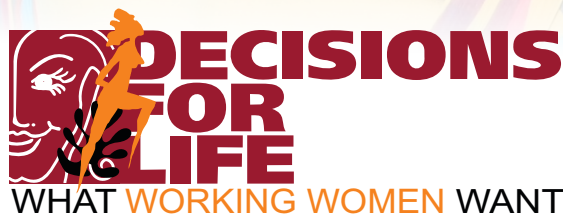


# Decisions For Life Forum

- *Flashback on DFL in 2012*
- *Profile: Interview with Faith Kalinde*
- *To be or not to be with Ausie*
- *Embracing reality by Maureen Sigauke*
- *Health corner / green decisions on same page*
- *Sex discrimination: it's a workplace issue*



Miriam Katumba (White) takes up the lead to mentor the young woman





Hey DFL members, its goodbye 2012 and welcome to a New Year, new resolutions, new beginnings. We have travelled the journey 2012 together thanks to all of you for commitment to the campaign. From the ZCTU perspective the journey 2012 was a mixed bag, with lots of success, but hiccups and pain in between. We lost a few colleagues due to death as well. But we made it and the almighty pulled us through. Well 2013 is here and we will continue the campaign. It is my hope that we get support for this. Let us continue to network and have unity of purpose.

Let us also remember **March the 8<sup>th</sup> (International Women's Day)**, is just around the corner. As we commemorate the day lets us remember the fight to protect, educate and empower the girl child, to empower the woman of today and tomorrow. Let us go out in full force to the nearest ZCTU regional centre in our constituency and participate in the championing of working women's demands for gender equality and the emancipation of all women.

On behalf of the campaign team and as your coordinator, I want to wish you all, A Happy New Year and lots of successes as you make those critical decisions for life. *Bravo! Tapinda! Tapinda!* But let us embrace the year wisely as we start the journey 2013 together. I love you all.

By: **Fiona Gandiwa Magaya**

# Zimbabwe Congress of Trade Unions (ZCTU)

## STRENGTH AND WEAKNESSES OF THE COPAC DRAFT CONSTITUTION IN LABOUR RELATIONS

The COPAC draft constitution in summary has the following strengths and weaknesses in labour relations:

### 1. STRENGTH

#### 1.1 Recognition of Socio-economic Rights

For a long time, the ZCTU has been demanding for the recognition of socio-economic rights. These are now provided in the final draft as follows:

- ✓ Right to food security and water (s48 and 77)
- ✓ Right to education (s27 and 75)
- ✓ Right to shelter (s28)
- ✓ Right to health services (s29 and 76)
- ✓ Right to social welfare (s30 and 82)
- ✓ Employment creation (s14)

#### 2. Work and Labour Relations

The draft now recognise the following fundamental rights of workers: (s24 and 65)

- ✓ Opportunity to work in a freely chosen activity, in order to secure a decent living for workers and their families.
- ✓ Full employment;
- ✓ The removal of restrictions that unnecessarily inhibit or prevent people from working and otherwise engaging in gainful economic activities;
- ✓ Vocational guidance and the development of vocational and training programmes, including those for persons with disabilities; and
- ✓ The implementation of measures such as family care that enable women to enjoy a real opportunity to work.
- ✓ Right to fair and safe labour practices and standards and to be paid a fair and reasonable wage.
- ✓ Right to form and join trade unions and employee or employers' organisations of their choice, and to participate in the lawful activities of those unions and organisations.
- ✓ Right to participate in collective job action, including the right to strike, sit in, withdraw their labour and to take other similar concerted action

- ✓ Every employee, employer, trade union, and employee or employer's organisation has the right to
- ✓ Engage in collective bargaining;
- ✓ Organise; and
- ✓ Form and join federations of such unions and organisations.
- ✓ Right to equal remuneration for similar work.
- ✓ Right of female employees to maternity leave (s65)
- ✓ Right to an environment that is not harmful to health or well-being (s73)

#### 4. Domestication of International standards

- ✓ The State must ensure that all international conventions, treaties and agreements to which Zimbabwe is a party are incorporated into domestic law.(s34)

#### 5. Dispute resolution

- ✓ Right to fair hearing (s69)
- ✓ Recognition of the Labour court as a court of record with jurisdiction over matters of labour and employment (s172)

#### 6. Other Fundamental Human rights

- ✓ Right to life (s48)
- ✓ Right to personal liberty (s49)
- ✓ Right to human dignity (s51)
- ✓ Right to personal security s(52)
- ✓ Freedom from torture or cruel, inhuman or degrading treatment or punishment
- ✓ Freedom from slavery or servitude Freedom from forced or compulsory labour (s55)
- ✓ Equality and non-discrimination (s56)
- ✓ Right to privacy (s57)
- ✓ Freedom of assembly and association (58)
- ✓ Freedom to demonstrate and petition (s59)
- ✓ Freedom of conscience (s60)
- ✓ Freedom of expression and freedom of the media (s61)
- ✓ Freedom of profession, trade or occupation (64)
- ✓ Freedom of movement and residence (66)

.....continue to page 12

# From The Editor's Desk

Hiya readers, welcome back again to the Decisions for Life Forum. I hope and trust that you enjoyed our first issue.

This marks the end of 2012 and the beginning of a new year and most you have already set your resolutions for the year yet some are still struggling to make those resolutions.

It is time to set your goals that will guide you through the year, so you will be able to measure your success by the end of the year.

As you begin this year, remember that you have a price tag that is very high, and no-one deserves to take advantage of you. There is no other you so put yourself first, love yourself first, before you give love to anyone else because you deserve it. I also hope that you will benefit from our new Health Column which will take you through some of the health issues that affect the young women.

Stay with us and remember it is you who can make this forum as enjoyable and informative as possible. We appreciate your feedback.

I wish you all a prosperous 2013.

Happy reading!!!

**Miriam Chipunza**



## WORKER OF THE YEAR AWARD – TRUWORTHS – SEKE ROAD BRAVETTI

***Patricia sets a record that the young women can do it.***

A young woman who works in the clothing industry at Truworths Bravetti Branch along Seke Road has broken a record and become the first young woman to win the prestigious worker of the year award for 2012. Patricia Mwarazi 28 years old says, "I try my level best to keep time, produce the best product and above all, practice good customer care". The company crowned Patricia Worker of the year at a ceremony attended by the ZCTU WAC Chairperson Miriam Katumba White who also works at the same company. Mrs. Katumba White had this to say "I felt very proud that a young woman below 30 years has done it. I always interacted with her and shared experiences regarding the Decisions for Life Campaign. I am very happy for Patricia". Patricia is one of the contract workers in Zimbabwe who are afraid to join the union because they fear for their jobs. She was recently organised and educated by the WAC chairperson on the trade union campaign DFL. We say, **CONGRATULATIONS PATRICIA, YOUNG WOMEN CAN DO IT**".

