

ZIMBABWE CHAMBER OF INFORMAL ECONOMY ASSOCIATIONS



"THE CHAMBER THAT DELIVERS"

STUDY CIRCLE BASIC EDUCATION MANUAL FOR INFORMAL ECONOMY WORKERS

BOOK 1

INFORMAL ECONOMY ORGANISATION

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Foreword

ZCIEA is an umbrella organisation for informal workers and their associations formed fifteen years ago through the initiative of the Zimbabwe Congress of Trade Unions. Its goal is to protect the rights and advance the interests of all unregulated businesses and workers in Zimbabwe as these are not covered under the existing labour laws. One of its key functions in advancing the interests of the members is to develop capacity through education and training.

A research by Labour and Economic Development Research Institute of Zimbabwe on Decent Work in the Informal Economy confirmed the state of the informal economy as follows:

1. It is now widely accepted that the informal economy involves income generating activities that fall outside the purview of state regulation. The International Labour Organisation defines the informal economy as “... all economic activities by workers and economic units that are – in law or in practice – not covered or insufficiently covered by formal arrangements” (ILO 2002). Most workers enter into this economy not by free choice but out of frustration and lack of job opportunities after being retrenched or graduating from high school or college.
2. Informal economy thrives in the context of high unemployment, underemployment, poverty, gender inequality and precarious work. In such circumstances, the informal economy also plays a significant role in income-generation due to the relative ease of entry and low requirements of education, skills, technology and capital. Most people enter the informal economy by necessity rather than by choice, as a means of survival.
3. The sector is characterised by:
 - ✓ easy entry, meaning anyone who wishes to join the sector can find some sort of work which will result in cash earnings;
 - ✓ lack of stable employer-employee relationships;
 - ✓ small scale operations, and
 - ✓ Minimum skills gained outside of a formal education.

ZCIEA has therefore planned education for all its members in the informal economy to empower them with knowledge and skills that assist them to effectively address the challenges and gaps they are facing. This basic informal economy workers study circle education manual is designed in a simple manner for convenient learning. The method of a study circle group means members organise themselves into small groups of between 5 and 10 people. Each group should have a leader who will lead the discussion and this can be done in rotation where one lead discussion of a

topic. This is a popular approach of education just like in the shona tradition of “padare” where specific issue is discussed to find solution or way forward.

The organisation has trained Study Circle Leaders from the territories who will assist in coordination and organising of groups in Chapters and Zones. It is expected that this low cost and membership centred approach will open opportunities to all members of ZCIEA to acquire basic knowledge of their sector and be able to contribute to the improvement of the labour standards and conditions of work.

The manual is in eight chapters which cover information necessary for basic knowledge that will enable participants to appreciate their important role in building the organisation, resources and contributing to national development.

These chapters include:

1. Informal Economy Organisation;
2. Occupational Health, Safety, HIV & AIDS;
3. Mobilising and Building Business Capital Resources;
4. Good Leadership Qualities and Skills;
5. Economic Literacy and Decent Work Agenda;
6. Laws Affecting Informal Economy;
7. Gender Issues in the Informal Economy;
8. Climate Change and the Informal Economy.

Participants who complete education on all the eight chapters will be awarded a certificate of completion and thus qualify to be enrolled in further education and training courses such as Negotiators, Organisers, Educators, Researchers, etc.

Through this effort, our objective is to build a formidable and strong membership organisation that champions the workers agenda from grassroots to national level.

Wisborn Malaya

SECRETARY GENERAL

Acknowledgments

The ZCIEA Informal Economy Study Circle Education is a programme that was designed after consultation with the members on their needs in their organisation. Consultations done with membership indicated a number of needs and among these was the need for knowledge of the organisation, rights, work skills, legislation, policies and other information that assist the informal economy workers to efficiently operate.

In respect of its membership rights and to address the identified needs, the organisation established the education and training programme that targets the rank and file membership. As the ZCIEA slogans outline “the Chamber that Delivers – Nothing for Us without Us”, the chamber has the responsibility of empowering the membership with knowledge and skills to be able to actively participate in and contribute towards recognition and respect of the informal economy and the workers’ rights.

In the process of developing this basic education material whose objective is to enlighten all members of ZCIEA and workers at large, the organisation and programme received support in various ways.

Therefore acknowledgement is attributed to the members who participated in the consultation activities that were done in the territories, those who participated in the research by LEDRIZ and participants to the collective negotiations workshops. All the information provided from these activities assisted the ZCIEA in identifying the education and awareness needs as well as the specific areas that shaped focus of this material.

We also acknowledge the research done by LEDRIZ on Informal Economy whose report informed the writers on the status of the informal economy, working conditions and the decent work standards.

