
ZIMBABWE — LABOUR

1987 — 1989

equipment. — The Argus Foreign Service.

14643 13/3/87
Four trapped miners die

363

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-Reuter.

Africa 25/6/87

Freeze on wages and strict price control for Zimbabwe

Argus Africa News Service

HARARE. — In a bid to give the ailing Zimbabwean economy a breathing space, Mr Robert Mugabe's government has introduced a wage freeze and promised stricter price control.

Finance Minister Dr Bernard 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 government's standing with workers.

BATTERED

The Congress of Trade Unions has been demanding a 50 percent rise in the minimum wage — which had been expected 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 R1-billion and inflation officially running at more than 14 percent and unofficially 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 operation 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 cabinet 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 relatively short period so that the economy can right itself," an editorial said.

CME Times 25/6/87 (363)

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 35% of the country's total foreign exchange earnings — some R720m a year — repaying overseas debts.

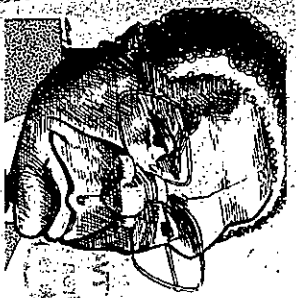
Zimbabwe regards defence of the Beira Corridor and mainten-

ance of a Frelimo government in Maputo as essential to its survival, but the war in Mozambique is believed to be costing Zimbabwe over R1,3m 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 to SA' plan shelved



Mr Robert Mugabe

By MICHAEL HARTNACK

HARARE — The government of Zimbabwe's tee-totaler Prime Minister, Mr. Robert Mugabe, at the weekend temporarily halted delivery to South Africa of 1.1 million cases of beer brewed in Bulawayo.

Advocates of a Zimbabwean trade boycott against South Africa claimed that the beer export order, worth nearly

R4m in desperately needed foreign currency, would literally give "cheer and comfort" to thirsty supporters of apartheid.

Workers on shift at the National Breweries' plant in Bulawayo were yesterday all set to load up the first consignment due to cross the Limpopo today when the order came from Harare to down crates. Much of the Transvaal and Free State has been "dry"

since the strike at SA Breweries plants halted production in mid-June.

Sources in Harare said Mr Mugabe's Ministry of Trade and Commerce stopped the beer exports "on political grounds" till the deal has been discussed by the Zimbabwean cabinet at its scheduled weekly meeting tomorrow.

Zimbabwean brewers were initially delighted with the

South African order, since home consumption has been hit by a fall-off in beer drinkers' purchasing power as a result of the disastrous rainy season.

"It's like Christmas time again," reported National Breweries' managing director Mr Denis Watts last week when he confirmed the deal. It should have led to the creation of hundreds of jobs for unemployed Zimbabweans in

the depressed Matabeleland area.

The Bulawayo brewery has already received thousands of rand of South African packaging to fulfil the order.

If it is cancelled on cabinet orders, the packaging will probably have to be sent back at Zimbabwean expense.

South Africa is still Zimbabwe's second-largest trading partner after Britain.

RAMSATION.

Pay seizure 'illegal' 363

HARARE — Compulsory deductions from wages for the South African "Liberation struggle" have been declared illegal after protests by black bus drivers in Bulawayo.

Zimbabwe's Ministry of Labour, Manpower Planning and Social Welfare said current legislation forbade compulsory stoppages except for authorised tax and pension contributions.

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 Elias Ngugama

"YOU can't expect a man to drive a Mercedes when he's never owned a bicycle," says Elias 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 anathema because it is not bold enough to take the initiative."

Economic expansion in South Africa would be essential in the process — so that whites would not feel their jobs were 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



Elias Ngugama

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 auditor 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 emphasising that it had to earn returns sufficient to pay wages, buy machines 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.

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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.

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Capt. Tims 6/11/87
Johannesburg high life drawing Zimbabweans *363*

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".

Capt. Tims 6/11/87
Jungle workers dispute

THE Food and Allied Workers' Union (FAWU) has declared a dispute with Jungle Oats, Maitland, after management shut down production for a day last month.

Worker had not been paid for that day which, a FAWU spokesman said, was "very unusual".

The managing director of Junge Oats, Mr Clive Apsey, confirmed that they had not paid their staff on the day concerned. *(186) (151) (1401)*

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

Argus Africa
News Service

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 this or that are legion.

For instance:

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

Electricians

- History was made by Constance Murau 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 Maboreke 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, Lorriane Mur-

inge, who grew up in New York; business leaders such as Pretoria-born Dawn Taunton, 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.

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AFRICA

mtu 24/3/88 (363)

Zimbabwe fights unemployment

From ROBIN DREW
Argus Africa News Service

HARARE. — Nearly a decade after an end to the fighting to overthrow the white Rhodesian regime, some 20 000 Zimbabwean ex-combatants are locked in a losing battle to find jobs.

The problem is not a new one. But the issue has been revived through a debate in Parliament initiated by a white member of the ruling party, Mr Sean Hundermark, who asked the House of Assembly to take note of the plight of the former guerrillas.

About 60 000 fighters went to the assembly points hurriedly set up in Rhodesia in 1979 after the Lancaster House conference agreed on a ceasefire.

Ran from school

Thousands were absorbed into the Zimbabwe National Army but about 36 000 were demobilised.

For the first few years of independence, many of them who had run away from school to join the liberation forces had money in their pockets

for the first time under a scheme in which war veterans were given R240 a month while they sought to establish themselves in civilian life.

But when the demob pay scheme stopped, thousands were jobless and still are.

Organisations were started to help them, the outstanding one being the Zimbabwe Project which placed emphasis on co-operative ventures in which 10 000 war veterans took part.

The project director was Mrs Judy Acton, daughter of former Southern Rhodesian premier Sir Garfield Todd.

Six years after independence Mrs Acton said most of the co-operatives had failed because of inadequate capital, lack of management skills, fraud and irresponsibility.

She said then the number of ex-combatants needing help was increasing.

In 1985 the demobilisation directorate estimated that half the 36 000 men and women who had been drawing an allowance were unemployed. The fig-

ure today could be as high as 25 000.

Mr Hundermark told Parliament that some ex-combatants had even gone to South Africa to look for work, "humbling themselves to cross the enemy border".

A Zapu MP, Mr Sidney Malunga, said a fund should be established to aid ex-combatants.

Analysts here believe however that the problem of jobless war veterans

will not be substantially reduced until the country gets to grips with the rising level of unemployment generally, now regarded as the single most important internal issue.

What is essential is more private investment, both domestic and external. But drawbacks remain of lack of foreign currency, the system of labour laws and minimum wages which are weighted against employers.

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SEAWUSA

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TAWU
TAWU
TGWU
TOWU
TUCSA
TWIU
UAMAWU
UOA

Zimbabwe scolds unions 363

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.

3 workers die

HARARE — Three men were killed and two critically injured when a tank to which they were welding a safety rail exploded.

The tank was used for storing crude soyabean oil possibly contaminated with a highly inflammable solvent.

A statement by Olivine 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.

29/8/78

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Sawyer

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.

Poor rewards for Zimbabwe's army of unemployed former guerrillas

A warrior's wasteland

FORMER insurgent Elliot Gandhi is proud of the shrapnel scars on his arms and legs.

They were earned in a clash with government troops during the bitter seven-year Rhodesian bush conflict. But the victorious guerrilla is not so proud of the open stretch of wasteland next to a railway station that he and his family now call home.

Mr Gandhi, 39, is one of about 20 000 former guerrillas who remain unemployed years after they were demobilised when Robert Mugabe swept to power in the 1980 independence elections.

While this may seem like the classic case of neglect ex-servicemen have complained about after most conflicts from World War 1 to Vietnam, Mr Gandhi's story illustrates an African reality

highlighted at a recent conference of the International Labour Organisation (ILO) in Harare: only one in 10 Africans throughout the continent can expect to hold a job in what is called the formal wage sector.

The organisation, which represents employers and workers in 150 member nations, concluded its regional conference with a stark message for the people of Africa: "Special efforts have to be taken to discourage young people from seeking types of employment which do not exist."

When Mr Gandhi was demobilised with 35 000 other guerrillas, he received a relatively generous R216 a month in demobilisation pay for two years. But now he tries to support his wife, Elizabeth, 34, and two children who live with him on his desolate stretch of land on a R57 monthly allowance from the Department of Social Welfare.

From LAWRENCE BARTLETT of the Argus Africa News Service in Harare

"We live from day to day," he recently told *Moto* magazine, which is owned by the Roman 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 Mr Gandhi is one of the "micro-entrepreneurs" who, the ILO says, must be encouraged to develop their skills in the "informal sector". The jargon covers, for example, a man who makes sandals from old car 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 wage employment to increase at the implausible rate of 10

percent a year, still only a small proportion of the job seekers could be accommodated".

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

In Zimbabwe there have been a few co-operative success stories — some run by former combatants like Mr Gandhi — but most have failed for reasons ranging from lack of management skills to a shortage of capital.

In addition, the conference heard, those already working in "hole-in-the-wall" enterprises should be taught to increase productivity and offered these examples of unconventional training pro-

grammes: "Fishmongers in what to do with unsold fish, mechanics in how to vulcanise tyres, fruit sellers in jam making, potters in reducing breakages, laundry people in making soap."

But one of the prizes Mr Gandhi helped win for his countrymen 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 the number of children in high school soar from 66 000 before independence to 482 000 by 1986. In the same year 2.2 million pupils were taking advantage of free primary education. In Rhodesia only a third of eligible black children enrolled in primary school while whites received

11 years' compulsory schooling.

By 1990 the post-independence bulge moving through the school system will pour 300 000 education-boomers on to an already flooded labour market, which has not created more than 7 000 new jobs in any recent year.

Teachers say expectations are invariably high: the pupils, many of whom will have passed British-set O- or A-levels, do not envisage a future making sandals or soap. They want to be doctors, lawyers, engineers, teachers or — for the more pragmatic but still hopeful — clerks, receptionists, typists.

Most of them, according to the ILO, have no chance of achieving their ambitions.

Extended peasant families in the rural areas are relied on to a certain extent to provide a safety net for the un-

employed. But when Mr Gandhi returned home after being wounded in the mountains of Zimbabwe's easter highlands, he found that his parents were among the 30 000 casualties of the war.

Three times he tried to settle in new areas, but each time he was evicted by police as a squatter.

It is an irony of his situation that he is in one sense a victim of policies which have earned Zimbabwe high praise from Western countries. Huge white-owned commercial farms were not nationalised after independence and are still the backbone of the country's agriculture-based economy.

But, says Mr Gandhi, allowing the sand to run through his fingers on his piece of wasteland as the trains rumble by: "This soil is what we fought for and I never imagined I would be called a squatter after independence."

Shortage of skills in Zimbabwe

star 29/12/88

By ROBIN DREW,

The Star's Africa

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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 the 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 the same period.

At times in Harare's busy magistrate's courts only half 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, and particularly in the bureaucratic jungle which all but stifles initiative, there is no relief on the horizon.

Leading analyst Eddie Cross said 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 Gandhi is proud of the shrapnel scars on his arms and legs. They were earned in a clash with government troops during the bitter 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 Gandhi (39) 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-servicemen have complained about from after World War I to post-Vietnam, Mr Gandhi'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 150 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 Gandhi tries to support a wife, Elizabeth (34), and two young children on his desolate stretch of land on a R57 monthly allowance from the Department of Social Welfare.

When he was demobilised with 35 000 other former guerillas, he received a relatively generous R216-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 suc-

ceed in reversing current trends and to cause wage employment 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.

In Zimbabwe there have been a few co-operative success stories but most have failed, for reasons ranging from lack of management skills to a shortage of capital.

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

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Extended peasant families in the rural areas are relied upon to a certain extent to provide a safety net for the unemployed. But when Mr Gandhi 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 363

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

The Star's Africa
News Service

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8 Jan 1972/88

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 absented himself from duty without good cause.

He ordered departmental heads to open a work performance file for each doctor.

Workers to become bosses

HARARE — The workers will become the bosses under Zimbabwe's biggest employee takeover bid, which involves a major steel, engineering and retail hardware group. *Star 12/12/88*

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

(363) The Star's Africa News Service

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.

New brain drain hits Zimbabwe

From ROBIN DREW of the Argus Africa News Service in Harare

ARGUS 363
4/1/89

THE brain drain is making itself felt 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 characteristic of systems which profess socialism.

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

The Zimbabwe Medical Association (ZMA) 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, many with the aim of leaving the country.

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.

According to the ZMA spokesman, this has discouraged many

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 the same period. At times only half of Harare's magistrates' courts can operate because of the lack of judicial officers.

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

A committee has been appointed to examine grievances in the medical profession. But in other areas, and particularly in the bureaucratic

jungle which all but stifles initiative, there is no relief on the horizon.

A leading analyst, Mr Eddie Cross, said 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."

At the same time, he said, the government was continuing to extend its already complex network of controls over the economy. The desire to control and to participate remained strong in all areas of government activity and delays in decision making acted as a brake on all forms of enterprise.

Mr Cross's appeal was for effective and honest leadership with courage to allow greater freedom to the entrepreneurial spirit.

Time, he warned, was not on Zimbabwe's side.

Jobless youths demonstrate after bid to join army fails

Star 17/11/89

(363)

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 them 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' ^{25/6-11/2/89} RUN GAUNTLET ³⁶³

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 R200 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

(363)
HARARE — The government admitted 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 inde-

pendence 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-orientated 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.

Problem of swelling job queues

Unemployment and over-population are the biggest problems facing Zimbabwe, nearly nine years after independence. And, ironically, many of those out of work are former guerrillas who fought for the revolution. But the answer could be a Small Business Development Corporation. **JOHN RYAN of The Star's Africa News Service reports.**

HARARE — The Midlands city of Gweru, the Gwelo of old, has embarked on a road safety campaign. One of several signs along the main street says: "Drive carefully. Your country needs you."

The cynics among Zimbabwe's statisticians could take issue with that sentiment. They might argue that, without wanting to wish anybody ill, there are too many Zimbabweans as it is.

Certainly, there are too many Zimbabweans out of work.

With the security problem apparently settled and the unity pact between Robert Mugabe and Joshua Nkomo holding firm, unemployment has taken centre stage as the most serious challenge to the country's stability.

In a population of 8.5 million, almost a million are jobless. And the short-term prospects of creating jobs in the formal and private sectors look bleak indeed.

Aggravating the situation is the fact that nearly 200 000 school-leavers are now coming on to the market, chasing a number of vacancies that the Department of Labour optimistically puts at 30 000. These school-leavers amount to nearly 20 percent of the total, formal work force.

Next year, there will be 300 000 youngsters emerging from Zimbabwe's secondary schools. Perhaps a quarter will move on to higher learning. The rest will join the swollen job queues.

Labour Minister Mr John Nkomo recently announced the results of a survey which showed that by next year Zimbabwe will have five million people between the working ages of 15 and 64.

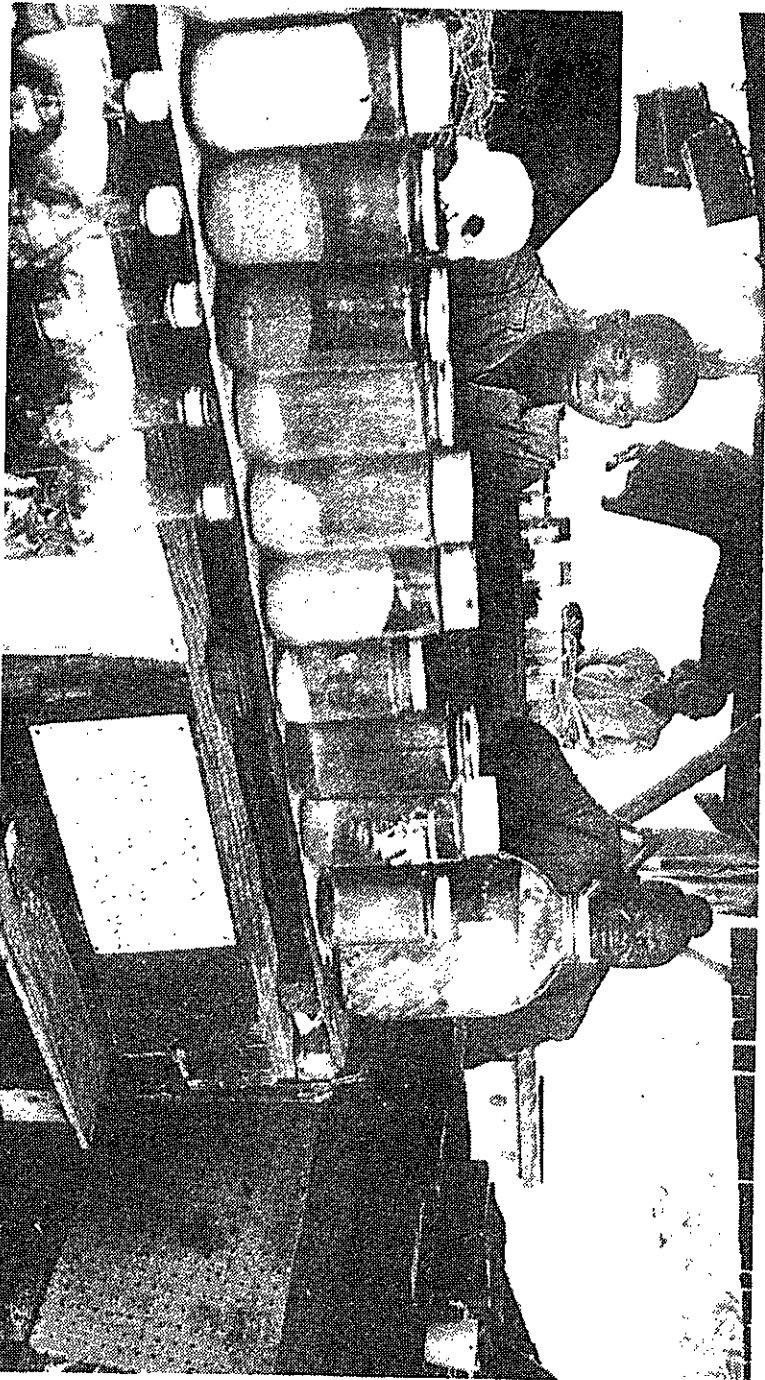
The education for which Zimbabweans clamoured at independence, and which the government went to great pains to provide, has turned out to be very much a mixed blessing.

Eight years ago, there were 75 000 children in secondary schools. This year there are 600 000. The present crop of school-leavers is the first manifestation of that drive in 1980 to build more schools rapidly and gratify the expectations of the populace.

Unemployment in Zimbabwe knows little discrimination. It is estimated that almost 25 000 of those without jobs are former members of the Zania and Zipra armies which fought for liberation from white rule. About 35 700 guerrillas were demobbed after the 1979 ceasefire.

So this means that five out of every seven of those Zimbabweans who served the cause of Mr Mugabe's socialist policies are unable to be accommodated under them. That could be a dangerous cauldron of disillusionment.

After being demobbed, 10 000 war veterans found work



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Stv 10/2/89

The doctor is . . . in. Traditional medicine is one element of Zimbabwe's small business sector which earns about R615 million a year. And that contribution to the economy should grow.

through an organisation called the Zimbabwe Project, run by Mrs Judy Acton, daughter of the former Prime Minister of Southern Rhodesia, Sir Garfield Todd. The project mainly concerned itself with co-operative ventures.

Two years ago, Mrs Acton was forced to admit that most of the co-operatives had failed because of inadequate capital, lack of management skills, fraud and irresponsibility.

But there has been a resurgence since then. Zimbabwe Project is now concerned with some 80 agricultural co-ops, though they exist with difficulty. Last year, the government budgeted \$24.5 million (about R5.5 million) to help co-operatives. The allocation dwindled to \$2500 000 (about R615 000), which was barely enough to service the tractors.

Co-operatives, however, are an obvious way of alleviating the unemployment problem and more are being established with success.

I visited an area in the Chimanimani mountains, close to the Mozambique war zone, where 10 co-operatives were in operation, producing subsistence crops and fruit. They even had a joint school, run by a South African expatriate.

The position with veterans is more ironic because many hundreds of them obtained grants to study at institutions

in the Eastern bloc.

Last year, a Zapu MP suggested the government commission a survey accurately comparing Eastern bloc and Western qualifications for the benefit of employers. Mr Sidney Malunga thought this might serve to have more veterans placed at a proper level of competence.

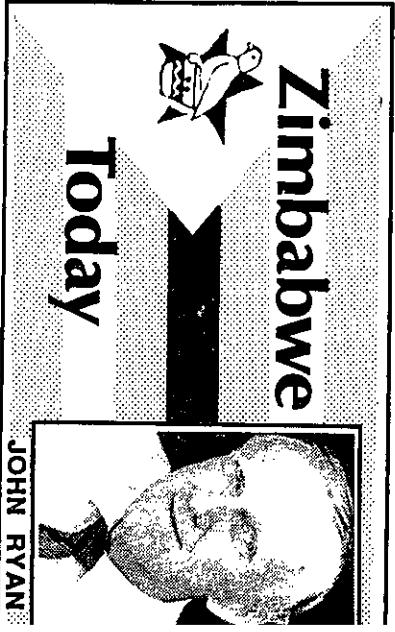
He also called for the establishment of a fund to help ex-combatants. That, however, would involve money the government cannot afford.

The Department of Labour has sketched out a game plan to combat unemployment in general but it is impracticable. It speaks of expanding formal-sector employment without saying how this justifiably could be done. The last thing Zimbabwe wants is a proliferation of civil service jobs on the scale of Zambia. Or South Africa.

It also talks of expanding "self-employment agricultural activities", which suggests offering greater incentives to co-operatives and small-scale farmers.

But what is interesting is that the plan proposes a wage subsidy or bonus for employers who create new jobs for school-leavers.

It seems to be President Mugabe's belief that white bosses could do a great deal more than they are doing at the moment to employ more people. He has often called



for expansion in the private sector, for a greater show of confidence on the part of employers.

However, businessmen say they are hidebound by a system of labour laws and minimum wages that is load against them.

"I'd like nothing better than being able to expand my business", one manufacturer told me, "as long as I could do so on my own terms, as a natural response to market demands. But when you're shackled by controls that tie you who to employ and how much to pay, growth for growth's sake is just not on." State controls on business extend to prices and wages, hiring and firing, legislative local borrowing limits, dividend levels. Applications for imported skills are usually blocked unless it can be proved these are not available in Zimbabwe. Businessmen complain that work permits for expatriates are seldom renewed.

One local economist not entirely fazed by the number of educated jobless is Mr Eddie Cross, a former top sanctions-buster in the UDI period and the man responsible for resuscitating the Dairy Marketing Board and the Coal Storage Commission since independence.

While he recognises the hazards of frustrated expectations, Mr Cross says: "These people would have been coming on to the job market anyway, educated or not. Surely it is better that they are educated. At least they have more resources to fall back on."

If most of these school-leavers do realise the inevitability and use their knowledge and skills to employ themselves, they could give an unexpected thrust to Zimbabwe's economy.

At present, the country's informal sector is estimated to earn \$2500 million (about R615 million) a year. This includes the peasant farmers. But apart from the state assistance some of these farmers get through the Agricultural Finance Corporation, small businesses in Zimbabwe are an ad hoc part of the economy and thus neglected in their potential.

There is no Small Business Development Corporation, as there is in South Africa, though it has been speculated that the government would like to establish one.

B/Day 14/6/87

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. (363)

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.

exploded a powerful bomb at a gathering, killing at least 10 people and injuring about 20 others, police said.

CPH T.M.B. 24/6/88
Pay rise for Zim doctors 363

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

Scouten 27/6/89

HARARE — The government should let trade unions and employers negotiate wage increases in the light of recent commodity price increases instead of giving parameters (363)

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

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B10am 177789.

GWERU — About 50 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 Dabuka 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 Nkomo and acting Minister of Transport Sydney Sekere-mayi last week to formulate a new policy towards strikers. Some sources predicted the government would invoke emergency powers to declare the strike illegal.

9/11/78 17/78
**Crossings from
Zim increasing**

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Own 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.

re round nothing," Gurirab said.
apa.

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. 31/07/1987

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.

Strike leaves train passengers stranded

slaw 19/7/89

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BULAWAYO — Hundreds of passengers were stranded yesterday after trains to Harare and South Africa were suspended due to a strike by rail enginemen, Ziiana news agency reports.

The enginemen 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 enginemen 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.

Details of 'package deal' demanded

Zimbabwe railmen stick to their strike

BULAWAYO — Striking Zimbabwe railmen have said they will not return to work until after Minister of Transport Minister Mr Simbarashe 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 enginemen were reported to be discussing the matter at an emergency meeting.

Railway sources said the enginemen 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.

31 Times 3/1/89

Phone strike causes chaos in Zimbabwe

363 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 fanned 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 planning 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 Gweru."

Another wrote: "Nine million Zimbabweans can't be rung."

363

last year a total of 10 cases were recorded.

WORK: An operation proceeds on a young soldier shot in the leg during the Cunzumbia River battle. The soldier had to wait three days before reaching the operating theatre.

Zimbabwe crippled by railway spares shortage

Argus Africa News Service 363

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 uses 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 Kadenhe, said yesterday the colliery was producing 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 Kadenhe said, the company had been unable to deliver 364 025 tons — 9 839 wagon-loads — over the last six months and had lost about R5,3-million.

At the root of the rail problem is a shortage of spare parts. Road haulier 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 prisoners 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, fled 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 has lain dormant for so long.

When it took office nearly a decade ago the Government pledged to resettle 162 000 families by 1985. Latest figures show that only 52 000 families have been resettled.

President Mugabe and Mr Joshua Nkomo, leader of the minority Zapu party, have bluntly told the country's 4 200 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 dispensation is clearly inequitable. Even after the sale of about 3-million hectares of commercially-owned land, the 4 200 mainly white commercial farmers still own a third of the land.

About 750 000 communal farmers in the areas traditionally reserved for blacks, and where there is no freehold tenure, own 42 percent. A further 3.5 percent is in the hands of the small-scale black commercial farmers and nearly 7 percent is occupied by black families living on land resettled since 1980.

