



# Zimbabwe News

## Official Organ of ZANU(PF)

Department of Information and Publicity, 14 Austin Road, Workington, Harare  
Volume 20 No. 4, April 1989, Registered at the G.P.O. as a Newspaper

**ACHIEVEMENTS  
OF GOVERNMENT  
SINCE 1980 —  
REPORTS FROM  
MINISTRIES**

**WATER TO  
THE PEOPLE**



**MINDA MIREFU**



**9<sup>th</sup>**

**INDEPENDENCE ANNIVERSARY**

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## LONRHO, PART OF THE STRENGTH OF ZIMBABWE

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This is the underlying theme in all Lonrho's many activities within Zimbabwe. Originally a mining company, Lonrho has diversified extensively into fields as varied as forestry, agriculture, textiles and engineering, in addition to mining. All are contributing significantly towards Zimbabwe's drive for much needed foreign exchange.

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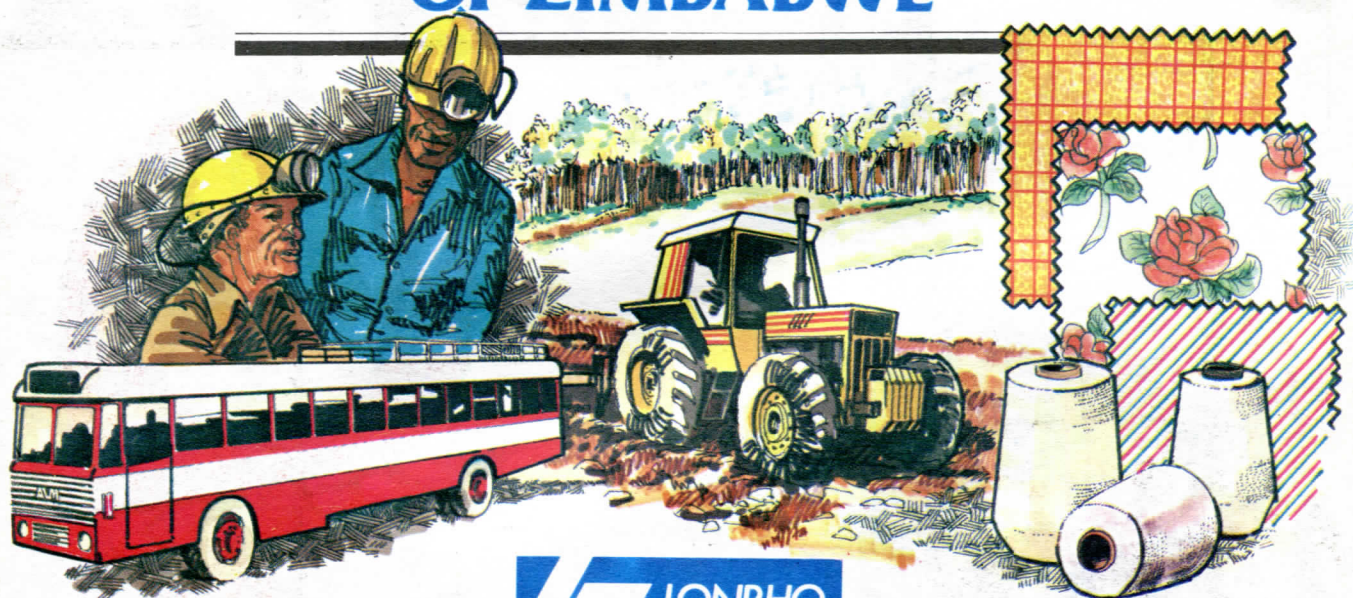
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# LONRHO

## PART OF THE STRENGTH OF ZIMBABWE



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## The Zimbabwean Revolution: 9 Years of Achievements

Before independence very few people — friends and enemies alike — were optimistic about the future of this country. Years of racial conflicts, presence of large disparate armies answering to different power centres, an embattled economy which had operated under war and sanctions conditions for 15 years — all these factors contributed to the pessimistic outlook. Indeed it was rare to meet a political analyst who rated Zimbabwe's prospects . . . *page 3*

## Ministry of Energy and Water Resources and Development

The Ministry of Energy and Water Resources and Development operates mainly through two main departments i.e. Department of Water Resources and Department of Energy. The Ministry gives policy guidelines and coordinates the activities of Zimbabwe Electricity Supply Authority, Zambezi River Authority, Regional Water Authority and National Oil Company of Zimbabwe. *page 18*

## Cats with Aids!

Danes who have cats as pets are scared. And with good reason: their cats might have AIDS. According to the newspaper Berlingske Tidende, in Denmark alone there are 60 000 cats infected with the fatal disease. And the number might be even larger.

I telephoned Tom Kristensen who heads a veterinary clinic in a suburb of Copenhagen, and asked for his comments: . . . *page 63*

## Achievements in Education since Independence

One of the great success stories of independent Zimbabwe is in the field of Education. Zimbabwe has clearly led other countries in its ability to provide education to the masses in accordance with the principles set out by ZANU (PF). A comparison of enrolment figures at all levels reveals that the quantitative development of education has been spectacular. Whereas there were . . . *page 54*

## Ministry of Political Affairs Department of Women's Affairs

There can be no doubt that when the time comes for the History of women in Zimbabwe to be written, the last nine years will go down as a period of great social reform policies. Government policies had (and still have) a distinct bias in favour of improving those segments of our society that were largely neglected by the colonial regimes. Before Independence, women as a group experienced numerous constraints and discriminatory policies and practices. . . . *page 24*



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**Editorial Council:** Cde. N.M. Shamuyarira; Cde. S.S. Mumbengegwi; Cde. C. Ndhlovu; Cde. J. Zvobgo; Cde. K. Batsirayi; Cde. M. Munyati.

# EDITORIAL

## Nine Years of Achievements

**T**he last nine years of national independence have been years of great achievements for the people of Zimbabwe. All segments of our society have scored one victory after another under the leadership of the ruling party, ZANU (PF), and its illustrious leader, Comrade R.G. Mugabe. The young nation has sustained and consolidated its newly-won independence. Individuals have advanced in all areas of the national life, and many now lead a better life than they did in the colonial/racist era. The story of our achievements is told in this Special issue of our journal. We asked all Ministries of the Government to write articles on the work they have done in the last nine years, the programmes that have been accomplished, and the unfinished business of the future. We are grateful to all the Ministries that have contributed informative articles to this journal, thereby informing and educating our readers. Taken together the articles are a large source of information, and an inspiration to those party cadres who have worked hard for long hours to improve the lot of the labouring and working classes of this nation.

### Problems

In the nine years, this young nation has faced many natural disasters, especially a severe drought for three consecutive years, and problems emanating from the Republic of South Africa. We have also had internal conflicts and severe dissident activity in Matabeleland. We have also had severe economic problems because of falling world prices for our basic mineral products, and the declining value of the Zimbabwe dollar in the exchange rates of foreign currency, and certain basic machinery and goods. In spite of all these problems, this young nation has developed a strong and buoyant economy. It has vastly expanded the social services to our people, especially in the fields of education and health. These two items alone take nearly half of the revenue in the national budget.

The reports on health and education in this Special issue underline the victories that have been scored in this area. In the face of all these economic problems, it is indeed remarkable that the economy has been so resilient, and has even grown. With the good rains of this year, and the good prices for our mineral products, we are expecting a growth rate of six percent.

### Achievements

But it is in the most difficult area, in the political field, where

our achievements have been marked. We have left standing all critics, pessimists, and prophets of doom, as we brought in one reform after another. The first major step in this field was the merging of three separate armies into one Zimbabwe National Army, with one command structure. Since its formation, the ZNA has given sterling service to the nation at home and abroad. However, the most important step was the unification of ZANU (PF) and PF-ZAPU on December 22, 1987. The goal of national unity has been sought by the national liberation movements from the very beginning of the anti-colonial struggle. It alluded us for many years because the objective and subjective conditions were not ripe. The level of national consciousness and quality of national leadership was low. However, the struggle itself raised consciousness, and sifted the leadership. The collaboration that was started at the Geneva conference in 1976, was developed in the post-independence era. The convincing victory of ZANU (PF) in the last two general elections, prepared the way for a unity agreement in which ZANU (PF) was the dominant partner. A united army, strong, dominant, political party, and a strong economy, became the main ingredients in the attainment of the cherished goal of national unity and a stable political system.

### Opposition Defeated

However, our achievements have been scored in the face of strong opposition from within and without. Inside Zimbabwe, those who have made noises against the ZANU (PF) system are the *usual* malcontents and opportunist who are seeking posts in the government at any cost. They have all been tried in junior or senior government posts, but they failed dismally. The malcontents have been joined recently by the anti-corruption campaigners. The Government is equally opposed to corruption and nepotism. The evidence for this is the appointment of the Justice Sandura Commission itself with full powers to investigate the Willowvale affair, and to hear evidence in public. That action of putting itself on trial in public shows a commitment to the rule of law, and to the democratic process. It demonstrates a confidence in people, in the broad masses, and a commitment to truthfulness and cleanliness in government. The national purpose of ZANU (PF) is to uplift the labouring classes of our people, and to give them real power and influence on the day-to-day affairs of the nation. Corruption for personal gain, or accumulation of wealth by individuals or leaders is the very opposite of this national purpose. □



## Congratulations Zimbabwe on 9 years of Independence

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# The Zimbabwe Revolution: 9 Years of Achievements

Before independence very few people — friends and enemies alike — were optimistic about the future of this country. Years of racial conflicts, presence of large disparate armies answering to different power centres, an embattled economy which had operated under war and sanctions conditions for 15 years — all these factors contributed to the pessimistic outlook. Indeed it was rare to meet a political analyst who rated Zimbabwe's prospects as being higher than those of Lebanon which now has two rival governments with armies fighting it out in the streets for supremacy.

At independence in 1980 our new nation and its government inherited a country in desperate need of national reconciliation, socio-economic rehabilitation, and reconstruction. Nine decades of colonial rule has resulted in an unbalanced socio-economic structure based on racial policies, which gave rise to control of productive resources, access to social services, distribution of income and the availability of social and economic infrastructure.

It is against this backdrop that Zimbabwe's achievements over the past nine years must be seen. In assessing these achievements we must start with land — the issue which was at the heart of our fight for freedom.

## Land Question

Colonial governments prior to 1980 pursued discriminatory agricultural policies which were enshrined in the Land Apportionment Act (1930), the Land Husbandry Act (1951) and the Land Tenure Act (1969). One philosophy and policies in these legislative documents was the dividing of land on racial lines into European and African parts, on more or less equal basis, disregarding the glaring population differentials of 96% African and 4% European. In addition, the white farmers numbering 6 000 owned land in the better ecological zones and had an average farm size of 2 400 hectares, while the black farmers were banished to the less endowed parts where the land allocated for tillage was very small. The result was that the so-called Native Reserves or, as they were later known as the Tribal Trust Lands, were rapidly overcrowded and impoverished.

To address this problem, Government at independence embarked on an exercise aimed at radically improving the production base in the communal sector through the redistribution of land and the rehabilitation of the war-damaged infrastructure in that

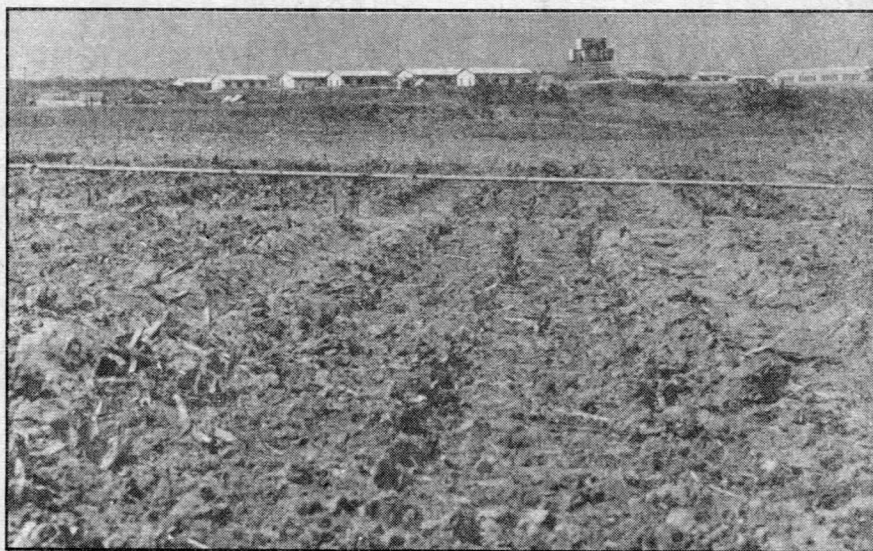
sector. This thrust was consistent with the Government's philosophy of creating an egalitarian, democratic and non-racial rules in the new Zimbabwe.

## Policy

Our New nation's maiden policy document, "Growth with equity", published in 1981 clearly captured the objectives stated above. It also emphasized the need to achieve — rapid economic growth, the restructuring of the distribution of income and productive resources and rural development as a beginning of the creation of a socialist society.

mammoth task of rehabilitating the basic socio-economic infrastructure which, among other things included destroyed roads, bridges, lines of communication, homes, schools, health centres, and so on. There were hundreds of thousands returning refugees and war-displaced communities and individual persons all in dire need of resettlement into viable and productive societies.

At a special conference on reconstruction and development known as ZIMCORD, convened in March, 1981 to mobilize the desperately needed assistance, particularly in the form of grants and soft loans, the



Land Resettlement — part of Government's philosophy of creating a democratic egalitarian society

The policy statement also necessitated the formulation of the *Transitional National Development Plan* (TNDP), of 1982/83 — 1984/85, which articulated Government's growth and developmental plans. The plan also provided a guide for the transition from the war economy to a new era. The TNDP was followed by the First Five Year National Development Plan (1986–1990), which lays the cornerstones of rural development, industrialisation and many other socio-economic growth targets which must be achieved in order to raise the living standards of all our people.

## Financial Inputs

From the outset it was clear to Government that massive financial and material resources were urgently needed to address both the immediate and long-term problems facing the country. The most pressing need was the

Government successfully explained Zimbabwe's case and requirements to the international friendly countries, international organisations and agencies, for post-war recovery programmes, as well as for addressing acute problems of land settlement, land redistribution and rural development.

## Resettlement Problems

At independence, our government set itself a target resettlement figure of 162 000 families. But by 1986 only 36 000 families had been settled on 2 million hectares of land. This slow pace is attributable to problems which our government has had to face, some of which deriving directly from the Lancaster House Constitution. The President and First Secretary of ZANU (PF), Comrade Robert Gabriel Mugabe, explained the issue when he spoke recently at the Royal Commonwealth Society in Lon-



**ZIMBABWE**

**9  
YEARS**

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don: "It is not a secret that the Constitution sought to make extensive provision for the protection of the property rights of the white settler community, thus making it extremely difficult for the Government to change the existing land ownership patterns without the availability of massive amounts of money in both local and foreign currencies."

Our Government is actively looking for ways of speeding up the process of resettlement. Under the First Five-Year National-Development Plan, its target is to settle 15 000 families per annum.

### Agriculture

Without doubt one of the biggest successes of government since independence has been in the sphere of agricultural production. Policies pursued by Government aimed at modernising the hitherto neglected small-scale as well as communal farmers have revolutionised agricultural production in Zimbabwe. This question was tackled not only by guaranteeing returns for the farmers' labour and effort in the form of reasonable prices for his products, but by the provision of credit through the Agricultural Finance Corporation (AFC). The volume of credit from the AFC which rose from \$1.6 million in 1979/80 to \$57 million in 1986/87 not only speaks of Government's commitment to the upliftment of the small farmer and the peasant producer, but also of the farmer's positive response to Government's realistic policies and initiatives in this sector.

Another major contributory factor to the improvements in peasant farming was the provision of improved extension services to the farmers. To overcome the effects of natural disasters such as droughts, a National Farm Irrigation Fund was established giving loans on soft terms to peasant farmers.

The crop marketing infrastructure, for communal farmers who had been grossly neglected by successive colonial governments has also been fundamentally improved since independence. Whereas the Grain Marketing Board had only 35 handling depots (most of them in commercial farming areas) in 1980, today there are over 66 of them greatly reducing post-harvesting grain losses. In 1985/86, 135 additional temporary grain collection points were set up mainly in the communal and peasant farming areas. More and better roads have been constructed linking the areas of production with market places.

The results of these government actions are there for all to see: A few statistics will illustrate the point. Whereas in the 1979/80 marketing year the communal and small-scale sector's deliveries to the G.M.B amounted to only 38 000 tonnes, or 7% of the total maize intake, they rose to 369 000 tonnes in 1982/83, thus amounting to 26% of the national input. In the 1987/88 period, the subsector delivered 63% of the 1.1 million tonnes produced nationally. Also, whereas at independence the sub-sector only contributed 25% of the cotton crop, in 1987/88 the contribution had increased to 52%.

Agriculture is the backbone of Zimbabwe's economic development. The sector accounts for nearly half of our foreign exchange earning of about \$1 billion in 1988.

Zimbabwe's success in agricultural production has won much praise around the world. Perhaps the most salient expression of this came when our President, Comrade Robert Mugabe, was awarded the Africa Prize by the Hunger Project last year.

Our Country's success in agriculture would not have been possible without the contribution and support of the conducive and stable political climate, improvements in education, health, science and technology, and many other areas.

### Education and Manpower Development

The education and manpower development policies pursued by our Government since independence have been oriented towards a complete overhaul and transformation of the colonial order in line with the wishes of our masses.

School enrolments which were skewed in favour of the privileged white minority were increased by 47% in 1980, and by 1984 the figure had doubled. University education expanded by 120% and technical colleges by 199% from 1980 to 1985. The thrust of our policies was to remove all racial barriers to both formal and non-formal education and to expand technical and vocational training institutions and apprenticeship training facilities.

Massive financial resources were needed, especially in the building and equipping of over 1 000 primary schools and 900 secondary schools between 1980 and 1984. This does not include hundreds of war-damaged schools which were reconstructed mainly in the rural areas.

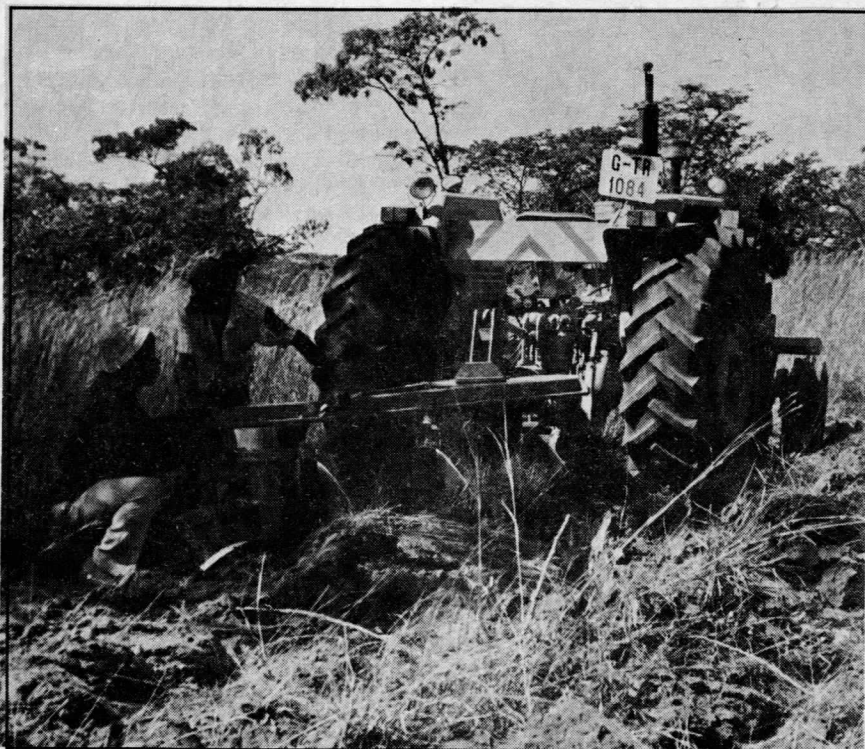
Today, there are 4 500 and 1 400 primary and secondary schools, respectively.

This massive expansion in the education programme was not without its negative spill-offs. In particular it created budgetary pressures, while the lack of employment opportunities for the vast numbers of school-leavers is leading to frustration of expectations. Indeed, unemployment continues to be a great concern of our economy.

Our government's present thrust aims at the expansion of the productive sectors of the economy and these require huge investments in all sectors including rural areas. In this way the government hopes to create additional employment opportunities in both the public and private sectors. Parameters governing investment in the economy are currently being finalized for use by potential investors.

### Health Services

Health services at independence were also characteristic of the country's racially divided society, with better and more facilities located in urban areas. Apart from a few government hospitals, there were health centres sponsored and run by Christian missions and mines, which rendered services according to the ability of their respective sponsors. However, since independence, most of these hospitals and clinics have been upgraded to meet Government standards. Government health policies have also been deliberately geared towards the provision of health care resources to rural communities, with greater emphasis on preventive rather than curative measures.



DDF tractor — busy ploughing in resettlement areas

The success of these policies is reflected by our infant mortality rates, which dropped from 80 in 1 000 infants in 1982 to 60 in 1 000 in 1988.

One of the most difficult problems which government has encountered in the fight for socio-economic uplift of our people has been the high population growth rate. For instance, although our GDP increased in real terms, between 1980 and 1987, the GDP per capita did not see any improvement, this negating Government efforts for a sustainable GDP growth rate. The vigorous campaigns of the Family Planning Council have, however, penetrated rural areas where they have raised people's awareness of the values of controlled and planned child bearing.

#### Debt Burden

Another issue of even greater concern to Zimbabwe and most developing countries is the external debt burden which has forced many economies to stagnate and register negative growth trends. Our country made borrowing in 1982 to finance reconstruction programmes. The loans are now due for servicing, thus creating a major drain on our



Cotton is one of the foreign currency earner in Zimbabwe



Agricultural production — base for our economic success

export foreign currency earnings. At the same time, our export earnings have not increased at levels sufficient to service our debt obligations and provide for the importation of essential inputs. In spite of this, our debt management ability has been widely praised.

Our debt service ratio, which reached a peak of 37% in 1987 and declined to 29% in 1988 is however, expected to fall further to 25% by mid-1989.

Our debt shortages of foreign currency we experience have resulted in a decline in in-

vestment levels and a slow growth of the economy as a whole. To expand our foreign currency base, government introduced the Export Revolving Fund (ERF), initially directed at augmenting the foreign exchange requirements of the manufacturing sector. In 1987 the same programme was extended to cover the mining and agriculture sectors, in the form of the Export Promotion Programme (EDP). In addition to the Revolving Fund, a bonus scheme whereby an exporter retains 25% of his foreign exchange from the total incremental exports over the previous period's export value and duty drawback scheme, were introduced. These measures have eased our foreign currency squeeze and encouraged our productive sectors to be more competitive and gain new markets abroad.

#### Political Unity

Peace and stability are the foundations for the creation of a sustainable development. The signing of the Unity Agreement between our two main political parties, ZANU (PF) and PF-ZAPU, on 22nd December 1987 was a historical achievement in creating a peaceful and stable environment in the country, particularly in Matabeleland where dissident activities had disturbed the productive efforts of our people. This achievement was indeed more vital as our country is in a region where the destabilising activities of apartheid South Africa have not given reprieve to our people since independence.

The achievement of peace and stability at home has gone hand-in-hand with increasing successes on the diplomatic front. Zimbabwe's voice in international fora is now greatly respected, particularly in the Non-Alignment Movement.

These are achievements which we should all be proud of. □

# Achievements in Lands, Agriculture and Rural Resettlement since Independence



Comrade David Karimanzira, Minister of Land, Agriculture and Rural Resettlement

Since independence the main thrust of agricultural policy in Zimbabwe has been to improve agricultural production in the communal, small scale commercial, commercial and resettlement areas.

Agriculture policy, broadly speaking aims at facilitating the achievement of self-sufficiency in the availability of food and raw materials on sustainable basis, to maximise the contribution of agriculture to foreign exchange earnings, employment creation, industrial growth and rural development.

Within these objectives, priority is given to the need to diversify and increase production and maintain a flexible balance in farm production with respect to market demand.

Considerable effort and resources have therefore been mobilised and deployed to the agricultural research and extension services, marketing infrastructure and the agricultural credit system. To illustrate this, in 1980 the Grain Marketing Board had 32 handling depots but these will increase to 66 by the end of this year. Similar efforts are being undertaken by the other marketing parastatals, Cotton Marketing Board, Cold Storage Commission and the Dairy Board to create enhanced access by small farmers to markets.

In addition, a "responsible" pricing policy has been followed which is designed to give a fair return to the efforts of farmers.

The pursuance of positive policies by Government have already borne fruit. Agricultural production has on average increased at a rate above the population growth rate making Zimbabwe one of the few countries in Sub-Saharan Africa to feed itself and at the same time have surpluses for export.

Of notable achievement has been the increased contribution by small farmers as the following tables will illustrate:-

Table I  
Deliveries of Maize to GMB Source ('000 tonnes)

Year	Large Scale Commercial Farmers	Small Farmers	Total	% from Small Farmers
1979/80	474	38	512	7
1980/81	729	86	815	11
1981/82	1651	363	2014	18
1982/83	1022	369	1391	27
1983/84	464	152	617	25
1984/85	552	390	942	41
1985/86	1009	819	1928	45
1986/87	912	682	1594	43
1987/88	246	156	402	39
1988/89	441	750	1191	63

Table II  
Seed Cotton Intake

Year	Small Farmers %	Large Scale Farmers %	Total Intake
1981/82	43	57	173 941
1982/83	32	68	154 482
1983/84	32	68	158 461
1984/85	45	55	250 236
1985/86	51	49	295 413
1986/87	54	46	252 351
1987/88	53	47	240 229

Table III  
Summary of Sales of Principal Crops by Sector (1980/86) Z\$ million

Year	Communal Lands	% of Total	Commercial Areas	Total
1980	22.0	5.9	350.1	372.2
1981	63.7	10.8	518.2	581.9
1982	65.0	11.8	484.7	549.7
1983	45.6	9.2	451.1	496.7
1984	103.2	14.6	603.5	706.7
1985	224.8	20.8	856.9	1 081.7
1986	221.9	18.8	960.5	1 182.4

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Coffee production

The export performance of agricultural commodities has also improved tremendously from about Z\$282 million in 1980 to an estimated Z\$1 billion in 1988.

#### Agricultural Growth

The growth attained by agriculture in Zimbabwe since independence is praiseworthy, particularly in view of the droughts which have afflicted the country. This achievement has been possible only because, in addition to farmer enterprises, Government had been willing to invest in agricultural support services. Furthermore, when it has been necessary to make sacrifices in allocation of foreign exchange to import essential inputs, Government has endeavoured to do so.

No doubt more still remains to be done particularly in the peasant sector where the input and output delivery systems are still inadequate.

Regarding the land acquisition and redistribution programme, significant strides, albeit with constraints, have been achieved.

#### Prior to Independence

Prior to Independence land was unevenly distributed along racial lines with about 70–80% of the population residing in the communal areas occupying 40% of total land. This was also in the more marginal and less productive land where the rural folk were deprived of capital and other resources for gainful sustenance.