Special gratitude is given to the writers of the Study Circle Manual Lucia Chinyamakobvu – ZCIEA Harare Territory Secretary, Ropa Chikoore - Midlands State University Student Intern, Dyke Munetsi – Chitungwiza Territory Youth Forum Chairperson, Agatha Chabwinja – ZCIEA Administration Secretary and Wisborn Malaya – ZCIEA Secretary General who were skilfully guided by Miriam Assumpta Chikamba – Trade Union and Community Organisation Development Mentor to put together all the information required and produced this manual.

Most sincere gratitude is extended to the Fredrich Ebert Stiftung (FES Zimbabwe Country Office) for their unwavering support and faith in ZCIEA’s capability by technically and financially supporting the production of this education manual that will go a long way in empowering and liberating the informal economy workers in Zimbabwe.

We also thank the ZCIEA National Assembly, all structures and other supporters whose encouragement, motivation and initiatives contributed to the success of this informal economy workers basic education programme and material development.

We wish all informal workers and those who encounter with this material the best in transitioning the informal economy towards formalisation, respect of workers' rights and implementation of better labour standards.

ZCIEA – THE CHAMBER THAT DELIVERS

Loraine Sibanda

PRESIDENT

ABBREVIATIONS

ANC	African National Congress
CBA	Collective Bargaining Agreement
CBD	Central Business District
CBTA	Cross Border Trade Association
DWA	Decent Work Agenda
ESAP	Economic Structural Adjustment Programme
GDP	Gross Domestic Product
GLSR	Gender Links in the SADC Region
HAVHAZ	Harare Vendors and Hawkers Association of Zimbabwe
ILO	International Labour Organisation
IFWEA	International Federation of Workers Education Associations
IT	Information Technology
LEDRIZ	Labour and Economic Development Research Institute of Zimbabwe
NSSA	National Social Security Authority
OPC	Open Platform Communications
PRFT	Poverty Reduction Forum Trust
PSI	Population Service International
SADC	Southern Africa Development Community
VISET	Vendors Initiative for Social and Economic Transformation
ZCIEA	Zimbabwe Chamber of Informal Economy Associations
ZCTU	Zimbabwe Congress of Trade Unions
ZLHR	Zimbabwe Lawyers for Human Rights
ZIMCDD	Zimbabwe Coalition on Debt and Development

ZIMSTAT	Zimbabwe National Statistics Agency
ZRP	Zimbabwe Republic Police
ZURO	Zimbabwe Unemployed Residents Organisation
ZWLA	Zimbabwe Women Lawyers Association
ZWRCN	Zimbabwe Women Resource Centre Network

Chapter One: Informal Economy Organisation

1. Objective: ZCIEA members will know and understand their organisation and be able to participate in association and workers' issues.

2. Ideological thrust

ZCIEA is a workers' organisation formed by workers in the informal economy that thrives to fulfil the workers agenda of equality, respect of human, workers' and trade union rights and interests to attain equitable standard of living for the working class and peasants. The main focus in its approaches and systems are based on three basic principles of UNITY, INDEPENDENCE and DEMOCRACY. ZCIEA shall advance SOCIALIST ideology for good governance and justice for all workers.

3. Introduction

***"A Trade Union is a school where workers learn how to manage, administer and turn a universe into motion for the good of humankind. Without the brain and muscle of workers, no wheel can turn."** (George Dimitrov Bulgarian Trade Unionist).*

4. HISTORICAL BACKGROUND OF SOCIO-ECONOMY IN ZIMBABWE

4.1. Political situation: Before colonisation by the white settlers, the people of Zimbabwe lived in a family set up where chiefs ruled on behalf of the King. The chiefs were subordinate to the king, responsible for governance, going to fight in wars solving and settling disputes, enforcement of regulations and customs as well as distribution of resources such as land. People lived in communities that were formed on tribal and clanship lines.

4.2. Economic situation: People owned the main means of production which is land. There was no waged labour as the activities were for subsistence than profit. Economic activities included crop cultivation for food, animal husbandry, barter trade and food security (zunde raMambo). They mined minerals such as gold, copper and iron ore for manufacturing equipment, iron tools and for export trade among various tribes and with the Arabs and Portuguese. People were involved in stock breeding, crafts and pottery making for barter trade as well as for domestic use. They also hunted wild animals for food, skins which they used for making clothes, horns and tusks for ivory. Their main trade partners were traders who came from the east where Mozambique (Portuguese East Africa) is today who exchanged beads, cloths, spices, guns, salt, cereals and other products that were not found in the country. All these activities were not demarcated by formality and informality.



Mining activities before colonisation

4.3. Social Situation: Socially people lived in families and communities based on clans guided by the principles of unity and cooperation based on culture, tradition and religion. Marriages were conducted among the networks that were well established. People worshiped God the creator (Musikavanhu / Umdali) through their ancestral spirit mediums (midzimu / amadlozi). People were organising their own community activities with common destiny. People organised their sports and recreational activities and ceremonies but these were within the allied community.