Thus the case for land resettlement, on grounds of fairness 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 once-off operation. It might be possible to find enough land to satisfy the present generation. But with the population growing at 2.9 per cent annually, land hunger will soon revive.

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-farm settlement generate increased employment.

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

But even if this is wrong and even if, as some government officials claim, there are vast tracts of under-utilised 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 peasant farmers.

It is clear that the formal economy will not generate anything like enough jobs for the 300 000 secondary school leavers, with O-level and A-level qualifications, that will flood the market each year from 1991 onwards.

But it's equally clear that 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-farm sector raised its share of marketed output from less than 6 percent in 1980 to 20 percent last year, there are signs that has levelled out and that in future the rate of increase will be far slower. Furthermore, because there is little irrigation in the communal areas, output is heavily dependent on favourable weather.

Not only do the commercial growers produce 80 percent of marketed output, they dominate the export crops, with the exception of cotton.

Maize and cotton

In 1989, peasant growers are expected to produce 1.2-million tons of maize, compared with 750 000 tons in the commercial areas. They will also deliver just over 60 percent of the 270 000 tons of cotton.

But virtually all the tobacco, beef, soyabeans and horticulture production emanates from the commercial areas. It is these products, along with tea and coffee — where there is increasing peasant production — and cotton 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 be stopped dead in its tracks, not just by compulsory acquisition of white-owned land, but also by other electioneering promises.

Instead of relaxing price controls as promised at the London investment conference in May, these have been consolidated. The futility of the policy is reflected in the fact that inflation today at 15 percent is higher than before the price freeze was imposed two years ago.

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

The danger is that this short-term strategy will win votes in 1990 at the expense of longer-term economic development. — Financial Times



Ms Colleen Thompson, general manager, The Rotunda.



Mr Norman Wallace, executive assistant general manager, Cape Sun.

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. (363)

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

equipment which the state alleged was only worth \$500 000.

carcerate an innocent man until the trial, expected to come to the Supreme Court in April.

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 deten-

tion 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 au-

thorities, 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.

MICHAEL HARTNACK

NATAL UNREST DEATHS

September 1987 to January 1989:	668
February 1989 — November 14 1989:	315
Past 24 hours' official toll:	2
TOTAL:	985

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.

18 000 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 dismissals or retrenchments 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 Cambitzis, 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 Inter-

national Trade in Endangered Species passed the ban at a meeting in Lausanne, despite southern African states arguing that their elephants were not endangered by poaching.

(363)

Officials from South Africa, Botswana and Zimbabwe told the Cites conference that they were, in fact, forced to cull elephant herds to prevent environmental damage. S Times 17/12/89.

ZIMBABWE - LABOUR

5/1/81 — 31/12/81

DD
162735 11/81
**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 2 577 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 RDY: 9/1/81 pension (223) scheme is likely

'Mail' 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 means 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 while 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

RDY
6/11/81
273

BULAWAYO — Artisans staffing 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 Umtali.

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."

Passenger trains were not expected to be disrupted by the strike, but passengers were advised to check with local station masters before travelling, the spokesman said. — Sapa.

New pregnancy Bill

BULAWAYO. — Zimbabwean 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 clause.

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 42 days off for this, as well as another 42 days after the birth.

When she returns to work she will be allowed to nurse and feed 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

RDM
26/1/81
(273)

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, fit-

ters 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.

(13) Wm 412/61

Blacks in strike over blacks

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 Edison Zvobgo, the Minister of Lo-

cal 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

'Mail' Africa Bureau

SALISBURY. — 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 the men 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 pirate taxis.

They returned to work after the Minister of Local Government and Housing, Dr. Edison 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)
Miss G C Littlewort

Third Year (Silver Medal)
Miss N C Davidson

Fourth Year (Gold Medal)
P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McClelland

Professor George Menzies 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

00 213

Salisbury bus
workers strike

6681

SALISBURY — Most of
the Zimbabwean capital's
bus services ground to a
halt yesterday with
hundreds of bus company
employees striking. No
reason was given for the
work stoppage, the second
in five days.

The Minister of Labour,
Mr Kumbirai Kangai, has
said: "tough action"
would be taken against il-
legal strikers. — SAPA.

CHEMICAL

ZIMBABWE's Minister of Labour, Mr. Kumbira Kangai, announced yesterday that the Employment Bureau of Africa Limited (Wenela division), will not have its licence renewed to recruit labour in Zimbabwe.

In a statement, the Minister said: "While Wenela's recruiting operations will cease forthwith, the company's depots will not close until such time as the 5 000 Zimbabwean mineworkers 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 on."

"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 and 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 it contained proposals for the introduction of semi-skilled "operatives" in mine artisan work.

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

Other senior artisan unionists said another major stumbling

block was the chamber's attitude to union rights.

One unionist claimed the chamber refused to extend stop-order facilities to skilled black, coloured and Asian workers, enabling 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 imply immediate unionisation of all black miners.

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

Chamber representatives would not comment on the breakdown in the talks yesterday.

RDM 10/2/81
R6m 273
cost of 24
labour 200
cutback

By STEVEN FRIEDMAN
Labour Reporter

ZIMBABWE'S decision to cut off mine labour to South Africa could cost it about R6-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 Fleisher, the head of the Chamber of Mines' recruiting arm, Teba, yesterday said the mines were "disappointed" 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 5 000 Zimbabweans work on South African mines and Mr Fleisher said yesterday that the mines had paid out about R6-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 and 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 dependant on this source of income and stands to lose least by cutting it off.

Mr Fleisher 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.

For the best student in each of the 2nd, 3rd and final years.
Corporation Medals
Second Year (Bronze Medal) Miss G C Littlewort
Third Year (Silver Medal) Miss N C Davidson
Fourth Year (Gold Medal) P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McClelland
Professor George Menzies 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 mark.
G L Cragg

Cubans to advise unions

PDM 25/2/81
273

Own Correspondent

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

The delegates 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).

(i)

MORTALITY IN SOUTH AFRICA, PART I

1929 - 1970

SUMMARY

South African mortality data have been collated and analysed for the White,

Coloured and Black communities when available from official publications

during the period 1929 to 1970. Infant Mortality Rates, Standardised

Tighter RDM 4/3/81 pay watch 273 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 R120 for paying three of its icecream vendors below the minimum wage.

The initial R84 a month minimum wage set for urban workers by Mr Robert Mugabe's Government was increased this year to R102.

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 R1 200 or three months imprisonment, or both, would be introduced.

The existing Act makes provision for a maximum fine of R1 200 or three months jail.

Bruce Dick *

David Bourna

Department of Comprehensive and Community
Medicine, University of Cape Town.

* Present Address:

Benedictine Hospital, Nongoma,

Kwa Zulu 3950.

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

TABLE 3.

'UNEMP'

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 R1 250 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 R87,40 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.

— Sapa.

-14 and less than
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ched. Expressed as
-14 and less than or

MEN

Area 11:

Coloured

African

Area 13:

Coloured

African

282	3 392	8,3
2 345	14 784	15,9
2 197	23 637	9,3

The following are some of the factors that need to be considered when a microplan is made.

Administrative Arrangements. Since diseases and the technologies for dealing with them are similar all over the developing world and are comparatively unchanging, they can be planned for on a very wide scale. The core of a microplan is therefore its system of technologies. Routine administrative arrangements, on the other hand, vary

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 1890s, 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-guerillas who terrorised the rich southern farming district of Fort Victoria, highlights a rash of witchcraft-related crimes.

Locals in the area, around the mystic great Zimbabwe ruins — one of the country's tourist high-spots — 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 widespread influence in the area, says she is the living reincarnation of a 16th century tribal princess, Nehanda, whose later reincarnation was hanged by British settlers 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 Matabeleland alone.

Salisbury's high court

this year sentenced an ex-guerilla to death when it heard in horrifying detail how he killed a prostitute and cut out her heart to make "muti", which he believed would get him promotion in Zimbabwe's new national army.

But most witchcraft-related cases involve the burying 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 murders.

Last month, the head of the University of Zimbabwe's sociology department, Gordon Chavunduka, challenged the long-standing 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 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 hyenas and 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.

Microplan have been defined, in be decided by asking the situation?" In answering it, well as its socioeconomic requires an extensive judgment as to what could not. The inclusion of too the value of a microplan as in use somewhere, so the are appropriate for the

particular subsystem being planned for. Essentially, this involves a search for the best items of current practice. However, his endeavor to select the necessary technology may demonstrate some serious gaps in it. For example, there seems to be real doubt as to the best way of managing otitis media or childhood tuberculosis in health centers. Although the microplanner is unlikely to be in a position to do the necessary research, he should try to see that someone else does. Nevertheless, there may be easy opportunities for technical innovation, and these should be exploited. In this microplan we have, for example, devised a simple coding system for multiple-choice questions, a measuring scoop for making glucose salt solution, and a modified Heaf test. Even minor improvements in such matters as the formulation of drugs are likely to be useful. Despite the usefulness of these detailed improvements, we see appropriate technology for personal health care primarily at the construction of a system from multiple existing technologies. In this we differ sharply from those who think of it primarily in terms of new inventions.

Level of Worker. Many of the technologies for primary care can be used by all levels of workers. It is thus economical to describe these technologies in manuals that can be used by as many levels as possible. For this reason, the worker's manual in our microplan is written for all workers delivering primary care and is addressed to "the health worker." Although it is mainly intended for auxiliary and paramedical staff, it is also popular with doctors. It contains one or two comparatively sophisticated procedures such as lumbar puncture which are usually but not necessarily done only by doctors, but even so, other workers should know about them. Some community health workers may be able to read our worker's manual. So much care has been taken with its language that, if they can read, they can understand and use it. Even so, the potential importance of community health workers and their numbers make it desirable to microplan specifically for them.

Although it might be possible to include all the activities of a specific category of

breast-feeding be part of a microplan on child care or maternal care? Provided the overlap between one microplan and another is minimal and there are no serious gaps between them, the exact interfaces between microplans are to some extent arbitrary. The relationships between one microplan and another can be supported by cross-reference between their manuals. For example, when microplanning for child care, it is useful to be able to cross-reference to the manual of a neighboring microplan on the health center laboratory for, say, methods of measuring hemoglobin (2).

Strike shows up Zimbabwe gap in wages

RDM 10/4/81

363

Mail Africa Bureau

SALISBURY. — The strike by 1 300 black workers at Rhodall, a ferrochrome plant in the Midlands town of Gwelo, which ended on Wednesday, highlighted what is now the sorest point in industrial relations in Zimbabwe — the enormous disparities in remuneration between black and white workers.

Black workers at Rhodall laid down their tools last week and refused to collect wage packets. Instead, they demanded that management accept the equal pay for equal work principle.

Sources in the company said the pay gap between blacks and whites performing the same job was as high as R350 a month.

It was only after management accepted on Wednesday to rectify this anomaly that the strike was called off.

This is one of a number of recent strikes, the most serious of which was by firemen and ambulance drivers, which have been against racially determined pay structures.

Race relations at various firms have also been exacer-

bated by the refusal of white workers to join workers' committees whose formation has been encouraged by the government.

The Rhodall strike and others of a similar nature represent a significant shift from straightforward demands for higher pay to those of equality of pay.

The two factors which have reduced strikes strictly for higher pay are the statutory wage minimums in all sectors of the economy and the government's warning that illegal industrial action will not be tolerated.

Commenting on the Rhodall strike, a local leading daily said the racial division at the company was regrettable and not conducive to good race relations.

"One wonders why management has never offered trade examinations to its African apprentices and has kept two salary structures for employees of equal qualification and experience," it said.

The paper urged all employers to take note of the government's policies of reconciliation and non-racialism.

his drug to make doctors believe that it is superior; the loss in sales due to the higher price is negligible.

The prices in the drug market are therefore high because of price insensitivity, implying that maximising producers will spend more on promotion as non-price competition cannot as easily be countered by competitors. On the other hand, no

27.

28.

control and contraventions such as side-payments to brokers would be difficult to detect.

A variation on this proposal would be to retain the free enterprise system and to set up an agency specifically to test drugs and give doctors the type of information about drugs that analogous agencies give consumers about motor-cars. It may be possible for the agency also to recommend a limited list of drugs that are the best to use.

Yet even this system is not complete. The nature of the market is such that it does not pay doctors to use this information in the way it pays consumers to find out about cars. Doctors can pass on prices of drugs and thus prices are not important to them. And where bonuses are paid or samples given by firms, and where doctors have a shareholding in a company, doctors actually benefit by prescribing the higher priced drugs.

In general, doctors are thus unlikely to use the information of the agency.

It is for these reasons that the market has not led to the evolution of an agency of this type of its own accord. If it had the potential to be useful, it would have paid doctors to set it up in the past.

Another alternative must therefore be considered.

(5.5.2) The Centralised Marketing Board:

If the prices of drugs sold on tender contracts are compared to the prices of those sold to private patients, a large differential is seen.

Tender contracts make up 32% by value and 50% by volume of the ethical drug market. Applying the usual markups to these figures (which are ex-factory figures) it is estimated that the price of tender drugs is one-third of the price on the private market.

From this it can be deduced that the superior knowledge of the "inputs of consumption" (i.e. the nature of the drugs) and

But such direct measures will probably prove impossible to

about new producers is placed a group of direct controls aimed at containing the practice in relation to promotion. It may be possible to use licensed brokers as detailmen. Prices would be circulated to doctors to enable easy price comparisons to be made. The authorities would have the power necessary to police the controls by not awarding contracts for tender orders to black-listed companies. Drugs could also be de-registered where contraventions occur.

• / ...

• / ...

Table 5.1
Perinatal Mortality Rate per 1000 deliveries

1967	45,9
1968	46,5
1969	44,2
1970	41,1
1971	38,6
1972	42,0
1973	45,2
1974	39,2
1975	33,3
1976	34,0

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

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

Whites	98%
Coloureds	73%
Blacks	74%
Asians	83%

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

Home deliveries are thus still carried out by private midwives and non-medical staff - firends, 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

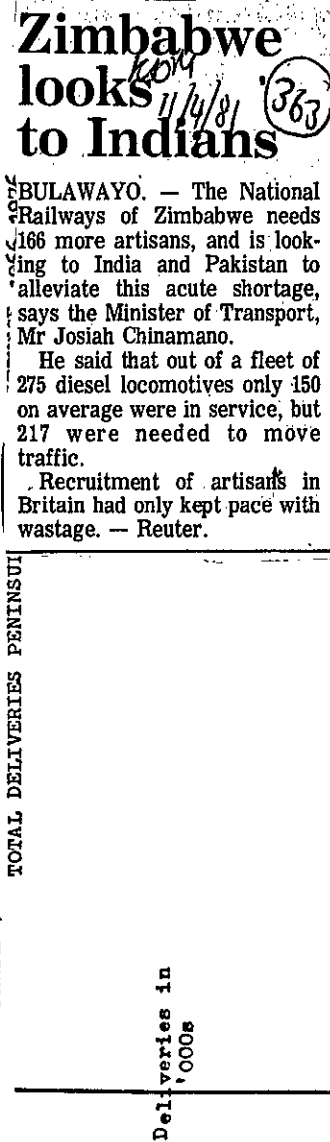
. / ...

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



Source: Annual Reports of the Dept. of Obstetrics and Gynaecology, UCT/CPA
includes: hospital deliveries, district deliveries, born-before-arrival at hospital, born-before-arrival at district
District deliveries: applies to all hospital up to 1970
applies to St Monica's and Somerset up to 1974

Zimbabwe's 'brain-drain' is being offset

From DAVID FORRET

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 17 240 people left the country and 6 407 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 6 400 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 men last year and, in fact, gained 29 physicians and surgeons — 21 of

them from South Africa.

But Zimbabwe suffered a net loss of 162 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 718 artisans, including 45 supervisors and general foremen, 191 mechanical engineering workers, 115 motor mechanics and 50 electricians.

Most of the professional and technical workers who came to Zimbabwe last year were from Britain (345) and South Africa (319) — which lost 32 engineers, 22 accountants and auditors, 28 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 1 033 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, 2 356 for Britain and 950 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.

2) Income.

The income of rural families is most difficult to assess and an almost incredible range of figures can be recorded. Certain characteristics of the income in rural areas is worth noting:

- 1) it is usually very inconsistent; thus it is very difficult for rural families to plan their expenditure.
- 2) Very often cash from the migrant worker is posted to

Calculations in 1975 based only on the food, clothing, fuel and cleansing needs indicated that the average Nqutu family (being about 7 people) required R120 per month. The fact that 70% of the families in the study had a total monthly income of less than R40 per month reflects a very bleak situation indeed. The correlation between a low income and the occurrence of malnutrition is to be expected.

The fact that insignificant amounts of money were generated through employment opportunities,

has clearly

Cash earned within homelands (Table Eleven)

76% 39% 61% 10%

R1-10 20% 90% 100% 100%

R1-10 16% 12% 6% 2%

R1-10 50% 33% 100%

R1-10 50% 67%

percentage

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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, cafés, 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 centralised sure supply to attract buyers. The most often cited problem is poverty at the village level.

b) Selling at village centres: Teddy Mhlauli and Ncomonde Nkalitshani at Amathole 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 Amathole used to sell to Idolophu but the shops refused to buy, saying their quality was bad and the supply irregular. In both Inkomo and Amathole 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 Amathole people and the people who's milk N.M. will not take, tried to establish a contract with the other hospital in Umhlaba. 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 after 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 Amathole some people did try to establish a market in Idolophu but they never succeeded. While Mhlauli and Nkalitshane 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.

Students hold 3 hostage

Own Correspondent

SALISBURY — Three senior university officials were yesterday held hostage for up to six hours by angry students and striking workers at the University of Zimbabwe.

Armed members of the police urban emergency unit stood by on the outskirts of the campus while negotiations were held for the release of the three hostages.

The hostages were Professor Leonard Lewis, 71, principal and vice-chancellor of the university, Professor Geoffrey Bond, vice-principal, and Mr Robert Blair, the registrar.

They were released early last night after the intervention of Senator Joseph Culverwell, deputy minister of education, who assured the students and strikers that he would investigate their grievances.

Mr Blair said that he and Professor Lewis had been confronted by the students while they were discussing the grievances of the 500 odd strikers with their workers' committee.

Inside the campus the situation was tense with almost as many students joining the strike of about 500 university workers, ranging from cleaners and other labourers to laboratory assistants.

Place	Project	Number of Participants interviewed
IDOLOPHU	Communal garden Zenzele Centre (which students helped to build)	3
INKOMO	Dairy Communal garden	12 10
ABALIMI	Communal garden Shearing Shed Emphasis on agriculture (all fields used)	11 (5 members & 9 non-members)
UMTHI	Communal garden	14
UMLAMBO	Communal garden Clinic (Students helped build) Shearing shed	16
AMATHELE	Creamery and Dairy Crèche Shearing shed	11
IPOTI	Communal garden Unfinished crèche (students helped to build) Money generating projects for poor women Clinic committee (appendixed)	13
IGUSHA	Farmers co-op	5
Total :		96

There were questionnaires for dairy members and communal garden members. Anyone interviewed with one of these project questionnaires was also interviewed with a general income questionnaire.

I used the questionnaire mainly to avoid subjective generalisation and also to be able to get hold of economic information and fathom out how the projects run. Because there are so few people in projects and I could not interview many who are not involved, I was not aiming at a scientific collation of data, but rather at using the questionnaires to standardise issues raised in conversation and as a way of stimulating discussion. (All interviewing was done in Xhosa).

./..

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 is 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 agricultural stock are distributed in the rehabilitation used access to land as an index of project relative to that of the total population of problematic in that one is not dealing with. The major source of income in these areas is If a person is too poor to plough her field, whether she has any or not.

The only really significant differentiation those families which have Full Economic Units (Most of the families with Full Economic Unit other source of income than farming). Generally the most established peasant farmers in the area allocated the FEU's 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.

./..

University workers strike

SALISBURY (S62) More than 500 workers at the University of Zimbabwe went on strike yesterday in protest against what they called "continued racial discrimination".

Representatives of the workers' committee told the ZBC that work would not resume until their demands were met. The workers are demanding the immediate dismissal of a number of administrative personnel because of "their racist, colonial attitude".

The workers also called for the removal of the Royal Charter, the statutory instrument by which the university was created, saying the terms in the charter were discriminatory and should be scrapped to give the university a Zimbabwean outlook.

Mugabe plea ends strike

16/4/81
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SALISBURY. — A strike by about 500 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: "Pasi ne mabunhu" (down with the Boers).

Tinto turns in record profits

NM 16/4/81 (363)

SALISBURY—Tinto Industries turned in record taxed profits of Z\$563 000 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 increase 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 implement 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 dividends to exceed the 16c 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 clashing 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 the 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 guerrillas, did little to change age-old attitudes. Men thought that once peace was gained the women



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

would go back to being subservient.

But along with those who had literally fought their way to acceptance in a male field, came those who had left Zimbabwe through the war years. Many had been educated in Britain and America and found traditional attitudes anachronistic.

One such is Dr Naomi Nthwatiwa, Deputy Minister of Community Development and Women's Affairs, who holds a doctorate in communications.

Her outspoken criticisms of a society where beer drinking and permissiveness in men are condoned and where women who do the same are labelled sluts, have left her wide open to criticism.

She has broken several sacred rules.

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.

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 held 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 miners to SA

RD 1/5/91

are now jobless

By DAVID FORRETT
Mail Africa Bureau

SALISBURY — A number of black Zimbabweans who have returned from working on mines in South Africa are now unemployed.

This, and the reduction of workers' foreign exchange remittances to Zimbabwe, are the main effects of the country's decision to end migrant labour to South Africa.

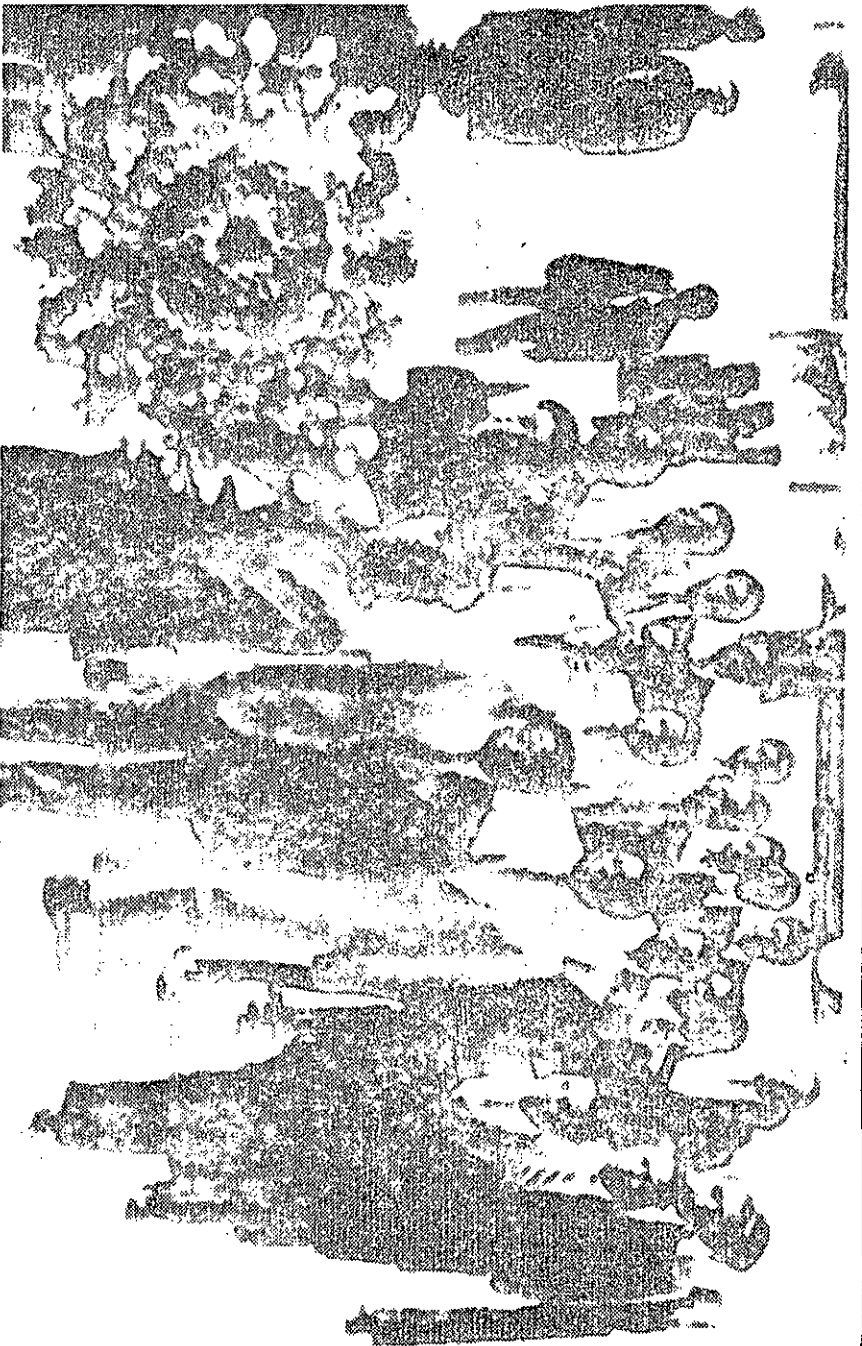
Zimbabwe's Minister of Labour, Mr Kumbirai Kangai, said yesterday that work opportunities had not expanded enough to absorb all the returning miners.

"Nevertheless, exploitation of many thousands of our nationals has been removed and I am hopeful that overall employment opportunities within Zimbabwe will continue to show a definite upward trend," he said.

He told the conference of the Southern Africa Labour Commission that there were only about 4 700 Zimbabwean mine workers in South Africa, compared with about 30 000 a few years ago. During the past few years there had also been a deliberate policy by South Africa to reduce the number of Zimbabwean mine workers in the country.

The remaining workers would return to Zimbabwe when their present contracts expired, said Mr Kangai.

The conference is considering ways to end migrant labour to South Africa. It is being attended by representatives from Zimbabwe, Swaziland, Botswana, Lesotho, Mozambique, Malawi and Zambia, as well as delegates from Swapo, the African National Congress and Pan Africanist Congress. It ends today.



