



## ZIMBABWE CONGRESS OF TRADE UNIONS



### HEALTH SERVICES ACT HARMONISATION CAMPAIGN



#### WORKERS DEMANDS

1. **Harmonisation** of the labour laws in Zimbabwe
2. **Alignment of the Health Services Act** to the Constitution and the International Standards ratified by Zimbabwe.
3. We demand **Protection from forced Labour**.
4. **Protection of Health Services Workers from violence and harassment and ratification of ILO Convention 190.**
5. Full enjoyment of
6. **Recognition of the absolute right to Collective Bargaining** for workers in the Health Services Sector (Ref: Zimbabwe Constitution & ILO Convention 98).
7. Parties to a dispute should be given every opportunity to bargain collectively, for a sufficient period of time, with the help of independent facilitators.
8. Demand **Full enjoyment of the Right to Freedom of Association** for workers in the Health Services Sector (Ref: Zimbabwe Constitution & ILO C087).
9. **Removal of criminal sanctions on the right to strike** for Health Services Workers and the full recognition of the right.
10. **Responsibility of declaring a strike in the Health Sector illegal to be fully vested in the Judicial Authorities.**
11. Any restrictions placed on the right to strike in terms of the Essential Services Rule, be accompanied by **adequate, impartial and speedy conciliation and arbitration proceedings in which the parties concerned can take part at every stage** and in which the awards, once made, are **fully and promptly implemented.**
12. We demand **compliance with the terms of awards** handed down by the compulsory arbitration tribunal.
13. **Removal of penal or punitive sanctions and arrests** of workers who participate in a peaceful, legitimate strike or picketing.
14. **No to victimisation of trade union leaders in the Health Sector.**

**15. Adherence and Enforcement of the TNF Act No. 3 of 2019** in particular section 3 (2) (f) which provides among other functions of the TNF, to “Consult and Negotiate Zimbabwe labour laws in line with the Constitution and other international best practices”.

**WHAT IS YOUR ROLE IN THIS PROCESS?**

1. Share this information with other workers, family, friends or your community.
2. Lobby your local Member of Parliament or political party to support workers’ demands.
3. Lobby other like-minded civic society organisations to support Health Workers’ demands.
4. Participate in the Public Consultative Forums and **LET YOUR VOICE BE HEARD!!**



For more information contact us on [info@zctu.co.zw](mailto:info@zctu.co.zw) or [zctugeneral@gmail.com](mailto:zctugeneral@gmail.com) . You can also visit our website on [www.zctu.co.zw](http://www.zctu.co.zw) or [www.theworker.co.zw](http://www.theworker.co.zw)

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**# STAND UP FOR DECENT WORK FOR CARE WORKERS**  
**OUR MOTTO: "RESTORATION OF WORKERS' DIGNITY"**