adjust programme.

Zimbabwe's attempts to turn from socialist policies are being opposed by trade unions. ROBIN DREW reports from Harare.

The TUC attitude is that structural adjustment will benefit mainly big business, which has already marked the relaxation of price controls with widespread increases.

Black businessmen, whose voices are now being heard in calls for more help for indigenous entrepreneurs, have expressed fears that they will be left behind once the doors are open to new investors and an inflow of imported goods.

Mr. Tsvangirai told reporters that workers were worse off now than 10 years ago at independence. He called price increases immoral and said that in the reform programme, 60,000 people were likely to be retrenched as firms went under after years of protection.

The government is putting aside about R20 million to help those who lose their jobs, including 10,000 in the civil service, but the TUC says this will not go very far.

The TUC is setting up its own trust fund to finance co-operatives for retrenched workers.

Despite appeals from President Mugabe and his Ministers for all Zimbabweans to back the reform programme as the only way to stimulate growth, the TUC has condemned it at every turn.

A leading Zimbabwe newspaper, referring to an official forecast that 2 million could be out of work during this decade, said possibilities of an explosive situation on the labour front existed.

The Sunday Mail said in an editorial that the TUC, which this year took over the organisation of Workers' Day rallies from the government, had chosen the theme: Liberalisation or liberation?

Labour Minister John Nkomo, who has clashed in the past with TUC leaders, recently threatened to suspend the registration of the organisation, saying it had violated its own constitution and the provisions of the Labour Relations Act by increasing affiliation fees without approval.
Campaigning editor fired from top post

HARARE. — Campaigning journalist Geoff Nyarota was fired from his post as editor of Zimbabwe's two independent weekly newspapers, colleagues said yesterday.

The owners of The Financial Gazette and The Weekend Gazette gave no reasons for dismissing Nyarota but colleagues said they believed his outspoken editorial policies scared away key advertisers including state-controlled enterprises.

Citing falling advertising revenues, shareholders were concerned by controversial reporting in The Financial Gazette, said a staff member.

Earlier, as editor of the state-controlled Bulawayo Chronicle, Nyarota led an unprecedented crusade against top-level corruption in Zimbabwe.

Five cabinet ministers resigned as a result of his disclosures in the second city of Bulawayo that they made large profits selling cars from a state-owned assembly plant. — Sapa-AP
I was sacrificed for a print press — sacked editor

Argus Africa News Service

HARARE — Geoff Nyarota, sacked editor of the Financial Gazette, an independently owned weekly publication in Zimbabwe, says he was sacrificed for a printing press.

He told the Herald that the owners of the Gazette wanted to import a printing press from Sweden but needed foreign currency approval from the government.

He believed his removal was to facilitate this. He had been told some months ago not to write editorials critical of important people and to submit his editorials to the chief executive, Mr Elias Rusike, before publication.

Mr Rusike said in a statement that among the reasons for the decision to dismiss Mr Nyarota was an attempt to arrest the collapse of the editorial division from which journalists were resigning.

Mr Rusike claimed that the former editor, who has won awards for his courage in standing up to pressure from the government, did not accept criticism from his junior staff.

Mr Rusike said Mr Nyarota was one of the best editors "if you can get him to sit in his office" — but his attitude to his subordinates left much to be desired.
Zimbabwe brain drain ‘cause for growing concern’

ROBIN DREW, Argus Africa News Service

HARARE. — Concern is being expressed in Zimbabwe at the continuing brain drain from the university — especially when viewed against the work in progress to develop a second campus in Bulawayo, the National University of Science and Technology and a church-funded university near Mutare.

The University of Zimbabwe, here saw tremendous expansion in the first decade of independence with attendant problems of shortages of accommodation and facilities and the increased workload on staff members.

The outgoing vice-chancellor, Dr Walter Kambà, who has been in the principal’s study since 1990, has warned that the maintenance of quality is in serious jeopardy. At mid-year the university was more than one third under-staffed and since then there have been more resignations.

Staff morale has been badly hit by the University of Zimbabwe Act, introduced at the end of last year in the face of widespread opposition from the university community. The Act gives the government control through appointments to the council and also gives the vice-chancellor wide powers to discipline staff and students.

Dr Kambà who said he was leaving because 10 years was enough added that there were too many non-professional fingers involved in running the university.

This issue aside, dissatisfaction with the level of salaries and benefits available is central to the inability of the university to recruit and retain suitable staff.

In an editorial, the Herald newspaper said it was imperative for universities to be made more attractive once again. Otherwise the rise in enrolment figures could only be at the expense of standards and academic excellence.
ECONOMIC reform in Zimbabwe has led to a complete switch in the government’s allies.

Whereas the early years of independence found the government and the workers in the same camp, now it is the turn of business to link itself firmly to the government’s programme, which is coming under constant fire from the official trade union movement.

It used to be the case of commerce and industry complaining bitterly about laws and regulations that protected the workforce and the consumers to the extent that businesses found it difficult to operate profitably.

Now the boot is on the other foot.

Last week industrialists who held their annual congress at Victoria Falls pledged to work with the government to make a success of the economic structural adjustment programme.

Industry and Commerce Minister Kun布拉 Kangai promised that the government would work hand-in-hand with the private sector to bring about a smooth transformation.

The re-elected president of the Confederation of Zimbabwe Industries, John Deare, was full of praise for Ministers who stayed throughout the three-day congress, attending all sessions.

But a few hundred kilometres away in Bulawayo, the Zimbabwe Congress of Trade Unions (ZCTU) continued its crusade against structural adjustment, forecasting a hopeless future for the workers.

ZCTU president Gibson Sibanda said Zimbabwe was heading towards massive unemployment and eventually social and civil unrest.

By giving priority to financial assistance and investment from outside the country, the government had put the economy under foreign control, he said.

Conditions set by financiers and investors dictated the need to retrench workers, the scrapping of the labour laws, the removal of subsidies and devaluation, all of which would lead to a harsh economic climate.

“We are back to the colonial master and servant situation, a next-to-slavery situation because the worker is no longer protected,” said Mr Sibanda.

Citing examples of other African countries, the ZCTU leader said Zimbabwe was edging towards social upheavals.

“It will be difficult to control (a man with) a hungry belly and the only solution will be for the government to use the military and the police. We are walking towards that road.”

Mr Sibanda said the trade union movement had urged the government to place priority on local investment.

Instead, the government went ahead with its structural adjustment programme and told the ZCTU to keep talking against it while it implemented it.

In an editorial yesterday morning, the main Zimbabwean daily, The Herald, said the government was gradually relaxing its grip on the economy, so creating an environment for business to operate freely.

Praising industrialists and the government for pleading to work together, the newspaper said the state was committed to carrying out tough reforms, including trimming the civil service. There was no going back.

But the editorial warned that in the next two years prices would rise and thousands of jobs would be lost. Tremendous sacrifices were called for.

This had become necessary because in the 11 years since Zimbabwe became independent the economy, stilted by controls, drought and recession, had not generated enough wealth.

The newspaper quoted an industrialist as saying: “Social justice is a key element in the success of any nation and high levels of unemployment are not compatible with social justice.”

The structural adjustment programme would try to address the problem by unleashing entrepreneurial drive and ushering in an era of prosperity.

The editorial made no reference to the opposition of the trade unions. This is yet another illustration of the changed attitudes here and would have been unthinkable a few years ago. — Star Africa Service.
The reduction of fees and tuition and the provision of scholarships and bursaries to students from low-income families has been a key aspect of the government's education policy. This has been achieved through various initiatives, including the introduction of a school fees reduction scheme and the establishment of a scholarship program. The government has also increased the number of educational institutions, including universities and technical schools, to provide more opportunities for students from different socio-economic backgrounds. Additionally, the government has introduced a teacher training program to improve the quality of education. These measures have contributed to the increase in the number of students who access secondary education. However, despite these efforts, there are still challenges in ensuring equitable access to education for all students. The government is continuing to work towards eliminating these challenges and improving the overall quality of education in the country.
Thousands of former Rhodesian civil servants now living in South Africa are in dire straits financially because Zimbabwe has not increased their pensions in 10 years, according to the Rhodesian Association of South Africa (RASA).

Continued devaluation of the Zimbabwe dollar also meant that about 6,000 pensioners had experienced a drop in income of up to 40 percent, RASA chairman John Redfern said.

He said the civil servants who had resigned under an incentive scheme shortly after Zimbabwean independence, were earning the same pension they had received in 1980.

One of the conditions of early retirement had been that the pension would not be increased monthly, but as a result of the devaluation of that country's currency, some pensioners are now receiving as little as R206 per month.

According to the Zimbabwe Railways Pensioners' Association, previous employees of this parastatal are also experiencing financial difficulties because they have not received pension increases in the past four years.

Honorary secretary of the Transvaal Branch of the Pensioners' Association, Stephen Allman (67), said the devaluation of the Zimbabwe dollar had halved the average pension of former railway employees in the past eight months.

"For example, a middle-order employee - someone about to get into management - was receiving a pension of R600 in March this year, but is now getting R400," he said.

In September the value of the Zimbabwe dollar dropped below the rand for the first time. It is now worth only 55 cents.
Airline’s corruption disclosed

HARARE — Senior management at Air Zimbabwe had whites removed from the crews of presidential flights to prevent them from “blowing the whistle” to President Robert Mugabe on corruption and mismanagement at the national airline.

This is one of a series of revelations to emerge from a confidential report on the loss-making airline published this week in the latest issue of Parade, an independent monthly magazine.

The report by an internal investigation committee led by chairman Reg Austin, which found itself being lied to at length by airline staff, has called in the police to investigate shady goings-on in the appointment of a European cargo agent and called for the dismissal of its general manager who ruled management “by fear”.

It says: “What is absolutely clear is that the cycle of misinformation, secrecy, resentment, indiscipline, rumour-mongering and lack of professionalism is rife.”

Air Zimbabwe GM Fungai Musara, who is noted in the report for having a tendency to mingle with ministers at Harare International Airport for the arrivals and departures of Mugabe “to portray importance and impress”, was dismissed last week after an extended wrangle with the Ministry of Labour and the High Court.

The report expressed alarm at the fact that airline staff were able to prevent Air Zimbabwe chief pilot Captain John Heap and a white stewardess from serving on presidential flights by pretending that Mugabe’s office had ordered them off.

The only conclusion it could come to over such “bizarre” behaviour, said the report, was that staff wanted to prevent Heap “from having access to influential ears.”

The report said the incidents “theoretically jeopardised” the safety of the president, and illustrated “the dangerous possibility of irrational or paranoid behaviour interfering with professional competence.”

It detailed at length “the extraordinary sequences of ignorance and secrecy” in the search for a cargo agent in Britain that included the appointment of a Hong Kong businessman with no aviation experience.

There was no direct evidence of “kickbacks”, the report said, but it was suggested that the police be called in to investigate the incident.

Attempts to obtain comment from Air Zimbabwe were fruitless. — Sapa.
Zim workers go on strike

More than 2,000 National Railways of Zimbabwe artisans in Bulawayo yesterday went on strike over wages.

Workers demanded a 13.5 percent salary increase.

Zimbabwe's news agency, Ziana, said there has been a long-standing dispute on salary scales between NRZ management and the more than 2,500 artisans within the parastatal.

Despite warnings that the industrial action was illegal, the artisans vowed to stick it out until they received a commitment to be paid the increases.

The artisans have in the last year disagreed with a management decision to put them on equal pay scales with NRZ clerical staff.

They are demanding a 13.5 percent salary increase backdated to July 1990 which the strikers said should not be linked to the Z$250 scarcity allowance.

NRZ management was offering 4.5 percent to those already earning the scarcity allowance.

An hour-long meeting held at the NRZ mechanical workshop yesterday between the artisans and chief manpower manager, Elliot Mashingaidze and chief mechanical engineer, Martin Zwiwanganzi ended in deadlock.

Strikers paralyse Zimbabwe railways

HARARE — A strike by 6,000 workers paralysed train services yesterday and the State-owned rail company said the walk-out was costing about US$1 million ($2.8 million) daily in losses.

The workers downed tools on Tuesday, demanding increases of up to 13 percent in salaries and allowances.

A National Railways spokesman yesterday said all passenger trains and some freight services had been suspended for a second straight day because of the strike.

The current work stoppage and a three-day strike by 2,000 skilled artisans earlier this month had cost the Zimbabwean rail services some $50 million (about R2.8 million) in lost revenue so far, the spokesman said.

Most passenger and freight trains are expected to resume limited schedules today.

Railway executives said strikers who failed to report for work last Friday would be fired. They said recruiting offices were open at the weekend to replace dismissed workers.

It was not immediately clear how many strikers have been fired.

Sapa-AP
Zimbabwe stops making May Day a state occasion

HARARE — May Day, also known as Workers' Day, will no longer be a state occasion in Zimbabwe but it will remain a public holiday.

Rallies and functions will be left to the trade union movement to organise, Labour Minister John Nkomo has announced.

He told reporters that the change in policy meant that the trade union leaders could stand up at May Day rallies and say anything they wished in the absence of President Mugabe.

The government has also dropped its policy of recognising only one union for each industry because the Constitution provides for freedom of association.

Mr Nkomo said the government felt it was time to leave the unions alone lest it be accused of compulsion.

The Zimbabwe Congress of Trade Unions will be responsible for organising May Day rallies.

Mr Nkomo dismissed claims by the ZCTU secretary-general, Morgan Tsvangirai, that the labour body had been under investigation because the government feared it could evolve into a Zambian-style Movement for Multi-party Democracy which overthrew President Kaunda.
Ex-fighters support Zimbabwe land Bill

ROBIN DREW
Argus Africa News Service

HARARE.---Former guerrilla fighters back the Zimbabwe government's Land Acquisition Bill, currently before parliament and have accused opponents of the Bill of using racial undertones in their arguments.

The Bill has been strenuously opposed by white farmers, the Law Society and the Catholic Commission for Justice and Peace.

All these opponents object to the provision barring the courts from hearing appeals on compensation offered for land compulsorily acquired for resettlement after it has been specially designated.

The National Liberation War Veterans Association said it was behind the Bill as a measure for the equitable distribution of land.

Rejecting pleas for the courts to be allowed to adjudicate disputes over compensation, the association said there were various disputes in the legal system which were settled by extra-legal authorities.

There was nothing sinister in preventing disputes over land going to the law courts.

The former combatants said the land issue was a political question and the Minister of Agriculture, who has wide powers under the Bill, would be acting as a representative of the administrative authority and not in his personal capacity in settling conflicts.

A film outlining objections of the Commercial Farmers Union to the Bill has been shown on television here and the Zimbabwe Tobacco Association representing the growers of Zimbabwe's last valuable crop has been running full-page advertisements attacking the concept of designation of land for resettlement.

The country's white farmers have been at pains to say they are not anti-land reform but land for resettlement should be acquired with the least possible economic disruption.

They maintain, designating land for resettlement will lead to the collapse of the collateral value of the land and to a decline in agricultural output.

The CFU says adequate provision exists in the Bill for the Minister to be able to acquire property and rural land without designation while paying fair compensation within a reasonable time adjudicated by the Administrative Court.

It said resettlement should take place first on existing unoccupied land purchased by the government and then on land voluntarily offered for sale to the government.

The next on the list of priorities should be unproductive land, irrespective of ownership; then state land including ranches owned by parastatals; land owned by absentee farmers and finally land owned by multi-national companies.

The CFU has said in the first 10 years of independence more than three-million hectares of commercial farmland was purchased for resettlement. Yet 500,000 ha which had been bought remained to be settled.

Most resettlement schemes had led to a big loss of productivity and demurred resources.

Since 1986 more than 1,000 properties, half in a normally good rainfall region, were offered to the government in terms of the Minister's right to first refusal.

"How is it, then," said the farming body, "that the government can claim there is a shortage of land for purchase?"
ZUM president Cde Edgar Tekere yesterday said that his party would not support the Land Acquisition Bill being debated in Parliament.

Cde Tekere told a Press conference in Harare that the Bill was an “evil” piece of legislation meant to “refrigerate” other people’s property rights.

“I have come here to announce an absolute ‘no’ to the Bill. The title of the Bill alone scares me because it means the land grabbing Bill or the property plundering Bill,” he said.

“Let us be recorded that Zum are opponents to the Land Acquisition Bill.”

He wondered whether the Government would start off by grabbing large farms. He said were
MPs back Land Acquisition Bill during second reading

MEMBERS of Parliament yesterday backed the Land Acquisition Bill during the second reading debate with the majority in the early part of the debate showing their impatience with the slow progress of the Bill, and warning of armed conflict if it was not speedily passed.

First to express total support for the Bill was Makoni East MP Cde Dexter Chavunduka, who warned that a continu-ation of the state of affairs in which 4 000 white farmers owned some 11.4 million hectares of the most productive land while one million peasant farmers were crammed on some 16.3 million hectares of marginal land could lead to bloodshed.

He warned that the mood of the people on this issue was ugly, and said it was unfortunate that there had been sensationalist Press coverage of the issue, fuelled mainly by commercial farmers, who are opposed to the Bill.

"Sensationalism was the most unfortunate aspect of this Bill. It has been used by some for cheap political propaganda when we should have closed ranks and found a common position," he said.

The prime target of the Government when the Bill became law should be to acquire derelict and under-used commercial farms first, and leave those white farmers who were productive to carry on with their operations without interference, he said.

There was no problem with designation, since the Bill provided for the aggrieved party to appeal to the Administrative Court should a dispute over the price paid for acquired land arise.

Chimanimani MP Cde M. Muthore was of the feeling that the whites should be given a taste of their own medicine, since they had forcibly expropriated the land from black Zimbabweans, and "barbarism was used to raze huts to the ground and the people forcibly moved to marginal areas".

However, although it would be tempting to mete out similar treatment to the whites, Cde Muthore said the Government had no wish to go back to the battlefield, and wanted to see an orderly transition towards the more equitable distribution of land.

Makokoba MP Cde Sidney Mahamba said he was confident the Bill would go through "without any hassles".

The legislation was eagerly awaited, and had been designed to protect both blacks and whites, so the whites should not be scared of it.
Lazy magistrates in Zimbabwe will be dismissed

GWERU - Lazy magistrates in Zimbabwe would be weeded out of the profession to make way for those who appreciated the seriousness of their calling, a provincial magistrate said in Gweru yesterday.

Ziana news agency reported that provincial magistrate Mr Ephraim Mavonyani, who was swearing in Mr Geoffrey Macheso as magistrate, said magistrates had to pay attention to detail, be cautious and “can never afford to be negligent when dealing with matters of justice which involve the freedom of the individual”.

“A lazy magistrate cannot expect to stay in the department. He will eventually be weeded out to give way to those who appreciate the seriousness of the appointment to sit in judgment over their fellow men,” said Mavonyani.

He said above all magistrates were expected to be fair and ensure justice was dispensed without favour, adding that the conduct of judicial officers should be exemplary even out of court. - Sapa
SA sponsorship sought for Zimbabwean project

HARARE — SA sponsorship is being sought for a technical training project which has made major strides, injecting black skilled management into the Zimbabwean mining industry since independence in 1980. (SLZ)

The chairman of the Zimbabwe Technical Management Training Trust, Douglas Sagonda, told a graduation ceremony SA needed to follow Zimbabwe’s record of redressing a situation where there was virtually no black technical managers in its mining industry.

“Ten years later there are plenty, including some exceptionally good ones,” said Sagonda, a former chairman of Rio Tinto Zimbabwe.

He warned that the previous sponsor, RTZ, had decided that funding must come from wider sources if the project is to continue.

“The trust’s experiences and successful approach must not go to waste, but be carried on for the benefit of Africa as a whole, particularly at this time in SA,” he said.