The Zimbabwean Prime Minister, Mr Robert Mugabe, on his way to placing a wreath at the Monument to the People's Heroes in Tiananmen Square, Peking. Mr Mugabe is on an official visit to China to modify and expand existing agreements between the two countries.

Kangai appeals for higher wages

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20/5/81
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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. — Sapa.

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 Swapo, 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

for their lot to be redressed.

Mozambique, despite increasingly strident 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 pdl 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 finite life) would mean creating a black township for about 200 000 people. According to a study commissioned by Anglo American, it would



Miners come off shift . . . more from SA now

the former supplying states stand to lose? Deferred pay and other remittances to foreign states and the homelands are heading for the R200m-a-year mark. Lesotho, for example, which provides 96 000 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 Leabua Jonathan would have the vast political problem of large numbers of unemployed men clamouring

$$49 + 28 = 77 = 39\% (F)$$



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.

cost the SA gold mines about R1 300m to provide family housing for all black workers in the gold mining industry.

Some critics of the migrant labour system believe the answer might lie in providing informal site-and-service schemes for black miners close to their places of employment. However, given the SA government's obsession with influx control, and its attitude towards this kind of development, such a proposal at present belongs in the realm of wishful thinking.

Government's attitude towards foreign blacks employed outside the mining industry appears to have hardened in recent years. The agreement with the old Rhodesian 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 Zimbabwe. The Black Sash office in Johannesburg gets many pleas for help from Zimbabweans trying to remain in SA.

Sheena Duncan, head of the Sash's advice office in Johannesburg, says there has been a noticeable tightening up of regulations governing foreign blacks in SA. Estimates of the number of foreign blacks (not counting citizens of independent homelands) in employment in SA outside the mining industry vary considerably — from about 70 000 (according to

official statistics) to three times this figure. However, almost all sources agree that this represents a considerable reduction from the position 10 years ago.

In the long term, attempts by neighbouring 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, although 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 efforts 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 towards 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 prosperity 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 investments in black Africa are being scrutinised 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 relationships. 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 investments 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 Hunyani Holdings group to a Dutch concern. There are signs that some other South African companies are reducing their direct investments.

No-one seriously anticipates action by the Mugabe government against South African groups and investments at this stage of the game. But relationships are likely to worsen between Salisbury and Pretoria and businessmen, like the migrant workers, are certain to be caught in the economic crossfire.

(to be copied from the heading on the Examination Paper)

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 acceptable. 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 material 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 invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

ster 7/7/81 (363)

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 in-

take 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.

PLANNING
REGIONAL
URBAN &

Bell-John Prize
For the best all-round student
in any year of study.

QUANTITY
SURVEYING
(Continued)

The Committee of the Western
Cape Chapter of Quantity
Surveyors' Prize
For the student obtaining
the highest marks in
Professional Practice.
P R Swift

LTA Prizes

For the best student in each of
the courses of Building Economics I,
II and III in the third, fourth &
fifth years respectively.
I : N D G Sessions
II : A R Low Keen
III: No award

S A Brick Association Prizes

For the best student in the
subject of Building Construction.
C W von Düring

For the second best student in the
subject of Building Construction.

K Strong

45 pregnant nurses sacked

S Times 19/7/81 (363)

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

By TENDAI DUMBUTSHENA
Salisbury

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 deci-

sion 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.

Mugabe

faces

brain

drain

crisis

By Robin Drew

The Star's Africa
News Service

Zimbabwe is losing skilled workers at an alarming rate. A mammoth manpower survey is currently under way 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 193. After taking immigrants into account, the country lost 33 engineers, 40 engineering technicians and 52 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 123 mechanical engineering workers, 52 motor mechanics and related workers, 48 production supervisors and foremen, and 16 aircraft 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 over-stated and many blacks doing semi-skilled jobs should be upgraded to the category of skilled workers.

But 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 Mzengeza, 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 of 7 200 people who left by the end of April nearly 5 000 gave South Africa as their destination. Britain was next with 535 going there.

SURVEYING
QUANTITY

FINE ART

(Continued)

BUILDING

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2,000 out
on strike

The Star's Africa
News Service

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.

(SCTS) (SCTS)

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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 7.4 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 1980 and the price of newsprint from the Umtali Mill was eight percent higher.

Newsprint stocks at branches are at "an un-

comfortably low level," the company says.

ZIMBABWE CONTRACTS

362

FM 7th Aug 1981

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 Zimbabwe 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.

In the past, black Zimbabweans have worked on 12 or 18 month contracts in SA. Although they had to return when these contracts expired, they were allowed to renew the contracts and come back to SA. It is likely that only those black Zimbabweans who have worked in SA since before 1958 will not be affected by the SA government's decision.

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.

ZIMBABWE

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 galvanised 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 Ibbo Manda who is directing the survey, believes that one of the results will be a reorganisation 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 sin-

gle 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 in-service 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

Mail Correspondent

SALISBURY. — Mr Kumbirai Kangai, Zimbabwe's Minister of Labour and Social Services has called for 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 that 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 Shamuyarira, the Minister of Information, attacking South Africa.

He said Dr Shamuyarira was only reiterating 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 semi-skilled 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.

Strikes a luxury, Zimbabwe is warned

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. Kumbirai Kangai.

He told the Loure 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 Kangai was quoted by the semi-official news agency, Ziana.

The Minister said: "The moment any one person or group of workers or management personnel begin to affect minimum production and maximum takeout, 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 terroristic methods as is the case in South Africa." — Sapa.

Slave labour

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.

People's power

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 practise.

At a stormy meeting in the former Salisbury black township of Harare 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 Zanu (PF) Party will have to take into account that domestic workers make up 11 percent (more than 100 000) of the country's work force 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 newspaper, The Herald, with trade

sta 8/10/81 (363)

Domestic row in Zimbabwe

unionists accusing employers of exploitation and racism and employers replying that an increase in the minimum wage of R39 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 black bosses to be rude, inefficient and poor payers. The employers accused their servants of being bone-idle and shod-

dy.

Job agencies in Salisbury said there was 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

demanding 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 Chituro 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
Star 12/10/81 (363)
SALISBURY — Sex is the
road to promotion, women

Zimbabwe nurses ^{2,870} defy govt ^{11/10/81}

(363) The Star's Africa
News Service

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

RDM 21-10-81

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SALISBURY. — Hundreds of striking black teachers arrested by Salisbury police yesterday, and taken to Southerton 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 claim newly qualified teachers are 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. Dzingai Mutumbuka, 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 500 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 Hove, 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 Joao 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 the hospital grounds in support of their demands for a 200 percent pay rise.

Striking black teachers said 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 light of the strong warning by the government.

Strikes of teachers and nurses hit at least eleven centres in Zimbabwe yesterday.

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

They are also demanding a 40-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 new wage policies they will be for all, not just for teachers and nurses," he said.

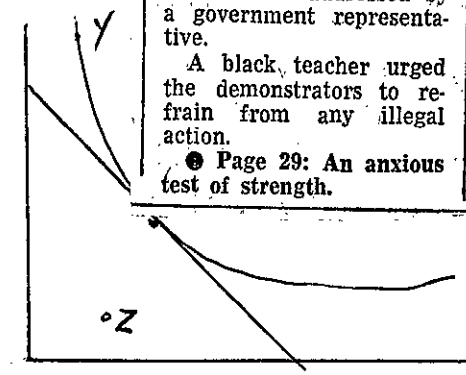
The Ministry of Health has issued a statement saying: "Active measures are being undertaken to correct anomalies, raise salaries and bring about improved conditions of service generally."

"Nurses have abandoned their duties and delivered

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babies, sick children at risk of dying through neglect and adult men and women with acute surgical and medical complications," the statement said.

● A group of white expatriate teachers yesterday joined the strike.

About 20 expatriates from Canada, Australia and Britain joined their 1500 black colleagues in the training grounds of Sotherton Police Station where they waited for six hours to be addressed by a government representative.

A black teacher urged the demonstrators to refrain from any illegal action.

● Page 29: An anxious test of strength.

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Strikers warned: You'll be fired

RDH 22-10-81 (363)
SALISBURY. — In an unprecedented 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 the state-owned radio at noon as more than 2 000 nurses and teachers continued strikes for more pay in Salisbury and most major centres.

As the strikes spread beyond Salisbury yesterday, police, for the first time since independence 18 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 Gatooma, some 112km south-west of Salisbury.

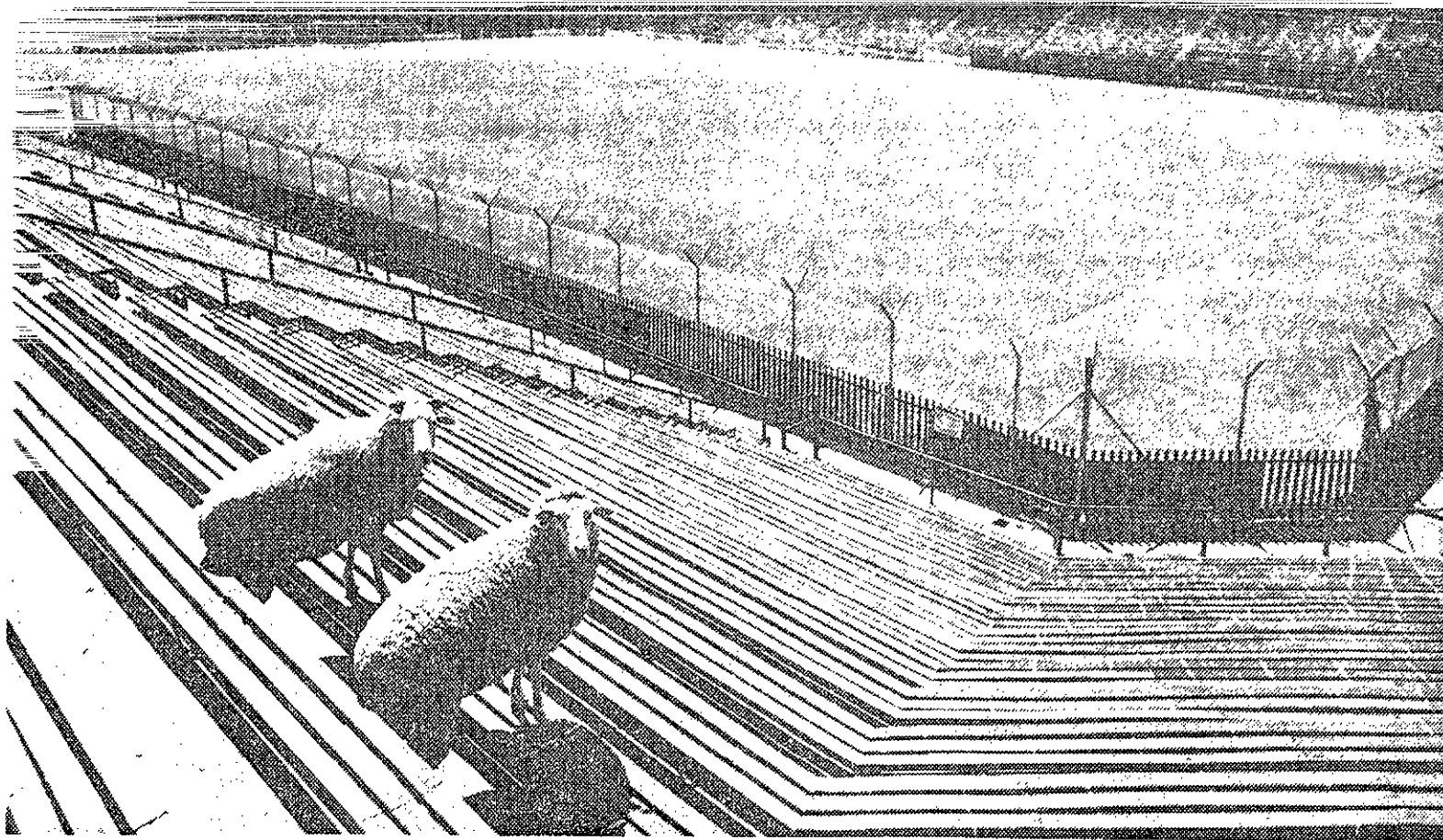
And the Education Ministry, employer of all the teachers on strike, warned if the dissidents were not back in their classrooms by this morning, they would be fired on the spot.

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 relief workers were booed and insulted as they arrived at some 40 strike-hit hospitals and clinics and 50 primary schools in Salisbury. — Sapa-AP.



The Rand Stadium is out of bounds to professional soccer — and blacks. Until two seasons back, the stadium rang to the cheers of thousands of spectators on countless occasions. Now it is used exclusively by white amateur players, and most of the time the terraces stand empty. Since the ban on the stadium two years ago, the Council, which controls the ground, has refused to comment. Not a bleat from the sheep either when Star photographer Mark Peters visited the stadium this week.

An anxious test of strength

The strike by teachers in Zimbabwe in support of demands for the restructuring of pay scales is a case of an irresistible force meeting an immovable object.

It is a test of strength anxiously being watched from the sidelines by the rest of the country.

The teachers' challenge is important because it illustrates a growing disenchantment with the government of Prime Minister Mr Robert Mugabe which, after 18 months in office, has left many of its election promises unfulfilled.

Although there has been industrial unrest it has been mainly confined to the working and less-educated classes.

That the dissatisfaction now appears to have spread to the teachers, who are generally better educated and avid supporters of the Government, should have started alarm bells ringing in Government circles.

Although their demands ostensibly centred on the pay aspect, it has become clear at their meetings, particularly at yesterday's demonstration, that the

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 around 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 guerilla, 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

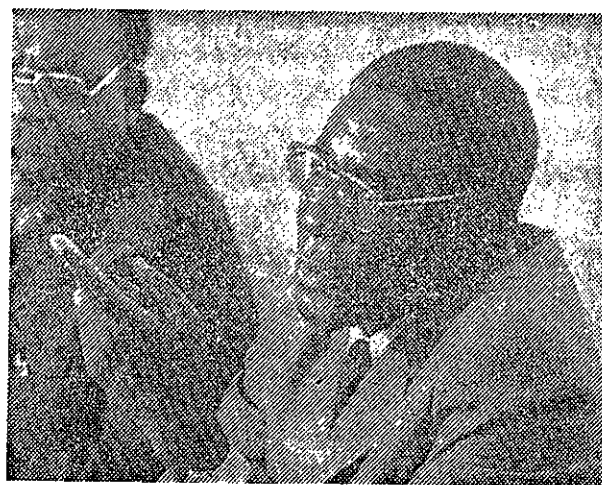
The problem of the pay scale differential, although dating from the Smith and Muzorewa administrations, has not yet been tackled by the Zanu (PF) Government.

On the present scales 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 Umtali, Sinoia, Gatooma and Marandellas — could have a ripple effect on its labour policy

decided to put its foot



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.

Those 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 liable 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 if they assembled again they would be arrested.

As the strikers shuffled out of the police station grounds some teachers began a slow, ominous chant of "Dzin-dzi Muzorewa."

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Striking teachers defy Mugabe's ban

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SALISBURY. — Striking black teachers gathered in Salisbury's central park, Cecil Square, yesterday afternoon in defiance of an explicit government ban on demonstrations by teachers and nursing staff.

Only about 100 teachers turned up, while hundreds more of their Salisbury colleagues rejected the government's call for a return to work and either boycotted classes, or held meetings in schools.

Among the teachers meeting in Cecil Square were, for the first time, some whites. One of the white teachers, an expatriate from Britain, told reporters he and three of his white colleagues were threatened with deportation by the Education Minister, Dr Dzindai Mutumbuka, yesterday morning.

Dr Mutumbuka softened his refusal to meet the striking teachers by going on a tour of several Salisbury township schools.

When he saw the four whites in the same meeting as the striking teachers at Harare Secondary School, the teacher said, he "went into a rage and told us he would deport us".

Meanwhile, an Information spokesman said that all teachers who did not report for work yesterday had been dismissed following a ministerial edict.

Teachers at the Cecil Square meeting said they had also been informed they would receive no pay for this month. Yesterday was payday for them, and many arrived at their schools to be told the Government was holding back their cheques.

Banners

Banners carried at the meeting repeated the teachers' central complaint about inequalities in their pay structure, but also hit back at comments by the Prime Minister that the teachers were "not worth the trouble".

gabe who said in Bulawayo on Wednesday they were "people with unrevolutionary minds who never experienced the hardships of the struggle for liberation".

The teachers said neither the Minister nor his secretary had had direct involvement in the war, and asked if a war record was necessary in teaching for promotion or higher pay.

Those at the meeting were evidently divided on the question of returning to work. One man who advocated a return to work was shouted down, while another who advocated continuing strike action after a week of helping pupils through their pre-examination period seemed to gain some approval.

This man said the teachers wanted the removal of wage disparities, a meeting with the Minister, the disbandment of the Zimbabwe's Teachers' Association in favour of a more effective organisation, and an end to government threats of action against the teachers.

In Fort Victoria, police announced yesterday morning they had arrested 72 nurses for staging an illegal procession as they marched from the local hospital towards the town centre.

Yesterday 195 teachers who had demonstrated in Gatooma appeared in the local magistrate's court and were each fined R85, or 50 days, for failing to obey the instructions of the regulating authorities. The fines were conditionally suspended for three years. — Sapa.

Striking teachers, nurses pose a problem for Mugabe

SV Post
23/10/81 363

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 guerillas 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 R124 to about R603 a month) and nurses (about R235 to about R570) 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 simply does not have 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 90 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 37% rise in Government spending this year to 2.8 billion dollars (about R2,66

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 (about R9,5 million) a week in lost exports.

A trade gap of 50 million dollars (about R47,5 million) is predicted by financial analysts for 1981, compared with a surplus of 82 million dollars (about R77 million) the year before.

International aid has been pledged to the order of 1,5 billion dollars (about R1,4 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 woe betide 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 resume work in the past — were greeted with cries of derision and demands for action.

The heavy hand of the State

aside as the strikers pledged to fight on for their demands.

To tackle the problem, the administration made use of new regulations which it had decreed earlier this month with the declared aim of curbing political activity. Marches and political meetings not approved by the Government were banned. **E. POST**

The Home Affairs Ministry said the measures had been introduced to quell rising political unrest. **23/10/61**

Opposition leaders declared the Government saw it was losing popularity because of rising prices and food and fuel shortages, and was trying to silence democratic opposition to its policies.

Remarking that such measures were last employed by the former Prime Minister, Mr Ian Smith, to deaden stirrings of black nationalism, veteran politician, the Rev Ndabaningi Sithole, told reporters: "It seems that restrictive 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 angry 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" — time-honoured slogan of black resistance to white rule in much of Southern Africa. — Sapa-
Reuter

Nurses stop strike after Zimbabwe death reports

23/10/81

363

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 orderlies 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 Mazo-

rodze, 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 40-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 Dzingai Mutumbuka, to return to work or be fired.

Reliable sources say two white expatriate teachers, one British and one Australian, were arrested in Gatooma about 130 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 2 000 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

Star 24/10/81 363

By Brendan Seery
The Star's Africa
News Service

SALISBURY — Tough strike-breaking measures have enabled the Zimbabwe 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 to say to 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 with demonstrations in central Salisbury by both teachers and nurses, spread rapidly to other centres and drew an uncompromising response from Government. Education Minister Dr

Dzingai Mutumbuka 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 Mazorodze, who, although strikers promised that their refusing to meet the strikers, promised that their grievances would be looked into. 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

RDP 24.10.81 (363)
SALISBURY. — Striking nurses at Salisbury's Harare Hospital returned to work yesterday afternoon 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 Gatooma 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 midday.

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.

1) They interest world cause it

RATE OF INTEREST

Strike teachers' spokesmen fired

The Star Africa News Service

SALISBURY — A delegation from Zimbabwe's striking teachers who tried to present their grievances to the Minister of Education were sacked on the spot, a Salisbury newspaper has reported.

The report indicates that the Minister, Mr Dzingai Mutumbuka, has decided not to listen to the grievances of the

teachers unless channelled through their professional association.

Yesterday's Sunday Mail reported that Mr Mutumbuka sacked eight members of a delegation elected by striking teachers to see him on Friday.

"The Minister asked us if we had gone back to work and we told him we had. He told us we were sacked and shouldn't report for work on Monday," one of the delegates said.

Last Friday teachers agreed to return to work after Mr Mutumbuka threatened to dismiss strikers. He says he will only have talks with the Zimbabwe Teachers' Association, which the striking teachers describe as a puppet body.

The teachers have threatened to resume their strike if their demands for better pay are not met.

QUANTITY OF INVESTMENT

In the diagram above it is clearly illustrated that if we have a change in rate of interest from A then we will have a change in investment of C. Investment therefore is the classical viewpoint is interest elastic.

2) The second assumption of the classical economist is that the rate of interest is free to vary sufficiently to bring any change in investment and savings into equality without causing income fluctuations.

Diagram b-

Mugabe plans to boost ⁽³⁶³⁾ 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"

363 PM 3/1/81
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's ills 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

the last minimum wage hike. It is likely that the government will allow some increases to cover past cost escalations, but companies will still be working at reduced levels of profitability.

In spite of his tough words to the strikers last week, Mugabe will not risk massive dissatisfaction among the workforce at this critical stage in his campaign for a one-party state.

RPM 30.10.81 (313)

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 Beira and railed up to Salisbury and Umtali.

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 assistance in equipment worth about R18-million and provision of 106 mili-

Mail Correspondent

tary 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 Inyanga 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 Inyanga 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 Munanagwa, 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

Argus 45

8/12/81

363

Argus Africa News Service
SALISBURY—A hefty 66 percent rise in minimum wages for farm workers in Zimbabwe, announced by the Prime Minister, Mr Robert Mugabe, has drawn a shocked reaction from the farmers' union.

The increase, which will take the minimum wage to R65 a month, also applies to domestic workers.

The commercial and industrial workers' minimum wage will go up by 23,5 percent to R136 a month.

The increases are effective from the beginning of January.

FAIR

The Government has also announced a wage restraint policy and is studying the introduction of more price controls.

Commercial and industrial organisations are studying the implications of the increases but a spokesman for the Congress of the Federation of Industries said the increase was fair and reasonable for a trained worker.

The mining industry, which has been hard-pressed to maintain levels of profitability, is likely to be seriously affected.

Mr Jim Sinclair, the president of the Commercial Farmers' Union representing the country's 5 000 white farmers, said he was shocked by the 66 percent increase.

"We did not expect this," he said, "we were looking at about half that."

Mr Sinclair said the increase would add more than R100-million to the farmers' wage costs and was unsustainable in the short term.

Unless producer prices were substantially increased it would lead to a serious decline in agricultural production and a potentially big reduction in employment.

"A rise in wages of this magnitude simply cannot be absorbed by the farming sector," he said.

There are about 275 000 black farm workers.

Mr Sinclair said his union had worked with the Government towards finding ways of improving the situation but there had been no consultation on the increase or its implications.

When he announced the new wage levels, Mr Mugabe said that while these were a positive move towards meeting the expectations of the lesser paid worker, the adjustments had been held down to manageable proportions.

He said the Government was satisfied there should be no grounds for re-trenchment.

"Any dismissal of workers will not be permitted," he said.

The Prime Minister said the Government was seriously considering the question of price controls especially the more popular consumer items.

The Government was anxious that the positive

effects would not be nullified by sudden price hikes.

He said the increases did not take the workers up to the poverty datum line which was the Government's intention but they were a step in the right direction in its determination to narrow the wage gap.

He said wage improvement must be linked with

productivity and it was important for employees to respond by striving to increase their efficiency and productivity.

On the wage restraints he said the permitted increases would range from 23,5 percent for those whose annual wages were below R5 500 to five percent for those earning more than R1 900. Salaries of more than R26 000 a year would be frozen.

Zimbabwe (263) farmers *Star* threatened *23/12/81*

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 here 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

Worker force takeover results in chaos

By Robert Drew, The Star
Africa News Service

HARARE — The takeover of companies by the workforce as a concept aimed at spreading the wealth and eradicating exploitation has received a severe setback in Zimbabwe as a result of scandals at the multimillion-dollar Industrial Steel and Pipe Company.

In the largest employee buy-out, the workers took control last year of a group of companies formerly owned by a South African company, IDorbyl Engineering, which had been registered as a British company since 1980.

Dorbyl sold at a large discount and a board of trustees took charge of companies in the group, including Baldwins Steel, Stewarts and Lloyds, Tor Structures, Industrial Pipe and Fittings, Power Technology and the retail outlets of Vivian and Watson. A chaotic situation resulted in some of

the subsidiaries.

Workers' committees replaced management, hired and fired at will and instituted huge pay rises for new people at the top.

Local newspapers reported the formation of pressure groups and cliques along tribal, racial, ideological and other lines.

Fifteen senior white employees were sacked and their replacements were given inflated salaries.

One senior executive was paid R100 000 a year, with a bonus of two months' salary and many other perks, including housing and entertainment allowances, a first class air ticket to the United States every year and the promise of a company car for private use at the termination of his contract.

The government stepped in and set up an inquiry into the conduct of the new "bosses". Labour and Manpower Planning Minister Mr John Nkomo lashed out at takeovers which had proved disastrous.

saying the new owners had shown a complete disregard of the norms for the success of the businesses.

He said directors and executives had recruited friends and relatives who were incapable of doing the work required of them. White employees who had offered to stay on had been spurned. The Minister condemned this racism in reverse, which he said, was rife in companies of the Industrial Steel and Pipe group.

The Herald newspaper said last week that the very concept of worker ownership was at stake.

The worker anarchy referred to has not occurred in other schemes in Zimbabwe where worker participation, as opposed to a takeover, has been implemented.

The more successful schemes have involved the formation of workers' trusts which enable employees to invest in their place of work.

Workforce takeover results in chaos

By Robin Drew, The Star's
Africa News Service

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Star 1/3/90

15/3/90 (22)
363
2 Cape Times, Thu

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 anti-bodies," 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. — Sapa

23/8/90

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 awarded increases since state-certified nurses 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

equate.

