



# **REPORT ON THE NATIONAL WORKSHOP ON THE CODE OF PRACTICE ON OCCUPATIONAL SAFETY AND HEALTH IN AGRICULTURE**

**KADOMA HOTEL AND CONFERENCE CENTRE,**

**KADOMA, ZIMBABWE**

**11-13 July 2011**

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OCCUPATIONAL SAFETY AND HEALTH IN AGRICULTURE  
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## **REPORT ON THE NATIONAL WORKSHOP ON THE CODE OF PRACTICE ON OCCUPATIONAL SAFETY AND HEALTH IN AGRICULTURE (11-13 JULY 2011, KADOMA HOTEL AND CONFERENCE CENTRE)**

### **1. Introduction**

The National Workshop on the Code of Practice on Occupational Safety and Health was convened at the Kadoma Hotel and Conference Centre from 11-13 July 2011. The Officer-in-Charge of the ILO Country Office for Zimbabwe delivered his remarks in the official opening ceremony and he reaffirmed the ILO's support to the initiatives of Government and the social partners (see annexure 2). The workshop was officially opened by the Permanent Secretary in the Ministry of Labour and Social Services, Mr. L.C. Museka, who expressed Government's appreciation to the support of the ILO and called on participants to apply themselves diligently in the work of the capacity building exercise for the overall benefit of their respective constituencies (see annexure 3).

### **2. Workshop Objectives**

The following were the objectives which the workshop sought to achieve:-

1. Familiarize participants with the ILO code of practice on Safety and Health in Agriculture and International Labour Standards relevant to the subject matter
2. Develop the foundation for the formulation of a national framework for OSH in Agriculture, including the development of national programmes and policy for OSH in Agriculture.
3. Educate participants about the basics facets of OSH in Agriculture.
4. Afford key players in the sector an opportunity to exchange ideas, best practices and information with a view to harmonizing practices of enforcing OSH Instruments.
5. Develop mechanisms aimed at improving coordination by key stakeholders with a view to strengthening OSH service delivery in Agriculture.
6. Update the participants on current and emerging issues relating to OSH in Agriculture

### **3. Organization of Work**

The workshop was directed by Ms Monica Hanga, a Principal Labour Officer in the Ministry of Labour and Social Services. The key resource persons were Mr. Rajendra Paratian, ILO/SECTOR, Geneva, Mr. Franklin Muchiri, Decent Work Team, Pretoria and Mr. Benjamin Mutetwa from the National Social Security Authority of Zimbabwe. The ILO Country Office for Zimbabwe provided programming and administrative support.

The workshop participants comprised of provincial labour officers from all ten provinces of the country, officials from the National Social Security Authority, Designated Agents from the National Employment Council for Agriculture, as well as representatives of employers and workers drawn from the agricultural sector (a full list of participants is attached as annexure 6).

#### **4. Participants' Expectations**

The participants outlined their expectations for the workshop, which can be summarized as follows:-

- Learn more about International Labour Standards on OSH in agriculture and how they relate to national laws and practice
- Examine the gap between international standards and national laws and practice and coming up with ways to minimize or close the gap
- To learn good practices on OSH in agriculture from other countries
- Examine the ILO code of practice on OSH in agriculture and come up with ways of applying it in day to day farm work
- Acquire practical skills for engaging farmers on OSH issues
- Come up with ways to ensure coordination of efforts aimed at enforcing and promoting OSH in agriculture
- Come up with ways of introducing the principles contained in the code in curriculum for agricultural colleges
- Come up with the national OSH Action Plan for the agricultural sector

#### **5. Methodology and Programme**

The methodology used in conducting the workshop comprised power-point presentations by resource persons, discussion sessions where experiences and best practices were shared, as well as group work in which participants were expected to familiarize themselves with the ILO Code of Practice, and find ways and means in which the Code could be applied to Zimbabwe. The workshop programme is attached as annexure 4.

#### **6. Topics Covered by the Resource Persons**

- International Labour Standards pertaining to OHS in Agriculture
- National Legislation and Practice on OHS
- Key dimensions of OSH in the Agricultural sector in Zimbabwe – new trends, organization, role, structure and operating model of labour administration; collective bargaining; dispute resolution; innovative approaches - National Social Security Authority; National Employment Council for the Agricultural sector); OHS department of the National Social Security Authority
- Challenges to OSH in Agriculture in Zimbabwe in building and maintaining an effective system as a result of changes in the world of work
- Labour Inspection in the Agricultural sector in Zimbabwe
- Key facets of the ILO Code of Practice on Safety and Health in Agriculture

- Introduction to the Work Improvement in Neighbourhood Development (WIND) methodology - participatory approaches to improving safety, health and working conditions of farmers.

## **7. Group work**

Participants were divided into four groups. Two group work sessions were undertaken during the workshop.

### **First group work task**

The four groups examined the ILO code of Practice on Safety and Health in Agriculture (2010) and outlined short and long term action plans required to put the provisions of the code into practice at both national and shop floor levels. The groups presented their proposals in plenary. A small technical team consolidated into one list the main points of each of the four groups. The short term and long term action items were consolidated as follows.

### **Short Term Action Items**

1. Review of National OSH Policy
2. Development of a specific OSH policy for the agriculture sector
3. Establishment of OSH policies on the farms
4. Establishment of OSH committees on farms
5. Widespread OSH promotion and awareness raising in the agriculture sector
  - Employers
  - Farmers
  - Workers
  - Farmer organisation (ZFU, CFU, ZCFU etc)
6. Consideration of assignment of NSSA as the competent Authority to deal with OSH issues in the agriculture sector
7. Training, Education, Competence
  - Lecturers in agricultural colleges
  - Students
  - Development standard OSH curriculum on OSH for agricultural colleges
  - Framers
  - Farmer organisations
8. Development of information package for the agriculture sector
  - Tractor use
  - Pesticide use
  - Animal handling
  - Machinery
9. Strengthening of linkages with CIS centre in Geneva
10. Development of a data base on farms in the country
11. Risk Assessment to be widely introduced in the agriculture
12. Introduction of OSH management systems in the agriculture sector

### **Long Term Action Items**

1. Expedite new OSH law to cover all areas of activity including agriculture
2. Ratification of convention 184 and 187 following promulgation of a new OSH law
3. Development of National framework for OSH in agriculture
4. Development of regulations covering all key aspects of agricultural activities
5. Promoting introduction of OSHMS in the agriculture sector.
6. Establishment of an Agricultural advisory unit incorporating framers, farmer organisation/ unions

### **Second group work task**

The groups examined the consolidated list of actions and identified the impediments for each action point and solutions to overcome the impediment. They also prioritized the action points for the national sectoral OSH programme development in Agriculture. The groups again presented their outcomes in plenary which were followed by a discussion on the elements of the national action programme for OSH in Agriculture (see annex no.)