By **Fiona Gandiwa Magaya**



## Miriam Katumba White (MKW) Takes up the lead to mentor the young woman

The *Decisions for Life Forum* editor Miriam Chipunza (M.C) and the Campaign Coordinator Fiona Gandiwa Magaya (FGM) had an interview with Miriam Katumba White (MKW) on her trade union background, participation in the community, experiences and challenges faced on her way to the top. Miriam is a National Executive Member of the National Union of Clothing Industry (NUCI), a ZCTU Affiliate, as well as Chairperson of the ZCTU Women's Advisory Council (WAC). She is also a member of the ZCTU General Council and National Executive Member.

**FGM:** Can you tell us about your journey through trade unionism up to this day when you are in the top leadership of your union and even ZCTU.

**MKW:** My trade union activism has been faced with a lot of challenges but I am glad that I managed to soldier on of course with a lot of education, empowerment, encouragement and support. I joined the National Union of the Clothing Industry (NUCI) in 1993. The company which I was working for then had a closed shop set up which meant that all workers had to be members of the union that was visible at that moment and NUCI was the recognised union at that time. As I joined the union, our workers committee was fired from work and this made me so afraid. The union later represented the dismissed workers and they were reinstated and this really encouraged me to be more active in the union because there was protection.

In 1997, my union (NUCI) led a powerful demonstration in the clothing industry concerning wage increases. There were obviously some threats from the employers' which at first scared me but our union pulled through and negotiated a good settlement. No one was fired and this further encouraged me. In 1998, I was trained by my union as a shopsteward and was elected as a committee member in the Women's Branch at the union. Just as I was at the height of my activism, a splinter union emerged and tried to force us to leave our union but I remained resolute and did not accede to those demands. Eventually the efforts by the splinter were weakened and my union became stronger even in its participation at ZCTU. In 2000 I was elected as committee member in the main branch of the union. We mobilised participation of women which was very low at that time.

In 2005, I was elected to act as National Women's Advisory Council (NUWAC) chairperson for NUCI after the then chairperson had left and this also meant elevation to be a WAC committee member for my union at ZCTU level. Women in NUCI were not represented at the highest level of leadership, therefore during my term we successfully lobbied for two positions in the National executive of my union. This meant the secretary and myself as chairperson were now eligible to sit in the national executive of NUCI. In 2006, I attended the ZCTU WAC Conference and I was elected WAC Vice Chairperson for ZCTU. This was an exciting moment in my life and I realised that I had potential and this encouraged me even more.

In 2010, the then ZCTU WAC chairperson left and I was appointed acting chairperson until the July 2011 WAC Conference when I was elected ZCTU WAC Chairperson. This meant also representing WAC at General Council in my capacity as chairperson. I was then also appointed ZCTU national executive member in 2011. In the same year I was appointed as ITUC Africa General Council Member as a first substitute. In that capacity I represented ZCTU at various

platforms and attended the ITUC Africa Congress in South Africa.

**FGM:** What do you think you have achieved as WAC so far and can you explain whether young women have been part of your agenda?

**MKW:** Oh yes we achieved quite a lot, but of course there is always room for further improvement. So far we have established women structures in most districts and all regions of the ZCTU. We also successfully held education and training programmes for women through our gender desk. We currently have in the Labour Act, 100% salary and benefits while on maternity, which was lobbied through WAC ZCTU in 2002. Now we have successfully lobbied for the inclusion of women specific rights in the current draft of the labour law reform, like improved maternity benefits, breastfeeding time, family responsibility leave and comprehensive protection from sexual harassment. Most importantly we successfully lobbied for adoption of a resolution on 50-50 representation in leadership and in activities at the ZCTU 2011 congress, including a resolution on women specific budgets and incorporation of young workers into the ZCTU constitution. We were also the pioneers of the Decisions for Life Campaign as it was launched in 2009 and we have successfully mobilised and educated more than 20 000 young women in the last 4 years through national events, workshops, road shows, facebook, and also the My wage Zimbabwe website. We are now boasting of four (4) young women committee members in WAC ZCTU and two (2) of those young women are in the top executive of WAC through DFL.

**MC:** How has been your participation in politics?

**MKW:** I began my political career in 2000 in Mashonaland East Province as an organiser, for the MDC (now MDC T) and we would have our meetings in the bush because it was not safe to have them in public. I continued serving the province and I was elevated to treasurer of the Mashonaland East Province in 2002. When I moved to Harare in 2004, I occupied the position of Organiser for Mbare District and was moved up to Harare Provincial Committee Member in the same year. I have also participated in the Christian Alliance as a women's coordinator. It is through the Christian Alliance that I met Bishop White who was also part of the organisation travelling together with other pastors praying for the country.

.....Continue to Page 6

### 1. Workplace awareness and mobilisation against Sexual Harassment:

In 2012, the ZCTU Gender Department in collaboration with the DFL team and paralegal officers started a workplace campaign against sexual harassment. A total of **923 workers (353 men, 570 women (425 of them of DFL age group))**, were educated and sensitised on the negative effects of sexual harassment to the victim, the victim's family, the workplace environment and even to the economy of the country.

### 2. Road show

The DFL team in Bulawayo held a successful and wonderful Road-Show in the western suburbs of the city in December 2012. A Total **141 youths** were reached (**55 young men and 86 young women**). They had one - on - one interviews with young women, they had music, dancing with banners and posters on DFL and women's rights. The interviews sought to establish challenges affecting the young and their views on the introduction of the decisions for life campaign in their city. One young woman said, "It is very encouraging that the trade union is giving us space to discuss our issues freely and empowering us with crucial information about our rights. I feel very encouraged to participate actively". The young women were educated and sensitised on sexual harassment, domestic violence, voting rights, voters' registration, constitution and the referendum.

### 3. International Day of the Girl Child

Exhibition was done by ZCTU Western Region in collaboration with Bulawayo Agenda to commemorate the International Day of the Girl Child. The ZCTU stand attracted **175 people (100 women and 75 men)**. **Forty (40)** of the women were young women aged below 35 years. ZCTU women's rights brochures distributed and the visitors were oriented on the objectives and main focus areas of the Decisions for Life (DFL) Campaign. The Bulawayo Regional DFL team members were there to do the orientation and distribution of material as well as interaction with young women who visited the stand.

