

Geneva, 25 July 2012

Mr. J. Chifamba  
Group Chief Executive of ZESA  
Harare, Zimbabwe

By e-mail: jchifamba@zesa.net

## Suspension of workers at ZESA

Dear Mr Chifamba,

I am writing to you on behalf of the 50 million members in 140 countries, affiliated to IndustriAll Global Union. We represent workers globally across supply chains in the energy, mining, manufacturing and related sectors, including members of our affiliate, the Zimbabwe Energy Workers Union (ZEWU).

We are deeply outraged to learn from ZEWU of the unjust suspension of 135 workers and anti-union actions of the Zimbabwe Electricity Supply Authority (ZESA). Union members were legitimately aggrieved by the disregard that ZESA has shown for the collective agreement, which entitles them to a fair wage increase. By not honouring the collective agreement and the arbitration ruling, ZESA has contravened the right to collective bargaining.

We are most disturbed that the President of ZEWU, Angelina Chitambo, is amongst those that have been suspended along with two other elected officials of the union. Chitambo is a respected union leader in Zimbabwe as well as internationally and holds an elected position in the Executive Committee of IndustriALL. We interpret the suspension of elect union leaders as a shameless and transparent union-busting attempt to intimidate workers to concede their rightful gains, this infringes on the right to organize and freedom of association.

As a state owned enterprise, the actions of ZESA also reflect badly on the government of Zimbabwe and contribute to growing concerns of state repression of the rights and freedoms of activists.

IndustriAll Global Union stands with our affiliate ZEWU in their demand that ZESA reinstates all suspended workers, including union leaders and institutes the bargaining agreement. We strongly urge you to engage with the union for a fair and just resolution to this matter.

I look forward to hearing from you.

Yours Sincerely,



Jyrki Raina  
General Secretary

CC. Hon. Minister E. Mangoma, Ministry of Energy  
Hon. Minister P. Mupariwa, Ministry of Labour