

THE IMPACT OF GLOBALISATION ON LABOUR LEGISLATION RELATED TO EMPLOYEES IN ZIMBABWE

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ABSTRACT

While there is widespread agreement that globalisation has affected developments across the globe and that it brought with it foreign direct investment and employment creation, there is no consensus on the nature and significance of its impact on labour legislation relating to employees. With specific reference to Zimbabwe, one view is that globalisation brought about employee rights. Another is that the advent of globalisation led to high liberalisation of the labour market through labour legislation deregulation to the disadvantage of employees. It is against this backdrop that the objective of this article is buttressed on the need to understand the impact of globalisation on labour legislation relating to employees in Zimbabwe. To achieve this objective, the study adopted a qualitative research approach based on the interpretivist research paradigm entrenched within a phenomenological research strategy. Being a qualitative study, the article relied on interviews and participants memoirs, which were thematically analysed. It was shown that globalisation has both positive and negative impact on legislation relating to employees. The positives are provision of workplace democracy; employees' rights; protection against unfair labour practices; and promulgation of anti-discrimination laws. The identified negatives included the increase of casual and temporal employment contracts; rising retrenchments; non-compliance with labour laws, particularly in the special economic zones (SEZ); use of cheap labour through outsourcing and labour brokering; and breach of minimum wages regulations. Findings showed that the negative effects outweigh the positives. This article therefore recommends that employee involvement, training and education on globalisation dynamics is necessary for employees to appreciate emerging issues in the world of work and be equipped to meaningfully engage employers in collective bargaining to improve their plight at workplace and industry level.

Keywords: Globalisation, labour legislation, employee, International Labour Organisation (ILO), transnational companies

Jel classification: J53; K31

1. Introduction and Background

Globalisation created porous borders through integration of international economic systems, financial markets, labour legislative frameworks, and human capital exchange. The conceptualisation of globalisation, and its definition in literature, is somewhat clouded with controversy and acrimonious debate between its advocates and critics (Lee & Vivarelli, 2006). The global connectivity and integration in all spheres created international institutional frameworks, increasing pressure on countries and societies to assimilate towards international standards (Wait & Thibane, 2015). The globalisation phenomenon led to the rise of transnational companies, which, in their search for raw materials, markets and cheap labour, established themselves in different countries through acquisitions, mergers, and opening new plants (Collings, 2007).

Even the behemoths of communist and socialist economies in the 1990s capitulated to this new world order (Heng, 2000; Kishore, 2002; Sklair, 2002). In this regard, Ukpere (2014, p.158) notes:

"This development saw nations, particularly developing ones, rushing to infuse themselves into the capitalist global system, which was reflected by the opening of borders to the transnational juggernaut of capitalism."

As the tidal waves of globalisation grew, Zimbabwe joined the globalisation bandwagon. Backed by the World Bank's policy of Economic and Structural Adjustment Program (ESAP), and through the influence of the Tripartite Negotiating Forum (TNF) and direct lobbying by employer boards like the Employers' Confederation of Zimbabwe (EMCOZ), transnational companies in Zimbabwe contributed to formulation of the employment relations policy, which led to formulation of labour legislative changes in 1992 (Sachikonye, 1990). Nonetheless, failure of the Economic and Structural Adjustment Program widened the rift between the poor's needs and the rich's plenty. The anti-climax of this initiative was that, it threw Zimbabwe into an economic downward spiral, characterised by accelerated poverty and negative growth. This was described by the United Nations Development Programme (2008) as jobless growth, future-less growth, voiceless growth also known as the end of workplace democracy, and ruthless growth in form of increased poverty.

There are several global factors that impact on labour legislation and when it comes to employees, it is pertinent to understand the nature and significance of such impact from the perspective of employees and their employers.