## SEXUAL HARASSMENT

The past year was full of interesting but sad stories of young women being sexually abused at work, most of them with lower positions in the company. Some young women related sad stories that their male bosses would sometimes touch them in the wrong places and threaten them if they report. Some of the bosses would tell them to report anywhere they wanted, and no one would believe them. Most of these young women ended up leaving their jobs to sit at home or were unfairly dismissed. Some cases were reported through the Gender Desk during the workplace campaigns and were handed to the union officials to resolve. One case in Mutare is in the hands of the police. However it is sad to say that some of our young women still expose themselves to sexual abuse at the workplace by engaging in sexual relationships with their bosses. These bosses will always think that every young woman is interested and end up harassing them. We must be mindful of such bosses who abuse and dump young women.

*As young women, as we begin this new year we need to be proud of ourselves and not let any self - satisfying man take advantage of us, because we have price tags: look in the mirror and check your worth In fact you are priceless!!!*



**4. The DFL campaign team held a training workshop** on planning, organising and retaining of membership in Masvingo. It was attended by 26 attended (**8 men and 18 women amongst them 9 Young Women**). **Four (4)** of the DFL campaign team members also participated in the **ZCTU Youth Policy Draft Formulation** in Masvingo.



The ZCTU theme of the event was, ***“ZERO Tolerance to Abuse against Women and Girls: Stop it Now”***

### 5. The 16 Days of Activism against Gender Violence seminar

The DFL team commemorated the above mentioned event in style in the Midlands Gweru and was officiated by the Women's Executive Committee. Among those present were Trade union activists, All Workers, Civic society, Members of Parliament, Ministry of Gender representative and the Gweru Branch of People

Living with HIV (PLWHIV). A total of **192 people (47men, 145women)**, attended the colourful event, which saw young people advocating for a violence free society thorough drama, singing and poetry. Amongst the women were forty one (41) **young women** below 35 years.

### 6. HUMAN RIGHTS DAY 2012: SOCIAL PARTNERS IN COLLABORATION

The Decisions for Life team in Harare joined the rest of ZCTU affiliates, Employers Confederation, Ministry of Justice, Civic Society Organisations and the rest of the world to commemorate the International Human Rights Day on the 10<sup>th</sup> of December 2012. The celebrations were held under the theme ***“Inclusion and the Right to Participate in Public Life”***.

On this day history was made where the Government of Zimbabwe joined labour, civic society and other stakeholders in commemorating this day. For the young working women of Zimbabwe this joint event was a positive move by government towards the respect of their rights and interests and also for ordinary Zimbabweans.

In his address on this day, the Secretary General of the ZCTU, Cde Japhet Moyo, called for the domestication of international laws that the government ratified. He said if the politics of the country is not right, the same will apply at the workplace. *“Over the years, we have been vilified for our stance on human rights with some quarters of society saying that the ZCTU should stick to its core function of dealing with issues at the workplace. We say in trade union workers' rights are human rights and all over the world trade unions have gone beyond dealing with workplace issues because it is politics that determines conditions at workplaces”*.



The ZCTU urged government to seriously put into practice what it has committed itself at the international scene for workers to enjoy their full rights. *“Zimbabwe's biggest challenge is that we are very quick to ratify international laws but are found wanting when it comes to domestication or implementation”*, Cde Moyo said.

.....Continued from Page 4

### MKW Takes up the lead to mentor the young woman

We got along well and being both single we got married in 2010. After my marriage I moved to Chitungwiza and still continued to serve as Harare Provincial Committee member. In 2012 when it was election time, I was out on ZCTU business and when I came back, I realised I was out of the system and the position had been taken by someone else. After I moved to Chitungwiza I linked up with my party members in the area and started participating until in 2012, I was elected to the post of position of Secretary for International Relations Coordination in the Ward. Currently I am aspiring to be a Member of Parliament and have already submitted my CV to that effect. I believe the sky is the limit for me and it would be a great achievement for Decisions for Life to boast of having an MP product from amongst them.

#### MC: How do you foresee your future in the trade union movement?

**MKW:** As for my future in trade unionism, with all the knowledge I've acquired and training that I am getting from the trade union, I am not afraid to contest for any position. In my union I am aspiring to be President if the opportunity arises. I have a lot of confidence in myself and I can contest any position because I have the confidence to do so.

#### MC: What can you promise young women out there and what programmes do you have planned for them to be empowered?

**MKW:** As WAC Chairperson I will continue to lead by example to the young women, mentoring them so that they gain confidence. With the DFL program, we will continue with mentorship programs, training and educational programmes across the country and reach out to even more young women. The ZCTU and DFL had a lot of training and educational programs for young women in 2012 which saw most young women taking up positions and participating more in union activities with confidence. As WAC chairperson I will ensure that training, education and mentorship programs, for the young women will continue and will try to reach out to as many young people as we can. We have a technical department and a coordinator to guide and empower us and we are confident we will achieve.

# Interview with Faith Kalinde



The *Decisions for Life Forum* editor Miriam Chipunza (M.C) had an interview with Faith Kalinde(F.K) from the Zimbabwe Construction and Allied Workers Union (ZCATWU) which is an affiliate of the ZCTU on her experiences with Decisions For life. She is a 29 year old woman who recently got married, employed by CZL Incorporated (Pvt) Ltd (formerly called Costain Zimbabwe) as a Motor Mechanic and part of the DFL Campaign Team.

**M.C:** Can you share with us your role and contribution in the campaign team.

**F.K:** As a member of the Women Advisory Council, Secretary for the Workers Council at my workplace, a branch member and a National Executive member for my Union I have been able to mobilise young women and educate them about DFL and its benefits and advocate for the mainstreaming of DFL into the union's activities.

**M.C:** What has the campaign changed for you?

**F.K:** With the education I have received so far from DFL, I now know my rights; I can now do grievance handling at my workplace for my fellow colleagues both men and women without fear.

**M.C:** How has the campaign changed your perception of the Union?

**F.K:** I now understand the meaning and benefits of the Union. I've learnt leadership skills, communication skills and most importantly am now a confident woman in everything I do and participate more at work and even in my community. The construction industry is male dominated and men used to look down upon women, but with the training I've received I am now able to take up the same challenges as men and have earned their respect.

**M.C:** What support do u need from your union?

**FK:** More education, leadership training skills and advocacy training.

**M.C:** What did the union do which is different and innovative through Decisions for Life campaign?

**F.K:** The Union's President and Deputy General Secretary of the union does regular organising and recruitment of women in the construction industry and also provide campaign material such as hats and t-shirts whenever there are national events such as International Women's day.

**M.C:** How did the campaign make a difference for the women in the ZCTU?

**F.K:** More young women are now participating in trade union activities than before. Young women are taking leadership positions in the ZCTU because of the campaign and are better informed and educated on their rights and the trade union in general.