### **Challenges Encountered in the Agricultural Sector**

The plenary discussions of the above topics were highly interactive and participants identified various challenges that were faced by inspectors in the agricultural sector. The challenges can be outlined as follows:-

1. Lack of comprehensive legislative framework and enforcement mechanism covering the Agricultural sector
2. Severe underfunding for Labour Administration resulting in resource constraints for carrying out OSH inspections and other activities in the agriculture sector
3. Little political commitment towards safe work in agriculture
4. Political interference with officials carrying out their lawful duties
5. Insufficient agitation for OSH rights by workers
6. Lack of cooperation by farmers and farm workers on OSH issues
7. Poor working conditions for inspectors making them vulnerable to corruption
8. Lack of adequate tools of trade for labour inspectors (like statutory identification documents)
9. High labour turnover for labour officers resulting in cases taking long to be finalized

### **Proposed solutions**

- Promulgation of a comprehensive piece of legislation for OSH in agricultural sector
- Increased funding for labour administration department to enable effective labour inspections
- Improve working conditions and raise the status of inspectors
- Come up with a code of conduct for inspectors
- Awareness campaigns to educate farmers and farm employees on the importance of OSH in agriculture

### **Way Forward**

As a way forward, the participants adopted a plan of action and recommended it to the tripartite Zimbabwe Occupational Health and Safety Council (ZOHSC) for consideration and subsequent implementation (see annexure 1, plan of action).

## **8. Overall Workshop Evaluation**

The workshop was well-received by the participants who were eager to equip themselves with the skills that emerged from the presentations. The workshop provided an opportunity for the participants to share best practices, and in their final evaluation, they underlined that the workshop achieved its objectives and met their expectations - 73 per cent of whom declared they were very satisfied.

The contents of the workshop programme as well as the sequencing of sessions were equally highly rated by 73 per cent of them. Similarly 46 per cent of all participants pointed out that they were very satisfied with what they could learn from each other both at the workshop and outside the workshop. However, it was generally felt that the workshop duration was too short to adequately cover all aspects in detail. While the workshop was a resounding success, the participants pointed out that much more could have been achieved with more time.

Another grey area was that only 40 per cent of the participants agreed that gender issues were adequately integrated in the training programme. Other areas which would need improvement include the need to provide more information as to the objectives of the workshop, its contents and methods, at its inception stage – only 34 per cent expressed their high level satisfaction in this regard.

The participants noted with appreciation that Zimbabwe was one of the first countries in which the Code of Practice was being discussed following its adoption in March 2011, and expressed a desire to engage in further discussions with other countries, possibly in a regional workshop in order to share best practices and enhance their knowledge of the Code of Practice on Safety and Health in Agriculture.

**ANNEXURE 1-FINAL NATIONAL ACTION PLANS FOR THE CODE OF PRACTICE  
ON OSH IN AGRICULTURE**

<b>SHORT TERM ACTION PLANS</b>					
<b>NO.</b>	<b>ACTION AREA</b>	<b>CHALLENGES</b>	<b>STRATEGIES</b>	<b>BY WHOM?</b>	<b>BY WHEN?</b>
1.	Review of OSH Policy	- Resource constraints - Tripartite commitment	- Initiate a process of the review - Preparation of a draft review working document - Draft policy subjected to consultation	-NSSA -ZOHSC	August 2011  by March 2012  within one (1) year
2.	Development of a specific OSH Policy for the Agriculture sector	- Lack of comprehensive national OSH Policy.	- Preparation of draft review working document.	- NSSA - MoLSS - ZOHSC - Ministry of Agriculture - Farmer organisations and labour unions - EMA	June 2012
3.	Establishment of OSH policies on the farms.	- Poor OSH culture in the agricultural sector. - Unavailability of all terrain vehicles for field Offices to promote establishment of OSH Policies.	- Develop guidelines on establishment on development of OSD Policy. - Promote establishment of such in the farms.	- NSSA - Employers	August 2011  immediate and ongoing
4.	Establishment of OSH Committees	- Poor OSH culture	- Development of guidelines on establishment of OSH Committees. - Target A2, commercial farms and estates.	- NSSA  - Employers and farmers	September 2011 and ongoing
5.	Widespread OSH promotion and awareness raising in the agriculture sector.	- Poor OSH culture - Resources unavailability	- Seminars, conferences, workshops, outreach program for employers and employees. - Print and electronic media campaigns. -Showcasing OSH issues at all agricultural shows.	- NSSA - ZOHSC - MoLSS - Farmer organisations and labour unions - Ministry of Information	June 2012 and ongoing
<b>NO.</b>	<b>ACTION AREA</b>	<b>CHALLENGES</b>	<b>STRATEGIES</b>	<b>BY WHOM?</b>	<b>BY WHEN?</b>
6.	Assignment of NSSA	- Lack of designated	-Sensitisation of	- MoLSS	December