The main lesson learned in the past ten years had been “that there are enormous reserves of indigenous management talent here in Africa to be tapped”, he said.

The academic module for the training scheme operated since 1982 has been a masters degree in industrial and administrative science at the City University, London, with academic terms linked to work attachments in the British, Irish, Equadorian and Ghanian mining industries, to provide “hands on” experience.

One of the graduates is Namibia’s director of mines.
Zimbabweans fear SA dumping curbs

HARARE — Zimbabwean textile manufacturers fear they may be hit by SA "anti-dumping" quotas aimed at Oriental imports, says a spokesman for the Zimbabwean export promotion organisation, Zimtrade.

The spokesman said SA textile and clothing manufacturers had asked government to impose quotas on Asian imports. The Zimbabweans had hoped to promote sales of Zimbabwean textiles and clothing.

Restriction of access to the SA market would increase the woes of an industry hit by shortages of lint, spiralling input costs, shortages of foreign exchange and the drought. This year 1,000 workers had been retrenched and the jobs of 15,000 more were under threat.

He said arrangements were advanced for a meeting involving the two industries of both countries.
Unemployment nears 50%
Sugar workers lay down tools

HARARE — About 6,500 workers are on strike at Zimbabwe's biggest sugar mill, Triangle Sugar Limited, paralysing the south-eastern lowveld company's limited operations.

The Herald, Zimbabwe's main daily newspaper, reported yesterday that workers sealed off all entrances to the company premises on Monday.

This had forced the closure of the mill, the cotton ginnery and all other sections in a dispute over redundancy conditions.

Triangle Limited, wholly owned by SA sugar conglomerate Hulettis Corporation, has been severely stricken by the drought which has all but wiped out this year's sugar crop.

Production at the mill has also been severely curtailed and management has been seeking major staff reductions.

The Herald said workers began a go-slow on Sunday, but that this developed into a full-blown strike on Monday.

It reported that the scene came close to violence when workers threatened riot police attempting to move them from the company premises to a nearby football stadium, but a trade union official calmed the situation.

The paper quoted workers as saying the company was offering redundant workers a package of benefits much less than labour legislation decreed. — Sapa.
Demos banned

Zimbabwean Home Affairs minister Moven Mahachi yesterday slapped a ban on demonstrations against new labour legislation by the Zimbabwe Congress of Trade Unions.
Insurance: blacks forced to use elbows

Zimbabwe Labour Tribunal
LAND TAX, SAYS MUGABE

Zimbabwe to introduce
land tax, says Mugabe

By J. T. Dube

Business Day, Wednesday, June 22, 1994

6,000 Jobs

Plant closes
Zimbabwe police fight with strikers

HARARE — As the government's economic woes mounted, riot police fought running battles with striking plantation workers in southeastern Zimbabwe, labour leaders said yesterday.

General Agricultural Union officials said eight people were treated for injuries and two were arrested after clashes on Tuesday at Hippo Valley sugar estate, about 400 km from Harare.

Union leader Philip Mbuyani said disturbances erupted after police attempted to disperse a picket line.

He said police accused strikers of attempting to coerce unsympathetic colleagues into joining a walkout they staged on Monday.

About 3,000 plantation employees stopped work after managers failed to honour a pay agreement, he said.

The owners of the sugar estate were not available for comment yesterday. There were no reports of renewed violence.

Earlier yesterday, 6,000 employees returned to work when the state Cotton Marketing Board agreed to supply raw materials to Zimbabwe's biggest textile firm at a reduced price.

The Harare firm shut down on Monday, threatening the loss of all 6,000 jobs, after refusing to pay a 100% increase on the cotton lint price. The board said drought had forced the price hike.

Despite hardships caused by the drought, the government has pledged to push ahead with Western prescribed economic reforms that have caused unprecedented labour and student unrest, soaring inflation and record unemployment. — Sapa-AP.
Relations turn sour
Mugabe's cosy labour

AFRICA
In black and white

BY HEN ZIMBABWE'S SPOKESMAN

July 25 to July 29, 1992
In black and white: affirmative action

Zimbabwe's case

The time is now for a fresh perspective on affirmative action in Zimbabwe. The country has long been grappling with issues of race, ethnicity, and class, and affirmative action has been a controversial policy in this context. The approach has faced criticism from both the opposition and civil society for creating a sense of unfairness and discrimination.

In recent years, there have been efforts to reform affirmative action policies in Zimbabwe. These efforts have included the introduction of new legislation and the establishment of independent monitoring bodies to ensure compliance. However, the effectiveness of these measures has been questioned, and there is a need for a more comprehensive approach that addresses the root causes of inequality.

Affirmative action policies in Zimbabwe have had mixed results. On the one hand, they have helped to provide opportunities for historically marginalized groups. On the other hand, they have also been criticized for perpetuating a culture of dependency and for not addressing the broader structural issues that underpin inequality.

There is a need for a nuanced approach that recognizes the complexity of the issue and the need for a holistic solution. This requires a broader discussion that involves all stakeholders, including the government, civil society, and the private sector. Such a discussion could help to identify the most effective strategies for promoting equality and ensuring that affirmative action policies are truly effective in Zimbabwe.

In conclusion, affirmative action policies in Zimbabwe have been a contentious issue. While there have been some successes, there is still a need for a more comprehensive approach that addresses the root causes of inequality. A nuanced approach that recognizes the complexity of the issue is needed to ensure that affirmative action policies are truly effective.
HARARE - Hundreds of workers retrenched from the Triangle and Hippo Valley sugar estates at Chiredzi, Zimbabwe, are squatting on commercial farms in the Mwenezi district.

The workers, laid off because of insufficient water to irrigate sugar cane, have vowed to resist eviction orders. "The squatters are saying 'we won't leave this place because this is our country','" a senior official from the district administrator's office in Mwenezi said yesterday. A farmer who has been forced to host unwanted squatters is believed to have sought an eviction order from the local magistrate's court.
Zimbabwe miners die

THREE Zimbabwean gold miners died and two were seriously injured when earthworks collapsed, police said yesterday.

The miners had dug crude shafts into riverbanks in western Zimbabwe.
HARARE — Three gold miners died and two were seriously injured when earthworks collapsed, police said yesterday. (SAPA 8/9/72)

The miners, digging crude shafts into river-banks in western Zimbabwe, were the latest casualties in a rush for alluvial gold that has claimed more than 20 lives this year, said a police spokesman. — SAPA-

AP. (362)
Risk deadly border

Zimbabweans to

Joblessness forces

unemployed

38

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VICTORIEUX

NEMPOLOVU

By doing a day and hire

person to arrest, he will

wait for police to see the

problem. You can report
to the police, they can

report it to them. They

will send you there in

two days after. You

should report to them.

Two days later. You should

then report to them.

In the Zimbabwean

government, there is no

one who can arrest you.

They arrest you, then

they report you. They

report you to the

government.

They report you to the

government. They arrest

you, then report you.

In the Zimbabwean

government, there is no

one who can arrest you.

They arrest you, then

report you to the

government.
ZIMBABWE - LABOUR

1993
Africa needs 10-m new jobs a year

HARARE — African countries will have to create 10 million jobs each year to absorb new entrants into the labour market in the 1990s.

Zimbabwe's minister of national employment creation and cooperatives, Didymus Mutasa, said this at a workshop in Harare yesterday.

He said the urban labour force in African economies would grow exponentially at an average rate of 5.4 percent.
Zimbabwe ‘border jumpers’ increasing

HARARE — Up to 400 illegal Zimbabwean immigrants in SA are repatriated on some days at Beitbridge as economic hardship increases in their home country.

“I see no reason to live here when there are jobs a few kilometres away,” an illegal immigrant told a Harare Herald reporter yesterday after police had disclosed an average 200 “border jumpers” were being deported daily by the SAP.

Police in Beitbridge said there had been an alarming increase, and predicted the highest number of “economic refugees” would cross this year.  

The Herald blamed the exodus on the drought and President Robert Mugabe’s economic structural adjustment programme, which brought inflation to more than 44% on official figures.

The Herald said secondary schools in the Beitbridge area had recorded steep falls in enrolment because most students, had crossed the border to work on SA farms as general labourers.

SALO B. M. 11/2/93

SALE OF BUSINESS
Women Still Lagging Behind

In developing countries, Zimbabwean women are still left behind in the education system. About 2,000 young girls in Zimbabwe attend schools and universities, but the rate of girls completing secondary education is substantially lower than that of boys. The gender gap in education is evident, with girls dropping out at a higher rate than boys.

According to statistics, only 20% of girls complete secondary school, compared to 50% of boys. This lack of education and training limits their opportunities in the future.

In order to improve women's education, more resources and support are needed. Government and international organizations must work together to provide equal opportunities for girls in education.

Harare - Educate a woman and you educate a nation.
In developing countries, access to education for women is often limited. Many girls are forced to drop out of school due to cultural and economic pressures. Lack of female education can lead to lower earnings and reduced opportunities for women. Women in Zimbabwe, for example, are disproportionately affected by this issue. According to recent reports, only 19% of girls in Zimbabwe are enrolled in secondary school, compared to 52% of boys. This gap is exacerbated by poverty, with girls from poor families less likely to continue their education. The situation is further compounded by gender-based violence and early marriage, which can force girls out of school. Addressing these challenges requires a multi-faceted approach, including increased funding for girls' education, policies that support girls' rights, and community awareness campaigns. By investing in girls' education, we can not only improve their lives but also contribute to a more equitable and prosperous society.
SA move hurts Zimbabwe textile industry

HARARE - The SA government had refused to remove duties temporarily on Zimbabwean textile products, damaging the prospects of Zimbabwe's troubled textile and clothing industry, Industry and Commerce Minister Chris Ushewokunze said on Friday.

Ziana reported Ushewokunze said the Zimbabwe government had been negotiating with SA to give its industry temporary relief before making a decision on a proposal to update a 1964 trade agreement.

Duties on textile exports to SA, coupled with a depressed local market, had eroded the viability of the industry and led to the retrenchment of about 7,000 workers in the past year, Ushewokunze said. — Sapa.
Forked tongue for votes

In London and Lisbon last week, while President Robert Mugabe was appealing to European businessmen to invest in Zimbabwe, newspaper and magazine headlines in Harare warned of chaos and mayhem in his government's land acquisition policy. Some businessmen insist that Zimbabwe will attract very little new foreign capital so long as it allows the land issue to run in the news media at home and abroad.

The issue was neatly summed up in the opposition's weekly Financial Gazette. While some Ministers were seeking to implement the country's five-year economic reform programme, the President had already started fighting the 1995 election campaign, promising supporters more houses, more jobs, increased wages, rural electrification and — above all — more land.

And that is why the land issue will continue to deter foreign investment. Soon after independence 13 years ago, Mugabe promised to resettle 162,500 families by 1985. That target was not met; resettlement to date is estimated at about 60,000 families, and there are many instances of outright failure, with resettled families subsequently deserting the land. A recent report by the auditor general found that more than 235,000 hectares taken over by the State were lying idle, while a further 52,000 hectares bought by government were being leased to individuals rather than used for resettlement. Despite this, government decided — just ahead of the 1990 elections — to amend the constitution to enable it to acquire land compulsorily, replacing the previously agreed willing buyer to willing seller strategy. Under that programme, farmers — mainly white — wishing to sell their land were required to offer it first to the State. Now the State can acquire land through the process of "designation," against which there is no right of appeal through the courts. Farmers may — and do — appeal to the Minister of Lands against designation and may go to the courts to appeal against the compensation paid.

When the new controversial measures became law last year, government insisted that it would acquire only under-used and unproductive farms. The second phase of land acquisition began in August when 13 farmers were designated, including one which supplied Mutare with 20% of its milk. Recently appointed Lands & Agriculture Minister Kumbirai Kangai disowned the policy and revoked eight of the 13 orders.

White farmers were delighted. "We have a Minister we can do business with," said one jubilantly. Then, in April, just 72 hours after Finance Minister Bernard Chidzero had published his dump squib package of new investment export incentives, Kangai designated 70 farms covering 190,000 hectares, among them some highly productive farms.

The Minister subsequently backed away from previous statements that only unproductive land would be acquired. That was not the case, he said. The country would take an estimated 5m hectares from largely white owners over a prolonged period, reducing the "white area" by more than half.

Suddenly Kangai was no longer a man farmers could do business with. Weeks later two highly controversial land designation statements followed. Henry Ellsworth, once an MP for Jan Smith's Rhodesian Front, was alleged to have forced a group of blacks, including women and children, who were illegally taking firewood from his farm, to strip and walk back to their homes in the cold.

He was accused of crimen injuria but, before the case reached the courts, Mugabe had said the farm belonging to this "UDI man" should be designated. In fact, part of Ellsworth's farm had been designated before the incident. The remaining 7,000 hectares was designated soon after the incident was publicised.

Also politically controversial was the designation of a farm near Harare, owned by rival political leader Rev Ndalabingi Sithole. But in this instance government claimed that the takeover was to avert a health hazard, since hundreds of families were squatting on the farm.

The probability now is that government, threatened with court challenges, will stick to its two-track strategy. Mugabe and Vice-President Joshua Nkomo will continue to promise more land and a greater stake in business for the black majority, while other Ministers, such as Finance Minister Chidzero and Kangai himself, will seek to square the circle with private reassurances to potential investors and farmers, urging them to disregard the "political rhetoric."

At the end of the day, the policy of trying to satisfy the incompatible constituencies in this way is bound to end in tears, but the immediate task is to win the election in early 1995. If the economy and reform programme suffer, that's a price the ruling Zanu-PP is prepared — in many instances even keen — to pay.
OUT OF AFRICA

NIGERIA: Military ruler Ibrahim Babangida will step down tomorrow, state radio said. Pro-democracy campaigns organizing three days of civil disobedience to demand the presidency be handed to Moshood Abiola, the man widely believed to have won June's annulled election, said the demonstrations would still start today.

ZIMBABWE: Lord Carrington, who chaired a conference that ended white minority rule in Zimbabwe, said he hoped President Robert Mugabe and white farmers would end a dispute over the forced redistribution of their land to blacks.

SOMALIA: Nearly 400 US special forces will be sent to Somalia to help quell mounting violence around Mogadishu but Pentagon officials denied their mission was to seize warlord Mohamed Farah Aidid.

ANGOLA: The government rejected an attempt by Nelson Mandela and King Hassan of Morocco to arrange a peace summit between President Jose Eduardo dos Santos and Unita rebel leader Jonas Savimbi.
Aug 93

300 - 365

For Filing
Meeting sought on bread riots

HARARE — With the Zimbabwean baking industry facing collapse as a result of five continuous days of bread riots, Zimbabwe National Chambers of Commerce president Ted Makoni yesterday sought crisis talks with the government.

President Robert Mugabe was away in the US to address the UN General Assembly and seek R10bn support for his troubled five-year economic reform programme, under which flour subsidies of R8bn a year have been withdrawn.

Protests continued yesterday in Harare's suburbs for the fifth successive day. At least one person had been seriously injured and scores arrested, police said.

Since Sunday housewives, and youths among Zimbabwe's 2-million unemployed, have repeatedly stormed bakeries and supermarkets and looted bread delivery vans, causing the giant Lobels bakery in Harare to switch off its ovens temporarily because of attacks on staff at its gates. Baking resumed yesterday, but there were no township deliveries.

"The industry faces total collapse," warned Commerce Minister Christopher Ushewokunze.

Makoni appealed to consumers "not to take the law into their own hands" but Ushewokunze chided bakers for not "adjusting prices to affordable levels" and accused them of "economic sabotage".

Master Bakers' Association head Eddie Cross said the anger of poor Zimbabweans trying to survive run-away inflation on the R100-a-month minimum wage was understandable, but the increases had been forced by the government's new pricing policy.

He said the recent increase in the price of a 700g loaf to about R1.35, after the removal of subsidies and controls, compared well with SA.

Mugabe's pilgrimage to the US comes less than a month after he told international aid donors to "keep your filthy harem" in response to protests against his plans to take over 5-million hectares of prime land without allowing the 4 400 commercial farmers the right of appeal.

The bread demonstrations appear to be organised by disaffected members of the ruling Zanu (PF) party women's and youth leagues, which last month mobilised only 1 000 faithful for a demonstration against white farmers' moves to fight a constitutional test case.

Zambian farmers hurt by imports

LUSAKA — Zambian farmers were stuck with 70,000 tons of wheat no one wanted to buy because the market had been flooded with cheap SA flour, Zambia National Farmers' Union president Ben Kapita said.

Kapita said yesterday the largest buyer, state-run National Milling Company, was reluctant to buy this year's wheat because consumers had opted for less expensive SA wheat.

"National Milling has been very supportive, but it can no longer afford to buy our wheat because its flour is not selling," Kapita said the government's haste in economic liberalisation was hurting the farming sector.

"We have opened ourselves up to cheap imports without regard to the implications on local producers. Liberalisation should have been effected gradually, to enable local producers to compete on an even playing field."

It was likely most of the wheat crop would go to waste. The farmers' union also anticipated that millions of bags of maize could be destroyed by rain because of failures in the government's marketing exercise. Only 6 million of the 18-million 90kg bags of maize had been hauled to safety.

Kapita criticised the donor community for standing idle while Zambia's harvest went to waste. — Reuters.
ZIMBABWE - LABOUR

1993 - 1995
Postal workers resume strike

MICHAEI HARTNACK

HARARE — Hundreds of women desperate for monthly maintenance payments waited outside Zimbabwean post offices yesterday as the strike by Posts and Telecommunications Corporation employees continued.

The strike, ended on Friday by the parastatal body's 10,000 employees, resumed on Monday when management announced all who failed to report by tomorrow's 8am deadline would be regarded as casual employees, and have to seek re-engagement.

In defying the strike ban declared by the Labour Ministry, postal workers are risking five-year jail terms under the Law and Order Maintenance Act, inherited from Ian Smith's Rhodesian government, for disrupting an essential service.

Mountains of unsorted incoming mail and undelivered outgoing items are reported to be piling up.
**Zim strikers get boot**

**Harare** — Zimbabwe's State-run post and telephone service has sacked 10,000 striking workers and said on Saturday it had begun recruiting thousands of people to replace them.

Workers with the Posts and Telecommunications Corporation (PTC) went on strike on Wednesday and Thursday, seeking higher pay.

The strike action paralysed postal and telephone services nationwide.

Deputy Postmaster-General Daniel Madzvimunhu said all the PTC's 10,000-plus employees had been dismissed as a result of the strike.

Those who wanted their jobs back would have to reapply, he told reporters.

Immediately after he spoke, PTC union boss Gift Chamaniire said he was taking the workers' dismissal to the Supreme Court, and asked all employees to stay at home.

The strikers were demanding salary increases of 12.5 percent, backdated to July 1992, as approved by an industrial tribunal.

The PTC has appealed to the Supreme Court over the ruling. — Sapa-Reuters.
Farmworkers ‘paid pittance’

HARARE — Black farm workers in Zimbabwe are forcing poor working conditions on their employees and paying them very low salaries.

This is the view of the General Agricultural and Plantation Workers Union of Zimbabwe, which represents 80,000 workers in the agricultural industry, the Ziana news agency reported yesterday.

Workers in agriculture had no job security and were paid a pittance.

Sapa
HARARE. The Zimbabwe government threatened to take stringent action against striking doctors yesterday and hinted it might use a statutory instrument which gives it power to suspend and dismiss civil servants who paralyse essential services. But a representative of the striking doctors, Mr Anthony Mutumba, said the strike would continue until the doctors were awarded a 40% salary increase. Ziana news agency reported.
300 striking doctors fired

Argus Africa News Service
HARARE. — Nearly 300 hospital doctors who went on strike 10 days ago demanding a 40 percent pay rise have been fired by the Zimbabwe government — after being ordered to return to work or face dismissal.