The rising population pressure, generally poor soils, low rainfall, over grazing and poor land husbandry in the communal lands led to low productivity and unacceptably low per capita incomes.

All these contributed to a situation where it was essential and urgent to undertake a massive programme of land redistribution in order to provide people with the opportunity for achieving a reasonable quality of life.

Coupled with this, over 1.4 million people

who had been displaced by the war were in need of land.

Thus one of the objectives of the new majority Government of Zimbabwe was to effect more equitable redistribution of access to natural resources including land.

In line with this objective the then Ministry of Lands, Resettlement and Rural Development and now Ministry of Lands, Agriculture and Rural Resettlement was given the task of acquiring all unused, under-utilised and abandoned land, and to distribute it to the landless poor.

The following table indicates the land classification and population prior to Independence.

	Land		Population	
	Hectares	%	Number	%
Communal land	16 299 528	41,8	3 500 000	51,9
Small Scale	1 477 081	3.8	100 000	1,5
Commerical land	15 194 456	38,9	1 520 000	22,5
Urban areas	193 315	0,5	1 524 000	22,6
National Areas	5 864 910	15,0	103 000	1,5
<b>TOTALS</b>	<b>39 027 290</b>	<b>100,0</b>	<b>6 747 000</b>	<b>100,0</b>

Source: Integrated Plan for Rural Development July 1978.

#### Resettlement Programmes

The original joint Zimbabwe/British Government Three Year Resettlement Programme was aimed at settling 18 000 families on 1.1 million hectares of land at a cost of \$60 million.

The Resettlement Programme was further redefined in the Three Year National Development Plan 1982/83–1984/85 which aimed at resettling 162 000 families on a million hectares of land over the plan period

During the First Five Year National Development Plan 1985/91 the programme aims at settling 75 000 families during the plan period at the rate of 15 000 annually over three million hectares of land at an estimated cost of over 600 million.

Since the inception of the programme Government has managed to acquire more than 3 million hectares of land.

Part of this land has been used to settle



Ministry of Lands, Agriculture and Rural Resettlement



Maize farming



Tobacco — the highest agricultural foreign currency earner

over 49 000 families and the remainder to establish more than 38 agricultural co-operatives.

The following table will indicate the land that has been acquired and settled in terms of resettlement models.

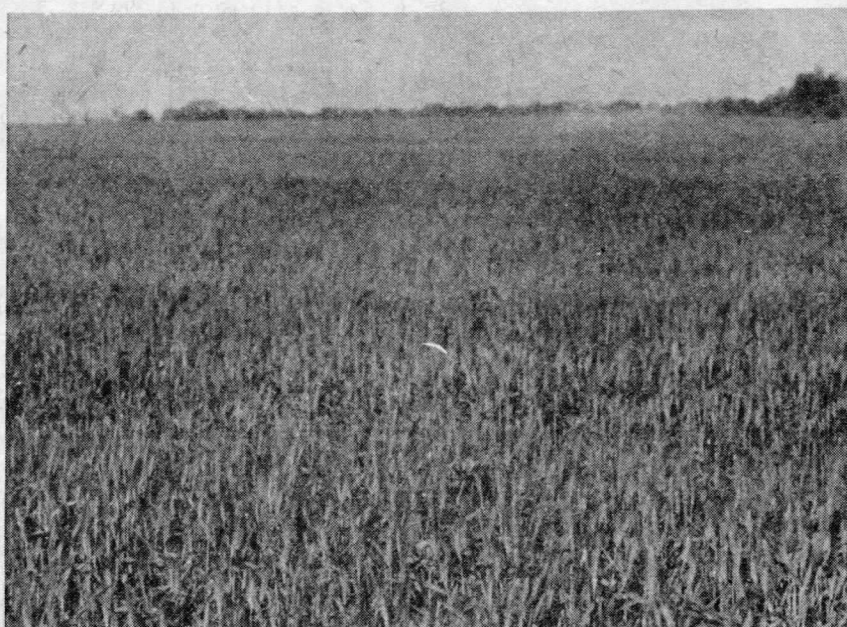
To accelerate the pace of the Resettlement Programme, the Government of Zimbabwe passed the Land Acquisition Act No. 21 of 1985 which makes it obligatory for landowners wishing to sell their land to make the first offer to the State, thus enabling Government to control the land market through the option of first refusal. Only when Government finds the land for sale on the open market.

The rate at which Government would have wished to purchase land and resettle the landless has been slowed down by several factors. The amount of land that is offered for sale to Government has dwindled and the prices of land occasionally made available are neither large enough nor suitably placed to facilitate block-planned resettlement.

The inavailability of suitable land has been compounded by the prohibitive costs of the little land offered, for instance, land in good regions I, II and III costs between \$400 to \$700 per hectare. This severe constraints are placed on Government's ability to purchase large tracts of lands during any given fiscus.

However several options are explored, including sourcing external funding to ensure the resettlement programme is implemented as per Government's projections. ☐

Model	Land Purchased (in Hectares)	Cost (in Z\$)	Land Settled (in Hectares)	Land Acquired To be Settled (in Hectares)
A	2 584 087	45 095 337	2 261 964	322 123
Accelerated	207 689	3 345 020	143 799	63 890
B	175 678	7 391 603	134 787	40 891
C	11 902	864 222	11 902	—
D	142 597	2 321 322	57 997	84 600
<b>TOTAL</b>	<b>3 121 953</b>	<b>59 217 504</b>	<b>2 610 449</b>	<b>511 504</b>



Wheat growing



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Mutare

# Government's Achievements in Economic Development since Independence

By B. T. G. Chidzero, Senior Minister of Finance, Economic Planning and Development

**G**overnment's efforts and successes as well as failures, in the area of economic development since independence can best be seen and appreciated in the context of the situation or circumstances that predated, accompanied and followed Independence. Colonial history bequeathed us an economic system which, though advanced and sophisticated relative to other Sub-Saharan African countries excepting South Africa, was fundamentally structured and run to meet in the main interests of the few, i.e. the ruling minority, the white community. Hence racial segregation of economic and social services and the incredibly disproportionate control of the means of production and distribution. Land, capital, fixed assets, marketing structures, financial institutions and so on — were all concentrated in the hands of the few, whether local or expatriate, including in particular multi-national companies. Similarly, incomes were concentrated in the hands of the local white minority and expatriate companies.



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To illustrate the nature and gravity of the inequality and structural skewedness of the system that predated Independence, it will suffice to cite but a few examples. Take land, which is the archetypal example. In terms of successive legislative measures, beginning with the Land Apportionment Act of 1930 through the Land Husbandry Act of 1957 right up to the Land Tenure Act of 1969, land was not only allocated on racial lines but also inequitably, with more than 40 per cent of the country's total land designated "European" and was for the most part the more fertile with better rainfall, and comprised forestry and mineral bearing areas. We are only too well aware of the

consequences of this in terms of production yields and labour movement. The situation was aggravated by differential provision of economic services, notably rural and access roads, marketing infrastructure and credit availability and so on. This inequitable situation remained largely intact on the morrow of independence.

## Income Distribution

Take another example, namely income distribution, or control over mining and manufacturing assets. Over 80% of incomes went to less than 5% of the population, with average white salaries in the industrial sector being many times higher than those of blacks. In the 70s Government spent about R£350 per year on education per white child compared to R£35 per black child, a ratio of 10 to 1. As regards assets, the mining and manufacturing sectors were in white hands and highly externally controlled, as were the commercial and distribution sectors, including hotels.

Examples could also be given in other areas, such as health, finance and banking. But the examples already given clearly illustrate the nature and quality of the whole, therefore the wholly untenable situation which existed at Independence.

All this affected the quality of education, the availability of skills, the pattern of investment, the levels of production and remuneration. In brief, control of assets and income distribution and the provision of services were all virtually completely in the hands of the ruling minority.

## Economy at Independence

Let us now turn briefly to the state of the economy at Independence. While UDI had brought about greater diversification of the economy and made the operation and functioning of that economy highly costly and uncompetitive, lack of foreign currency and closure of external markets had forced the UDI regime to rely more and more on South Africa for her imports and exports and as an escape route to and from the outside world. The country exported at large discounts and imported at large premiums, i.e. at much lower prices and much higher prices respectively than normal. All this cost the country dearly and led to the evil practices of under-invoicing and over-invoicing which became endemic to the system and still plague Independent Zimbabwe.



Our present economic shortages and malpractices have their roots in UDI, just as they owe additional dimensions to post-Independence patterns of Government expenditure and entry on the scene of other dubious actors who render the process of development, restructuring and transformation more expensive, protracted and that more difficult.

Let's turn to the next set of problems. We inherited a considerably devastated physical infrastructure, with obsolete machinery and starved of spare parts and replacement equipment. The social infrastructure was in no better condition. As the liberation war escalated, schools and clinics became neglected or were destroyed just as, on the economic side, roads and bridges were destroyed or disrupted or were in appalling conditions of disrepair. And there was the acute refugee problem and the challenge to absorb and resettle our ex-combatants.

On top of that, being land-locked and our access to the sea through Mozambican ports having been closed or disrupted, we were driven back into South African hands.

So we faced the combined problems of rehabilitation, resettlement and reconstruction and disengagement, all at the same time. A formidable task indeed by any stretch of imagination.



Working for the Development of Zimbabwe and Region: a worker busy melting steel

### Socialism

Add to all that the problem inherent in our own aspirations and ideological predilections: to achieve equity and egalitarianism; to aspire to socialism; to restructure the economy in the direction of more socialised or more socially responsive means of production and distribution. And all this upon an intensely capitalist economic system, highly controlled by a community of interests unsympathetic to the new dispensation. In 1980 Rhodesia Zimbabwe was a command economy in the hands of seasoned captains of industry, mining, agriculture and distribution now confronting political masters under a new political order, but which was itself considerably captive to many restrictive or limiting provisions of the Lancaster House Constitution. We had a gordian knot to untie and to do so constructively.



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It is broadly against this varied and difficult background that we must see our achievements. The problems were further compounded by natural hazards such as the protracted drought of 1982-84 and the uncertainties of the world economy which led, for instance, to high commodity prices in 1980-81 but to disastrously low prices in

1982-86. This coincided in our case with drought and considerable expenditure on drought relief and a high debt service ratio, which peaked in 1986-87 at 37%. Yet, while many a Third World economy collapsed, Zimbabwe's did not; while many Third World countries still register negative rates of growth or declining per capita incomes, Zimbabwe has achieved GDP rates of growth as high as 12 per cent in real terms but also as low as minus 2 in the drought period, with an average rate of growth of 3 per cent over the last eight years. Even more significantly, it has grown out of the debt trap, unlike most Latin American and Sub-Saharan African countries.

This brings me then to the achievements and the measures taken. Given the limitations of time and space surrounding the preparation of this article and its publication, I shall cite only some of the key points and treat them in synthetic rather than analytical, let alone descriptive fashion.

### Economy Sustained

To begin with, we contained the rot and prevented an immediate collapse of the economy in 1980. Our refugees from Mozambique and Zambia came home and were quickly and smoothly resettled. Gradually we absorbed into the economy our gallant fighters and ex-combatants while steadily the productive sectors — agriculture, mining and manufacturing — were reactivated out of the war situation into the new peace situation. A lot of thinking and planning — and of course money — went into this. The boat of Independence could have floundered on economic grounds or we could have crippled it, for lack of determination, planning, energy and foresight. So the processes of resettlement, rehabilitation and reconstruction were set in motion. People were resettled, roads and bridges and schools and clinics — and mines and farms — were reconstructed or rehabilitated. Millions of dollars were spent. The social and

physical infrastructure was restored in a very short period of time.

### Zimcord Initiative

Government Economic Statement: *GROWTH WITH EQUITY*, and the Zimbabwe Conference on Reconstruction and Development (ZIMCORD) followed one after the other in 1981. In the one — the Statement — the imperative of growth, of expanding the productive base, of increasing production in agriculture, mining and manufacturing and of creating employment, was articulated and emphasised. Policies were enunciated to that end. At the same time Government articulated the no less important aspects of equity — that is, more equitable control of assets and distribution of income, expansion and extension of the



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social services (education, health) and the economic services (transport, telecommunications, marketing, extension services, credit). Government also addressed in these documents the need to restructure the economy and to move in the direction of its transformation into a new socio-economic order in which all shall contribute as fully as possible and benefit fully and equitably from their efforts.

ZIMCORD pledges were about Z\$1,2 billion in 1981 and the figure rose to nearly Z\$2 billion by the end of 1982 and to about Z\$2,5 billion in 1985. Slightly over 55% of all the aid from bilateral sources was in grant from i.e. gifts or free money. Multilateral assistance that is from international financial or development institutions like the World Bank, the European Investment Bank and the African Development Bank, for the most part took the form of normal loans. The rest was on concessional terms ranging from "loans" with 2 to 3 per cent interest, 5 year grace and 15 year repayment periods to those with no interest and with repayment periods of 30 years.

ZIMCORD was a materly act on the part of Government without which, given the protracted drought that followed it and the collapse in the prices of our exports, the increased MNR activities in Mozambique and dissident activities within our borders, our young country would have experienced an economic setback as could have undermined the political foundations. This is an achievement of such importance yet which is much ill-understood and has not yet been fully appreciated.

### Transitional National Development Plan

We did not rest; we moved onto the next stage. The *Transitional National Development Plan 1983-1985*, was quickly crafted and put in place as an advanced statement of principles beyond *Growth with Equity*, and as a strategy to husband resources and direct them systematically. It grappled more closely with the problems of land redistribution and envisaged the resettlement of 162 000 families in three years — a very ambitious scheme of settling 54 000 families a year or about a quarter of a million people a year. In the event, we resettled much less, in the region of 50 000 families to date. But we set in motion an irreversible process of vital change. Limited financial resources and initial scarcity of human technical ability and the Lancaster House provision of "willing seller — willing buyer" proved to be greater obstacles than we had imagined, as also did sociological factors including our traditions.

ZIMCORD and subsequent resources and our own sustained efforts and national resources also propelled our ambitious and largely successful programme of expanded education and manpower development. Today Zimbabwe has rapidly become the envy of many. Over 20 per cent of our national budget is on education and this means about 9 per cent of our Gross Domestic Product (GDP) is spent on education. As a study by the International Monetary Fund (IMF) showed two or three years ago, Zimbabwe was in this regard first in the world with Denmark second, spending eight per cent of her GDP on education. Today our total "school population" (including tertiary and University) is over 3 million out of a total national population of 8.5 million. A very significant percentage of this school population is in professional and technical institutions, with a total enrolment of about 10 000 at the University of Zimbabwe.



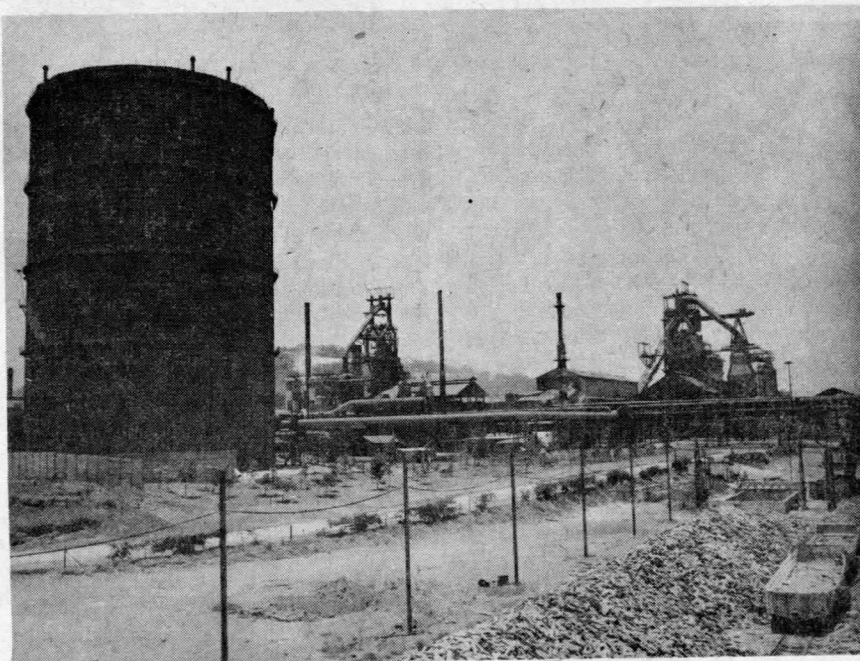
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This is an incredible achievement and a very firm foundation for the future. Granted, in the process we have diverted more resources to education and the other social services (e.g. health) and less to productive investment. So we have a huge unemployment problem, including literally tens of thousands of school leavers and a huge fis-

cal or national budget deficit of 10 per cent of GDP. In solving a major problem and securing our future we have created other problems. We must now face these and we are determined to do so.

### Low-Income Groups

I turn again to *GROWTH WITH EQUITY*. Pursuant to and consonant with the principles and policies enunciated in that Economic Statement, Government has steadily pursued incomes and prices policies designed to protect the low-income groups in our society, while at the same time providing sufficient incentive to investment and growth. We had raised minimum wages to \$30 per month in 1980 for domestics and \$70 for industrial workers. In 1985 these stood at \$75 and \$143.75 respectively. Today they are not less than \$100 and \$165 respectively for new entrants.



ZISCO at Redcliffe championing the Government policy of Growth with Equity

The objective has been to narrow the gap over the years between the low-income and the high-income groups. This has been achieved by a combination of increasing low incomes by higher percentages and higher incomes by lower percentages or not at all.

Similarly prices of essential goods (all the main foods — maize meal, meat, bread, milk) and many other goods or products are controlled by Cabinet regulation or otherwise.

Government action in regard to incomes and prices, I must emphasise, has been designed to reduce inequities, to narrow the income gap, to control the cost of production and levels of inflation. A large measure of success has been achieved. But a national economy is necessarily dynamic. The more so given the socio-economic structure and our aspirations, as well as the many challenges which derive from the fact of our integration into the world economy and the need to adjust. So, new problems come and

grow as we change and we cannot stand still. We have therefore to re-examine and adjust our policies with a view to revitalising the economy.

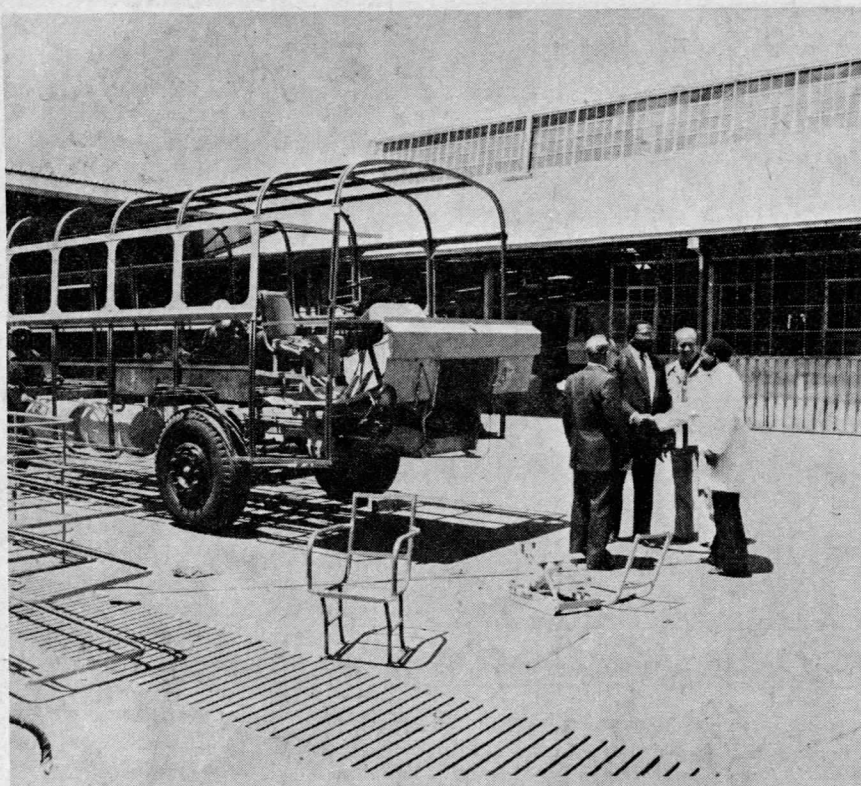
Some conflict has arisen between equity considerations (e.g. higher wages and expanded social services) and the imperative of re-directing more resources to production and low-cost production in order to be competitive in the regional and world markets; between higher incomes and productivity, and so on. We have to analyse issues, re-assess our policies and adjust to new situations. That realism on the part of Government is of great intellectual and economic importance. There is no such thing as a permanent or immutable policy or ideological stance in a changing world. There are only permanent principles of social justice, equity and efficiency in a people-oriented society in the context of national survival and

growth in a world of inter-dependence.

Well, I have talked about the Economic Statement *Growth with Equity* and about ZIMCORD as well as about the *Transitional National Development Plan*, and about all that preceded and followed them.

### Restructuring the Economy

In the documents or events referred to above, restructuring of the economy has been a central theme and a matter of great concern. The objective has been pursued on several fronts and by several means. Expansion of the Public Sector Investment Programme (PSIP) has in the medium term been the main objective and means. Through it Government has expanded its role in infrastructure development. Hence increased Government activities in road construction, particularly in rural areas which were hitherto neglected; in telecommunications and rural electrification; and in dam construction and water conservation; in agricultural



Dahmer Bus Factory in Msasa contributes to development

marketing, storage and extension services, and so on. Since Independence over 2 100 kilometres of new roads, mostly in rural areas, have been constructed (380 in Manicaland, 258 in Mashonaland East, 218 in Mashonaland West, 470 in Masvingo, 88 in Matabeleland North, 247 in Matabeleland South, and 458 in the Midlands). A total of 74 new bridges have been built and some 20 new dams of varying sizes have been constructed throughout the country. Indeed, today Zimbabwe is a shining example in sub-Saharan Africa in all these and others.

Government participation in the economy has been embarked on and has carried out with deliberate or calculated speed to achieve the desired objective or reduce external control of the economy and enhance public control by Government on behalf of the masses of Zimbabwe. The participation is being extended to involve local authorities, workers' groups, co-operatives and Zimbabwean individuals and corporate bodies. Government has also pursued this end through the procedure of controlled disinvestment.

#### Parastatals

Today, as I write, Government is not only already in control or full ownership of such bodies or services as the National Railways of Zimbabwe, Air Zimbabwe, the Marketing Boards (Grain Marketing, Cold Storage, Dairy Board, etc.), ZISCO Steel, Agricultural and Rural Development Authority (ARDA), Industrial Development Corporation, ZESA, etc. Admittedly, these were already more or less already controlled by Government before Independence. But I say more or less because with regard to some

of them Government control has since been increased or raised to 100%, e.g. Industrial Development Corporation and ZISCO Steel, or their roles have been made more people-oriented, e.g. ARDA.

But Government has also actively moved to increase the people's control through it in industry, mining and finance. So, today Government is the majority or major share-



#### Ministry of Finance, Economic Planning and Development

holder in Delta, Olivine, CAPS, Wankie (Fwange) Colliery, Astra Holdings, Hunyani Paper, to mention but a few. It is 100 per cent in control of Bestobell (industry), Mhangura (mining) and has an extensive network of asset control through IDC.

#### Money and Finance

In the money and finance field Government has slowly but steadily transformed the scene. While at Independence the Reserve Bank of Zimbabwe was already a national

institution wholly owned by Government, new additions have been made to enhance Government's control of financial and monetary institutions. The Zimbabwe Banking Corporation (ZIMBANK) is now about 60% Government-controlled and the Bank of Commerce and Credit of Zimbabwe (BCCZ) is 47% Government. The Zimbabwe Development Bank (ZDB) is 51 per cent Government and the Small Enterprises Development Corporation (SEDCO) 100 per cent.

New insurance facilities have been created since Independence. Thus the Zimbabwe Re-Insurance Corporation (ZIMRE) is 100 per cent Government controlled and has monopoly over re-insurance in Zimbabwe. Its subsidiary, the Zimbabwe Insurance Brokers (ZIB) is also 100% Government. Since a year ago Government has moved into retail insurance and has through ZIMRE taken over NEM (100%) and Legal and General (majority shareholder), thus decisively entering the world of insurance in a comprehensive manner.

Government has also established other completely new institutions in addition to ZIMRE, ZDB and SEDCO as already mentioned. These include the Zimbabwe Development Corporation (ZDC), the Zimbabwe Mining Development Corporation (ZMDC), the Minerals Marketing Corporation of Zimbabwe (MMCZ), the Zimbabwe Tourist Development Corporation (ZTDC) — all these with a view to laying the infrastructure for the involvement of the people in development through their Government and to regulate or moderate the role of market forces. Considerable practical achievements in this regard have already been made, in particular by the MMCZ and ZIMRE. Of course, we still have a long way to go but we have achieved in the economic field the establishment of the necessary institutions which will tomorrow propel the economy forward on more socialist lines, in a country which maintains individual and private initiative and competition at the same time in the economic field.

#### Legislation

Achievements have also been made in adapting or changing the existing legislation to accord with the new socio-political order. Thus the Income Tax law and regime have been changed to rationalise the system and to bring in and establish, *inter alia*, separate taxation of women, in keeping with our concept of equality of individuals and the critical role of women in development. We have also changed our Insurance Act to make Insurance Companies and Mutual Societies domestic-controlled or Zimbabwean.

Numerous other examples of changes and achievements can be cited. The direction is clear and steady — the full involvement of our people in the economy and their enjoyment of the benefits from the activities of that economy. But socio-economic change, let alone transformation, is not an event or even a series of discrete events; it is a process, often protracted and exacting.



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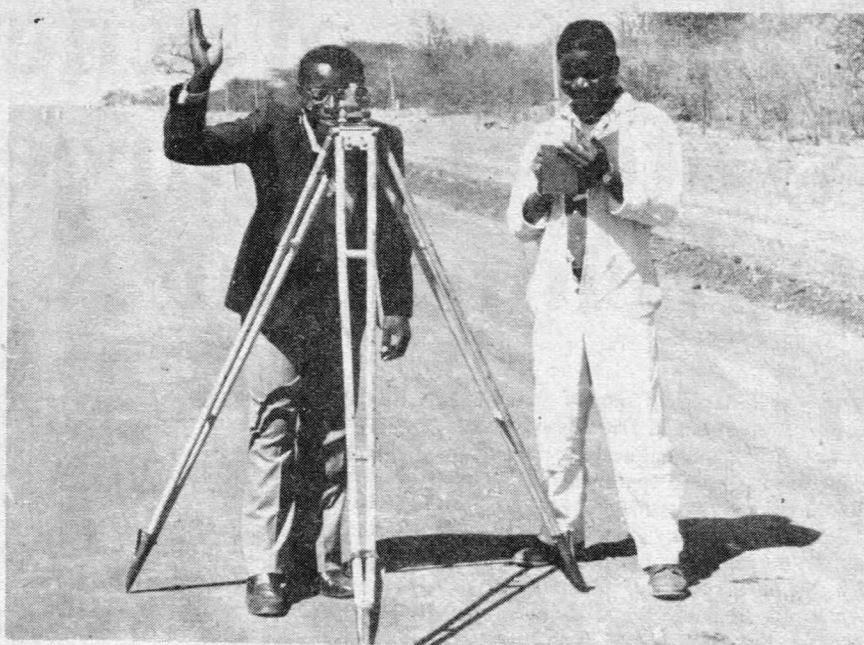
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ZIMBABWE NEWS APRIL, 1989

*The First Five Year National Development Plan* encapsulates our problems, of historic and present origin, as well as our objectives and the policy measures to be taken. Seldom has a young, newly independent country taken such clearly conceived measures to move forward steadily and to effect change with deliberate design and skill. But, of course, real and daunting challenges remain and major tasks have yet to be accomplished. That is why we have now moved into a new phase to ensure continued development and our survival as a forward-looking country yet with a vision yet to be fully realised. For this reason we are looking at our economic performance and our policies with a view to their improvement.