**MC:** What would you want to see happening in the Trade Union movement concerning DFL?

**FK:** Continued education and recruitment of young women into Decisions For Life and into the trade union.

**MC:** How do you see your future in the Trade Union movement?

**FK:** I get my inspiration from my Union president, so I see myself with the potential of being the President of my union, and a leading position in the women advisory council.

**MC:** Any advice to other young women?

**FK:** Continue to participate in any trade union activities because that is where opportunities come from, do not be afraid to take up leadership positions.

# YOUNG WOMEN RISING FROM COMMUNITIES

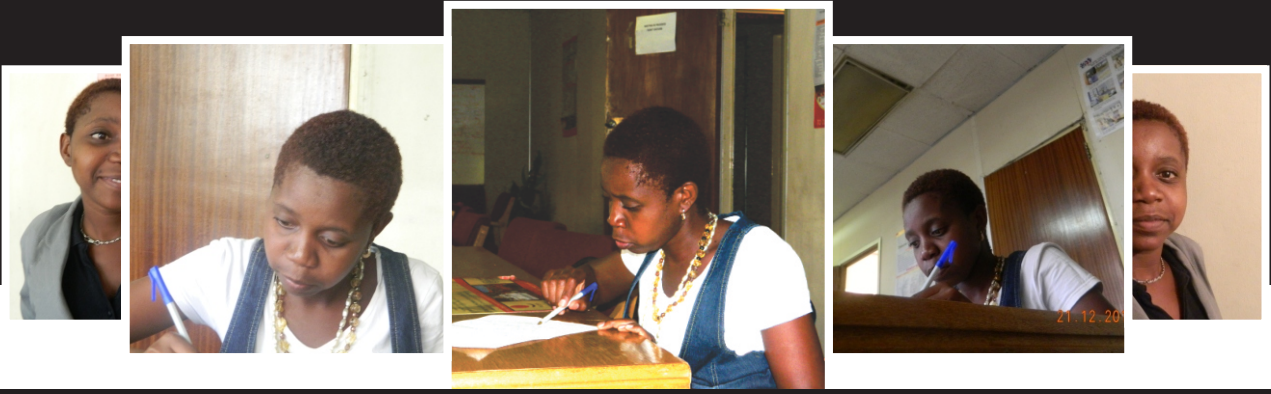
# Question & Answer with Chipo Musonza

Chipo Msonza is the founder of young woman initiative, a girl child concern that focuses on girl empowerment and is affiliated to the informal economy desk of ZCTU.

**FGM:** How are you Chipo?  
**CM:** I am fine thanks  
**FGM:** Are you new to DFL and was this your first training  
**CM:** yes I am new and it is indeed my first training  
**FGM:** What impact has it made on you?  
**CM:** This training has made an impact in my life as a young woman and as a leader as well, it was an eye opener with regards to issues affecting us as young women in our day to day living.  
**FGM:** What challenges are you facing as young women in the informal sector  
**CM:** The harsh economic climate bedeviling our country has led us into immoral activities like

prostitution among others exposing us to diseases like HIV/AIDS.  
Unsavoury cultural practices with regards to how we are viewed by society has also led to many young women bearing family burden at a tender age, losing contact with their personal lives.  
Most young women in the informal sector do not enjoy social safety nets like medical aid limiting their access to decent health delivery system resulting in deaths from diseases like cervical cancer etc.  
**FGM:** How do you wish to change the lives of these young women?  
**CM:** As a young woman I am going to make sure that my voice is heard and I will continue speaking through fora like DFL.

I will take the DFL campaign into communities and implement what I have learnt. I will also engage necessary stakeholders like woman parliamentarians and coalitions.  
**FGM:** What do you propose to further the DFL CAMPAIGN?  
**CM:** We should go on a recruitment drive of young women in communities.  
We also can preach the DFL gospel through different media e.g. Road shows, billboards and magazines alike with vibrant and touching messages.  
We can also make use of young female artistes through music, dance, poetry and drama.  
**FGM:** thank you so much for your time Chipo  
**CM:** You are welcome and all the best with DFL.



# Question & Answer with Loveness Sibanda



Loveness Sibanda is a young woman who is disabled and is a member of Zimbabwe Chamber of Informal Economy Associations (ZCIEA) she also works with other community based organisations and is a representative of those with disabilities on the District AIDS Committee.  
**FGM:** How are you Loveness?  
**LS:** I am very well and you.  
**FGM:** I am fine, are you new to DFL and was this your first training?  
**LS:** Yes sure it was my first training and it is new to me  
**FGM:** What impact has it made on you?  
**LS:** It has opened up issues that we considered to be normal but in fact are abusive like name calling to young ladies by males. For me as a person living with disability it has taught me how to enforce my rights and to stop being a cry baby.  
**FGM:** What challenges are you facing as a young woman with disability in the informal sector?  
**LS:** The gender disparity makes it very difficult to have decent accommodation or a house of your

own let alone very rare to see a person with disability owning a house.  
The way we are treated when boarding public transport is totally unfair, a cause for concern if I may say.  
At our workplaces in the CBD there are always running battles between able bodied vendors and municipal police and we are exposed to this regard.  
Harsh weather conditions which triggers like in my case ailments like pneumonia and I also experience pain in my bones because our bone make up cannot be compared to that of able bodied. This is because we do our vending on pavements and street corners.  
Social welfare has since stopped giving out monthly disbursements and that has led us to buying and selling goods and items.  
**FGM:** How do you wish to change the lives of these young women?  
**LS:** I will continue to tell young women

especially those with disabilities about ZCIEA and the DFL campaign.  
**FGM:** What do you propose to further the DFL campaign?  
**LS:** DFL Fora should engage female parliamentarians as regards to how young women with disabilities should be helped socially, economically and politically.  
DFL should engage ZCIEA on more trainings focusing on the women with disabilities across the board so that they open up and share their grievances and social experiences.  
DFL should also lobby and advocate for a safe, non violent environment during elections and other platforms so that we are able to work or move about in the community.  
On my part, I am going to spread the DFL Campaign in the District AIDS Committee (DAC) where I sit as a representative for those with disabilities in Budiro, Mufakose & Glenview



# TO BE OR NOT TO BE

Some women are passionate about having children, and some are just not interested in the idea, and no one has a right to judge them.

As a young woman grows up, society has a lot of expectations from her such as getting a college or university degree, marriage and ultimately bring children to this world among other things. *The choice of whether or not to have children has already been made for her!*

Women just like their men folks, have dreams and goals that they would like to achieve in their lives to become doctors, lawyers, physicians, pastors among other things, but they are also highly expected to give birth and have children at some point in their lives even when they are not ready to do so or when they just do not want to have children.