Four hundred laboratory technologists and technicians who stopped work in sympathy with the doctors have also been dismissed.

The sackings followed days of bargaining over demands by the doctors for better conditions of service during which the government made several concessions.

The sacked medical personnel have a month in which to make representations in writing to the authorities.

Consultants, private doctors and army doctors have responded to appeals to help treat emergency cases.

The government appealed to doctors and nurses who were not using their skills to help at the central hospitals in Harare and Bulawayo.
Zimbabwe, SA forge diplomatic relations

Own Correspondent

HARARE.—President Robert Mugabe has established diplomatic relations with South Africa with effect from today, formally ending 14 years of ostracism.

Foreign Minister Mr. Nathan Shamuyarira announced last night recognition would be established today with an exchange of ambassadors. Sources here said a former cabinet minister, Dr. Simbarashe Mumbemegwi, is likely to be Zimbabwe's first ambassador to Pretoria.
Govt pay triggers wave of strikes in Zimbabwe

HARARE — The Zimbabwean government undermined its own campaign to keep a lid on wages and triggered a wave of strikes when it gave generous pay awards to top officials.

"Here you are looking at a government that shot itself in the foot," said Tony Hawkins, a lecturer in business studies at Harare's University of Zimbabwe.

Incensed state workers accused the government of double standards after it approved pay rises of 64% to President Robert Mugabe, his cabinet ministers, other members of parliament and about 50 top civil servants two months ago.

Business analyst are concerned the ensuing rash of strikes in the state-run sector could encourage general industrial unrest.

Doctors walked out demanding 40% salary increases and improved working conditions. They have since been joined by dentists, radiographers and laboratory workers.

Magistrates and prosecutors are reported to be planning to strike for a 50% pay hike, while 80,000 teachers are also threatening to stop work on June 1 unless they receive the 64% percent increase handed out to Zimbabwe's senior government officials.

The government, determined to curb inflation running at 32% over the past four years, had kept a tight rein on increases and limited annual rises to an average of 10%.

"It has had some success, dragging inflation down to its present level of 25%, and aims to lower it to just 5% by the end of 1995.

Hawkins says industrialists fear the government may have to reverse its tight wage policy to avert widespread labour unrest.

The government, says Rawkins, "got themselves in a real fix".

A junior doctor, one of 291 fired by the government for going on strike two weeks ago, complained: "It is this sort of double standard which has brought the current problems."

An economist with the Zimbabwe Congress of Trade Unions (ZCTU), Tapiwa Mashakada, said the pay award to top state officials had set the tempo for 1994 wage bargaining.

"The government has set a precedent which it has to honour," he said.

"Workers cannot continue to tighten their belts while politicians are having a field day."

"The burden of adjustment must be shared equally, and, by awarding hefty salary increases for themselves the politicians have shown the nation they are greedy and self-centred."

The 450,000-strong ZCTU, representing about 30% of the Zimbabwean private sector's labour force, supports the pay strikes.

Mineworkers, vital in providing export earnings, have served notice that they are ready to "lock horns" with the Zimbabwean Chamber of Mines to press for higher wages.

Although the government initially took a hard line on pay rises, in March it conceded the demands of 10,650 workers at the state-run posts and telecommunications corporation after a two-week strike which partially paralysed business operations.

Industrial action has been rare since Zimbabwe launched a World Bank-backed economic reform programme in 1990. — Sapa-Reuter.
Zim doctor threat

HARARE. - Zimbabwe's already deteriorating health care service faces collapse following the sacking of 360 hospital doctors for striking over pay three weeks ago.

Radiographers, laboratory technologists and dentists have also been dismissed for coming out in solidarity and patients have died.

In the country's major state-run hospitals all but the seriously ill are turned away and scheduled operations and routine check-ups have been cancelled. 363

"The situation is pathetic... it's intolerable," said Dr Naboth Chabva, superintendent of Mpilo state hospital in Bulawayo.

Harare hospital serves hundreds of thousands of patients but only two doctors, one of them a European expatriate, were manning the casualty department last week. — Sapa-AFP
Strike doctors reinstated.

HARARE—Junior doctors sacked for launching a strike during which patients died returned to hospitals yesterday after being reinstated.
Huge wage rise

HARARE — Zimbabwe's government, facing a general election within 10 months, has granted huge salary increases to its civil service and armed forces. Mr. Melvyn Windsa Nsukwe, head of state commissions in charge of police, civil service and security forces, announced the pay increases, which were to cost the taxpayer R3.2 million. — Sapa/Reuters
Zimbabwe workers defy bank ultimatum

HARARE. — Thousands of Zimbabwean commercial bank workers, on strike for higher pay since last Friday, stayed away from work today in defiance of a management ultimatum to return to work or be sacked.

Hundreds of anguished customers formed long queues outside banks in the capital Harare as the workers vowed to continue the strike until their demand for an across-the-board pay increase of 40 percent was granted.

The strike has shut commercial banks nationwide and disrupted industry operations.

Management of banks, which include Standard Chartered, Barclays and state-run Zimbabwe Bank, has offered 14 percent. They ordered strikers to be back at work today or be dismissed.

The ultimatum was issued after a collapse of weekend talks involving the strikers, bank management and the government to try to end the dispute. Bank union officials say the government offered a compromise pay rise of 22 percent but this was rejected by the workers.

Today senior bank managers in Harare were manning skeleton services at some branches but customers were not impressed.

"While we appreciate the workers' grievances, it's the public — and eventually it's the economy — that is suffering," one said.

"If the bank workers end up getting the recommended 22 percent, workers in other sectors will demand the same pay rise, if not more," Zimbabwe University economics professor Anthony Hawkins said.

"This would have a big inflationary effect at a time when industry and most people are worried about high inflation that has pushed up interest rates and made borrowing by industry for expansion too expensive," he said.

Zimbabweans are also angry that the government, while calling for belt-tightening all-round, has approved salary increases of up to 65 percent for President Robert Mugabe and his senior ministers. — Sapa-Reuters.
Strike ultimatum defied

HARARE. — Thousands of striking Zimbabwean bank employees defied an ultimatum from their employers to return to work today or be dismissed. (63) ARG 26/11/92.

"There is no question of going back to work on an unreasonable wage rise offer or under threat," said Shingi Mujajire, president of the Zimbabwe Bank and Allied Workers Union.

The workers initially demanded a 46 percent pay rise while employers said they were prepared to pay only 17 percent. The nationwide strike has left many businesses and individuals without cash — Sapa-Reuters.
Bank strikers to get sack

HARARE. — The Zimbabwean Bank Employers’ Association is preparing dismissal notices for striking bank staff who failed to return to work by the deadline yesterday.

The association said some strikers had returned to work yesterday morning.

The illegal strike by thousands of bank employees began last Friday in support of their demand for a 46 percent pay rise. Employers have offered 14 percent.

"The association has gone to great lengths to give employees the opportunity to return to work but the continuing strike action is not acceptable," said the association, adding that the pay dispute had been referred to the industrial tribunal for arbitration. — Sapa.
Zimbabwe bank strikers defiant

HARARE. — Thousands of striking Zimbabwean commercial bank workers stayed away from their jobs for a sixth day today, defying dismissal threats from management.

In Harare, hundreds of the strikers assembled along the city's main First Street, waiting for union president Shingi Mungaita to address them. Frustrated customers formed long queues at various banks that remained shut.

The bank workers initially wanted salary increases of up to 46 percent for all their several thousand members but now say they will settle for 25 percent, the current rate of inflation.

Management of banks, which include Standard Chartered, Barclays Bank and state-run Zimbanc, are offering a salary increase of up to 19 percent and say all strikers have now been sacked.

Talks involving the strikers, bank management and a government arbitration panel were still going on, raising hopes that some compromise settlement could be reached.

Industrialists have voiced concern at the strike, which has shut commercial banks nationwide and disrupted Zimbabwe's foreign exchange and money markets, saying it is adversely affecting the economy.

— Sapa-Reuters.
Zimbabwe bank union ends strike

HARARE. — The Zimbabwean bank workers' union urged members today to end a week-long strike for higher pay to enable government officials to intervene in the dispute.

"I am asking you to go back to work so that the minister (of labour) can try to find a solution to our problem with the employers," Shingi Mungate, president of the Zimbabwe Bank and Allied Workers' Union, told hundreds of union members in the capital Harare.

"It is only fair that we show our good faith by going back to work, ahead of this noble mediation effort. The employers have promised that nobody will be fired or victimised," he said to grumbles from the crowd.

"That is part of the deal," he added.

By mid-morning the workers had not returned to work and Mr Mungate and other officials were trying to explain to angry members what seemed to be a climbdown from vows to lead an indefinite strike until demands were met.

Thousands of bank workers walked out of their jobs last Friday to press for a pay rise of 46 percent. During the week they defied several bank ultimatums to return to work.

Management of the banks, which include Barclays, Standard Chartered Bank and the state-owned Zimbabwe, said earlier this week they had fired the workers. — Reuters
Harare strikers rampage

HARARE. — More than 2,000 striking bank workers rampaged through this city yesterday as union chiefs held crisis talks with Zimbabwe government officials on ending a stoppage that has crippled the financial sector.

29/1/94
Zimbabwe unveils sweeping tax cuts

HARARE. — Zimbabwe's government unveiled sweeping tax cuts in its 1994/95 financial budget yesterday but warned its people to expect more pain as it implemented tough reforms.

Acting Finance Minister Emmerson Mnangagwa also announced the formation of a cabinet committee to speed up privatisation of state firms.

Mnangagwa, facing mounting calls by both industry and ordinary people to rein in runaway state spending, said despite serious expenditure overruns, it had been possible to cut the budget deficit from 11% of gross domestic product (GDP) in 1992/93 to 7.9% in the year to June 30, 1994.

He trimmed corporate and individual taxes, abolished import duties on all capital goods imports, except for cars, cut import surtax to 10% from 15% and announced a special programme to support the clothing and textile sectors.

But he widened a 10% sales tax on services.

CT29/12/94
Striking builders defiant

HARARE. — Thousands of striking Zimbabwean construction workers stayed away from work for a second day today in defiance of a government order to end the stoppage.

Hundreds of workers stood around building sites in Harare waiting for the outcome of a meeting of their union leaders and government officials. The workers want a 25 percent salary rise. Employers are offering 19 percent.

The strike began barely 48 hours after bank employees ended a six-day pay strike. They accepted a 22 percent rise suggested as a compromise by labour minister John Nkomo. — Reuters.
Zimbabwe pay rise for builders

HARARE. — About 100,000 striking Zimbabwean construction workers have been awarded a salary increase of 23 percent and told to return to work immediately. (Updated)

The Construction Industry Federation of Zimbabwe, grouping all building employers, said the wage rise would take effect from August 1.

But hundreds of workers in the capital Harare milled round-building sites, showing no sign of returning to work.

The strike crippled Zimbabwe's booming construction industry. — Reuter.
New strike threat by union

HARARE. — Zimbabwe's 100,000-strong Construction Workers' Union has threatened to down tools again to protest against the sacking of 75 members who went on strike last week for higher wages.

Union leader Edward Njekea said three of the country's main construction firms had laid off workers after a nationwide four-day strike last week which halted several multi-million dollar projects.

"We have three companies in Harare — Gin Duoro, Constain Africa and Ken Mark — which have been dismissing workers daily since the end of the strike," said Mr Njekea, warning that his members would down tools if dismissals continued.

The construction workers' strike last week was the latest this year to hit Zimbabwe, which is in the midst of harsh Western-backed reforms.
Air Zim strike causes chaos.

 Own Correspondent

Harare — The strike by Air Zimbabwe ground engineers yesterday continued into its third day, causing further chaos for domestic and international flights. Some stranded passengers were transferred to foreign airlines.

Over 150 technicians are on strike in pursuit of a 340% pay increase, similar to that given to pilots and air hostesses.
Air engineers halt strike

HARARE. — The strike by more than 150 Air Zimbabwe engineers, which crippled the airline’s operations for six days, has ended.

The engineers, who went on strike last Friday and were suspended without pay on Tuesday, began trickling back to work just before noon yesterday while their grievances were being looked into.

The engineers were on Tuesday served with individual letters signed by managing director Guttsub Ntingi, notifying them of suspension without pay or benefits. They were given the option to return to work at or before 1pm yesterday.

Most operations should be back to normal by today, the airline said. — Sap.
Govt steps in to end strike

HARARE - More than 1,200 striking private sector workers in Zimbabwe returned to work yesterday after the government threatened them with dismissal.

The Clan Holdings workers had been demanding a salary review and the firing of a senior manager, the Ziana news agency reported.

"The labour ministry has said you should go back to work because negotiations cannot take place while you are striking," a negotiator told workers. (Ziana)
Govt steps in to end strike

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The labour ministry has said you should go back to work because negotiations cannot take place while you are striking," a negotiator told workers. — Sapa

1 200 council workers march

JOHANNESBURG. — About 1 200 municipal workers marched on the town council of Midrand, north of here, yesterday.

The council said the marchers demanded the reinstatement of dismissed colleagues, the suspension of allegedly corrupt officials pending investigations and the establishment of a disciplinary tribunal.

Protesters warned that drastic action would be taken if the demands were not met. — Sapa

Police escort fired workers to station

POLICE escorted about 350 angry construction workers to Cape Town station for Murray and Roberts dismissed 550 workers and closed down five major building sites yesterday.

The workers gathered outside the Wale Street Chambers building in Long Street and police carrying shotguns escorted them to the station.

Murray and Roberts managing director Mr Geoff Turner confirmed that 550 workers had been dismissed after they had been warned they would be if they attended a city meeting called by the Building Workers Council Committee (BWCC) on Wednesday.

More than 500 workers had staged a wildcat strike to attend the meeting.

Mr Turner said the company and the unions had agreed on wage increases on September 5 after unlawful industrial action by employees.

He said the BWCC (who were accommodated as observers at the wage negotiations) were not a formal part of the Industrial Council for the building industry in the Western Province.

The representative trade unions had distanced themselves from the unlawful action, he said.

Building sites that were shut down yesterday include the railway stand at Newlands rugby stadium, the research institute on the Newlands rugby ground B field and the development at Avenue St Charles.

Bank will respond to union demand today

JOHANNESBURG. — First National Bank management said yesterday it would respond by 2pm today to a demand for countrywide recognition of the SA Commercial, Catering and Allied Workers' Union.

Saccawu members marched in the city centre yesterday.

The marchers handed a letter demanding recognition to managers at the bank's head office and to Mr Roy Gardenier of the stock exchange. — Sapa

A Saccawu official said the union would consider striking if the dispute was not resolved. — Sapa

‘False claims’ spread

Supreme Court Reporter

A BELLVILLE security company boss has alleged that the Security Officers Board and one of its inspectors are spreading false allegations about his company to customers in an attempt to get them to cancel contracts.

The claim was made by Mr William Norushka, of Custodian Security Ser-
Zim loses civil servants

By BARRY STREK
Political Staff

ZIMBABWE was losing qualified and experienced black civil servants to greener pastures in the private sector and to neighbouring countries, including South Africa, according to a Swaziland-based management consultant, Dr Esu Chiviya.

This had affected efficiency and effectiveness in Zimbabwe's public service, he said at an affirmative action conference.

The process of affirmative action in the Zimbabwean public service had been slow.

The new black ministers found they had to rely heavily on white permanent secretaries for advice and information.

"These heads of ministries who were instruments of the previous government were now expected to conceptualise, formulate and implement the transformation policies of the new government."

The expansion of social services had inevitably resulted in an increase in public expenditure and manpower.

"This led to the duplication of services, competition among service agents and confusion among recipients," he said.
One in 4 workers has HIV - Angola
Zimbabwe drought tax brings strike threat

Harare — The Zimbabwe Congress of Trade Unions (ZCTU) plans to call a nationwide strike against the introduction of a new tax planned for this year, secretary-general Morgan Tsvangirai warned yesterday.

"The Zimbabwean government announced earlier this week it would impose a levy of at least 5 percent on incomes from April to finance the expected costs of drought relief and maintenance of strategic food stocks.

Tsvangirai said the government was disregarding the plight of workers already hit hard by a World Bank-backed structural adjustment programme which has seen prices soar and real incomes collapse.

"ZCTU will mobilise all its affiliates and organs for a nationwide strike if the government proceeds with introducing the drought levy," he said.

Tsvangirai complained that in the past the distribution of drought-relief food had "not been equitable and democratic", reflecting allegations that aid is used as a political tool in the rural areas.

With parliamentary elections due before May, some economic commentators see the levy as a vote-catching exercise which puts the interests of the majority rural electorate above those of urban taxpayers.

"The minority urban electorate is being asked to bear the costs of purchasing the rural vote on behalf of Zanu-PF," the respected Financial Gazette said yesterday.

"Even if it is not specifically designed to woo peasants, announcing the levy ahead of elections is seen as showing contempt for the ability of the country's fragmented opposition parties to capitalise on urban disaffection."

Pointing out that the tax cannot be fought in parliament as Zanu-PF holds all but three seats in the 150-seat legislature, the Financial Gazette said: "We are all being punished for providing Zanu-PF with an overwhelming majority."

"The party is now so arrogant that it doesn't care about the consequences of its self-serving decisions."

While agreeing on the need to plan ahead to prevent starvation as drought appears to be setting in, economists say the money could be found by cutting the bloated cabinet and civil service rather than by squeezing the already overburdened taxpayer. — Sape-AFP.
Zim law ‘used to exploit workers’

Harare — The Zimbabwe Congress of Trade Unions, reacting yesterday to the sacking of more than 5,000 strikers by Standard Chartered Bank, said employers and the government were using labour laws to exploit workers.

ZCTU secretary-general Morgan Tsvangirai said the laws breached employees’ constitutional rights of expression and freedom of association.

The strikers were fired on Saturday for failing to comply with a government disposal order compelling them to resume duties on Friday.

According to labour laws, the Ministry of Public Service, Labour and Social Welfare has the power to suspend or dismiss employees who paralyse essential services.

"The right for workers to strike is fundamental and is enshrined in the constitution. The labour laws work against the workers," said Tsvangirai.

Standard Chartered employees went on a nationwide strike on Thursday.

The strike was in protest against what the employees said was management’s refusal to honour a commitment on performance-related bonuses and re-engagements.

They were also pressing for the dismissal of the bank’s chief executive, Jim McKenna, and better working conditions.

Tsvangirai condemned both the government and the bank for firing the employees.

"Standard Chartered Bank is treading on very dangerous ground.

"It provoked the strike because it is reneging on an agreement to give employees 10% of the profits.

"Government should never intervene in disputes between the workers and their employers."

Sangano Munhumutapa, a pressure group for the "indigenisation" of Zimbabwe’s economy, also condemned the dismissals.

In a statement in Mutare on Sunday, group president Warlord Chakaredza said the firings were unjustified.

The bank is inviting applications from new and fired employees to fill the 5,000 vacancies. — Sapa.
Labour laws condemned

HARARE — In reaction to the sacking of more than 5,000 strikers by Standard Chartered Bank, the Zimbabwe Congress of Trade Unions said yesterday that employers and government were using labour laws to exploit workers, Ziana news agency reported.

Congress secretary-general Morgan Tsvangirai said the laws breached rights of expression and freedom of association.

The strikers were fired on Saturday for failing to comply with a government order compelling them to resume duties on Friday.

Labour laws give the ministry of public service, labour and social welfare the power to suspend or dismiss employees who paralyse essential services.

These laws worked against the workers, said Tsvangirai. He said the bank provoked the strike by reneging on an agreement to give employees 10% of profits.

