

DECENT JOBS FOR FARM WORKERS THROUGH COLLECTIVE BARGAINING AGREEMENTS



Meet Mutabele Kunda, NUPAAW, Zambia

50 years old and director of education (trade union training) in NUPAAW since 2006.

She has been active in the trade union movement for 25 years since she became a shop steward and chairperson for the regional trade union branch in 1993.

She is a skilled agriculturalist from 1992 and has been responsible for livestock and feeding on a big farm owned by a copper-firm.

Regional coordinator for NUPAAW in the copper-belt under an ILO/IUF programme for women in agriculture.

Employed in the regional and later national trade union since 2000.



Farm workers Union, NUPAAW, Zambia

NUPAAW organises farm workers in Zambia. They work in plantations (e.g. sugar, timber, tobacco, grain and bananas), livestock, aquaculture, fruit, cut flowers and food processing. NUPAAW has **42.962 members**, of which **34% are women**. During the past 4 years, NUPAAW organised 27% new members, which make them still stronger in negotiations with employers. There is however still a long way to go.



FARM WORKERS' CONDITIONS

73% of the work force are employed in agriculture.

Agriculture contributes only 6% to the Zambian economy.

Most farm workers get a salary they cannot live on.

Their **salary covers less than 16% of a family's basic needs**.

Only 13% of farm workers in Zambia are organized in a trade union and **only 2.5% are covered by a Collective Bargaining Agreement (CBA)**.

Child labour is rampant in the farms in Zambia
- 35% of children engage in work.

There is no child labour where there is a trade union

The CBA makes the difference for poor farm worker

250 poor farm workers have achieved better working- and living conditions on the agricultural enterprise **Wangwa Farms in Zambia**.

It happened after the signing of a collective bargaining agreement (CBA) between the company and the trade union, NUPAAW. The strengthened dialogue between management and trade union have created significant improvements.

Almost 100% of the workers are members of the trade union – which is the reason for the strengthened negotiation position.

A CBA THAT ROCKS

- ✓ Salary increase for the lowest paid workers on 20% and 7% for the highest paid workers – this corresponds to between the double and seven times the national sector-CBA
- ✓ Yearly bonus – at half a months' salary
- ✓ Four months' maternity leave with full salary
- ✓ Paid study leaves for those who wish to take courses
- ✓ Better work environment
- ✓ Free kindergarten for workers' children – incl. children of the casual workers
- ✓ Improved housing incl. water and sanitation
- ✓ Between 80 and 250 casual workers being hired in the harvest season, are now covered by the CBA

3F in Zambia

3F has worked with NUPAAW since 2008. 3F works with four national trade unions in agriculture, construction, industry and private service to:

- Strengthen social dialogue between employers and trade unions
- Improve protection and rights of casual and seasonal workers

- Improve organising of women for better protection and strengthen gender equality in the labour market
- Improve the role and engagement of employers and trade unions in ensuring technical education and skilled jobs
- Improve the effort for a better work environment
- Strengthen the regional sector-networks.

3F's International Work

3F has worked with international solidarity and development for more than 30 years in close collaboration with sister organisations, taking a point of departure in the partners own strategic plans. 3F adds experience from the Danish labour market model and also promotes south-south experience sharing across borders.

3F's programmes are implemented in South and South East Asia, southern Africa, Latin America,

the Middle East as well as Central- and Eastern Europe.

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Read more: <https://tema.3f.dk/international>

3F, Danish Industry and the LO/FTF Council formed a Labour Market Consortium in 2017 and signed a strategic partnership agreement with the Ministry of Foreign Affairs of Denmark for the promotion of well-functioning labour markets as a contribution to the UN Sustainable Development Goal 8.