	as competent Authority on OSH issues in agriculture.	competent body that has been formally appointed as competent Authority to OSH in the agricultural sector.	Ministry of Labour to give direction. - ZOHSC to lobby MoLSS to give consideration to appoint NSSA as the competent body.	- ZOHSC	2011
7.	Development of information package for the agricultural sector.	- Unavailability of information.	- Request ILO to provide information package - Dissemination of ILO information package - Translation of key information package into Shona and Ndebele.	- MoLSS - NSSA - Farmer organisations - Labour Unions - NEC	December 2011 and ongoing
8.	Strengthening linkages with CIS Centre in Geneva.	- Limited linkage to CIS Centre - Poor ICT systems at the local CIS Centre	- Re-establish link with the CIS	- NSSA - ILO	August 2011
9.	Training, education and competence	- Limited co-operation from other Ministries and Colleges.	- Free OSHEMAC training for Agricultural College Lecturers - Develop standard curriculum for OSH training in agriculture - Lobby Ministry of Education and Ministry of Higher Education	- NSSA - MoLSS - ILO	June 2012
10.	Farm Database	- Resource constraint (lack of all terrain vehicle) - Land tenure changes	- Engage Ministry of Lands and Agriculture	- MoLSS - NSSA - Ministry of Lands and Agriculture - ZIMSTAT	June 2012
11.	Risk Assessment	- Resource constraint (lack of all terrain vehicle) - Poor OSH culture	- Training on risk assessment on the farms. - Standard approach to risk assessment	- NSSA - Trade Unions - NEC Farmer organisations - MoLSS	December 2011 and ongoing
12.	Introduction of OSHMS in the agricultural sector	- Poor OSH culture - expertise on developing the oshm	- Develop standard OSHMS for agricultural sector.	- NSSA	December 2012 and ongoing

LONG TERM ACTION PLANS					
NO.	ACTION AREA	CHALLENGES	STRATEGIES	BY WHOM?	BY WHEN?
1.	Expedite new OSH law to cover all areas of activity including agriculture.	- Fragmented legislation	- Lobby Government to quickly review the principles of the OSH Bill. - Conceptualisation and development of new OSH Bill. - Finalise new OSH Bill by 2013.	- MoLSS - ZOHSC - NSSA	2012
2.	Ratification of C184 and C187 following promulgation of new law.	- Lack of coherent OSH legislation.	- Promote implementation of provision of the conventions. - Discussion at the annual Safety and Health at work conference.	- MoLSS - ZOHSC	2015
3.	Development of national framework for OSH in agriculture.	-Poor OSH culture	- OSH law, policies and regulations - Widespread OSH promotion and training - Learning from successful experience from around the world e.g. study.	-MoLSS -NSSA	December 2013
4.	Development of regulations covering all key aspects of agricultural activities.	- Lack of specific laws governing OSH in the agricultural sector - Lack of expertise	- Identify relevant areas for regulations in the agricultural sector Develop statutory using the current legislation or wait for the new legislation.	-MoLSS -NSSA	2013
5.	OSHMS promotion into agriculture	- Non existence of specific OSHMS for agricultural sector -Poor OSH culture in the agricultural sector.	- Development of OSHMS for the agricultural sector.	-MoLSS -NSSA -Ministry of Agriculture	2013 and ongoing
6.	Establishment of an Agricultural Advisory Unit incorporating farmer organisations and unions.	- Poor OSH culture - Lack of financial resources (funding)	- Establish the Agricultural Advisory Unit.	- MoLSS - NSSA - Farmer organisations and unions, NECs	2013

**ANNEXURE 2-Remarks by the ILO Deputy Director, ILO Country Office for Zimbabwe (CO-Harare) at the National Workshop on the Code of Practice for OSH in agriculture**



INTERNATIONAL LABOUR OFFICE  
Alphonse Tabi-abodo, Deputy Director & OiC  
ILO Country Office for Zimbabwe  
Opening Address

**National Workshop on the Code of Practice on Occupational Health and Safety in  
Agriculture  
11-13 July 2011, Kadoma Hotel**

**Permanent Secretary, Ministry of Labour and Social Services, Mr. Lance Museka;  
Distinguished Participants:  
Labour Officers;  
Occupational Safety and Health Inspectors;  
National Employment Council for Agriculture Designated Agents;  
Agricultural Labour Bureau Officials and  
Employers' and Workers' representatives in the Agricultural sector;  
Colleagues from the ILO in Pretoria and Geneva;  
Ladies and Gentlemen,**

**Background:**

As you may know, agriculture is one of the three most hazardous occupations along with mining and construction presenting many dimensions of decent work deficits. In many countries, the working conditions of agricultural workers, particularly non-permanent ones, remain poor and well below conditions prevailing in other economic sectors. The most vulnerable groups include those working in subsistence agriculture, wage workers in plantations, landless daily paid labourers, temporary and migrant workers and child labourers.

This is so because, much of agricultural work is by its nature physically demanding, involving long periods of standing, stooping, bending, and carrying out repetitive movements in awkward body positions. Fatigue and the risk of accidents are enhanced by poorly designed tools, difficult terrain, and exposure to the weather elements. Even when technological change has brought about a reduction in the physical demands of agricultural work, it has introduced new risks, notably associated with the use of sophisticated machinery and the intensive use of chemicals without appropriate safety measures, information and training.

Machinery, such as tractors and harvesters, accounts for the highest rates of injury and death. Exposure to pesticides and other agrochemicals constitutes one of the principal occupational risks, with poisoning leading to illness or death. Other hazards are inherent in animal handling,

and contact with dangerous plants and biological agents which give rise to allergies, respiratory disorders, infections and parasitic diseases. The situation is particularly evident in developing countries where education, training and safety systems are inadequate to prevent injury and illness.

One of the distinguishing characteristics of agricultural work is that working and living conditions are interwoven. Workers and their families live on the land, where there is much environmental spillover from the occupational risks mentioned above. Wider community exposure to pesticides may come in the form of contamination of foodstuffs, the misuse of containers for food or water storage, the diversion of chemically-treated seeds for human consumption, and the contamination of ground water with chemical wastes. Rural communities often lack the education and information they need to respond appropriately to the risks they face.