We have already in place such measures as the Export Revolving Fund, the Export Incentive Scheme and the Bonus Scheme - to expand and propel our export efforts as well as produce for the domestic market. But the shortages stare us in the face. Unemployment threatens the very foundations of our society. The expectations of our people remain largely unfulfilled. These are grim realities, but we take consolation from the fact that not everything could be accomplished in nine years, and courage in the fact that even in only these nine years we have achieved a great deal in comparison to other countries with 20 or more years of Independence. In any case, the many initiatives now in hand - to reduce budget deficits and to concentrate resources on productive investment in order to create more jobs and



Good roads for economic development

produce more goods and services, to stimulate domestic and foreign investment, to rationalise our incomes and prices policies, to render more effective our foreign exchange and trade regimes in order to eliminate shortages and render the economy more competitive - all these and other initiatives now in hand are part and parcel of the drive to move with the times and always towards the goal of socio-economic transformation

and the economic growth so necessary to get anywhere at all.

Many achievements have been made. Many problems remain. Many challenges lie ahead. But we can move forward with pride and confidence. We can also be proud that we have looked beyond our borders and become a central force in regional co-operation (of P.T.A. and SADCC) and in international relations. □



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# Ministry of Energy and Water Resources and Development

The Ministry of Energy and Water Resources and Development operates mainly through two main departments i.e. Department of Water Resources and Department of Energy. The Ministry gives policy guidelines and coordinates the activities of Zimbabwe Electricity Supply Authority, Zambezi River Authority, Regional Water Authority and National Oil Company of Zimbabwe.

In the Water Sector, the overall objective of Government policy is to ensure the orderly and optimum development and utilization of the country's water resources in the national interest and, in the process, to cater for the growing demand for water by the urban, rural, industrial, mining and agricultural sectors and ensure that the development of these sectors is not inhibited by inadequate water supplies.

However, notwithstanding the foregoing generalisation, it is one of the cornerstones of Government policy that the imbalance in the general development of commercial area of the country viz-a-viz the rural/communal area had to be corrected. To that effect, therefore, priority was given to the development of rural/communal areas and at the same time not overlooking the commercial area. Some of the major Water Supply Stations constructed since independence per province are:

## Manicaland Province Water Supply

	Year
Bazeley Bridge	1984
Buhera Uprating	1984
Chendambuya D.S.C.	1989
Chinyika Village 4	1984
Chinyika Village 5	1986
Chinyika Village 23	1984
Chinyika Village 36	1984
Chinyika Village 44	1984
Chipanga Z.R.P.	1986
Chitakatira Secondary School	1983
Eagle School	1983
Grand Rift Army Uprating	1984
Headlands Water Supply	1986
Mapako School	1986
Marange Hospital Uprating	1982
Mayo Water Supply — Z.R.P.	1987
Mavudzi School	1987
Murambinda D.S.C. Uprating	1987
Makoni Rural Hospital	1982
Mutasa Water Supply Uprating	1984
Inyanga Township Uprating	1988
Nyamajura Resettlement	1985
Nedwedzo Clinic Uprating	1982
Nyanga National Parks	1983

Ndima Water Supply	1988
Rukweza School	1986
Shinja Resettlement	1986
Takwirira Water Supply	1983
Watsomba D.S.C	1982
Zimunya Water Supply Uprating	1984

## Midlands Province Water Supplies

Silobela Reticulation	1989
Sadza Uprating	1988
Mapanzure	1988
Silobela Uprating	1986
Jeka Uprating	1985
Tongogara	1985
Dayadaya Army Barracks Uprating	1987
Connemara Uprating	1983
Cross Roads Water Supply	1989
Mataga Pumping Main	1987
Mlezu Agricultural Institute Uprating	1986
Mabasa D.S.C.	1986
Dunga Uprating	1989
Chizhou Water Supply	1988
Sogwala Village Water Supply	1982
Swiswi Village Water Supply	1983
Mawari Village Water Supply	1984
Mavule Village Water Supply	1981
Abbafour Village Water Supply	1981
Lundi Village Water Supply	1983
Tobolingo Village Water Supply	1983
Musazi R.S.C.	1985
Tsungai	1985



## Ministry of Energy, Water Resources and Development

Nora	1985
Nyoni R.S.C.	1982

## Matabeleland Province Water Supply Stations

	Year
Gwanda Water Supply	1988
Shaw Barracks	1982
Kezi	1988
Sun-Yet-Sen	1986
Antelope	1984
Plumtree	1988



Comrade Kumbirai Kangai, Minister of Energy, Water Resources and Development

Matopo Research Station	1988
Majoda School	1986
Sijubane	1984
Tongwe	1986
Madlambuzi	1983
Mawabeni	1986
Ntephe	1983
St. Joseph	1984
Ingwezi R.S.C.	1988
Dunga	1983
Manama	1987
Bangani	1988
Beitbridge	1985

## Masvingo Province — Water Supplies Stations

Chikuku Water Supply	1986
Chitsa Water Supply	1985
Soti Source	1985
Chikombedzi	1985
Chilonga	1983
Chizvirizvi	1986
Nyamombe	1986
Ngezani	1985
Boli	1985
Malipati	1986
Rutandare	1986
Madangombe	1985
Mandamabwe	1986
Takavarasha	1984
Nyikavanhu	1984
Nemamwa	1984

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Rudhanda	1985	Kanyemba	1982	Chimanda	Mashonaland Central
Chirorwe	1985	Kariba	1983	Mahusekwa	Mashonaland East
Nyika	1981	Karoi	1983/1985/1988	Wedza	Mashonaland East
Save Base Camp	1988	Chindunduma	1981/1989	Mbindangombe	Masvingo
		Kotwa	1985/1989	Roswa	Masvingo
		Kubatsirana	1983	Hama	Midlands
<b>Water Supplies Upgrading</b>		Lk. McLwaine Cove Cot.	1986	Biri	Midlands
Basera	1988	(Other Camps)		Insukamini	Midlands
Gutu	1988			Moza	Matabeleland South
Makoholi	1986	Lions Lodge	1982/1985	Mangwe	Matabeleland South
Mende	1980	Macheke	1984/1988	Siwazi	Matabeleland South
Mabalauta	1988	Madziwa	1988	Mazowe Bridge Weir	Mashonaland Central
Chivi	1984	Magunje	1982/1988	Mashava Weir	Midlands
Mashaba	1982	Mahuwe	1988	Woodlands	Midlands
Ngomahuru	1988	Makosa (215 000 VWS)	1983/1984	Nyatari	Masvingo
Ngundu	1986	Makuti	1984/1988		
Bikita	1985	Marongora	1981/1985		
Mutumurefu	1987	Marondera Prison	1983/1988		
Mwenezi	1987	Mashumbi Pools	1985/1989		
Rutenga	1987	Mazowe Vet.	1981		
Harawa	1986	Mwami	1987/1989		
Zaka	1981	Murewa	1986/1989		
Dangu	1989	Msengezi School	1986/1988		
		Mt. Darwin (80-82)	1983/1988		
		Mutawatawa (23 000 ADB)	1984/1989		
		Mt. Hampden	1981/1988		
		Mutoko	1987/1989		
		Mubayira	1984		
		Mutumba School	1983		
		Mzarabani	1986		
		Northcote	1986		
		Ngezi/Mamina	1981/1989		
		Norton Roads	1986		
		Nzvimbo	1988		
		Nyamuzizi	1983		
		Nyamapanda	1984		
		Nyanyana	1983		
		Parirewa	1985		
		Rehab. C. Ruwa/			
		Ruwa Growth Point	1984/1989		
		Rushinga/Chimanda	1989		
		Selous Nek	1983		
		Sengezi	1984		
		Selous	1987		
		Shamrock	1983		
		Shamva	1984/1989		
		Chinhoyi Caves	1988		
		Trezona	1983		
		Siakobvu	1985		
		Shavanhohwe	1983		
		Guruve	1982/1988		
		Tashinga	1983		
		Trelawney	1989		
		Mvurwi (12 000)	1984		
		Vuti	1988		
		Wedza	1983/1986		
		Wozhele	1984		
		Zvimba (600 000 ADB)	1986/1989		

#### Mashonaland Province

Arcturus					
Army Perseverance	1986/1988				
Banket	1981/1989				
Bosha	1989				
Bumi Hills	1982				
Centenary	1986				
Chaminuka	1983				
Changafuma	1985/1989				
Charles Prince	1982				
Chifeyo R.S.C.	1983				
Chikubi	1983				
Chibero	1985				
Chikwaka	1989				
Chiruma School	1987				
Mudzi (Chitisa)	1989				
Concession	1982				



#### Ministry of Energy, Water Resources and Development

Dema	1984				
Deputy President	1984				
Darwendale Town	1988				
Darwendale A.S.D.	1986				
Dombwe	1983				
Domboshawa	1988				
Dotito	1986				
Dendenyore	1988				
Dhirihori	1988				
Eighteen Acres	1982				
Glendale	1985				
Goromonzi Vill.	1984				
Goromonzi School	1989				
Gwebi	1989				
Grasslands	1981/1987				
Henderson Res.	1985				
University Farm	1981				
Inkomo	1983				
Kamhonde	1985				
Hoya	1986				

#### Village Water Supplies

Chiweshe Villages	1981/1983
Nhawa	1983
Gora	1984/1985
Shumbayaonda	1983
Kutama	1985/1986
Maganyani	1984
Chindotwe	1982
Shumba	1982/1983
Makosa (included in Water Supplies)	1982/1983
Katarira	1984/1985
Mudindo	1980/1982

Some of the medium size dams that were constructed were:-

The major dams which were constructed were:-

**Amapongokwe Dam:** This dam was completed in 1980 and was built to augment the water supply to Gweru. It is an earthfill dam 28m high and 1 200m long and has a capacity of 40 10<sup>6</sup>m<sup>3</sup>.

**Zimunya Dam:** This is a fairly small dam with a capacity of only 260 10<sup>3</sup>m<sup>3</sup> and was built in 1982 to supply urban water to Zimunya growth point south of Mutare.

**Nyadiri Weir:** This masonry weir was built in 1984 to provide a source of raw water for the new water supply scheme at Mutoko. The capacity is 1 750 10<sup>3</sup>m<sup>3</sup>.

**Beitbridge Off-River Storage II:** The second off-river storage reservoir was built about 10 kilometres west of Beitbridge to augment the town supply, and was completed in 1984. The capacity is 5 400 10<sup>3</sup>m<sup>3</sup> and water is pumped into the reservoir from a pump station on the bank of the Limpopo River.

**Smallbridge Dam:** Smallbridge Dam was completed in 1985, and is situated just upstream of the older Odzani Dam on the Odzani River. It is an earthfill dam 30m high and has a drop-inlet spillway. It has a capacity of 10<sup>6</sup>m<sup>3</sup> and serves the water supply for Mutare.

**Rufaro Dam:** Rufaro Dam is on the Nyambuya River about 6 km north of Marondera, and was built to increase the water supply to the town. It was completed in 1985 and has a capacity of 5 500 10<sup>3</sup>m<sup>3</sup>. The earthfill dam is 28m high and it has a drop-inlet spillway.

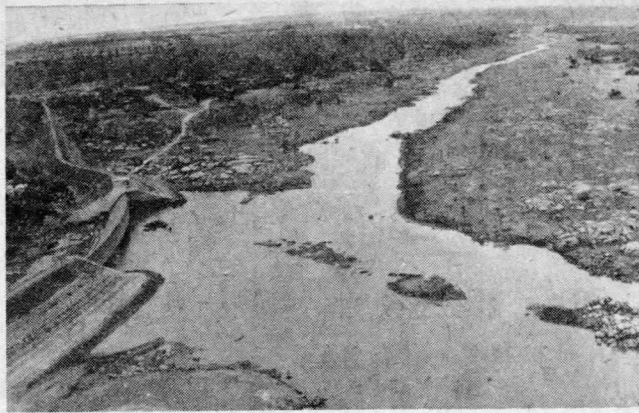
**Mwenje Dam Raising:** The existing Mwenje Dam was raised by 8m to increase the supply of irrigation water in the Mazowe Valley. The raising was completed in 1985 and the new capacity is 42 10<sup>6</sup>m<sup>3</sup>. Half the increase yield has been reserved for future development in Chiweshe Communal Land, and the rest is sold to commercial farmers.

**Sebakwe Dam Raising:** Sebakwe was originally built in 1957 and is the main water source for urban and industrial consumption in Kwekwe and Redcliff. The concrete dam wall was raised by 7m and 2km of earthfill embankments constructed to increase the storage capacity of the dam to 266 10<sup>6</sup>m<sup>3</sup>. The raising exercise started in 1982 and was completed at the end of 1986.

**Manyame Balancing Dam:** In 1986 a 12m



Bore-holes provide clean water for the people



Dam construction to improve production output of drylands

high masonry weir was built across the Manyame River downstream of Chinhoyi to regulate the flow released from Darwendale and Mazvikadei Dams to irrigators in the area, and so reduce losses.

**Clifton Off-River Storage Dam:** this dam was constructed to augment the water supply to Chegutu, and was completed in 1987. It consists of a 19m high earthfill dam and the reservoir has a capacity of  $11 \times 10^6 \text{ m}^3$ . It is situated close to Poole Dam on the Mupfure River, and the off-river storage is replenished by pumping from the river during flood flows.

**Bangazaan Dam:** Water supply for urban consumption in Chipinge was augmented by the construction of Bangazaan Dam on the Busi River a few kilometres west of the town. The dam was completed in 1987 and comprises an earthfill embankment 27m high, and a drop-inlet spillway. The storage capacity of the reservoir is  $3 \times 10^6 \text{ m}^3$ .

**Mid-Save Canal Stage IIIB:** This canal forms the final extension of the Mid-Save irrigation scheme, and enabled ARDA to bring an extra 960 hectares of land under cultivation. The canal is 6km long and has a capacity of  $1 \text{ m}^3/\text{s}$ . It was completed in 1987.

**Mazwikadei Dam:** Mazwikadei Dam is on the Maquadzi River and with a capacity of  $360 \times 10^6 \text{ m}^3$  is the third largest internal reservoir in Zimbabwe. The dam is an earth embankment with a drop-inlet spillway and is the highest dam in the country, excluding Kariba. It was commenced in 1985 and first stored water at the end of 1987. It was built to provide irrigation water for development of large areas of fertile soils on commercial farms and at Mushumbi Pools.

**Manyuchi Dam:** Manyuchi Dam was designed and supervised by the Ministry for the Mwenzei Development Corporation, who will use the water for irrigation on the proposed palm oil plantation in Mwenzei District. Water will also be available for small-scale irrigation schemes in the adjacent Communal Areas. The main dam is a concrete arch 41m high, and there are also seven saddle embankments with heights up to 20m. The storage capacity of the reser-

voir is  $320 \times 10^6 \text{ m}^3$ , making it the fourth largest in Zimbabwe, and storage commenced at the end of 1988.



#### Ministry of Energy, Water Resources and Development

**Muzhwi Dam:** Construction of the Muzhwi Dam, on the Shashe River near Mashava, started at the end of 1988 and the dam will store water at the end of 1990. It is being built to provide adequate water to the town and mines at Mashava, and water will also be passed down the Tokwe River for expansion of the cane irrigation at Triangle. The dam will comprise an earthfill embankment 43m high, with an open spillway, and the capacity will be  $110 \times 10^6 \text{ m}^3$ .

#### New Projects

- a) **Osborne Dam:** Tenders have been received for the construction of Osborne Dam on the Odzi River in Manicaland Province, and it is hoped that work will start in July this year. The dam will be 64m high and it will store over  $400 \times 10^6 \text{ m}^3$  of water. First storage should commence at the end of 1991.
- b) **Spillway Gates: Mayfair and Claw Dams:** Arrangements are being finalised for British aid assistance for the installation of radial gates on the spillways of the existing Mayfair and Claw Dams. This will considerably enhance the storage capacities of the two dams, and thus increase the water available for domestic and industrial uses in Bulawayo and Kadoma.
- c) **Proposed Projects:** Depending upon funds made available to the Ministry in the 1988/89 PSII, it is hoped to start

work on the Jumbo Dam near Concession, and the Shobi Dam on the Umzingwane River in Matabeleland South Province.

Advance planning, investigations and preliminary design studies have been carried out at many other potential dam sites in order to maintain continuity in the development of Zimbabwe's water resources.

#### Petroleum Sector

Soon after independence Government recognised the Oil Industry as a strategic sector of the economy. It was therefore felt that Government should have some form of direct control in its day to day operation. This led to the achievement of the following:-

#### Formation of the National Oil Company of Zimbabwe (NOCZIM)

The objective of creating NOCZIM was to set up a special Government Instrument for direct control of the strategic oil industry.

NOCZIM was tasked to procure petroleum fuels in bulk on behalf of the oil companies who would then market and distribute them. Such a move brought quantitative improvements and cost reduction by organizing imports in bulk, and arranging their most economic transportation. This resulted in the judicious use of available foreign currency, timely supplies at right locations and maintaining strategic stocks.

#### Projects for Implementation in the Oil Industry

The following projects have been formulated and approved by CCD for the implementation in the oil industry. These projects are designed to enhance Government control of the oil industry and ensure security of supply.

- (a) **Strategic Fuel Storage Facilities:** This project has now reached an advanced stage towards implementation and is intended to improve the country's strategic fuels storage capacity in order to minimise the impact of disruptive incidents on the supply system.
- (b) **Feruka-Harare Oil Pipeline:** This project has also reached an advanced

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stage towards its implementation. Pipeline transportation is considered to be far much cheaper than rail and road. It will also boost storage capacity through a new receiving terminal in Harare.

- (c) *Ethanol II Expansion Project:* The Ethanol II project is being pursued to improve the country's position in self-sufficiency in locally available resources. When the project is commissioned the petrol/ethanol blend ratio is expected to increase from the current 87:13 to 80:20.
- (d) *Oil Refinery:* This is a long-term project still in its early stages of development. It has been approved by Cabinet as an acceptable option available for meeting the fuel needs of the country.



## Ministry of Energy, Water Resources and Development

### New Retail Outlet Projects

So far approval was granted to open about 53 new fuel retail outlets throughout the country since independence.

### Power Sector

*Hwange Power Station:* The power industry has witnessed great strides in the country's effort to attain self sufficiency in the production of electrical energy.

The official opening of Hwange Power Station by the President in June 1987 heralded a new era in the power industry.

Hwange Power Station which comprises four 120 MW units and two 220 MW units is the largest capital development embarked upon by the two stages. The first stage was designed to accommodate four 120 MW generating sets. Stage II consists of two 220 MW units.

The Hwange project cost over Z\$800 million.

### National Control Centre

The National Control Centre in Harare was officially opened by the President in July 1986. This project was first conceived in 1980 as a joint undertaking by the former Central African Power Corporation (CAPCO), the former Electricity Supply Commission (ESC) and the former Harare Municipality Electricity Department. The primary purpose of the Centre is to control the available generation, transmission and distribution load and despatch on a minute to minute basis to meet demands of the Zimbabwean national system at the lowest possible cost. The Centre's computer based control sys-

tem ensures fast electrical fault detection, fast restoration of supplies after interruption and more reliable system operation.

### ZESA's Training Centres

ZESA has always made a special effort towards attracting the right staff and giving them ample opportunity to develop their skills. To this end, a National Training Centre has been established in Harare. The second phase of the project which includes the construction of houses for lecturers, students' residences and dining facilities is scheduled for completion this year. The Bulawayo Training Centre opened in July 1986 and caters primarily for distribution electricians.

The Hwange Training Centre continues to train Auxiliary Plant Attendants, Assistant Unit Operators and Instrumentation ancillary staff. The Munyati Training Centre continues to train apprentices in trades associated with generation.

### Rural Electrification

As a matter of policy, this Ministry places high priority on the question of rural electrification. Initially, 55 out of 260 growth, services and business centres were selected by the Ministry of Local Government, Rural and Urban Development in conjunction with the Ministry of Energy and Water Resources and Development and ZESA as the first targets of the programme. Out of that number, 24 centres were chosen and electrified in the 1983/84 financial year at a cost of Z\$3 million. In the 1984/5 financial year, ZESA allocated Z\$6 million to electrify 46 centres which was further supplemented with Z\$2 million to cater for secondary growth. Only 11 centres are on supply. The shortages of imported materials continues to slow down progress in this programme.

### Research and Development in new and Renewable Resources

The Government is promoting projects in New and Renewable Resources of Energy as an alternative source of energy for developmental purposes in rural areas.

Three rural hospitals and clinics at Marymount, Chikwaka and Chihota and one village in Chiweshe are now using electricity from the sun generated by photovoltaic cells which transform solar energy into electricity. These projects were paid for by Government through donations supplied by friendly governments.

The Government, having noticed that most community areas are heavily deforested, has embarked on woodfuel conservation by promoting fuel efficient woodstoves in a number of districts of the country. Over 2 000 villages in some parts of Mashonaland, Manicaland and Masvingo are now using fuel efficient woodstoves built for them by Government. Government would like to encourage all the people in rural areas to save fuelwood by using stoves that consume less firewood and that improve the kitchen environment by eliminating

smoke from the kitchen. Fuel switching in the rural areas is also being encouraged where householders and institutions like boarding schools are encouraged to use coal instead of firewood. Government has introduced coalstoves in some rural communities such as Ntabazinduna in Matabeleland North.

The Government is also promoting the use of biogas, which is generated from animal waste, for use as fuel by rural householders and institutions. A number of rural householders in Seke, Murewa and Chipinge are now using biogas as the only source of fuel for their cooking and lighting.

Recognising that a large slice of its foreign currency spending is on importation of petroleum fuels, Government is researching into the feasibility of substituting or blending diesel fuel with biofuels such as alcohols and vegetable oils. Substantial progress is being made in this regard.

### Projects in the Energy Planning and Conservation

The section monitors projects to conserve energy by major consumers in industry.

- a) One project which was initiated in 1987 under the SADCC umbrella, has encouraged Zimbabwe's small and medium scale industries to conserve energy for plant processes. 7 companies have started initiating the measures to conserve energy and are now realising savings on energy bills of around 20%.
- b) The training of industrialists was undertaken during the month of November 1988, and was co-sponsored by the Ministry of Energy and Water Resources and Development and the United Nations Industrial Development Organisation. Government officials received training and are now able to monitor energy consumption by Zimbabwe's industries.

### Energy Planning

The Department of Energy and Water Resources and Development has started studies to design suitable energy strategies for the supply of energy to low-income households. In addition, a complimentary study to find possible strategies for the supply of commercial fuel is underway.

### Energy Investment Programme

The Ministry of Energy and Water Resources and Development assisted a local manufacturer - Ecological Designs of Masvingo to enter into a joint venture agreement for the manufacture of photovoltaic systems. The joint venture agreement will mean that Zimbabwe will be self-sufficient in solar Photovoltaic systems as she will manufacture both cells and system components. The photovoltaic systems to be manufactured by Ecological Designs and Helios of Italy, will provide electricity to remote rural institutions and rural enterprises. □

# Ministry of Political Affairs Department of Women's Affairs

*A review of the achievements made and problems encountered in the area of Women's Affairs since Independence*



Ministry of Political Affairs

There can be no doubt that when the time comes for the History of women in Zimbabwe to be written, the last nine years will go down as a period of great social reform policies. Government policies had (and still have) a distinct bias in favour of improving those segments of our society that were largely neglected by the colonial regimes. Before Independence, women as a group experienced numerous constraints and discriminatory policies and practices, hence they are identified as one of the targets for Zimbabwe's Social Reform policies.

This article aims at highlighting the achievements made and the constraints encountered by the Government of Zimbabwe

in its efforts to promote the role and status of women in Zimbabwe. In order to enable readers of this article to fully appreciate the significance of the achievements made in the area of women, a comparative analysis of the situation of women before independence will also be made wherever possible.

It is also important to point out that although women's issues cut across all sectors of the society, it is not possible within the scope of this paper to analyse all of them in detail. This article only highlights areas where major changes have occurred, namely the law, education, employment, health and agriculture.

## Achievements Made Since Independence

One of the major achievements made by the Government of Zimbabwe was the official declaration of a policy in favour of promoting the role and status of women in the country. This came out of a growing realization that women who constitute more than 50 percent of the total population were indeed an important resource which was vital in the overall socio-economic development process.

The apparent disregard for women's contribution in national development before in-



Comrade T.R.J. Mujuru, Minister of Community Cooperative Development and Women's Affairs; Secretary of ZANU (PF) Women's League

dependence, was viewed as contradictory to the socialist and egalitarian principles on which the new government was built.

To redress this situation, in 1982 the Government set up a national machinery for the advancement of women, the Ministry of Community and Co-operative Development and Women's Affairs and charged it with the responsibility to undertake activities in close co-operation with public, private and non-governmental organisations, geared towards uplifting the status of women in our country. Through the combined efforts of these agencies, a number of positive changes have taken place in the situation of women in Zimbabwe.

## Legal Fields

In the legal field, the following achievements have been made. The passing of the Legal Age of Majority Act (1982) which enabled both women and men to attain adult status on reaching the age of 18 and to have full contractual capacity in their own right. Before the passing of this Act, women were minors from the cradle to the grave and as such they were under the guardianship of



Women play a major role in the economic informal sector

a male figure who could either be the father, brother or husband. As minors, women could not own any property of significance as it was alleged that they had a lower intelligence quotient (IQ) and thus unable to manage their own affairs without the guidance of a male figure.

History has proved this to be a fallacy and our own women destroyed this myth during the liberation struggle when they fought side by side with their men folk. It is therefore hardly surprising that this discriminatory practice was one of the first bastions of the old order to be removed.

The Matrimonial Causes Act (1985). This Act recognized, for the first time in the history of Zimbabwe, the direct and indirect contribution of a woman to family wealth. The Act allows the courts to distribute marital property between divorcing spouses in both civil and registered customary marriages, in addition to ordering the payment of maintenance for the children and the economically weaker spouse. In addition, there is no more automatic right for the fathers to claim custody rights for the children, but it is now left to the discretion of the courts to determine under whose care the children's interests and needs are best catered for.

#### **Maintenance Amendment Act**

In line with government's avowed aim to protect the interests of the weaker members of our society, the Government passed the Maintenance Amendment Act of 1987 which



**Ministry of Political Affairs**

empowered the courts to have access to incomes such as pensions, gratuities, annuities and other regular allowances accruing to a responsible person in a Maintenance case. This means that, as long as the responsible person (man or woman) has a regular income, his dependents shall not go without. This was a major improvement from the previous Maintenance Act which only allowed courts to issue a Maintenance order on an individual's salary, at the exclusion of other incomes cited above.