According to Christianity, children are a blessing from God. But wouldn't it be more of a blessing if the child is planned

for and at least one of the parents is ready for it? Is it

really a blessing if the person does not want to have children for one reason

or another? In any case, if children are a blessing from God then

society does not determine when one should have a child, that is if at all they want to.

The writer made a survey and found that getting pregnant and having a child that is unplanned for has a huge impact on the mother's lifestyle. She is made to adjust and deal with the hormonal changes that she is not ready to deal with, she is made to make

sacrifices such as foregoing her education, suspend her future plans and sometimes even career to make sure that child gets everything

that it needs, sometimes she also has to forego even her responsibilities because of the new development in her life; the unplanned child. *But in most cases how much does the father of that child have to sacrifice*

*except the extra financial responsibility?*

Surely it is easy for a man or father of a child to move on with their lives and achieve their goals without facing the burden of a nine-month's pregnancy, hormonal changes, breastfeeding and taking care of a baby

The writer acknowledges that *in some* cases with a setup where both parties are ready and accept the responsibility of raising a child, the father goes the extra mile to ensure that

the child has everything it needs and some fathers even stay home to take care of their children. However in cases where a woman is not ready or willing to have children, she should not be forced to do so.

The writer also found that most families put pressure on married couples to start having children as soon as they get married. If a couple takes more than a year without any sign of pregnancy, in some areas in Zimbabwe it raises eyebrows where it is believed that a woman should have children for her husband, especially a boy child who will take over the family name. It is however amazing that some women still believe that when they get to a certain age they must get married and have children that are used as security for that marriage.

An interview with some men showed that some of them strongly

believe that women should have children

and there is no reason why they should not.

These men also said that it is unheard of and

unacceptable for a woman to make a

choice of not having children or even dictating the time that she would prefer to have children. These men said it was a taboo for a woman to speak out about her choice of not having children, unless she is barren or has a medical condition that does not permit her to do so.

Some of the men interviewed said they respected women who come out in the open and say their views on children. They said it was better to respect their choices than to live with a woman who will hate you for the rest of her life for giving her children that she did not want or was not ready to have.

In conclusion the writer believes that women, just like their menfolk's, should be able to make decision about their lives without being questioned why, without fear of being judged, fear of victimisation or fear of stigmatisation at the workplace, church, social clubs or on any other platform.

**You can make a decision not to!!!**

***The choice of whether or not to have children has already been made for her!***

- The UN's boss, Kofi Annan, was born in which country?  
A: Malawi  
B: Ghana  
C: Kenya
- Nelson Mandela became leader of which country?  
A: Egypt  
B: Nigeria  
C: South Africa
- In ancient history, Tutankhamen ruled which country?  
A: Algeria  
B: Morocco  
C: Egypt
- Roughly how many languages are spoken across Africa?  
A: 500  
B: 750  
C: 1000
- The capital of Ghana is...?  
A: Kumasi  
B: Accra  
C: Tema
- How much of the world's population lives in Africa?  
A: 10%  
B: 20%  
C: 30%
- What's the official language of Morocco?  
A: Arabic  
B: French  
C: Spanish
- Which African country is home to the Victoria Falls?  
A: Zambia  
B: Libya  
C: Zimbabwe
- Nairobi is the capital of...?  
A: Kenya  
B: Lesotho  
C: Cameroon
- Which African country is the world's second largest producer of cocoa?  
A: Togo  
B: Ghana  
C: Chad
- How many countries in Africa produce oil?  
A: 2  
B: 13  
C: None
- How much of the world's undiscovered gold is waiting to be dug up in Africa?  
A: Half  
B: A third  
C: A fifth
- How many cars did South Africa export in 2001?  
A: 100'000  
B: 7'823  
C: They don't make cars in Africa
- How many people in Africa have mobile phones?  
A: None  
B: 1 million  
C: 3 million  
D: 5 million  
E: Over 5 million
- Where does most of Africa's electricity come from?  
A: Burning wood  
B: Burning coal  
C: Hydro-electric power  
D: Solar power

## FROM GIRL TO POWER WOMAN – DIARY OF A GROWING GIRL

I'm product of one of those parenting techniques where as soon as I popped out of that womb I was wrapped up in bubble. I guess my parents (bless them) hoped they could keep away all the hurt, pain and misery the world had to give. The technique worked and preserved me for some time. YES!! Just for some time. There was a point in my life I guess that this technique started to work against my growth as an individual.

At 19 I found myself alone at college. When I look back, there are some mistakes I would go back and undo now that I know better. You see, then I solely believed in the goodness of the world and everything in it. I was vulnerable and gullible. I made wrong alliances, I believed the unbelievable but I grew and learnt from the experiences - THERE ARE PEOPLE OUT THERE WHO WOULD SAY AND DO ANYTHING TO GET THEIR WAY

Wiser than four years before, I looked forward to being employed. Before I even started on my first job, I could see myself blossoming from the work environment. All I could envision was the career and personal/ social growth. By the time I got the job I had a fantastic perceptive of employment. I tried to please everyone – be the good girl who never complains but obliged! Bit by bit I allowed the wrong to seem right. The hours became longer. Leave days spiralled to over 90- I was always there when needed. I believed the law as they told me but pretty soon I was wearing away. All that I envisioned became an illusion. Until I learnt yet again - THERE ARE PEOPLE OUT THERE WHO WOULD SAY AND DO ANYTHING TO GET THEIR WAY

Now I'm more mature and seasoned. And I have achieved this with help from a lot of women who have gone before me and even those I have shared life's pain with. When I look back in retrospection, I now fully understand how it was important it was to burst the bubble I was born in as soon as I was born. You see, I now believe that the sooner I felt the heat of the scorching sun, the sooner I would have prepared for all the cancers it brought. I would have bought sunscreen and dealt with it!!

In my personal view, most girls are born into bubbles and don't get some, these errors are irreversible and usually life altering. I believe out to the young women so that they don't get to be vulnerable and working woman entails should be heralded and made known to point where one has over 90 leave days as I did. Embracing realities woman. The reality of life is that life will come with more than a

Challenges are most often interpreted undesirable, disturbances to the existence of challenges to begin with, any possible solutions to it massive state of denial, one in which the challenges are bad and all

However, when these challenges are embraced, solutions cease to learning curves towards a greater and demanding future. point where one harnesses one's life around and over them while the biggest obstacle of the world is - THERE ARE PEOPLE OUT actually mirrors as THERE ARE PEOPLE OUT THERE WHO WOULD SHORT-CHANGED. I WILL GET MY WAY!