The incidence of occupational hazards in agriculture is generally poorly recorded and documented. Official data tend to under-report occupational accidents. In some countries, the fatal accident rate in agriculture is double the average for all other industries. According to ILO estimates, from a total of 335,000 fatal workplace accidents worldwide, some 170,000 agricultural workers are killed each year. The level of accidents and illness has remained very high.

Other decent work deficits in the sector include the incidences of child labour and its worst forms especially with regard to hazardous work for children and child labourers. The recently launched 2008 rapid survey on worst forms of child labour in Zimbabwe pointed to the existence of the worst forms of child labour in the agricultural sector in Zimbabwe. It is thus imperative to formulate programmes to ensure that OHS services are extended to all vulnerable groups in the agricultural sector including subsistence farmers who are not covered by the existing legislation and institutional arrangements covering OHS in agriculture.

### **The Role of the ILO:**

The ILO Constitution sets forth the principle that workers should be protected from sickness, disease and injury arising from their employment. The promotion of decent, safe and healthy working conditions and environment, in particular protection of workers against work-related sickness, disease and injury has been a constant objective and a historical mandate of International Labour Organization (ILO) since the Organization was founded in 1919.

It is an integral part of social protection and comprises of a set of strategies that seek to protect workers at their workplaces, whether in the formal or informal economy, against unfair, hazardous and unhealthy working conditions. A significant body of international instruments and guidance documents has been developed by the ILO over the past 90 years to assist constituents in strengthening their capacities to prevent and manage workplace hazards and risks.

ILO standards on occupational safety and health provide essential tools for governments, employers, and workers to establish such practices and to provide for maximum safety at work. The 2003 ILO [Global strategy to improve occupational safety and health](#) calls for integrated action that better connects the ILO standards with other means of action to promote OSH such as

advocacy, awareness raising, knowledge development, management, information dissemination and technical cooperation to maximize its impact.

Over the years, the ILO has adopted more than 40 standards specifically dealing with occupational safety and health, as well as over 40 Codes of Practice. Nearly half of ILO instruments deal directly or indirectly with occupational safety and health issues.

ILO Codes of Practice contain practical recommendations intended for all those with a responsibility for occupational safety and health in both the public and private sectors. Codes of Practice are not legally binding instruments and are not intended to replace the provisions of national laws or regulations, or accepted standards. Where they deal with occupational safety and health (OSH), they provide detailed technical advice about the hazards and risks associated with the particular sector or topic area, and how such hazards/risks can be effectively managed and controlled so as to prevent occupational accidents and diseases.

### **Occupational Safety and Health Code of Practice in Agriculture:**

In accordance with decisions taken by the Governing Body of the ILO the Code of practice on safety and health in agriculture was developed and adopted in October 2010 to complement existing ILO Conventions and Recommendations. The sector has continued to present a huge challenge for OSH and hence the special focus of the guide on the agricultural sector.

This code of practice is devoted to improving OSH in agriculture and complements the Safety and Health in Agriculture Convention 2001 (No. 184), and its supplementing Recommendation (No. 192), and provides further guidance for their application in practice.

It provides guidance on appropriate strategies to address OSH risks encountered in agriculture in order to prevent accidents and diseases for all those engaged in this sector. This code is dedicated to the farmers and agricultural workers who feed the world in the expectation that it will improve safety and health in agriculture.

### **OSH Management in Zimbabwe:**

The Ministry of Labour and Social Services' Labour Administration department is the competent authority charged with the responsibility of overall coordination of safety and health in the agricultural sector among other sectors. The Labour inspectors of the Labour Administration department generally undertake Inspections in the sector in line with the provisions of the Labour Inspection (Agriculture) Convention 1969, (No 129) which has been ratified by the Government of Zimbabwe. This role is complemented by the Designated Agents from the National Employment Council for the Agricultural sector.

Technical OSH issues in the sector are carried out by the OSH department of the National Social Security Authority, a social security parastatal which falls under the purview of the Ministry of Labour and Social Services.

The Government of Zimbabwe through the Ministry of Labour and Social Services requested ILO support to hold a National Workshop on the Code of Practice on Safety and Health in Agriculture. The key objectives of the workshop being to familiarize participants with the ILO code of practice on Safety and Health in Agriculture and International Labour Standards relevant to the subject of OSH in Zimbabwe. This action is also expected to lead to the laying of the foundation for the formulation of a national framework for OHS in Agriculture, including the development of national programmes and policy for OHS in Agriculture.

### **ILO Technical Support:**

The ILO's technical cooperation activities on safety and health in agriculture have been focused on the promotion in the member States of voluntary, participatory and action-oriented actions to improve working conditions and work organizations in agricultural work.

To this end, existing ILO tools and elements of those of other stakeholders including FAO will be shared with participants during this workshop. They include the "Work Improvement in Neighbourhood Development" (WIND) which is aimed at promoting practical improvements in agricultural households by the initiatives of village families. FAO plays a leading role in reducing occupational hazards related to pesticide use through a number of programmes. The "[Integrated Pest Management \(IPM\) Programme](#)" helps farming communities reduce the overall use of pesticides and select less hazardous products when pesticide use remains needed.

FAO has also been a major contributor to the development and enforcement of standards and codes of practice within the international framework of cooperation. The "[International Code of Conduct on the Distribution and Use of Pesticides](#)" is considered the main instrument to set forth responsibilities and establish voluntary standards of conduct for all public and private entities engaged in or affecting the distribution and use of pesticides.

Other platforms for cooperation include the [Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade](#), which is an important instrument in bringing attention to highly hazardous pesticides and limiting their use. It brings together representatives (FAO, ILO, WHO, etc) to discuss about pesticides and hazardous chemicals especially as regards ways of improving data collection on exposure to hazardous chemicals, tackle hazardous child labour and how this information can be used for policy-making.

### **OSH and the Decent Work Agenda:**

Protecting workers from conditions emanating from their work is a key element of the ILO's Decent Work Agenda based on the principle that Decent Work must be Safe Work.