In 1988, yet another amendment was made to the maintenance regulations, stipulating that in the event of an appeal against a maintenance order the responsible person should nevertheless proceed to make monthly payments to his dependents, pending a decision being made on the appeal.

This amendment was necessary after it had been observed that an increasing number of men were taking advantage of the appeal provisions in the old Act, which automatically released them from paying maintenance once they have appealed. This was causing so much hardships for the dependents who often had no adequate food and other basic requirements for long months on end before the appeal case was heard.

#### **Labour Relations Act**

The Labour Relations Act 1985 embodies various provisions and regulations that protect the interests of the labour force in general and women in particular. The Equal Pay for Equal Work Regulations enable both women and men to get equal pay for equal work. The Act was a major improvement from the former Industrial Conciliation Act which had different remuneration scales between men and women, with the latter earning as little as 57-60% of the former's salaries for the same work.

The Minimum Wages Act stipulates the bottom line scales for people in the unskilled categories of the labour market. The majority of our working women fall into this category and thus this piece of legislation is regarded as one of the major achievements in the area of Women's Affairs.

The Maternity Leave Regulations provide that pregnant women should take 90 days Maternity Leave without losing their jobs or career prospects and to receive up to 75% of their salary during this period.

These regulations also enable a lactating mother to take one hour or two-thirty-minute breaks a day breast feeding time. Regrettably the Ministry of the Public Service has, since the end of January 1989, taken a position which is in contradiction of both Party and Government policy of improving the role and status of women, by cutting down Maternity Leave period from 90 days to 60 days. This is not acceptable and the general outcry from the Public and Women's Organisations who contacted the Department of Women's Affairs is enough testimony to this. It is sincerely hoped that the Inter-ministerial Committee that has been set up to review the changes in the Maternity Leave Regulations will come up with recommendations that will improve the situation of women in this regard.

#### **Separate Taxation**

Yet another major achievement in the Legal field has been the introduction of separate taxation regulations which enable married couples to be taxed in their own individual capacity. In the past, married women's income were regarded as additional allowances to what their husbands earned and it was from the wives income that the bulk of each family's taxation liability was taken. This needless to say, imposed serious financial constraints on the women concerned, and their problems were further aggravated where husbands mismanaged family incomes in search of pleasurable pursuits.



**Ministry of Political Affairs**

The various legislative changes cited above have had an impact in other sectors of development. For example in the area of employment, there has been a marked increase in the employment figures of women. For example during the first four years after independence, the Public Service recorded an increase of 13.5% of the established posts held by women. In the same period, starting from 0%, there was an increase to 9% Senior Posts held by women.

While the representation of women in top decision making posts still leaves a lot to be desired, it is only proper that we acknowledge the strides that were taken in a matter of four years.

Within the informal sector, thousands of women are employed or self-employed in small business enterprises, which include uniform making, handicrafts, soap making, poultry keeping, bakeries, weaving, fence making etc. There is so much enthusiasm among our women to engage in such economic activities and this is largely due to the recognition that unless women are self-reliant, then their claim to equality becomes meaningless.

#### **Education**

In the area of education, the Government since independence had taken a position that is highly skewed in favour of this sector. The Government has spend more money on education, than any other item on the national budget, and this has been the cornerstone on which the policy of free primary education was built. The effects of this policy have been reflected in the dramatic increase in the enrolment figures for boys and girls. By 1985 the country was enrolling equal number of boys and girls in primary schools. This situation is faraway from the educational scenario before independence which had gross inequalities in the distribution of educational resources both at the national level where white children were at a distinct advantage than black children, and at the family level where black boys had first preference over their sisters. The increase in the enrolment of girls after independence clearly demonstrates the changing attitudes of society towards the role and status of women in development.

#### **Health**

In the area of Health, a lot of investments have been made particularly in the rural areas where limited health facilities existed before independence. Having adopted the



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Alma-Ata-Agreement which embodies the WHO policy of "Health for all by the year 2000," the Government mobilized and supported rural communities in building clinics throughout the country. By so doing, health services, with the exception of specialized units, have been decentralized to the remote parts of the country. In addition, the introduction of free health for those earning less than \$150,00 per month has gone a long way to guarantee health services to those poor segments of our society, the majority of whom are women, who could not afford to meet all their medical bills in the past.

The re-organisation of programmes through the Zimbabwe National Family Planning Council has also contributed greatly to the improvement of the health status of women in that there is now an increased awareness of the advantages of planning and spacing one's children.

### Agriculture

Last but not least, in the area of agriculture, there has been a definite change of attitudes on the part of Government vis-a-vis the role and contribution of the communal farmers in national development. Before independence, relatively few investments were directed towards rural development and most communal farmers lacked adequate access to credit and extension services. In order to redress this imbalance, the Government of Zimbabwe has during the last 9 years been redirecting its investments towards the development of rural areas. Various programmes and activities to increase the level of agricultural output and uplift the general living conditions in rural areas have been undertaken.

Of particular note is the provision of agricultural inputs such as fertilizers, seeds and tractors, increased extension services and credit facilities. Women who constitute the majority of people living in communal areas and hence the majority of communal



Women asserting their political role

farmers, have been the major beneficiaries of the Government's programmes in these areas. It is now generally accepted both nationally and internationally that Zimbabwe's success story in agriculture is a direct result of the Government's recognition and positive attitude towards women in communal farming areas.

Comparative statistics of the maize and cotton deliveries by communal farmers to the GMB and the CMB amply demonstrate the achievements of the positive agricultural environment. For example, before independence, only 5% of maize and 22% of cotton were produced by communal farmers and yet by 1985, as much as 40% maize and 47% cotton deliveries were attributed to communal farmers.

### Major Outstanding Issues of Concern

— As already expressed above, a lot has been done to create an environment in which women of Zimbabwe can engage programmes and activities for the development of women both individually and collectively. There are however, a

lot of outstanding issues that require redress and these include:-

- the continuation of negative attitudes towards women's abilities to participate in activities outside the home. This is largely manifested by the smaller percentages of women in decision making posts in various sectors of our economy..
- the continuation of a dual legal system, customary and general law which more often than not is in conflict with one another thereby reducing benefits that might otherwise have accrued to women. For example the conflict between the Matrimonial Causes Act which enables a married women to get a share of family wealth at divorce and the customary rules of inheritance which do not recognize a wife as an heir to family wealth is highly irrational and legal changes relating to the issue of inheritance as a must.
- the existence of a land allocation policy which gives land use rights to husbands only and thus married women have no security of tenure and cannot have access to credit facilities in their own right, whenever such facilities are subject to land use rights as collateral.
- inadequate resources allocated for women's programmes and projects resulting in continued marginalisation of women's contribution to development.

The above issues of concern are by no means exhaustive, however they adequately highlight the magnitude of the challenges that face both the Party and Government in the efforts to improve the status of women in Zimbabwe. The need for a more integrated planning system of both Government and Party Structures, particularly at the policy-making levels is vital for more meaningful changes to be made in the situation of women. Last but not least, there is need to weave an even stronger and intimate relationship between women from all walks of life and the Women's Affairs structures in both Party and Government in order to systematically co-ordinate their programmes and activities in order to achieve the high goals that the women of Zimbabwe are fighting to achieve. □



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# Achievements made by the Ministry of Public Service since Independence

By J. C. Anderson M.P., Minister of State (Public Service)

## Personnel, Administration

### Manpower Planning Unit

*Employment in the Civil Service: 1981-1988:* It is clear from the First Five Year National Development Plan and the Party's Economic Programme which in essence has provided the guidelines for the formulation of the former that increasing interest and priority are being accorded to manpower and employment policy issues by Government.



Ministry of Public Service



J.C. Anderson, M.P., Minister of State (Public Service)

Cognisant of the fact that employment creation is the responsibility of all sectors of the National Economy, Government has not only encouraged other sectors to take on more school leavers into employment but has itself since independence expanded employment opportunities in the Civil Service. Today, the Civil Service is the largest single employer in the country. Between 1981 and 1988, the Civil Service has experienced a significant and steady increase in its staff establishment as shown below:

ment to a new development oriented administration geared to serve the needs and interests of all Zimbabweans particularly those of the working class and peasantry, who constitute the bulk of the population, brought with it demands for more personnel and skills. The largest increases in the Civil Service employment have been registered in the fields of Education and

### Civil Service Employment Levels 1981-1988

	1981 Dec.	1982 Dec.	1984 Dec.	1986 Dec.	1988 Dec.
Health	56 442	74 271	82 402	89 626	161 639
Teaching	1 103				4 511
Total Health/ Teaching	6 213				82 090
	7 316		17 068		86 601

The growth of the Civil Service since 1980 has not been accidental. The changed status of the Civil Service since independence from the old colonial administration of revenue collection and regulation enforce-

Health. This has been due to the increased demands for these services by the population.

With such a large number of employees,

it has become necessary to introduce systematic human resources planning and development in the Civil Service. To this end, the Public Service established a Manpower Planning Unit in 1986 which looks at all aspects of Manpower Planning and Development in the Civil Service.

Significant progress has since been made in the field of staff-development by way of training needs analysis (TNA) and development of training plans based on needs analysis. Training in the Civil Service is planned and continuous process and is done within the context of the Public Service Training Policy enunciated in 1985. Civil Servants are encouraged to go for training locally or abroad to improve their performance and effectiveness.

The Public Service has also identified areas of critical skill shortages in the Civil Service.

Recognising that shortages of some key professional and technical staff can be a very real constraint on the implementation of the National Development Plan Programmes and the achievement of the Plan objectives, the Public Service has attacked the problem on two fronts namely, training (Cadetship Schemes) and recruitment of expatriate personnel.

### Cadetship Programmes

The Civil Service, from time to time engages school leavers and sends them for professional and technical training in identified skill shortage areas as Cadets or Trainees.

Training/Cadet posts have been created in those Ministries critically affected by skill shortages.

Again Public Service has negotiated for training funds from donors and these funds are being used to train serving Civil Servants (Locally or abroad) in the identified skill shortage areas in an effort to meet the skill requirements of the service.

### Expatriate Personnel

Zimbabweanisation of jobs has been a consistent government policy since independence.

The current expatriate employment situation has come about as a result of two major factors. First, the Civil Service, previously dominated by whites serving only the in-

terests of only a small section of the population, faced an unprecedented flight of skills from its departments immediately following independence.

Secondly the previous regimes neglected the training of the majority of blacks and hindered many from gaining Civil Service experience at higher professional and technical levels. The result has been that when the majority of these white civil servants left the Civil Service for other sectors, the departments in which they dominated suffered serious skill shortages in the professional and technical grades.

It became necessary, therefore that while all efforts were being made to mobilise and develop our own indigenous human resources base, foreign skills be engaged only as a temporary short-term measure to alleviate the Civil Services's shortages in certain skills critical for the achievement of government's development programmes.

To coordinate and supervise the recruitment of expatriates by ministries the Public Service Commission established the Panel on Foreign Recruitment.

#### Trends in expatriate employment in the Civil Service

1986 (Nov.)	1987 (Feb.)	1988 (July)	1988 (Dec.)
970	1 270	1 067	1 035

Expatriates are concentrated in certain specific ministries notably Health, Education, and Public Construction and National Housing, and within those ministries expatriates are concentrated in particular grades or occupations.

Not only are expatriates expected to alleviate the immediate skilled manpower shortages, but they are equally expected and required in terms of their contracts (where applicable) to impart their skills to their Zimbabwean counterparts who it is hoped would be qualified and experienced enough to take over when the expatriates leave.

• Thus foreign recruitment was never meant and shall not be a substitute for training and development of Zimbabweans, but should be complimentary to that effort.

#### Promotions and Advancements

The promotion process has been tightened and is continually monitored carefully to ensure that selection is done as fairly as possible. Whereas in the past the Public Service Commission delegated the function of approving promotion in certain levels, for example in the Typing and Registry Branches, to the Head of the Promotions Section, the Commission itself now has sight of all promotion recommendations, other than for the lower level employee groups. All promotions to Assistant Secretary and equivalent grades must have the approval of the President. To standardise the selection procedure in all Ministries, the Commission introduced a uniform score sheet system to be used by all Ministries for rating candidates that are interviewed.

*Racial Balance* Figures available covering a period of seven years and relating to posts held in the Open Administrative, Closed Administrative, Professional, Technical and Departmental Groups show a marked change in the balance as regards posts held by Non-whites and whites:-

*Position as at 27.7.81*  
Whites 2 719  
Non Whites 2 879 (303 women)

*Position as at 31.8.88*  
512  
9 513 (1 742 women)

The July 1981 figures show that a little more than a year after independence racial representation in the Service was already being balanced out.

*Women in Management Positions in the Service* Female participation in management positions in the Service, that is from Assistant Secretary grade or equivalent and upwards, has been slowly but steadily increasing since Independence. From less than one percent in 1981, female representation in decision-making positions grew to nine percent in 1984 and 12 percent in 1987.



#### Ministry of Public Service

In the five groups mentioned above the number of black women in posts rose from 303 in July, 1981 to 1742 in August, 1988, which shows that at least women are entering at the lower levels and thus forming a base from which they can eventually move up into management posts.

There are presently five at Permanent Secretary and equivalent grade in the Public Service.

Before independence	Black	White
1983	22	5
1986	25	2
Present	34	1

(Public Service Commission Commissioners and Parastatals Commission Commissioners included)

#### Training

The Government of Zimbabwe is cognisant of the fact that development can only be promoted by civil servants and community leaders who have the relevant knowledge and skills for development.

In order to guide development and strengthen development efforts, the Ministry developed a training policy which enunciated the development thrust and the institu-

tional framework within which the training is to be carried out.

The aims of training are to equip civil servants with knowledge, skills and attitudes which would increase their capacity to carry out the various tasks they are required to perform, and to provide community leaders with skills needed to develop rural areas.

The training is carried out at institutions which range from the Zimbabwe Institute of Public Administration and Management (ZIPAM) at the apex through National Training Centres, Provincial Training Centres to District Training Centres.

The Ministry's long term plan is to have at least one other National Training Centre near Bulawayo, one Provincial Training Centre in each province and one training centre in each district.

At independence the following centres were operational, Domboshawa National Training Centre, which currently doubles up as a National Training Centre and Provincial Training Centre for the Mashonaland East and Mashonaland West Province, Highlands National Training Centre in Harare, eSikhoveni Provincial Training Centre in Matabeleland South, Alvord Provincial Training Centre in Masvingo, Senga Provincial Training Centre in Midlands, Rowa Provincial Training Centre in Manicaland, Toronto District Training Centre in Mutare and Murewa District Training Centre. The following centres were constructed after independence: the Chinhoyi Provincial Training Centre in Mashonaland West, Senga Training Centre on new premises, Bikita District Training Centre in the Masvingo Province, Thuli District Training Centre in the Matabeleland South and Inyathi District Training Centre in Matabeleland North.

There was no facility at all for the training of senior civil servants before independence. This is currently being done by ZIPAM operating in rented premises in Masasa, Harare. Construction of ZIPAM at a site at Darwendale is under way. Also, the construction of the Elangeni National Training Centre near Bulawayo and the Bindura Provincial Training Centre for Mashonaland Central is to commence soon.

Training offered at these training centres is varied. ZIPAM provides, as has been indicated above, training in management skills. Other Training Centres provide training in a variety of areas related to rural development.

The courses offered include agriculture, health, finance and local government related courses, motor maintenance, community development, pre-school, training of trainers. The list is not exhaustive.

Some programmes are run by staff of this Ministry alone, other courses require inputs of officers of this Ministry in a limited number of topics. There is also a category of courses at the centres which are wholly run, by the sponsoring organisation without training input from staff of the Ministry.

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Over the years the capacity of training of the centres has been increasing to the present level where in 1987/88, 1 009 courses were run for 23 749 participants.

In short the major achievements by this Ministry on the training scene include:-

- a) the development of a comprehensive training policy for the public service, whose thrust is on rural development;
- b) the institutionalisation of Training of Senior Civil Servants;
- c) the development of the institutional framework in which the training would be carried on which includes the construction of 4 new centres in addition to the 8 existing at independence and the commencement of the building of the ZIPAM Centre, the Elangeni National Training Centre in Bulawayo and the Bindura Provincial Training Centre in Mashonaland West.
- d) The progressive rise in beneficiaries of the training centres from modest figures at independence to the current position where 1 009 courses were run for 23 749 participants in the 1987/88 year.

### Conditions of Service

Significant improvements to Conditions of Service for Civil Servants have been achieved since Independence. Research on other aspects is a continuing process and various proposals are under consideration. However long-term planning is involved and is largely dependent on the financial implications. Major improvements to the conditions of two groups within the service are noteworthy, namely Junior Employees and Women Officers/Employees.

### Junior Employees

In terms of the improved pension scheme, all males under the age of 50 years were required to become contributors with special provisions for those not compelled to contribute electing to join the same scheme. The effect of this scheme was to dramatically improve and increase the benefits for all contributors. The provision for the payment of a minimum pension further increased the security of all those who had served for ten years or more.

Pensions of dependents of deceased employees or pensioners were also improved as a direct result.

In 1985 Government went a step further. Whereas women used to contribute for pension purposes at the rate of 6,5% of salary, in 1985, they were now contributing at the same rate as their male counterparts at 7,5% of salary which further enhanced their terminal pension benefits and security.

### Leave Benefits

**Annual Leave:** Prior to Independence Junior Employees did not receive a grant of annual leave. In 1981 they were granted 12 days annual leave, in addition to the 18 days vacation leave entitlement.

The Annual leave grant for Group II employees was increased from 10 to 12 days

and the vacation leave entitlement was also slightly improved.

**Sick Leave:** Prior to Independence, an Employee who applied for sick leave was not entitled, during a period of two years ending on the last day of the sick-leave he applies, to the grant of 90 days on full pay and 90 days of half pay for Senior Employees. Junior Employees were granted 60 days on full pay and 60 days on half pay.

After Independence all officers and employees were entitled to 92 days sick leave on full pay and 92 days sick leave on half pay per calendar year.



### Ministry of Public Service

**Vacation Leave:** After Independence it is now possible to encash some days of accrued vacation leave provided the officer/employee has served for at least two years in Government, and on condition that he/she proceeds on vacation leave for at least an equal number of days. Encashment of leave in blocks of 15 days up to a maximum of 45 days, is granted once per financial year.

**Maternity Leave:** A provision for grant of 60 days maternity leave was introduced in post-independence era. In addition to the grant of 60 days maternity leave, women are permitted to take all their annual leave and/or vacation leave.

Whereas previously this affected their seniority and benefits since they had to resign and re-apply, they can now go on maternity without being affected. The Commission has therefore demonstrated its concern for the welfare of both mother and infant.

### Women Officers

On marriage women officers were required to resign, or request that they be retained to avoid discharge prior to 1980. If approval for a retention of service was given, women were required to undergo a further two year probationary period if they were married. Since Independence women officers have the same rights and privileges as their male counterparts.

### Annual Bonus

The maximum grant for the Annual Bonus payable has been increased to \$1 100 per annum on the sliding scale.

### Review of Retiring Age

In order to create employment opportunities to school leavers, the Commission's

policy has been to implement provisions in the existing regulations requiring persons to retire on reaching age of 60 years. Where expertise is required, services of specialists within critical shortage areas are retained in exceptional circumstances. These reviews enable the Commission to identify the areas of shortage.

### Travelling and Subsistence Allowance

Significant increases to these allowances have been granted to compensate civil servants required to travel on duty and these equate more closely to the actual costs. These allowances have just been reviewed. In addition, the officers/employees in the services are now getting the same rate of allowance unlike before. These allowances cannot be levelled at this stage due to financial constraints existing at present.

### Incentive Scheme (Retirements)

The Section has provided the infrastructure to Government to implement the policy agreed at Lancaster House on the Provision of Incentives to retain officers in the Service.

### Allowances (Commutated Field Duty)

This allowance has been reviewed now and again to cater for the rising costs of living.

### Review of Distance Rates

Rates payable to Civil Servants who use their vehicles on official duty have recently been reviewed (the latest effective 1st October 1988), the idea behind the review being that they approximate the costs of Travel.

Research on other aspects of Conditions of Service are still in progress and other proposals are under consideration by the Commission, as mentioned above.

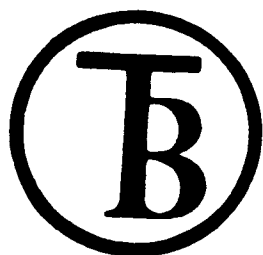
### Management Services Division

The Management Services Division of the Ministry of the Public Service is responsible — among other things — for the creation of posts and the setting and subsequent review of salary structures and levels in the Civil Service. Since 1980, the Division has been instrumental in the creation of posts which has seen the Civil Service expand from 56 422 posts in July 1981 to 165 295 in December 1988. This Commendable increase (apart from the obvious benefit of providing employment) was in direct response to the ideological shift away from the practice of providing services to a privileged minority to that which aimed at servicing the whole population. In some instances, it was a question of creating posts in order to increase the capacity of Ministries in terms of manpower to enable them to accomplish their defined goals albeit in a wider societal context. Examples of such Ministries are Education, Health, Transport etc. Yet in other instances, it was really the creation of new Ministries to undertake certain critical functions or to service targeted groups in society that had been neglected prior to independence — for example Ministries of Youth, Sport and Culture, Community and Cooperative Development and Women's Affairs etc. Some Ministries wit-

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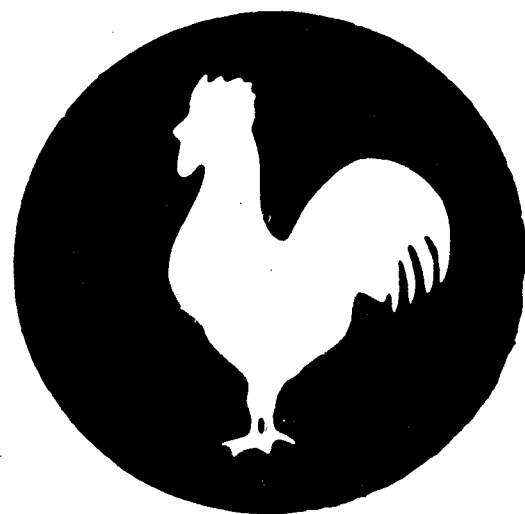
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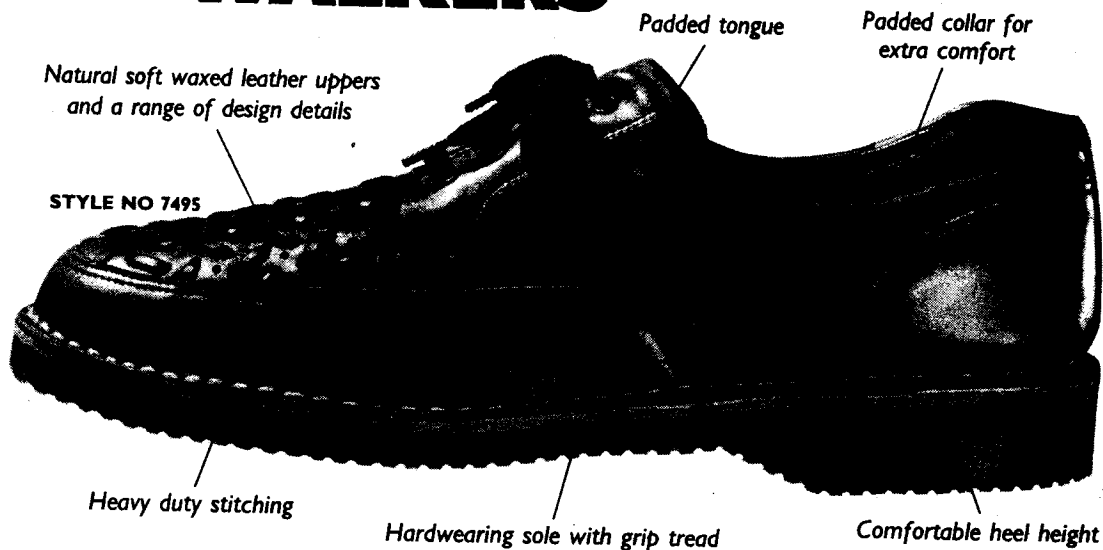
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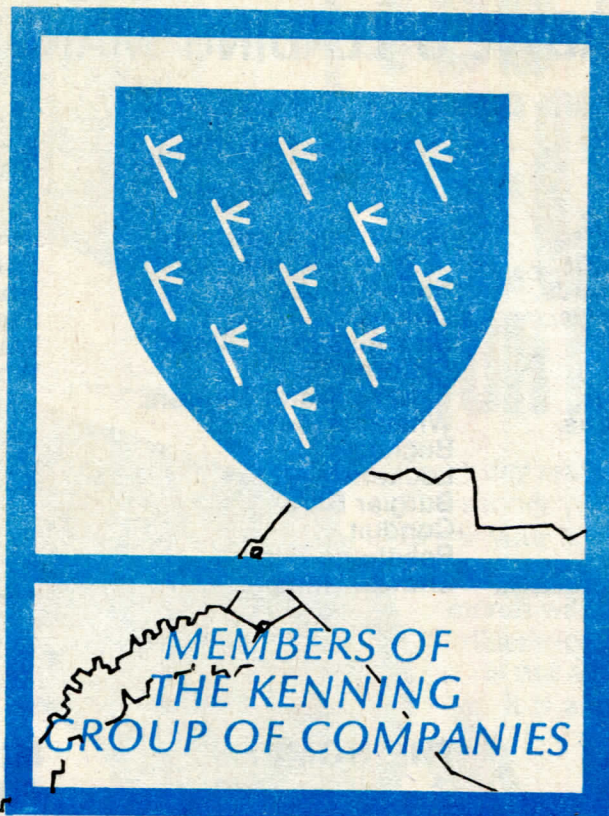
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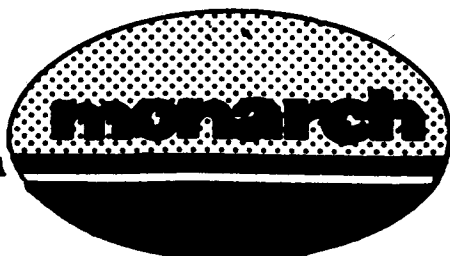
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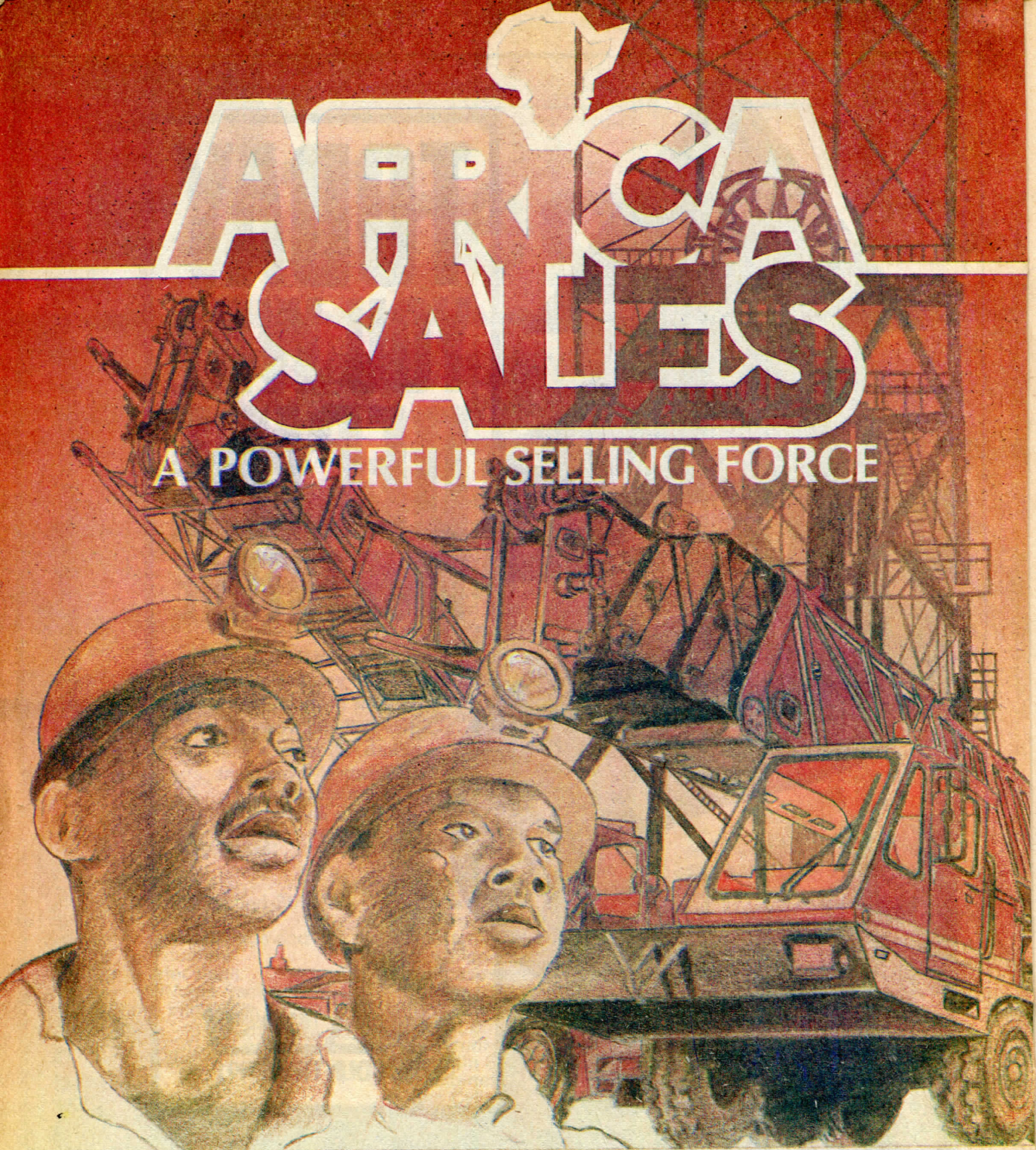
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nessed a shift in terms of functional emphasis from law and order to development e.g. Local Government, Rural and Urban Development while some departments were created to enhance efficiency or to provide effective financial checks and controls in the Civil Service e.g. Central Purchasing Authority and Accountant-General's Department.