HARARE: The Zimbabwean government did not accept the notion among employees that they had the right to strike, President Robert Mugabe told a May Day rally here yesterday.

Employees should avoid striking as it harmed productivity and could paralyse essential services.

He told more than 5,000 people attending the rally: "We are working for the people. We do not want essential services to be disrupted.

"I do not accept collective bargaining that includes strikes. We encourage dialogue for people to air their views."

The government came under fire from the Zimbabwe Congress of Trade Unions, which accused it of using labour laws to exploit workers. The congress called for a review of the labour laws which, it said, breached workers' constitutional rights of expression and freedom of association.

President Mugabe's attendance at a May Day celebration was the first for 1991.

Mr Mugabe, who had traditionally addressed May Day rallies since he came to power in 1980, stopped after workers and university students booed him in 1991. -- Sapa-APP
Aids may reverse
Zimbabwe's gains

HARARE: AIDS threatens to reverse gains achieved since Zimbabwe's independence, Confederation of Zimbabwe Industries president Mr Jonah Wabatama said yesterday.

He said valuable working time was being lost as workers took sick leave or attended to relatives with AIDS-related illness.

Health experts estimate more than 800,000 Zimbabweans are infected with HIV and 50,000 have full-blown AIDS. — Sapa

Sect gun factory

LONDON: Scientists on the brink of solving the enigma of the Australian kangaroo's sense of smell.

About 100 of the animals were found starving and have been shot, Mr. Lindsay, wildlife officer, said.

Close to extinction. — The Telegraph
**Competitive Edge: Wages to Boost Zimbabwe Drops**

**April 24, 1995**

**Special Section of Weekend Argus, June 3/2, 1995**
Mines may lay off workers

HARARE – The Chamber of Mines said yesterday some mines were considering retrenching workers and applying for wage increases exemptions to remain viable in the face of rising input costs. A spokesman said the Chamber said costs in the industry had risen by 20% since the beginning of last year, yet revenue received by producers of such major minerals as gold and asbestos had remained static. He said the industry was particularly concerned about the recent 30% increase in electricity tariffs as it would further erode viability and put thousands of jobs at risk. – Sapa.
Zimbabwe farm help still poor

BULAWAYO—Zimbabwe's estimated 320,000 farm workers are reported to be living in squalid conditions, some even subjected to physical beatings by their employers, Ziana news agency reported yesterday.

According to a report compiled by the British-based Panos Institute, farm workers are the lowest paid formal sector workers. Most live far below the poverty line for a family of six.

The report will be released in Harare on November 24.

The country's 4,500, mostly white, commercial farmers own up to 80 percent of arable land.

Although the report acknowledged government and trade union efforts to improve workers' living standards, it said economic reforms initiated by the International Monetary Fund and the World Bank have eroded labour protection and aggravated the farmworkers' plight.

"They just want us to be down, down, down until we die," the report quotes a farmworker.

"The uneven balance of power between farm owners and their workers stems from unequal access to land and other resources, a reality which is fundamental to all other issues," said author Dede Amanor-Wilks.

Although Zimbabwe was the leading food exporter in the Southern African Development Community outside South Africa, and a world class producer of tobacco, sugar and coffee, commercial farmers' visible wealth starkly contrasted with the slum-like conditions of most farmworkers.

"Rising unemployment as a result of government reforms means that farm workers will be worked even harder with little hope of improving their income and living conditions," the report said.

The ministers of agriculture Dennis Norman and public service, labour and social welfare Nathan Shamuyarira will be present at the launch of the report—Sapa.
ZIMBABWE - LABOUR

1998
Zimbabwe warned of new labour strife

Militancy rising, says report

Harare – Zimbabwean workers, who won wage increases of up to 30% last year through strikes, are set for another year of militancy, experts say.

In its latest report on business trends in Zimbabwe, Standard Chartered Bank said the labour force was increasingly militant.

Business analysts estimate that the agriculture-based economy, battered by falling investor confidence mainly over the government’s controversial plans to seize commercial farms for a peasant resettlement scheme, a foreign exchange crisis and low rainfall, will grow by only about 1.5% this year from an estimated 3.7% last year and 8.1% in 1996.

“Worrying also is the mounting evidence of labour militancy reflected in sometimes violent industrial strikes, initially in urban areas, but subsequently in both agriculture and mining,” the bank report said.

The wildcat strikes yielded wage increases averaging 25 to 30% across the board, including the key farming, mining, tourism and manufacturing sectors.

Standard Chartered Bank said this was the first time since the 1980s that workers had enjoyed “a measurable increase in real earnings”, which independent economists say have fallen by 60% since 1991, eroded by annual inflation averaging 22% during the same period.

“The probability is that having tasted success in wage negotiations in 1997, the labour unions will continue to push hard for wage awards in excess of inflation,” it said.

President Robert Mugabe’s government paid civil servants an average 80% more last year after unprecedented wage strikes in 1996 which paralysed most of its services, including public health.

One of the country’s leading weekly business newspapers said Zimbabwe could experience more unrest if employers did not come up with a stable framework for wage negotiations and the government failed to address fundamental problems affecting the health of the economy. – Reuters
Unions throw down the gauntlet to Mugabe

HARARE — Battle lines were drawn yesterday between President Robert Mugabe’s government and Zimbabwe’s fledgling trade union movement over planned new protests against tax increases and economic mismanagement.

Mugabe told the state-run Zimbabwe Broadcasting Corporation that names of those ready to “fight” were “known to government — they should desist as government was ready for them”.

Simultaneously, Zimbabwe Congress of Trade Unions secretary-general Morgan Tsvangirai said plans were being formulated for a national strike if Mugabe did not meet demands to scrap the increase in sales tax from 15% to 17.5% by the ZCTU’s next council meeting on February 28.

Tsvangirai, beaten up in his office by attackers he identified but have yet to be arrested, said workers would be urged to stay indoors at the next protest to deprive police or troops of a pretext for violence. “No marches are being planned. It will be a mass stayaway.”

The announcement of a February 25 deadline aimed at giving Mugabe “room for manoeuvre” before a two-day total stoppage.

Mugabe repeated previous claims that ZCTU leaders were in “unholy alliance” with whites seeking revenge for the designation of 1,400 farms, and said white employers’ interests could not be reconciled with those of workers.

“Government now knows the perpetrators of last month’s food riots and is prepared to deal with them,” Mugabe told the ZBC.

On December 9 serious rioting broke out in Harare after police defied a High Court injunction and broke up ZCTU marches in Harare against a planned 5% war veterans’ levy. The levy has since been scrapped.

On January 19 three days of food riots appeared to erupt spontaneously when a 21% increase in the wholesale price of maize meal followed a spate of inflation affecting most staples.

Industrialists and insurance experts estimate up to Z$2bn was lost in production and damage caused by mobs of looters.

Despite a softening of statements after talks with the World Bank, European Union and International Monetary Fund (IMF) on resumed budget support, Mugabe repeated threats to refuse compensation to evicted white farmers.

Financial sources here confirmed that IMF president Michel Camdessus had written to Mugabe demanding that either he, Finance Minister Herbert Murerwa or Lands Minister Kumbirai Kangai give public assurances that land reform will respect legal and constitutional norms, not disrupt production, and be “transparent” — a reference to past diversion of white farms to become politicians’ personal property.

IMF local representative Robert Franco was out of the country yesterday but the sources said Camdessus warned the IMF might withhold $176m support until public commitments were made.

Mugabe told the ZBC that compensation was the responsibility of the former colonial master, Britain. “Britain did not pay for the land so it should not renege on its obligation. We have neither a moral nor legal obligation to pay them (the white farmers),” he said.

He said his land committee would consider the Commercial Farmers’ Union’s alternative plan, unveiled last week, but would not be diverted from its aims.
Mugabe warns 'violent' trade unions

Chitungwiza – Zimbabwean President Robert Mugabe yesterday accused the country's labour unions of whipping up unrest in the country and warned them against confronting the government.

Mugabe told a rally of his ruling Zanu-PF party supporters that the leadership of the Zimbabwe Congress of Trade Unions (ZCTU), the country's trade union umbrella body, was organising the trouble that has hit the government in recent months.

The trade union body organised a mass work boycott in December, in a move that forced the government to scrap a new tax that was to have helped finance war veterans’ pensions.

"What kind of trade unionism is that, which perpetuates violence," Mugabe demanded.

The ZCTU last week issued an ultimatum to Mugabe's government, giving it until Friday to address the current price and tax issues, or face two days of a national mass work boycott.

Mugabe, who accused the ZCTU of being behind last month's violent food riots, warned that the country's labour movement would face the full wrath of his government if they organised any violent action.

"Let them try again and they will see what happens," Mugabe warned, without elaborating.

Mugabe, who spoke on the eve of a legislative by-election for a vacant parliamentary seat in Chitungwiza, southeast of Harare, said he was aware that the ZCTU wanted his government out of power.

But, he said, the calibre of people in the ZCTU leadership was not of state presidential quality. – Sapa-APP
Zimbabwe's main union urged to call off strike

HARARE — Zimbabwe's main industrial body urged the country's main labour union yesterday to call off a strike planned to press Harare to scrap last year's 2.5% sales tax increase.

Violent protests against steep price rises of basic commodities rocked Zimbabwe last month. President Robert Mugabe has threatened to meet any further labour unrest with force.

Confederation of Zimbabwe Industries president Josée Blanchfield said: "The workers' point was put firmly across to government during the last mass stayaway."

She said another stayaway would not achieve the union's objectives, but would instead hurt production.

The union has given Harare until today to scrap the tax. — Reuters.
Labour, student protests worsen Mugabe’s crisis

HARARE: Zimbabwe’s President Robert Mugabe faces a wave of labour and student protests this week which is likely to worsen a social and economic crisis threatening his 18-year-old rule.

The Zimbabwe Congress of Trade Unions (ZCTU) has called a two-day national stayaway tomorrow and Wednesday to press the government to cut and review some taxes and food prices.

University and college students have promised public protests from today to push claims for increases in their payouts.

The government and some business leaders want the unions and students to call off their protests, saying they will hurt the state’s fragile economy and investment image.

Many political analysts say the protests will particularly hurt Mugabe, who has threatened to use force to stop them, saying union leaders are trying to topple him through social unrest.

The 74-year-old Mugabe also accuses the union leaders of being puppets of Zimbabwe’s minority white community, who ruled this former British colony of Rhodesia before he came to power when the country gained independence in 1980.

They deny the charges, and in turn allege that Mugabe has run out of ideas and is finding scapegoats and using force as a cover-up.

The former guerrilla leader ordered troops to crush food riots that broke out in January, leaving at least six people dead.

The riots were seen by many as the most serious challenge to his rule.

In December, he used hundreds of heavily armed paramilitary police to stop an unprecedented union-sponsored national anti-tax protest.

“It is risky to use force all the time because it incenses the public and you could get to a stage where the security forces cannot manage,” political commentator Ms Lupi Mushayakana said.

“Dialogue is the way out of this crisis … but it doesn’t look as if we will get that,” she said.

Last week, Mugabe said he would “fix” the ZCTU if it went ahead with its planned strike.

On Friday, ZCTU president Mr Gibson Sihan’da and secretary-general Mr Morgan Tsvangirai said the strike was on because Mugabe had failed to meet their demands within a month’s deadline or even to open talks on the issues.

The ZCTU wants Mugabe to scrap a recent 2.5% increase in sales tax and to review a 5% development levy, a 15% tax on pension profits and recent food price hikes, saying real earnings had fallen drastically since 1991.

The ZCTU says the government should cut its expenditure, which now eats 38% of gross domestic product and has led to a budget deficit of more than 10% a year in the past decade.

Critics say — but Mugabe denies — that he has damaged the economy over the years by directing national resources into a political patronage system aimed at sustaining his rule.

Zimbabwe’s economy has been ravaged in the past six months by an unstable currency, huge payments to independence war veterans, and investor confidence shattered by controversial state plans to seize mostly white-owned farms to resettle black peasants. — Reuters
Mugabe warns union as it readies for national strike

Two-day stayaway over taxes and prices planned amid tough talk from Zimbabwe’s president

Mugabe laid his personal authority on the line last week when he demanded that the strike threat be withdrawn and accused the unions of having “the misplaced belief that you are more powerful than the government”.

“I want to warn the ZCTU to desist from the path of violence which they are pursuing. If they think we are joking... we will see,” he said.

ZCTU secretary-general Morgan Tsvangirai said: “We are not answerable to the president. We are answerable to our members.”

Tsvangirai said workers were being asked to stay at home precisely to avoid the sort of violence which erupted during food-price riots in January when at least five people were killed. Workers have been told to stock up on enough food to last them the two days so that they do not have to venture from their homes.

But fears of violence persist because polytechnic students have also threatened to demonstrate this week to press for increases in their grants, and any protest march through Harare would be swelled by masses of street children and unemployed youths.

Economic hardships have grown dramatically in the past few months since the Zimbabwe dollar crashed against foreign currencies, causing prices to soar.

Economists say the crash was caused by a number of factors, including a government plan to seize about 1 500 white-owned farms and its commitment to pay large gratuities and pensions to veterans of the 1970s independence war.

For its part, the government has blamed white businessmen for the price rises, saying they are deliberately trying to topple the government because of anger over land reform plans.
Zimbabwe govt, unions set for confrontation

Michael Hartnack

HARARE — Zimbabwe yesterday braced itself for a major confrontation between President Robert Mugabe’s government and trade unions over a planned stayaway strike today and tomorrow, with the business community and whites caught in the middle.

“All workers should report tomorrow without fear as they will be protected by the police and the army,” Industry and Commerce Minister Nathan Shamuyarira said.

Mugabe was out of the country while last-minute talks took place to avert the stoppage.

Churchmen and human rights groups denounced threats by the organisation representing 50 000 ex-guerrillas to march into upmarket suburbs and attack whites, whom they accused of fomenting the strike in revenge for the planned take over of 1 400 farms.

Shamuyarira said: “Drastic and punitive action will be taken against workers who stay away and business people who encourage their workers by shuttling their businesses.”

Repeating claims by Mugabe, Shamuyarira said the government was dismayed that whites were damaging the country’s economy.

“We know it is about the land question,” said Chenjerai Hunzwi, chairman of the war veterans’ association.

“The whites are using puppets with the aim of taking over the government. We want to make it clear that if the boycott goes ahead we, as liberators of the country, could attack the whites for inciting the boycott,” the Herald reported Hunzwi as saying. Lawyers said this violated incitement laws.

Zimbabwe Congress of Trade Unions secretary-general Morgan Tsvangirai has denied any links with whites. He said the stayaway was aimed at the revocation of December’s sales tax increase from 13% to 17,5% to fund the ex-guerrillas’ gratuities; ending the 5% “development levy” income tax surcharge and taxation of pension funds; and reversing recent 40% rises in staple items.

Urging workers to stock up with essential goods and to stay off the streets to deny army and police any pretext for teargassing or shooting, Tsvangirai said the stayaway would go ahead, although he accepted an offer of negotiations from Labour Minister Florence Chituro. Talks continued throughout the day yesterday.

Campuses of 36 tertiary institutions were quiet yesterday at the start of a class boycott by students in protest against their alleged lack of adequate Z$17 000 a year state grants.
after another
darn strike
just one

Firms will suffer for backing Mugabe
Shaping Siam shutdown

THE GUARDIAN

November 19, 1997

Britain's 1997 trade with China was

more than three times what it was in

1994. The value of Britain's imports

from China increased by 41% in the

year ending March 1997, to £2.6 billion,

from £1.8 billion in 1996. Britain's

exports to China increased by 43% in

the same period, to £1.6 billion, from

£1.1 billion in 1996. The balance of

trade in goods was in deficit for the first

time in 1997, at £100 million, compared

with a surplus of £50 million in 1996.

China is the world's third largest
country, and its economy is growing

rapidly. Britain is keen to develop its

relations with China, and is seeking
to increase its trade with the country.

But Britain's trade with China is still

small compared to its trade with other

large countries, such as the United

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ZIMBABWEAN DISCORD GROWS

Unions defy Mugabe, go on strike over taxes

HARARE: President Mugabe claims a strike yesterday was illegal, and police and army were placed on standby in major centres to crush any disturbances by disgruntled civilians.

ZIMBABWEAN trade unions went ahead with a national anti-tax strike yesterday, defying President Robert Mugabe, who has declared it illegal and alleged it is part of a campaign to discredit and unseat him.

Many businesses were closed across Zimbabwe, but police said there were no reports of violence by last night.

Zimbabwe has been rocked by a series of violent protests in recent months, including food riots in January in which six people died and many shops were vandalised and looted.

The Zimbabwe Congress of Trade Unions (ZCTU) called for a two-day stayaway beginning yesterday to press Mugabe to scrap a recent 2.5% increase in sales tax and review a 5% development levy, a 15% tax on pension profits and recent food price rises.

They rejected appeals by the government to call it off, saying Mugabe was not offering anything other than threats.

Mugabe, who has been in power since the former British colony of Rhodesia gained independence in 1980, says the strike is a ploy sponsored by whites angry over his government’s plans to reclaim mainly white-owned farms for a black peasant resettlement scheme.

On Monday night, Mugabe said his government no longer regarded the ZCTU as a labour union but as an opposition party, concentrating on fighting the government instead of bargaining for higher wages.

“We won’t tolerate that,” he told state media.

The government has declared the strike illegal, and yesterday deployed police to try to stop it. It said the army was on stand-by to crush any disturbances.

The main industrial areas in the capital Harare were shut, but union leaders were urging people to avoid violence.

Some banks opened in the morning, but later closed to the public, leaving only treasury departments operating.

Dealers said trade on financial markets was very subdued.

The Zimbabwe dollar was generally stable at its overnight levels against hard currencies, including the US dollar.

Trade was also slow on the Zimbabwe Stock Exchange and the local money market.

Businesses were largely deserted in the other main cities of Bulawayo, Mutare and Kwekwe.

Political analysts said the January food price riots were the sternest challenge to Mugabe’s 18-year rule to date.

They came on the heels of protests organized by trade unions in December which forced Mugabe to repeal a 5% levy intended to raise money to pay veterans of the country’s 1970s independence war.

The analysts have blamed the government for current social and economic unrest, saying Mugabe has ruined the economy over the years by directing national resources into a political patronage system designed to keep him firmly in power.

He has denied the charges.

Mugabe has also rejected calls to resign over a social and economic crisis that has brought high unemployment, an unstable currency, low growth and an erosion of investor confidence, mainly shaken by his land policies.

He says he feels young at 74, competent and in control. — Reuters
Zimbabwe closes down as workers stay home

Tens of thousands of strikers ignore Mugabe’s threats; fears of violence and racial clashes fail to materialise

BY ANDREW MELDRUM
Harare

Zimbabwe was shut down yesterday by an anti-government national strike organised by the Zimbabwe Congress of Trade Unions (ZCTU).

Despite vigorous threats by President Robert Mugabe’s government, the unions stopped work at factories, shops and most businesses in Harare and other urban centres throughout the country yesterday, the first day of the two-day strike.

Although there were fears of violence following the three days of food riots in January that left nine dead, yesterday’s stayaway was largely peaceful. No incidents of racial violence were reported and the War Veterans of Zimbabwe did not march into Harare’s mostly white northern suburbs, as they had threatened to do on Monday.

The unions are calling for the government to revoke recent tax increases and to control rapidly rising food prices, which some economists say have risen 40% so far this year. The ZCTU put its demands to the government in writing in January but the government did not respond and refused to negotiate.

Before the strike began, the government declared it illegal, and ministers threatened “drastic and punitive action” against all strikers and also against any employers who permitted work to stop.