1.1 Problem statement, research questions and objectives

Labour legislation is pertinent in guiding both employer and employee conduct at the workplace. Workplace, regulations, policies and procedures are useful for a number of reasons, which include setting parameters of interaction among employees and between the employer and its employees by creating acceptable standards of workplace relations. For employees, labour legislation work as a buffer and protection tool against errant employers whilst the same legislation is expected to protect business. Zimbabwe relaxed its employee protection mechanism in order to increase labour market flexibility in 1992 in line with the World Bank's Economic Structural Adjustment Policy. Workers feel unsafe and perceive employment regulations and national labour policies as divorced from the challenges that globalisation occasioned. In 2008, Zimbabwe was on the ILO agenda for breaching the declaration on the Fair Globalisation Protocol and breaching ILO convention 87 and 89 by infringing workers' rights to organise when it barred industrial demonstrations and arrested workers who had participated in industrial job action. These perceived deficiencies in the Zimbabwean labour legislation and national labour policy have now become a challenge worth exploring and this article attempts to understand this phenomenon.

1.2 Research question

The above problem statement triggered the research question below:

- What is the impact of globalisation on labour legislation for employees in Zimbabwe?

1.3 Research objective

The objective of this article is:

- To understand the impact of globalisation on labour legislation for employees in Zimbabwe.

2. Literature review

Particularly emblematic in the study of globalisation and labour legislation, has been the widening of the range and deepening of the depth of legislative interventions to provide adequate covering of workplace regulations in the face of the changing methods of production and globalised markets (Tiraboschi, 2014). Whether or not legislative intervention impacted positively on employment relationships in Zimbabwe, and perhaps across nations, is a subject of debate. Blanpain (2006) contends that current challenges in the global labour market are so drastic that the existing legislative framework needs remodelling. He argues that:

"The changes that are taking place are so radical that they lead to a rethinking, and sometimes, an identity crisis for national systems of labour law and industrial relations. Rules, practices and expectations of yesterday are less relevant for tackling problems of today and tomorrow in the new world of work. In a sense, we need to start from scratch" (Blanpain, 2006, p. 41).

Regulations and practices governing labour relations world-wide are undergoing serious re-regulation in line with business changes, technological advancement, as well as social evolution (Biagi, Tiraboschi, & Rymkevitch, 2002). Globalisation in economic, social, political and ideological

dimensions is a key determinant of labour legislative changes (Fenwick, Kalula & Landau, 2007). The changing patterns of work organisation, the weakening role of the nation state over regulations of labour relations, and the fading capacity of trade unions in collective representation and collective bargaining, have crippled the protective function of labour laws (Kim & Zurlo, 2009). Perhaps to put this discussion into perspective it is pertinent to briefly define globalisation.

2.1 Globalisation defined

It has been widely accepted that globalisation is an ongoing catalytic process, responsible for changing local and regional phenomena into global ones (Giddens, 2004). Steger (2017, p.19) states that globalisation was used in academic literature in the 1960s to “*describe a process, a system, a force and an age.*” Regarding its effects on society, Giddens (2004) argues that globalisation strengthened international relations, obliterating the barrier of distance to enable societal developments in different societies to influence events in others far away. In industrial relations terms, Macdonald (1997) defines globalisation as a reduction of barriers between countries, leading to intensified economic competition among nations, and the increasing trend of migrant workers, and sharing of international best standards in labour relations and workplace management. Friedman (1999) focused much of his work on identifying drivers of globalisation and their impact. He identified propellers of globalisation to be trade, outsourcing, technology, and political forces. Robinson and Harris (2000) add that economic actors, namely transnational firms, banks, and capitalist countries are drivers of economic globalisation and these influence labour legislation in countries they invest. The next section defines labour legislation.

2.2. Definition of labour legislation

Biagi, Tiraboschi and Rymkevitch (2002, p.5) defined labour legislation as “*regulations governing industrial relations.*” Similarly, Salamon (2000) describes it as determining and regulating employment relations both within and outside the workplace. Macdonald (1997) describes labour legislation as the legal framework that governs the employment relationship derived from national policy, taking into account global changes, and the need for flexibility and security. The formulation and very nature of existence of labour legislation is therefore not devoid of external factors but, it is an inclusion of both global and national interests possibly ahead of the concerns of the proletariats, and this is elucidated in the following section.