The ILO will continue to provide support as part of the DWCP for Zimbabwe to the national efforts for the improvement of national OSH systems and programmes in line with relevant international labour standards. The 2011 World Day for Safety and Health at Work theme which focuses on the implementation of an Occupational Safety and Health Management System (OSHMS) as a tool for continual improvement in the prevention of workplace incidents and

accidents together with the ILO OSH Guidelines of 2001, provide the essential elements of a promotional framework for developing national standards and programmes at national, sectoral and enterprise level.

There is need for continued collaboration and a strong call for tripartite national commitment and national action in fostering a preventive approach and a safety culture which is essential to achieving lasting improvements in safety and health at work. Evidence of this is already shown here today with the participation of the extended arms of the tripartite partners.

Let me conclude this presentation by wishing you fruitful deliberation!!

I thank you!!

**ANNEXURE 3- Remarks by the Permanent Secretary for Labour and Social Services at the official opening ceremony of the National Workshop on the Code of Practice for OSH in Agriculture**

Director of Ceremonies  
 Senior Government Officials here present  
 Representatives of Employers  
 Representatives of Workers  
 National Social Security Authority Officials here present  
 Deputy Director for the ILO Country Office for Zimbabwe, Mr. Tab-Abodo  
 Distinguished Resource Persons  
 Ladies and Gentlemen

It is indeed a great honour and privilege for me to address you this morning as we gather for the opening ceremony of the National Workshop on the Code of Practice on Safety and Health in Agriculture.

From the onset, allow me to express my gratitude to the International Labour Organization for accepting our proposals and agreeing to the convening of this very important capacity building exercise. This workshop comes at an opportune time for us, and is of great importance to the Government because of the need to ensure a safe and healthy working environment for our workers in the agricultural sector. Indeed, agriculture is closest to our hearts as a nation because our economy is largely agro-based; hence a safe and healthy environment is a prerequisite for a lively and productive workforce.

Director of Ceremonies, as a member state of the ILO, Zimbabwe is committed to the improvement of working conditions in all sectors by ensuring adequate protection of the workers against sickness, disease and accidents arising out of their employment. Government has ratified some of the most important conventions relating to Occupational Safety and Health for example Convention 155 on Occupational Safety and Health of 1981, which we ratified in 2003.

Director of Ceremonies, I am delighted to see representatives from Government, NSSA, employers and workers in this workshop. This is clearly a very good indication of the seriousness with which your respective organizations approach the issues of safety and health in agriculture. Indeed, the goal of safe work is our collective responsibility and your participation in this workshop is clear testimony of your eagerness to enhance yourselves to become more effective and efficient in your day to day duties.

Now turning to the programme ahead of you, I note with satisfaction Director of Ceremonies that time has been set aside for you to discuss the relevant provisions of our laws relating to labour inspections and Occupational Safety and Health in the agricultural sector. I am happy with the inclusion of this very important discussion, and I am hopeful that this will provide you with the opportunity to identify the gaps in our national laws and practice, as well as come up with recommendations for improvement.



I say this because as Government, we are responsible for putting in place appropriate legislation to prevent and protect workers from diseases, injuries and accidents at the workplace. Over and above the promulgation of the said legislation, we are also responsible for its enforcement through adequate and appropriate inspections. To this end, labour officers from my Ministry, inspectors from NSSA and Designated Agents from the National Employment Council all play a very critical role.

Director of Ceremonies, I wish to point out that Employers also do play a very important role of creating a safe working environment. Apart from providing the requisite protective clothing, Employers are also expected to provide information and training to employees for prevention of occupational hazards. In the same vein, workers are responsible for claiming their right to safe working conditions and ensuring that they wear protective clothing and follow laid down safety regulations at all times.

In this regard, I am sure that in the course of this training workshop, you will discuss issues like the provisions of our labour laws which allow workers to withdraw their labour without notice if they have reasonable fear that the working conditions pose immediate danger to their health and safety. Having said that, I wish to also call upon all participants to actively contribute to the discussions of the workshop. It is important that you share experiences and best practices as well as seek clarity on issues that may not be clear to you. It is therefore of utmost importance both to the constituents you serve, and to your own professional development that you make the best use of this opportunity.

As I draw to the end of my address, I wish to reiterate the firm commitment of Government to promote the right of workers in the Agricultural sector to a safe and healthy working environment. As I have alluded to earlier, a safe and healthy working environment is our collective responsibility and can only be achieved through closer partnerships. My Ministry is aware of the inadequate resources that our officers have to work with, but I wish to assure you that Government is currently working towards the provision of the necessary tools of trade to ensure efficiency in the discharge of your duties.

Director of Ceremonies, I also wish to once again extend Government's heartfelt gratitude to the ILO for their assistance in the convening of this workshop. Indeed, the ILO has remained a true friend to the people of Zimbabwe through various initiatives, and I personally wish to salute your efforts. It is the unwavering support and determination of the current Officer-in-Charge, Mr. Tabi-Abodo, and his entire team that has made many of our efforts fruitful.

I also wish to express our sincere appreciation to our distinguished resource persons for having found time in their very busy schedules to come and share their knowledge with us. I am particularly pleased to note that the resource persons are quite familiar to us and have served us in various capacities before.

Finally, I wish to end by wishing you all very fruitful deliberations. It is therefore my singular honour to declare this National Workshop on the Code of Practice on Safety and Health in Agriculture officially opened. I thank you.