*Challenges are most often interpreted undesirable, disturbances to an otherwise good state of being. When one has a hard time accepting the existence of challenges to begin with, any possible solutions to it all seem impossible.*

to embrace realities until some error has been made. Unfortunately for that the beautiful and harsh realities of the world should be clearly spelt gullible as I was at 19. All the possible obstacles that being a young these young girls so that they safe guard their interest and not get to a has proved to be a fundamental footstone in my road to being a power handful challenges.

an otherwise good state of being. When one has a hard time accepting all seem impossible. And this line of thinking can spiral down into a solutions are worse creating a domino effect of life changing mistakes.

look impossible. The challenges suddenly become opportunities and Embracing these challenges means acknowledging their existence to a preserving self. Embracing reality and its challenges means that when THERE WHO WOULD SAY AND DO ANYTHING TO GET THEIR WAY, it SAY AND DO ANYTHING TO GET THEIR WAY, BUT I SHALL NOT BE

It is my hope as it should be yours that we embrace reality and turn challenges into opportunities and achievement for it is only when we have accepted the existence of challenges, that we can make better decisions for our lives. Decisions that would catapult us to the dizzying heights we truly can reach.

# GET YOURSELF A WELL-FITTED BRA?

*In support of breast cancer*, here are some few tips to guide you when buying a good bra for yourself, friend, mother, sister, or any woman in your life (in the case of men).

**Did you know that 70% of women wear the wrong bra size? You, or your wife, girlfriend, mother or even sister could be one those women who struggle with finding the right bra size.**

The best advice for choosing a bra is to get one that fits and is made of comfortable fabric. A bra is right next to your skin all day long, so if it's a little scratchy or tight when you try it on in the store, it will drive you crazy by the end of the day.

A well-fitting bra is healthy for your breasts as it is comfortable and supportive. It should look good and feel great. An ill-fitting bra is not only uncomfortable but can contribute to a host of other problems such as bad posture, back ache, rashes, soreness, headaches and neck strain. **A good bra can become a bad bra just by getting older!** Too many women wear these old bras not realising that they are poor fitting due to the fact these bras have lost their support features.

Worse still, some women continue to buy the same bra size even though their breast shape and size may have changed. To avoid the problems associated with an ill-fitting bra, it is essential that women be correctly fitted for their bra size. Where possible, it is advised by

manufacturers that fittings should be conducted every six months to allow for natural fluctuations in breast size.

**Breasts change size and shape over time for a number of reasons including weight gain, weight loss, menstruation, pregnancy, menopause and use of the oral contraceptive pill.**

A regular fit and measure should re-align the bra size with the breast shape. You can get fitted for a bra at most major department stores and specialty lingerie boutiques. Good bra fitters are trained by the manufacturers so that they know each and every style, size and material that is available. They are there to make sure that you are happy and comfortable with what you buy so that you are not pressured into buying something that is uncomfortable.

So be sure to get a bra that fits perfectly, that is not too tight around your back, which does not bulge under the arms, that does not cut into your breasts and most importantly that does not make your breasts stick out the top of the bra.

Take responsibility for your breasts, get tested for breast cancer today and buy a good well-fitting bra.

*By Miriam Chipunza*

## GREEN DECISIONS

### TAKE THE CHALLENGE - PLANT A TREE OR FLOWER

Remember that time, when we used to walk down Main/First Street, on a Tuesday morning going to school, walking past beautiful sweet smelling flowers: Or that beautiful Saturday or Sunday morning on your way to church and enjoying the sweet scent of fresh flowers in the park. Of course if you weren't there in the 80s or early 90s then you missed it all.

Young people who did not get a chance to enjoy that and those who once enjoyed it all and wish to go back to that time, let us take this first step to making our forests greener our cities beautiful.

*Decisions for life Zimbabwe* is challenging all young people to take time to plant a tree or flowering your backyard, orchard, at your college, church or anywhere where you can get permission to do so or even organise to have a flower bed in one of the streets in your town that you will nurture until the next tree planting day in 2013. This challenge will not only assist us to be responsible but will help us achieve a *greener future* not only for ourselves but for our children and their children.

In a country that is now characterised by veld fires especially during this summer, it is our duty as young people to make sure that our forests remain greener and conserve energy and stop global warming and save our environment. Our environment is fast being destroyed by careless smokers who throw cigarette stubs anywhere, by people who ignore these fires and do not stop them in time even when they have the capacity to do so. It will take many years to grow back trees that are being burnt down and save our environment. Veld fires are also affecting our furniture and timber industry which lies heavily on growing gum trees which are used as poles in construction and grass that is used for thatching houses.

I am challenging each and every one reading this to make a greener decision and plant at least one tree this tree or flower on this day.

The *DFL* team encourages that you remain consistent in nurturing and watering that tree until the next tree planting day in December 2013. Take part in this challenge, own your environment and, make it greener and beautiful.

## Answers to the Quiz Corner

9:A 10:B 11:B 12:A 13:A 14:E 15:B  
1:B 2:C 3:C 4:C 5:B 6:A 7:A 8:C

# SEX DISCRIMINATION: IT'S A WORKPLACE ISSUE

By **Fiona G. Magaya** (ZCTU DFL Campaign Coordinator / Gender Coordinator)



A new dimension of harassment and discrimination has emerged which is termed “**Sex discrimination**”. This discrimination can be classified under the direct and indirect category as it comes in these two different forms.

## Discrimination comes in four different forms:

- Direct discrimination
- Harassment
- Indirect discrimination
- Victimisation.

## What is sex discrimination at work?

When you are treated differently because of your sex and when the different treatment negatively affects the “terms or conditions of employment,” it is sex discrimination and illegal. “Terms or conditions of employment” include position, pay and title, being hired or fired from a job, and advancement and training opportunities.

## Direct discrimination

Direct sex discrimination is less favourable treatment of a woman than a man (or vice versa) because of their sex.

### Example 1

A hospital insists that a male nurse has a chaperone when seeing patients. If a female nurse is not required to have a chaperone, this requirement may be **direct sex discrimination**.

## Recording the evidence:

Sometimes discrimination on the grounds of sex or gender takes place over time and precedence is set that can prove there is discrimination and victimisation. One needs to keep a record of the events and also confide in someone who can assist, give advice and also bear witness in future, like a member of the workers committee or a union official.