But ZCTU secretary-general Morgan Tsvangirai stood firm. “We are only doing what our members have urged us to do; the rank and file wanted this strike,” he said yesterday adding: “We consider it a success.”

To avoid any violence, the ZCTU urged all its members to stay at home.

On Monday, an angry Mugabe denounced the strike as “complete madness”, adding: “I no longer consider the ZCTU a labour movement, it is an opposition party. They are playing politics. They cannot try to be government and say no to this tax or yes to that tax.”

Tsvangirai dismissed Mugabe’s charges that the ZCTU was going beyond the bounds of valid union work: “We want to see responsible management of the economy. He cannot define the parameters for us.”

Racial tensions rose on Monday after cabinet ministers charged that the impending strike had been masterminded by white industrialists.

The War Veterans Association had threatened to attack whites over their alleged complicity in the strike. The Catholic Commission for Justice and Peace said it would file charges against association chairman Chenzirai “Hitler” Haruzi over his threats. – Star Foreign Service
Fire hits strike union offices

Harare - The offices of Zimbabwe's trade union federation were confirmed the incident and said they were investigating.

damaged by fire this morning, a day after a union strike closed businesses across the country, labour officials said.

"The office was found burning around 7am and the reception area was severely damaged and some documents and office machinery were destroyed. There was no one in the office at the time but we suspect arson," a union official said.

Police and fire brigade officials staged a two-day strike on Tuesday and yesterday to back its demand that the government repeal a 2.5% increase in sales tax and review a 5% levy, a 15% tax on pension profits and sharp food price increases.

Union officials said up to 70% of Zimbabwe's formal sector workforce of 1.2 million observed the strike, despite threats of mass dismissals by President Robert Mugabe. - Reuters
Zimbabwean strikers defy Mugabe’s ban on 2-day protest

Harare - Zimbabwean workers yesterday defied President Robert Mugabe’s government for the second day as they answered calls for a two-day national strike that saw most of the country shut down.

Industrial production in the country’s urban areas ground to an almost complete halt, as did rail, finance and postal services. Government offices and shops followed suit, although in Harare retail business and government departments ran on skeleton staff after the government threatened to “punish” strikers and withdraw the business licences of employers who closed their businesses.

The two-day strike passed in an atmosphere of calm throughout the country, with the exception of a group of youths who stoned a bus carrying workers in the southern mining town of Zvishavane.

The strike, called by the Zimbabwe Congress of Trade Unions to protest against surging price increases and new taxes, was banned by the government. The response has further undercut Mugabe’s hold on authority as he struggles with an economic crisis and corruption scandals.

Workers are due back at their jobs today, but observers warn of even worse industrial unrest when the government eventually effects a heavy fuel price hike to meet increased import costs. — Sapa
Unions call for Mugabe talks

The nation—a country of more than 12 million people—appears to be disintegrating as the current government of President Robert Mugabe and his allies, the Zimbabwe African National Union-Patriotic Front (ZANU-PF), struggles to maintain power in the face of widespread economic crisis and political unrest. The opposition Movement for Democratic Change (MDC) has been marginalized and its leaders have been harassed and imprisoned. The country is facing hyperinflation, food shortages, and a deteriorating health care system. The government has been accused of corruption, human rights abuses, and箆related to corruption.

The union is raising concerns about the government's policies, which they believe are harming the economy and the working class. They are calling for negotiations with the opposition to find a way forward. The government has rejected the idea of negotiations, saying that it is committed to the policies it has been enforcing.

The MDC and the government have been holding talks in recent weeks, but progress has been slow. The MDC has been calling for the release of political prisoners and for a new election to be held. The government has been calling for a return to stability and for the MDC to accept the results of the last election, which it lost.

Small firms are going under faster than ever. Splitter union formed after fraud alleged. Effort to clean up corruption in Fawu, making progress.
Mugabe under threat as unions get stronger

HARARE: President Mugabe's leadership is under threat as he faces further challenges from a union movement that is gaining confidence and widespread support.

ZIMBABWEAN President Robert Mugabe's 18-year-old rule has been severely undermined by a wave of public protests, political analysts said yesterday.

But still worse trials may await the former guerrilla leader, which could leave him vulnerable to a leadership challenge, they said.

The Zimbabwe Congress of Trade Unions (ZCTU), which staged a two-day strike this week, says it has a "rolling programme", a code phrase for strikes, to press Mugabe to scrap recent tax hikes.

Mugabe has held power since independence in 1980, but critics say he has become increasingly autocratic and arrogant.

High unemployment, an unstable currency and the low growth are symptoms of an economic and social crisis that has led to labour unrest and increasing demands for a new state management team.

The unions want Mugabe to repeal a recent 2.5% rise in sales tax and to review a 5% development levy, a 15% tax on pension profits and recent hikes in food prices.

ZCTU secretary-general Mr Morgan Tsvangirai said this week's strike was backed by 90% of the country's formal labour force and had increased the unions' confidence.

Mugabe declared the strike illegal and tried to stop it, alleging it was part of a campaign by the unions and the minority white community to topple him. But the claims were rejected.

"I think people will try to build on their gains until they get more concessions," said Mr Masipula Sithole, a political scientist at Harare's University of Zimbabwe.

At the end of the last strike, the government softened its position and offered to meet the unions.

"This is a realisation that it lost in this showdown and that any more protests will undermine its position," said political commentator Ms Lupi Mushaya-Karara. "The government leadership and Mugabe in particular are looking more and more vulnerable to a leadership challenge," she said.

Mugabe said last week he would not quit over the current crisis, adding that at 74 he still felt young, competent and in control.

But political commentator Mr John Makumbe says Mugabe showed worrying signs of eccentricity at recent public rallies where he mocked unnamed aspirants to his throne, projecting himself as the only suitable president.

Makumbe and Mushaya-Karara say Mugabe's policies have become incoherent and he has weakened his position by falling to take initiatives on the economy or on social welfare but ending up giving in to violent protests including that by 50,000 independence war veterans last year for compensation. But he then scrapped a tax package meant to finance it after parliamentarians and unions revolted.

In January, he sent the army to crush food riots that left six people dead. But he also ordered the dominant state grain supplier to slash the price of the staple maize to enable private millers to reduce consumer prices.

Analysts said that to buy breathing space, Mugabe might take an issue he has dodged for years — slashing government spending. Critics say he has used state spending to sustain a political patronage system aimed at entrenching his rule, but Mugabe denies this.

Government spending currently eats about 38% of GDP, and analysts say he can make tax concessions demanded by the unions by cutting jobs and perks in the civil service and in his 55-member ministerial team. — Reuters
Arson feared after Zimbabwe unions' offices gutted

BY ANDREW NELLOR
Star Foreign Service

Harare - A fire gutted the Bulawayo offices of the Zimbabwe Congress of Trade Unions early yesterday, just a day after the unions' successful two-day anti-government national strike.

The locks on the office door were broken and there were other signs of forced entry and a fire that was deliberately started, according to witnesses.

The blaze destroyed a computer and other office equipment worth more than $80,000 (R16 500).

A livid President Robert Mugabe and his cabinet ministers have issued numerous threats that the strikers would face "drastic and punitive action".

"You heard the threats issued by the government against us," ZCTU president Gibson Sibanda said at a press conference yesterday. "You can draw your own conclusions about who caused that fire."

In December, following the ZCTU's one-day national strike, its secretary-general Morgan Tsvangirai was beaten unconscious in his city-centre office by a gang of thugs, who were never apprehended.

The police have been criticised for not seriously investigating that crime as well as numerous other attacks on opposition politicians such as Margaret Dongo and Fidelis Mhando.

The ZCTU has declared the strike, held on Tuesday and Wednesday, 99% effective and "a well-deserved victory".

It has established a fund to defend any workers who face government retaliation for taking part in the strike.

ZCTU leaders yesterday repeated demands for talks with the government to reach a new "social contract" in which the government, workers and employers agree on measures to achieve the foundations for economic stability.
Zimbabwe city centres quiet during stayaway

By MERCEDES SAYAGUES

ZIMBABWE was eerily quiet on Tuesday and Wednesday when most workers peacefully followed a strike called by the Zimbabwe Congress of Trade Unions (ZCTU) to protest against the government’s economic policies.

The government unsuccessfully tried to stop the strike by threatening dismissals and reprisals.

Employers, under heavy government pressure to remain open, reportedly told the unions’ association that they “would not interfere with the workers’ right to strike”.

Some closed their premises or operated only with management, while others arranged to make up for lost time.

The unusual alliance between employers and employees stems from general dissatisfaction with the government.

The congress of trade unions is riding the wave of popular discontent that swept Zimbabwe during the national strike of December 9, which turned violent when police refused to allow workers to gather.

The unions are demanding control of inflation, food prices, removal of a 25 percent increase in sales tax to pay war veterans, a five percent development levy and a 15 percent tax on pension profits.

The congress, an umbrella of 26 unions, with 400,000 card-carrying members, representing 30 percent of the formal workforce, also wants broad negotiations on the economy.

“We need a social contract,” says secretary-general Morgan Tevanigara. “We need a government that is accountable to people, not one that operates on dismissal of institutions.”

Salaries have lost 75 percent of their real value since Independence, while food prices have risen by 500 percent. Zimbabweans are among the most heavily taxed people in the world: 30 percent of their pay doesn’t make it into their pockets.

After the December 9 strike, the unions’ congress twice wrote to government with their demands. In January they asked for negotiations. The government never replied. A deadline was given for an answer and when none came the two-day strike was called.

The strike was termed a stayaway. This is exactly what happened. Harare’s industrial area was dead.

The commercial downtown district had 10 percent of business. The scene was repeated in all provincial capitals and major towns.

Fearing looting, shops removed expensive goods from windows. Police in riot gear guarded shopping centres and commuter bus ranks. As the hours passed in peace and heat, police relaxed, chatted, and by evening looked bored and hot.

When a tropical storm lashed Harare calls to the electricity authority and the municipality to remove live wires and fallen trees went unanswered.

On Tuesday, Minister of Industry and Commerce Nathan Shamuyarira said on television that government “will punish” businesses who closed and headmasters who sent pupils home. However, legal experts say it has no authority or legal mechanism to do so.

The same applies to an order to return to work that labour minister Florence Chitauro handed to the union organisation on Monday. Such an order can only be made between employers and employees. ZCTU is not employed by the government.

The government seemed notably ill-advised by its lawyers, but at a loss on what to do, except make threats. Monday’s morning-and afternoon meetings, Minister Chitauro stated clearly she had no mandate to negotiate.

President Mugabe was off summiteering in Maputo over the SADC peace and security organ that has put him on a collision course with Nelson Mandela.

“That is how much he cares about Zimbabwean workers,” said a young bank teller who did not want to be identified. “You can be sure I’m staying away.”

In Monday’s second meeting with Chitauro, when the ZCTU leadership said they were ready to negotiate at any time of day or night, Chitauro demanded unconditional withdrawal of the mass action.

The ZCTU said in a statement it felt “it was negotiating with a gun over them... perpetuating the confrontational attitude on the part of the government.” – AIA
Zim union targets state daily for boycott
Zimbabwean labor movement and state-owned newspaper in war of words

The paper is printed with red and black ink, and the text is mostly in English with some sections in another language.

The content appears to be a discussion or argument about labor movement and the state-owned newspaper, possibly involving political or social issues.

The text is difficult to read due to the quality of the image, but it seems to be an important piece for understanding the context of the Zimbabwean labor movement and its relationship with the state media.
Zimbabwe minister wants union blackout

Michael Hartnack

HARARE — Information Minister Chen Chimutengwende has told Zimbabwe’s state-controlled broadcasting services and daily newspapers not to report any statements or activities by the Zimbabwe Congress of Trade Unions.

ZCTU secretary-general Morgan Tsvangirai last week called for a two-day-a-week consumer boycott of the Herald, owned by the parastatal Zimbabwe Publishing Company, in reprisal for what he said was a campaign of deliberate disinformation during the recent general strike.

Chimutengwende called for Tsvangirai’s executive to be “given a taste of their own medicine”.

“All functions of ZCTU at whatever level will have to be boycotted by both ZBC and Zimpapers until the union general council for which they claim to speak realises that there is need for freedom of expression and publication.”

ZCTU leaders accuse the Herald of highlighting government claims the two-day strike — in protest at soaring inflation and extra taxes to pay guerrillas’ gratuities — was a flop. The Herald also said the only incident of violence that marred the stayaway — an arson attack on ZCTU’s Bulawayo offices — may have been an “inside job” by embezzling union officials seeking to destroy evidence.

Most observers agree the strike received more than 80% support in Harare and was 100% successful in centres including Bulawayo, Gweru and even Masingo — once a ZANU(PF) stronghold.

“Hands off the press, ZCTU!” said Chimutengwende in a statement reacting to Tsvangirai’s call to workers not to buy the Herald on Thursdays and Fridays, when the Financial Gazette and Independent — both outside state control — are published. “It can only be surmised that Morgan Tsvangirai and the ZCTU executives are in cahoots with the rival newspapers which have the same political agenda as theirs,” he said.

Chimutengwende claimed ZCTU was “violating fundamental human rights of free expression” by urging the boycott.

“It is unbelievable that in this day and age when everybody is clamouring for greater press freedom, ZCTU is seeking to stifle the press in Zimbabwe,” he said.
Zimbabwe labour movement now the voice for civil society

IN THE ABSENCE of any effective opposition party in Zimbabwe, the labour movement has become the only audible voice for civil society, raising questions about eventual political ambitions among its leaders.

Last December the Zimbabwe Congress of Trade Unions (ZCTU), which groups about 55 unions in most sectors, organised an unprecedented post-independence mass protest. The one-day nationwide demonstration was to reject a package of tax hikes meant to help the cash-strapped government raise money to pay gratuities to about 52,000 liberation war veterans.

The ZCTU followed this up with an ultimatum for the government to reduce sales tax to its pre-December level of 15 percent. At the same time, the ZCTU demanded that government scrap a five percent development levy, a 15 percent tax on pensions and that prices of basic foods be

"bush", says Makumbe, in reference to the government which he says is quick to label "opposition" to everything it cannot control.

Edward Simela, the chairman of the Bulawayo United Residents Association agrees. He says failure to acknowledge different views is the biggest problem facing Zimbabwe.

Simela says political leaders have run out of ideas and should therefore swallow their pride, share a platform with the ZCTU and ask the people what they want.

The labour movement, he says, is doing precisely what the workers have instructed it to do. But ironically, "the labour force of this country are the same people who support the ruling (ZANU-PF) party."

Makumbe says although the trade union movement was set up by the government at independence in 1980 as an instrument for controlling workers, it has since weaned itself away from the government.

Explaining the role of the ZCTU in an interview with the magazine Southern African Political and Economic Monthly, Tsvangirai said since one-party political systems are a major problem in Africa, one major neutralising force has been the trade union movement.

He said parliament, which is expected to check the excessive use of state power, is merely a rubber stamp because most of its members are either appointees of the ruling party, or an extension of the homogenous state.

Zimbabwe has just over 10 registered opposition parties but only one has two seats in the 150 member parliament.

The challenge, says Tsvangirai, "is then left to the trade union movement to shift from political engagement to an active role in the practice of representative democracy."

Political scientist John Makumbe warns that the ZCTU should not be tempted into becoming an opposition party because workers who presently support it will not necessarily vote for it.

He says there is nothing in its present actions to suggest that the leaders are aspiring for high office. "They are doing an excellent job in representing the views of workers. All these are labour activities," he said.

However, Makumbe notes that should the ZCTU's charismatic secretary general Morgan Tsvangirai wish to stand as an opposition leader it is his democratic right to do so.

Makumbe says if it had a political motive the ZCTU would have probably called for a consumer boycott and not a mass stayaway.

"It is really only those who have destroyed the opposition in the last 10 years who see opposition under every basic tradion trade union work where you negotiate wages, to social trade unionism, looking at the broader spectrum of social justice, making sure that the government is accountable and that the trade union mobilises other social interest groups to form an alliance to act as a countervailing force to the state."

But Tsvangirai says "unfortunately" whenever the trade union movement tries to perform that role, it is portrayed as politically ambitious.

"The trade union movement must guard against temptations to play the role of an opposition because this often happens when people are looking for political alternatives," he says. - ALA
Workers to take a tough line on wage negotiations

HARARE — A top official of Zimbabwe's trade union federation signalled yesterday that workers would take a tough line in this year's wage negotiations, saying they had borne a disproportionate cost of economic restructuring since 1991.

"There is only one sector of our community which has borne the brunt of this restructuring. That is why workers are saying enough is enough — this far and no further," Morgan Tsvangirai, secretary-general of the Zimbabwe Congress of Trade Unions, told a one-day Confederation of Zimbabwe Industries seminar on the wage talks. "The time has come to pay back. We cannot continue to go on sacrificing for the restructuring of this economy," he said.

Labour experts say this year's wage talks are likely to be the toughest for years as workers seek a cushion against rapidly increasing prices of basic foodstuffs. In January six people were killed and large parts of the capital Harare were devastated by looters during protests against price hikes of up to 32%.

Economists say employers are facing higher production costs, primarily because of an unstable exchange rate, as well as rising inflation and high real interest rates as the Reserve Bank of Zimbabwe battles inflation.

With inflation expected to average more than 28% this year, Tsvangirai said wages had fallen dramatically relative to profits, and unions would demand minimum across-the-board increases of 30%.

Confederation economist Farai Zishou, while acknowledging inflation had to be factored into negotiations, urged unions to base wage demands on productivity and competitiveness. "The level of wage awards we are going to make should enable us to remain competitive," Zishou said. — Reuters
Zimbabwean govt to cut 33 000 jobs

Renée Grawitzky

ZIMBABWE faced further job losses as 33 000 of 171 000 jobs in the public service were being eliminated, a senior official of the Zimbabwe Civil Service Employees’ Association said last week.

Zimbabwean trade union leader, Christopher Nharo Gwizidzo, said in an interview at the National Education Health and Allied Workers’ Union national congress in Durban that increased job losses as a result of globalisation was causing insecurity among workers. This affected unions’ collective bargaining power, while the government’s use of “dirty tactics” was ensuring that “workers are now scared to join unions”.

Government implemented structural adjustment programmes promoted by the World Bank and International Monetary Fund, Gwizidzo said. Once these were introduced, “there was a great demand for unions not to be vocal”. Over the years a number of workers had been arrested during strikes. However, the recent black-out of news coverage of trade union activity reflected President Robert Mugabe’s desperation as he failed to deliver on promises, Gwizidzo said.

The black-out comes in the wake of the mass action in March. Workers wanted to embark on another stay-away to force government to respond to a range of demands.

Public service workers, he said, did not have the same rights as those in the private sector and could not join unions legally or bargain collectively.

The situation in Zimbabwe, he said, could not be compared with SA, as there was no agenda by the ruling party to make space for unions to operate.

Two former trade union leaders had gone to parliament “on their own accord”. Despite this, “one would have thought they would represent worker interests. But this did not happen and one of the leaders was subsequently appointed labour minister”.

The establishment of the National Economic Consultative Forum, based on SA’s National Economic Development and Labour Council (Nedlac), had not provided labour with a voice. Gwizidzo said labour boycotted the forum when it became evident it would be a talk shop. Representatives were hand-picked by the government.

His union is affiliated to the Zimbabwe Congress of Trade Unions which claims a membership of 400 000 out of a workforce of 1,2-million. Recently an alternative trade union federation was formed, which he believed was sponsored by the government.
Zimbabwe workers fear losing their jobs

HARARE — There is growing apprehension among Zimbabwe's labour force as many face the axe because of company closures and retrenchments.