In all this, the Management Services Division played an important part in that it was the Division which was responsible (in consultation with key persons in the respective Ministries) for the setting up of the new Ministries and/or departments by coming up with the necessary structures, manpower and salary levels and designations of the new posts as well as defining the functions of the various divisions in relation to the perceived goals of the Ministries.

Through its Salaries Section, the Management Services Division has since 1980 effected the abolition of salary scales that were meant for different racial groups as well as the abolition of female scales which were invariably lower than male salary scales. The Division also undertook an exercise to rationalise salary scales in the Civil Service in a bid to do away with the distorted salary structures — for example the existence of different entry points for people with the same qualifications in the same field. Currently, the Division is undertaking an exercise to rationalise the salary scales of professionals in the Civil Service in an effort to attract and retain them within the Service. Specifically, the exercise has entailed the elevation of the entry level (in comparison to other groups or grades within the Service), to attract professionals to join the Service and the introduction of a compound grade at the entry level to allow for rapid advancement in the initial stages of the professionals career to retain them.

The Division was also responsible for aligning salary scales as a direct result of the introduction of the minimum wage in 1981. It is also the responsibility of the Division to undertake Service wide Salary Reviews. The table below shows the Public Service Salary Reviews and their respective percentage increases since 1980

1 February 1980	: No percentage given
1 January 1981	: 21.5% for lower grades
1 January 1982	: 23% at the lowest levels tapering to 0% at \$20 000 per year.
1 September 1983	: \$10 per month for those earning \$300 per month or less.
1 January 1984	: 5% generally and 15% allowances for critical and special areas.
1 July 1985	: \$10 per month for those earning \$300 per month or less tapering to 4.57% at Permanent Secretary level.
1 July 1986	: 10% for those earning

\$500 per month or less tapering to 3% at Permanent Secretary level.

1 March 1988 : 15% for those earning \$500 per month or less tapering to 2.5% at Permanent Secretary level.

The Management Services Division continues to monitor and effect changes in Ministries' establishments and to ensure that salary levels in the Civil Service remain competitive.

### Salary Service Bureau

#### Parity in Salaries

Previously women, doing the same work as men, were paid lower rates of salaries than their male counterparts. In July 1980 the Government introduced the principle of equal pay for equal work and this removed sex discrimination in this area.

Women Officers also had to resign from the service on getting married and this practice was brought to an end by the Government sometime in 1980.

#### Pension Benefits

Prior to Independence, all group 3 employees could not contribute to the pension scheme. In 1981 the Government made it compulsory for all group 3s to contribute to the pension scheme and this was an important achievement as these lower paid workers could then look forward to a pension on retirement. It was also made compulsory for all females joining the service to contribute to pension and thus enabling them to enjoy pension benefits. Previously they could only elect to contribute.

With effect from 1981 the so called illegitimate children qualified for pension where as they were previously disregarded.

#### Employment Creation

Many new departments and Ministries were created and this resulted in a massive increase in the size of the service. The total number of people employed in Government excluding the army is now about 190 000 compared to less than 50 000 at Independence.

#### Presidential Directive

This enabled direct appointments, rapid advancement and promotions to take place in the service in favour of the previously disadvantaged African Population in the country. This ensured that the service would continue to be adequately staffed in face of the departure from the service of so many white officers as they took advantage of the Incentive Scheme.

#### Housing Guarantee Scheme

Prior to Independence this scheme was limited to those Civil Servants with not less than five years service. In 1981 this was relaxed to accommodate all officers regardless of length of service.

### Drought Relief Surcharge

This was introduced to save the lives of thousands of rural people whose crops had been destroyed by the severe drought during 1985–1986. Such concern for the suffering Rural Population was unheard of prior to Independence.

### Takeover of UTS

There has been rapid expansion in the Ministry of Education. Many teacher training colleges were built and this also created new employment opportunities.

### Tax Changes

This was a great achievement particularly for married women as they could now be taxed as individuals separate from their husbands.



### Ministry of Public Service

#### Discipline Section

Government has recognised that in a modern democracy, the interests of private citizens are affected to a great extent by the actions of public servants. And that, in keeping with Government's proclaimed aim of establishing a socialist democracy, public servants should constantly bear in mind that each citizen has a right to expect not only that the affairs of Government will be dealt with effectively and expeditiously but also that the rights of individuals will be sympathetically and fairly considered. With the establishment of a Discipline Section in the Ministry of the Public Service, Government recognised the need for constant vigilance to ensure not only that public servants respect the rights and feelings of individual members of the public who may be affected by the work of the Service but also that public confidence in their elected Government is not undermined.

Government has established that the following general principles should inform public servants as regards both their relation to the public as well as their Departments:

- the first duty of a civil servant is to give his undivided allegiance to the State at all times and on all occasions when the State has a claim on his services.
- a civil servant must not subordinate his duty to his private interests.
- a civil servant must neither put himself in a position where his duty and his private interests may conflict nor make use of his official position to further private and personal interests.
- a civil servant's private activities must

Composition of the Service as at 31st January 1989  
 Figures in Brackets Indicate Persons in Post as at 27th July, 1981

Annexure 'C'

	Non White			White			Total	27.10.81	Decrease or Increase
	M	F	Total	M	F	Total			
Admin	795 (282)	245 (36)	1 040 (318)	21 (176)	3 (20)	24 (196)	1 064	(514)	—
Admin closed	1 130 (351)	356 (68)	1 486 (419)	23 (314)	10 (142)	33 (456)	1 519	(875)	—
Professional	1 147 (458)	340 (66)	1 487 (524)	156 (590)	66 (79)	222 (669)	1 709	(1 193)	38—
Technical	1 473 (568)	245 (43)	1 718 (611)	58 (324)	14 (95)	72 (419)	1 790	(1 030)	1+
Departmental	3 148 (917)	567 (90)	3 715 (1 007)	105 (833)	13 (96)	118 (979)	3 833	(1 986)	11—
Health	704 (309)	4 106 (571)	4 810 (880)	7 (27)	57 (196)	64 (223)	4 874	(1 103)	5+
Teaching	54 680 (3 114)	28 619 (1 328)	8 299 (4 442)	301 (805)	550 (966)	851 (1 771)	84 150	(6 213)	16—
Clerical Executive	873 (308)	600 (130)	1 473 (510)	15 (198)	50 (196)	65 (494)	1 538	(1 004)	—
<b>Total</b>	<b>63 950 (6 379)</b>	<b>35 078 (2 332)</b>	<b>99 028 (8 711)</b>	<b>686 (3 317)</b>	<b>763 (1 890)</b>	<b>1 449 (5 207)</b>	<b>100 477</b>	<b>(13 918)</b>	<b>59—</b>
Established employees									
Group I	52	21	73	7	4	11	84		2—
Group II	7 245 (3 410)	5 138 (4 777)	12 383 (8 187)	50 (1 059)	90 (1 820)	140 (2 879)	12 523	(11 066)	10—
Group III	9 846 (6 759)	3 350 (1 996)	13 196 (8 755)	0 (0)	0 (14)	0 (4)	13 196	(8 759)	44—
Hourly Paid (Part Time Supernumerary)	31 947 (21 380)	3 764 (1 315)	35 711 (22 695)	3 (4)	0 (0)	3 (4)	35 714	(22 699)	21+
Ex. Pats.	1 273	543	1 816	278	317	595	2 411		—
Contract	127	26	153	159	61	220	373		92—
	305	10	315	6	—	6	321		10—
<b>Total</b>	<b>50 795 (31 549)</b>	<b>12 852 (8 088)</b>	<b>63 647 (39 637)</b>	<b>503 (1 063)</b>	<b>472 (1 824)</b>	<b>975 (887)</b>	<b>64 622</b>	<b>(42 524)</b>	<b>137—</b>

NOTE: Teaching branch include student teachers

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not be such as will bring discredit on the Government.

- a civil servant must not only be honest in fact but also must not lay himself open to suspicion of dishonesty.

The Discipline Section is responsible not only for the processing of all cases of misconduct through to the Public Service Commission but also for investigating allegations of misconduct throughout the Service.

While corruption and other acts of maladministration — negligence and inefficiency included — have not completely disappeared from the Service, there is now a greater awareness of not only the consequences of impropriety but also of a proper code of conduct on the part of civil servants.

#### Minister's Comments

I refer to the report prepared by my Ministry which the time available did not allow for editing.

In brief I would emphasise the following points:

This Ministry is a service Ministry attending to the personnel requirements of the civil service proper and has little to do with the armed services. It is not involved with issues relating to parastatals or local government which are the other major components of the public sector.

The Ministry does not conduct the affairs of other Ministries or police them. When civil servants are appointed to a Ministry they are for all practical purposes employed by that Ministry so far as the discharge of their duties is concerned.

The Public Service Commission is an independent executive body appointed by the President. It is not answerable to the Minister of the Public Service who has no jurisdiction over it. It is responsible in terms of the Constitution for appointments, promotions and discipline as well as the general welfare of the civil service. However it does not have an independent staff and the Ministry of the Public Service assists it in the execution of its duties. Some of these duties are in addition delegated to other Ministries.

The nature and character of the Public Service has changed very much since Independence. It provides a wider and more comprehensive range of social services, more especially in the rural areas, and has assumed a greater control over the economy through the prices, wages and labour policies carried out by the Ministries responsible. Its character has become far more development oriented although it still carries out regulatory and revenue collection functions.



#### Ministry of Public Service

##### Achievements

The achievements since Independence so far as this Ministry is concerned include the following:-

- the racial imbalance in the civil service has been redressed.
- a far higher proportion of women are employed generally and at senior level (of the total of 165 099 civil servants 49 165 are women of whom 481 occupy posts equivalent to assistant secretary or above.)
- despite the problems associated with the loss of senior personnel, mainly white, and the growth of the civil service there has not been a breakdown of any department; allowing for the deficiencies which exist in some areas, the standard of service is very favourable compared with other third world developing countries and far higher than was predicted by conservative elements.
- the Cabinet approved a training policy in 1985 and the training programme implemented has been successful.
- very few expatriates have been employed

comparatively speaking.

- discriminatory provisions in the conditions of service relating to women and junior employees have been largely redressed.
- appointment and promotion procedures have prevented nepotism or other forms of favouritism becoming the problem they are in other countries.
- disciplinary procedures have been instituted which have equally prevented the problem of corruption reaching the serious proportions it might otherwise have done.
- integration of the UTS teachers into the civil service.

There are nevertheless problems which include:-

- the size of the public service which consumes a high percentage of the budget at the expense of the allocation of resources for development purposes.
- reductions in operating costs for Ministries because salaries and allowances consume a high percentage of recurrent expenditure leaving over an insufficient amount for the cost of running Ministries.
- the loss of senior management professional and technical skills to the private sectors in particular, because of the general shortage of such skills, escalating cost of living which places the salaries of civil servants under pressure and better salaries offered elsewhere.
- an unacceptably high level of corruption mainly due in my view to the lack of financial and other supervision in Ministries and failure of civil servants who are aware of such abuses to report them.

The Public Service Review Commission appointed in late 1987 will hopefully report by the middle of this year.

I enclose the latest statistics as to the composition of the civil service. You may be interested to know that in addition 25 119 pensioners are paid an amount in the region of \$5,5 million per month.

My Ministry will be happy to provide any further information or clarify any of the information furnished. □

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# The Achievements of the Ministry of Foreign Affairs since Independence

It is difficult, if not impossible, to assess the achievements of any Ministry without making an assessment of the Government as a whole. As you know the Ministry of Foreign Affairs is merely an arm of Government which does not take decisions on its own. Rather it merely implements policy as directed by the Head of Government or State as in our case.

The attainment of independence in 1980 brought about numerous changes to our society. These not only involved the restructuring and reconstruction of our society, but also entailed the transformation of a Government structure that served the interests of a minority into one that represented the interests of the majority.

It is for this reason that at the time of independence, the Ministry of Foreign Affairs had a very limited operational base. It served only the narrow interests of a minority pursued by the past colonial regimes. The operational base narrowed even more in 1965 when Ian Smith declared UDI, a move that was inevitably followed by a total isolation of the Rhodesian Government by the international community.

As a result, Rhodesia's foreign relations were now only aimed at maintaining links with the apartheid regime of South Africa and a few reactionary governments.

## Factors Influencing Foreign Policy

Like in all countries, there are several factors that determine foreign policy. In any particular case, these would be factors that have their roots in the domestic environment, and are therefore important not only in that they preserve but also promote the interests and aspirations of a nation. In the case of Zimbabwe, the factors that are considered before we decide on foreign policy include the following:

- (a) our historical past;
- (b) the manner in which we perceive our place in the international arena;
- (c) our ideology — which not only serves as the guide to action but also a barometer with which we are able to perceive, evaluate and judge the behaviour of other states;
- (d) our level of aspirations and the psychological value we attach to certain principles;
- (e) the determination with which we aim to pursue our stated objectives, as well as the quantity and quality of resources, human and material — we are willing

to invest in pursuit of our avowed national interests.

As stated earlier, the Ministry of Foreign Affairs performs its functions in accordance with the instructions of the President. The President defines the policies to be pursued and establishes the context, tone and the actual pace at which the nation's foreign policy goals are to be pursued. He, thus maps out all the guidelines for action.

## Role of Ministry of Foreign Affairs

The Minister of Foreign Affairs is in turn charged with the responsibility of both articulating and executing the nation's foreign policy through the Ministry of Foreign Affairs and its diplomatic representations abroad. As can be deduced from the above, the Ministry of Foreign Affairs plays a subordinate, but nevertheless important role in the whole business of foreign policy.



Ministry of Foreign Affairs

Since 1980, Zimbabwe, governed by the principle of non-alignment has expanded the range and scope of its diplomatic representation abroad with a figure that now stands at 31. The missions which are located in both Eastern and Western Europe, as well as in Africa and the rest of the developing world, are in fact the eyes and ears of our Government abroad. They not only ensure that a correct image of Zimbabwe is maintained but also pave the way for an understanding of our problems, hopes and aspirations among the governments and peoples of their countries of assignment. In response to this, other nations, international organisations and agencies, ensure that their own missions do likewise. As a result, Zimbabwe has witnessed the steady increase of foreign missions which now total well over 60. The foreign representation in Zimbabwe is arguably one of the biggest and fastest growing on the entire continent.

## Policy on Africa

Although our outlook to world events is global in nature, it is the African continent



Comrade Nathan Shamuyarira, Minister of Foreign Affairs

which is our major preoccupation. Africa constitutes the focal point in our foreign policy and as such it has demanded most of our time than any other issue. This is more so given the situation in our Southern African sub-region.

The existence of a hostile neighbour in the South of our borders, has demanded that Zimbabwe joins other members of the international community in deploring the apartheid system and demanding its destruction. We have in this regard taken a front-line position in calling for the isolation of the Pretoria regime through the imposition of comprehensive mandatory sanctions by the international community. We are unhappy with the response of some members of the international community to our call for economic sanctions against South Africa. However we are not despairing as we continue to press on with our demand for sanctions. In some way we feel confident that the international community is slowly becoming receptive to our call. It is in this light that one should view actions by some governments that have introduced legislation to encourage disinvestment in South Africa by their companies.

In the same vein, the government, through the Ministry of Foreign Affairs, continues to denounce, in the strongest possible terms,



**Diplomatic Thrust — President R.G. Mugabe meets Comrade Yasser Arafat of PLO at Harare International Airport**

Pretoria's sponsorship of armed bandits such as UNITA in Angola and the MNR in Mozambique. Linked to this is the presence of our forces in Mozambique. Our soldiers are in Mozambique in fulfilment of our Pan-Africanist duty to help defend the independence and sovereignty of our brothers and sisters in that country. We are also there to protect our outlet to the sea, which is undoubtedly the lifeline of our economy.

We remain firm in our commitment to the decolonisation of the African continent. As active members of the OAU, we subscribe financially to the Liberation Committee. We believe strongly that it is our duty to support unreservedly the liberation struggle being waged by the ANC and the PAC in South Africa, and SWAPO in Namibia.

It is in this context also that we became founder members of SADCC in 1980. This is an organisation whose primary objective is to reduce our countries' dependence on South Africa, as well as to consolidate and strengthen economic ties among independent nations of our region. We are also members of the PTA, which is an organisation extending beyond the borders of Southern Africa. We believe that by belonging to these organisations we have become part of a process towards the realisation of economic independence of the African continent, a noble dream of the founding fathers of the OAU.

We have welcomed with hope, the Angolan peace accord in the last quarter of 1988. We believe that the accord represents the victory of the African people, and the Angolans in particular, against Western imperialism. We are convinced that it was the determined resolve of the Angolans that brought about this victory. It is a victory that will now not only bring about peace in Angola but also independence for the gallant

people of Namibia. Zimbabwe as a member of the Frontline States will continue to give all its support to the people of Namibia through their liberation organisation, SWAPO, in order to ensure that their quest for independence from racist domination is achieved. We are therefore looking forward to the victory of SWAPO in the coming elections. It is for this reason that we have expressed our opposition to the decision by the United Nations Security General, Mr. De Cuellar, to reduce the number of UNTAG forces for Namibia from the original 7 500 to 4 750. We have viewed this move with suspicion as we believe that it only gives an unfair advantage to the South African controlled administration in Namibia whose forces would have a greater role to play in the process towards independence. Our United Nations Co-ordinating Committee has worked vigorously against this decision. We are pleased that we successfully forced the United Nations Secretary General to accept the need to send the original UNTAG forces when the need arose.

#### **Policy of Non-Alignment**

Further afield, our policy of non-alignment has won us the admiration of many, and animosity from some. Guided by this policy, in 1983 Zimbabwe took the decision to abstain in the UN Secretary vote following the shooting down of South Korean Airline KAL 007 by the Soviet Union. The decision to abstain was not taken because we believed that the Soviets were right in their actions, nor because we believed that it had been sent on a spying mission. Tragically though the incident was, our decision to abstain was taken simply because the event had taken an East-West outlook.

When the United States invaded Grenada in the same year, we condemned the move as a violation of basic international law and

principles. We also made our position very clear against the presence of Soviet troops in Afghanistan and the Vietnamese in Kampuchea.

Just as we have opposed apartheid in our sub-region, so too have we condemned ZIONISM in the Middle-East. The brutal repression of the Palestinians by the ISRAELI Government is something we have condemned in all forums available to us. We will continue to call for pressure to be brought to bear on Israel so that it accepts the convening of an international conference at which the PLO would attend.


Our firm commitment to the principle of non-alignment was in some way crowned by our assumption of the Chairmanship of the Movement in 1986. Following the successful conference that we hosted here in Harare, our President His Excellency Comrade Robert Gabriel Mugabe, has been active in assisting in the resolution of a number of regional conflicts that is Afghanistan, Iran-Iraq, Nicaragua, Kampuchea, Cyprus, Korean Peninsula etc.

Another significant outcome of the NAM conference was the establishment of the Africa Fund. It was agreed at the Summit that countries of the Non-Aligned Movement should assist in alleviating the problems of destabilisation by South Africa against the Frontline States. The Fund would also assist liberation movements engaged in the struggle against the Pretoria regime. It is heartening to note the Fund now stands around \$200 million.

The President has also in his capacity as NAM Chairman appealed to the two superpowers to abandon the arms race and rechannel their resources towards improving the living conditions of the world's poor, hungry and diseased.

It is in this context that we have welcomed the current thawing of relations between the two superpowers. Naturally this new development has caused a reduction in superpower rivalries and has led to a lessening of tension in the world. We feel proud as a nation that we have been very active participants in international efforts calling for peace and disarmament. As you may know after the NAM Conference in 1986, and in pursuance of the Harare Declaration on Disarmament, the President as the Chairman of NAM, sent Dr. Witness Mangwende, the then Minister of Foreign Affairs with this message to President Gorbachev of the Soviet Union and President Reagan of the United States of America. Both Presidents met the Minister.

In conclusion, we are proud to say that the manner with which we as a Ministry have since independence managed to adhere to the principles and policies adopted to govern the conduct of our relations with other nations, is a testimony of our achievements. The Ministry, through its entire establishment, and within its defined parameters, has been able to successfully discharge its duties on behalf of the government. □



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# Ministry of Information, Posts and Telecommunications: Achievements 1980–1989

By *W.P.M. Mangwende, Minister of Information, Posts and Telecommunications*

**T**he Government's achievements in the area of information, posts and telecommunications can best be viewed against the background of efforts by the new Government to decolonise, democratise and indigenise the various institutions of the Zimbabwean society immediately after independence in 1980. What it meant was taking facilities to the people at the grassroots level. Services had to be expanded in order to penetrate into the previously neglected remote areas of the country.

The many sections of the Ministry, the Posts and Telecommunications Corporation, the Zimbabwe Broadcasting Corporation, and the various media organisations under the Zimbabwe Mass Media Trust, all have done a lot towards fulfilling the above objectives.

Through the Ministry of Information, Posts and Telecommunications, the initial step was to make the Mass Media part of the new political order by cutting information and telecommunication links with racist South Africa, while at the same time increasing communication network with independent Africa and the rest of the world.

## **The Zimbabwe Mass Media Trust**

The Government initiated the creation of the Zimbabwe Mass Media Trust which was to purchase the South African Argus Group Shareholding in Zimbabwe Newspapers Limited together with other South African interests. Zimbabwe Newspapers own *The Herald*, *The Sunday Mail*, *The Chronicle*, *The Sunday News*, *The Manica Post* and the vernacular weekly *Kwayedza/Umthunywa*.

The Mass Media Trust was further tasked to purchase all the shares of the Inter Africa News Agency (IANA), which was closely linked with the South African Press Association (SAPA) and to reconstitute it into the Zimbabwe Inter Africa News Agency (ZIANA). The news agency is now the country's main supplier of news to the outside world and is considered one of the best news agencies in Africa.

The news stories and general coverage of events by media institutions under the Trust to a large extent display a Zimbabwean character.

The Trust has also established three of the projected eight rural newspapers, one of each province namely: *Chaminuka News* for Mashonaland East, *Nehanda Guardian* for

Mashonaland Central and *Indonsakusa* for Matabeleland North. This is a giant step in making information and news available to the people. Combined readership of newspapers under the Mass Media Trust has grown to levels undreamt of before Independence.

## **The Zimbabwe Broadcasting Corporation (ZBC)**

Before independence, the Corporation catered for a small portion of the population in terms of both reception and coverage. Now, because of the Transmitter Development Programme, people in the remote parts of the country receive clear radio and television signals despite inevitable technical faults once in a while. At the same time, the Corporation has crews permanently based in the provinces to enable regular coverage of these previously neglected areas.



## **Ministry of Information, Posts and Telecommunications**

A fourth radio station, Radio Four, was established to cater for separate educational programmes in the field of health, conservation of general awareness, politics and so on. On the television side, a second channel, TV 2 was established to cater for educational documentaries.

Local content has since increased from 18 percent for the ZBC programmes.

Because the Corporation is a parastatal, ownership was automatic. However, a lot has been done in the field of manpower development, by way of recruitment, training and retraining of staff which saw the creation of a pool of cadres with the right orientation.

