ZIMBABWE CONGRESS OF TRADE UNIONS (ZCTU)

DECISIONS FOR LIFE HANDOUT ON PARTICIPATION OF WOMEN

- **WHAT IS PARTICIPATION?**
  - Participation means taking part as an individual or as a group or community, freely and fully in decision making at each step of the development process.
  - Participation must be voluntary and refers to active involvement, allowing people to probe and analyse issues affecting their daily lives.

- **WHY PARTICIPATE IN TRADE UNIONS?**
  - Participation allows for checks and balances to keep leaders accountable.
  - You are involved in the decision making process at workplace & in union.
  - You are educated on your rights & protected from victimisation & manipulation.
  - You get opportunity to be elected or to elect union leaders of your choice.
  - Trade union offers you social protection, job security, decent work, equal opportunities & protection from discrimination & sexual harassment.
  - You are protected from unfair labour practice through the Dispute Resolution System.
  - ZCTU engages in social dialogue to protect your socio, political & economic rights.
  - You are involved in lobbying and advocacy for better policies / legislation.
  - Participation ensures workers involvement in administration of their organisations.
  - When you participate you are kept informed and in charge of your future.

- **WHERE DO WE PARTICIPATE**
  - Workers Committees or trade union committees.
  - Labour forums
  - Trade union workshops / seminars
  - Trade union congresses / conferences
  - Trade union meetings

- **BE PART OF THE COMMUNITY AND POLITICAL ARENA**
  - Participate in: Residents Associations, Council Ward Meetings, School Development Associations, Church Services/ Meetings, Social Clubs, Political Parties, Village Meetings, Gender Organisations, Human Rights Groups, Family Institutions, Elections and Other Civic Organisations.

- **DECISIONS FOR LIFE - A TRADE UNION CAMPAIGN TO CREATE SPACE AND EQUAL OPPORTUNITIES FOR YOUNG WOMEN.**

ZCTU WOMEN & GENDER DESK, CHAMPIONING THE STRUGGLE FOR EQUALITY!!!
SHINGA MUSHANDI SHINGA!! QINA SISEBENZI QINA!!