#### **Annexure 4. Summary of key occupational safety and health topics presented at the workshop.**

Key presentations at the workshop included the following;

1. **International Labour Standards pertaining to OSH in agriculture.** The presentation touched on agricultural work as well hazards mostly associated with agricultural activities. The presentation also emphasized on the need for a progressive systems approach to OSH management in the agriculture sector rather than prescriptive measures to deal with agricultural hazards. Convention 184 on Safety and Health in Agriculture, 2001 was also explained in detail to the participants.
2. **National Legislation and Practice on OSH.** The presentation discussed in detail Zimbabwe legislation focusing on the Factories and Works Act Chapter 14:08 and 8 of its subsidiary regulations, Statutory Instrument 68 on Accident Prevention and Workers Compensation Scheme, 1990, highlighting the roles and responsibilities of government, employers and workers enshrined in this law.
3. **Essentials of OSH in Agriculture.** The presentation looked at the benefits of accident/incident prevention, injuries and ill health prevalent in the agriculture sector, business approach to OSH management at the farms. Organizing for safety and health at the farm workplace was also explained. The aspect of and approach to risk assessment was also emphasized in this presentation.
4. **Key Dimensions of Occupational Safety and Health in the Agriculture sector in Zimbabwe.** The presentation chronicled how agriculture was configured before and after Zimbabwe independence in 1980. It highlighted how the land reform programme in 2000 changed the face of the agriculture sector in Zimbabwe. The presentation also described in details on the survey done on the status of safety and health in the agriculture sector following the land reform programme and proposed corrective actions which need to be followed in order to improve OSH conditions on farms in Zimbabwe.
5. **FAO's Perspectives: Transfer of Technology.** The presentation highlighted the global trends in agriculture production, discussed risks associated with conventional agriculture production, and ecologically sound production intensification methodology. The presentation also explained FAO's role in OSH as well as its collaborative activities with other UN agencies such as ILO. It also gave the focus of key conventions dealing with hazardous chemicals such as the Stockholm Convention, Basel Convention and Rotterdam Convention.
6. **Work Improvement in Neighbourhood Development (WIND).** The presentation looked at the general objectives of WIND programme, strategy to implement easy solutions for work improvement, application of WIND methodology, its principles and practices.

**ANNEXURE 5-PROGRAMME -NATIONAL WORKSHOP ON OCCUPATIONAL  
HEALTH AND SAFETY IN AGRICULTURE  
11-13 JULY 2011, KADOMA HOTEL**

Time	Activity	Resource Person/Facilitator
<b>Day 1: 10 July 2011</b>		
1400	Departure to Kadoma Hotel	ILO Country Office for Zimbabwe
<b>Day 2: 11 July 2011</b>		
0830-0900	Registration	ILO Country Office for Zimbabwe
0900-0930	Welcome remarks: ILO Deputy Director, Harare Country Office Permanent Secretary, Ministry of Labour & Social Services	Min. Of Labour and Social Services
0930-0945	Workshop objectives and participants' expectations	B. Mtetwa
0945-1000	Coffee break	
1000-1045	International Labour Standards pertaining to OHS in Agriculture	Mr. Franklin Muchiri, DWT Pretoria
1045-1115	Plenary discussion	
1115-1215	National Legislation and Practice on OHS - Essentials of OSH in Agriculture	B. Mtetwa
1215-1300	Plenary discussion	
1300-1400	Lunch	
1400-1500	Key dimensions of OSH in the Agricultural sector in Zimbabwe – new trends, organization, role, structure and operating model of labour administration; collective bargaining; dispute resolution; innovative approaches - National Social Security Authority; National Employment Council for the Agricultural sector); OHS department of the National Social Security Authority	B. Mtetwa  M. Hanga
1500-1530	Plenary discussion	
1530-1545	Tea Break	
1545-1645	Key facets of the ILO Code of Practice on Safety and Health in Agriculture	Mr R Paratian, ILO/SECTOR, Geneva
<b>Day 3: 12 July 2011</b>		
0830-0930	Group work: Examine the ILO Code of Practice on Safety and Health in Agriculture (2010) outlining achievable short term and long term steps to put the provisions of the Code of Practice into place at both national and shop floor levels taking into account Conventions No.184 C155 and C187 and accompanying Recommendations and ILO-OSH Guidelines.	Mr. Franklin Muchiri/Ministry of Labour and Social Services/Consultant/FAO
0930 - 1000	Plenary presentations of group work, discussion and consolidation into one list the main points of each group so that there will be one list of key actions at the national and shop-floor levels.	Mr Franklin Muchiri/Ministry of Labour/Consultant
1000-1015	Tea Break	
1015-1030	Plenary discussion	
1030-1100	Challenges to OSH in Agriculture in Zimbabwe in building and maintaining an effective system as a result of changes in the world of work	B. Mtetwa
1100-1115	Plenary discussion	

1115-1200	Labour Inspection in Agriculture	Mr Franklin/ Ministry of Labour and Social Services
1200-1215	Plenary Discussion	
1215-1245	Introduction of the Work Improvement in Neighbourhood Development (WIND) methodology - participatory approaches to improving safety, health and working conditions of farmers.	Mr. Tapera Muzira CO-Harare/Mr. Franklin Muchiri
1245-1300	Plenary discussion	
1300-1400	Lunch	
1400-1445	OSH FAO's perspectives: Transfer of technology & linkages to ILO's "Work Improvement for Neighbourhood Development" (WIND)	FAO
1445-1500	Plenary discussion	
1500-1515	Tea break	
1515-1530	Group work methodology	Ministry of Labour and Social Services/Consultant
1530-1645	Group work - Towards the development of an effective national action programme for OHS in Agriculture towards the realization of the objectives of the Decent Work Agenda. Examination of the consolidated list of actions and identification of impediments for each action point and a solution to overcome the impediment and to prioritize for national sectoral OSH programme development in Agriculture for OSH.	Mr Franklin Muchiri/Ministry of Labour and Social Services/Consultant/FAO
Day 4-13 July 2011		
0900-1000	Group work cont'd- Towards the development of an effective national action programme for OHS in Agriculture towards the realization of the objectives of the Decent Work Agenda. Examination of the consolidated list of actions and identification of impediments for each action point and a solution to overcome the impediment and to prioritize for national sectoral OSH programme development in Agriculture for OSH.	Mr Franklin Muchiri/Ministry of Labour and Social Services/Consultant/FAO
1000-1015	Tea break	
1015-1115	Plenary presentation and discussion on the elements of the action programme to draw a coherent list of priority actions and propose the way forward preferably through the established national OSH structures for the OSH programme in agriculture.	Ministry of Labour and Social Services/Consultant
1115-1200	Workshop evaluation and closure	Ministry of Labour and Social Services
1200-1300	Lunch	
1300	Departure- ILO Country Office for Zimbabwe	