CMT Times 25/4/90

Crackdown on nurses 363

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.

recent years in MNR forays.

Nurses' new 'strike'

CAPE TOWN 26/4/83
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.

363 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.

Zimbabwe teachers desert classrooms

Southern 30/5/90

(363)



**Threat
to UK
asthma**

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 in-

creases 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.

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 R220 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, almost 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 sky-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 1980, 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 out-

Zim teachers leave classes to join strike for better deal

side the Kaguvi building in Harare, demanding 40 percent salary increases, backdated to January 1, and better working conditions.

"Rents have 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 days 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 booed and jeered her. This would never have happened 10 years ago.

Once Mugabe dreamed 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 black-board to get what they want.

PAGE 4
CITY PRESS, June 3, 1990
★
363
We want better salaries

Pupils hit by strikes

By DON JACOBS
Harare

MOST of Zimbabwe's 2.6 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 comma (sic)".

Action over strike

363

Southern
6/6/90

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.

ARGUS

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Wednesday June 6 1990 3

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 strikes by government servants were illegal.

Thousands of non-graduate teachers have been on strike for nearly a fortnight demanding a 33 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, income 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 12% of Zimbabwe's 84 000 non-graduate teachers are on strike

MICHAEL HARTNACK

demanding a 33% pay rise backdated 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 25% of annual contributions to the fund to a maximum of R7m.

Contributions to the UIF have, however, increased to such an extent that the present contribution of the state amounts to just 0.72% of the total paid into the fund.

The memorandum attached to the Bill states that in 1989 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 R7m 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.

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Monday June 7 1990

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Striking teachers defy order to return

From ROBIN DREW
Argus Africa News Service

HARARE. — Scores of police in riot kit, some armed with automatic rifles, patrolled Harare's Africa Unity Square today to forestall any fresh demonstrations by striking teachers, who yesterday defied government orders to go back to work.

The police said last night that the ringleaders of any unlawful gatherings or processions would be arrested and prosecuted.

Police yesterday used tear-gas to disperse striking teachers as they demonstrated in Harare and chased strikers in Bulawayo with batons but made no arrests.

UNTRAINED TEACHERS

Meanwhile long queues built up again today as unemployed people waited to register as replacement teachers should they be required.

Education Minister Ms Fay Chung 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 yesterday or be fired.

The police action in Harare yesterday, when teargas and dogs were used to disperse demonstrating teachers, drew the bitter retort that this was supposed to be Zimbabwe, not South Africa.

There were shouts of "Soweto, Soweto" when teargas sent well-dressed women and men teachers scrambling through flowerbeds in Africa Unity Square (formerly Cecil Square) as riot police with batons, shotguns and automatic weapons advanced on the peaceful crowd of several thousand who had defied the government ban on demonstrations.

Bitterness about government extravagance surfaced in speeches by strike leaders who said they were not asking for luxuries but merely for money to buy food for themselves and their families.

Armed police ready to act against teachers

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Southern 8/6/90
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Meanwhile long queues built up again yesterday morning as unemployed people waited to register as replacement teachers should they be required.

tion parents had the right to see their children properly educated.

Continuously increasing salaries, disregarding the availability of funds, would destroy the purchasing power of money, said the bishops, and do harm to the economy.

Not ideal

Education minister Ms Fay Chung 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

Argus Africa News Service 8/6/90

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 de-

spite 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

W/Mail 8/6-14/6/90
President Robert Mugabe's electoral chickens have come home to roost — in a wave of strikes. **ANDREW MELDRUM** reports (363)

TEARGAS seeped through Harare's city centre on Wednesday as riot police dispersed a demonstration by 4 000 striking teachers.

Panicking 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.

Invoking Zimbabwe's 25-year-old emergency powers, the government declared the week-long strike and all strike-related demonstrations unlawful.

Wielding batons and toting guns, the police broke up the peaceful demonstration in the central African Unity Square (formerly Cecil Square) and prevented the teachers from regrouping.

The show of force was enough to break up the protest without violence and there were no reports of injuries or arrests. Similar police action was taken against striking teachers in Bulawayo and Gweru.

Perhaps even more effective in deflating the wildcat strike was the government's action of hiring new teachers to replace the strikers in the classrooms.

With unemployment raging at 30 percent, 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 the government gives us a 33 percent rise backdated to March 1," said a defiant teacher before the police action. But by yesterday morning he was back in his fifth grade classroom in a Harare township.

"Our cause is right, but I cannot afford to lose my job," said the teacher, who after 10 years is paid Z\$500 (about R\$550) per month. "I don't know where I could 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 nurses' strike — which brought the country's hospital system to near-breakdown — and has spread to the teachers, tax collectors, salary clerks and staff of the motor vehicle repair department.

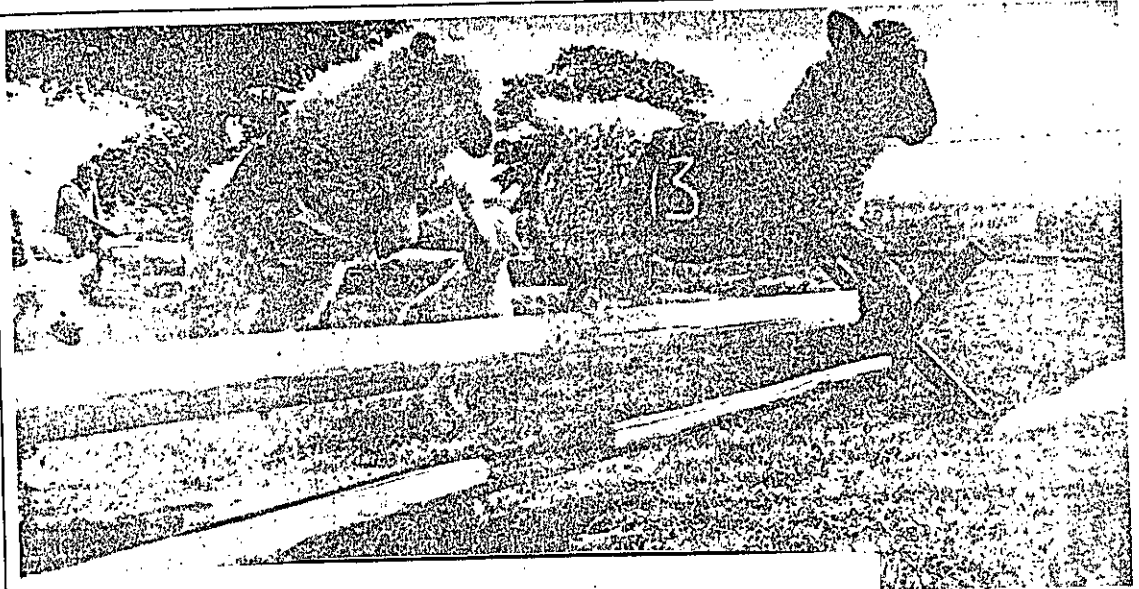
President Robert Mugabe's electoral chickens have come home to roost, as he had promised pay rises to the public employees during his campaigning for the national elections in March.

The civil service, with 216 000 employees represents more than 20 percent of Zimbabwe's total workforce of just over one million and it has not been awarded major pay increases for years, despite annual 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. **Fi-**

●To PAGE 18



England) country fair.

Embattled teachers falter as Zimbabwe crushes strike

W/Mail 8/6-14/6/90 (363)

●From PAGE 17

nance 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 Z\$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 education system," asserted 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 teachers' 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 social services," said a Harare economist.

"But it is becoming increasingly evident that the country does not have the resources to keep those salaries apace with inflation. It is not a very optimistic picture."

Kohl calls for JS and Europe o work for a happier world

WEST German Chancellor Helmut Kohl, praising the United States role in rebuilding Western Europe after World War Two, called yesterday for closer political co-ordination between Washington and a unifying Europe.

Speaking at Harvard University in Cambridge, Massachusetts, Kohl said the "existential interests of Europe and America are identical" despite differences over individual issues of German and European unification.

Political co-ordination between the US and Europe should be intensified, "if necessary through new institutions", Kohl said.

Both America and Europe must be able in future "to jointly protect our freedom," Kohl told an audience of students and professors at the annual Harvard graduation ceremony.

The North Atlantic Treaty Organisation (Nato) military alliance would continue to exist, the chancellor said, but "in an altered form and with an expanded agenda".

Kohl urged that America and Europe work together towards a common "vision of a happier world", naming a global "environmental partnership" and aid for developing countries as possible areas of co-operation.

In Europe, Kohl said the border between Poland and Germany must remain "inviolable" but should become open for both nations as the French-West German frontier. — Deutsche Presse Agentur

Cheaper smokes are planned by Zimbabwe's big manufacturers

By TREVOR GRUNDY

cf/ks 17/6/90
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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.

F/M 22/6/90

(363)

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%.



Mugabe

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 authorised price in-

creases 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 Zvobgo 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. ■

ZIMBABWE F/M 22/6/90

Strike-cracking (363)

Zimbabwe President Robert Mugabe's government has cracked down on strikers to end the worst wave of labour 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

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 percent 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. (363)

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Star 6/8/90

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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 645 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 R1 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

So we get 61890 *363*

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Suspended teachers head for SA

Argus Africa News Service 6/8/90
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ARGUS 9/8/90

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 Chitiyo, confirmed the officially recorded cumulative total of 3 034 cases of Aids by the end of June this year, and said it was estimated that 466 000 people were now HIV positive.

This figure was reached by a crude

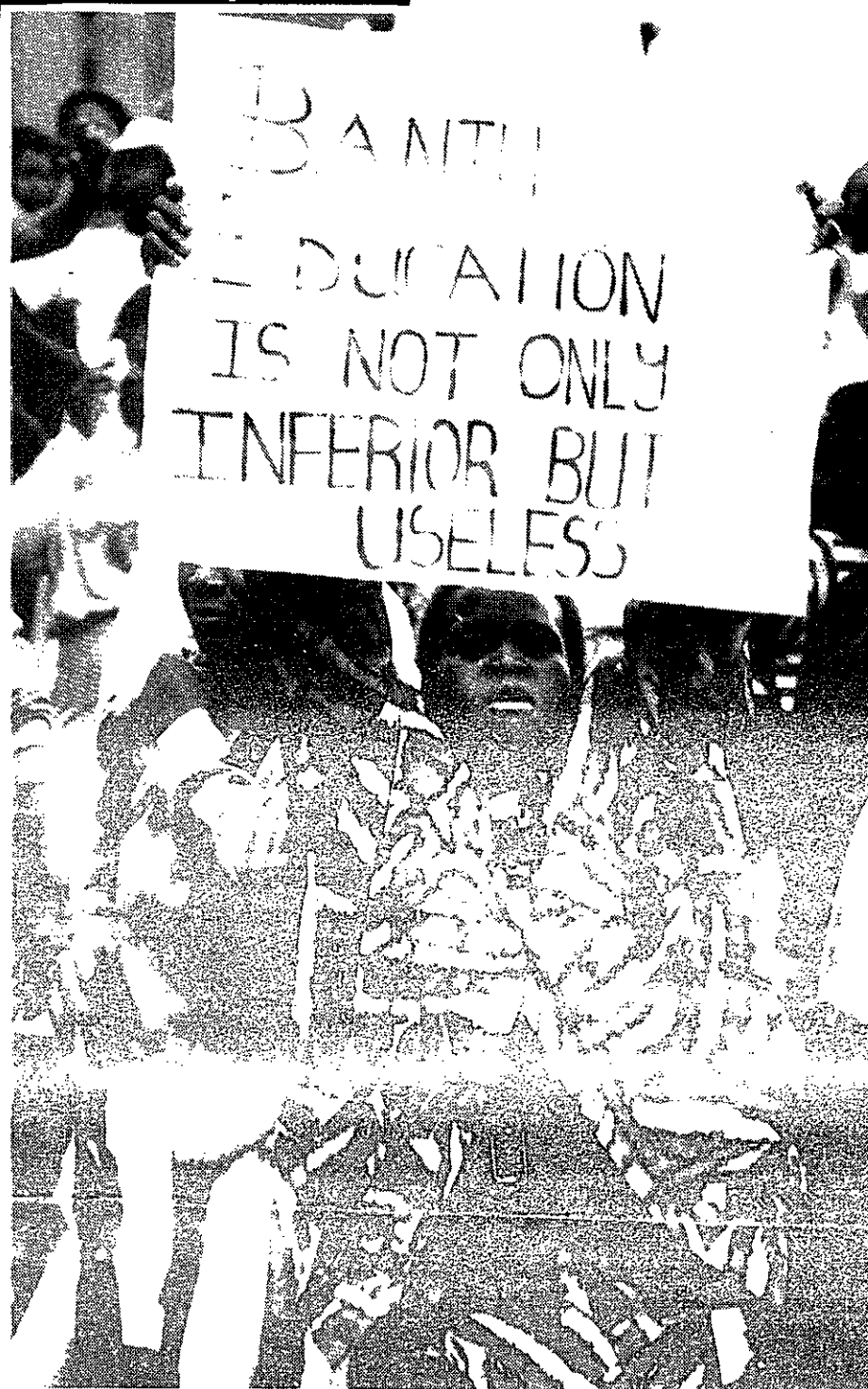
extrapolation of figures from blood transfusion service tests.

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 60 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 8 606 000 by 2017, below that of 1987.



A teachers' demonstration in Johannesburg early this year, which culminated in a teachers' strike. A Zimbabwean pupil argues that teacher strikes lead to a decline in the standard of education. (363)

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 teacher strike in Zimbabwe.

The contents of the article do not necessarily represent the views of PUPILS FORUM and are open for debate.

New Nation 5/10-11/10/90

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 resorted to downing their chalks, loitering around in search of "Umqombothi" (here in the rural areas). In Harare, they put on their best clothes and congregated unproductively 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.

Do they not fear the loss that 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.

— Editor

Zimbabwe — a glimpse of post-apartheid South Africa?

Sept. 25/10 - 31/10/90

HARARE. — A few kilometres south of the gleaming office buildings and luxurious homes of this nonracial city lies a ghetto of wooden shacks.

It is more than 10 years since blacks were forced to live in the township of Mbare — like Soweto in South Africa, a residential area created for labourers in the capital city who were legally forbidden from entering designated white areas. But the shanty town still thrives in today's black-ruled country.

Elegant

If downtown Harare — with its western-style boutiques, elegant parks and fast-food hamburger joints — sometimes seems like it belongs to the First World, Mbare remains firmly in the Third World.

Many here live in one-room homes, often without windows or indoor plumbing.

As South Africa likely sees its final days of white minority rule, many eyes have turned to Zimbabwe — once colonised by "pioneers" from its southern neighbour

For some analysts, black-ruled Zimbabwe has become the model nation for a post-apartheid South Africa. Much has improved since the colonial days. But for many ordinary Zimbabweans, the standard of living remains unchanged after 10 years of independence. NINA SHAPIRO reports:

— as an example of what a post-apartheid society might look like.

Zimbabwe's policy of racial reconciliation and its maintenance of the highest gross domestic product in the region, outside South Africa, have made some political analysts hail this as a model nation.

Yet many ordinary Zimbabweans, asked about the prospects of their South African counterparts under a black government, are pessimistic: they point to their own experience.

Despite access to education and health care unknown in colonial days, many here feel let down by the fruits of independence.

The standard of living for many remains essentially unchanged: townships like Mbare still exist.

At the same time, a significant black middle class has emerged, created by increased business opportunity and a growing social service bureaucracy.

"We're talking about people who own their own car, who send their kids to private school, who can af-

ford a two-star hotel every now and then, who have parties," says William Bango, a senior journalist for Zina, the local news service.

But this new affluent class represents a minority, probably less than 10 percent of the population, experts say. And the richness of the few has generated a growing bitterness in the general population.

Expectations

Like elsewhere in Africa, this second youngest of the continent's nations is beset by the overwhelming task of living up to the enormous expectations generated by independence.

The task is particularly daunting here, where independence ushered in a Marxist-Leninist government that promised redistribution of the country's considerable wealth.

But while the official ideology has people calling one another "comrade", the colonial infrastructure has in many ways remained unchanged.

In this country of 9.7m people, the economy is still

dominated by the approximately 100 000-member white community.

"We are tired of waiting," says a striking tax assessor. "We have been waiting for 10 years."

A wave of civil service strikes, led by teachers, swept the nation earlier this year.

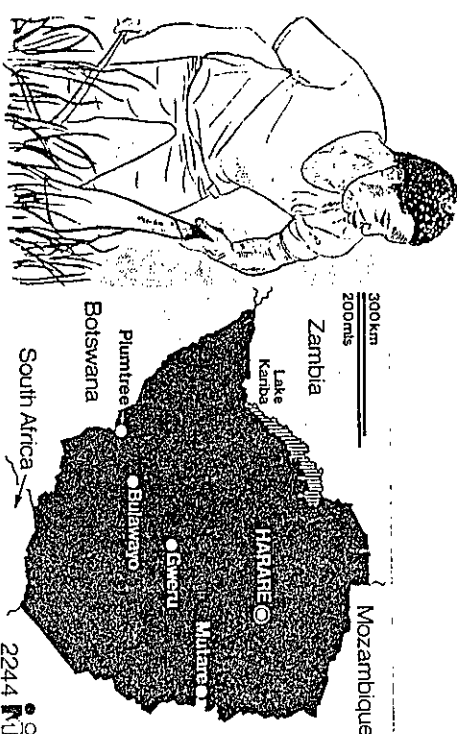
Unemployment is estimated as high as 30 percent. Prices have risen 200 percent since independence.

A severe urban housing shortage has created a new homeless population that can be seen squatting on empty grasslands or in vacant lots.

"Young people are venturing their frustration in drinking and smoking drugs," says Simba Handisani, who sells thisle brooms and babob fruits at an outdoor market in Highfield, another Harare township.

He sees apathy among his peers who "are taking the attitude of sitting back and seeing where life is leading them."

It is a bitter irony that one of the major advances of the post-independence govern-



WHAT CHANGE? Rural workers in Zimbabwe have enjoyed little material gain from independence

"Maybe it was a warped concept of independence," He muses, "but life was supposed to improve drastically."

Salvation

Nonetheless, people continue to look to education as their salvation. Handisani spends his spare time pouring over lecture notes of a friend's college-preparatory sociology class.

He hopes to pass the sociology "A-level" exam for high school graduates modelled on the British system, and eventually to take up English literature at the University of Zimbabwe.

Now they do. — PACIFIC NEWS SERVICE

Press unions must cut links with political leadership

Senelan 29/10/90

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 Journalist, 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

By MATHATHA TSEDU

European capitals, with begging bowls in hand, had to stop if Africa was to assert itself, he said.

"It is sickening that we are still largely depended on hand-outs in the most crucial areas such as training", he added.

Speakers from Senegal, Sudan and other countries testified about repression and the lack of Press freedom in their countries.

Mr Elnoman Hassan Ahmed, said the entire leadership of the Sudanese Union of Journalist, as well as other trade unionists, had been detained and their unions outlawed. He called for pressure from the other sister unions for their release.

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Zimbabwe lecturers petition Mugabe

HARARE — About 70 Zimbabwe University lecturers, protesting against the University Amendment Bill passed by Parliament last week, yesterday presented a petition to President Robert Mugabe and asked for an urgent meeting with him. 6/10/70 31/10/70

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.

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Copper miners strike over pay

LUSAKA — More than 2 000 copper miners in Zambia have gone on an illegal strike, paralysing production at the Nchanga 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 subsequently resulted in price increases of services and consumer goods.

Workers yesterday ignored appeals by Mineworkers' Union of Zambia (MUZ) general secretary Koshita Shengamo and his deputy Francis Kunda to return to work.

Zambia Consolidated Copper Mines (ZCCM) public relations manager Dunstan Cyhapema 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 cast a lot of gloom on the growth of the economy which has been battered to almost bare threads.

Bank of Zambia governor Jacques Bussieres 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. *6/11/90*

Bicycle makers hope thousands of people will boost an industry hard 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. — Reuter.

ans at Heroes' Acre in Harare.

snooker," he recalled.

bel administration at that time.

Copper mine strike ends

6/10 am 7/11/90
LUSAKA — More than 2000 miners at Zambia Consolidated Copper Mines (ZCCM) Nchanga open-pit copper mine who went on strike last Saturday returned to work yesterday. *(361)*

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 Shamtete, 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 fatality rate in September with the deaths of two of the 62 new reported cases, NAMBC reported.

Ministry of Health and Social Services epidemiologist Steve Titus said 316 new cases were reported during the first nine months, bringing the total to 5105 cases.

Since 1986 42 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. *6/10 am 7/11/90*

Caprivi, in the northeast of the country, followed with 80 cases, while 36 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.

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NO VACANCIES

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FIM 7/12/90.

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 Z\$1,03bn 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 38:1.

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. *6104 27/12/90*

"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-Reuter.

10 000 jobs created in Zimbabwe every year

6104 27/12/90
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.

Ziana 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 Z\$750m 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 891 600 in September last year, an increase of 24 300 or 3,4% over the previous September of 1988, 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 46 000 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 1988 and 1989 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 Z\$75 000 outlay is required to create each new industrial job.

"In agriculture, where employment rose by 25 600, 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 1988, but in September 1989 it nose-dived to 11%.

The Construction Industry Federation estimates its members' aggregate foreign plant, equipment and transport needs in the next three years at Z\$520m.

According to the review, the annual shortfall of imported material inputs — assumed as 7,5% of total construction values — is estimated at Z\$100m.

Building plans passed in the first 10 months of 1989 totaled Z\$435m which was 58% more than during the same period in 1988.

"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. 6/12/24 23/11/91

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 con-

tracts had been criticised as being "too protective" and the procedures were cumbersome. It was difficult to retrench workers even for economic reasons. (363)

"The effect was that employers became labour averse — 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.

CM-TinB 8/2/91
Harare to cut 32 000 jobs

HARARE — About 32 000 workers may be re-trenched 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

8/12/91

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QUIETLY 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 sub-continent, 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 so 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 within 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 commissars 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

Out of Africa

GERALD L'ANGE



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?



Socialism can't work, Zimbabweans told

Rebels 29/4/91

By ROBIN DREW
Argus Africa News Service

HARARE. — It's official: Zimbabwe has opted for capitalism and has declared that socialism cannot work here, at least at this stage.

The seal on the ideological switch was put by the Senior Minister of Finance, Economic Planning and Development, Dr Bernard Chidzero, the architect of the country's economic reform programme embodying trade liberalisation and the economic structural adjustment programme.

Dr Chidzero told trade unionists at the weekend that the programme was the only way to save the economy and needed the support of all. He acknowledged it would bring hardships and suffering at first, with an increase in unemployment.

In conflict

Dr Chidzero's comments, under the headline "Socialism not for now", are given prominence in the Sunday Mail, the newspaper which has taken the strongest ideological stand in support of socialism. The Minister's remarks appear to be in conflict with President Mugabe's recent pronouncements when he said the ruling party had not abandoned socialism but should define the brand that suited Zimbabwe.

Minister says reform 'only way'

The party's official newspaper has taken the line that it would be necessary for a party congress to approve any move to abandon socialism.

Dr Chidzero is quoted as having told the trade union officials, "We have taken Marxism into account and decided to be pragmatic, so this dogma will solve itself in the process." The new capitalist order was a reality and Zimbabweans should accept this.

The Sunday Mail said in an editorial that no working class victories could be achieved in isolation.

"In the end, the workers, the peasants and the indigenous business people will have to fight together for a share of the economic cake."

Out of work

"The government on its part will also have at times to face up to big business and other monopolies in defence of the interests of the majority."

There have been official forecasts that as many as two million people could be out of work within

five or six years, as 200 000 school-leavers a year join the ranks of those looking for jobs.

Although Mozambique's Frelimo government has officially embraced free enterprise, its chief propagandist has insisted that the party's ideology remains socialist. The Argus African News Service reports from Maputo.

The assertion by Jorge Rebelo, head of Frelimo's propaganda department, appears to reflect the dilemma faced by African governments which have been forced to abandon socialism because it did not work but which have difficulty in getting their people to accept this.

Build socialism

In an interview in the Sunday newspaper, Domingo, Mr Rebelo made it clear that he did not believe Frelimo's abandonment of Marxism-Leninism in 1989 had compromised the party's socialist beliefs.

"We must build socialism, but we must do so looking at the specific reality of our country," he said.

The official news agency, Aina, said Mr Rebelo defended Frelimo's decision to abandon the one-party state in favour of a pluralist system and said that in one-party states there was a trend towards the abuse of power.

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 36 young doctors sent to work in rural areas, 23 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 liberalisation 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

Star 3(5)91,

(363)

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 ad-

Zimbabwe's attempts to turn from socialist policies are being opposed by trade unions. ROBIN DREW reports from Harare.

justment programme.

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. ~~3-42~~

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 advertis-

ing revenues, shareholders were concerned by controversial reporting in The Financial Gazette, said a staffer.

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.

AFRICA

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 students numbers increasing five-fold with all the attendant problems of shortages of accommodation and facilities and the increased workload on staff members.

The outgoing vice-chancellor, Dr Walter Kamba, who has been in the principal's study since 1980, 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 Kamba 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.

Robin Drew writes on Zimbabwe's economic restructuring plan

The tables turn on the workers

Star 10/7/91 (362)

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 Kumbirai 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 Deary, 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 re-trench 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 pledging 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, stifled 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. □

Tough lesson as Mugabe resorts to school fees

STAN 25/11/91

ROBIN DREW of The Star Africa Service reports from Harare.

THE ERA of free primary education in Zimbabwe, introduced at independence 11 years ago, will be over next year for town dwellers under the government's programme to cut spending and put the economy on to a sound business basis.

The provision of universal primary education has been a proud boast of the Mugabe administration under the socialist banner, which has now had to be lowered somewhat because of the budget deficit of R900 million.

Under the Economic Structural Adjustment Programme, the government is trying to recover some of the costs in non-productive spending areas such as education and health. The reintroduction of fees

in urban areas is bound to cause resentment. The lifting of price controls on many items has already led to bitter complaints.

Because of the situation in rural areas, where 2 million people have applied for drought relief food, the introduction of school fees has been postponed.

