ZIMBABWE CONGRESS OF TRADE UNIONS

DECISION FOR LIFE
NARRATIVE PROGRESS REPORT
FOR THE PERIOD
OCTOBER 2009 TO MARCH 2010
• **BACKGROUND**
  • Economic and Political situation – collapsed
  • constant harassment by police.

Activities in the period under review: -
• DFL Campaign team launch, Orientation & skills development
• Development of plan of Action
• Campaign team meeting with ITUC
• Development of women’s rights brochures
• Research on Domestic Violence & Counselling Directory
• International Women’s Day Commemorations
• Promotional material
Orientation & Skills Development
6 – 7 October 2010

• Attended by 21 women to.

• Objectives

• To launch and give orientation to the ZCTU DFL campaign team on the project objectives and focus.

• To empower the team with organising and bargaining skills to enable them to effectively mobilise young women.

• To educate the women on their rights and provisions of the laws.

• To design a plan of action in order to implement the work plan.
Subjects covered

- History of ZCTU
- History of Labour Law in Zimbabwe
- International law
- Collective bargaining skills
- Organising Skills
- Gender Equality at the Heart of decent Work
- Plenary session on Gender equality and Family Responsibility
- Information Dissemination
- Roles and functions of women’s committees in ZCTU constitution
- Constitutional Making Process
- Effective Participation
PLAN OF ACTIVITIES

- Phase one:
  - Workplace Visits & inspections on conditions of service
  - Seminars & skills development workshops
  - Labour forums & Recruitment of young women
  - Public exhibitions – book fairs, shows.

- Phase two
  - Civic education
  - Promotional material
  - Youth forums

- Phase three
  - Collection of data & and creating data base
  - Measurement of objectives
  - Women meetings in companies (young women)
  - Evaluation of project -(campaign team and technical team)
Activities continued.

• ITUC visit – meeting with 13 members of campaign team.
• Executive meeting to plan IWD
• Research on Domestic violence done.
• Report to be used in education & training
• Professional Counseling services directory created for young women.
## International Women’s Day

<table>
<thead>
<tr>
<th>AREA &amp; VENUE</th>
<th>TOTAL ATTENDANCE</th>
<th>YOUNG WOMEN 18 – 35 YRS</th>
<th>ACTIVITIES DONE</th>
</tr>
</thead>
<tbody>
<tr>
<td>North-eastern Region Harare Mabvuku Hall</td>
<td>500</td>
<td>145</td>
<td>Clean up Kamunhu shopping complex, march to the Hall, poems, drama, speech &amp; music.</td>
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<tr>
<td>Western Region Bulawayo office</td>
<td>225</td>
<td>54</td>
<td>March round city, drama, songs, speech and music. Resolution to lobby parliament to declare IWD public holiday.</td>
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</table>
| Southern Region Masvingo Office & new Triangle district | 236
50 | 51
10 | Cleaned Alpha Orphanage home donated food. Celebrations attended & addressed By Prime Minister. |
| Eastern Regional office | 250 | 76 | Clean up of Sakubva Business market, march to city. Drama and poetry marked the day. |
| Rusape District Vhengere Hall | 150 | 60 | March round the city displaying women’s demands, poetry & speeches. |
| Central Region Gweru YWCA Hall | 400 | 100 | Visit to Batanai old people’s home, donation; clean up of Gweru Hospital, Entertainment and speeches at hall. |
| Redcliff District – Iron & Steel | 60 | 15 | Visit to General Hospital, clean up and celebrated day at mine with drama and poetry. |
| Northern Region Cooks Hall Chinhoyi | 263 | 106 | Visit to General Hospital, clean up and celebrated day at mine with drama and poetry. |
Promotional Material

- Printed 1500 DFL - T-shirts distributed at IWD.

- Designed Brochures on women’s rights:
  - Socio Economic Rights
  - Sexual Harassment
  - Domestic Violence
  - Family responsibility
  - Use & disposal of sanitary wear
DFL in Photos

• ZCTU DFL Campaign Team at orientation
Young workers facilitating

• Young worker presenting on IT.
New Slogan designed by young worker

• Kudzi 21 Student in Gender Department
ZCTU serves community on International Women’s Day

• ZCTU Women Secretary – S. Siwela in Mabvuku
• Health & Safety was encouraged during clean up. Harare Region
ZCTU leadership supporting women’s day

• Secretary General – W. Chibebe
• 2nd Deputy President G. Nkiwane
ZCTU Women’s demands: Repeal of AIPPA & POSA

• March round Mabvuku with DFL regalia
Men & Women of ZCTU

• Encouraging the young to participate
ZCTU women’s Day Theme

• Encouraging women to be visible
Young girls making their demands

• Free Antiretroviral drugs, Equal Job opportunities and stabilisation of prices.
ZCTU Western Region

• Making march in Bulawayo on women’s day
Conclusion

- It is the focus of the ZCTU DFL campaign team this year to mobilise young women by visiting them at their workplaces, recruit and educate them. The brochures will be used as mobilisation tools.
- The campaign team has 10 young women who will be setting the pace for their fellow young workers.