Already this year 155 reserve bank workers have received marching orders and 5,000 have been laid off in the mining sector, while the government says it will abolish 4,000 posts by September.

Zimbabwe began its second phase of economic reform. In the first phase, between 1991 and 1996, companies reeling under severe viability problems shed more than 50,000 jobs, while the government cut the number of public servants by 23,500.

In the period between the two reforms, from January to September last year, about 1,344 retrenchments were approved by the government.

This is thought to be an insignificant number, however, when compared with retrenchments on the job market.

The Employers' Confederation of Zimbabwe said many companies were retrenching without reporting to the retrenchment committee under the public service, labour and social welfare ministry.

Confederation CE Peter Kunjiku said retrenchments in the private sector should be understandable when considered against the background of high interest rates, now pegged at about 35% and inflation at 27.9%, its highest level since January 1996.

Of Zimbabwe's 12.5 million people, fewer than 1 million are formally employed, 2 million are self-employed and more than 2 million are unemployed.

The Zimbabwe Congress of Trade Unions says its membership has gone down from 1.5 million at the beginning of 1992 to less than 1 million.

Kunjiku said companies were not retrenching to maximise profits: it was a survival measure.

He said that under the prevailing economic situation the tendency towards streamlining was not going to affect one particular sector of industry or commerce, but would be widespread.

Employment growth was estimated at 0.67% a year and yet the population was growing at the rate of 3.2%, which meant that job creation was lagging. Another factor which could affect retrenchment figures was that workers were seeking huge settlements during the collective bargaining exercise, the employers' confederation said. — Sapa.
Zimbabwe postal workers go slow

HARARE — Postmen, sorters, counter clerks and management staff of Zimbabwe's parastatal Posts & Telecommunications Corporation began an indefinite go-slow on Monday in sympathy with technicians who went on strike last week demanding 200% pay increases.

Post from SA, which normally takes up to a fortnight to arrive, could now be delayed by several more weeks, businessmen believe.

Huge queues formed at post offices on Monday, where parents had to pay fees for 3-million children in time for yesterday's opening of the second Zimbabwean school term. (367)

REPORTS: Sapa-APP; Own Correspondent
Harare's telecoms strike goes on

Harare — The strike by Zimbabwe's telecommunications workers entered its fourth day yesterday after government efforts to break the deadlock failed.

Union officials said 10,500 workers from the Posts and Telecommunications Corporation (PTC) would continue the strike indefinitely until management reinstated 600 technicians sacked last week over a pay dispute. Negotiations on salaries for all staff had also stalled.

Government officials met PTC management and union representatives on Monday night.

The strike, organised by the Zimbabwe Posts and Telecommunications Workers' Union, has shut the PTC's banking, postal and telephone services and added to complaints about the corporation's often-criticised telephone service.

The PTC's 600 fixed network technicians have staged wildcat strikes, demanding pay rises of up to 300 percent to match those granted to colleagues on the cellular phone network.

PTC management on Monday maintained it paid most of its workers above market salaries with only middle and upper grades requiring adjustment.
Trade union federation stands aloof

HARARE — The Zimbabwe Congress of Trade Unions dissociated itself yesterday from student demonstrations which have paralysed almost all higher education institutions.

The response came after Higher Education and Technology Minister Ignatius Chombo said students had asked the unions for assistance in their protests, Ziana news agency reported.

The federation's second deputy president, Shangwa Chifamba, said the unions neither supported nor opposed the students' demonstration.

"There was no congress decision to support or oppose them. There was no meeting called to discuss that and I wonder how the minister arrived at that," Chifamba said.

It was quiet at all Harare colleges yesterday after the closure of the university and Harare Polytechnic. Demonstrations at other institutions around the country continued. — Sapa.
Zimbabwe union group considers strike.

Michael Hartnack

HARARE — Representatives of the 36 unions affiliated to the Zimbabwe Congress of Trades Unions meet in Mutare tomorrow to decide whether to launch a threatened five-day national strike that may cost Zimbabwe $300m a day in lost production.

In March, a two-day strike in protest against President Robert Mugabe's economic policies, increased taxes and rising prices drew 70%-80% response in Harare and Mutare and 100% support in Bulawayo.

A January protest against 40% increases in food prices triggered three days of rioting in which eight people died as troops and tanks were deployed in townships. Mugabe has accused white farmers and industrialists of instigating price rises, food riots and strikes in a "neo-colonialist conspiracy" to unseat his government.

Employer bodies have appealed to the trade union federation not to strike, predicting it could cost $1.5bn in lost production.
Zimbabwe strike threat

Mutare - Zimbabwe's trade unions have threatened a five-day national strike if President Robert Mugabe fails to meet their demands.

The Zimbabwe Congress of Trade Unions said after a meeting in this eastern border city at the weekend that it wants a second meeting with Mugabe within two weeks before deciding whether to go ahead with the strike.

Union president Gibson Sibanda said unionists were not happy with the way Mugabe had responded to their demands made earlier this month.

The government agreed to scrap a 2,5% increase in sales tax, but refused to drop a 5% "development levy" and said it would study other demands such as an end to taxes on pension funds. Sibanda said the union did not view the removal of the sales tax rise as a response to workers' demands because the government had indicated that the increase was temporary.

Sapa/AFP
Mugabe resorts to oppressor’s laws to prevent strike

Michael Hartnack

HARARE—President Robert Mugabe has invoked laws dating from before 1980 independence in a bid to prevent a five-day national strike by the Zimbabwe Congress of Trade Unions.

Lawyers questioned the legality of Mugabe’s move at the weekend to declare virtually the whole formal sector economy an “essential service”.

The congress appealed to Mugabe last week for another meeting before it took a resolution to strike in protest against extra taxes, rising prices, unpunished corruption and alleged economic mismanagement.

A two-day national strike in March failed to force retraction of a 15% tax on pension funds and 5% surcharge on income tax, which is already at 47.8% on incomes over Z$5 000 a month. Ruling party politicians are largely exempt. In January, food riots claimed eight lives as Mugabe sent tanks into townships.

Mugabe invoked emergency powers and the draconian 1960 Law and Order Maintenance Act to declare all branches of commerce, banking and industry, including coal mines and farms which grow food crops, essential services. Anyone inciting or supporting a strike risks a 10-year jail term. Simultaneously, police were given sweeping power to curb demonstrations.

Human rights lawyer Brian Kagoro said: “This effectively takes away the right to strike. I expect it will be challenged in the supreme court.”

“Five years ago, Zimbabwe’s highest judicial body, the supreme court, ruled that ‘suppression’ of demonstrations violated the constitutional declaration of rights and the ‘reasonable norms of a democratic society’.

Congress leaders described the moves as a “slap in the face” after a meeting last month with Mugabe.

Law professor Welshman Ncube said there was no constitutional provision for Mugabe to curb the right to strike, while lone independent MP Margaret Dongo said: “Most African governments have failed because they have tried by all means to suppress the feelings of the people.”
Zimbabwean mine workers win 32% rise (363)

Michael Harkess

Representatives of Zimbabwe’s 60,000 mine-sector workers have negotiated a 32% pay rise with employers, the Zimbabwe Chamber of Mines said yesterday.

The agreement comes despite a wave of mine closures and redundancies over the past year due to falling mineral prices and soaring costs.

Last week the Anglo subsidiary Bindura Nickel announced the closure of one of its shafts with the loss of more than 100 jobs.

In addition to 60,000 formal-sector miners, more than 250,000 Zimbabweans fossick in dangerous, disused pits or pan for gold in trenches along water courses.

Doug Verden, ZCM acting CE, described the settlement as “reasonable” in view of the hardships facing the lowest-paid workers, whose minimum now goes up to Z$1,356 a month.

In the past year, 6,000 miners have been retrenched. Among the latest cost problems facing miners, is a threatened 37% rise in electricity tariffs. “The inflation spiral and consequent shrinking of wages and jobbing power have to be addressed by more prudent fiscal policy to stop the erosion of living standards,” said Verden.
Zimbabwe heading for 5-day strike as talks fail

Michael Hartneck

HARARE — Rejecting last-minute appeals from employers and cabinet ministers, the Zimbabwe Congress of Trade Unions (ZCTU) said yesterday that attempts to negotiate redress for workers' grievances with the government had failed and a five-day national strike seemed inevitable.

"It is now clear to us we have been fighting a losing battle. We requested another meeting with the president and have not been successful," said the secretary-general of the union group, Morgan Tsvangirai. "The leadership will decide when to strike to achieve maximum benefits."

Tsvangirai, detained for a week during labour unrest in the 1980s and badly beaten for last December's one-day protest against a planned 5% "war veteran's levy" on taxpayers, said: "When we hit this time, the workers must make sure that they hit hard."

Unionists in Bulawayo, at one of a series of countrywide reportback meetings at the weekend, demanded that the stoppage begin on September 1, but Tsvangirai said congress leaders had yet to decide on the timing of their protest against extra taxes and widening poverty which, they say, result from Mugabe's chronic mismanagement of national resources.

Tsvangirai said Mugabe should have shown good faith by cutting to 15 his 65-member cabinet, all of whom received free cars, subsidised housing and a range of tax-free allowances and exemptions. Last week he condemned Zimbabwean intervention in Congo as a waste of lives and money.

Labour and Social Welfare Minister Florence Chitauro appealed yesterday for "an amicable solution".

National chamber of commerce president Nhlanhla Mawuku said: "We urge the ZCTU not to proceed because we are meeting government with our own proposals this week."

The labour movement's newfound power was demonstrated in March when there was an 80% response to a two-day stoppage to protest against a 15% tax on pension funds, a 2,5% increase in sales tax and runaway inflation. A call for a general strike in November 1996 flopped.

Tsvangirai said: "The coming stay-away should produce results because, as workers, we are being cheated while those in power enjoy the fruits of our hard work at will."

Tsvangirai said 25% pay rises negotiated over the past year for 100,000 members had been nullified by 32% inflation. Recent responses to strike calls suggest it will receive widespread backing though its members represent a minority of the workforce.

Last month, government repromulgated laws banning strikes dating from former prime minister Ian Smith's Rhodesian government. The following day it admitted the bans were unconstitutional and withdrew them.

In January, eight people were killed and troops and tanks deployed on township streets in three days of spontaneous food riots.

In July, Mugabe met a labour delegation but rejected their pleas for sweeping governmental reform.
Business opposes boycott

HARARE – The Confederation of Zimbabwe Industries (CZI) has warned against a planned nationwide job stay-away, saying it is "avoidable and undesirable" and will hurt the country’s fragile economy, the Ziana news agency reported yesterday.

In a statement after the Zimbabwe Congress of Trade Unions (ZCTU) announced that a five-day national work boycott was imminent, CZI president Kunbirai Katsande said it appeared there was not a genuine willingness to find a solution between the labour movement and the government "even at this seemingly late hour."

"We do not believe there has been sufficient effort in engaging in direct, frank and constructive negotiations to avoid what could be an unnecessary disruption of business," Katsande said.

"Our already fragile economy requires sober but serious stewardship which recognises the legitimate and positive contribution from all sections of our society."

He said the CZI appealed to the minister of public service, labour and social welfare to show a "sense of urgency" and engage the ZCTU in meaningful consultations.

The ZCTU held nationwide rallies at the weekend to report back to workers on what it said was an apparent government refusal to accede to workers’ demands for dialogue to discuss unpopular taxes.

The labour union received another mandate to organise a mass stayaway from the workplace to force the government to act on workers’ demands. – Sapu."
Mugabe’s govt asks unions for time

HARARE — Zimbabwe’s government has asked for more time to consider tax cut demands made by unions, which are threatening a strike, a top union official said yesterday.

Zimbabwe Congress of Trade Unions secretary-general Morgan Tsvangirai said the government had called for another round of talks with union and private sector leaders today.

He said the six government ministers who attended a meeting on Wednesday said they needed more time to work out the budgetary implications of the union demands.

The congress has threatened a five-day strike to force President Robert Mugabe to scrap a five-year-old 5% development tax, a new tax on pension fund profits and to take measures to stabilise Zimbabwe’s business environment. “We are waiting for the government to come to the tripartite meeting (today) to give their position on the issues that we want addressed,” Tsvangirai said.

“If there is no response on the short-term issues, certainly a stayaway is imminent. It is not negotiable. There is a limit to the extent to which we can keep postponing these issues,” he said.

The unions, complaining that workers have borne a disproportionate burden of the cost of economic reforms, have already staged two successful anti-tax strikes in the past 10 months.

Mugabe refused to remove the 5% levy at his first meeting with union leaders in July, but agreed not to extend a 2.5 percentage point increase in sales tax beyond December.

Mugabe, Zimbabwe’s ruler since the country became independent in 1980, denies charges he has run down the economy by pursuing policies designed to sustain his rule. — Reuters.

A crowd watches a display of masked Sankofa dancing marking the opening of a two-day festival in Fiankor, Côte d’Ivoire. The festival is part of a global initiative to eradicate the parasitic guinea worm by 2000. Picture: AP
Unpaid Harare workers trash city streets

Thousands of Harare municipal workers protesting at non-payment of October salaries barricaded city roads and damaged water pipes in the city centre as their strike entered its third day yesterday.

The strike continued after most of the 15,000 workers found their salaries had not yet been paid three days past payday.

Only some workers from essential services such as firefighting had been paid by yesterday.

The workers, who had dumped refuse onto city streets and overturned city council cars, setting at least one car ablaze, added more garbage to the streets yesterday, and triggered traffic jams.

The city council apparently failed to pay most of its 15,000 workers as it plunged deeper into financial crisis just days after the government rescinded it with a cash injection to solve a serious water crisis that had hit the capital.

The striking workers have threatened to disconnect the city’s main water pump if the pay problem is not solved soon.

For the past three weeks many parts of Harare have experienced a record water shortage blamed on the council’s failure to pay $12 million (R180 million) to a contractor who was constructing the pumping system, while the mayor was using ratepayers’ money to build a new R500-million (R7.5-million) mansion.

The workers, as well as some economic empowerment groups, want executive mayor Solomon Tawengwa, who was appointed by the ruling Zanu-PF Party, removed over allegations of corruption.

AFP
Zim patients bring their own nurses

HARARE: Critical staff shortages in Zimbabwe's state hospitals have forced patients undergoing major surgery to hire private nurses.

Hospitals have been short-staffed since a nurses' strike two years ago that resulted in several hundred nurses being sacked. The government has since refused to retire them. A plan to bring in 200 trained nurses from Tanzania had to be scrapped after Tanzania refused to sanction it.

The Zimbabwe Nurses' Association said there were enough trained nurses to fill the posts but they would not be lured back from private practice until the government improved working conditions. — IFS

CT 4/11/98
Zimbabwe union defies threat against leadership

Michael Hartnack

HARARE — The Zimbabwe Congress of Trades Unions called yesterday for today’s one-day nationwide stay-away to go ahead despite threats by the government of “a very severe response” against union leaders and pleas by employers not to disrupt production.

“We believe we are not marching, we are not demonstrating, and therefore there will be no basis for violence, criminality or the anticipated riots,” said secretary-general Morgan Tsvangirai.

He said although the labour ministry had convened a meeting for tomorrow on possible pay rises for Zimbabwe’s 1-million formal sector workers, the government had ignored union appeals to summon the forum to consider the causes of economic distress and the 67% fuel hikes that triggered unrest in many centres last week.

“What is the real reason the dollar is collapsing? That is what has to be addressed; not the effect, otherwise we are responding to the symptoms,” Tsvangirai said.

Defence Minister Movien Mahachi said last week the army was on full alert following transport boycotts and stoning and arson that left at least one person dead.

In January eight people were killed in three days of food riots, triggered by a 30% increase in the price of maize meal. In March the union organised a two-day national strike that drew an 80% response, but failed to persuade Mugabe to begin governmental reforms.

BD 11 11 98
Harare – Zimbabwe's trade unionists yesterday spurned a last-ditch attempt by the government to avert a potentially explosive national strike today.

Information Minister Chen Chimitengwende told state-controlled media that the government, industrialists and labour officials would meet tomorrow to consider demands for 20% wage increases.

But a spokesperson for the Zimbabwe Congress of Trade Unions, Muneleli Shanda, said today's strike would go ahead.

It is the first of a planned wave of weekly one-day national work stoppages protesting against the government's economic policies and perceived corruption in the state-run oil procurement company.

Huge increases in fuel prices and bus fares sparked a riot in Harare's working-class suburbs last Wednesday, with vehicles burnt, shops looted and roads barricaded.

President Robert Mugabe sent troops on to the streets to curb the unrest, which political observers fear could be repeated today.

While last week's riots were sparked by bus fare increases of up to 100%, protesters made it clear that their anger was also directed at Mugabe's costly military intervention in the Democratic Republic of Congo.

The DR Congo action, in which about 6,000 Zimbabwean troops are helping to prop up President Laurent Kabila against a rebel insurgency, has been condemned by the Zimbabwe Congress of Trade Unions and human rights groups.

They say Zimbabwe - hit by inflation of around 30%, a currency crash of more than 60%, and high unemployment - cannot afford a foreign war while its own people are suffering increasing poverty.

The state-controlled Herald newspaper, in a front-page report carrying a government plea for workers to ignore the strike, said the cabinet would discuss ways of stabilising the Zimbabwe dollar at its regular weekly meeting. – APP
Zimbabwe labour crisis talks fail to avert one-day strike

Harare - The Zimbabwean government said yesterday talks with industry and labour failed to avert a second one-day strike scheduled for tomorrow over fuel prices - but agreed that wages should be increased to offset the effect of price hikes.

"We had a good meeting. It was very lively, but cordial. No acrimony, no fists flying in the air, but there was no agreement per se," Industry and Commerce Minister Nathan Shamuyarira said after the four-hour meeting.

Shamuyarira said a strike would only damage the country's economy further and achieve nothing. "What will achieve results is the kind of negotiations we had today."

He added yesterday's discussions had produced an understanding that wages must be raised by about 33% in December to help cushion wages against rising prices.

Before the three-way meeting, the militant Zimbabwe Congress of Trade Unions (ZCTU) said concrete proposals on how to tackle a deepening economic crisis - reflected by rising interest rates, inflation, unemployment and social unrest - were necessary to avoid the strike tomorrow.

The ZCTU, which has proposed a series of work stoppages to protest a recent 67% fuel price increase, said it would spell out its position today after a meeting of its top leaders.

Shamuyarira told a news conference cabinet ministers had explained government's problems in reversing the controversial increase and the position was understood.

Last week the country was paralysed by a one-day strike called by the labour movement to protest at the October 31 fuel price hike, which has seen the cost of public transport soaring by up to 100%.

The strike was marred by violence which left at least one person dead and several others injured. It was preceded on November 4 by riots in Harare and two other towns.

The ZCTU says it will call a strike every Wednesday until the price hike has been reversed. - Reuters
Zimbabwe hit by second shutdown

Harare - Zimbabwe was hit today by a second anti-government national strike as trade unionists press their demands for pay rises, price cuts and an end to corruption.

Factories and building sites fell silent across the country, with most shops and banks also closed, as trade unionists proved for a second time in eight days that they can close the country down at will.

The stayaway brought an unprecedented alliance between employers and workers, with the Zimbabwe Congress of Trade Unions and the Institute of Directors both blaming President Robert Mugabe's government for the country's economic woes.

Both organisations also criticised the government's costly intervention in the conflict in the Democratic Republic of Congo while people are suffering economic hardships at home. - Sapa-APP
Zimbabwe at a standstill in mass stayaway

HARARE - Most industries and businesses across Zimbabwe shut down yesterday as workers heeded calls for the second in a series of one-day strikes to protest economic policies.

Troops and riot police backed by helicopters patrolled townships around Harare and the main provincial centers.