## **The Posts and Telecommunications (PTC)**

Efforts to decolonise our media found further fruition in the construction of a Satellite Earth Station at Mazowe and the PANAFTEL microwave link and the International Gateway Exchange at Gweru



Comrade Witness Mangwende, Minister of Information, Posts and Telecommunications

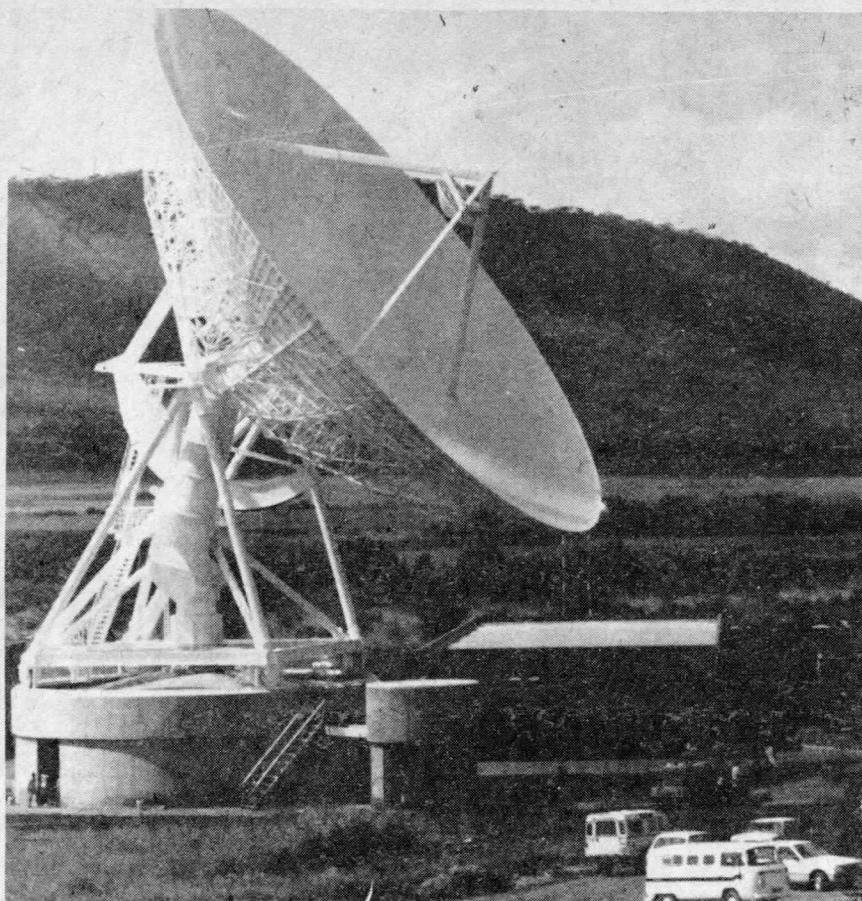
providing Zimbabwe with an independent access to international routes. The station facilitates direct telephone, television and telex links with Europe, Africa and North America while the exchange enables Zimbabweans to dial international calls via the Satellite.

Internally, the Corporation has embarked on a major computerisation exercise for all its services in order to increase their ability to process POSB transactions and telephone accounts. The Marondera and Union Avenue post offices were initially computerised as pilot projects. The exercise has since expanded to include several service centres such as POSB Lonrho House banking hall, POSB Southerton, Kadoma, Masvingo and Bindura Post Offices, and POSB Main Street Bulawayo. The project will later embrace all regional centres with a total of 37 sites being catered for in the first phase.

Phase two will include the remote areas.

The Corporation introduced a domestic Expedited Mail Services (EMS) to complement the existing International (EMS).

Major exchanges have been digitalised under the digitalisation programme, thus increasing the number of telephone lines for each exchange. However, rural exchanges cannot be fully utilised because of lack of connection equipment between the exchanges and the subscribers.



Zimbabwe's Earth Satellite Tracking Station at Mazowe

#### Ministry of Information

The Ministry of Information is the Government's Chief Spokesman as well as its Chief public relation arm within and outside the country. Through its information attaches abroad, the Ministry has managed successfully to portray a positive image of the country. As a result of the attaches' efforts, there

are no longer negative reports about Zimbabwe appearing in the foreign media where the Ministry is represented.

At home, the Ministry has a daunting task to inform and educate the public on Government policies on the one hand, and on the other to sensitize Government on the feel-

ings of the people. In this regard, the Zimbabwe Information Services and the Mobile Cinema Units can be mentioned.

The Zimbabwe Information Services (ZIS), the Ministry's news agency introduced shortly after independence, continues to expand its services into the rural areas highlighting and publicising developmental activities in these previously neglected areas. It now comprises of 55 officers spread throughout the country. ZIS copy is used extensively by the local media especially radios 2 and 4 which use over 80 percent.

The Mobile Cinema units, though inherited from the colonial era, have transformed tremendously in the films they show and the people showing them. The films relate directly to the wishes and aspirations of the people, and cover a wide variety of subjects on awareness, information and entertainment.

Unlike previously the people who man the units are cadres with correct orientation. It can proudly be stated that the Mobile Cinema Units have become welcome friends in the rural areas.

#### Zimbabwe Institute of Mass Communication (ZIMCO)

Immediately after independence, the Ministry initiated the creation of the Zimbabwe Institute of Mass Communication to cater for the expanded needs of both the print and electronic media.

As a result, it has been possible to have a sizeable pool of cadres with the right orientation who now man our media institutions. At the same time, the overall quality of production has greatly improved because of the training and retraining of staff. □

## Ministry of Information, Post and Telecommunications Annual Report — December, 1988

### *Introduction.*

**D**uring the year 1988, the Ministry of Information, Posts and Telecommunications satisfactorily fulfilled its mandate to facilitate the provision of information and communications services throughout the country. The demands for these services continued to grow and the Ministry has had to devise new strategies to meet them. But its operations were hampered by shortages of material and financial resources.

Among the strategies to revitalise the Ministry are proposals to revise the functions of and restructure the Ministry which were submitted to the Ministry of Public Service for its consideration. Negotiations over these proposals between senior officials of the two ministries are at an advanced stage.

An information policy document providing broad guidelines on information management for the Ministry was produced.

Ten officers from the Ministry were sent to the United Kingdom to do an advanced course in journalism. This group marked the beginning of the implementation by the Ministry of a planned manpower training and developing programme to enable the Ministry to effectively discharge its national duties. More officers will be sent out for training in the coming years. In addition, opportunities for in-country training will also be looked into.

On a sad note, the Ministry lost three very able officers through death, the Deputy Director of Information after a long illness, an officer after a short illness while study-

ing in the United Kingdom and the other in a road accident.

In spite of these losses however, the Ministry continued to vigorously execute its objective of disseminating information at all levels of Zimbabwe's society. To this end, it will continue to promote the strengthening and improvement of the mass media and the communications services so that they can play a central role in the socio-economic development of Zimbabwe.

The following are the Ministry's major activities section by section:

#### Branch of Communication

**Press Section** The section processed a total of 558 Government press statements and 38 Zimbabwe Information Service (ZIS) stories



in addition to its press liaison duties, which include arranging of interviews for both local and foreign journalists with Ministers.

**Constraints:** The section experienced a lot of difficulties in trying to fulfil its functions because of constant breakdowns of photocopiers and duplicating machines and the shortages of basic essential stationery which the country is experiencing. However, since some of the essentials were available in the private sector, the section was able to obtain authority from the Government Printing and Stationery (G.P. & S.) to purchase them from the private sector.



#### Ministry of Information, Posts and Telecommunications

**Prospects for 1989:** While the Press section tends to perform routine duties, it however proposes to produce more specialised articles and intends to train more officers in the writing of special subjects by conducting in-house courses with the help of the Zimbabwe Institute of Public Administration and Management (ZIPAM).

#### Publications Section

Among major jobs done by the section were Amai Mugabe's biography and four volumes of Cominac 11 Newsletter.

**Constraints:** While the section did much work, they faced long delays at Government Printing and Stationery which resulted in scarcity of much required publicity material for the Government and the country as a whole. More than a dozen jobs are out at various printers, some for more than a year because of the general shortages being experienced by the printing industry.

**Prospects for 1989:** Over and above the routine publications programmes, the section intends to publish a booklet on how to stage conferences.

#### Public Relations Section:

During the year, the section accredited 225 local journalists, 107 foreign journalists to be based here and 703 visiting, making a total of 1 035. Heroes Acre passes totalled 695. The section was involved in the organisation of eleven major conferences, mainly held at the Harare International Conference Centre (HICC). Work took place in the planning and organising of the Independence,

May Day and Africa day celebration, Zimbabwe International Trade Fair (ZITF) and the Harare Show. The section was also involved in the state visits of the President of the Federal Republic of Germany and the Pope. One of the major projects in which the section was involved was the National Anthem Competition which saw at the end of the year, a committee of 15 judges select the winning poem from the 1 635 entries. However, the lyrics are still to be polished and the Anthem is expected to be ready before the 10th Anniversary of Independence, in 1989.

**Constraints:** The operations of the section are being affected by the lack of training for some officers in the section. To rectify the situation, in-house training is being examined.

**Prospects for 1989:** The section intends to recruit people with better qualifications, possibly those with A — levels plus professional qualifications or with university degrees to enable it to perform well.

#### Production Services

**Design Section:** The section participated in international trade fairs under the auspices of the Ministry of Trade and Commerce in Angola, Botswana, Kenya, Mozambique, Swaziland, Tanzania and Zambia. Other fairs to which designers did not actually travel but were responsible for receiving, crating and dispatching of exhibits were, Dubai Spring Fair (United Arab Emirates), Barcelona (Spain), Poznam (Poland), Lisbon (Portugal). All Africa (Zaire), Cologne (FRG), Sial Food Fair and Paris Leather Week (France), Health and Lab Fair (Kenya) and Bagdad (Iraq).

The section designed and constructed stands for the following shows Harare, Gweru, Mutare, Masvingo, Chiredzi, Gwanda, Hwange and the Bulawayo Zimbabwe International Trade Fair (ZITF) 1988. The section was also involved in various other jobs like mounting of pictures for Foreign Services, framing of portraits of the President, designing of seasonal greeting cards for the President's office, designing of illustrations for the Ministry of Energy and Water Resources and the Zimbabwe Tourist Development Corporation (ZTDC).

**Constraints:** The reduction of number of days for construction of pavilions at international shows made the section's small teams overworked.

Too few designers were working on too many shows and projects and this resulted in poor designs because of hastily worked assignments due to the desire to meet deadlines. This points to the need for more designers at the section.

#### Prospects for 1989

Plans are already being discussed for 1989 Zimbabwe International Trade Fair. The section hopes to cover all provincial shows next year. The Ministry of Trade and Commerce will provide a list of international shows for 1989 in the New Year which the section also hopes to cover.

#### Photographic Section

The section produced 17 782 black and white prints, 1 347 colour prints, 669 colour transparencies, 985 mounted slides for "Zimbabwe Slide Programme", 12 black and white murals and 20 colour murals. Revenue collected was \$4 270 470.

The total number of assignments covered was 500. Some of them include the President's engagements at home and abroad, Ministers, conferences and awareness photos for various Ministries, parastatals and other organisations. Several albums were made for the President's office for state visits at home and abroad in addition to albums given to visiting Heads of State.

Four photographers attended a one month course at Mass Media House sponsored by the Germany Democratic Republic (GDR) Mass Media.

**Constraints:** The greatest problem for the section remains that of transport as without it photographers cannot travel to cover assignments.

**Prospects for 1989:** The section intends to take expeditions out into the country to cover development projects, tourist centres and so on.

#### Film Section

The section shot material for well over 18 films in addition to state visits, independence celebrations, conferences and the other events. Five films including the "Dawn of a New Era", which deals with the inauguration of Zimbabwe's First Executive President, were completed and distributed.

**Sound Studio:** The Sound Recording Unit has been making three recordings a week throughout the year for the ZBC Voice of Namibia Programme in addition to film commentaries. Two students from ZIMCO were trained for two months by the section.

**Simultaneous Interpretation Equipment:** The equipment was hired for four international conferences bringing a revenue of \$12 795.00.



#### Ministry of Information, Posts and Telecommunications

**Public Address Systems:** The system was extensively used by Government Departments and non-Governmental Organisations. However, both the Public Address system and the Simultaneous Interpretation Equip-



## Ministry of Information, Posts and Telecommunications

ment cost a lot of mileage as they moved around the country.

**Constraints:** The actual production of finished films has met with hurdles largely because Central Film Laboratory (CFL) which does all the processing had problems with their machines. At present there are thirteen films at CFL that should have been completed but are still not ready.

The section continues to experience serious staff shortages dating back to 1985 largely because of unattractive salaries. The section is also experiencing shortages of equipment which include cameras, film stock and editing tables. The staff situation will slightly improve because two of the section's officers returned from a two-year film production course in Nairobi, Kenya. New salary structures to attract suitable people are being worked out.

**Prospects for 1989:** The section intends to embark on an aggressive film production with the aim of producing at least 25 to 30 films, and newsreels per year covering development, education, health, entertainment, tourism and features. The section also intends to produce quarterly or half-yearly round-ups of special events instead of newsreels because the latter get out of context.

**Film Library:** Some 56 organisations at home and abroad borrowed 893 films during the year under review. However, the library's supply was affected by the scarcity of new films for reasons stated in the Film Section.

Through evaluation discussions, some of the member organisations suggested films on a wide range of topics which will form part of the film section's 1989 proposals.

### Research and Planning

The branch prepared a substantial number of Ministerial speeches, position papers and documents. Its analyses of press trends in Zimbabwe were widely used by the Ministry.

**Constraints:** Staff shortages compounded by financial constraints meant that the section could not carry out opinion research. However, the appointment of an Assistant Secretary to the Branch will slightly improve the manpower situation. It is hoped that if the current re-structuring exercise gets offi-

cial approval, the staff problem will be solved once and for all.

**Prospects for 1989:** Limited opinion research programmes will be carried out.

### Branch of Foreign Service

Largely through the efforts of its 6 information attaches abroad, the branch continued to reflect and project the correct image of Zimbabwe abroad. This has been possible as a result of various activities by the attaches which include image promotion tours to meet media executives, opinion makers and interest groups. The attaches prepared press analysis reports of the media in the countries they are stationed. They also presented monthly reports which account for their image promotion activities.

The home based officers in conjunction with the Design Section sent to each foreign mission a large quantity of image promotion material including the following items: twelve mounted posters; copies of the Confederation of Zimbabwe Industries documentary on Zimbabwe's industries; tourism posters and calenders; and Unity caps.

**Constraints:** Foreign Services operations were badly affected because the Ministry continues to face problems in posting attaches. The number of attaches continue to dwindle as a result of some attaches transferring to other Government ministries or organisations. However, there are indications that more officers will be posted out during the 1989-90 financial year.



## Ministry of Information, Posts and Telecommunications

**Prospects for 1989:** The branch intends to recruit officers of a calibre capable of conducting indepth research and producing intelligent papers on topical issues for use by attaches. More attaches will hopefully be posted so that the national interests are fully promoted in several countries.

### Administration and Finance

**Assets Control:** A new assets control system was introduced in the Ministry because the previous one was being qualified by the Comptroller and Auditor-General every year in the past. It consists of the Ministry Master Assets Register that is built from Assets Registers of the various sections of the Ministry from the districts right up to head

office. Although the system may not be entirely perfect, it has proved to be effective because at least every asset has been brought to book through evaluation exercises.

**Losses and Damages:** A Master Losses and Damages Register built from the various sections' registers was also introduced. Incidences of losses and damages are being finalised in time which was not the case in the past. With regard to vehicle incidences, the situation has greatly improved in the reporting of accidents.

**Advances and Disallowances:** This area has been the subject of qualification by the Comptroller and Auditor-General each year since 1981/82. In November, 1988 for the first time, the advances expenditure figure was reduced far below the Advances Block Grant figure. It is hoped that the Advances Expenditure will not rise over the authorised Advances Block Grant again.



## Ministry of Information, Posts and Telecommunications

**Temporary Deposits:** This area was also subject to qualification in the past, but now it is being managed perfectly in terms of relevant regulations. The major problem was that credits were kept for more than six months contrary to relevant regulations due to late submissions of I.D.C.'s by Foreign Affairs to this Ministry. But now it has been resolved that all credits which have been standing for more than six months be put to revenue and that when the Foreign Affairs' I.D.C.'s are ultimately received, payment will be made against revenue through Treasury. The majority of our credits to this item are Foreign Attaches' salaries and wages.

**Commitment Register:** Again this was subject to qualification by the Comptroller and Auditor-General because of poor commitment Register control which resulted in poor expenditure control in that excess expenditure was incurred and poor virement action taken.

This has been improved in that there is proper Commitment Register maintenance and in addition, monthly appropriations are effected to control funds.

**Estimates of Expenditure 1989/90:** Preliminary discussions with sections on their submissions were carried out at a meeting chaired by the Under Secretary (Admin/Finance and Parastatals) and attended by Assistant Directors (Heads of Sections) and their senior clerks. This was done in the second week of December 1988. We are

now waiting for revised submissions which will be discussed with the Head of Ministry.

**Assets Purchases:** Treasury authority to buy 30 speakers for our field mobile cinema units was obtained and Special Formal Tender authority was applied for and is not yet received from the Tender Board. Authority to replace manual typewriters with electric ones in the offices of the Permanent Secretary, Minister and Deputy Minister was sought from Government Printing and Stationery and a reply is awaited. Authority to buy three photocopiers was sought from P.S.C. and a reply is awaited. Authority to buy a public address system is being sought from Treasury.

**Staff Matters:** The major problem that the section has experienced in filling vacant posts was that Production Services branch posts in the film section could not be filled permanently because people got employed, only to leave after a short period of time due to higher salaries being offered by the private sector. This problem will live on until salaries in this sector are equated to those in the private sector. Moves are afoot to revise the section's salaries so that they can be competitive.

During the year under review, ten officers from the Ministry's Branch of Communications, Rural Information Services and Foreign Services went to Brighton, United Kingdom to do a four-month course in advanced journalism. Another officer attend-



#### **Ministry of Information, Posts and Telecommunications**

ed an AIDS prevention seminar in Tanzania; the same officer attended the Zimbabwe/Mozambique Solidarity Week in Beira. Two (other) officers attended a locally held intensive course in sub-editing and (a further) two other officers took part in the three month diplomatic service course.

#### **Rural Information Services (RIS)**

**Mobile Cinema Units (MCUs):** The Mobile Cinema Units held a total of 4 674 shows attended by 4 299 752 people countrywide. The figure shows an audience increase of 579 983 compared to the same period last year. The audience increase can be attributed to the return of peace in Matabeleland and some parts of the Midlands.

**Constraints:** Lack of new equipment, that is, generators, projectors and new vehicles

was the section's major constraint. Generators and projectors could not be repaired due to the scarcity of spares because they needed foreign currency to import. However, bids for new vehicles were submitted to CMED and in addition a project paper was submitted to a German organisation asking for fully equipped Mobile Cinema Units. Replies are still being awaited.

Failure by Production Services to produce new films (for reasons mentioned under the Film Section) for RIS adversely affected the operations of the MCUs because people are tired of seeing same films over and over again. At the same time, the section's cinematography trained officers do not have cameras to shoot newsreels on local interest stories. The section has however submitted a project paper to UNESCO asking for cameras so as to remedy this situation.

**Prospects for 1989:** Since there is now peace in Matabeleland, two units and one unit that were withdrawn for security reasons from Matabeleland South and North respectively will be reintroduced. This will give a strength of three units in every province except in Masvingo where there are four units.

#### **Rural Television Programme**

The Rural Television Programme is still operating with its 28 colour television sets and video cassette recorders installed three years ago at its inception. □

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# The Health Sector in Zimbabwe from Independence to Date (April 1980 — March 1989) — A General Review

By the Ministry of Health

## *Health is a Basic Fundamental Human Right in Any Society*

**T**he health policy today is Equity in Health based on Government development policy of growth with equity.

The Health sector in Zimbabwe undertook three fundamental steps since independence.

1. Immediately in 1980 a rapid but intense study of the Health Sector was conducted so that Government could formulate policy.
2. Policy document formulated and released: Equity in Health.
3. Zimbabwe health for all action plan formulated and released.

These three major steps have guided us to our main goal in the Health Sector towards:

Health for all.

All for Health.

### **Pre-Independence**

The Health Sector in Zimbabwe was characterised by inequalities, characteristics of the overall inequalities of the Government and society of that day.

There were serious inequalities/discrimination in both health and the available health services to various groups of people. This was also entrenched by the different opportunities and conditions of service, of those employed in the Health Sector.

The Health Sector pre-independence had neither a scientific rationality nor a sense of basic social justice. The only direction was the welfare of a few, while the majority were allowed to suffer poor health and provided minimal health care.

### **Post-Independence**

Based on the analysis of the health status and Health Services, a clear health policy document — equity in health was released. The direction of this policy has been towards achieving an overall improvement in the health of all the population of Zimbabwe and that the demands of the rural population be cared for first.

The strategy adopted was the Primary health care strategy, whose key components are appropriateness, accessibility, affordability of the care provided.

It called for the conscious acceptance by the community of their responsibility for their own health. Health was also defined as a developmental issue, and this demands concern from other sectors and clear politi-

cal commitment in marshalling adequate resources.

### **Achievements in Health Status of the Population of Zimbabwe**

This is a difficult area, and achievements can only be measured over decades and in association with socio-economic development, but we can confidently say we have all made an impact on the health of children and mothers, who today, form the majority of our population.

Deaths and diseases of children due to diarrhoea, measles, whooping cough, diphtheria and polio, and malnutrition have come down. Impact is beginning to be felt regarding mothers dying of complications of child birth.

These are some of our modest achievements, directly on health of our population, but there are still more efforts required to improve child health in areas of drought, and also maternal health in some of our remote under-developed districts.

We are also faced with new challenges in the health of population, such as heart disease, e.g. hypertension, stroke, cancer, sexually transmitted diseases, accidents and injuries etc.



Ministry of Health

### **Achievements in the Health Services of Zimbabwe**

#### **Overall Health Services**

1. Health Services were made financially accessible to all by providing free health services to those earning below \$150,00 per month.
2. Discrimination within the hospitals was abolished by integrating open and closed hospital system.
3. Preventive and curative divisions of the health services were integrated to provide a comprehensive health service convenient for the user, and more effective and efficient for the Ministry.
4. Rehabilitative, promotive divisions of health services were established.



Brigadier Felix Muchemwa, Minister of Health

5. Rural Health Services were given a priority.
6. Decentralisation was initiated within the health sector.
7. Re-training and re-orientation of health workers towards the strategy of primary health care.
8. Coordination of all health provides within a National Health Policy Framework.
9. Integrating Health Services as part of Overall Development by working closely with VIDCO, WADCO, DDC and PDC.
10. Broadening of the social base of health by actively seeking community participation.
11. Expanding and increasing the training facilities in the Health Sector.

### **Special Health Programmes Developed to Address Specific Health Problem Areas**

1. Construction of New and Upgrading of old Primary Care Health Units.

New Rural Health centres were constructed in rural areas so that people do not have to walk more than 8 — 10 kilometres to reach a health unit.

Existing old clinics were upgraded to rural health centres.

New mobile clinics were established for scattered populations such as in farms.

#### **Upgrading of Hospitals**

Some District Hospitals were upgraded to provide better facilities such as Outpatient Department, Wards, Kitchens, etc.

Rural hospitals were also upgraded especially regards kitchen facilities.

Some Provincial hospitals were upgraded to act as referral centres.

Multidisciplinary training schools were constructed in some provinces, to increase training of health workers.

Provincial Medical Stores were built in some Provinces to facilitate drug supply to the rural areas.

Provincial equipment workshops were built in some provinces to improve the maintenance of vital medical equipment.

#### **Community Health Worker Programme**

Active effort was made to motivate the community to health by training their representatives — the village health workers, they now have been handed over to community development.

#### **Maternal and Child Health/Family Planning Programme**

Services to care for all aspects of child bearing are available at all our hospitals and in some Rural Health Centres and Clinics. Services to care for children under five years is available at all our Health Units.

Family Planning Services are widely

available in all our Health Units especially with reference to good health of mothers and children.

#### **Expanded Programme on Immunisation**

This programme is providing protective vaccines to children against TB, polio, diphtheria, whooping cough, measles and tetanus, and is reaching almost 80% of our children. Also protection is given to pregnant mothers against tetanus.

#### **Nutrition Programme**

This has emphasised the importance of monitoring the nutrition of our children, good feeding practices and appropriate food production.

#### **Water and Sanitation Programme**

Tremendous progress has been achieved in making sure every house has a Blair toilet.

Success has also been seen as regards shallow wells.

#### **Health Education Programme**

Large amounts of health education material for the public on various health areas in the form of posters, calendars, videos, and films have been produced.

#### **Essential Drugs Action Programme**

This has been directed to ensure that all basic drugs are available at our Health Units, and that these drugs are prescribed properly by health staff and correctly taken by the public.

#### **Communicable Disease Control Programme**

This programme's main thrust has been

against malaria, and schistosomiasis, tuberculosis and leprosy.

This programme's has managed to contain these major diseases.

#### **Diarrhoeal Disease Control**

This has been a major health problem in children but a lot of success has been achieved through the use of sugar and salt solutions at home to manage diarrhoea.

#### **Mental Health Programme**

The conditions in mental health institutions have been improved, closer home based care has been initiated.

#### **Acute Respiratory Infection Control**

This is a programme initiated to address the major problem of chest infections in children, and this is in its early stages.

#### **Conclusion**

It is noted that there has been tremendous achievements within the Health Sector, but by our standards, this is still not adequate. We still have to develop further, the quality of our health services.

But at present, 9 years from independence, our urgent need now is to maintain all our achievements to date by urgently reviewing the conditions of services of health workers in local authorities, missions and Government as compared to the health workers in the private sector, parastatals, universities and some municipalities. □

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# Zimbabwe's Defence Forces: Nine Years of Transformation and Consolidation: 1980—1989

*By W.A. Chiwewe, Secretary for Defence*



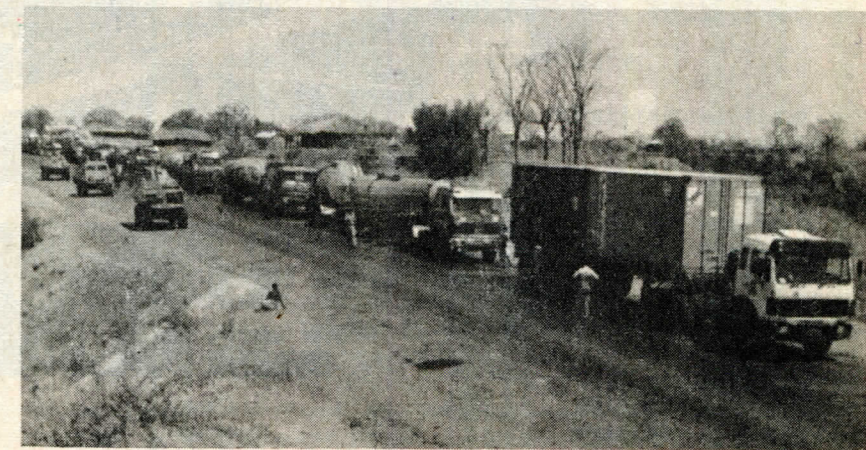
President R.G. Mugabe, Commander-in-Chief of ZDF

The years 1980 to 1989 have witnessed the transformation and consolidation of the Zimbabwe Defence Forces from hitherto hotly antagonistic armed groups — ZANLA, ZIPRA and the colonial settler Army — into a harmonious national defence force which competes for the first place not only in our region, but on the African continent as well. Thanks to the wisdom and foresight of the President and Commander-in-Chief, His Excellency Comrade Robert Gabriel Mugabe. Today, the Zimbabwe Defence Forces is a modern regular force comprising the Army, and the Air Force.

In this Article, we look at the main achievements of the Zimbabwe Defence Force (ZDF) as well as its problems and constraints.

## **The Zimbabwe National Army**

1980 saw the amalgamation and re-organisation of the able bodied combatants from both ZANLA and ZIPRA as well as selected units of the former settler colonial Army into a single army under one Commander. The success of this amalgamation has been viewed by both well wishers and



To keep the economy moving, Southern African States have resorted to heavy military convoys to guard against South African sponsored surrogates

ill wishers world wide as a miracle, especially so because these forces had been after each other's throat only too recently.