### Example of recording evidence - (complaint from a Female Apprentice Engineer)

I am a female Apprentice Engineer and all my colleagues are men. I feel like even though my work is of a high standard, my boss constantly criticises me and shouts at me whereas he does not bully the men in this way. A new male apprentice has started at work and he is receiving much more one to one training and assistance. I asked for the same training which I need in order to complete my apprenticeship but my boss called me a *'stupid little girl'* and said that if I couldn't do the job properly I should leave. My colleagues often play tricks on me such as putting my tools on a high shelf where they know I can't reach them. They do not behave this way towards one another.

I am now keeping a diary to record all these incidents so that I can make a complaint.'

In this example, the employee's written diary could provide important evidence of a pattern of unlawful behaviour. The evidence could show that she has suffered direct sex discrimination (in access to training and being criticised where males are not). She could also show that she is being harassed on the grounds of her gender if she could show that the treatment created a humiliating and degrading work environment for her.

## Harassment

It is against the law to subject employees or vocational trainees to harassment on grounds of their sex. **Sexual Harassment** is a form of direct discrimination and it has the effect of, violating the person's dignity, or it creates an intimidating, hostile, degrading, humiliating or offensive environment for her (or him).

## Indirect discrimination

Indirect sex discrimination occurs when an employer applies a provision, criterion or practice equally to both women and men that puts one sex at an unfair disadvantage.

## Examples of Sex discrimination at the workplace:

### Hiring

Patricia applies for a job as an Executive Consultant. Although she has experience and excellent qualifications, she is not hired because some of the company's long-time clients are more comfortable dealing with men.

### Firing

Rebecca is told that she has been laid off from work, due to company cutbacks and reorganization. However, men in the same job and with less seniority keep their jobs.

### Promotion

Helen works as a sales clerk at a retail store for ten years but has been repeatedly denied the opportunity to advance. Men with less qualification, less experience, including men that she trained and/or supervised, receive the promotions instead.

### Job Classification

Pamela works at a company that has an eight-tier job grading system. Her responsibilities have increased over time, but her job classification and pay has remained stagnant. Male colleagues have their job classification and pay adjusted regularly to reflect their increased responsibilities.

### Pay / Remuneration

Hilda works her way up from the position of cook's helper to chef. Now another chef has been hired. He has similar training and work experience, but Hilda finds out that he is being paid more than her.

**Disclaimer: Names and circumstances in this magazine are not in any way related to specific individuals, nor are they meant to disadvantage anyone in particular. ZCTU is therefore not responsible for any damage or inconveniences that may occur as a result of this publication.**

### Example: Sexual Harassment

Your boss is the Assistant Managing Director of the company. He repeatedly makes unwelcome comments about your body and routinely puts his arm around your waist when discussing work-related matters. You tell him his behavior makes you uncomfortable and ask him to stop. He says, “Maybe you are too uptight for this job. I probably should never have hired you” You now are afraid of losing your job if you don't 'loosen up'.

## Victimisation

Victimisation occurs when you are treated less favourably than others because you make a complaint of discrimination or support someone else to do. If you are denied promotion or training or are moved away from your usual workplace because of your involvement in a complaint of sex discrimination, this may be considered victimisation.

### Example

An employer specifies that applicants for a job must be over six feet tall, even though this would not affect the person's ability to do the job. This would be indirect discrimination against women, since it would be harder for them to fulfil this criterion.

## What do you do if you are a victim of sex discrimination or victimisation?

You can report cases of sex discrimination and victimisation through the normal grievance procedures in your company. In the event that you feel that there is no progress in your case and the perpetrator is being protected, you can follow the appeal procedures through your union. If the situation pushes you to resign you can claim constructive dismissal and prove with clear evidence that the victimisation is due to allegations about discrimination that you made, or due to your supporting someone else's complaint, and that the perpetrator was protected by the employer.

Sex discrimination, sexual harassment are forms of gender based violence.

*Let Us Protect Those Who Are Vulnerable.*

## from page 2..... Weaknesses of the COPAC Draft constitution

This is a commentary of what we submitted

1. **30 Social welfare** A wider construction has been adopted and now reads 'The State must take all practical measures, within the limits of the resources available to it, to provide social security and social care to those who are in need.

We had initially proposed for the inclusion of the **unemployed and orphaned children** on the list of persons entitled to social welfare but the use of the word 'to those who are in need' addresses the concern..

2. **34 Domestication of International instruments:**

Provision requires state to domesticate international instruments. Practice has proved this to be contrary. We prefer a direct application of international law which Zimbabwe has ratified than waiting to domesticate. And that where there is an ambiguity between domestic law and international law, the principles of international law shall take precedence (no changes were made)

3. **48 Right to Life**

Section 48 (2) (b)(i) (ii) and (c):

Provision restates death penalty which is no longer internationally acceptable, in such circumstances, life imprisonment is preferred. Death penalty should left to the almighty God. The constitution preamble 'Acknowledge the supremacy of Almighty God, in whose hands our future lies'. Furthermore, provision now **exempts** a woman, and persons of less than 21 years and more than 70 years old from death penalty. (there is a need to seek justification on the exemptions)

4. **65 Maternity Leave:**

Section 65 (7) Women employees are granted maternity leave of **at least 3 months**. This minimum period is below the international labour standard convention 183 which provides for 98 days and the current Labour Act provides for 98 days. The constitution does not recognise the right to **paternity leave**. This is contrary to section 34 which requires domestication of international treaties and conventions. *However, the use of the word **at least 3 months** maternity period for a woman can be argued as only providing a minimum, it does not put a ceiling on the number of days a female employee can take, but an employer who grants exactly 3 months will be in compliance with the constitution. On the other hand, the Labour Act provision of 98 days is in line with the constitution since the constitution only set a minimum standard of at least 3 months. The two provisions are ambiguous*

5. **50. Rights of arrested and detained persons**

**Section 50 (5)** provides for communication and visitors allowed to see the detainee. The visitors were limited to spouse or partner, next of kin, and religious councillor, legal or medical practitioner. We propose to include any person of the detainee's choice or his or her organisation. (the final provision now recognise *anyone else of their choice subject to reasonable restrictions*)

6. **82 Right of the Elderly**

Section 82 provides that people **over the age of seventy years** have the right to receive reasonable care and assistance from their families and the State; to receive health care and medical assistance from the State; and to receive financial support by way of social security and welfare.