5. Agenda and effects of Colonisation

The arrival of British colonisers in the 1890s changed the mode of living and production as the white settlers had structurally designed specific agenda and objectives which were to:

- a. Acquire raw materials such as minerals, land, animal products and human labour in order to boost expansion of their industries and markets;
- b. Gain political and economic supremacy to increase global influence;
- c. Get cheap labour (slave and forced labour) as slave trade had been abolished; and
- d. Build a great empire in Africa with expansion of the monarch rule.

As the people of Zimbabwe were colonised, their standard of living changed from the communal system which matched the socialist system to individualism (**each man for himself and God for us all**) which was driven by capitalist ideology. The system changed the ownership of the means of production from the blacks into the hands of the white settlers. Governance was no longer in the hands of the chiefs but was now in the state which had been created by the settlers who introduced restrictive regulations and laws. The immediate effects of colonization on the people of Zimbabwe were:

- Displacement of local people from their fertile land to unfertile land;
- The creation of a government that excluded and suppressed local people;
- The creation of working class in Zimbabwe which was divided along racial lines;
- The separation of the family and community life as the displacement of people from their traditional fertile and arable land resulted in the split of families;
- End to the African traditional religion and cultural ceremonies as the community leadership roles were eroded and creation of Christianity that regards the earlier evil;

- Creation of Poverty as black people no longer had access to fertile land and had their properties taken;
- Introduction of new production culture and patterns (industries) based on profits first (capitalism).
- Creation of urban areas where there was high commercial business and communal areas where there was subsistence business.
- Creation of dual sectors of production – Formal and Informal economies

In order to ensure that their agenda was achieved, the white settlers introduced oppressive laws in employment, tax payment and property ownership such as:

- ✓ Hut Tax Ordinance of 1894 introduced in Mashonaland stipulating 10 shillings which could be paid as rent for land.
- ✓ Pass Law of 1904 requiring all African males over the age of 14 years to carry registration certificates and a movement certificate. This law restricted the movement of black workers from their home areas to urban areas. This restriction included movement of people who were trading their goods in the streets.
- ✓ The Master and Servant Ordinance Act of 1901 which the British South Africa Company introduced with various measures to induce reluctant African workers to enter into wage employment, where the white employer had all rights over the worker.
- ✓ The Land Act of 1930 which excluded Africans from owning the fertile farming land.

6. Birth of the Working Class

Black people were forced to leave their residential areas and work in farms, mines, hotels and industries in order to raise cash to pay the required taxes. Therefore men had to look for employment and those who were not employed had to raise the money either by selling their assets or buying and selling products from their small farms or industries. The alternative to getting wages to be able to pay tax was forced labour (chibharo). One who could not raise the tax was arrested and sent to work in government public works for an equivalent period to the required amount. However the white settlers would determine the balance of the debt.

When the colonisers took the land for their own agriculture, mining and industrial activities, men were forced to work in these farms and mines without regulated conditions of employment and wages. The white settlers owned the people, resources and wealth. They created two classes of the HAVEs (Masters) who were only the colonisers and HAVE NOTs (Servants) who were only the local black people). Black people were not allowed to own property and any means of commercial production. Yet they were expected to pay cost of living such as health, education and public utilities. Therefore the only means of mobilising money to pay for such costs were either being employed and for those who could not secure employment and who did not earn enough, was to sell products on the streets and markets as well as crafts. These workers were not considered to be in employment but were seen as reserve labour for the formal economy. The oppressive and exploitative rule by the settler regime pushed the blacks to develop the fighting spirit within the working class. An activist by the name Clement Kadalie of Malawi origin introduced trade unionism to the people of Zimbabwe in 1927.

- The black workers who were employed in the farms, Government, mines and manufacturing industries had inhuman, harsh and cruel conditions of work. For example they did not have stipulated working hours or health and safety conditions. These workers organised themselves into associations of recreation activities that were later transformed into trade unions. The likes of the Railway Workers who formed the Bantu Transport Association in 1922.
- In 1939 the Domestic and Catering services workers formed the Salisbury Domestic and Waiters Association.
- In 1944 the Rhodesia Railways African Employees Association was formed.
- In 1945 Milling Employees Association was formed.
- In 1947 some of the workers activists such as Benjamin Burombo organised and launched the African Workers Voice Association which included membership of employed and unemployed Africans. Its aim was to fight the exploitative system which affected both communal and urban people.
- In 1950, African National political activism was introduced in Zimbabwe and most of trade union activists led the African National Congress (ANC) as a branch of South Africa.

7. Evolution of the Informal Economy

The informal economy was not organised separately then until after independence. Before independence it was largely ignored, marginalised and set for the black majority despite its enormous contribution towards the country's GDP. At Independence in 1980 the informal economy was relatively small accounting for less than 10% of the labour force. It has remained unrecognised up to the present day although it has been increasing while the formal economy has been shrinking. Initial view is it was being considered a transitory economy, as one waits for formal employment but evidence has shown differently.