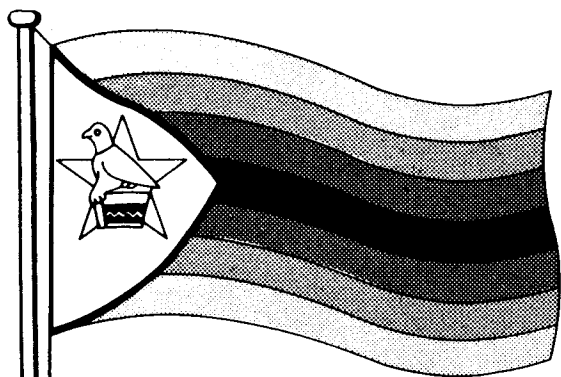
As at 1980, the amalgamation process resulted in an Army of 65 000 officers and men, too large for a country with such limited financial and expert resources as ours.

As a consequence of this realization, the years 1981 to 1983 saw a massive demobilization programme aimed not only at reducing the size of the Army, but also permitting those combatants who so wished to leave the Army and either go to school or be rehabilitated into society upon the principle of self-reliance. The demobilization programme also removed the disabled combatants from the Army. These too were helped to re-establish themselves in society while others were cared for at the Rehabilitation Centres established for the purpose. The exercise cost several million dollars.

In 1981, however, the unity and cohesion of the fledgling ZNA was put to the test by the fights between former ZANLA and ZIPRA combatants at Connemara near Kwekwe, Ntabazinduna and Entumbane in Bulawayo. The disturbances were soon quelled and the unity and cohesion of the Army was re-established, but not without some loss of lives and definite residues of suspicion. The discovery of huge arms caches on some farms belonging to ZAPU in 1982 put the unity between ZANLA and ZIPRA under the ZNA umbrella into further test and strain.

As a result of the discovery of several arms caches on some of the farms belonging to ZAPU and the suspicion that ZAPU were plotting a military uprising to topple the Government, some former ZIPRA mem-

bers of the ZNA were arrested while others deserted the ZNA to form the basis of what came to be known as armed dissidents and bandits. It was these bandits who brought socio-economic development in the Provinces of Matabeleland and the Midlands to a near standstill as they destroyed schools, clinics and equipment and murdered, har-



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		Harare

### AND PRIVATE HIRES

Management and Staff Congratulates Zimbabwe  
on the 9th Independence Anniversary

passed, and maimed several hundreds of civilians. However, the deserters were a minority with the result that the ZNA retained its primary character of an amalgamation of ZIPRA, ZANLA and units of the former Rhodesian Security Forces. Trust, loyalty and patriotism continued to reign in the ZNA. It was these units under the ZNA umbrella which fought and neutralized the dissident menace. The nation as a whole is indebted to the patriotism of these loyal forces from both ZIPRA and ZANLA who quelled the dissident menace creating thus the conducive atmosphere for national unity which culminated in the signing of the Unity Accord of 22 December, 1987, between ZANU and ZAPU.

### Operations

The period 1982–1987 saw the increased involvement of our Defence Forces for both internal operations against the dissidents and external ones against the South African sponsored Renamo (MNR) in Mozambique. As regards our external operations in Mozambique, Zimbabwe had no alternative to the involvement having regard to the increasing MNR sabotage of our oil pipeline from Beira. By December 1982, it had become apparent that the MNR was bent upon total collapse of our rail, road and pipeline along Beira Corridor. Miles and miles of vehicles were forming at petrol service stations as trickles of petrol were reaching Zimbabwe via Beira due to MNR sabotage of the pipeline. We had to protect the arteries through the Beira Corridor. At the invitation of the Frelimo Government under the late President Samora Machel, we sent our forces to Mozambique particularly to assist the FAM forces in protecting the Beira route to the sea. As the MNR menace grew stronger, it became obvious that, with South African support, MNR was bent upon bringing down the Samora Machel Government. Against this background, reinforced especially by our knowledge of the degree of sacrifice Frelimo under Machel had paid towards Zimbabwe's liberation struggle, our deployment in Mozambique became our answer of gratitude aimed at ensuring the political stability of Mozambique under Frelimo.

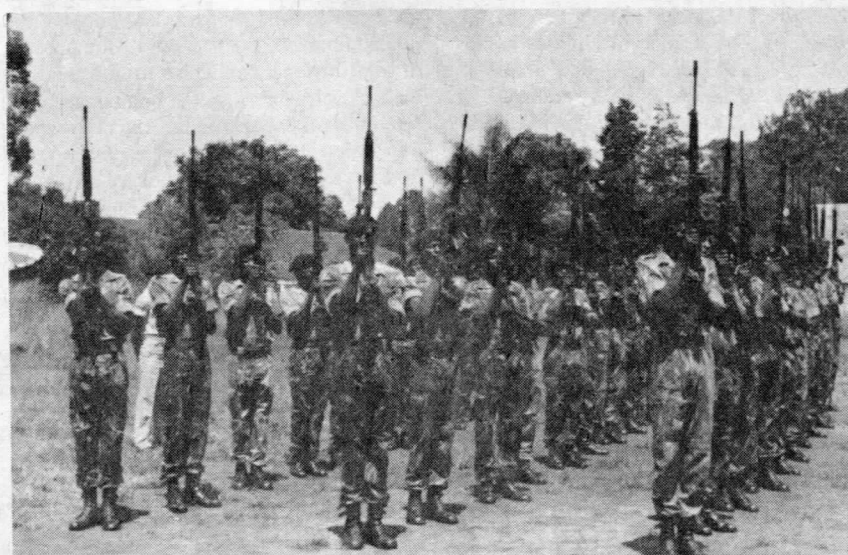


Ministry of Defence

### Size

In terms of its size, the ZNA comprised only four brigades of roughly four thousand men each. The years 1983/84 saw the creation of the fifth brigade which for its origins and tasking came to be known as "Gukurahundi". Its official name was however 5

Brigade. The unusual circumstance of 5 Brigade was that, unlike the earlier four brigades i.e. 1 Brigade, 2 Brigade, 3 Brigade and 4 Brigade which had been created and trained by the British through the British Military Advisory Training Team (BMAT), it was created and trained by the Koreans. The departure from British assistance to Korean assistance was questioned in NATO circles and even in internal opposition political circles who viewed it as a political weapon which ZANU (PF) and its Government wanted to use against its internal opponents. The fact that this Brigade was formed exclusively of former ZANLA combatants strengthened the basis of its critics. However, the truth was different. 5 Brigade was a brigade of the ZNA just like any other in terms of its mission. The fact that it had been trained by the Koreans illustrated Zimbabwe's non-alignment in military heritage. If the British had trained four brigades already along NATO principles, it served a practical purpose to have other brigades trained under a different system. As a matter of fact, as the British and the Koreans were giving us training assistance in the



Ready to defend the motherland (in courtesy of PRD of ZNA)

Army, the Pakistanis were giving us training in the Air Force. This reality did not quieten the critics of Korean involvement in the training of the 5 Brigade.

### The 5 Brigade

The name "Gukurahundi" was given to 5 Brigade to refer to its calibre and effectiveness in dealing with armed insurgents. The name derived from the year 1978 which had been determined by the ZANU (PF) leadership as "The Year of the Storm" and upon this basis, the deployment of 5 Brigade in bandit infested areas was to be equal to the cleansing powers of the storm which clears the country-side of all debris of the previous season and so give room for a healthier regeneration of both flora and fauna. The metaphor was more than apt for Gukurahundi did nearly that upon the dissidents and their collaborators. 5 Brigade was not alone in this task which in fact involved all other brigades in turns.

### Harmony in the ZNA and Success in Operations

If the years 1982–1987 were characterised on the operational level by factional fights within the ZNA and operations against internal dissidents, the years 1988–1989 have enjoyed complete harmony in the ZNA and absolute peace and stability in the former dissident infested Provinces of Matabeleland and the Midlands. The theatre of hostility has moved to the Provinces of Mashonaland Central, Manicaland and Masvingo where our forces are fighting cross border incursions by the Pretoria sponsored MNR bandits fighting the Frelimo Government. The success of the combined offensives of ZDF and FAM against MNR based in Mozambique, especially MNR's perception of their losses and defeat as being a result of ZDF operations against them, have forced MNR to search and run for weaker targets among civilians along our border with Mozambique. It is a fact that ZDF are superior to the MNR rubble whom they have kept on the run, changing bases day after day in search of both cover and food. It is this which has caused them to cross into our ter-

ritory. Where MNR has abducted Zimbabwean civilians, follow up operations have resulted in the recovery of many of these civilians. Some examples are the recoveries of abductees from Mukumbura, Mudzi, Chipinge, Chimanimani and Chiredzi in the period 1988/89. The most recent at the time of writing is the recovery of 16 civilians abducted from Mandeya Communal Lands.

Operationally therefore the period 1980–1989 has given the ZNA conditions for a reasonable test and seasoning and we are reasonably hopeful that they can take on a major challenge. They have shown, especially during their combined operations with the Air Force, e.g. at Gorongosa, that they are a pride and a force to reckon with even at the international level as well.

### Air Force

The story of the Air Force in operation is inextricably linked with the story of the

Army recounted above. Their Hunter, Hawk, Bell and Allouette aircraft did perform excellently in the period under review to give aerial cover, transport troops and to move the few casualties we received during our operations. It is Government policy to further strengthen the Air Force so as to enable it to guarantee the nation reasonable defence against air attacks, including its enablement to detect the aggressor several kilometres outside our borders.

### Training

In the field of training, both the Army and the Air Force believe in the necessity of continuous military training for their members. Similarly, both Forces have realized that several of their members missed earlier chances to improve their academic education due to the demands of the liberation war. For these reasons, several hundred members have completed diplomas, degrees, command and staff courses and many more are sent every year. The intention is to create a literate and intelligent regular Defence Force capable of running all its affairs in the most professional manner. Towards this end, our local University has given vacancies to members of the Defence Forces in such disciplines as engineering, medicine, war and strategic studies, accountancy, administration etc. In purely military areas, the Zimbabwe Military Academy in Gweru, Battalion Battle School in Nyanga, the Staff College at KG VI are the new creations of our independence era intended to inculcate in our soldiers and airmen the correct military skills and attitudes. We supplement our own national facilities by seeking assistance from friendly countries for specific military disciplines and levels. In this regard, countries such as the United Kingdom, Greece, France, the United States, Algeria, China, the USSR, Pakistan, Egypt, to name but a representative few, have played a significant role with several thousands of our members having attended courses in their military and even academic institutions. Several offers from friendly countries are processed and taken up every year, on very easy terms.



Commandant Staff Course II at Exercises (1988) (in courtesy of PRD of ZNA)

### ZDF is a People's Defence Force

In addition to its mission to defend Zimbabwe's land and air spaces, the ZDF has yet another mission namely to be one with the people, to work with and support the people. Indeed, the success of the process of transforming Zimbabwe from capitalism to socialism — at whatever point on the continuum shall depend on the extent to which our Defence Forces belong to the revolutionary classes. The revolutionary classes require revolutionary Defence Forces to defend their revolution against capitalist counter-revolutionaries.

As a first step, our Defence Forces identify themselves with the people in such areas as humanitarian assistance, e.g. providing vehicles and aircraft to distribute food relief to drought stricken districts and carrying victims from otherwise inaccessible areas to safer areas; moulding bricks and building schools, clinics, bridges in Masvingo, Matabeleland North and South, and Mashonaland West.

The Defence Forces have also assisted in cotton picking, cleaning of public facilities

like schools and hospitals in Harare, Chitungwiza, Mutare, Bulawayo and Masvingo.

### ZDF in Production

The Defence Forces not only support others, they also engage in subsistence farming and tailoring to help themselves. The 4 Brigade Farm in Masvingo where a variety of crops are grown and sold is an example of a Defence Force with production. By the end of 1989, we shall have a much clearer programme of subsistence farming that shall cover all Brigade areas. The purpose being to produce enough food crops to feed the Defence Forces so as to depend less and less upon commercial farmers.

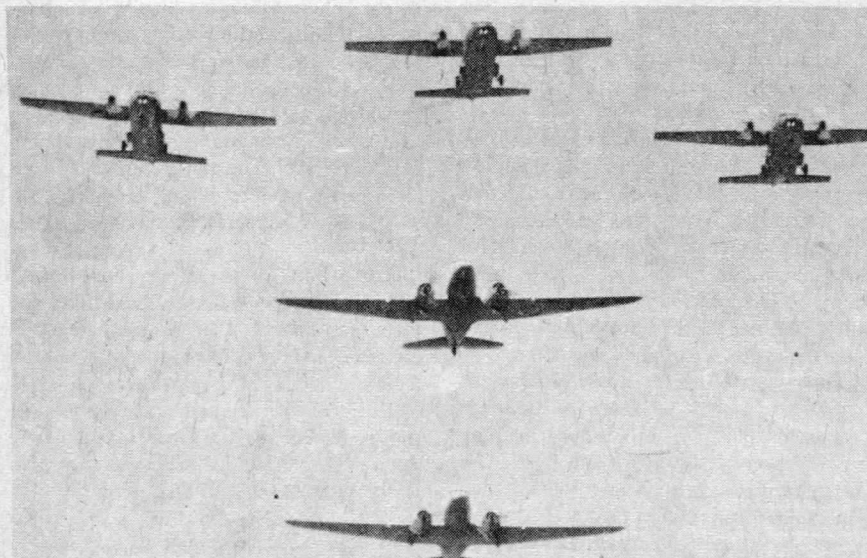
In the field of tailoring, the newly constructed Darwendale Clothing Factory will go a long way to cut, make and trim uniforms for the Defence Forces. Such an infrastructure will, it is hoped, yield substantial savings on the clothing item of our Vote.

The Zimbabwe Defence Industries too have cost-saving and import substitution role to play in respect of some selected lines of defence equipment. In the next few months we shall be commissioning specified machinery for the manufacture of some classified items for the Defence Forces.

### Social and Economic Problems of the ZDF

In respect of organisation, training and equipment, we have transformed very successfully from guerilla structures, skills and equipment. A lot remains to be done in other areas such as salaries, allowances and accommodation for our Defence Forces. It is, for example, unbelievable, yet absolutely true that nine years after the formation of a national defence force we still have salary regimes which favour white as against black soldiers and airmen. However, efforts are under way, the Treasury permitting, to remove this anomaly.

As for allowances, we have witnessed losses of experts from both Army and Air Force due to uncompetitive pay and al-



Forces' Day, 1987

lowances for engineers, technicians, journeymen etc. who have found greener pastures in the civilian sectors. Efforts are also under way to create a pay and allowances regime that would at least reduce the loss to the Defence Forces of its degree or diploma-holding personnel.

During the armed liberation struggle, our combatants lived under the weather, sleeping in the open under rocks, trees and bushes at best. At the integration phase of 65 000 soldiers, in 1980 it was not possible to accommodate these men and women in the same accommodation previously earmarked for a mere 5 000 soldiers. Makeshift arrangements of temporary field accommodation were made. The situation had thus slightly improved from the conditions of the liberation phase, but was not good enough. As of now, the temporary field accommodation is not only indecent, but is already crumbling from pressure of age and weather. The few decent houses are still inadequate to house married couples. All in all, the situation is desperate.

The fact deserves to be mentioned that this state of affairs has not arisen as a result of the negligence of those in authority. The Ministries of Finance, Economic Planning and Development and Public Construction and National Housing are sympathetic to the accommodation woes of our Forces and have ploughed several hundreds of million dollars to try to rectify the situation. The lot of 3 Brigade, 6 Brigade, 2 Brigade, New Serum, Thornhill and the Presidential Guard



Defence Forces also participate in production (in courtesy of PRD of ZNA)

Brigade will be greatly improved after the completion of these major construction works currently under way. Completion of these major projects will speed up or slow down depending upon the availability of building materials like bricks, cement, paint, etc.

The past nine years, it can be truly said, have formed a strong basis for the further development and consolidation of the ZDF into a modern, well-trained, well equipped and well disciplined force indeed a depend-

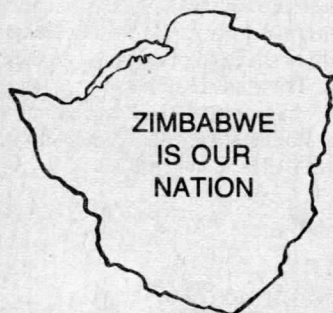
able force which our nation can be proud of. The years of the Armed Struggle made our forces hardy, revolutionary and patriotic and the years ahead should see us develop these men and women into profound professionals in our Armed Forces. We are proud and grateful that the public appreciate the roles and needs of our Forces and have spent millions up and above voted funds, to help our boys in the bush — the Angels of the Beira Corridor, the Limpopo line and the victors over the internal bandit menace. □



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# Achievements in Education since Independence

One of the great success stories of independent Zimbabwe is in the field of Education. Zimbabwe has clearly led other countries in its ability to provide education to the masses in accordance with the principles set out by ZANU (PF). A comparison of enrolment figures at all levels reveals that the quantitative development of education has been spectacular. Whereas there were 819 586 primary pupils in 1979 the figure for 1988 is 2 220 967. Secondary school enrolments show an even bigger increase, from 66 215 in 1979 to 653 353 in 1988.

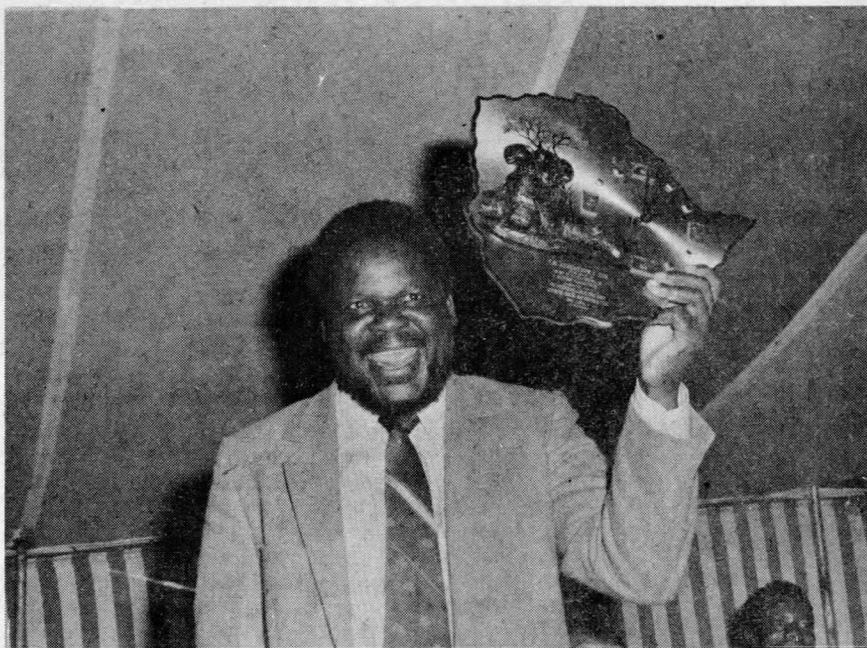
With democratisation of education new problems have emerged. Not every child is gifted similarly hence the menu on the educational plate has undergone a revolutionary change. This has been necessary in order to ensure that the system of education provided for both the academically gifted as well as the practically gifted child.

The Ministry of Higher Education was created at the beginning of 1988 and this article will therefore concentrate on its activities since that time.

The Ministry was set up to give practical emphasis to the important policy objective of human resources development. Both the ZANU (PF) election manifesto and the First Five Year National Development Plan outline the policy objective of self-sufficiency in skilled manpower. The necessity for this arises from the desire to match political independence with economic gains as far as possible. As a result of past colonial policies education and training in a number of skilled occupations were severely restricted with the result that the economy was dependent for its skilled manpower requirements on the white race. Large scale emigration of skilled whites since independence further eroded the pool of available skilled manpower. Attempts have been made where possible to fill this gap with the employment of expatriates but the real solution in the long run lies in the training of local cadres.

## Ambitious Plan

Another reason for emphasising human resources development is that Zimbabwe has set for itself a very ambitious development plan. Our country has abundant natural resources and a very sound economic infrastructure which should not only be maintained but expanded and diversified as well. The potential is great from many points of view. A major dichotomy in Zimbabwe is



Comrade Dzingai Mutumbuka, Minister of Higher Education opening Dzivaresekwa High School in 1981

that we have massive unemployment of young school leavers and yet we have a dearth of skills which has forced us to employ thousands of expatriates.

The tremendous expansion in education which has taken place since independence has made available a huge pool of young people ready to be trained. The average level of education has improved tremendously and this is one of the basis for an increased demand for further education and training at higher levels.

The Ministry of Higher Education is responsible from a policy view point for all the tertiary level education but on a day to day basis for Teacher Education, Vocational and Technical Training and for University education. The Ministry inherited the function of Teacher education from the former Ministry of Education and that of Vocational and Technical from the Ministry of Labour, Manpower Planning and Social Welfare. Many of the Ministry's achievements should therefore be attributed to the work of these during the early post independence years.

The major problems that the Ministry has faced from its creation has been a shortage of lecturing staff in the technical and voca-

tional colleges, lack of equipment and plant as well as space.

To resolve these problems the ministry has committed over 74 000 000 dollars from ZIMDEF for the expansion of all existing technical colleges, has sought equipment and plant from donors as well as expatriate staff. The Ministry has with the support of the Ministry of Public Service and Finance Economic Planning and Development improved the conditions of service of lecturers as a way of attracting adequately qualified staff and of retaining them in colleges. The Ministry runs seven technical colleges which are at various stages of development aiming towards maximum enrolment capacity. These colleges are:



Ministry of Education

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- a) Harare Polytechnic
- b) Bulawayo Polytechnic
- c) Gweru Technical College
- d) Mutare Technical College
- e) Kwekwe Technical College
- f) Kushinga Phikelela Technical College
- g) Masvingo Technical College

The technical colleges enrolled 6 897 full-time and 3 227 part-time students in 1988. They offer training to part-time block release and full-time students in basically four broad areas:-

- a) Engineering and other industrial related areas
- b) Commerce
- c) Applied Arts and Science
- d) Pedagogics-Lecturer Training

#### Certificates Awarded

These colleges award certificates at Craft, National and Diploma levels and to this end they are not sector specific. In addition the Harare and Bulawayo Colleges offer Bachelor of Technology programmes in Electrical, Civil and Mechanical Engineering, Applied Science, Accountancy and Business Management. This programme is under the supervision of the University of Zimbabwe.



Ministry of Education

A significant achievement of the Ministry is that the apprenticeship training system is being handled more efficiently. Over 4 700 apprentices were in training in 1988, and a record contract completion rate since

1984 of 1573 was achieved. Very few contracts were cancelled indicating the effectiveness of the Ministry's involvement in shortlisting candidates.

There are three Vocational Training Centres at:

- a) Masasa Vocational Training Centre
- b) Westgate Vocational Training Centre
- c) Belvedere Vocational Training Centre

These are designed to offer upgraded courses and provide for trade testing of workers now in industry but possessing no official document acknowledging the level of their competence in a given trade. These institutions offer trade specific courses. In 1988 some 2 500 skilled workers were trade tested, and there were 2 600 candidates for trade testing who were carried over to 1989. The backlog of those awaiting the trade test is being reduced rapidly. Altogether 2 400 skilled workers were registered and a record 2 497 certificates were issued.

As a result of the Ministry's role in apprenticeship training, bonding apprentices, trade testing, certification and upgrading skilled workers, the country had a gain of 1 875 skilled workers of whom 1 573 are bonded to the country for the next 3 to 4 years.

The Management training Bureau falls under the Ministry and is the only institution of its kind which offers management courses at various levels. Its clientele excludes Civil Servants who are catered for through ZIMPAM.

There are now 91 registered colleges but only in soft disciplines such as Commerce and Computer Studies.

#### Vocational Training Schools

Another category of institution includes the Vocational Training Schools which operate under an agreement with the Ministry of Primary and Secondary Education. There are three schools namely St. Peter's Kubatana, Zivezano and Danhiko. These schools offer a curriculum providing for 50% academic and 50% practical work.

They also act as feeders to apprenticeship and Technical College Courses. It is the intention of the Ministry to eventually have:-

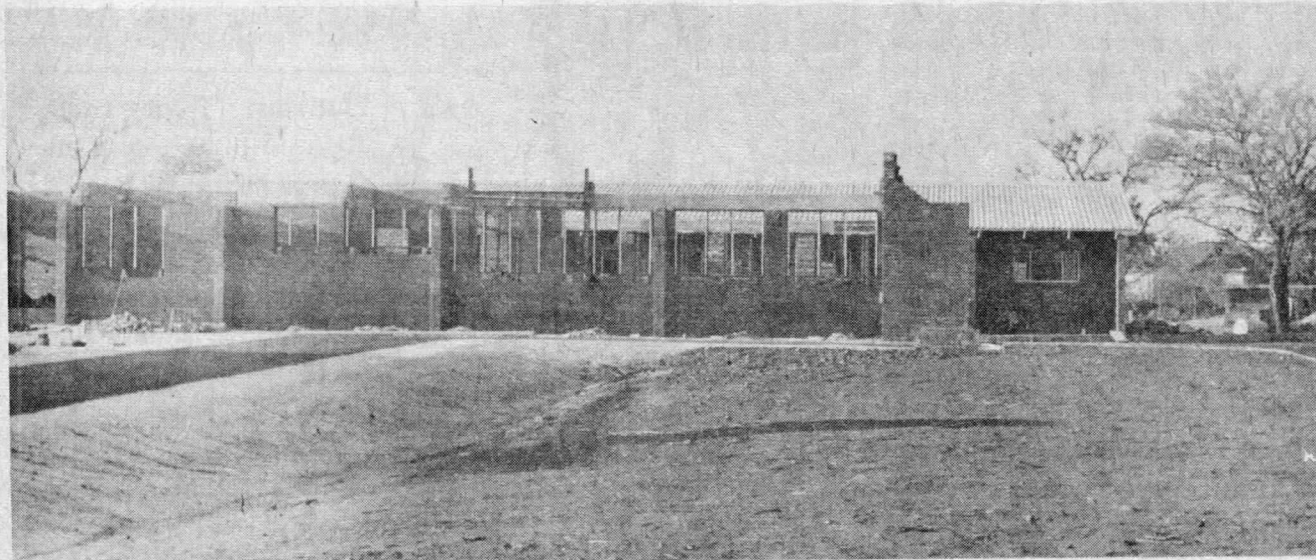
- a) A Technical College in each Province and
- b) A Technical High School in each of the country's administrative districts.

Teacher Education continued to expand particularly with the building of Chinhoyi Teachers College and continuation of the programme being offered in Cuba. Fourteen Colleges were operating in 1988 and of these 7 were Primary, 3 were Secondary and 4 ZINTEC. Enrolments in Secondary Teachers Colleges were 5 858. Primary Teachers Colleges enrolled 9 264 in 1988. During the first term of 1988 there were 628 ZINTEC students.