*It is our view that the qualification for such assistance must start from the age of 60 for a woman and 65 for man respectively. The normal retirement period is 60 for women and 65 for men. Providing social security to a person over seventy years is a high qualification standard and will leave a lot of people destitute.*

7. **104 Appointment of Ministers and Deputy Ministers:**

Section 104 (3) These are appointed from Members of Parliament, ambiguity in that like the current status quo, there is no clear cut between the Executive arm and Parliament as the executive members are also members of Parliament. Ministers and Deputy Ministers must be appointed outside parliament and on merit. (the final new provision now recognise up to 3 people from 7 who can be appointed outside parliament because of their professional skills and competency) proposal partially taken on board

8. **129 Tenure of seat of Member of Parliament**

Section 129 (2) provides that a member who has filed an appeal against conviction may continue to hold seat until the court finalise the case. In such scenario it will be fair for the court to give priority to the matter as a constituency cannot continue to be represented by a convict. It has been a practice in Zimbabwe where people makes frivolous appeals taking advantage of the delays of the courts and continue to hold office until the term of

office expires (see the Chiredzi case of Baloyi, judgment was granted after the elapse of the tenure of office). (no changes were made in this respect)

9. **169 Jurisdiction of Supreme Court**

(1) The Supreme Court is the final court of appeal for Zimbabwe, except in matters over which the Constitutional Court has jurisdiction. *It is our belief that there must be a Labour Appeals Court or that the Supreme Court must have a labour division to adjudicate in labour matters. Judges appointed in the labour division must have specialised in Labour matters. No changes were made in this respect*

10. **176 Inherent powers of Constitutional Court, Supreme Court and High Court**

The Constitutional Court, the Supreme Court and the High Court have inherent power to protect and regulate their own process and to develop the common law or the customary law, taking into account the interests of justice and the provisions of this Constitution.

*Propose to include the Labour Court and Labour Appeals court under this provision. We envisage the Labour court or Labour Appeal court to have inherent power to protect and regulate its own process and to develop the common law or customary law taking into account **international labour law principles** and the interest of justice. This point was not taken on board.*

11. **179 Qualifications of judges of High Court, Labour Court and Administrative Court**

**Apart from the stated provisions, an additional clause (3) must be added after clause (2) to read:** for judges of the Labour Court and Administrative court one must possess a qualification in Labour law and Administrative law respectively coupled with two years experience in such field'. These courts are specialised courts so recognition of specialised adjudicators must be emphasized. *No changes were made*

12. **203 Functions of Civil Service Commission**

Paragraph 1(b) provides that the commission has power to 'fix and regulate conditions of service, including salaries, allowances and other benefits, of members of the Civil Service' *This is contrary to international labour law principles that recognise the aspect of **engaging in collective bargaining** with employees' representatives in regulating conditions of service. The Commission must be compelled to engage in collective bargaining, see ILO convention 151. Labour Relations (Public Service Convention) 1978 article 7 which provides 'Measures to be taken,..... to encourage and promote the full development and utilisation of machinery for negotiation of terms and conditions of employment between the public authorities concerned and public employees' organisations, or of such other methods as will allow representatives of public employees to participate in the determination of these matters'. No changes were made*

13. **231 Functions of Prisons and Correctional Service Commission**

The International Labour Organisation (ILO) in 2002 recommends that Zimbabwe must give the right to freedom of association to correctional service employees and for a long time now the government has been arguing at the ILO that the correctional service is a constitutional organ and granting such rights require a constitutional amendment. This is the time to comply with the ILO recommendations. So in section 231 (1) (b) the prison and Correctional services is given unilateral power to **fix and regulate conditions of service**, salaries allowances and other benefits. We submit that the conditions *must be negotiated with employees' representatives once the right to form their organisation is granted by the constitution. In line with ILO convention 151 Labour Relations (Public Service) Convention, 1978, the commission **must engage in collective bargaining** in setting salaries, allowances benefits and conditions of service. No changes were made in this respect.*

14. **243 Functions of Zimbabwe Human Rights Commission**

Provides for the protection against abuse of power by State, public institutions and its officers. There is also the need to **include private institutions or companies** that direct or indirectly violates human rights, eg sponsoring the commission of violation of human rights in order to secure a certain benefit for their interests which could be a direct benefit or indirect benefit. *This has been covered under clause (1) (f) which provides 'to investigate the conduct of any authority or person, where it is alleged that any of the human rights and freedoms set out in the Declaration of Rights has been violated by that authority or person'; since companies are juristic persons, we believe they are covered by the use of the term 'or person'*

# International Women's Day Background

## Introduction:

International Women's Day is annually held on March 8 to celebrate women's achievements throughout history and across nations. It is also known as the United Nations (UN) Day for Women's Rights and International Peace.

## Background

The first International Women's Day occurred on March 19 in 1911. The inaugural event, which included rallies and organized meetings, was a big success in countries such as Austria, Denmark, Germany and Switzerland. The March 19 date was chosen because it commemorated the day that the Prussian king promised to introduce votes for women in 1848. The promise gave hope for equality but it was a promise that he failed to keep. The International Women's Day date was therefore moved to March 8 in 1913.

The UN drew global attention to women's concerns in 1975 by calling for an International Women's Year. It also convened the first conference on women in Mexico City that year. The UN General Assembly then invited member states to proclaim March 8 as the UN Day for Women's Rights and International Peace in 1977. The day aimed to help nations worldwide eliminate discrimination against women. It also focused on helping women gain full and equal participation in global development.

Much progress has been made to protect and promote women's rights in recent times. However, nowhere in the world can women claim to have all the same rights and opportunities as men, according to the UN. The majority of the world's 1.3 billion absolute poor are women. On average, women receive between 30 and 40 percent less pay than men earn for the same work. Women also continue to be victims of violence, with rape and domestic violence listed as significant causes of disability and death among women worldwide.

## What do people do on March 8?

Various women, including political, community, trade unions and business leaders, as well as civic society organisations, leading educators,

entrepreneurs, and television personalities, usually gather to interact, celebrate and voice their demands on issues that affect women and girls. Such events may include seminars, conferences, luncheons, dinners or breakfasts. The messages given at these events often focus on various themes such as innovation, the portrayal of women in the media, protection of women's rights or the importance of education and career opportunities.

## Public Holiday

The ZCTU since 2010 has signed petitions and is still advocating for the declaration of this day a public holiday in Zimbabwe. Some employers in Zimbabwe do not recognize this day and the government has not made efforts to ensure women are accorded their right to organise and celebrate this day away from work.

**International Women's Day is a public holiday in some countries such as (but not exclusive to):**

- Azerbaijan.
- Armenia.
- Belarus.
- Kazakhstan.
- Moldova.
- Russia.
- Ukraine.


**NB: International Men's Day is also celebrated by the UN on November 19 each year.**

**Have a great year and pleasant reading.**

**By F.G. Magaya**



# DECISIONS FOR LIFE WORKSHOP WITH YOUNG LADIES FROM THE INFORMAL ECONOMY



# DECISIONS FOR LIFE

WHAT WORKING WOMEN WANT



**GROUP PHOTO**