Spending on education increased from 14 percent of the national budget at independence to 23 percent a decade later.

Under the structural adjustment programme the government is also committed to cutting the number of civil ser-

vants by at least 23 000 by 1995, but the retrenchment exercise is behind schedule.

Minister of State for the Public Service Dr Eddison Zvobgo said last week that the intention was to end up with a leaner and more efficient civil service, but it was a complex issue and one which had to be tackled with sensitivity.

He was intrigued, he said, by the retrenchment exercise in Brazil where 30 percent of civil servants had been told not to come to work, but were still paid their salaries. This had achieved immense savings in telephone bills and government transport expen-

diture.

In Zimbabwe's first decade of independence, the civil service expanded from 45 000 posts to 190 000. Public administration expenditure rose by 146 percent.

Dr Zvobgo said a review commission had found widespread corruption in the public service, a lack of co-ordination between ministries and a failure to decentralise which had caused frustration in the public and private sectors because of the time taken to reach decisions.

He said the political will to introduce economic reforms was there and the pain was

going to come.

To cushion the effects of retrenchment in the civil service, a social fund of R12 million had been established.

Already one person in four of the labour force is out of work, and unemployment is worsened by the annual entry into the labour market of 200 000 school-leavers who cannot find jobs in the formal sector.

A principal aim of the economic reform programme is to stimulate growth to provide more jobs, but until industry has the machinery and expertise to become more competitive, the number of jobless will increase as firms which were protected in the strictly controlled economy go to the wall. □

Former Rhodesian pensioners struggling

By Jacqueline Myburgh

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 R800 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.

other donor agencies and countries who have been hanging on to disbursing cash

will keep the programme on target." — Sapa.

Airline's corruption disclosed

8100ay 28/11/91
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 details 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 "kick-backs", 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.

AFRICA FOCUS

Zim workers go on strike

So meten 8/11/92 (363)

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 Zdz50 scarcity allowance.

NRZ management is 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 Zwiwanza, ended in deadlock. SA Press Association.

Strikers paralyse Zimbabwe railways

HARARE — A strike by 6 000 workers paralysed train services yesterday and the State-owned railway company said the walk-out was costing about US\$1 million (R2,8 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 Z\$50 million (about R28 million) in lost revenues 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

STAR 17/2/92
Star Africa Service

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 in-

dustry 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 Tsvangirayi, 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

23
MAY 3/3/92

ROBIN DREW
Argus Africa News Service

HARARE. — Former guerilla 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 foreigners; 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 denuded resources.

Since 1986 more than 1 800 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 against land Bill ^{Harare} Tekere

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

owned by some Cabinet ministers. 18/3/92

Meanwhile, the national executive council of Zum said yesterday that it had converted itself into a national disciplinary committee which would consider disciplinary measures to be taken against those who issued adverse Press statements against the top leadership of the party. — Ziana.

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 continua-

tion 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 sensational 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. Mataure 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 Mataure 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 Malunga 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

Sowetan 2/4/92 *363*

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 Godfrey Macheyo 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

Blouay 10/4/92 MICHAEL HARTNACK

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. (363)

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 industrials and administrative science at the City University, London, with academic terms linked to work attachments in the British, Irish, Equadorian and Ghanaian mining industries, to provide "hands on" experience.

One of the graduates is Namibia's director of mines.

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Zimbabweans fear SA dumping curbs

8/10 am 24/4/92
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 manufactures had asked government to impose quotas on Asian imports. The Zimbabweans had hoped to promote sales of Zimbabwean textiles and clothing.

MICHAEL HARTNACK

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. (363)

He said arrangements were advanced for a meeting involving the two industries of both countries.

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Unemployment in Zimbabwe nears 75% (363)

CT 8/5/92

VICTORIA FALLS. — Job creation is critical for Zimbabwe's economy development, with unemployment running at nearly 75% in the formal sector, a leading businessman said yesterday.

Gabriel Shamu, president of the government-backed Industrial Development Corporation, blamed government central controls and lack of adequate investment since independence in 1980 for the crisis.

He also said Southern Africa's worst drought on record would be a serious setback to the government's 18-month-old economic reform programme.

Shamu noted agriculture was the biggest contributor to total formal employment, accounting for 24,7% in 1991. This was followed by manufacturing at 16,3%.

● Zimbabwe's Land Acquisition Bill, currently before Parliament, will pave the way for nationalisation of five million hectares of white-owned commercial farms. — Sapa

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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 Hulett's 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. 6/0a, 20/5/92

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

STAN
11/6/92

Zimbabwean Home Affairs
minister Moven Mahachi
yesterday slapped a ban on
demonstrations against new
labour legislation by the
Zimbabwe Congress of
Trade Unions. (363)

Zimbabwe labour turmoil

ZIMBABWEAN labour relations have been plunged into crisis once again because of new government legislation and the worsening impact of the drought.

363

In the face of protests from trade unions and employers, the government has pushed a new set of amendments to the Labour Relations Act through Parliament. Both the Zimbabwe Congress of Trade Unions (ZCTU) and Employers' Confederation of Zimbabwe (EMCOZ) are accusing the Zanu administration of bad faith.

The ZCTU says the latest measures mark renewed efforts by the State at union-bashing.

Undermine

Included in the regulations which were ratified by Parliament on May 21 are new provisions allowing for shopfloor "workers' councils" with greater say in the collective bargaining process. At the same time the provisions undermine the negotiating capacity of individual workers' councils.

Free collective bargaining is a relatively new feature of industrial labour relations in Zimbabwe, having been introduced in 1991 as part of the government's moves to liberalise the economy. Between the adoption of the Labour Relations Act in 1985 and 1991, minimum and maximum wage scales, along with codes of conduct and retrenchment agreements, were supervised and heavily regulated by the labour ministry.

In 1991 the government withdrew and set up a process whereby employers and employees would negotiate terms of employment and wages through industry-wide employment councils and company-specific workers' councils.

At the same time the govern-

ment introduced Statutory Instruments 379 and 404, giving workers' councils a greater input into the drawing up of codes of conduct and retrenchment regulations for specific companies.

This alteration removed the likelihood of industry-wide standards of employment being maintained and opened the possibility of the fragmentation of collective worker action within and across industries.

That possibility of intra-union splintering has now increased in the wake of the 1992 amendments.

The new laws accord workers' councils preference over employment councils in the negotiation of terms of employment. Decisions reached by employment councils will no longer be binding over those reached at shopfloor.

New industry-wide codes of conduct may be ignored by workers' councils and retrenchment disputes may be administered with equal authority by either workers' councils or employment councils.

While EMCOZ argues these new regulations mark the start of "real shopfloor democracy", further provisions contained in the amendments indicate otherwise.

A key feature of the new law is the designation of some workers as "managerial employees" who will henceforth be excluded from participation in worker councils activity.

The ZCTU argues this definition includes all low-level management workers - such as foremen, gang-leaders and supervisors - and notes these are precisely the types of workers who regularly represent employees on workers' councils. Further-

Insurance: blacks forced to use elbows

more, the ZCTU claims those lesser-ranked, usually less-entitled workers who will be eligible for workers' councils will have less capacity to engage employers in fair and equal bargaining over a range of labour issues.

The amendments come at a time when relations between the government and the trade unions are growing increasingly hostile. In the wake of Zanu's structural adjustment programme (ESAP) and the impact of the deepening recession on the employment sector. According to the ZCTU and EMCOZ, the free and fair collective bargaining which the government promised last year in keeping with ESAP - and which both sides saw as an important factor in the rationalisation of industrial relations - has not materialised.

A mockery

While the ZCTU protests that the retention of a range of arbitrary powers by the labour ministry and the failure to introduce new measures to protect workers (from maternity leave benefits to controls over child labour) makes a mockery of the collective bargaining process, EMCOZ is chastising the government for souring the business investment climate. Both sides blame the government for failing to radically alter the status quo of labour relations, which in the past have been dominated by the State.

The new dispensation will soon be put to the test under conditions which are rapidly deteriorating. As unions across the country prepare for annual rounds of collective bargaining, reports by industrial experts are indicating drought-induced slowdowns and labour retrenchments in coming months.

Insurance: blacks forced to use elbows

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THE economic disparity that exists in our country does not augur well for a stable economic co-existence of the different communities.

The white-dominated system has ensured that only white people control all meaningful economic and business activities. The insurance sphere is a glaring example of this.

In spite of black people contributing substantially to the insurance industry through their policies, provident/pension fund premiums, stockpiles and other general insurance contributions, they have almost no say in the industry.

As things stand now, we have no single entirely black-controlled insurance company in South Africa. I need to stress that this picture existed in the whole African continent before independence. Indigentous people were effectively prevented from forming insurance companies.

But after independence we witnessed the mushrooming of such companies. I do not think that in South Africa people will have to wait for *uhuru* before we embark on mission insurance.

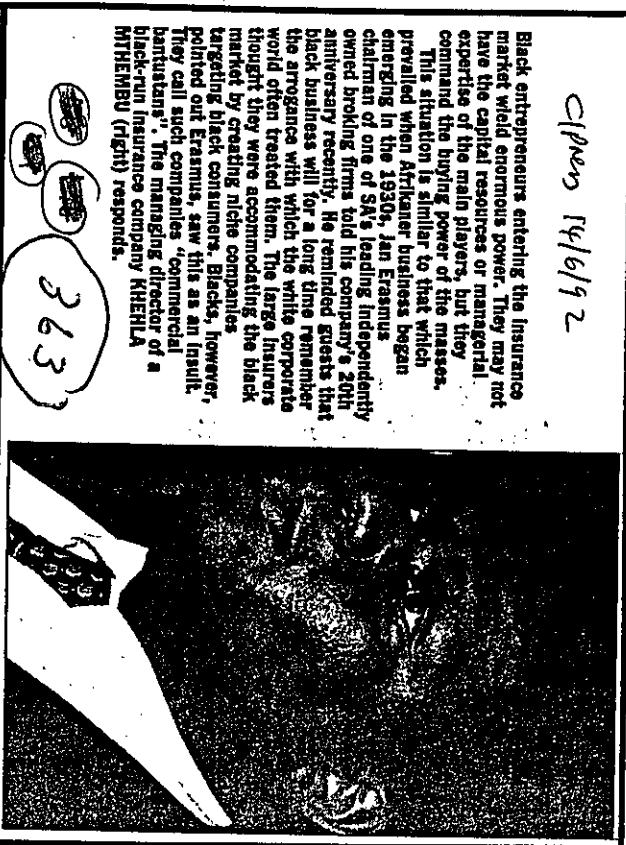
Perhaps I need to stress the need for an insurance industry, especially in a developing country. The industry, by virtue of it being involved in the business of long term contractual savings, lends itself as a development agent.

The well-documented story of how the Afrikaners used institutions like Sanlam to improve themselves and uplift their poor, their old and disadvantaged, stands out as a shining example of what the industry can do.

In Britain, post-industrial revolution economic planners leaned on insurance and pension funds for development capital.

Black entrepreneurs entering the insurance market wield enormous power. They may not have the capital resources or managerial expertise of the main players, but they command the buying power of the masses.

This situation is similar to that which prevailed when Afrikaner business began emerging in the 1930s. Jan Erasmus, chairman of one of SA's leading independently owned broking firms told his company's 20th anniversary recently. He reminded guests that the arrogance with which the white corporate world often treated them. The large insurers thought they were accommodating the black market by creating niche companies targeting black consumers. Blacks, however, pointed out Erasmus, saw this as an insult. They call such companies "commercial banishment". The managing director of a black-run insurance company KHEHLA MHEMBU (right) responds.



About two years ago I spent some time in the United States attached to one of the minority insurance companies. I was motivated to see how that company used its communities.

I was totally astounded to observe urban residential re-neval programmes being carried out by the insurance industry. My admiration for the commitment that underlay the programmes was re-enforced by the reeducation. I observed from the beneficiaries.

This mutual appreciation led to savings from advertising budgets that got re-routed to the company funds to the benefit of all involved.

Examples of such partnerships are widespread in most

democratic societies. The challenge is upon us in South Africa to emulate such shining examples.

In our country there is no black insurance industry - black people are being short-changed in benefits of insurance and pension developments.

The senior managers of companies are white and they tend to view development in their jaunted way.

It is not surprising that in a society like ours, where homeliness, unemployment and all the other economic-related ills co-exist alongside obvious white opulence, there is being misdirected to develop the devel-

oped - the whites mainly.

About five years ago a group of us got together with an aim of establishing an insurance company specifically geared at black economic empowerment. We would use insurance and incorporate professionals in accounting, insurance, marketing, law and general business.

Our first approach was to the Registrar of Insurance Companies (now renamed the Financial Services Board).

We were warmly received and given the licensing requirements which were basically:

■ Paid share capital of R10 000 000 - note that not a cent of this money was to be loan.

■ A local insurer - or insurers -

had to be your partner/s to ensure technical support.

We found - and still find - these requirements fair. It was in trying to find that source capital that we hit the wall.

After knocking in vain on most doors in the industry, I am now convinced that an insurance company for black people must be run and controlled by black people.

As a result of my experience I am also convinced that the short-sighted mentality of the white insurance industry will always prevent such an initiative. For example when I approached several companies some of them could not understand my "arrogance" - was that impudence? - for daring to be involved in the "white man's world".

In their annoying and patronising way they reckoned blacks were only good to run institutions like stokvels and other informal institutions.

Many believed that they were in the black market already and could not see the value of backing the new all-black venture.

I could now understand why some people described these "black market" companies as economic banishment.

My views might draw silly-worded protests from white insurance chiefs, but they are drawn from my frustrating experience of knocking on most of their doors, and my practical experience at Afriure Insurance Group.

In conclusion I want to challenge all our people to focus on this project as it has the capacity to enhance our gains in the struggle and also contribute to the general development of our nation.

Much of our debates are on the sharing and re-distribution of wealth: now we have the chance to create it for ourselves.

6 000 jobs go as textile plant closes

HARARE — One of Zimbabwe's leading textile manufacturers has shut down temporarily and laid off more than 6 000 workers, saying it has run out of cotton lint and cannot afford to buy fresh supplies at a new high price.

Cone Textiles production director Alberto Pellagatta told reporters yesterday his company had closed the previous day while it negotiated with the state-owned Cotton Marketing Board.

"We are closing because we have run out of lint and the CMB is refusing to supply us," he said.

But a spokesman for the cotton board said Zimbabwe, whose cotton lint supply this year fell to 17 000 tons from 120 000 in 1991 because of the severe drought, had enough lint to last until September.

Cone Textiles says it cannot afford to buy cotton lint in Zimbabwe at Z\$8 a kilogramme, up from May's price of Z\$3,88.

"If we pay what the CMB is asking, we will never be able to export. Locally, the market has shrunk by 40% because of high prices and the high cost of (borrowing) money on the market," Pellagatta said. The CMB said the market set the price. — Sapa-Reuter.

Zimbabwe to introduce land tax, says Mugabe

HARARE — The Zimbabwean government would introduce a land tax in 1992/93 to discourage people from holding under-utilised land, President Robert Mugabe said yesterday.

Addressing Zimbabwean legislators when he opened the third session of parliament, Mugabe said his government would also speed up its land distribution programme.

"In the 1992/93 financial year, a land tax will be introduced to discourage people from holding under-utilised land," he said.

Under land legislation gazetted last month, the government has powers to acquire rural land for resettlement through a process of designation and compulsory purchase.

Mugabe also said new trade legislation and amendments to existing laws governing business would introduced to promote investment.

He committed the Zimbabwean government to continuing with its two-year-old economic reform programme despite the devastating drought gripping the country.

"In line with government's policy of promoting investment, the granting of permits to investors whose proposals have been approved by the Investment Centre will be expedited.

"Related to this, the Zimbabwe Investment Centre Bill will be introduced this session," he said.

Other bills concerning business to be considered this session were the Companies Amendment Bill, which would enable companies to be formed with only one member; the Small Claims Courts Bill; and the Civil Matters (Mutual Assistance) Bill, which would provide for the enforcement of foreign judgments.

The Civil Evidence Bill, Estate Agents Amendment Bill and the Prevention of Corruption Amendment Bill would also be introduced.

The government would also introduce more export incentives, including the progressive increase of the export retention scheme along with the open general import licence (OGIL) to 70% by June 1993 to ensure availability of sufficient money for the economic structural adjustment programme (Esap), Mugabe said.

"Subject to the drought and external assistance, a review of the position will be carried out," he said.

Promising the government would vigorously pursue trade liberalisation in the coming year, Mugabe said more items would be placed on OGIL as pledges by international donors increasingly translated into actual flows, supplementing Zimbabwe's own export earnings.

He said the programme would be monitored closely to maximise availability of foreign currency to productive sectors, including allocations under various export incentive schemes.

Since Esap's success depended on good export performance, Mugabe said his government would redouble its efforts to promote exports.

"Market intelligence indicates that in spite of the unprecedented drought, Zimbabwe can still make significant gains in export earnings during the next 18 months."

If a study now under way proved positive, the government would establish an export processing zone to enhance the country's export competitiveness and to create such conditions as would attract more investment.

The government would consult with industrialists on investment requirements to help the industrial sector attain its targets spelt out in the country's second five-year national development plan, he said.

The president said the government deficit would be further reduced in 1992/93 and the tax structure would be rationalised in order to strengthen the equity and efficiency of the system.

On domestic deregulation, he said, various rules governing small to medium-scale enterprises and the informal sector would be relaxed to improve the investment climate.

Preparations to set up a monopolies commission to seek information on the extent of competition within various sectors in industry were under way, he said.

"Government will step up the competitiveness of the financial system and the development of new money market instruments. The Banking Act will have to be amended accordingly," he said. — Sapa.

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. *81 Day 25/6/92*
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 480km from Harare.

Union leader Philip Munyani 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 16 000 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.

Mugabe's cosy labour relations turn sour

BY ANDREW MELDRUM

AFTER years of being an adjunct to the Mugabe government, Zimbabwe's trade unions are emerging as one of the state's most trenchant critics.

The labour movement is hampered by continued government controls, new restrictive legislation and by its own inexperience in such vital areas as collective bargaining.

Turmoil and increasing ill-will between the government and the unions is the result.

Last week, the government banned a protest demonstration planned by the Zimbabwe Congress of Trade Unions (ZCTU), using a heavy presence of armed riot police in six cities to squash gatherings.

"The government was afraid of a public show of no-confidence," charged Morgan Tsvangirai, ZCTU secretary general. "The clampdown was the lesser of two evils: facing criticism for being repressive was better than having a public display of its unpopularity."

This week, top labour officials walked out of a meeting with Minister of Labour John Nkomo about the Labour Amendment Bill. As Nkomo was about to speak, the union leaders held up placards stating "Withdraw the Labour Bill" and began singing anti-government songs.

Nkomo commented afterwards that many Zimbabwean unionists were "illiterate" and therefore did not understand the new legislation. He said the ZCTU had a new political agenda and was aiming to convert the labour movement into an opposition party.

John Makumbe, chairman of the University of Zimbabwe's politics department, confirms that there are worsening tensions between the state and labour. "Workers' economic well-being will suffer as a result of the government's economic restructuring, and by next year this could lead to widespread labour unrest. It could also drive labour into the political opposition," he says.

In the early 1980s, the government forged a close alliance with the labour movement by establishing a system which allowed only one union per sector, and all unions had to be affiliated with the umbrella group, the ZCTU.

The ZCTU had very close relations with President Robert Mugabe's party, Zanu-PF. If an employer wanted to fire workers, government approval was needed — a system modelled on the one-party states of eastern Europe. The government won popularity by awarding hefty pay increases.

But by 1985 this cosy relationship began to fray. The unions rejected the candidate put forward by Zanu-PF to head the ZCTU and instead elected a government critic. "There was maladministration and too much kowtowing to the government," explains Tsvangirai.

As the government could no longer afford to dish out large pay raises, it tried to introduce free collective bargaining. Its structural adjustment programme, designed with the World Bank to open up the economy to market forces, brought the situation to a head.

Now employers can almost hire and fire at will and a major effect of the controversial Labour Amendment Bill will be to remove the one sector-one union system, allowing new unions to form in competition with existing unions and the ZCTU.

"The Bill is an attempt to fragment and weaken labour," protests Tsvangirai. "The government is going away with business and is no longer pro-worker."

Makumbe agrees that the economic restructuring will make life tougher for the unions and workers. "To succeed, structural adjustment will have to make industry successful. This won't happen if there is too much distribution of profits to workers," he says. "The new economics may bring a healthy balance of payments and a lower national debt, which the gov-



Increasing ill-will ... Unionists protest against the controversial Labour Amendment Bill
Photo: SARAH-JANE POOL

ernment can report to the International Monetary Fund, but it won't mean that people are living better."

Makumbe criticises the government for removing the protection that labour has enjoyed too quickly: "It is undoing in a few months what it had built up over 12 years. It had provided a good minimum wage, free primary education and free medical care. Now these are being eradicated at the stroke of a pen."

He is also critical of the government's retention of powers to ban strikes and outlaw demonstrations. Although the government has repealed the emergency powers it inherited from the pre-independence regime, it has kept the Maintenance of Law and Order Act on the statute books.

"The government is busy de-controlling prices, but it is not allowing workers to act if prices outstrip wages," Makumbe adds.

affirmative action

July 25 to July 29 1992

WHEN Zimbabwe gained independence in 1980, a presidential directive was issued to speed up the employment of blacks in responsible positions in the civil service.

No such directive was issued for the private sector, which was expected to take its cue from government in the atmosphere of reconciliation then prevailing.

By the mid-eighties, however, allegations were increasing from ambitious young black professionals, who had the ear of government ministers and civil servants, that the private sector had not taken up black advancement in a meaningful way.

They said that where black advancement had taken place, it was usually in a limited number of areas such as personnel management and public relations, which effectively kept blacks out of any real decision-making positions.

In black and white: Zimbabwe's case

Southern Times 25/7 - 29/7/92

usually took place at middle-management level, but no managerial training was provided for advanced managerial skills. They said this was because employers were afraid to upset outspoken white managers with deep-rooted prejudices.

They also suspected that black managers were paid less than white managers at the same level. This was because company policy on the recruitment and pay scales of managers was never spelt out in full.

Some also claimed that racial prejudice had become more subtle since indepen-

prejudiced against all white managers and wanted their jobs even if they were not qualified to take them.

They claimed the civil service had been able to show rapid progress in black advancement because of the early retirement packages for white civil servants, something the private sector could not afford to do.

As to what could be done to promote black advancement, all the managers agreed that greater sensitisation of top brass in the private sector was needed.

They did not think a presidential directive

structure in particular.

"There is no doubt that the recession of the late eighties had meant that there was little economic growth and that little advancement of blacks could meaningfully take place.

"This had once been seen by blacks as an excuse for their lack of advancement, but those who were in top positions soon came to realise that this was indeed an important factor," said Strachan.

This is an important lesson for South Africa, where economic growth has been poor in recent years — and might not improve immediately under a new government, no matter what policies are adopted.

This time, the study was not kept under wraps "for members' eyes only" and widespread publicity on its findings, which were more detailed than the previous one, started a major public debate.

But the government still held back from legislating against discrimination or making affirmative action mandatory.

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They said that where black advancement had taken place, it was usually in a limited number of areas such as personnel management and public relations, which effectively kept blacks out of any real decision-making positions.

In addition, the rash of appointments of black directors and top managers immediately after independence had slowed down to a trickle.

It was also alleged that where blacks were appointed to management positions, some of their responsibilities were transferred to white managers, which kept blacks out of critical areas of decision-making.

The private sector body for industry, the Confederation of Zimbabwe Industries (CZI), agreed to look into these allegations and find out why their members — the largest employers in the country — were so slow to implement change.

CZI found that black and white managers had completely different views on the issue, with black managers saying the allegations were all too true and the white managers saying they were not.

Black managers said black advancement

In black and white: Zimbabwe's case

South Africa 2517-2917192

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They also suspected that black managers were paid less than white managers at the same level. This was because company policy on the recruitment and pay scales of managers was never spelt out in full.

Some also claimed that racial prejudice had become more subtle since independence. While some blacks might be promoted, their appointments were "window dressing" and they became very frustrated because they did not have the power to actually do anything in the company.

It was particularly tough in the companies owned by white family groups. These companies said they did not want to admit strangers to top management, but this often only meant blacks, as they had been known to appoint whites from outside their families or even expatriates.

The white managers tended to have two different ways of responding to this issue.

One was that it took years of practical experience before anyone could become a manager — and blacks had generally been denied this and now had to "catch up".

The other was that "of course" black advancement was taking place, and the complaints were coming from blacks who were

prejudiced against all white managers and wanted their jobs even if they were not qualified to take them.

They claimed the civil service had been able to show rapid progress in black advancement because of the early retirement packages for white civil servants, something the private sector could not afford to do.

As to what could be done to promote black advancement, all the managers agreed that greater sensitisation of top brass in the private sector was needed.

They did not think a presidential directive was needed for the private sector as this could be counter-productive when the country was trying to attract investment.

By the early nineties, the government was again making noises about what could be done to make white companies more sensitive to this issue — and the CZI commissioned another study.

This was conducted by a South African exile, Dr Bridget Strachan. She found dramatic changes at middle and junior management, but found that black advancement had been slower at senior management and "very slow" at top management.

Where black advancement had taken place, it had been because of a positive attitude by top management and good human resource development and training programmes. Where it had been slow, it had been due to the negative attitudes of top management in general and the management

structure in particular.

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But the government still held back from legislating against discrimination or making affirmative action mandatory.

This was largely due to the constitutional constraints imposed by the Lancaster House settlement, but also due to the lack of vision in labour legislation about manpower and human resource development.

Trade unions, in particular, were not encouraged to negotiate with employers on this issue, mainly because what was initially a self-styled "socialist" government did not want the unions to be corrupted by capitalism — the state would lay down wage levels and working conditions.

This socialism had another effect — the state neglected to promote the small business sector and the development of entrepreneurial skills among blacks because it was more interested in co-operatives (which didn't work).

As a result, blacks had little chance either in the formal or informal sectors to learn business skills and position themselves to move up the entrepreneurial ladder.



Africa in

Sowetan 27/8/92

Workers retrenched

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. 363

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.