The share of informal economy employment in the labour force has grown from less than 10 per cent in 1980 to 94% by 2015.

The Labour Force Survey by ZIMSTAT in 2014 indicated its growth as:

- In 2004, 80% were considered to be in informal employment.
- In 2011, 84% were employed in the informal economy and
- In 2014, 94.5% of the total economy was informalised.

This is evidence that almost all workers in the country are employed in the informal economy as well as that there has been a rise in informal employment in the formal economy to the extent of having 4 out of five jobs being informal (2004 Labour Force Survey).

In the early 1990s, some activists most of whom were victims of the effects of ESAP such as retrenchments, dismissals and company closures attempted to organise the informal economy workers and the unemployed. Although some informal activists were organised into clubs of various trades, there was no collective organising into national association or trade union. Some of these groups were organised based on urban location such as Harare Vendors and

Hawkers Association of Zimbabwe (HAVHAZ), Bulawayo Traders' Association (BUTA) and The Zimbabwe Unemployed Residents Organisation (ZURO) which was being organised by mainly tertiary colleges' graduates that were failing to secure employment.

In 2002, the ZCTU who had suffered loss of membership due to retrenchments, downsizing of companies and liquidation with such workers resorting to informal economy activities. Twenty two (22) associations came together to form the Zimbabwe Chamber of Informal Economy Association (ZCIEA). For ten years the association operated under the coordination of ZCTU based on a Memorandum of Understanding and today the organisation is an affiliate of the ZCTU with a membership of 11,000 out of a potential of almost 4.5 million workers.

8. INFORMAL ECONOMY ORGANISATION

8.1. Definition

An Informal Economy Workers Organisation is an organisation formed **by workers** who are not formally employed to protect their rights, promote their interests and safeguard their achievements.

According to the ILO Recommendation 204 of 2015, informal economy refers to all economic activities by workers and economic units that are in law or in practice not covered or insufficiently covered by formal arrangements.

It is important to understand that a workers association is the same as a trade union which is formed following the coming together of workers and putting their resources together.

8.2. Guiding Principles

1. **UNITY:** Unity is a founding and important principle which facilitates the collective power of workers, solidarity and collective strength. Workers come together and agree to build an organisation. This is the reason slogans such as the following are used as a sign of oneness.



- ✓ United we stand – Divided we fall
- ✓ Unity is strength
- ✓ Solidarity forever

- ✓ An injury to one is an injury to all
- ✓ Many faces – One vision
 - ✓ All for one – One for all

2. **DEMOCRACY:** This principle entitles FREEDOMS that the members of the association direct involvement and participation in decision making around the affairs of the association. Democracy ensures that members have the right to choose their leaders and to be chosen to decision making positions. It gives all members despite of criteria the right to participate in all association activities, right to education and access to information. This principle gives members the obligation to say out their views, opinions, and ideas on the management of the association as well as pay subscriptions towards sustaining the organisation.

3. **INDEPENDENCE:** A workers organisation such as a trade union or association is controlled by its members who form it. It must not be controlled or influenced by Government, Employers, Political party, church or any organisation who is not its member. This is why the members write their own rules and regulations in the form of a Constitution, Policies and Guidelines to assist in the running of the affairs of the organisation.

8.3. Purpose of forming Workers Association or Trade Union

1. Protect and defend rights: Workers form an association in order to **protect and defend their rights**. This is done by ensuring that there are laws that provide the rights. The association acts as a watch dog against any acts or strategies by anti-workers Government or parties to take away the provided rights.
2. Promote and advance the interests of workers: The association should **promote and advance the interests of workers** by constantly reviewing the working conditions of work in order to improve them. This means the association cannot be content with the status quo because the interests of workers continue to develop. To fulfil this, the association must continuously negotiate for improvement of working conditions and regulations.
3. Safeguard workers achievements: It is the role of the association to **safeguard all its achievements**. This is done by monitoring and evaluating all the gains to make sure that they are not eroded by changes either in law, policies or programmes.
4. Representing workers: When a representative or a structure of the association speaks out on behalf of members and workers. The association needs to voice out inequalities and unfairness when workers feel threatened and vulnerable to express their concerns. Workers may not need to go to the Government but send a representative to present their concerns on issues that affect them.

8.4. Characteristics of a Workers' Association

- a) **Voluntary:** Workers unite and come together voluntarily and form an organisation which is called an association. Voluntarism is about freedom of association where the worker chooses to be part of an association of one's choice.

