



KATIPUNANG MANGGAGAWANG PILIPINO

(TRADE UNION CONGRESS OF THE PHILIPPINES)

Unit 601, 6/F Marbella II, Malate, Manila, 1002 PHILIPPINES

An affiliate of the International Trade Union Confederation (ITUC) and ITUC Asia Pacific

29 October 2013

MR. CHARLES CHIKAURA

Chief Executive Officer

Infrastructure Development Bank of Zimbabwe

99 Rotten Row Road

Harare

Suspension of Farai Katsande

Dear Sir:

I am writing to you as an affiliate of the International Trade Union Confederation representing over 175 million workers worldwide in 156 countries, including Zimbabwe, to express serious concerns over the increase in anti-union discrimination against trade union officials in the financial sector.

The latest victim is *Farai Katsande*, President of the Zimbabwe Banks and Allied Workers' Union, who was suspended from his position in the Infrastructure Development Bank of Zimbabwe on 15 October 2013 for allegedly absenting himself from work while he was attending a union activity in Kenya. Previously bank management attempted to prevent Farai Katsande from engaging in trade union activities by promoting him to a supervisory position which would have disqualified him from his union membership.

The prevention, hindering or obstructing of the right to exercise legitimate trade union activities is considered an unfair labour practice under Article 8 of the Labour Act. ILO Convention 98 on the Right to Organise and Collective Bargaining, ratified by Zimbabwe on 27 August 1998, determines that workers shall enjoy adequate protection against anti-union discrimination. The ILO Committee on Freedom of Association has made clear that *"no one should be subjected to discrimination or prejudice with regard to employment because of legitimate trade union activities or membership, and the persons responsible for such acts should be punished."*

The suspension of Farai Katsande is an unacceptable violation of the right to carry out legitimate trade union activities without being subject to discrimination with regard to employment. **We demand that the Infrastructure Development Bank of Zimbabwe immediately and unconditionally lifts the suspension of Mr Katsande and stop the discriminatory treatment of trade union members and leaders.**

Very truly yours,


ERNESTO F. HERRERA, Ph.D.

Former Senator, and

TUCP President

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SOLIDARITY
TUCP 1975-2012**