**ANNEXURE 6-LIST OF PARTICIPANTS**

NO.	NAME	MINISTRY/ORGANIZATION	ADDRESS/CONTACT DETAILS
1.	Mr. L. C. Museka, Permanent Secretary	Ministry of Labour and Social Services	12 <sup>th</sup> Floor Compensation House, Crn 4 <sup>th</sup> /Central Causeway, Harare, Tel: 790871 E-mail: <a href="mailto:lancemuseka@yahoo.com">lancemuseka@yahoo.com</a>
2.	Ms. C. Huruva, Senior Labour Officer	Ministry of Labour and Social Services	12 <sup>th</sup> Floor Compensation House, Crn 4 <sup>th</sup> /Central Causeway, Harare, Tel: 790871 E-mail: <a href="mailto:chidochitima@yahoo.com">chidochitima@yahoo.com</a>
3.	Ms. Monica Hanga	Ministry of Labour and Social Services	12 <sup>th</sup> Floor, Compensation House, Cnr 4 <sup>th</sup> /Central Avenue, Harare, Tel; 796450-60, Fax: 791974, e-mail: <a href="mailto:monicahanga@yahoo.co.uk">monicahanga@yahoo.co.uk</a>
4.	Mr. S. T. Kadzima, Labour Officer	Ministry of Labour and Social Services	12 <sup>th</sup> Floor, Compensation House, Cnr 4 <sup>th</sup> /Central Avenue, Harare, Tel; 796450-60, Fax: 791974, e-mail: <a href="mailto:stkadzima@mlass.gov.zw">stkadzima@mlass.gov.zw</a> e-mail: <a href="mailto:stkadzima@yahoo.com">stkadzima@yahoo.com</a>
5.	Ms Netty Mawodza, Acting Provincial Labour Officer	Ministry of Labour and Social Services	Makombe Complex, Block 1, Harare, Tel: 792751-3,
6.	Mr. M. Magureyi, Provincial Labour Officer, Mash-West	Ministry of Labour and Social Services	Department of Labour Relations, P. Bag 7719, Chinhoyi, Tel: 0772471610
7.	Mr. V. Musolo, Provincial Labour Officer	Ministry of Labour and Social Services	P. O. Box 84, Mutare, Tel: 020-64428/60243/64472 Fax: 020-60243
8.	Mr. H. Muchinako, Provincial Labour Officer	Ministry of Labour and Social Services	Government Composite Block, Box 40 Marondera, Tel; 0279-23165/25210, Fax; 0279-24609
9.	Mr. N. Nyekete, Provincial Labour Officer	Ministry of Labour and Social Services	Box 330, Bindura, Tel: 0712-7038
10.	Mr Etias Macheke, Provincial Labour Officer	Ministry of Labour and Social Services	Labour relations Department, P. O. Box 20, Masvingo, Tel; 039-263555/263478/263476, Fax: 039-263555
11.	Mr. Waren Macheke, Aide	Ministry of Labour and Social Services	Labour relations Department, P. O. Box 20, Masvingo, Tel; 039-263555/263478/263476, Fax: 039-263555

12.	Mr. Peter Ngorima, Acting Provincial Labour Officer	Ministry of Labour and Social Services	4 <sup>th</sup> Floor, G. Block, Mhlahlandela, Gvt. Complex, Bulawayo, Tel: 09-63714 Fax: 71839, E-mail: <a href="mailto:peter.ngorima@yahoo.com">peter.ngorima@yahoo.com</a>
13.	Ms. Mutambirwa, Provincial Labour Officer	Ministry of Labour and Social Services	Box 680, Gweru, Tel: 054-223183/225017-9, Fax: 054-222298, E-mail: <a href="mailto:flosagonda@yahoo.co">flosagonda@yahoo.co</a>

NO.	NAME	MINISTRY/ORGANIZATION	ADDRESS/CONTACT DETAILS
14.	Mr. I. Mwale, Acting Provincial Labour Officer	Ministry of Labour and Social Services	P. O. Box 261, Gwanda, Tel; 0284-22684, Fax: 0284-22654, E-mail: <a href="mailto:ikemwale@rocketmail.com">ikemwale@rocketmail.com</a>
15.	Mr. Friday Zondo, Vice President	Zimbabwe Congress of Trade Unions	GAPWUZ, 670 Nyamhunga two, Kariba, Tel: 0772225017
16.	Mr. Golden Magwaza, Acting Deputy General Secretary	Zimbabwe Congress of Trade Unions	GAPWUZ, Box 1952, Harare, Tel: 762896
17.	Ms Yeukai Makanda, Research Coordinator	Zimbabwe Congress of Trade Unions	GAPWUZ, Box 16, Marondera/13 Stella Court Marondera, Tel; 0773364009 E-mail: <a href="mailto:kamuyeukai@yahoo.co.uk">kamuyeukai@yahoo.co.uk</a>
18.	Mr. Jotham Mutemeri, Provincial Officer	Zimbabwe Congress of Trade Unions	P. O. Box 1952, Harare, Tel: 0734382166, Fax: 762897
19.	Mr. James Gonese, Provincial Head	Zimbabwe Congress of Trade Unions	GAPWUZ 28 B Cecil Chambers, Mutare, Tel: 0773285547, E-mail: <a href="mailto:jamegoneso@gmail.com">jamegoneso@gmail.com</a>
20.	Mr. Edmund July Kupara, Designated Agent	National Employment Council for Agriculture	NEC Agriculture, P. O. Box 288, Chinhoyi, Tel: 067-24359 Fax: 07-27430
21.	Ms. Sithandiwe Ndebele, Designated Agent	National Employment Council for Agriculture	NEC Agriculture, Box 3886 Bulawayo, Office 303,3 <sup>rd</sup> Floor, LAPF ouse, Bulawayo, Tel: 09-72350, E-mail: <a href="mailto:sithandiwendblo@gmail.com">sithandiwendblo@gmail.com</a>
22.	Mr. Tawanda Marisa, Designated Agent	National Employment Council for Agriculture	NEC. Agriculture, Box 367, Chiredzi, No. 5, 56 Chronea Drive, Chiredzi, Tel: 031-3398, E-mail: <a href="mailto:administration@necagriculture.co.zw">administration@necagriculture.co.zw</a>
23.	Ms. S. Ncube, OSH Promotions Officer	National Social Security Authority	Cnr Leopold Takawira/Main Street,