8/10/74
8/17/92

(363)

3 miners killed in cave-in

HARARE — Three gold miners died and two were seriously injured when earthworks collapsed, police said yesterday. *STAN 8/9/92*

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. (363)

UNEMPLOYED
Zimbabwean youths are now risking life and limb by illegally crossing into Botswana to seek work there and in SA.

The Botswana government appears to have adopted a shoot-to-kill policy for border jumpers, who are mainly Zimbabwean youths escaping hunger and poverty caused by rampant unemployment.

Groups of youths slip out of Zimbabwe daily and parents in Matabeland are worried about their safety. They say even if their children elude armed Botswana guards along the border, they face the risk of getting caught up in the political violence in SA.

For decades, Botswana and SA have been traditional hunting grounds for Zimbabweans seeking work. Now there are increasing reports of Zimbabweans being harassed, assaulted or killed in neighbouring countries.

The SA Police say they deport up to 60 illegal visitors a day and have

Joblessness forces

Zimbabweans to

risk deadly border

Cliffen 20/9/92

363

consistently complained to the Zimbabwe government about the problem.

Botswana is said to have ordered border guards to kill illegal immigrants, especially those who resist arrest. They say Zimbabweans enter their country to steal, smuggle and to peddle drugs. Seven youths were shot dead at the Botswana border recently, although officials there denied responsibility.

A police officer in Francistown said: "You Zimbabweans are a big problem. You come here to steal. Of course, if a person resists, arrest he will be shot."

Zimbabwean youths appear to be undeterred by reports of arrests, detentions, and even deaths.

Before the introduction of Zimbabwe's economic reform programme in 1990, unemployment (officially) stood at nearly 1.5 million.

Every year 300 000 school leavers enter the already saturated job market. The economic reform programme seems to be making the situation worse. Workers are losing jobs daily. They cannot retreat to their rural homes because of the food insecurity created by the drought.

Said Melusi Ndlovu, a 1990 O-level graduate: "For

two years I have tried to get a job without success.

The difference in staying or going to SA is the same."

Two days later, Ndlovu and a friend slipped away from home, leaving a note to parents about their departure and intended destination.

A week later they phoned from Johannesburg to say they had arrived safely but were living in constant fear of arrest.

In November 1991, Nkosiathi Mlotshwa spent five days following bush tracks through Botswana until he reached Louis Trichardt.

"I arrived there tired, hungry, blistered and

without money and friends," he recalls.

"I slept rough during the night and begged for jobs during the day until one white farmer engaged me for R100 a month."

In January 1992, Mlotshwa's luck ran out. Police, acting on a tip-off, arrested him. He spent three months in jail and was deported. On arrival at Beit Bridge (the border), he spent another two months in a Zimbabwean jail.

Back home, Mlotshwa says he faces an empty future and is currently planning with friends to return to SA - a decision strengthened by seeing others coming home to Zimbabwe on holidays with money, expensive suits, radios and even cars.

These friends tell "exciting" stories about SA. They also teach others to forge identity documents and residence permits.

But often the reality is different.

Jobs are also scarce in SA and the youths end up as domestic workers or general workers in small mines and on farms. - AIA

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 co-operatives, 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"

~~214~~ MICHAEL HARTNACK ~~214~~

would cross this year. ~~214~~ 363

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. ~~214~~

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. B/DA 11/2/93

SALE OF BUSINESS

NEWS FEATURES *Inflation running at 50 percent* ● *Few achieve higher academic levels*

HARARE - Educate a woman and you have educated a nation, goes the old saying.

Yet, in Zimbabwe, women still lag behind in achieving higher academic education levels.

The national news agency *Zina* reports that lack of finance and entrenched traditional beliefs have been cited as the major impediments to the advancement of women in developing countries.

In developing countries, Zimbabwe

Women still lagging behind

■ **Lack of finance and entrenched beliefs bar progress:**

included families face serious financial problems and the social set-up prefers to educate boys to girls, reducing the number of women who could reach university level.

Women in Zimbabwe constitute 51

percent of the total population and although 50 percent of female students manage to reach sixth form this figure is reduced to 24 per cent at university level. About 22 000 young girls in Zimbabwe also drop out at Grade Seven each

year. This lack of higher academic achievement among women is reflected by their small numbers at top management positions in many jobs. According to statistics provided by the University of Zimbabwe, there were only 2 057 full-time female students at

the university last year compared 6 003 male students.

Out of the 969 students in the engineering faculty only 27 were women in the sciences only 183 were female while 707 were male. In the law faculty there were only 99 women compared 217 men.

Almost all the faculties had few female students than male, student whether full-time or part-time.

- *Sapa.*

NEWS FEATURES *Inflation running at 50 percent* ● *Few achieve higher academic levels*

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Women still lagging behind

Sowetan 24/4/93

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- *Sepa*

'SA move hurts Zimbabwe textile industry'

²⁴⁵¹⁹³
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. ~~SA~~

Ziana reported Ushewokunze said the Zimbabwe government had been negotiat-

ing with SA to give its industry temporary relief before making a decision on a proposal to update a 1964 trade agreement. ~~SA~~ 363

Duties on textile exports to SA, coupled with a depressed local market, had eroded the viability of the industry and had led to the retrenchment of about 7 000 workers in the past year, Ushewokunze said. — Sapa.

Forked tongue for votes

FM 2/7/93

363

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 land. A recent report by the auditor-general found that more than 235 000 ha taken over by the State were lying idle, while a further 52 000 ha 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 damp squib package of new investment export incentives, Kangai designated 70 farms covering 190 000 ha, 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 ha 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 Ian 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.

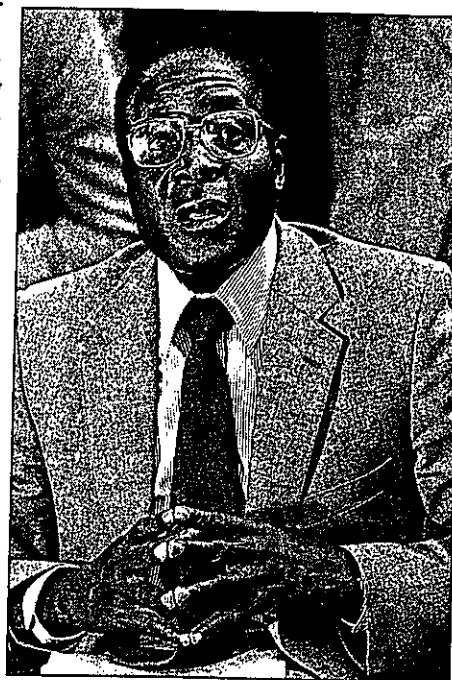
He was accused of *crimen injuria* but, before the case reached the courts, Mugabe had said the farm belonging to this "UDI man" should be designated. In fact, part of Ellsworth's farm had been designated before the incident. The remaining 7 000 ha were designated soon after the incident was publicised.

Also politically controversial was the designation of a farm near Harare, owned by rival political leader Rev Ndabaningi 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 two 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-PF is prepared — in many instances even keen — to pay.



Mugabe . . . farms for votes

OUT OF AFRICA



ARG 25/8/93

NIGERIA: Military ruler Ibrahim Babangida will step down tomorrow, state radio said. Pro-democracy campaigners organising 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. (365) CTZ/8/93

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.

ARG 25/8/93
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. (2)

Aug

93

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FOR

FL/MS

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 R63m 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

MICHAEL HARTNACK

"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" (363)

Master Bakers' Association head Eddie Cross said the anger of poor Zimbabweans trying to survive runaway 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 lucre" 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 1 200 faithful for a demonstration against white farmers' moves to fight a constitutional test case.

Zambian farmers hurt by imports

LUSAKA — **B/Say 24/9/93**
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." (363)

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. — Reuter.

~~ZA~~ ZIMBABWE - LABOUR

1993 - 1995

Postal workers resume strike

21 Jan 23/2/93
MICHAEL 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. (363)

Mountains of unsorted incoming mail and undelivered outgoing items are reported to be piling up.

Star 21/2/94

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. (263)

Deputy Postmaster-General Daniel Madzimbamuto 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 Chamanikire 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-
Reuter.

Farmworkers 'paid pittance'

HARARE. — Black farmers 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 (363) CT 23/2/94

Zim. doctors threatened (363)

HARARE. — The Zimbabwe government threatened to take stringent action against striking doctors yesterday and hinted it might use a statutory instrument which gives it powers to suspend and dismiss civil servants who paralyse essential services. But a representative of the striking doctors, Mr Anthony Mutimba, said the strike would continue until the doctors were awarded a 40% salary increase. Ziana news agency reported.

ARG CJ 23/4/94

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.

(363)
Four hundred laboratory technologists and technicians who stopped work in sympathy with the doctors have also been dismissed.

ARL 26/4/94
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

(362)

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 Mumbemgegwi, is likely to be Zimbabwe's first ambassador to Pretoria.

Govt pay triggers wave of strikes in Zimbabwe

By Day 315194

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 analysts 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, radio-graphers and laboratory workers. Magistrates and prosecutors are reported to be planning to strike for a

50% pay hike, while 90 000 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 Hawkins, "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. (363)

"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 10 050 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 300 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 oper-

ations and routine check-ups have been cancelled. (363)

"The situation is pathetic...it's intolerable," said Dr Naboth Chaibva, superintendent of Mpilo state hospital in Bulawayo. CT 9/5/94

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 (363)

HARARE. — Junior doctors sacked for launching a strike during which patients died returned to hospitals yesterday after being reinstated.

5/12/94

Huge wage rise

(363)
HARARE. — Zim-
babwe's government,
facing a general election
within 10 months, has
granted huge salary in-
creases to its civil ser-
vice and armed forces.

CT 176194
Mr. Mariyawanda
Nzuwah, head of state
commissions in charge
of police, civil service
and security forces, an-
nounced the pay in-
creases, which were to
cost the taxpayer R781.2
million. — Sapa-Reuter

Zimbabwe workers⁽³⁶³⁾ defy bank^{APGZSP/94} 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 46 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 Zimbank, 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-Reuter.

Strike ultimatum defied

HARARE. — Thousands of striking Zimbabwean bank employees defied an ultimatum from their employers to return to work today or be dismissed. (363) ARG 26/7/94

"There is no question of going back to work on an unreasonable wage rise offer or under threats," said Shingi Mungate, 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-Reuter.

Bank strikers to get sack

ARG 27/2/94
HARARE. — The Zimbabwean Bank Employers Association is preparing dismissal notices for striking bank staff who failed to return to work by the deadline yesterday (363)

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 Mungate 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 Zimbank, 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-Reuter.

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. (363 AR 629/7/94

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 Zimbank, said earlier this week they had fired the workers. — Reuter

Harare strikers rampage (363)

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.

ET 29/7/94

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. (363)

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. CT 29/2/94

But he widened a 10% sales tax on services.

Striking builders defiant

(363) ARG 2/8/94

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. — Reuter.

Zimbabwe pay rise for builders

ARG 4/8/94
HARARE. — About 100 000 striking Zimbabwean construction workers have been awarded a salary increase of 23 per cent and told to return to work immediately. (363)

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

(363) ARG 10/8/94
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 Njekesa 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 — Rio Duoro, Costain Africa and Ken Mark — which have been dismissing workers daily since the end of the strike," said Mr Njekesa, 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

CT 19/9/74
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.

(663)
Over 150 technicians are on strike in pursuit of a 40% pay increase, similar to that given to pilots and air hostesses.

ARL 22/9/94
**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 Huttush Muringi, 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. — Sapa

(363)

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. (363)

"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

CT 2319194

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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

CT 23/9/94

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

Staff Reporter

CT 23/9/94

POLICE escorted about 350 angry construction workers to Cape Town station after 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 list of demands to managers at the bank's head offices and to Mr Roy Gardener of the stock exchange. CT 23/9/94

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 Norusha, of Custodian Security Ser-

Zim loses civil servants

By BARRY STREEK
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 Swazi-land-based management consultant, Dr Esau 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.

(363)
ET 14/10/94
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 — Anglo

BULAWAYO. — The giant Anglo American Corporation of Zimbabwe estimates that one in every four employees of its 15 000-strong workforce is infected with the HIV virus which leads to Aids, Ziana news agency reported yesterday.

The company said in a document submitted to the Harare-based Southern Africa Aids Information Dissemination Service the calculation was made by extrapolating from government estimates of the

problem in the country and relating that to age distribution of its workforce.

Anglo American Corporation was one of the first companies in the region to realise the potential impact of Aids on its workforce and by implication on its profitability, a spokesman for the service Ms Helen Jackson said in a statement released to Ziana yesterday.

It said the mortality or ill retirement rate per

(363) 1 000 employees at the company was 14.02 in 1992 and 15.81 in 1993.

It was estimated the 15 000 Anglo employees, who worked in its mines, agricultural and timber estates, commerce, finance and industry sections, had between 85 000 and 95 000 dependents.

According to unconfirmed estimates, at least 120 000 Zimbabweans have full-blown Aids while close to a million others are infected with the HIV virus. — Sapa

CT 28/10/94

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 Tsvangirayi 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.

Tsvangirayi 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.

Tsvangirayi 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 the least 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.

— Sapa-AFP.

NEWS

Zim law 'used to exploit workers'

SPAN 2/5/95

(363)

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 Tsvangirayi 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 Tsvangirayi.

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 retrenchments.

They were also pressing for the dismissal of the bank's chief executive, Jim McKenna, and better working conditions.

Tsvangirayi 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.

20 2/5/95
**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 Tsvangirayi 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 Tsvangirayi. (363)

He said the bank provoked the strike by reneging on an agreement to give employees 10% of profits.

"Government should never intervene in disputes between workers and employers. Disposal orders weaken workers and the laws undermine collective bargaining." — Sapa.

Mugabe against right to strike (363)

CT 2/5/95

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 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-AFP

with the PLO.

still held p

Aids may reverse Zimbabwe's gains'

(363) HARARE: Aids threatened to reverse gains achieved since Zimbabwe's independence, Confederation of Zimbabwe Industries president Mr Jonah Wakatama 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

CT 9/5/95

Scientists of blind

LONDON: Scientists on the brink of riddles of the na-ous plague of tralia's kangaroo

About 100 000 by the plague early last year. It found starving have been shot misery.

Mr Lindsay wildlife officer close to isolation. — The Tele

'Sect gun factory'

Zimbabwe drops wages to boost competitive edge

(363)
AK4524/6/95

Business Reporter

ZIMBABWE has lowered the living standards of its people in an attempt to improve its international competitiveness, says one of the country's top economists.

University of Zimbabwe professor Tony Hawkins said in Harare that output per worker stagnated in the 1980s, but had increased since the government introduced its Economic Structural Adjustment Programme (ESAP) in 1989.

Yet the country's improved competitive edge had been at a cost to Zimbabwean workers, Professor Hawkins said. Wages had dropped in real terms and many employers had cut their staffs.

"We have depressed living standards to improve competitiveness."

There was a danger of further "de-industrialisation", with

companies moving their manufacturing operations to South Africa.

The Zimbabwean tariff and tax structure was "in a shambles", Professor Hawkins warned. He called on the Zimbabwean government to clarify its economic policy as rapidly as possible.

"Potential investors in manufacturing tend to look no further than South Africa's US-\$125 billion (R456 billion) market. The longer Zimbabwe drags its heels on the future of regional alliances, the more companies will go to South Africa."

If the Monitor company which produced its study of South African economic competitiveness in April had focused on Zimbabwe, it would have found similar weaknesses.

For the past three decades Zimbabwe had experienced "a feathered economy" and the

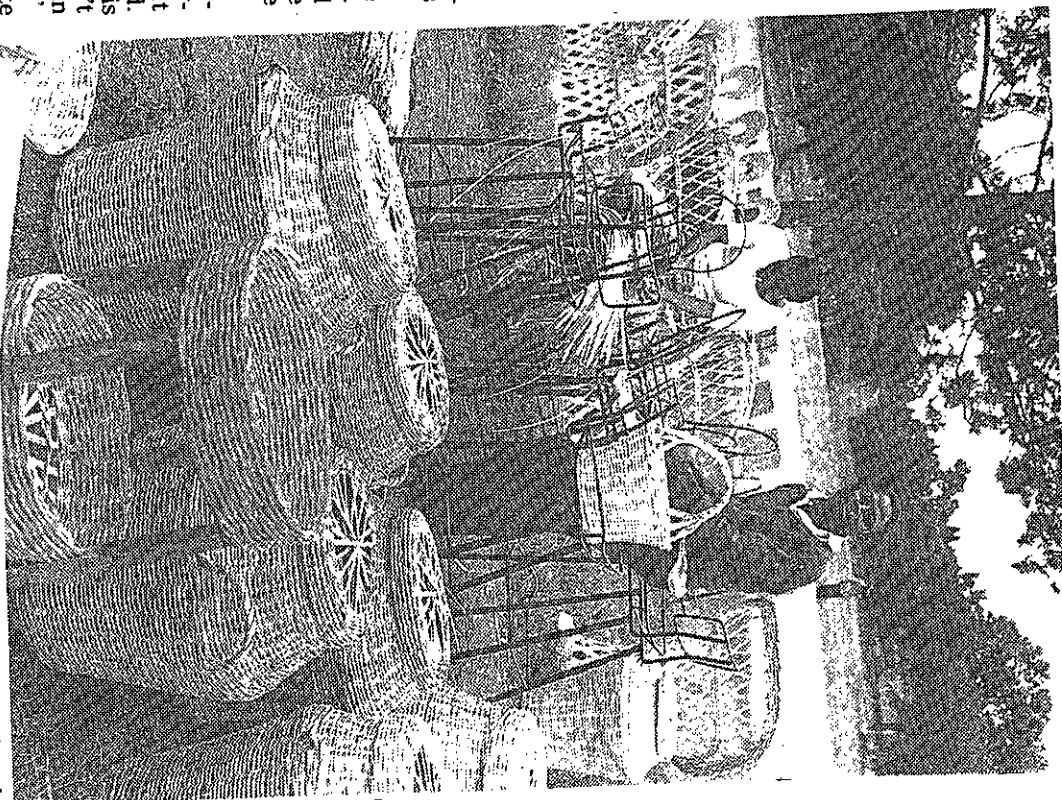
lack of competitive rivalry meant there had been little in the way of births and deaths among the country's companies.

"The same firms are dominating as they did 30 years ago."

The government had a role to play in stimulating competition in the economy. It could introduce policy to encourage business rivalry in areas where monopolies prevailed.

But Zimbabwean businessmen should not rely on the government to create the right business climate, he warned. "Hardly a week goes by in this country when someone doesn't call on the government to ban cheap South African imports."

Companies should stimulate competition by seeking alliances and not protection. They should also gain advantage by investing in modern equipment and machinery.



□ **SMALL BUSINESSMEN:** Zimbabwe's small business sector earns about R2,5-million a year, but unemployment could thrust it into a much bigger role in the economy.

Mines may lay off workers

HARARE — The Chamber of Mines said yesterday some mines were considering retrenching workers and applying for wage increase exemptions to remain viable in the face of rising input costs (362)

A spokesman for the Chamber said costs in the industry had risen by 30% 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 26% increase in electricity tariffs as it would further erode viability and put thousands of jobs at risk. — Sapa.

Zimbabwe farm help still poor

Sawetani 24/11/95

BULAWAYO - Zimbabwe's estimated 320 000 farmworkers are reported to be living in squalid conditions, some even subjected to physical beatings by their employers, *Ziana* news agency reported yesterday. (362)

According to a report compiled by the British-based Panos Institute, farmworkers 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 28. (363)

The country's 4 500, mostly white, commercial farmers own up to 80 per cent 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

(363)

ARG 5/1/98

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 30% 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

(363) 20 13/2/98

Michael Hartnack

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 offices 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 28 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 a legal obligation to pay them (the white farmers)."

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

Star 23/2/98

(363)

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

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 bi-election for a vacant parliamentary seat in Chitungwiza, south-east 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-AFP

'ZCTU to blame for food riots'

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

Zimbabwe's main union urged to call off strike

60 27/8/98 # (363)
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 Jonese 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. — Reuter.

Labour, student protests worsen Mugabe's crisis

CT 2/3/98

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 Mushayakarara 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 Sibanda 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. — Reuter

Mugabe warns union as it readies for national strike

Two-day stayaway over taxes and prices planned
amid tough talk from Zimbabwe's president

AFP
Harare

Zimbabwean President Robert Mugabe's beleaguered government, rocked by food price riots in January, faces a new confrontation with angry workers this week.

The Zimbabwe Congress of Trade Unions (ZCTU) has called a national two-day stay-away from work for tomorrow and Wednesday in an attempt to force the government to cut taxes and reduce prices.

Mugabe and senior government ministers, who called troops on to the streets to suppress the January violence, have urged workers to ignore the call and warned they will crack down hard on any unrest.

But the ZCTU leadership, emboldened by strong support for a similar stoppage in December which forced the government to cut some taxes, has said it will not be intimidated.

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 Tsvangirayi said: "We are not answerable to the president. We are answerable to our members."

Tsvangirayi 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

3/3/98 (363)
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 shutting their businesses."

Repeating claims by Mugabe, Shamuyarira said the government was dismayed that whites were damaging the economy that "sustains them".

"We know it is about the land ques-

tion," said Chenjerai Hunzvi, 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 Hunzvi 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 15% 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 of 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 Chitauo. 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 allegedly inadequate Z\$17 000 a year state grants.

Just one
darn strike
after another

Mugabe slams shutdown

Harare - A bolt of lightning struck a tree yesterday at President Robert Mugabe's official residence, Zimbabwe House.

There were no reports of casualties from the strike, caused by a heavy afternoon storm.

The news agency reported that the big cypress tree fell and slightly damaged a precast wall of the adjacent Harare Royal Golf Club.

Meanwhile, the official news agency Ziara reported that an aircraft carrying Mr Mugabe hit turbulence and made a bumpy landing at Mavalane international airport in Maputo on Sunday night.

The Boeing 737 flew into a gusty wind on approaching the airport, and swerved in mid-air before bumping on to the tarmac, bringing screams from passengers.

The report said the welcoming party on the ground, which included Mozambican leader, President Joaquim Chissano, panicked.

"We could not believe it. We thought the worst was going to happen as the plane was coming very fast and we even feared that it was going to hit the terminal buildings," Frank Mutumbara, a member of the Zimbabwean presidential advance party, told the news agency.

The pilot said it was just a storm and nothing much to worry about. Mr Mugabe was in Maputo for a regional one-day summit. - Sapa-AFP

Harare - The embattled Zimbabwe government is vowing to punish businesses that closed in support of yesterday's two-day national strike observed by tens of thousands of workers.

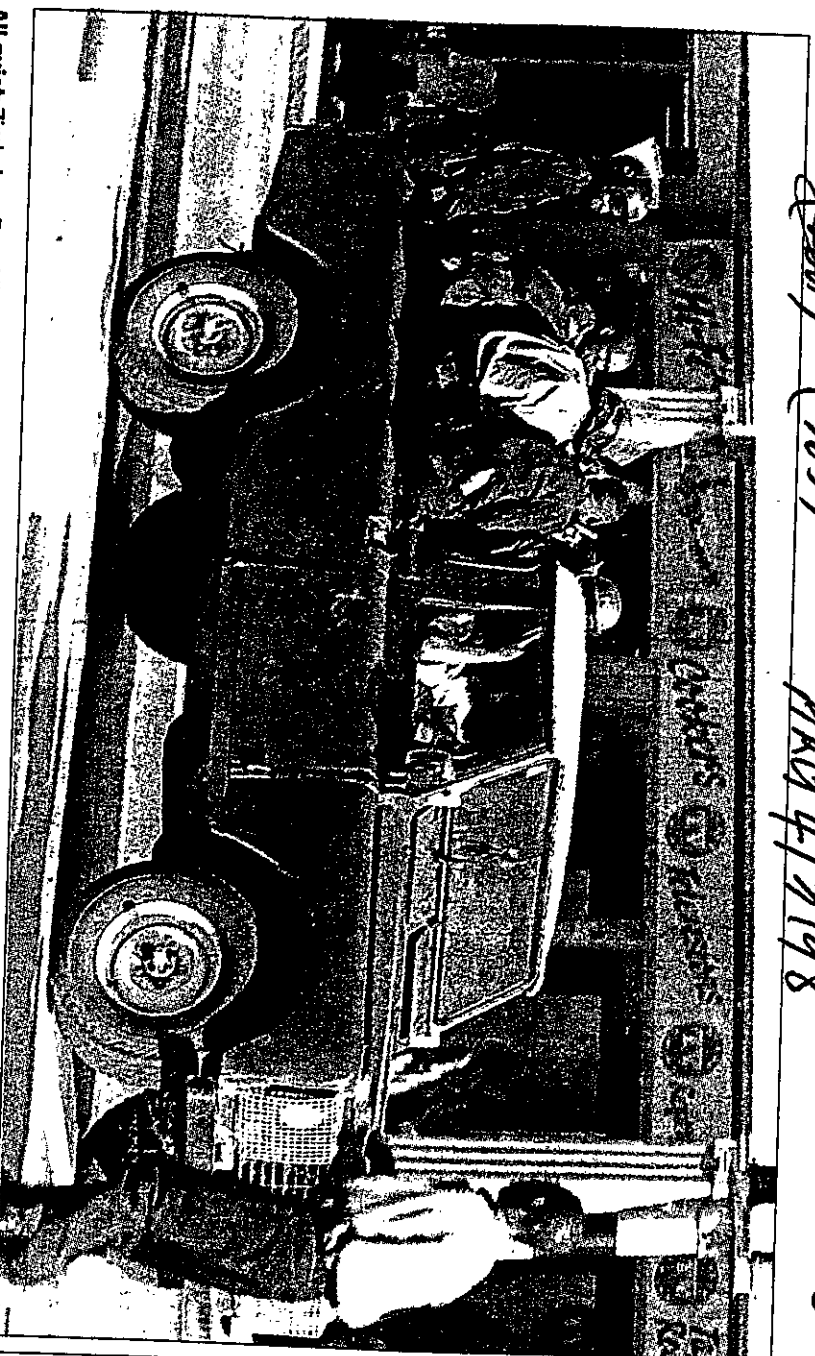
"The government is going to punish those businessmen who closed their premises today, thereby denying workers who wanted to work the opportunity to do so," Industry and Commerce Minister Nathan Shamuyarira said.

