TBCZ
TOURISM BUSINESS COUNCIL of ZIMBABWE

# NEWSLETTER

OCTOBER / NOVEMBER EDITION 2023



## Foreign Currency Policy

A recent Reserve Bank of Zimbabwe statement on foreign currency gave us all the immediate impression that changes had been made to existing policies, but after discussion with the tourism desk at TBCZ we can advise that there has been no change to procedures for the tourism sector.

## Tripartite Negotiating Forum

A recent TNF retreat focused on making the body more effective as the principal platform for discussions and engagement between the three parties: government, employers and employees. The plan is for the TNF to have a corporate structure and a secretariat, management committee and technical committee, all under the main TNF, which acts as 'the Board' leading into Cabinet. The workshop will lead to creation of an operational budget for the TNF as a free-standing structure independent of Government control.

## TNF STRUCTURE

**MANAGEMENT COMMITTEE (MC)** → **TECHNICAL COMMITTEE (TC)** → **MAIN TNF (MTNF)** → **CABINET**

- Administrative arm of TNF
- Setting Agenda
- It is composed of representatives from ministry resposisible for **Labour** and **organised labour** and **Organised Business** as nominated by the respective principals
- **Secretariat** reports top management Committe

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## TBCZ at Sanganayi/Hlanganani

Sangayi/Hlanganani 2023 was held in October at Bulawayo's Zimbabwe International Trade Fair grounds, where 100 international buyers and 300 exhibitors met up. Workshops running alongside the expo were well received and interesting discussion occurred. A highlight of the event was the launch of the Zimbabwe Investment Development Agency online investment platform which aims at linking up investors and project partners.

This body will be of special help to small operators, who will be assisted in creating proposals for presentation to investors. Also at the event, Zimbabwe and Zambia met to discuss further development of bilateral relations involving travel and tourism, a follow up to a meeting held earlier in the year between Zimbabwe and the DRC.

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## Tourism Educators and Researchers Association

TERAZ held a meeting at Sanganayi/Hlanganani, focused on how to achieve enhanced development of human resources through tertiary level education and how to make research useful for decision-making in tourism businesses. It is a member association under the umbrella of the TBCZ and has been supported by relevant ministries.

## TBCZ meet new Minister

The new Minister of Tourism and Hospitality, Barbara Rwodzi, held an official meeting with the TBCZ presidium and secretariat soon after her appointment and stressed her willingness and desire to further engagement and collaboration between the ministry, ZTA and TBCZ. There was fruitful discussion and general agreement and it is our view the new Minister is keen for us to influence decision-making more and to consult us more. The platform for ongoing consultation and co-operation is strong and will be put to good use by TBCZ.



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## Labour Act Amendment

CEAZ held a workshop to unbundle the Labour Amendment Act no.11 of 2023. Its main aim was to unpack the policy for the employers' and employees' guidance. The policy instructs that the Minister should be part of the negotiating sessions (CBA). Ministry stopped the registration of CBA that were contrary with public interest and where not consistent with the Labour Act. Some of the key amendments impacting business were discussed as follows;

## Termination of Employment

The new section suggests that an employer can only terminate an employment contract by mutual agreement, breach of an express or implied term of the contract and in any manner agreed in advance by the employer and the employee is concerned.

## Contracts for Hourly Rates

If the employee is only employed by a single employer and is being paid hourly rates the remuneration in two consecutive months must not be less than the minimum wage for that job. Employers are prohibited from employing employees on an hourly rate if a CBA prohibits such.

## Listed below are the other key amendments discussed

- Gender based violence
- New retrenchment laws
- Maternity leave provisions
- Formation of employment councils
- New dispute resolution systems
- Submission of collective bargaining agreements for approval or registration
- Registration and review of codes of conduct,
- Investigation of trade unions and employers organisation
- Liability of persons involved in unlawful collective job action