- b) **Independent:** The members of the association draw the rules and regulations that guide the operations and governance of the organisation in the form of a constitution. No external forces are allowed to interfere or control the organization.
- c) **Democratic:** Members of the association have the right to elect their leaders and to be elected into union positions. This qualifies the fact that decisions for the organisation are centred on its members.
- d) **Permanent:** The association shall always be there to defend and protect its members' rights against any forms of exploitation.
- e) **Continuous:** The association has continuous characteristic of its representative nature. As long as employers' interests exist a trade union shall always be there to guarantee the security of membership.

8.5. Functions and Activities

The association fosters and creates class consciousness which build the organisation pride and integrity. It needs to create politically active members and this is necessary for working class revolutionary struggles. No work is safe as long as it is indecent and there are people who are ready to die at the workplace.

- ✓ **ORGANISING:** This is about planning and coordinating activities to achieve the constitutional objectives such as meetings, conferences, mass actions or strikes.
- ✓ **RECRUITMENT:** The workers organisation is membership based and it is the number of members that determine the association strength. Therefore members of the association have the duty of recruiting other workers who may be outside the membership thus aiming at unionising all workers. The price of more members is a strong organisation.
- ✓ **EDUCATION AND TRAINING:** The workers' association has the duty to educate the members on all that affect them such as laws, rights including maternity protection, decent work, health and safety, developing skills and expertise in negotiations and business management.
- ✓ **COLLECTIVE NEGOTIATIONS:** This is a core function of the association in advancing the interests of its members and improving conditions of work. The association can negotiate with local authorities, Government ministries, traders and such organisations that do business with informal economy workers.
- ✓ **GRIEVANCE HANDLING:** The association handles grievances of individual or group of workers when there are problems relating to their work. When workers are unfairly treated they present the complaint to the association for representation in the process. The association also offers legal facilities and representation.
- ✓ **COMMUNICATION:** Communication is an activity that is done on daily basis to create awareness and influence attitudes for our ideas and opinions to be accepted. We also communicate to motivate and stimulate action on issues that concern people's lives. Effective communication assists in successfully to organise trade union activities such as meetings, labour forums collective negotiations and many trade union developments. Communication channels vary but an association can design its effective channels from a number such as telephone, letter, memorandums, meetings, emails, fax mail, sms,

whatsapp, face-book, twitter, etc. Members are encouraged to attend meetings and activities organised by the association to be informed of developments of their organisation.

✓ **MOBILISING:** A Workers association need to analyse prevailing trends and situations that affect workers and influence change by building social movement and popular actions. Therefore to be able to do this, structures and activists within the association coordinate members and collaborate with alliance groups to support the agenda.

✓ **ADVOCACY:** There are numerous challenges that face the workers in the work environment. Advocacy is a series of actions that are taken to change “What is” to “What should be” with consideration that what should be creates decent and just society. Advocacy actions will vary with the political, social and economic environment and attitude of the target.

✓ **NETWORKING:** This is process of creating useful linkages within the association, among communities, organisations and society in order to mobilise for action, support and solidarity. It also enables members to create and share relationships, resources and information about common issues.

Networking is important activities of the association which requires diverse members and people to work together in an organised manner. This can be among members of the same association or many organisation even international organisations.

9. The Constitution of ZCIEA

A constitution is a legal and binding document of an association. Therefore all constitutional provisions including amendments should be made by members at territorial level and adopted by members at a Congress. The Constitution must be registered by the government.

