***In a letter to the Chief Executive of the Infrastructure Development Bank of Zimbabwe, the TUC has protested against the suspension of the President of the Bank and Allied Workers’ Union over union activity.***

Mr Charles Chikaura 05.11.2013

Chief Executive Officer

Infrastructure Development Bank of Zimbabwe

99 Rotten Row Road

Harare

Zimbabwe

Dear Mr Chikaura

**Suspension of Mr Farai Katsande**

On behalf of the TUC General Council which represents some 6m workers in the UK, I write to express our deep concern over anti-trade union action and discrimination against trade union officials in the financial sector in Zimbabwe.

The latest victim is Farai Katsande, President of the Zimbabwe Banks and Allied Workers' Union, suspended from his position in your bank on 15 October 2013 for alleged absence from work while he was attending a union activity in Kenya. Prior to this, the bank management had attempted to prevent Farai Katsande from engaging in trade union activities by promoting him to a supervisory position which would have disqualified him from his union membership.

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

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

Yours sincerely

**Frances O’Grady**

TUC General Secretary