			compensation House, Bulawayo, Tel: 09-71013 ext 1071, Fax: 09-77600, E-mail: <a href="mailto:ncube@nssa.org.zw">ncube@nssa.org.zw</a>
24.	Mr. Joseph Garwe, Safety and Health Office	National Social Security Authority	P. O. Box 414, Gweru, Tel: 054-222379, E-mail: <a href="mailto:garwej@nssa.org.zw">garwej@nssa.org.zw</a>
25.	Mr. Johanesh Mandowa, OSH Promotion Officer	National Social Security Authority	P. Bag 7009, Mutare, Tel: 020-62916, Fax 020- 65659, E-mail: <a href="mailto:mandowaj@nssa.org.zw">mandowaj@nssa.org.zw</a>
26.	Mr. S. Makambaya, OSH Officer	National Social Security Authority	Box 197, Chinhoyi, Tel: 067-24140-8, Fax: 067- 23294, E-mail: <a href="mailto:makambayas@nssa.org.zw">makambayas@nssa.org.zw</a>
27.	Ms. Elingah Yeukai Magada, OSH Promotions Officer	National Social Security Authority	P. O. Box 91, Chiredzi. Tel: 031-2927, E-mail: <a href="mailto:magada@nssa.org.zw">magada@nssa.org.zw</a>
28.	Mr. Tichaona Mapuru, Inspector of Factories Engineering	National Social Security Authority	56 Gleneagles Road, Willowvale, Harare, Tel: 04-661475/0773289023, E- mail: <a href="mailto:tichamapuru@yahoo.com">tichamapuru@yahoo.com</a>

NO.	NAME	MINISTRY/ORGANIZATION	ADDRESS/CONTACT DETAILS
29.	Ms. Evelyn Nomagugu Mutombeni, Occupational Hygienist	National Social Security Authority	Compensation House, Cnr Leopold Takawira/Main Street, Bulawayo, Tel: 09- 71013 ext 1065/fax: 09- 77600, E-mail: <a href="mailto:mutombenie@nssa.org.zw">mutombenie@nssa.org.zw</a>
30.	Mr. Joe Chikosha, Factory Inspector	National Social Security Authority	Cnr 3 <sup>rd</sup> /Aerodrome Road, P. Bag 7009, Mutare, Tel: 020-63461/fax: 020-65659 E-mail: <a href="mailto:chikoshaj@nssa.org.zw">chikoshaj@nssa.org.zw</a>
31.	Mr. Absolom Zengeya, Provincial Inspector of Factories	National Social Security Authority	Box 197, Chinhoyi, Tel: 067-24140-9, Fax: 067- 24394, E-mail: <a href="mailto:zengeyaa@nssa.org.zw">zengeyaa@nssa.org.zw</a>
32.	Mr. Tafadzwa Muchaka, OSH Inspector of Factories	National Social Security Authority	NSSA Compensation House, P. O. Box 195, Masvingo, Tel: 039- 262882/5, E-mail: <a href="mailto:muchakat@nssa.org.zw">muchakat@nssa.org.zw</a>
33.	Mr. E. Hweru, Finance Officer	Employers Confederation of Zimbabwe	4 Central Avenue, Harare, Tel: 739647/9 Fax: 739630, E-mail: <a href="mailto:ehweru@emcoz.co.zw">ehweru@emcoz.co.zw</a>
34.	Mr. Tongai Marodza, Labour Relations Advisor	Employers Confederation of Zimbabwe	Commercial Farmers Union/EMCOZ,

			Agriculture house, cnr Adylinn Road/Malborough Drive, Harare, Tel: 04- 309800/04-3-9849, e- mail: <a href="mailto:tongai@cfuzim.org">tongai@cfuzim.org</a>
35.	Ms. J. Panashe, Human Resources Officer	Employers Confederation of Zimbabwe	Matanvska Pvt Ltd, 5179 Tameside Close, Box 691, Mutare, Tel: 020- 60982/67211, Fax: 020- 66046 E-mail: <a href="mailto:jeanpa@mutare.matanvska.co.zw">jeanpa@mutare.matanvska.co.zw</a>
36.	Mr. Joe Chikosha, Factory Inspector	National Social Security Authority	Cnr 3 <sup>rd</sup> /Aerodrome Road, P. Bag 7009, Mutare, Tel: 020-63461/fax: 020-65659 E-mail: <a href="mailto:chikoshaj@nssa.org.zw">chikoshaj@nssa.org.zw</a>
37.	Mr. Benjamin Mutetwa, Consultant	National Social Security Authority	Cnr Sam Nujoma Str/Selous Ave NSSA House. +263 773 429 838 Email: <a href="mailto:bjmtetwa@yahoo.com">bjmtetwa@yahoo.com</a> .
38.	Mr. Alphone –Tabi-Abodo, Deputy Director, OIC	ILO Country Office	
39.	Mr. Rajendra Paratian, SECTOR	ILO Geneva	<a href="mailto:paratian@ilo.org">paratian@ilo.org</a> .
40.	Mr. Franklin Muchiri	ILO Decent Work Team(DWT)Pretoria	<a href="mailto:muchiri@ilo.org">muchiri@ilo.org</a>
41.	Mr. Adolphus Chinomwe	ILO Country Office	<a href="mailto:chinomwe@ilo.org">chinomwe@ilo.org</a>
42.	Ms. Gloria Sitotombe	ILO Country Office for Zimbabwe	<a href="mailto:sitotombe@ilo.org">sitotombe@ilo.org</a>
43.	Mr. Fungai Mudzengerere	ILO Country Office	<a href="mailto:mudzengere@ilo.org">mudzengere@ilo.org</a>