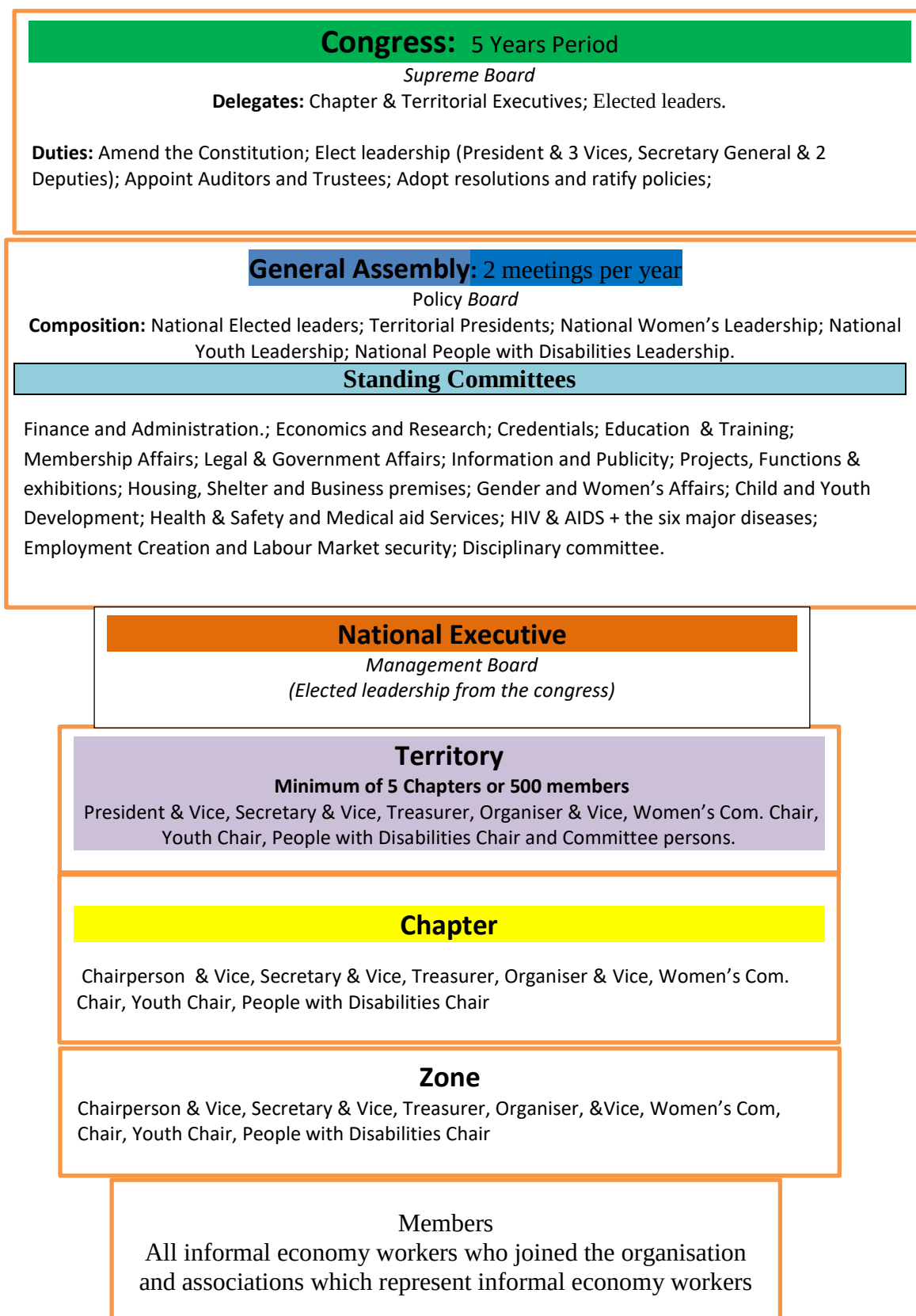
The association is a membership based organisation and therefore has no life of its own but relies on collective will and action of its members. The constitution of ZCIEA provides for the following:

9.1. Objectives:

- a. ZCIEA shall promote and advance the interest of the informal economy workers in Zimbabwe including business and trade development.
- b. Protect and defend the rights and achievements of the informal workers.
- c. Lobby and advocate for legislation that protect the informal workers and conducive to the operations of the informal economy workers.
- d. Undertake education and training programmes within informal economy.
- e. Facilitate networking and share experiences at local, regional, continental and international levels.
- f. Institute and defend legal proceedings and oppose attempts and calculations that directly or indirectly endanger or prejudice the objectives of the association.

9.2. Structure

The structure of ZCIEA is as outlined in the Constitution and Amendment of 2015. Each structure performs duties and obligations as defined in the constitution. The diagram below shows the hierarchical protocol.



Association members have the right to access their constitution, and a duty to read, understand and know their obligations. Problems may arise on the practical implementation of the constitution, when leaders or members violate its provisions. Such a problem can arise when members have no knowledge of their constitution. Therefore the association must distribute and orient every member on the constitution.

10. Linkages

10.1 National Affiliation

(a) ZCTU

ZCIEA is affiliated to the Zimbabwe Congress of Trade Unions which is the largest workers representative body in the country. As a member of the ZCTU, the association joins workers in the formal economy (those employed in the manufacturing, commercial and public service) to be one big strong union. This affiliation gives members of ZCIEA the right and space to participate in all workers functions and activities in Zimbabwe. It also strengthens the voice of the association as all workers speak with one voice of the ZCTU. Networking, coalition and collaboration with other civic organisations is effectively facilitated.

(b) Women's Coalition

The association is also an affiliate member of Women's Coalition of Zimbabwe. This is an organisation formed by women's organisations in Zimbabwe to champion the agenda of all women employed, unemployed and communal women. ZCIEA participates in this organisation through its Women's Assembly to join other women in fighting for gender and women's rights and interests.

(c) ZIMCODD

The association is also affiliated to Zimbabwe Coalition on Debt and Development an organisation that fights for socio-economic justice in Zimbabwe.

10.2. Regional Affiliation

In the Southern and Eastern Africa Region, ZCIEA links with StreetNet Regional body. Currently the association is housing the coordinating office of this regional body.

10.3. International Affiliation

10.3.1. StreetNet International

ZCIEA is affiliated to StreetNet International where the sitting President is Lorraine Sibanda the ZCIEA President. StreetNet is an international organisation that unites informal traders of the world over and has membership in 150 countries. StreetNet International represents membership of over 600,000 informal economy workers.