The protest, seen as a direct political challenge to the government of President Robert Mugabe, was called by the Zimbabwe Congress of Trade Unions (ZCTU) in an attempt to force the government to cut taxes and reduce prices.

The ZCTU estimated that between 80% and 90% of Zimbabwe's workers heeded the call to stay at home, ZCTU secretary-general Morgan Tsvangirai said in an interview.

But Mr Shamuyarira said many workers had ignored the ZCTU call. "On the whole, government is happy that many workers in urban centres ignored the call of the ZCTU and came to work today, some meeting very severe intimidation on the way."

Mr Mugabe had laid his personal authority on the line by demanding the cancellation of the strike, but almost all industries in the capital remained closed. Only skeleton services operated in the city centre. Mr Shamuyarira said the govern-



All quiet Zimbabwe Republic Police patrol the deserted city centre of Harare during yesterday's first day of the anti-tax strike

ment would not only punish private companies that failed to open but also act against parastatals that did not open and schools that turned away children, and "those few public servants" who did not report for work.

The state news agency reported that other urban centres were also closed for business.

Most businesses were believed to have closed for security reasons, But apart from isolated stone-

throwing, there were no reports of serious violence yesterday - and no sign veterans of the bush war would carry out their threat to march on the northern suburbs of Harare where most whites live. - Sapa-AFP

ZIMBABWEAN DISCORD GROWS

Unions defy Mugabe, go on strike over taxes

CT 4/3/98
(363)

HARARE: President Mugabe claims a strike yesterday was illegal, and police and army were placed on stand-by 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.



BLAMES WHITES: Zimbabwean leader Robert Mugabe.

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 morn-

ing, 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 Gweru, 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 organised 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. — Reuter

AP

Zimbabwe closes down as workers stay home

Star 4/3/98

(363)

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 con-

trol 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

Most shops, factories remain shut

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 Chenjerai "Hitler" Hunzvi over his threats. - Star Foreign Service

Dr. Douglass

Fire hits strike union offices

(363) ARG 5/3/98

Harare - The offices of Zimbabwe's trade union federation were 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

confirmed the incident and said they were investigating.

The Zimbabwe Congress of Trade Unions (ZCTU) 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 ser-

vices. 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 fur-

ther 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

Star 6/3/98

Small firms
are going

under faster

BUSINESS EDITOR

ARTS 6/3/98

Small businesses are going under at an accelerating rate and interest rate cuts are essential to revive the flagging economy, says Credit Guarantee economist Luke Doig.

Last year, the number of liquidations of companies and close corporations jumped 15%, he said, intensifying the pressure on Reserve Bank Governor Chris Stals to lower interest rates by at least two percentage points this year.

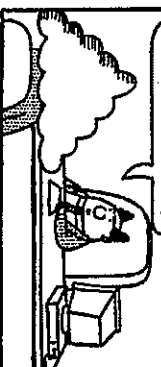
Closures of smaller businesses rose fastest, said Mr Doig. Compulsory liquidations of small businesses went up nearly 15% and voluntary liquidations more than 55%, reflecting businesses' lack of confidence in the future.

Even more businesses and people are likely to go under this year, and a bold interest rate move by the Reserve Bank is essential.

DIBBET by Scott Adams

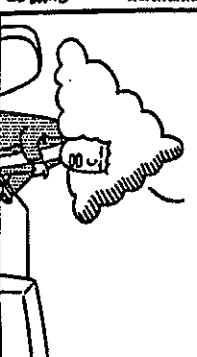
PERFORMANCE REVIEW

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WELL, IT'S A LITTLE LATE FOR THAT NOW.

Fawu 'making progress' in effort to clean up corruption

Splinter union formed after fraud alleged

Johannesburg - 'The Food and Allied Workers' Union says it is making significant progress in recovering thousands of rands that were fraudulently stolen from its coffers.

Fawu president Peter Malepe told a press conference yesterday the union was also cleaning up the corruption which had caused the formation of a splinter group last month.

He said that in the past few weeks there had been public concern regarding events leading to the formation of the splinter group, the SA Food and Allied Workers' Union, on February 14.

"Many questions have been asked as to where Fawu stands in relation to this grouping and to certain problems within the union, like fraud and

corruption," said Mr Malepe.

"Following a mandate given at a Fawu conference, the leadership has

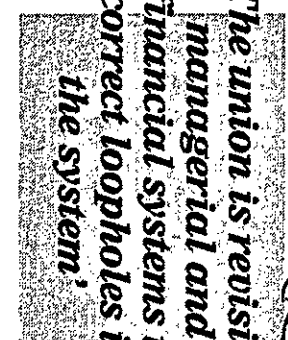
employed a private investigator to bring some resolution to the

issues of corruption and fraud within the union."

He said the investigations had been extended to all levels.

Mr Malepe said although the splinter union claimed to have left his union because of fraud and corruption, Fawu only became aware of the breakaway during the launch on February 14.

"The union is revising managerial and financial systems to correct loopholes in the system"



was ineffective, but said that towards the end of last year it had started revising its managerial and financial systems to correct loopholes.

"The formation of Safawu, which was largely premised on the allegations of corruption within the union, could have been averted if those involved had been a little patient with processes which we have put in

place," said Mr Malepe.

Fawu was pleased with the investigations and had broadened the scope of the investigator nationally, including previous fraud cases totalling R500 000.

The cases were incomplete because of a lack of co-operation with police as well as the lack of follow-up by a former Fawu official, said Mr Malepe.

Fawu secretary-general Mandela Gxanyana said that at the moment his union had not discussed the possibility of meeting Safawu, but did not rule out a future meeting.

He said Safawu was trying to recruit mainly among Fawu members, but the majority of the more than 131 000 members had remained loyal to the union. - Sapa

Unions call for Mugabe talks

Harare - Zimbabwe's

labour movement has offered to negotiate with the President Robert Mugabe's government after claiming success in this week's national strike.

Gibson Sibanda, president of the Zimbabwe Congress of Trade Unions, said: "We genuinely seek a solu-

tion to the pressing economic issues through participation in economic decision-making."

Mr Sibanda, claiming a 90% average support rate in the stayaway, said: "The workers finally have realised they need to work nationally to counteract the effects of price increases and higher taxes."

for a return to work.

The ZCTU said it would not set any ultimatums. Mr Sibanda said the unions would hold a special meeting tomorrow to assess the situation and then consult its members. - Sapa-AFP

MORE ZIM PROTESTS LIKELY

Mugabe under threat as unions get stronger

(963) CT 6/3/98

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 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 ille-

gal 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 Sitohole, 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 failing 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 tackle 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. — Reuter

*'President
Mugabe is
looking more and
more vulnerable
to a leadership
challenge.'*

Arson feared after Zimbabwe unions' offices gutted

Star 6/3/98 (363)
By ANDREW MELDRUM
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 com-

puter and other office equipment worth more than Z\$60 000 (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 Mhashu.

The ZCTU has declared the

strike, held on Tuesday and Wednesday, 90% 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 and food prices, removal of a 2,5 percent increase in sales tax to pay war veterans, a five percent development levy and a 15 percent tax on pensions 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 Tsvangirai. "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: 38 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 not only 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 summiting 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

ARG 13/3/98



(363)

Harare — Zimbabwe's umbrella labour union has urged workers not to buy the country's mass circulation and only daily newspaper, The Herald, on Thursdays and Fridays, in a nationwide consumer boycott of selected products.

The Zimbabwe Congress of Trade Unions (ZCTU), which recently launched a vigorous campaign against the high cost of living, said yesterday that its supreme decision-making council had resolved last week to embark on a national consumer boycott of certain goods and services, starting with the state-owned newspaper.

ZCTU accused the daily of disinformation and said it would "urge all workers to boycott The Herald every Thursday and Friday until further notice", in a statement

signed by Morgan Tsvangirai, ZCTU secretary-general.

"This newspaper embarked on a disinformation campaign during the two-day stay away," Mr Tsvangirai said in reference to last week's successful job boycott which the workers' movement organised to press the government to drop some taxes and reduce prices of basic commodities.

Meanwhile, in a rare, long and strongly-worded editorial on its front page, The Herald yesterday countered the boycott call by launching an attack on Mr Tsvangirai.

Headlined "We still wonder: What has happened to you, Morgan?", the editorial castigated the labour leader, accusing him of working in collusion with the country's white minority at the expense of the work-

ers' cause. The paper charged that Mr Tsvangirai was conspiring with white industrialists and white farmers, whose land is to be compulsorily acquired by the government to be given to landless blacks.

"Why have you become the darling of the historical oppressors of our people both at home and abroad, Morgan? How come even the Western media, that never for once praised the heroism of our people in the liberation struggle, now appear to regard you as the Messiah? What are you doing for them, Morgan?" the paper questioned.

The comment questioned the choice of Thursday and Friday for the boycott, arguing that these days were singled out to create a market for two independent weeklies that are published on those days. — Sapa-Afp

Zimbabwean labour movement and state-owned newspaper in war of words

Harare - Zimbabwe's umbrella labour union has urged workers not to buy the mass-circulation and only daily newspaper, The Herald, on Thursdays and Fridays, in a nationwide consumer boycott of selected products.

The Zimbabwe Congress of Trade Unions (ZCTU), which recently launched a vigorous campaign against the high cost of living, said yesterday that its supreme decision-making council had resolved last week to embark on a national consumer boycott of certain goods and services, starting with the state-owned paper.

In a statement signed by secretary-general Morgan Tsvangirai, the ZCTU accused the daily of disinformation during last week's two-day stayaway and said it would "urge all workers to boycott The Herald on every Thursday and Friday until further notice".

Meanwhile, in a rare, long and strongly worded editorial on its front page, The Herald yesterday countered the boycott call by launching a personal attack on Tsvangirai. Headlined, "We still wonder: What has happened to you, Morgan?", the editorial castigated the labour leader, accusing him of working in collusion with the country's white minority at the expense of the workers' cause.

The paper charged that Tsvangirai was conspiring with white industrialists as well as white farmers, whose land is to be compulsorily acquired by government to be given to landless blacks. "Why have you become the darling of the historical oppressors of our people, both at home and abroad, Morgan?"

"How come even the Western media, that never for once praised the heroism of our people in the liberation struggle, now appear to regard you as the Messiah? What are you doing for them, Morgan?" the paper questioned. "You now rub shoulders and are familiar with all those charlatans and hypocrites who have perfected the art of talking about democracy and the need for diversity and pluralism without meaning a single word of what they talk about. You are one of them," it said. - AFP

Zimbabwe minister wants union blackout

Michael Hartnack

(363)

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 stay-away — 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 Masvingo — 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.

BD 16/3/98

Zimbabwe labour movement now the voice for civil society

CP 22/7/98

(363)

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 35 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 restored to their pre-July 1997 levels.

When the government did not heed the February 27 deadline, the ZCTU called for a two-day work boycott which went ahead, despite the claims by the government that it was illegal.

"We no longer regard them as leaders of a trade union movement, but an opposition party," said President Robert Mugabe.

But ZCTU president Gibson Sibanda promptly denied that the organisation was aspiring for political office. "We have no plans to form a political party and we have never had a political agenda. What we are talking about are bread and butter issues", he said.

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 18 years who see opposition under every

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.

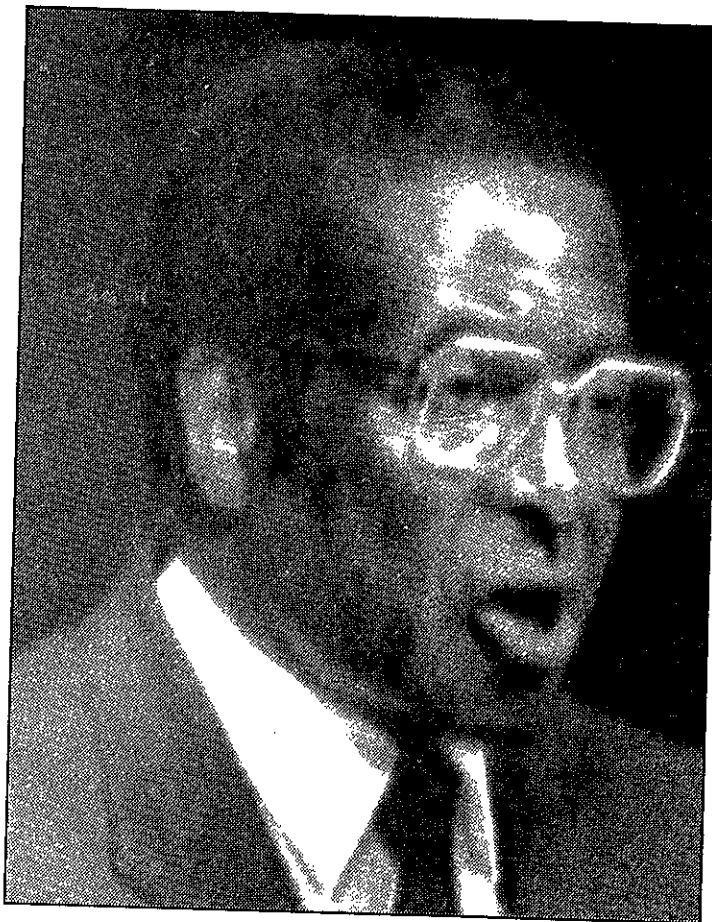
Zimbabwe has just over 10 registered opposition parties but only one has two seats in the 150 member parliament.

"The challenge," says Tsvangirai, "is then left to the trade union movement to shift from

basic tradition 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. - AIA



SEEING OPPOSITION UNDER EVERY BUSH ... Zimbabwean President Robert Mugabe.

Workers to take a tough line on wage negotiations

(363) 20 8/4/98
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 42%.

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 Zizhou, 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," Zizhou said. — Reuter.

AFRICA

Zimbabwean govt to cut 33 000 jobs

Reneé Grawitzky

BD 4/5/98

(362) (363)

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 Gwatidzo, 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, Gwatidzo 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, Gwatidzo 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. Gwatidzo 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 Zimbabwean 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.

Nigeria gives nod to new minerals policy

Kingsley Kubeyinje

LAGOS — The Nigerian military government has approved a new national policy on solid minerals and has broken the monopoly exercised by the state-owned Nigerian coal corporation.

Solid Minerals Development Minister Kaloma Ali said that with the break up of the monopoly enjoyed by the coal corporation in the areas of prospecting, mining, processing and marketing of coal, private investments would be attracted to the country.

He said the policy was created to facilitate decision making about investment placement and to ensure smooth operations in the mines and minerals trade.

The minister said that the new policy took cognisance of the roles of the state and the private sector, deregulation of minerals exploitation, manpower development and incentives to potential investors.

BD 4/5/98

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 begun 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 Kunjeku 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.

Kunjeku 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. (363)

REPORTS: Sapa-AFP, Own Correspondent.

RD 13/5/93

Harare's telecoms strike goes on (363)

FROM REUTERS CT/AA 10/5/98

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 200 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

(363) BD 12/6/98
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

BD 7/7/98

HARARE — Representatives of the 35 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 Z\$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

(367) 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 re-

sponded to their demands made earlier this month.

The government agreed then 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

BD 3/8/98
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 47.5% 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."

Strike bans 'published for historical interest and are not valid'

Michael Hartnack
and Martin Rusinere

HAARLEM — The Zimbabwean government declared last night that Friday's notices banning strikes and demonstrations were produced purely for the interest of history students and were "erroneous and invalid".

Simultaneously the Zimbabwe dollar fell 20% from Z\$13.8 against the US dollar to Z\$23.8 as importers took advantage of the falling currency and triggered a general scramble for hard currency, particularly US dollars.

Commercial banks were surprised that there was no central bank intervention yesterday to stem the fall. It was the worst since last November's 50% slump following the designation of 1,480 farms for takeover and Z\$4.5bn in gratuity payouts to former guerrillas.

"I don't know what to believe," said Morgan Tsvangirai, secretary-general of the Zimbabwe Congress of Trades Unions, whose executive was considering a five day national strike to demand drastic economic reform.

Attorney-general Patrick Chinamasa said Friday's government gazette notices were replicas of ones issued by Ian Smith's Rhodesian Front government at the height of the 1972-80 bush war, republished purely for historical interest "so the public can have access to them".

The official news agency Ziara was told by a source in President Robert Mugabe's office: "It was quite a bad mix-up which caused a lot of damage to the country's image."

Law professor Velezman Ncube denounced on Sunday as unconstitutional the attempt to declare virtually the entire formal sector economy "essential services" with a 10-year jail term for inciting or supporting strikes to curb demonstrations.

Observers found it impossible to believe that Mugabe did not approve Friday's notices, especially in view of his warning to unions two days before "not to seek a confrontation". In January eight people died after he ordered troops and tanks into townships to suppress three days of food riots.

None of these instruments was approved by the Home Affairs Minister Dumiso Dambamanga or the president, so apart from being erroneous their publication was invalid and does not in any way represent government policy.

Zimbabwean mine workers win 33% rise

(363)
Michael Hartnack

55/11/81/98
HARARE — Representatives of Zimbabwe's 60 000 mine-sector workers have negotiated a 33% 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 buying power have to be addressed by more prudent fiscal policy to stop the erosion of living standards," said Verden.



A rebel opposing President Laurent Kabila in the Democratic Republic of Congo does her shopping in Goma on Sunday, the day rebels said they captured the far northern city of Kisangani.

Picture: AFP

Zimbabwe heading for 5-day strike as talks fail

(363) 10 25 / 8 / 98

Michael Hartnack

HARARE — Rejecting last-minute appeals from employers and cabinet ministers, the Zimbabwe Congress of Trades 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 grouping, 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 after 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, results from Mugabe's chronic mismanagement of national resources.

Tsvangirai said Mugabe should have shown good faith by cutting to 15 his 53-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 Masuku 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

(363) *Sowetan* 26/8/98

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 Kumbirai 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. - *Sapa*.

Mugabe's govt asks unions for time

(363)

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 meet-

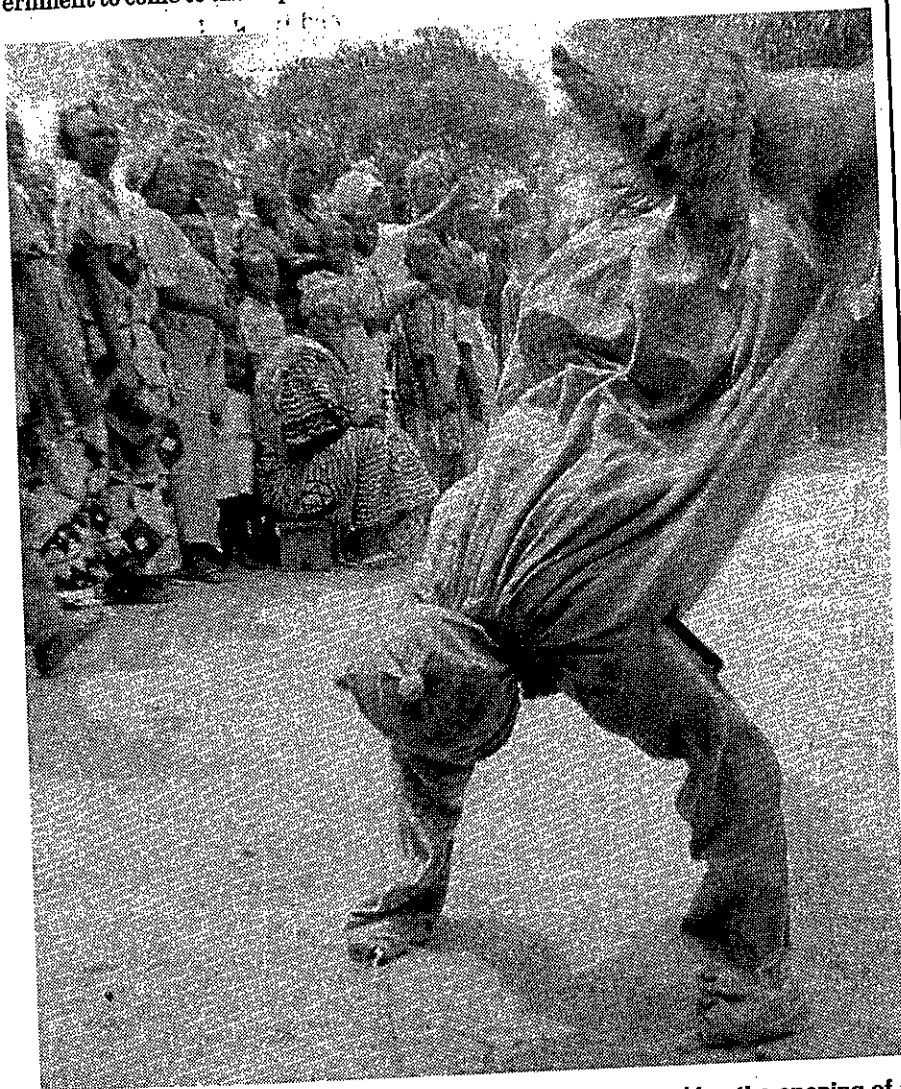
ing (today) to give their position on the issues that we want addressed," Tsvangirai said.

"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. — Reuter.



A crowd watches a display of masked Senoufo dancing marking the opening of a two-day festival in Fizankoro, 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

(363) / Jan 27 / 0 / 98

Harare - 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 fire-fighting 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

Threat to disconnect main water pump

after the government rescued 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 Z\$10-million (R1.6-million) to a contractor who was overhauling the pumping system, while the mayor was using ratepayers' money to build a new Z\$36-million (R5.7-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

(363)

CT 4/11/98

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 rehire

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

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 Moven 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

We're going to strike, Zimbabwe's unions tell government

Evans 11/11/98

(363)

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 Chimutengwende 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, Mlamleli Sibanda, 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

Anger also directed at military intervention in Congo

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 DRC 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. - AFP

Zimbabwe labour crisis talks fail to avert one-day strike

Star 17/11/98

(363)

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 20% 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

(363) ARG 18/11/98

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-AFP

Zimbabwe at a standstill in (863) 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 centres.

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 Kamhuka, 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 MUTIZWA

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 and residents 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



BOB'S OUR UNCLE A padlock was all that was keeping landless workers moving on to Chinyika Farm on Tuesday PHOTO: REUTERS

closed and trading on the stock and forex markets curtailed.

Also yesterday, the government began confiscating 841 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 Fri-

day 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

Unassuming messiah of the Zimbabwean

(363)

Union secretary-gen eral Morgan Tsvangirai pushes aside talk of political motives, writes Michael Hartnack

Ed 23/11/98

WITH HIS moon face, modest stature and stocky build, he looks more like a works foreman or a small storekeeper than a political messiah for a nation of nearly 13-million people. Yet the Zimbabwe Independent last week carried a trashing side by side caricatures of him and 74-year-old Robert Mugabe, asking which looked more like a head of state. Even in his best suit, Morgan Tsvangirai, secretary-general of the Zimbabwe Congress of Trades Unions (ZCTU), lives in a small house in what was once a white artisans' suburb. He or his wife answer the phone, and he is without the hallmark of bodyguards that has been the envy of politicians in Zimbabwe.

Last December he narrowly escaped death when seven people — widely believed to be militant ex-guerrillas — burst into his offices and savagely beat him. The son of a bricklayer, Tsvangirai was born in 1952 in the southeastern rural backwater of Bulawayo. He claims descent from different sections of the majority Shona language group, and part of his success since becoming ZCTU secretary-general in 1988 has rested on a tactful but less articulate ZCTU president, Gibson Sibanda, from Matabeleland.



Tsvangirai left school with Cambridge "ordinary level" — below SA matric. His first job was in a textile mill, then he moved to Trojan, a nickel mine, owned by Anglo, near Bindura. "Conditions at the mine were impossible," he recalled. "There was no code of conduct, and rules and regulations depended on the whims of the individual boss." Convinced that "workers are human beings, worth freedom and rights," he joined the 50 000-member Amalgamated Mineworkers' Union, from whose executive he graduated to the ZCTU.

The ZCTU's leader after independence, Albert Mugabe (elder brother of Robert), was found dead, floating in a swimming pool. Albert had attained in a position despite a string of convictions for mishandling union funds, which cured with his immediate successors. Under Tsvangirai, ZCTU administration was improved and members' confidence has been restored. Although Danish and other European Union unionists have given help and advice, Tsvangirai insists the ZCTU is supported by member unions' contributions rather than donor funding. Member unions represent about 500 000 of Zimbabwe's million-plus formal sector work force, but in calling the first successful national strikes — four over the past year — they have proved themselves to have the full backing of virtually the entire urban black population of about 4-million people.

When Tsvangirai took over, things were different. Mugabe's Zanu (PF) claimed to be the sole voice of the workers, and a 1989 wave of wildcat strikes made it fear a counter-revolutionary conspiracy. The entire urban black population of about 4-million people were different. Mugabe's Zanu (PF) claimed to be the sole voice of the workers, and a 1989 wave of wildcat strikes made it fear a counter-revolutionary conspiracy.

Morgan Tsvangirai ... looks more like a works foreman or a small storekeeper than a political messiah



Zim unions throw down the gauntlet

ET 23/11/98

(363)

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 54-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-Reuter.

Wednesday November 25, 1998 SOWETAN
11/25/98 11:55 AM

Zimbabwe 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 has paralysed the country through two one-day strikes in the past two weeks, announced the cancellation of a stoppage 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 on further strikes.

The ZCTU stepped up its demands at the weekend in its confrontation with the government, going far beyond earlier claims for 20 percent pay rises for all workers and the cancelling 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 rehabilitate 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. - Sapa-AFP.

Zim unions to challenge strike ban

CT 1/12/98

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 early 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

ARG 11/12/98

(363)

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 Africa-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.

"This 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.

Sapa-AFP

Zimbabwean unions to challenge strike ban

Michael Hartnack

National stayaway planned if tripartite talks with government and business fail

HARARE — Lawyers for the Zimbabwe

Congress of Trades Unions (ZCTU) yesterday began preparing an urgent constitutional challenge to the strike ban promulgated last week by President Robert Mugabe.