One of the important contributions to improving training is the restructuring of the Ministry's professional grades. Appointments and conditions of service are being rationalised in order to offer better career prospects and thus improve the staffing position especially in the technical colleges. More people are on staff development programmes in an attempt to replace expatriates wherever possible. Everywhere there is evidence of growth in enrolments and diversification of courses and programmes on offer. Pressure on places of higher learning is at a premium but so is the determination of Government to ensure that Zimbabwe is self-sufficient in skilled manpower. The Ministry of Higher Education has indeed started on a sound footing and is set to realise its goals.

Apart from college education a major thrust of Government is the development of University education. UZ is nearly at maximum capacity especially because of space limitation.

The Commission on the Second University has just completed its findings and has recommended the establishment of a Technological University in Bulawayo at a cost of over \$350 000 000 in the next five years. Work on that will commence next year. □



Expansion in the Education System needs more schools

# Working Classes and the Trade Unions: Need to Look Forward

*By Our Labour Correspondent*

During the first year following independence, there was a rush of strikes in the industrial and service sectors of the economy. Most of the strikes were unofficial wildcat strikes and arose largely out of a crisis of expectations, and a less than adequate understanding of the post-independence situation on the part of the workers. The workers didn't understand that all that we had achieved was political independence, and that the economy was still by and large in the hands of local and international capitalists. The Party set out on a path of socialism, but for this to become a reality the strength and organisational capacity of the working classes had yet to be developed to match the power of capital.

Furthermore, the unions, emasculated as they were during the colonial/UDI period, appeared helpless; they seemed not to know what direction to give to the workers. It must be remembered that there was indeed no focal point to the labour movement. More than five Union Centres vied for a pride of place, and yet none could boast of a clear direction or strategy of action for the workers.

The Government became concerned that the trade unions could not be relied upon either to give direction to the workers or to restrain them from spontaneous industrial action. There seemed to be lack of contact between the unions and their rank-and-file members. It was felt that Government had to move in to put the house of the trade unions in order since they seemed not to be capable of doing so on their own account. Furthermore, stories of corruption, embezzlement, maladministration and nepotism multiplied as evidence came to the fore of the dependence of a number of unions on external financing.

Furthermore, the Commission of Inquiry into Incomes, Prices and Conditions of Service under the chairmanship of Roger Ridell which reported in 1981 brought to light the extreme impoverishment of the working classes, bulk of whom lived well below the poverty datum line. Above all, the Industrial Conciliation Act was a colonial piece of legislation that was totally one-sided in providing a legal framework of severe exploitation for the employers.

All this had to be rectified. Three tasks were identified by the Party as needing urgent attention by Government. These were:

1. To increase the wages of workers and set them at certain minimum levels for the various sectors of agriculture, mining, industry and the services consonant with the increasing cost of living;



Workers in the Leather Manufacturing Industry

2. To help the unions to organise themselves to create a single labour centre; and
3. To intervene to create a new labour law to replace the hated Industrial Conciliation Act.

The first task was legislatively easy, but difficult to implement. Employers reacted by sacking workers or putting them on short shift. Government had to intervene to prevent mass retrenchment of workers. A large number of Industrial Relations Officers (now called Labour Relations Officers) had to be recruited and trained in order to monitor the implementation of the minimum wages legislation.

The second task proved more difficult as the several labour centres found it impossible to bury their differences and to get together. Government had to intervene to unite them, and the Zimbabwe Congress of Trade Unions (ZCTU) eventually emerged as the sole national labour centre.

The third task proved even more difficult as there were many difficult issues relating to industrial relations that had first to be sorted out in consultation with the various interested parties. It was not until 1985 that the new industrial Relations Act was finally passed creating the present tripartite regime of industrial relations with the Government holding a middle position between the

workers and the employers. In the concrete circumstances of Zimbabwe after independence, the Labour Relations Act (1985) must be taken as a step forward from the previous industrial relations regime. It made a radical departure from previous legislation in that apart from everything else the fundamental rights of the working classes were formally spelled out and guaranteed.

## The way forward: some problems and some questions

1990 will be tenth year of our independence. Almost a decade has gone by. Is it not time the Party and Government reviewed the industrial relations regime that was set up as an immediate response to the situation we encountered at independence and see how far we have succeeded in achieving the objectives we had set for ourselves? We need to ask a few pertinent questions, such as:

1. Did the new labour relations regime help to resolve some of the most immediate and urgent problems encountered at independence?
2. Is it still serving the overall objectives for which it was set up? Have new problems emerged that were either not foreseen or not provided for in relation to which the Labour Relations Act is inadequate or has become outdated?
3. What is the state of the trade union movement now? Is it strong enough to

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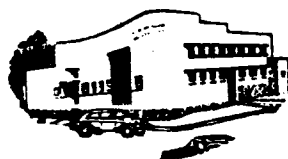
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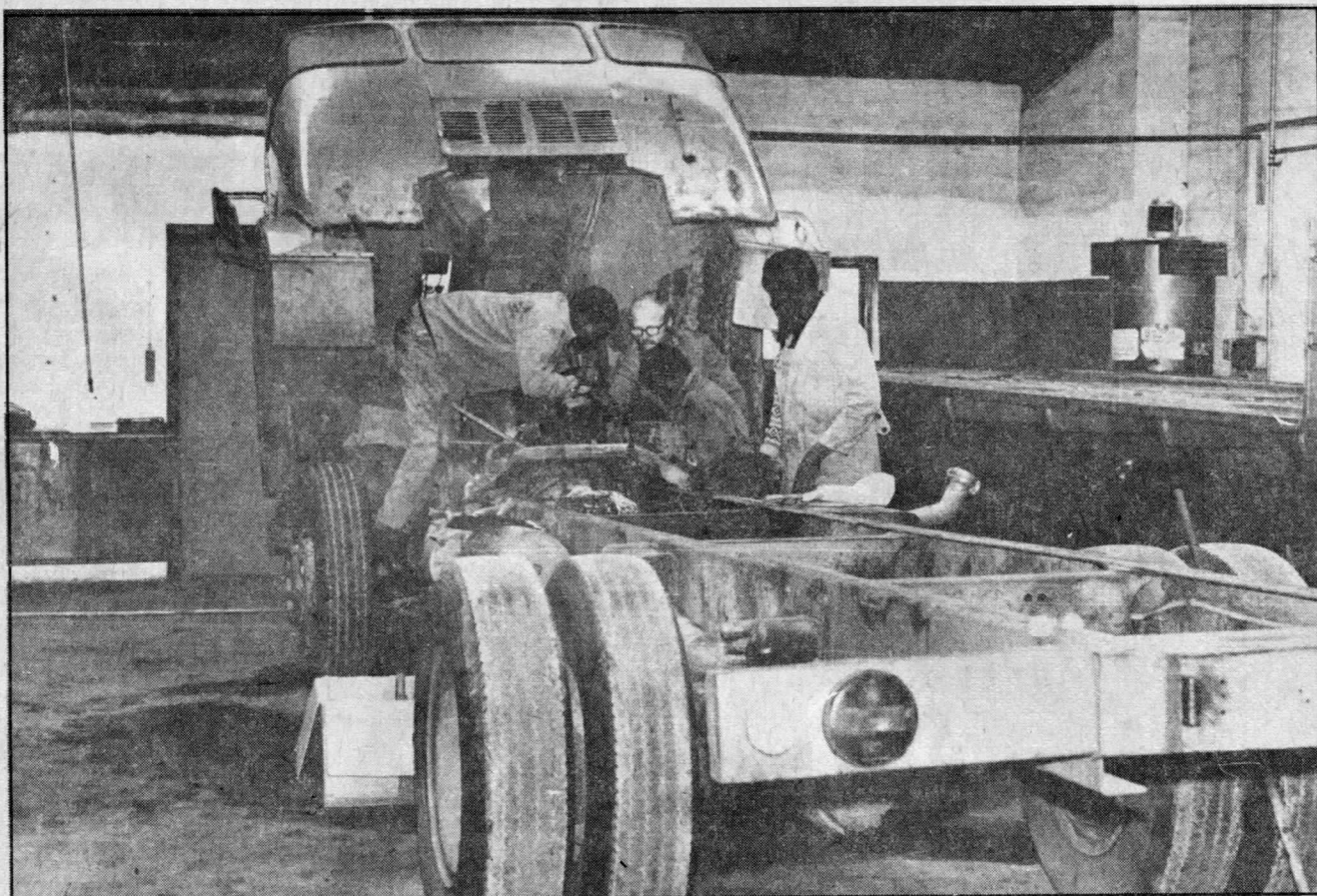
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- take upon its shoulders some of the tasks presently undertaken by Government?
4. How have the tripartite relations developed between the Government, the workers and the employers?
  4. Is the present collective bargaining system working for the advantage of the working classes, or is it working to their disadvantage?
  6. To what extent is Government distracted from serving the interests of the workers arising out of the fact that it is itself one of the biggest employers in the country?

It may not be necessary at this stage to set up a full commission of inquiry into these and other related issues; nonetheless, there is need to raise these questions and to encourage tentative discussion on them.

One thing should be clear enough to most impartial observers. Whilst the minimum wages did initially help to compensate those sections of the working classes that were suffering from extreme forms of exploitation (such as, for example, the agricultural workers), most of the initial advantages of the minimum wages have been whittled away as a result of the rising cost of living. There are some people who argue that because of this the real earnings of the working classes are more or less where they were at the time of independence. Government has responded to this by setting up the Wages and Prices Commission — a recognition of the fact that an increase in wages

has no practical meaning unless prices are kept in check. Nonetheless, it needs to be asked as to whether we are not confronting a serious scissors crisis, with the two arms of the scissors — wages and prices — increasing their distance?

One of the earlier justifications for instituting minimum wages was to protect the workers in those sectors of the economy where unions were either non-existent or very weak, or where the workers were in such small numbers (as in smaller enterprises) or so scattered (as in the agricultural and domestic services sectors) that they could not effectively bargain with their employers. It was then hoped that in those enterprises where union power could be more effectively organised, the workers would be able to negotiate with their employers for wage increases beyond the minimum. Has this really happened?

There are people who argue that the minimum wages have, in fact, become the maximum wages; that the employers have ceased to give wage increments to their workers which they used to do before the institution of the minimum wages, and that now they wait for the Government to announce wage increments. The result is that it is the minimum common denominator to which all wages have fallen. Instead of becoming a floor, the minimum wages have become the ceiling. Is this true? We need to know, for if it is indeed the case then Government and Party need seriously to look into the whole question of minimum wage legislation.

In more recent times Government has also been accused of "paternalism" — of doing things "on behalf of" the workers, rather than letting the workers learn from their own mistakes and thereby giving them an opportunity to strengthen themselves. The whole collective bargaining system is cited as a case in point, for it is argued that if the State has to directly intervene to set wages then there is indeed no point for the workers to join the unions, for it is the Government and not the unions that is seen to be "responsible" for bargaining for their wage increments. Is this not then weakening the unions instead of strengthening them?

On the other hand, are the Unions organised well enough to take upon themselves the task of collective bargaining? Have they finally succeeded in putting their house in order? Have not even the most trusted of them succumbed to the temptations of corruption and nepotism — crimes for which they loudly shout against erring politicians? Are the top leadership of the Unions any different from the politicians they pillory?

Are the unions organised democratically? The Workers Committees were created in the years immediately after independence in order to give the workers an effective voice at the shop floor level, and in order for them to organise themselves democratically from the shop floor through the branch up to the national level. Have the workers committees served this purpose, and if not what are their constraints? It has been argued by some that with the institution of the workers com-

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Long Live the Executive President Cde. Robert Mugabe!

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mittees the former shop stewardship system of organising unions have been superseded and now the unions do not have a direct entry onto the factory floor level since many of the workers committees do not consist of union members. If this is true, especially if this is a widespread phenomenon, then indeed it must have had a serious debilitating effect on the unions. But is this indeed the case?

The employers (especially those in the manufacturing sector) are arguing that the increasing labour cost has made their goods less competitive in the world market and therefore they are losing out to more com-

petitive producers. Is there some validity in this? Do we have facts and figures to prove this point? Or is it the case that the cost of goods has increased not so much as a result of increasing labour cost (which, in most cases, continues to remain a bare 15 to 25 per cent of the total cost of production), and more as a result of other factors, such as increasing cost of imported inputs and increasing mark-ups by intermediaries?

The Employers Councils were created as a fora for collective bargaining between the employers and the workers. How have they functioned so far in the industries in which they have been tried? For industries in which

the workers were weakly organised Government has set up Industrial Boards. How effective have these been in advancing the interests of the workers?

In other words, there is urgent need for the Party and Government to evaluate the operation of the system of industrial relations instituted by the regime of minimum wages and the Labour Relations Act. There is too much talk both by employers and by workers on how the Labour Relations Act is damaging their respective interests, but there is very little hard data to back the claims of either. It is time the Party looked into it.

## A Short Review of Zvematanda Co-operative (March 1988 — March 1989)

By A. T. Mhoshiwa,  
Secretary of the Co-op

**M**y first duty as the organising secretary of Zvematanda was to make an emergency project proposal to the Ministry of Youth Sports and Culture. That done I turned my attention to the society's formative basis.

As can be seen through the existing records and correspondences, Mr. Neville (who steered the society in the early stages of its making) is an able man and an expert, whose desire seems had been to establish Zvematanda in the "snob" of the elite community.

It had probably been hoped that in due course the centre would develop into yet another tourist district. The widely distributed leaflet is evidence to such a plan.

Nonetheless Mr. Neville worked hard to win the goodwill of the outside world in doing what he could to help Zvematanda Co-op keep a high standard of Zimbabwian cultural heritage. Unfortunately Zvematanda co-operators eventually got lost in their desperate attempt to keep up with this strong sense in Mr. Neville of what was expedient for them.

But now while we can see the need to seek financial and or professional help. We have decided to refrain until basic matters have been resolved, the matter properly thought out so that a plan that will proceed only from our members' hard felt needs can be drawn.

Since only such a plan as is sure to succeed, will be drawn by all our members citing and using themselves as practical examples in the struggle for their own redemption. Every member of "OUR NEW ZVEMATANDA" will be pledged to be loyal to the managing committee and shall be bound to do nothing which is not constitutional according to the Society's resolutions or do anything which is calculated to defeat, frustrate or hinder the objectives set in the society's by laws.

## INTERNATIONAL

# New Political Thinking and Security in Southern Africa

By Ida Kuklina, Ph.D.

**T**he gradual establishment of the new political thinking in international relations inevitably implies the reassessment of the long-established stereotypes of social consciousness. The correlation between foreign policy practices of any state and universal human interests (the major one being the preservation of life on Earth) reveals especially sensitive issues.

### Namibia

The signing in late 1988 of a tripartite agreement on the South-West African settlement is fully in accord with the concept of the new political thinking. If strictly abided by, the agreement promises an early solution to the problem of giving Namibia an independent status, an end to South Africa's aggression against Angola, and the withdrawal of Cuban troops from that country. These would be of a major importance for Southern Africa's security and for the entire world developments. The agreement exemplifies the possibility of mutually acceptable compromises aimed at complete decolonization, and shows how effective cooperation between great powers in resolving regional conflicts, in this case between the USSR and the USA, can be.

But still, the New York agreements in no way cancel the strategic task of eliminating the Southern African seat of tension which threatens international peace and security.

### Apartheid

An independent Namibia and the improved situation around Angola are to positively influence the general situation in the region, with the apartheid problem, however, still remaining an outstanding one.

So, what is the correlation between the line toward eliminating apartheid followed

by the majority of the UN member-states and the principles of the new political thinking, which incorporate the freedom of choice, democratisation, demilitarisation and humanisation of the international relations? What further steps are needed to lessen the confrontation throughout Southern Africa which has been growing over the entire post-war period?

The majority of nations now feature anti-racist, anti-colonial and anti-apartheid trends as integral elements of their foreign policy. These trends are in line with universal human interests, the UN Charter, the norms of the international law and a nuclear weapon-free and non-violent world ideal. As for the major problem of Southern Africa, there is a kind of international consensus in favour of its peaceful solution, the proof of this being a wide international campaign for introducing obligatory and overwhelming sanctions, i.e. most tough measures of non-military character, against South Africa.

The major liberation movements in Southern Africa, the ANC and SWAPO, have repeatedly stated their readiness to resolve their respective problems by peaceful means. Back in 1986, Oliver Tambo, the ANC President, wrote in an article published by the *World Marxist Review* magazine that no revolutionary movement in principle rejects negotiations.

### Political Means

Settling the southern African conflict politically is what is being advocated by the UN and Non-aligned Movement. Former US president Ronald Reagan repeatedly spoke at the UN General Assembly sessions in favour of settling the problem not only through negotiations between the sides involved in the conflict, but between the

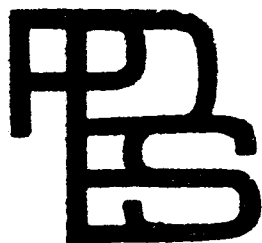


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Soviet Union and the USA as well. Similar ideas were advanced by the representatives of other nations, with the aim in view of facilitating the negotiation process, rather than imposing their own settlement patterns.

The Soviet Union and other socialist countries, too, support the political settlement of the problems of that region and show solidarity with the national liberation struggle waged by southern African peoples. The Soviet Union also advocates more active collective efforts so to tap the potentialities of the UN, OAU and the Non-aligned movement. Meeting President of Mozambique Joaquim Chissano, Mikhail Gorbachev noted that, "we do not support the thesis 'the worse, the better.'" "Doing away with the racist rules through the political settlement would, undoubtedly, meet the interests of all people of southern Africa, the Blacks and the whites," he stressed.

On the whole, an idea of having a multilaterally-based system of security safeguards for southern Africa and of rejecting confrontation in favour of mutually acceptable compromises has been gaining ever widening international support.

In principle, the government of South Africa sees negotiations as feasible, with the only reservation that Pretoria would like to see at the negotiating table those representatives of its own liking, rather than the popular leaders.

South Africa's stance is the stumbling block to constructive talks on the apartheid problem. Constitutional reforms launched in South Africa in the early 1980s by its ruling National Party testify to a certain change in its outlook, but still are rather like 'motion, than movement', for they are aimed at preserving the privileges of the white community.

#### Struggling for Political Rights

It is impossible to eliminate apartheid in ear-

nest without granting equal political rights to all peoples of South Africa, and primarily to the Blacks, who account for 85% of the entire population. The most radical solution would be arranging for one man, one vote' nation-wide elections with the participation of the black majority. Theoretically, a gradual transition to a non-racial, democratic South Africa is feasible. For this, however, the government would need support of the grassroots. Yet under the conditions of the present state of emergency, with the refusal to release Nelson Mandela and other political prisoners and stop repressing oppositional organisations, such support is practically out of question. Hence, with the futility of the present reforms comes an unambiguously negative attitude of the majority of the world community to them and the demands to introduce sanctions against South Africa.

The question of the armed struggle against the apartheid regime is also of major importance for the Southern African settlement. The fact that the majority of states consider such struggle legitimate does not at all mean that they believe it to be the only or the most effective way of solving problems. The African National Congress views the armed struggle as a forced measure, a response to the violent policy pursued by the ruling circles of South Africa. Waging such struggle is the legitimate right confirmed in the UN resolutions. Rendering moral and political support for the ANC armed struggle the UN member-states act within the framework of the premises of the nations' right to self-determination and rejection of racial inequality, and thus do not violate the norms of international law or threaten the regional security interests.

#### United Nations

Enhancing the role of international organisations, primarily the UN, is of a major importance for restructuring international relations according to the new political think-

ing. And this is particularly vital for Southern Africa since for over four decades its problems have been gradually escalating to form a major sphere of activity for the UN, with its vast experience and political, international, legal, and material basis created to render assistance to peoples of Southern Africa.

The 1988 UN General Assembly voiced a proposal on holding an international conference to deal with the apartheid issue in order to facilitate a Southern African political settlement.

A so-called Namibian experience of the United Nations deserves attention. This implies arranging programmes and projects for economic, cultural and political development of a would-be democratic state of South Africa. The experience can be instrumental in drawing up a UN-sponsored, non-governmental programme for building a non-racial, single state of South Africa. It should be taken into account that many public organisations, political figures, businessmen and scientists — and most importantly, the ANC and representatives of the white community of South Africa — have long been active in a wide-scale process of discussing the prospects for South Africa's political and economic development in a 'post-apartheid' period.

One can not but see that the balance of forces around Southern African problems is still gravitating toward confrontation. At the same time, one should not underestimate the fact that the new trends in international politics of emphasizing cooperation, rather than confrontation, have largely improved the political climate around the regional problems.

The enhanced role by the UN joint efforts in eliminating the seat of tension in Southern Africa and the wide-scale and efficient multilateral diplomatic efforts can ensure and efficient multilateral diplomatic efforts can ensure a political settlement in the region. □

## Cats with Aids!

*Adapted from Moscow News  
Weekly No. 10, 1989*

Danes who have cats as pets are scared. And with good reason: their cats might have AIDS. According to the newspaper Berlingske Tidende, in Denmark alone there are 60 000 cats infected with the fatal disease. And the number might be even larger.

I telephoned Tom Kristensen who heads a veterinary clinic in a suburb of Copenhagen, and asked for his comments:

"The virus in question is closely related to that causing AIDS in humans and leaves no chance for the cats' survival. However, the feline AIDS is not contagious for humans. Nevertheless, we are currently engaged in a programme of research to find methods for treating the disease. There are over one million cats in Denmark, half of them unfortunately being strays. They are the primary carriers. The outbreak of a similar disease has been registered in the USA, several European countries and Japan. Very probably, there can be something like it in the Soviet Union as well, since viruses can't be contained within state borders."

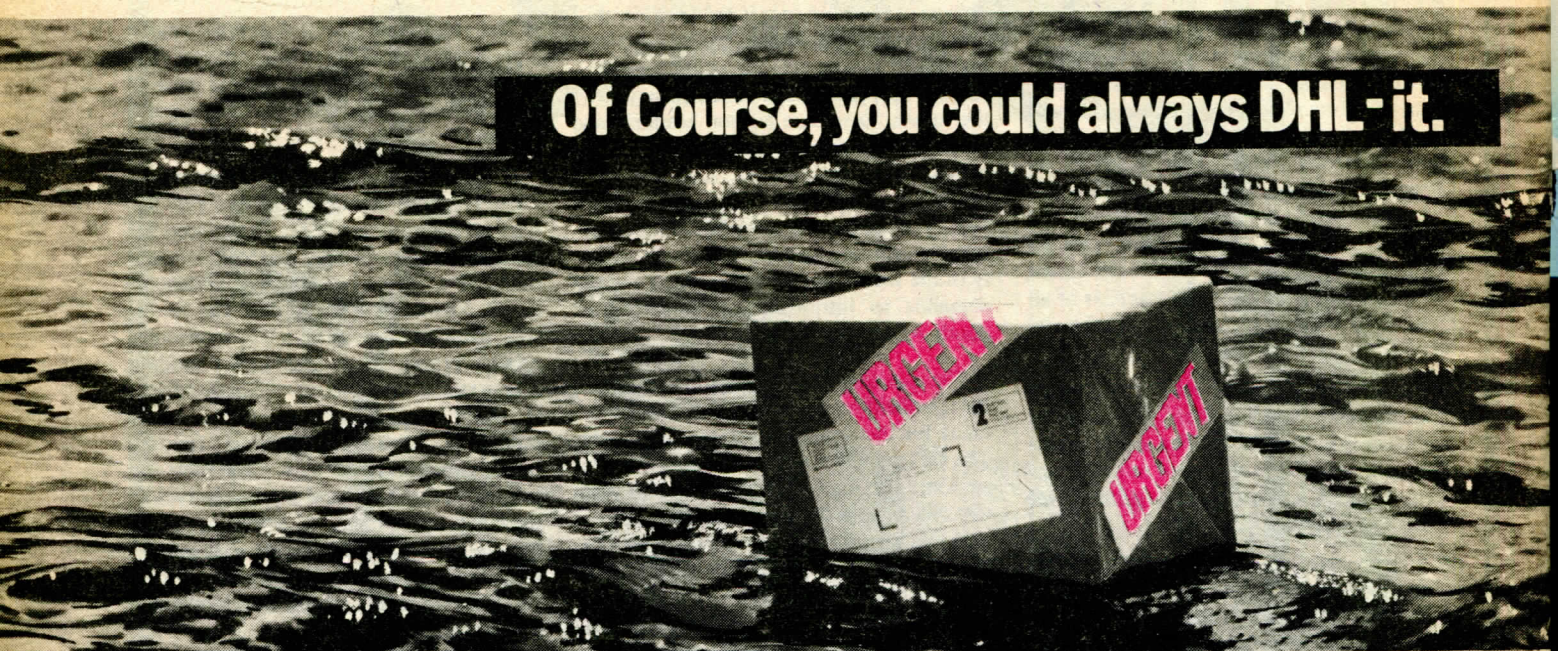
"And what is the situation with syringes used in taking blood samples in Denmark?"

"We use only disposable syringes. That's an elementary rule. One test costs 1.5. kroner."

Incidentally, Tom Kristensen is prepared to assist his Soviet colleagues concerning the feline AIDS virus. His Copenhagen telephone number is 02919077.

Nikolai Garkusha  
Copenhagen

**Of Course, you could always DHL - it.**

A black and white photograph of a DHL shipping box floating in a body of water with ripples. The box is tilted and has two prominent pink 'URGENT' stickers on its sides. A white shipping label is also visible on the front of the box.


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A stack of DHL parcels is shown in the bottom right corner, with a computer monitor partially visible behind them. The parcels are labeled with 'DHL' and 'E-180'. The monitor is a CRT type, and the overall scene suggests a business or office environment.

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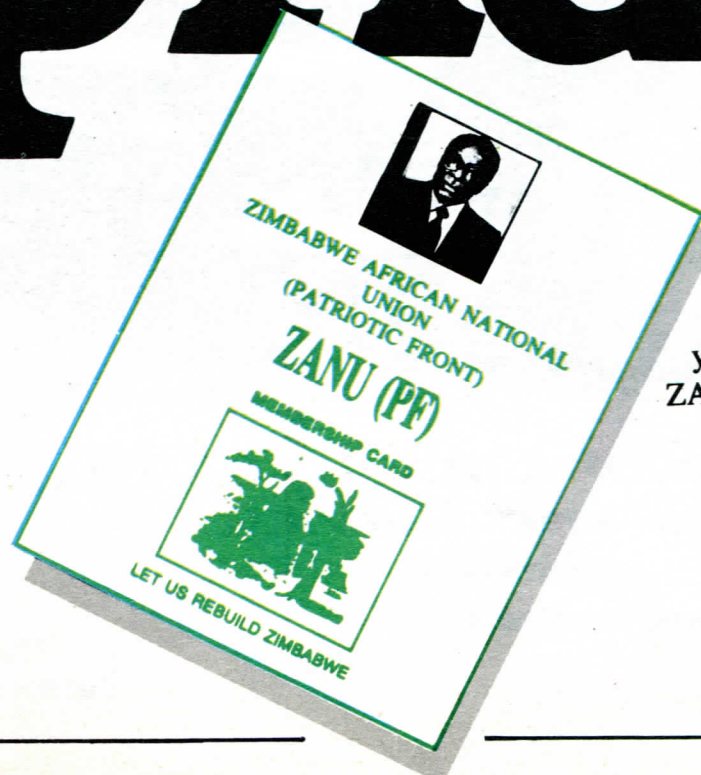


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