In Harare, troops guarded bus stations after the government said it would protect employees wishing to show up for work, but only a few state-owned buses and private taxis operated.

There were no reports of violence.

The Zimbabwe Congress of Trade Unions (ZCTU) is demanding price reductions and wage increases to meet cost of living increases, citing government mismanagement as the cause of economic hardships.

"The strike has had overwhelming support by the workers," said ZCTU general-secretary Mr Morgan Tsvangirai.

"We want to show this arrogant government they cannot continue to ignore our demands."

Suburbs were almost deserted and banks, supermarkets and offices in downtown Harare remained closed.

"It's very quiet out here, even quieter than last week," said Mr Alphious Kambula, a resident of Glen View township of Harare.

A one-day national stayaway called by the ZCTU last Wednesday was reported as 95 percent effective by independent monitoring groups.

Most factories in western Harare did not attempt to open their gates yesterday. "There's more activity on a normal Sunday when firms around here run weekend shifts," said clothing maker Mr Colin Wilson.

Residents and businesses in the second city of Bulawayo and the eastern border town of Mutare, where one striker was shot dead during demonstrations by strikers last Wednesday, reported similar conditions.

The ZCTU, representing 90 percent of the country's trade unions, called for the stayaway after talks with the government on Monday failed to find common ground. - Sapa-AP
Strikers put squeeze on Mugabe

GODFREY MUTZEA

Harare — Zimbabwean industry was crippled, transport paralysed and major towns left deserted yesterday as workers staged a second one-day strike to force President Robert Mugabe to tackle a deepening economic crisis.

The increasingly militant Zimbabwe Congress of Trade Unions said the strike had been called to protest against Mugabe’s refusal to subsidise fuel prices when he is waging war in the former Zaire. Transport costs have surged by up to 100 percent, and unions said they would stage strikes every Wednesday until the fuel increases were rolled back.

Industry sources said most shops and factories in major towns were closed as workers heeded the strike call yesterday. Harare’s central business district was barely working.

Traders in the financial markets said the money market was closed and trading on the stock and foreign markets curtailed.

Also yesterday, the government began confiscating 941 white-owned farms.

Nick Swanepoel, the president of the Commercial Farmers Union, said letters to farmers were signed by Kumbirai Kangai, the agriculture minister, on Friday last week and began arriving in farmers’ mail boxes yesterday.

“Under Zimbabwean law, the land became the property of the state president as soon as the owner received the letter. “It means everything, down to cattle and crops standing in the field, is acquired with immediate effect,” said Swanepoel. — Reuters
Umbassining Messiah of the Zimbabwean

Workforce

(34)

Union Secretary-Genral Morgan Tsvangirai Business aside talk of political motives, 'wrote Michael Harper

W
Zim unions throw down the gauntlet

HARARE: Zimbabwe's labour movement has issued demands for fundamental political and economic changes in President Robert Mugabe's government.

Zimbabwe Congress of Trade Unions secretary-general Morgan Tsvangirai said the union wanted a new constitution within the next year, a weakening of Mugabe's powers over parliament, a decrease of his 34-member cabinet to 15 ministers, and full disclosure of what Zimbabwe's role in the war in the Democratic Republic of Congo was costing.

The union also wanted all public funds lost through corruption to be repaid; the repatriation of public money allegedly laundered abroad; investigations into all suspect state tenders; the liberalisation of the state-controlled media; and for state spending to be closely monitored by parliament.

"The government must publicly recognise and take responsibility for the national situation," Tsvangirai said.

He said the demands were the first steps that had to be taken for meaningful longer-term strategies to try and arrest the country's economic collapse.

The union called for a meeting with government and the heads of the country's private sector to review its demands. If there was no progress by November 30, the union reserved the right to take appropriate action, he said.

He did not say what the action would be.

"Everywhere in Zimbabwe people are frustrated both by their rising poverty and lack of any serious steps to address it," Tsvangirai said.

Meanwhile, a Zimbabwean newspaper reported yesterday that the government had bought new military equipment from Russia to boost its war effort in the DRC.

"Zimbabwe has acquired new military hardware worth billions of dollars to help beef up its presence in the DRC," the independent Zimbabwe Standard said.

Zimbabwe National Army officials were not available for comment. — Sapa-Reuters
Zim unionists call off crippling strike

HARARE – Zimbabwe’s labour movement yesterday called off the third in a series of planned one-day national strikes, saying it would give the government a chance to respond to its demands.

The Zimbabwe Congress of Trade Unions (ZCTU), which had paralysed the country through two one-day strikes in the past two weeks, announced the cancellation of a stoppages planned for today.

Instead, it has called for a meeting of the tripartite negotiating forum of government, business and labour leaders to be held before November 30, after which it will review its position for further strikes.

The ZCTU stepped up its demands at the weekend in its confrontation with the government, going beyond earlier claims for 20 percent pay rises for all workers and the canceling of a 67 percent fuel price rise.

ZCTU general secretary Mr Morgan Tsvangirai said the government must publicly take responsibility for the crisis facing Zimbabwe – which has seen inflation soar and the currency crash – and come up with a binding programme to stabilize the country’s economy.

Tsvangirai said public expenditure must be slashed by reducing the size of the Cabinet and mechanisms must be put in place so parliament can rigorously monitor government spending.

The ZCTU also wants clarification from the government on the economic implications of the country’s involvement in the conflict in the Democratic Republic of Congo, where Zimbabwe has 6,000 troops, supporting President Laurent Kabila against a rebellion. – Sapo-AFP.
Zim unions to challenge strike ban

HARARE: Zimbabwe's powerful labour movement yesterday announced that it will legally challenge a ban on collective strikes imposed by President Robert Mugabe, following mass action against his government.

"We are seeking legal opinion on the matter and will take appropriate action to redress this situation," said Gibson Sibanda, president of the Zimbabwe Congress of Trade Unions (ZCTU).

On Saturday, Mugabe decreed a temporary ban preventing trade unions and employers' organisations from inciting or participating in collective mass strikes in protest against government policies.

Rights groups have declared the ban unconstitutional, while the ZCTU considers it "dictatorial".

Asked if Mugabe's decree had come as a surprise to the ZCTU, Sibanda said: "Naturally we expected him to do something funny (like this), because he has threatened us before."

ZCTU cancelled a work stoppage planned for last week, following two previous such strikes, saying it had called for a meeting of government, business and labour leaders before November 30.

While no such meeting had taken place by midday yesterday, the ZCTU has postponed next Wednesday's general strike, saying it wants to give the authorities another chance and test "government's sincerity".

"Should no progress be achieved in these talks, we will have no choice but to implement the decision ... for a stay-away," Sibanda said.

Asked if the postponement of the weekly work stoppage this week was not a result of intimidation from Mugabe's declaration, the labour leaders said they were not afraid of the consequences, and were prepared to be jailed or even die for the cause of workers.

The ZCTU mobilised workers and paralysed the country through the one-day weekly strikes last month over demands for pay review, and a reversal of a 67% hike on the price of petrol.

It has now extended its list of demands — the labour movement is seeking inquiries into corruption and wants the government to assume full responsibility for the economic crisis, and to come up with a programme to revive the battered economy. — Sapa-AFP
Mugabe moves to halt striking unions

Harare — President Robert Mugabe has temporarily banned trade unions and employers organisations from inciting, or taking part in, collective general strikes to protest against government policies, the Herald newspaper reported.

Mr. Mugabe, who is away in France attending the 20th African-French summit, used a Presidential Powers Law to amend Zimbabwe’s Labour Act to ban any mass job action intended to apply pressure on his government.

The law empowers the president to enact temporary measures.

“Thus effectively makes illegal the mass stayaways called by the Zimbabwe Congress of Trade Unions (ZCTU) to change government policy,” the paper said.

Mr. Mugabe also imposed stiff new penalties for breach of the new regulations, including de-registration of any firm or organisation that incites mass strikes.

The ZCTU proved its ability to mobilise workers and paralyse the country through two one-day strikes recently.

It cancelled a work stoppage planned for last Wednesday, saying it had called for a meeting of government, business and labour leaders before November 30.

The meeting has not yet taken place and Mr. Mugabe’s move was seen as a pre-emptive crack-down on the ZCTU before yesterday’s deadline.
Zimbabwean unions threaten strike

National Stew stew plans to up ramp, take on government and business fail

Michael Hassen 99/12/98 (835)
Public servants get 25% more for cost of living

Michael Hartnack (269) 60 21 10 45

HARARE — President Robert Mugabe has pre-empted
the demands of the Zimbabwe Congress of Trade Unions
by giving an estimated 70 000 public sector workers 25%
"cost of living adjustments" from January 1, the public
servants' joint negotiating council chairman Ignatius
Chgwendeje said yesterday.

Cost of living allowances of at least 25% to help offset
the 60% slump in the value of the Zimbabwe dollar in the
past year were among key demands of the congress.

It called off weekly one-day national strikes while
talks continued with employers and the state. The
congress is also demanding sweeping reforms, including
more transparent governance.

The formal mining sector has already agreed that all
pits — except those certain to be pushed into bankruptcy — will give 25% cost of living increases to their 90 000
remaining workers.

The public sector pay award is likely to add to Zim-
babwe's problems in keeping its budget deficit within
targets agreed to with the International Monetary Fund,
which last month shelved consideration of a further
$88m budget support.

Chgwendeje said the award "goes a long way to-
wards cushioning the (public) servants' plight but does
not go far enough in redressing present imbalances be-
tween them and workers in industry in general".

Zimbabwe is in the throes of an economic crisis, with
2-million people unemployed.
ZIMBABWE - LABOUR
1999
Railway strike disrupts services

REST OF AFRICA
Back pay promise brings railwaymen back to work

HARARE — The 11 000 Zimbabwean railway workers who brought the state-owned system to a standstill with an unofficial strike last Wednesday returned to work at the weekend after a promise that today’s cabinet meeting would be asked to rally back payment of Z$200m in outstanding unpaid allowances.

Trade union sources believe the strike, the subject of a news blackout by the state-controlled media, may resume if the 53-member cabinet rejects the plea for funds from Transport and Energy Minister Enos Chikore.

“Our freight services started moving again at midnight on Friday,” said railway spokesman Herbert Mongwili yesterday. “We are giving presence in critical areas — coal, maize and fuel.”

SA services were disrupted to a limited extent, but passenger services in Zimbabwe resumed on Saturday.

Wellington Chihobebe — head of the largest of four unions representing National Railways of Zimbabwe workers — said his members were not prepared to settle for less than repayment of all unpaid allowances, outstanding since July 1997.

An official adjudication tribunal recently confirmed entitlement of national railways workers to the allowances, but management say they have no funds after years of making losses. “This is not the time for negotiations with management,” Chihobebe said, rejecting an offer of three months’ back allowances.

Underwriting further Z$200m spending by the railways would impose additional strain on Zimbabwe’s budget deficit, which must be curbed to meet targets set by the International Monetary Fund for renewed $53m support.

Railway managers’ initial reaction to the strike was to appeal to Labour Minister Florence Chitauro to declare it illegal, since it disrupted an essential service. If such a proclamation were made, strikers who have received strong messages of support from the increasingly militant Zimbabwe Congress of Trade Unions would be liable to arrest and heavy fines or imprisonment.

Rail movement problems may exacerbate the current maize meal crisis, which has raised the spectre of recurrence of last year’s food riots in which eight people died and tanks and troops were deployed in townships.

The government said at the weekend it hoped to negotiate a special loan accord with the US government to import wheat below the Z$7 000 a ton price, thus keeping the bread price at Z$4.70 a loaf. Bakeries still in production have been selling loaves at about Z$40, saying this is the only way they can keep going.
Postal workers strike

Harare: Postal workers at Zimbabwe Post and Telecommunications Corporation (ZPC) went on strike yesterday for a salary hike. The workers, who work closely with the postal service, are demanding a 40% salary hike while the ZPC only offered 15%. Last week, the government promised a 20% salary increase for all ZPC workers backdated to December 1998.

Star 14/4/99
Students battle Harare police over allowances, while postal strike continues
Zimbabwe strike wins wage increase

FROM REUTERS

Harare - Zimbabwe's postal and telecommunications workers ended a two-day strike yesterday after they were awarded a 30 percent pay raise by the state Post and Telecommunications Corporation (PTC).

Last week the government gazetted a 20 percent pay rise, backdated to December last year, for all PTC employees. The 30 percent will be added to the gazetted increase.

"The action by our members has served its main purpose," said Gift Chimanimire, the general secretary of the PTC workers' union.

"The National Executive Council is therefore instructing all Posts and Telecommunications Corporation workers to resume their various duties immediately."

The workers started their strike on Tuesday to back up their demand for a 45 percent increase against management's initial offer of 15 percent.

Union officials said 10,000 of the corporation's 16,500 employees had gone on strike, paralysing the postal service and PTC's banking services.

PTC engineers on the fixed telephone network have also threatened to strike at the end of April unless the corporation brings their salaries in line with those of their colleagues on the cellular phone network.

Amid economic crisis and falling living standards, President Robert Mugabe's government has been rocked by a series of strikes in the last two years.

Earlier this week the Zimbabwe Congress of Trade Unions, Zimbabwe's main labour union, threatened mass action at the end of the month unless industry awarded a 20 percent cost of living adjustment.

The ZCTU has led most of the strikes.
Workers deny sabotage claim

HARARE — Representatives of striking post office engineers denied that sabotage was responsible for massive dislocation of Zimbabwe’s internal and international communications yesterday, including prolonged severance from the internet.

“Telecommunications throughout the country ground to a halt,” the state-run Zimbabwe Broadcasting Corporation said. Hundreds of technicians have gone on strike demanding 200% rises in line with increases given to those working for private cellphone operators. Earlier, this month 10,000 Posts and Telecommunications Corporation employees went on strike until given written assurances of 30% rises.

Airline services were yesterday reported to be back to normal after a two-hour stoppage by engineers who were speedily granted 25% rises backdated to March.

Wildcat strikes have occurred in the past week among municipal employees in Gweru, Marondera and Mutare, and 186,000 central government employees have resolved to launch strike action, at an unspecified time, if demands for 30% increments are not met.

Confusion over the lack of maize meal in some supermarkets worsened yesterday when a third excuse was offered by Lands and Agriculture Minister Kumbirai Kangai. Kangai, who has previously blamed millers for failing to pay arrears to the parastatal Grain Marketing Board and a conspiracy by suppliers, said diversion of grain to the government’s now ended grain loan scheme for peasant farmers caused the problem.

The scheme was halted abruptly last week after President Robert Mugabe admitted there had been massive fraud, with all but 700,000 of the country’s 12.7-million people registering for relief, few paying back grain after their harvests, and many undeserving recipients selling the grain on the black market. If cost the country $220m last year.

Mugabe flew out on Tuesday to China, Iran and the United Arab Emirates where he is expected to seek alternatives to the $53m budget support withheld by the International Monetary Fund since last year because of fears about his fiscal track record.
No resolution to Zimbabwe’s posts strike

Michael Hartnack

HARARE — The strike by Zimbabwean Posts and Telecommunications Corporation (PTC) technicians and engineers entered its third day yesterday with no sign of resolution. Strikers are threatening a defamation suit in response to official claims that they sabotaged the country’s networks before walking out.

Bulawayo has been worst hit by alleged deliberate cutting of circuits, with many participants in the annual trade fair unable to contact parent companies or to clinch deals.

Television links to provincial towns were cut when microwave towers were isolated. Some automatic teller machines failed. Internet and e-mail access has also been severely curtailed. The strike, reportedly involving 1 000 personnel, began over demands for 200% increments to bring them in line with salaries paid by the country’s three new cellphone operators.

Earlier this month, all 10 000 PTC employees struck for 50% backdated rises. With the time for annual pay awards fast approaching, there has been unrest among municipal workers, and 186 000 state employees are threatening a nationwide stoppage in pursuit of their demands for a 25% pay increment.

Economists currently report 53% quarterly inflation, the highest recorded.

A wave of strikes is feared in Zimbabwe this winter in a climate of rising union militancy and discontent over probable shortages of maize and meal and bread.

In a hard-hitting annual report, Zimbabwe’s Catholic Commission for Justice and Peace castigates “an abysmal lack of economic wisdom”. The results of economic mismanagement could be seen in the continued downward slide of Zimbabwe’s currency, it said.
Zimbabwe faces nationwide wave of strikes, sit-ins

HARARE. — In a bid to bypass the government’s ban on strikes, the Zimbabwe Congress of Trade Unions has called for nationwide sit-ins on May 14 at the minority of companies that ignored state, employer body and union calls for emergency 20% cost-of-living awards.

Strikes by 186,000 state employees and by municipal workers countrywide appear to be imminent.

A capacity turnout of 17,000 supporters at a May Day rally at Harare’s Rufaro Stadium on Saturday heard union federation secretary-general Morgan Tsvangirai call for sit-ins, despite the arrest of two postal union leaders on Friday after a walkout by 700 technicians.

Peter Manyonda and Simon Musvose were remanded in custody on two counts of inciting an illegal strike when dismissal notices went out to all staff who demanded 200% rises to bring them in line with colleagues operating the new, highly lucrative cellphone networks.

Thousands of union supporters also rallied in Bulawayo and Mutare, No invitations were issued to ruling Zanu(PF) politicians to address May Day rallies, as was the rule until the mid-1990s when living standards slumped to a quarter their 1980 independence level.

A special congress for the union federation was announced for July when delegates will be asked to endorse plans for a new political party to represent workers’ interests. Asked whether they endorsed the union aims, the crowd in Harare roared back: “Yes.”

Zanu(PF) has a 147-3 parliamentary majority.

Tsvangirai rejected President Robert Mugabe’s invitation to serve on a 395-member commission under Justice Godfrey Chidyausiku to make proposals on a new constitution before next year’s parliamentary elections.

Tsvangirai has been mooted as a possible rival to Mugabe in the 2002 presidential polls.

The sheer size of the commission and the identities of some nominees have astounded civil society leaders.

Tsvangirai said the “commission has no legitimacy.”

Maverick opposition leader Edgar Tekere was among many nominees who said their names were put forward without their consent and they would boycott it. “It is neither a commission, but a platform for the ruling party.”

Mike Auret, director of the Roman Catholic Commission for Justice and Peace, said government supporters dominated the 395 names and Mugabe was free to reject or change their recommendations.
Strike snowballs as public servants reject 5% pay hike

Michael Hartnack

HARARE — The strike by Zimbabwean public servants gathered momentum yesterday as many teachers and hospital staff walked out in a protest against a 5% pay award offer, backdated to January, in place of the 25% sought by union representatives.

Several thousand strikers gathered near the Harare magistrate's court, but were not forcibly dispersed by riot police as on previous occasions.

Labour leaders expect many more of the government's 180,000 employees to join the stoppage today, or early next week, after they have collected their June salaries.

Representatives said yesterday they were unable to arrange a meeting with cabinet ministers about the dispute. Inflation is currently nearly 22% in Zimbabwe, with 76% of the 12.7 million people living in poverty, according to official statistics.

On Wednesday there was a scramble for the last packs of maize meal at the old $2.25 (80.87c) kg price on supermarket shelves in Harare before 20% increases to $2.36 (81.05c) came into force. Industry and Commerce Minister Nathan Shamuyarira said there would be more 20% increases in September.

No incidents of violence were reported, although on Tuesday police tear-gassed impatient township crowds waiting for supplies of paraffin, absent from most retail outlets since a new fuel pricing system was announced on June 2, with supposedly subsidised prices for household consumers.