10.3.2. International Federation of Workers Education Associations (IFWEA)

IFWEA is a federation of Workers Education Associations that promotes and advance the education of the public with respect to democratic labour movement. It promotes free and voluntary

educational work within the principles of solidarity, cooperation, justice, equality and freedom. It is active in twenty five countries of the globe.

10.3.3. Womankind

ZCIEA now has a memorandum of Understanding with Womankind Worldwide to build the strong collaboration on Women Issues.

11. Alliances

ZCIEA builds alliances with other informal economy associations at national and international levels. It also has established and will establish such alliances with other organisations whose objectives are same or similar.

The association also builds Strategic Alliances with Government institutions such as Local Authorities, Ministries as well as developmental institutions that promote the interests of the informal economy workers and these include International Labour Organisations and human development agents.

It also works closely with research institutes such as Labour Economic and Development Research Institute of Zimbabwe (LEDRIZ).

12. Collaboration

The association works in collaboration with trade unions affiliated to the ZCTU and other informal economy organisations such as Cross Boarder Traders Association/ZIMCROSS (CBTA) an association of cross boarder trading.

- ✓ (VISET) Vendors Initiative for Social and Economic Transformation that promotes participation of vendors in economic, policy and legislative processes.
- ✓ (PRFT) Poverty Reduction Forum Trust which has activities on food security and how to alleviate poverty.
- ✓ (ZLHR) Zimbabwe Lawyers for Human Rights an organisation that fights for human rights.
- ✓ (ZWLA) Zimbabwe Women Lawyers Association an organisation of female lawyers that works to protect the rights of women.
- ✓ (NAC) National AIDS Council a multi-sector forum that coordinates and manages HIV and AIDS programmes in Zimbabwe.
- ✓ Msasa Project a gender violence interventions organisation in Zimbabwe.
- ✓ (ZWRCN) This is a network resources centre for all women and their organisations. It specialises in researches and skills development
- ✓ (GLSR) Gender Links in the SADC Region that coordinates interventions on gender mainstreaming in the region.

13. Strategic Directions

13.1. Vision

Decent standards of living for all Zimbabweans in a stable economy.

13.2. Mission Statement

ZCIEA's mission is to alleviate poverty through transformation of informal economy into mainstream formal activities.

13.3. Strategic Themes and Directions

ZCIEA is characterised by a cross-section of sectors that include: Mining, Agriculture, Construction, Manufacturing, Tourism, Arts and Craft, Commercial and Media. Its membership is from diverse backgrounds that contribute to the determinants of its needs. Therefore association operates independent of any political party affiliation.

ZCIEA's operations and activities are guided by its Congress Resolutions that are periodically transformed into an implementable Five Years Strategic Plan. The current plan of 2017 to 2021 focuses on four specific areas:

Strategic Themes	Strategic Directions
Theme One: Self Sufficiency	• Intensified recruitment to maximum membership. • Established ZCIEA micro-finance with the aim of building towards an informal economy bank. • Established business development facilities and centre. • Developed a training and media centres • Established workers welfare schemes such as housing cooperatives and social security. • Established viable and sustainable income generating Projects.
Theme Two: Organising	• Increased membership to one (1) million • Established membership data bank
Theme Three: Institutional Development	• Established language centre • Developed capacity skills in paralegal, negotiations, advocacy and communication. • Opened territorial offices

	• Developed effective operational systems and policies
Theme Four: Lobby and Advocacy	• Ratification and implementation of ILO Recommendation 204 of 2015. • Repeal of repressive laws and by-laws. • Bargained for decent work and living standards. • Alignment of legislation to the Constitution. • Formalisation of the informal economy. • Participated in formulation and evaluation of trade policies and regulations.

14. Campaigns

The association is championing campaigns in the following areas and all members of the association are expected to play a role and or participate in them in their different structures and levels.

✓ Informal Economy law Formulation and Reform

There should be a law that defines informal economy and regulate its operations and standards of employment. The laws that oppress and suppress informal economy workers and production should be repealed.

✓ Informal Economy Formalisation

Informal economy should be recognised and formalised as well as acknowledging its role and contribution to the national economy like all businesses.

✓ Economic Justice

Informal economy should be accorded the opportunities for meaningful work and employment for productive activities.

✓ Decent Work Agenda – The four pillars of decent work

- Workers' Rights
- Employment creation
- Social Dialogue
- Social Protection

The implementation of the four pillars of decent work in the informal economy will reduce decent work deficits while creating and enhancing decent standard of living for all the workers and society at large.

✓ Gender Equality – focusing on:

- a. Women
- b. Youths
- c. People Living with disabilities

The informal economy is highly populated with women, people with disabilities and youths. Therefore there is need to empower these groups for effective participation in decision making structures.