"We are prepared to die for our rights," ZCTU president Gibson Sibanda said after his executive yesterday resolved to press ahead with a third national stayaway. The stayaway is to demand reform if no results are yielded by tripartite talks with government and employers, pledged later this week by Industry and Commerce Minister and acting labour minister Nathan Shamuyarira.

In addition to 20% cost of living allowances to offset runaway inflation, the ZCTU wants full publication of the cost of Mugabe's Congo intervention, a sweeping constitutional overhaul, reduction of the 54-member cabinet to 15, and a refund to taxpayers of millions of dollars siphoned off through recent high-level scandals.

"Should no progress be achieved in the talks, the executive committee will have no choice but to implement the decision of the general council for a stayaway," said Sibanda. The ZCTU would attempt to overturn Mu-

gabe's strike ban legally, but nothing would check pressure over workers' grievances.

"We are ready to go to prison," ZCTU secretary-general Morgan Tsvangirai said. "Workers understand very well that we are expressing their discontent over economic conditions and the government is telling them to shut up."

During his absence on a 16-day trip to Europe, Mugabe on Friday had special temporary powers promulgated threatening three-year jail terms, or Z\$100 000 fines, for workers and employers who "organise, incite or

facilitate collective action applying pressure to Government to change lawful measures".

Employers and commuter minibus operators also risk revocation of their business licences if they "recommend staff join collective action".

Sibanda said lawyers were planning an urgent approach to Zimbabwe's Supreme Court ahead of a meeting on Saturday of the ZCTU national council to review talks' progress. He believed Mugabe had breached the constitution by "usurping the prerogative of parliament", overriding the Labour

Relations Act.

Shamuyarira told the ZCTU several meetings might be necessary to discuss their demands, but Sibanda said government receptiveness would be assessed at each stage.

Signs of internal discontent in Mugabe's ruling Zanu (PF) party surfaced in results of provincial office bearers' elections, announced yesterday.

Five provincial chairmen lost their positions, including Lands and Agriculture Minister Kumbirai Kangai, who on November 12 began sending 841 notices to white landowners that their properties had become state property. He claimed the elections were marred by "rampant vote buying".

Public servants get 25% more for cost of living

Michael Hartnack (363) 60 30/12/96

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 Chigwendere 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 Zimbabwe'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.

Chigwendere said the award "goes a long way towards cushioning the (public) servants' plight but does not go far enough in redressing present imbalances between them and workers in industry in general".

Zimbabwe is in the throes of an economic crisis, with 2-million people unemployed.

ZIMBABWE - LABOUR
1999

REST OF AFRICA

Railway strike disrupts services

Trade union representative vows that action will continue until Zimbabwean govt pays workers

Michael Hartnack
and Robyn Chalmers

HARARE — Passenger and freight services on Zimbabwe National Railways (NRZ) were severely disrupted for the second day yesterday as 9 000 employees continued a strike for Z\$200m in allowances unpaid since July 1997.

The strike has also affected SA passenger and cargo rail services to Zimbabwe. Spoornet executive business manager Harry Mashele convened an urgent meeting of all cargo-related businesses yesterday to assess ways of dealing with the effects of the strike.

NRZ GM Albert Mabheha said the debt-

ridden parastatal could not afford to pay the amount due to the railwaymen and appealed to Labour Minister Florence Chitauru to declare the stoppage illegal. This would enable police to be called in to arrest strike leaders.

Wellington Chibibi, head of the largest of three unions representing the strikers, the Railway Amalgamated Workers' Union, vowed that the action would continue until the debt was settled.

In Zimbabwe's last national budget, Z\$49m was allocated to meet NRZ losses while a Z\$22m loan was supplemented this year by a further Z\$36,4m.

The state-run Zimbabwe Broadcasting Corporation yesterday reported the rail-

way system was at a virtual standstill, before an apparent news blackout on the strike was imposed by the country's government-controlled media.

Mabheha promised that if employees returned to work they would "receive enhanced allowances from this month".

The railway stoppage may exacerbate looming shortages of maize, with the spectre of repetition of last year's food riots in which eight people died.

Railways spokesman Herbert Modiane confirmed in a statement from the NRZ's Bulawayo headquarters that scheduled passenger and freight services had been cancelled on Wednesday. Hanlie Kotze, marketing manager of Spoornet's Main-

line Passenger Services division, said yesterday only one train with about 230 passengers had been affected. The train, travelling from Bulawayo to Johannesburg, was halted in Bulawayo. Passengers were offered the option of travelling on another train, making their own arrangements or using buses organised by Spoornet.

There are two rail services between SA and Zimbabwe. The first runs from Johannesburg to Bulawayo on Tuesday of every week while the second runs from Bulawayo to Johannesburg on Thursday of every week. Should the strike continue, Spoornet said these passenger services could also be affected, but alternative plans would be made.

Back pay promise brings railwaymen back to work

BD 23/3/99 (363)

Michael Hartnack

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 ratify 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 Chikowore.

"Our freight services started moving again at midnight on Friday," said railways spokesman Herbert Mondhlani yesterday. "We are giving preference in critical areas — coal, maize and fuel."

SA services were disrupted to a limited extent, but passenger services in Zimbabwe resumed on Saturday.

Wellington Chibhebhe — head of the largest of four unions representing National Railways of Zimbabwe workers — said his members were not prepared to settle for less than payment 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," Chibhebhe 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\$8,70 a loaf. Bakeries still in production have been selling loaves at about Z\$10, saying this is the only way they can keep going.

Postal workers strike

(363)
Harare — Postal workers at Zimbabwe's Post and Telecommunications Corporation (PTC) went on strike yesterday for a salary hike. The work stoppage affected mostly the postal service. The workers are demanding a 48% salary hike while the PTC says it can only offer 15%. Last week the government gazetted a 20% salary increase for all PTC workers backdated to December 1998.

Star 14/4/99

Students battle Harare police over allowances, while postal strike continues

By VINCENT MURWIRA
Star Foreign Service

Harare - Riot police yesterday teargassed thousands of University of Zimbabwe students who were trying to march from the campus into the streets of Harare, which was also suffering disruption from a strike by thousands of postal workers.

The students were pressing for increases in student allowances and also protesting against a planned five-month forced holiday to start in May.

The majority of post offices throughout the country remained closed for the second day running, after the Posts and Telecommunications Corporation failed to meet the 45% salary increase demanded by workers.

Agitated by the human barricade formed by police at the gates of the university, the students threw missiles at police, who responded by firing tear gas, driving the students back on to the campus. Police later followed into the campus

grounds, where running battles with students erupted.

Resident students receive Z\$6 200 and non-residents Z\$8 600 over a period of 15 weeks. They claim that this amount, last reviewed in 1995, is now inadequate because of increases in the cost of living.

The students requested the police to escort them into town yesterday but this was denied. The police said they received this request too late.

"The students also showed a propensity for violence," said

Star 15/4/99
Chief Superintendent Chipembere, the officer commanding Harare Suburban.

The students also want to protest against the May 22 closure of the university for five months, leading to a loss of much study and lecturing time. "Most of the students will be loafers for five months beginning in May. We were not even consulted," said Sindiso Mazibiza, secretary for publicity and information in the students executive council. Police said no injuries were

reported or arrests made.

The postal strike, which continued throughout Zimbabwe, has disrupted services such as the telephone exchange, the post office savings bank and all other postal services.

The Posts and Telecommunications Corporation management has denounced the strike, which it says is premature because it is involved in salary negotiations with the workers. The corporation has also described the action as illegal under the country's constitution.

Zimbabwe strike wins wage increase

LT (R) 16/4/99

(363)

FROM REUTERS

Harare - Zimbabwe's postal and telecommunications workers ended a two-day strike yesterday after they were awarded a 30 percent pay rise 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 Chimankire, 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 10 500 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

Michael Hartnack

(363)

DD 28/4/99

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 23% 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. It cost the country Z\$201m 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.



Dresdner Bank

No resolution to Zimbabwe's posts strike

BD 30/4/99 (363)
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 30% 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% increment.

Economists currently report 53% 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 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

(363) 003/15/99
Michael Hartnack

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 Musvosve 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 Judge 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 not 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 (363)

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 53% 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 Z\$5,25 (R0,87c)/ kg price on supermarket shelves in Harare before 20% increases to Z\$6,31 (R1,05) 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.

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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 bungles, now claimed to have been remedied.

Ignatius Chigwedere, chairman of the joint negotiating committee which aims to reconcile the government and its employees, said: "Neither side wants to budge." 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 claims losses of \$585m.

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?"

36/3

BS 21/6/99

Zimbabwe's strikers take to streets

(363)
ART 24/6/99
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 Gweru and Harare, picketing government buildings and preventing others from reporting for work, government officials said.

Peter Mabande, 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 picketed government buildings, preventing workers from reporting for duty, government officials said.

Peter 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.

MO 27/6/99

Hartley workers' salaries cause row

BD 28/6/99 (363)
Michael Hartnack

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 \$18.9m was paid to expatriates while 3 448 Zimbabwean employees received \$10.8m between them.

Problems with skills development and the importation of staff has 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 60% 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 ground 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 Peoples 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 Mubi 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."

The Herald quoted "a highly placed source in the company" as saying: "Most problems at the mine were caused by SA and Australian expatriates ... they were unemployable in their own countries."

Hartley to hand out packages

(363) BD 13/7/99
Michael Hartnack

HARARE — The Hartley Platinum Mine, which closed in May with US\$585m losses, has offered retrenchment packages worth \$9m to 3 500 redundant workers, Labour and Social Welfare Minister Florence Chitauro 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 \$3m.

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 Mutandare, president of the mineworkers' union, said its negotiators "had achieved what Napoleon could not have done — 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.

Chitauro said the offer of Z\$10 000 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 3% 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 Unki platinum mine near Shurugwe, 300km south along the same Great Dyke feature.

Big pay rise

for Zim army

HARARE: President Robert Mugabe's government is working on a package of extravagant pay rises for the army of up to 50% in a move that is expected to annoy the International Monetary Fund.

Defence Minister Moven Mahachi told the independent *Financial Gazette* yesterday that the government was drafting a "more lucrative" salary structure and improved working conditions for the 30 000 officers and soldiers.

He would not give details, but the *Gazette* quoted unnamed military sources as saying that the plan foresaw pay going up by up to 50%. The army would be given better accommodation and pensions would also increase.

The deal would put the army on a higher pay scale than ordinary civil servants.

Economists said the move would cost the government a vast amount of money and would cause a dramatic increase in defence spending.

The announcement comes only three days after the International Monetary Fund ended a three-year freeze on finance to Zimbabwe and granted a \$193 million loan that is heavily conditional on the government introducing radical spending cuts, particularly on defence.

"This is directly counter to the agreement signed with the IMF," said a senior economist who asked not to be named. "The IMF loan means we have to spend less money, not more. This seems to have escaped the government."

Western diplomatic sources said Mugabe's ruling Zanu(PF) party was trying to keep the army on its side in the face of growing animosity against the government as a result of an economic crisis caused by rampant corruption and failed policies.

For the first time since independence 20 years ago, the party faces a serious challenge in parliamentary elections due next year. — Sapa-DPA

Mugabe plans to drop ban on strikes

Michael Hartnack

HARARE — President Robert Mugabe plans to drop his ban on strikes because employers have been exploiting it to suppress worker discontent.

Labour Minister Florence Chitauro said: "We realised it could not work in this country because employers were taking advantage and using summary dismissal, which is against what we aimed to achieve."

Last November Mugabe invoked the Presidential Temporary Powers Act, alleging a "neocolonial conspiracy" between the Zimbabwe Congress of Trade Unions (ZCTU) and white employers to unseat the government with a wave of protests and strikes.

Anyone inciting or organising any form of worker protest, including marches and demonstrations, faces up to two years imprisonment. The ZCTU, led by secretary-general Morgan Tsvangirai, staged the first

successful national strikes in its history, pressing for sweeping reform of government and its alleged misallocation of national resources.

The ban ran for an initial six months, and Mugabe planned to incorporate it in a new "harmonised" labour bill to be presented to the coming session of parliament.

Mugabe's order under the Presidential Temporary Powers Act had been allowed to fall away "because there was absolutely no reason to renew it", said Chitauro.

The strike ban had left workers without means of protest against exploitation by their bosses, she alleged.

There had been an outcry at the inclusion of the act's provisions in the planned labour bill and it would be presented to parliament in an amended form, Chitauro said.

Business circles in Harare say the government may have been encouraged to drop the strike ban by a loss of momentum in the

labour movement since last year, and pressure from international donors, reluctant to extend vital aid while there is a demonstrable lack of shopfloor democracy.

Despite 55% inflation, which has put 60% of Zimbabweans below the headline, an expected wave of strikes over annual wage negotiations in June and July petered out as workers feared joining the 2-million urban unemployed.

Fewer than 1.4 million of Zimbabwe's 12.7-million people are employed in the formal sector and there have been waves of redundancies.

More than 250 000 Zimbabweans now survive by informal sector mining and gold panning, under work and safety conditions not seen in Europe for 200 years.

The ZCTU plans to hold an "extraordinary congress" this weekend to decide future policy and its support for a new political party representing workers' interests. — AP

Strike seriously disrupts Zimbabwe's Herald

Michael Hartnack (363)

HARARE — Staff at Zimbabwe Newspapers remained on strike yesterday throwing the advertising and distribution departments of Herald House into confusion. Staff are demanding a 40% cost of living salary adjustment.

Deliveries of the 120 000 to 130 000 copies of the main national daily, the Herald, were seriously disrupted by a walkout on Tuesday and it appeared with only 60% of its usual advertising.

Support for the strike appears to have been mixed among editorial staff, but much of the news con-

tent came from overseas sources. The Herald's sister paper, the Bulawayo Chronicle, has not been affected so far.

"Nothing has been done to redress our grievances," said workers' committee chairman Philip Mangwaza. He said management had ignored a notice of impending industrial action sent two weeks ago to the labour department.

Committee members accused senior staff of awarding themselves automatic 30% increases in petrol allowances when prices increased earlier this year. Nothing has been done to assist junior staff battling 63.5% inflation.

The Herald's owners, Zimbabwe Newspapers, rendered some of the best returns on the Zimbabwe Stock Exchange in the past two years but workers' representatives claim they were told the newspaper had made a Z\$7m loss in the first six months of the year.

Talks continued yesterday between workers and the parastatal's management, which was appointed by the information ministry through the Zimbabwe Mass Media Trust.

Circulation of the newly launched Daily News was reported to have been boosted by the Herald's problems.

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Strikers want cash payouts

Martin Rushmore (363)

HARARE — A rash of strikes has erupted in Zimbabwe because of Old Mutual's demutualisation, with workers in pension funds managed by the institution demanding cash payouts. At least five publicly quoted companies have been affected.

Executives have been beaten up and managers locked in offices as labour unions have accused pension funds of fraudulently keeping money from them.

Even President Robert Mugabe's own party has become involved. A Bulawayo company in which it has a 50% interest, metal presser Monarch Products, has been one of those affected.

It is estimated that at one point almost 10% of the industrial labour force had downed tools last week.

An executive at one company said: "There is a genuine misunderstanding which has turned nasty. The workers say that pension fund is part of Old Mutual, and refuse to believe that the fund has received shares or cash from which they will benefit."

Old Mutual staff have been meeting strikers to explain the situation.

Some companies are blaming the institution for not making it clear who would benefit. Old Mutual CE in Zimbabwe, Graham Hollick, could not be contacted for comment.

BD 31849

Taxi strike leaves workers stranded

~~(#77)~~ (363)
Michael Hartnack
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HARARE — Commuters faced the prospect of walking up to 30km to and from work yesterday after drivers of minibuses held strikes in protest against alleged police harassment.

Chief Supt Wayne Byudzijena, 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 minibus 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.

Mugabe govt threatens unions

BERNARD MANDIZVIDZA
(367)
SEP 13/1999
INDEPENDENT FOREIGN SERVICE

HARARE: The Zimbabwe government is considering deregistering the powerful labour movement, the Zimbabwe Congress of Trade Unions (ZCTU), whose leaders launched a new political party, the Movement for Democratic Change (MDC), at the weekend.

The launch before a jubilant crowd of about 20 000 was the largest political gathering seen here in the past few years and a clear warning to President Robert Mugabe's government that it faces a serious challenge.

The independent *Standard* commented yesterday that the new party was "the best chance this country has of retrieving the broken economy and stopping the present kleptocracy from destroying Zimbabwe". The newspaper warned, however, that Mugabe's secret police — "the boys in dark glasses" — will stop at nothing to wreck the party.

A senior official in the attorney-general's office said yesterday it had been asked to advise the government on the legality of union leaders holding senior positions in a political party, even on an interim basis, while retaining their posts in the labour movement.

ZCTU president Gibson Sibanda and the labour movement's secretary-general Morgan Tsvangirai yesterday became the interim president and secretary-general of the new political party respectively.

The two leaders said last week they would retain their positions in the Zimbabwe Congress of Trade Unions until the new party convenes a congress later this year to elect a substantive leadership.

But Public Service, Labour and Social Welfare Minister Florence Chitauo said under the Labour Relations Act it was illegal for the union leaders to hold positions in a political party as this would prejudice the interests of the workers.

She said the union leaders must quit the labour movement if they want to be involved in the new party.



PAPER CHASE
Supporters of the Movement for Democratic Change, Zimbabwe's new political party, burn copies of the state-controlled Herald newspaper at the party launch in Harare on Saturday. Government officials say the party leaders cannot concurrently hold positions as union leaders. *AP Wirephoto*

New party 'violates' Zimbabwe labour law

SEP 13/1999
(367)

BERNARD MANDIZVIDZA

HARARE - The Zimbabwe government is considering deregistering the Zimbabwe Congress of Trade Unions, whose leaders launched a new political party at the weekend.

The Movement for Democratic Change (MDC) was introduced in front of a crowd of about 20 000, Harare's largest political gathering in the past few years.

A senior official in the attorney-general's office, who preferred anonymity, said the office had been asked to advise the government on the legality of the trade union's leaders holding senior positions in a political party, even on an interim basis, while retaining their posts in the labour movement.

Gibson Sibanda, the trade union's president, and Morgan

Tsvangirai, the labour movement's secretary-general, became the interim president and secretary-general of the new political party respectively.

They said last week they would retain their positions in the trade union until the new party convened a congress later this year to elect a substantive leadership.

But Florence Chitauo, the minister of public service, labour and social welfare, said under the Labour Relations Act it was illegal for the union leaders to hold positions in a political party as this would prejudice the interests of the workers.

She said the leaders must quit the labour movement

The MDC is the biggest threat so far to the government of Robert Mugabe

While many agree that a clear distinction must be made between the trade union and the new political party, the general perception is that the threats to deregister the labour movement are not out of any concern for

permanently if they wanted to be involved in the new party. She warned that the government would not hesitate to take stern measures against the leaders unless a clear distinction was made between the labour movement and the political party.

The official in the attorney-general's office said the minister had asked his office to scrutinise relevant legislation and advise the government.

Mugabe's frequent foreign travels. The party was launched as Mugabe arrived back from South Africa and Libya and was preparing to leave for a two-week trip to the Americas with a 50 member delegation.

Independent Foreign Service

Zimbabwe catering staff strike

By 14/9/99

Michael Hartnack

HARARE — A strike by 10 000 of Zimbabwe's catering workers' union, members seeking 68% pay rises has paralysed hotels and restaurants over the past few days.

The strike, on the heels of unrest over demutualisation payments to company pension funds, appear to reflect rising militancy among Zimbabwe's 1.1-million formal sector workers as inflation nears 64%, say employers.

On Saturday police tear-gassed a crowd which gathered at the gates to the capital's five star Sheraton Hotel.

Other strikers invaded two restaurants, stealing food and dragging out staff who ignored the stoppage. Many restaurants were closed, fast food outlets were barricaded and hotels provided skeleton staff.

A Hospitality Association spokesman estimated financial losses would be huge.

Inscor outlets appeared to be the first targets on Friday, despite giving workers a 20% cost of living adjustment in January and a recent 45% increment backdated to April.

the company said.

Chrispen Zinzombe, vice-president of the Catering Industry Workers' Union, reported complete compliance with the strike in Victoria Falls, Bulawayo and Mutare, prime tourist areas. He said: "No one is going back to work until we get what we want."

With foreign currency earnings, Zimbabwe's tourism industry has been less badly hit than other sectors by the economic crisis, but reports of unrest have dented the country's image as a destination, say travel agents.

(263)

☐ LABOUR

CT(MR) 17/9/99 (363)

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 Mudzengerere, the general secretary of the Zimbabwe Catering and Hotel Workers' Union, said the 22 000 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 has 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 residing guests. — *Harare, Reuters*

Driving instructors swell wave of labour protests

Michael Hartnack

(313)

HARARE — Zimbabwe's 400 driving instructors have been the latest to join a wave of strikes here, protesting that they are weary of living a twist of the steering wheel away from sudden death for a basic monthly wage of Z\$600.

At the weekend 10 000 catering industry workers agreed to return to their posts, pending arbitration, after a week-long stoppage which cost hotels and

restaurants millions of dollars because of cancelled bookings.

The newly formed union of driving instructors said its members had wearied of earning Z\$600 a month basic salary, plus Z\$3 commission for each hour-long lesson. They demanded a minimum Z\$1 400 basic wage.

A scare that petrol pump attendants were about to strike caused massive queues at filling stations, but the reports seemed premature. Automotive

and Allied Workers' Union general secretary Mhanduru Nduku said that there was no disagreement yet over demands for a 40% cost-of-living increase backdated to July. Inflation in the country is running at 68.8%.

Police on Friday arrested five Catering Workers' Union members in Bulawayo after tables were overturned and customers and staff assaulted at Innescor group premises. They would be charged with assault and disorderly be-

haviour, said a police spokesman. Most food outlets were working normally yesterday after Labour Minister Florence Chitauru declared the stoppage for additional 45% increments illegal and ordered state arbitration.

There has been unrest over salaries in the past month on mines and factories and in offices whose pension schemes got shares from the Old Mutual demutualisation which contributors wanted paid to them in cash.

BP 2019199

Outpatient services struggle as junior doctors go on strike

(363) BD 23/9/99
Michael Hartnack

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 Mbuya 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 45% increments.

Health Minister Timothy Stamps expressed sympathy for the pay protest, but said it was illegal for doctors to stop work.

"We exploit them — we have been taking advantage of them for too long," he said.

"You cannot get people to work as slaves," said Stamps.

Officials say junior grade doctors receive Z\$15 000 a month, but they claim net take home pay does not exceed Z\$6 000 (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 Mbuya 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 Z\$400 000 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 Z\$600 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 Z\$15,5m 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 182% 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.

Striking doctors set to review stopgap pay offer

Michael Hartnack

HARARE — Zimbabwe's 400 striking junior doctors were expected to give their final diagnosis today on a new "stopgap" pay offer centred on up to Z\$2 625 a day for weekend and holiday shifts at rural hospitals, with a reduced scale for urban centres.

News media here have been reporting daily on deaths as a result of the strike, which began on September 21 over Z\$472-a-shift overtime payments.

A meeting was called yesterday to consider the latest offer from Labour Minister Florence Chitauo which did not change their basic salaries of Z\$15 000 a month, nor conditions of work which saw them working shifts of up to 56 hours with inadequate equipment and supplies.

Chitauo, with an eye on simmering unrest in the 170 000-strong public sector, said the offer was only the first stage of a "rationalisation" embracing nurses and all public servants.

The stoppage has seen a break with past government strong-arm tactics and arrest of the strikers, who this time had words of sympathy from President Robert Mugabe and Health Minister Timothy Stamps along with their so far unheeded calls to return to the wards.

"The issue is not just with the allowances. We want improved working conditions and decent salaries," said a hospital doctors' representative before yesterday's meeting.

The situation at all four of Zimbabwe's major referral hospitals yesterday remained critical.

cal, with casualty officers continuing to refuse admission to any but the most urgent cases.

A 23-year-old woman, suspected of having acute appendicitis, was among 100 patients sobbing in pain while awaiting attention at Harare's Parirenyatwa teaching hospital.

However, for those covered by medical aid for private treatment, centres remained open, charging up to Z\$7 000 for immediate attention.

Moses Mvengi, a prominent backbencher of the ruling Zanu (PF) party and chairman of the parliamentary public accounts committee, reported "massive losses" this week from the Z\$3.2bn health vote due to maladministration and fraud in departments such as medical stores. He criticised spending on

the Congo war intervention, said by Finance Minister Herbert Murerwa to be "under Z\$120m a month" in hard currency.

Chitauo said: "Government would like to make it clear there is an urgent need to arrest the wage spiral which has led to macroeconomic instability as evidenced by high inflation and interest rates."

Officials were completing a new salary structure for health staff while reviewing the plight of all public servants.

Police Supt Patrick Ncube confirmed that 12 doctors among 26 being investigated for alleged frauds on the Public Service Medical Aid Society had been warned of impending prosecution. Records showed the society, covering public servants, was defrauded of up to Z\$144m.

IGUS, TUESDAY, OCTOBER 12, 1999

44 die after Zim doctors go on strike

(363) ART 12/10/99
INDEPENDENT FOREIGN SERVICE

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 taking 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 doctors earning about R1 000 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 impoverished population rely on the cheaper state health institutions.

The expatriate doctors, who asked not to be identified, said accident victims who had flocked to the hospitals during this past weekend had been turned away, notwithstanding the seriousness of their conditions.

There was not a single doctor to man the outpatient and casualty departments 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 identified, 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 worsen, with reports that nurses are planning to stage their own strike.

Zim doctors' salaries to double

ARL 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

Michael Hartnack

(363) 80 29/10/99

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 Steen 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 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 1997 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 \$450m budget support will be frozen following IMF claims that the cost of military intervention in Democratic Republic of Congo was \$166m from January to June, not \$4m a month as the IMF was advised in August.

In June, Denmark indefinitely postponed talks on possible Z\$1bn 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 Dragoer 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 (363) chucks out trade unionist CT 11 11 99

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. — IFS