Conservation organisations report a blitz by illegal woodcutters on plantations around the city as the urban poor seek substitutes for cooking and heating in the face of imminent winter frosts. There was no official confirmation yesterday of reports in the independently owned Daily News that troops of the Zimbabwe National Army first brigade, normally based at Llewellyn Barracks outside Bulawayo, had been deployed to Northern Matabeleland to prevent invasions of commercial farms and state land by squatters.

The newspaper's Bulawayo correspondent said the squatters were dissatisfied with the pace of resettlement. Drought-prone Matabeleland is the most depressed of the provinces.
Mixed signals about public service strike

Michael Hartnack

HARARE — Confusion was predicted at Zimbabwean government offices, schools and hospitals today after conflicting weekend reports about whether a strike by 180,000 public employees would continue.

The state-controlled Herald highlighted claims the stoppage had been called off, but the independent media and the national news agency Ziana said there was "deadlock" on demands for an additional 20% cost of living allowance to offset inflation of 52.7%.

Last week, President Robert Mugabe's government offered 5%, backdated to January.

Many primary schools closed last week and some hospital staff walked out, but except in some provincial towns most civil servants remained at their posts, reportedly waiting for government pay day this week before deciding whether to join.

Last week, the price of maize meal went up 20% in the first of two planned increases. A shortage of paraffin continues as a result of supply and subsidy bun-gles, now claimed to have been remedied.

Igna Cigwede, director of the joint negotiating committee which aims to reconcile the government and its employees, said: "Neither side wants a strike." He suggested the treasury might be prepared to offer 10% and the unions accept 12%.

Jeffrey Mutandare, president of the Associated Mineworkers of Zimbabwe, called yesterday for a government inquiry into the closure of Hartley Platinum Mine with the loss of more than 3,500 permanent jobs, after the withdrawal of Australia's Broken Hill, which claimed losses of $88m.

Mutandare said: "The closure is nothing but an international conspiracy against Zimbabwe to punish it over the land issue. The problems at Hartley are known and the solutions are known. Why then doesn't the company solve these problems, and save thousands of jobs?"
Zimbabwe's strikers take to streets

Harare—Zimbabwe's week-long strike took a dramatic turn when thousands took to the streets to protest against the government's 12% wage offer. In spite of accepting the increase earlier this week

The strikers are demanding a 20% wage increase. But teachers, nurses and civil servants' unions on Tuesday accepted a 12% pay hike, and agreed to call off the strike when the government indicated it would not meet their 20% wage demand.

Strikers yesterday protested in Gweri and Harare, picketing government buildings and preventing others from reporting for work, government officials said.

Peter Malande, secretary-general of the Zimbabwe Teachers' Association, said teachers were forced out of schools by strikers.

Meanwhile, Harare was threatened by short supplies of essential foods after milling companies on Tuesday stopped producing maize meal. - Sapa
Thousands take to streets to protest 12% wage offer

HARARE — Zimbabwe's week-long strike took a dramatic turn on Wednesday when thousands of workers took to the streets to protest the government's 12% wage offer — despite having accepted the increase on Tuesday.

Strikers are demanding 20%. Leaders of teachers, nurses and public service unions on Tuesday accepted the 12% pay hike and agreed to call off the strike. The government indicated it would not meet the strikers' 20% wage demand.

Striking workers in Gweru and Harare picnicked government buildings, preventing workers from reporting for duty, government officials said.

Petter Mabande, secretary-general of the Zimbabwe Teachers' Association, said strikers forced teachers out of schools. "Attendance in most schools was about 100%, but some disgruntled teachers were going to schools and driving teachers out. It is no longer a union matter, it's a security matter."

Strikers denounced their leaders as "sell-outs", saying they would stay away until their demands were met.

Civil servants were granted a 25% pay hike in January, but went on strike last week. They insisted the increase had been wiped out by increases in the cost of fuel and food. This had stoked an inflation rate of more than 53%.

Meanwhile, Harare was threatened by inadequate supplies of essential food commodities after milling companies on Tuesday stopped producing maize meal. Bakers also said they would stop producing bread when threatened price controls on bread were published.

Publication of bread price regulations was due on Tuesday, but was held up by striking government printers. National Bakers' Association officials said there was no sign of the regulations on Wednesday.

Police in Harare on Tuesday were called to control a crowd waiting at a service station to buy paraffin for cooking and lighting. Supplies were exhausted, despite government assurances that they had been replenished. — Sapa.
Hartley workers’ salaries cause row

HARARE — A row has broken out over the closure of the Hartley platinum mine, with the state-controlled Herald claiming that “astronomical salaries” were paid to its expatriate recruits.

The Herald said more than $6m of the company’s annual wage bill of $15.9m was paid to expatriates while 944 Zimbabwean employees received $10.8m between them.

Problems with skills development and the importation of staff have dogged the mine since its launch in 1996, despite assurances that it would be permitted to bring in up to 60 personnel. Immigration officers have repeatedly raided for technicians on visitor’s permits.

However, spokesmen for the Australian-based BHP group, which sold its 66% stake for less than $3m, have denied that lack of government co-operation contributed to Hartley’s closure with $585m losses. It said working difficult and dangerous grounds on Zimbabwe’s Great Dyke was responsible for the failure.

Jeffrey Mutandare, president of the Associated Mineworkers of Zimbabwe, alleged the closure of the mine was “nothing but an international conspiracy against Zimbabwe to punish it over the land issue”. Mines Minister Simon Moyo blamed poor management for failure to sustain profitability.

The ruling party weekly newspaper The People’s Voice called for BHP executives to be detained in Zimbabwe until acceptable redundancy packages were offered to those laid off. The Herald said Hartley had offered 3,000 local workers retrenchment packages equivalent to five months’ pay.

BHP external affairs manager Simomo Muli said talks on severance packages were continuing.

She said salaries paid to expatriates were commensurate with international rates. “This was necessary to attract them to Zimbabwe in our efforts to make the operation a success. At the same time it should be noted that Zimbabwean employees were paid in the top quartile of the industry rates in the country,” she said.

The Herald quoted “a highly placed source in the company” as saying: “Most problems at the mine were caused by South African and Australian expatriates... they were unemployable in their own countries.”
Hartley to hand out packages

HARARE — The Hartley Platinum Mine, which closed in May with US$358m losses, has offered retrenchment packages worth 89m to 3 500 redundant workers, Labour and Social Welfare Minister Florence Chiura said yesterday.

"Now that we are about to pay the packages for the workers with effect from July 12, it will be up to Zimplats to take over the obligations of running the mine said John Grubb, Australian president of BHP Minerals Zimbabwe, which is seeking government approval to sell its 60% stake to Zimplats for a token 5m. 

Zimplats would shortly undertake a "due diligence" exercise prior to presenting a comprehensive plan for state approval, he said.

Closure of the mine roused a political storm in Zimbabwe with union leaders and some ruling party politicians alleging it resulted from an "international conspiracy" to thwart investment and revenge President Robert Mugabe's planned takeover of white farms.

Mines and Environment Minister Simon Moyo said a preliminary investigation on the closure remained confidential until presented to Mugabe, but said he remained "optimistic" the mine, 80km west of Harare, could be resuscitated and operated profitably.

Jeffrey Matandare, president of the mineworkers' union, said its negotiators "had achieved what Napoleon could have achieved — the package is the best under the circumstances". Refusal of the offer would have delayed payouts for up to two years while the issue went to arbitration, he said.

Chiura said the offer of 210 000 basic gratuities to each worker, plus six months' salary and additional allowances calculated on years served, exceeded packages offered to other redundant mineworkers.

Due to the falling prices for gold, nickel, tin and other Zimbabwean minerals, more than 10 000 formal sector mineworkers had been laid off in recent years, joining about 2-million unemployed in Zimbabwe.

BHP denied that problems with immigration authorities exacerbated skills development at the mine, with the resulting dilution of ore.

It blamed difficult mining conditions on the notoriously unstable terrain of Zimbabwe's Great Dyke for failure to achieve platinum production targets.

A total of eight employees died in accidents while only 300m output was marketed.

The project aimed at eventual expansion yielding 5% of world platinum output.

Anglo American's Zimbabwean subsidiary, which was at one stage interested in buying a stake in Hartley Platinum, had so far made no announcement regarding the future of its projected Umed platinum mine near Shurugwe, 300km south along the same Great Dyke feature.
The press council has received complaints from various news organizations and the public about the conduct of certain members of the media. The council has decided to set up a committee to investigate these complaints and to make recommendations for future action.

The committee will be chaired by Mr. John Doe, a well-respected journalist with many years of experience in the media industry. The committee members will include representatives from various news organizations and the public.

The committee will conduct hearings to gather evidence and will be guided by the principles of fairness and impartiality. The council has instructed the committee to report its findings and recommendations within two weeks.

The press council is confident that this initiative will help to restore confidence in the media and to ensure that the press council fulfills its mandate of promoting free and fair press in Zimbabwe.
Taxi strike leaves workers stranded

HARARE. — Commuters faced the prospect of walking up to 30km to and from work yesterday after drivers of minibuses held a strike in protest against alleged police harassment.

Chief Supt. Wayne Bvudzijena, spokesman for Zimbabwean police headquarters, said policemen mounting road blocks to check taxis for mechanical faults, overcrowding and permit offences would not be intimidated.

Drivers complain they are principal losers, being required by owners to reach takings targets each day, and pay from their own pockets fines for offences including notorious jumping of red lights and overtaking inside queues of motorists on pavements.

Zimbabwe’s mini-bus fleet, mostly owned by a small group of wealthy entrepreneurs, grew from the “emergency taxis” licensed soon after 1980 under the emergency powers.

Drivers who previously faced prosecution for running pirate taxis without permits or commercial insurance, were permitted to ply providing they owned the vehicle, but the requirement soon went by default as fleets were built up by undercover owners. What became known as “ETs”, mostly Peugeot 404 vehicles imported into Rhodesia in the early 1970s despite United Nations sanctions, continued to ply until import regulations were relaxed five years ago, making way for minibus replacements.

Operators accused the transport and energy ministry of tardiness in issuing permits while a more stringent regulation system was being introduced. In the past 19 years anyone with a vehicle has been able to register without calling for objections to ply any specified route, which need only be displayed on the vehicle in red lettering.
New Party, Violates, Zimbabwre, Labour, Law

Mugabe, GOVT.

MONDAY, SEPTEMBER 13, 1999

Cape Times

New Party, Violates, Zimbabwre, Labour, Law

Mugabe, GOVT.

MONDAY, SEPTEMBER 13, 1999

Cape Times

New Party, Violates, Zimbabwre, Labour, Law

Mugabe, GOVT.
Zimbabwe catering staff strike
Zimbabwe's hospitality strike resolved

Hospitality industry workers, who crippled one of Zimbabwe's key sectors with a strike over pay since last week, said yesterday they had resolved differences with their employers. But Nicholas Mathegere, the general secretary of the Zimbabwe Catering and Hotel Workers' Union, said the 20,000 workers would only return to work once employers pledged not to victimise them for taking part in the job action. "Under pressure, the employers have agreed to the recommendations by the government," he said. The union was now prepared to continue negotiations for a salary rise percentage, he said. The strike had left hotels and restaurants operating with skeleton staff, with some establishments forced to temporarily shut down, while the majority are only offering catering services to resident guests. - Harare, Reuters
Driving instructor's strike wave of labour protests
Outpatient services struggle as junior doctors go on strike

Michael Hartack

HARARE — Outpatient services were curtailed at major state hospitals yesterday, with senior staff having to keep up ward work as 400 junior doctors went on strike for the second time in three years.

Zimbabwe suffered a huge drain of qualified medical personnel to SA and Europe after the last eight-week strike in 1996 when protesters were tear-gassed, in contempt of a High Court order, and their leaders arrested.

Simultaneously, 25 employees of the Mhuya Nehanda private orphanage at Melfort, 50km east of Harare, quit because they had not been paid for five months and 200 staff of one of the country’s largest financial institutions udc Holdings temporarily walked out, demanding 16% increments.

Health Minister Timothy Stamps expressed sympathy for the pay protest, but said it was illegal for doctors to stop work.

“You cannot get people to work as slaves,” said Stamps.

Officials say junior grade doctors receive $15,000 a month, but they claim net take home pay does not exceed $26,000 (less than R1 000).

During the last strike it was alleged that 14,000 Zimbabweans who had emigrated to SA received salaries at least six times higher, with lower tax and larger benefits.

Medical staff complain of poor equipment, conditions and frighteningly poor back-up services. Evelyn Shamuyarira, matron of the Mhuya Nehanda home at Melfort, said donors had ensured skeleton supplies to its 132 children aged seven to 18 years, but no money had come for staff salaries since a British charity gave $240,000 last year to clear nine months’ pay arrears. She said employees had been forced to take their children out of school due to their inability to pay fees.

Shamuyarira said a recent influx of children made profits from sales of vegetables grown at the home inadequate to meet running costs as in the past. It is understood many of the children are orphans of AIDS victims.

Most of Harare’s driving instructors remain on strike, with their representatives claiming employers are hiring mechanics and unqualified replacements.

Driving schools

They appealed to the Zimbabwe Traffic Safety Board to intervene and ensure standards were maintained. The instructors say although only a turn of the wheel from death, they earn $60 a month in basic pay plus Z$3 for an hour’s lesson, for which some driving schools charge more than Z$1 000.

Staff of udc Holdings were told by the labour ministry their stoppage was illegal because inadequate notice had been given employers. Workers’ committee secretary Robert Masiri said the company made $315,500 in profit in the six months to June and was paying white supervisors three times the earnings of their black subordinates, who received 9% increments. If unresolved, the strike may resume after 14 days.

The independently owned Daily News reported yesterday that Tuesday’s cabinet meeting decided to forgo plans for 1999 increases in ministers’ pay to check a public outcry.

An editorial said President Robert Mugabe was on a protracted overseas trip with his wife taking in South America, Cuba and the United Nations headquarters in New York, after their visit to Libya and Britain.
Skiing doctors set to review stopgap pay offer

Michael Hamrick
44 die after
Zim doctors
go on strike

Harare - Forty-four people have
died at two major referral hospitals
here since doctors went on
crippling industrial action now in
its third week, which has paralysed
health care in Zimbabwe.

Expatriate doctors at Parirenyatwa
and Harare Central hospitals not tak-
ing part in the industrial action said up
to 34 people had died at the two main
referral centres in the capital as a
direct result of lack of attention.

Most of the dead were patients at the
two biggest hospitals in Zimbabwe,
which were abandoned by junior doc-
tors earning about R1 600 a month who
went on strike demanding an overhaul
of their salary structures.

The toll excluded those who had died
at other state health institutions in the
capital and around the country, and
those dying at home because they could
not be admitted to hospitals as a result
of the strike.

About 90% of Zimbabwe’s impover-
ished population rely on the cheaper
state health institutions.

The expatriate doctors, who asked
not to be identified, said accident vic-
tims who had flocked to the hospitals
during this past weekend had been
turned away, notwithstanding the seri-
ousness of their conditions.

There was no single doctor to man
the outpatient and casualty depart-
ments at the two city hospitals.

“I think we (expatriate doctors) have
tried our best since the strike began,
but there are very few of us and we can
no longer cope,” said one.

A senior official in the ministry of
health, who also declined to be identi-
fied, confirmed that the ministry was
aware of the high death toll because of
the strike, but refused to give figures.

Now, as President Robert Mugabe
appeals to the doctors to return to
work, the situation in Zimbabwe’s
underfunded health sector is expected
to worsen, with reports that nurses are
planning to stage their own strike.
Zim doctors' salaries to double

ARG 18/10/99 (363)

Harare – President Robert Mugabe, faced with the collapse of Zimbabwe's health system, said yesterday the salaries of striking doctors would be doubled next year.

Speaking after a church service in Bulawayo, where he was asked by a clergyman to end the 26-day strike so more lives were not lost, Mr Mugabe said doctors' salaries would be reviewed along with those of other civil servants.

Public Service Minister Florence Chitauro told a news conference that she had told doctors at a meeting on Saturday that the new salaries would be effective from January 1.

The doctors will meet today to consider their response.

President Mugabe has asked community leaders in the Matabeleland region to compile an inventory of families of an estimated 25,000 people killed during Zimbabwe's civil war in the early 1980s for compensation by his government.

Mr Mugabe had for 10 years vowed never to apologise or compensate the victims of his Five Brigade army unit, originally deployed to track down armed bandits in 1981, but which ended up killing thousands of innocent civilians in Matabeleland, home to Zimbabwe's second-largest Ndebele tribal group. – Sapa and IFS
Danish union adviser withdrawn

HARARE — Morgan Tsvangirai, general secretary of the Zimbabwe Congress of Trade Unions (ZCTU), voiced outrage yesterday at a Danish labour organisation's decision to withdraw a union adviser, Georg Lemke, from Zimbabwe.

Lemke, who had a work permit to remain to December 31 to complete a three-year contract, was ordered by Sten Christiansen, general secretary of the Danish Confederation of Trade Unions, to return to Copenhagen by October 31, to avoid formal exclusion from Zimbabwe.

In September, Information Minister Chen Chimutengwende said Lemke "must be severely dealt with" for assisting the ZCTU to form a political party, the newly launched Movement for Democratic Change.

Christiansen said he was told a prohibited immigrant notice would be served if Lemke failed to leave by month-end.

Lemke has just returned from Denmark where he attended the presentation to Tsvangirai of the Danish labour activists' Rose Award for courageous championing of workers' democratic rights.

After nationwide protests against the misuse of resources, Tsvangirai was in 1987 severely beaten up by assailants who have never been brought to justice.

Tsvangirai accused Danish union and Social Democratic Party (SDP) leaders of accepting orders from Zimbabwean Foreign Minister Stan Mudenge that "the whole thing must be hushed up, there must be no publicity".

Diplomatic sources said the European Union donor community in Harare was likely to be angered by the action against Lemke and said a Danish aid project evaluation mission had cancelled its trip.

An International Monetary Fund (IMF) delegation has just left after failing to reach agreement on renewed $193m standby credits. Further $460m budget support will be frozen following IMF claims that the cost of military intervention in Democratic Republic of Congo was $186m from January to June, not $4m a month as the IMF was advised in August.

In June, Denmark indefinitely postponed talks on possible $281m technical aid because of reported fears over corruption. Italy and the Netherlands are also halting aid programmes.

A high-level team from Copenhagen is due in Harare shortly to conduct annual negotiations on aid, but their visit may now be in doubt.

Tsvangirai accused the Danish labour organisation of improper dealings with Mudenge while publicly commending the ZCTU for defending those victimised by the Zimbabwean government.

Mudenge reportedly has long-standing close personal ties with Danish SDP and labour leaders.

Tsvangirai said Lemke, SDP mayor of the Copenhagen suburb of Dragoras before he became a union adviser, had in no way behaved improperly during his two-year attachment in Zimbabwe.

"By withdrawing him they are admitting he committed an offence. He has not," Lemke said he had no alternative, but comply with Christiansen's order."
Zimbabwe chucks out trade unionist

HARARE: The Zimbabwean government has ordered a Danish trade unionist to leave the country after accusing him of fundraising for the new labour-backed Movement for Democratic Change, which is regarded as a threat to the ruling Zanu (PF).

George Lemke, 65, served here as SADC representative for the Danish Trade Union Council for International Development and was an advisor to the Zimbabwe Congress of Trade Unions.

He was accused by the Zimbabwean government of helping the trade union movement to launch its political wing early last month.

The new party has unsettled Zimbabwe's ruling elite because of the massive support it is garnering throughout the country.

Lemke said Foreign Affairs Minister Stan Mudenge had told him to leave the country by yesterday or he would be deported. He was booked on an evening flight.

The development is likely to worsen relations between Zimbabwe and Denmark, which froze development aid to Zimbabwe in June, citing the country's involvement in the war in the DRC. — IPS