✓ Gender Based Violence

Gender based violence is an evil that hinders development and should be eradicated.

✓ Occupational Health and Safety

The informal production processes are not regulated or inspected. It is therefore proper that the businesses and workers be protected from injuries and deaths.

✓ Child Labour

There is high rate of child labour in the informal economy and this may be considered to be the result of poverty. However child labour is evil and children should be protected at all costs from any form of abuse.

✓ Migrant Labour

Informal economy workers who migrate to other countries for short time or casual work should be protected.

✓ HIV and AIDS

Informal workers are highly at risk as their conditions of work are also casual and working regulations of the country do not apply in this economy.

✓ Climate Change

As much as the informal production and processes are not regulated and workers are not aware of the effects and impact of climate change, it means environmental protection is at high risk as producers will not take control and protection measures of the environment.

✓ Civic Rights

There are numerous violations of human rights in the informal economy yet there is significant contribution to the national GDP.

15. Principles of democracy, Human and Workers Rights

Every democratic organisation and institution should adhere to and apply these principles in order to reach a democratic destination.

- **Respect of human rights and law:** All human are equal and should be given the due respect.
- **Transparency and Accountability:** There should be regular communication between and among structures on the affairs of the organisation. This enables membership access to information and understanding of the operations and activities.
- **Fairness:** Opportunities for privileges and treatment should be distributed without favour.
- **Inclusivity:** This entails accommodation of other people's opinions and views in decision making.
- **Democracy:** Members should be allowed to participate in the processes of decision making as well as taking positions.
- **Gender Equality:** Opportunities must be accorded to all who qualify without discrimination.
- **Tolerance:** Diverse opinions and should be allowed without negative a
- **Justice:** Every person should be given the right to express own opinions
- **Freedoms:** membership organisation is formed by individuals who voluntarily come together as full human. Therefore each should be allowed to enjoy basic freedoms.
- **Participation:** This is the key principle to build the workers organisation. Members are the owners of the organisation and have the right to be active in all issues that affect them.
- **Independence:** Members are the owners of the organisation and having drawn own constitution, should determine the rules and regulations that govern its operation and structure.
- **Periodical free and fair elections:** (Ushe madzoro) Opportunities to lead should be given to all who aspire and are willing to do so without prejudices
- **Access to free and accurate information:** Information about the association should not be sold to members nor should it be falls. Members have the right to such information that reflects the development of their organisation.

All these principles translate to the rights of ZCIEA members in their organisation and are expected to demand as well as exercise them.

16. National Economic development policies

The purpose of the economic development policies is to grow the economy. The Government in 2013 put in place the **ZIMBABWE A SUSTAINABLE SOCIO ECONOMIC TRANSFORMATION (ZIMASSET)** to operate until 2018. This policy can be understood from its meaning of the need to attain sustainable socio-economic transformation. Its focus is in the four clusters of: Food Security and Nutrition, Value Addition and Beneficiation, Infrastructure and Utilities as well as Social Services and Poverty Reduction. The policy promises among other things empowerment of the youths, rehabilitation of roads and schools, provision of health services to all citizens, shelter and creation of employment for the youths. What needs to be done is to evaluate and establish if:

- (a) the intended results are being achieved.
- (b) there are any benefits to the informal economy being realised.

On the other hand, ZCIEA through its mother body the ZCTU working with LEDRIZ and ANSA developed and produced an Economic Development Policy guide for Zimbabwe titled “BEYOND THE ENCLAVE” (A Pro-poor and Inclusive Development in Zimbabwe) that was published in 2010. This policy guide book provides alternatives to the economic development of the country. The publication can be accessed in a popular version from LEDRIZ.

In 2016, ZCIEA in conjunction with ZCTU, LEDRIZ and ANSA developed and published a book on Economic Justice in Zimbabwe which outlines the injustice on the informal economy and its expectations. It also identifies the challenges in the informal economy and actions to be taken by ZCIEA.

The information in these books is very important and assists the informal economy workers to know the state of the governance and economic development of the country that will help to assess achievements of the workers.

17. Conclusion

A workers organisation is where the workers learn all skills for managing the affairs of human and universal governance. As workers and producers of the wealth of the country, it is therefore important that workers be involved in all issues that are related to their lives.

Being involved means participating in all issues that concern the lives of the workers from decision making to implementation monitoring and evaluation. Therefore members of ZCIEA should play their roles at every level at national issues and organisational issues.

18. Exercise

1. Discuss and identify the differences (positive and negative) between pre-independence and post-independence periods economic development.
2. What are the benefits and difficulties derived from the two periods (Pre and Post-independence) that are related to the informal economy? (b) Suggest what you can do to address the difficulties.
3. What do you think is your (1) role (2) responsibility as member of ZCIEA to develop the association?