2.2. Globalisation and labour legislation relating to employees

2.2.1. Early forms of labour legislation in Zimbabwe

Zimbabwean labour law backdates to colonial rule, when colonial settlers organised and controlled the indigenous labour force for colonial and capitalistic advancement, according to British common law and later codified legislation of the Master-Servants Ordinances of 1901, which criminalised worker disobedience (Gwisai, 2006). Furthermore, the Compulsory Native Labour Act of 1943 forced black workers to work, while the Industrial Conciliation Act of 1934 restricted trade union participation and workplace democracy (Fenwick, Kalula & Landau, 2007).

In post-independence Zimbabwe, labour legislation did not immediately change, at least not until the 1985 Labour Relations Act. Sachikonye (1990) contends that during the first four years of independence, government tacitly suppressed workplace democracy. Raftopoulos (1995) mentions that the maintenance of oppressive labour laws by the ZANU PF administration was based on the need to advance the interests of the dominant capitalist and imperialist powers for economic purposes, as it owned the entire industrialisation and farming industry.

The suppression attracted resentment, leading to formulation of the 1985 Labour Relations Act, which immediately triggered acrimonious debate between critics and supporters. The criticism from global capitalists and castigation regarding the 1985 Act from the World Bank and International Monetary Fund (IMF) forced government to relent. The influence of global capitalists indeed controlled the state of labour relations development in Zimbabwe. Hence, Fenwick *et al.*, (2007) observed that international financial institutions (IFIs) implored governments to enact laws that promote labour-market flexibility in order to enhance productivity and economic growth. Zimbabwe responded by promulgating the Labour Act of 1992, which replaced the 1985 Labour Relations Act (Sachikonye, 1990).

2.2.2. The 1992 Labour Act and deepening globalisation

Gwisai (2006) postulates that the Labour Act of 1992 has features that form current employment relations through provisions or employment contracts, employee rights, dispute resolution mechanisms, and collective bargaining.

2.2.2.1. Employment contracts

In terms of employment contracts, the Labour Act categorised contracts of employment into five distinct categories, namely permanent, fixed-term, casual, seasonal, and specific-task contracts. In the last decade, Zimbabwe's labour market witnessed a rise in casual and fixed-term contracts (Luebker, 2008). Casualisation is the increase of non-permanent employees, who are usually not protected by labour legislation, and who are hence at the mercy of their employers (Klerck, 2009). For example, in a dispute involving casualization of labour in *Magodora and Others v Care International Zimbabwe* (2014), the Court gave new meaning to continual renewal of contracts by concluding that fixed-term contracts have a start date and an end date. In this respect, the Court warned:

“In principle, it is not open to the Courts to rewrite a contract entered into between the parties or to excuse any of them from the consequences of the contract that they have freely and voluntarily accepted, even if they are shown to be onerous or oppressive” (*Magodora & Others v Care International Zimbabwe*, 2014, p. 5).

The advent of globalisation influenced legislative policies adopted in employment contract law. Kanyenze (2011) argues that the World Bank (WB) and the International Monetary Fund (IMF) pressured Zimbabwe to yield by liberalising the labour market and introducing casual labour and fixed-term contracts, which extended to provisions guiding termination of employment. Provisions regarding termination of employment are provided for in the Labour Act [Chapter 28:01] under section 12, which, at its inception in 1992, returned the right to hire and fire, to employers.

2.2.2.2. Retrenchment regulations

With regard to retrenchment laws, global capitalists called for the setting of clear retrenchment guidelines through legislative amendments (Madhuku, 2015). USAID (2014) warns that restrictive labour legislation was one of the main causes of Zimbabwe not being investment-friendly. At this stage, benchmarking of industrial practices against international standards took centre stage, leading to new retrenchment rules in the Labour Amendment No. 5 (2015), which introduced a default retrenchment package that gave two weeks' salary for each year worked. USAID (2014) commented that the 2015 retrenchment provisions were in line with regional practices, comparing the new Zimbabwean provisions to South Africa's law that gives a minimum of one week's pay for each year that an employee would have worked, and Zambia's labour law, which provides a maximum of two months' salary for each year worked.

2.2.2.3. Minimum wages

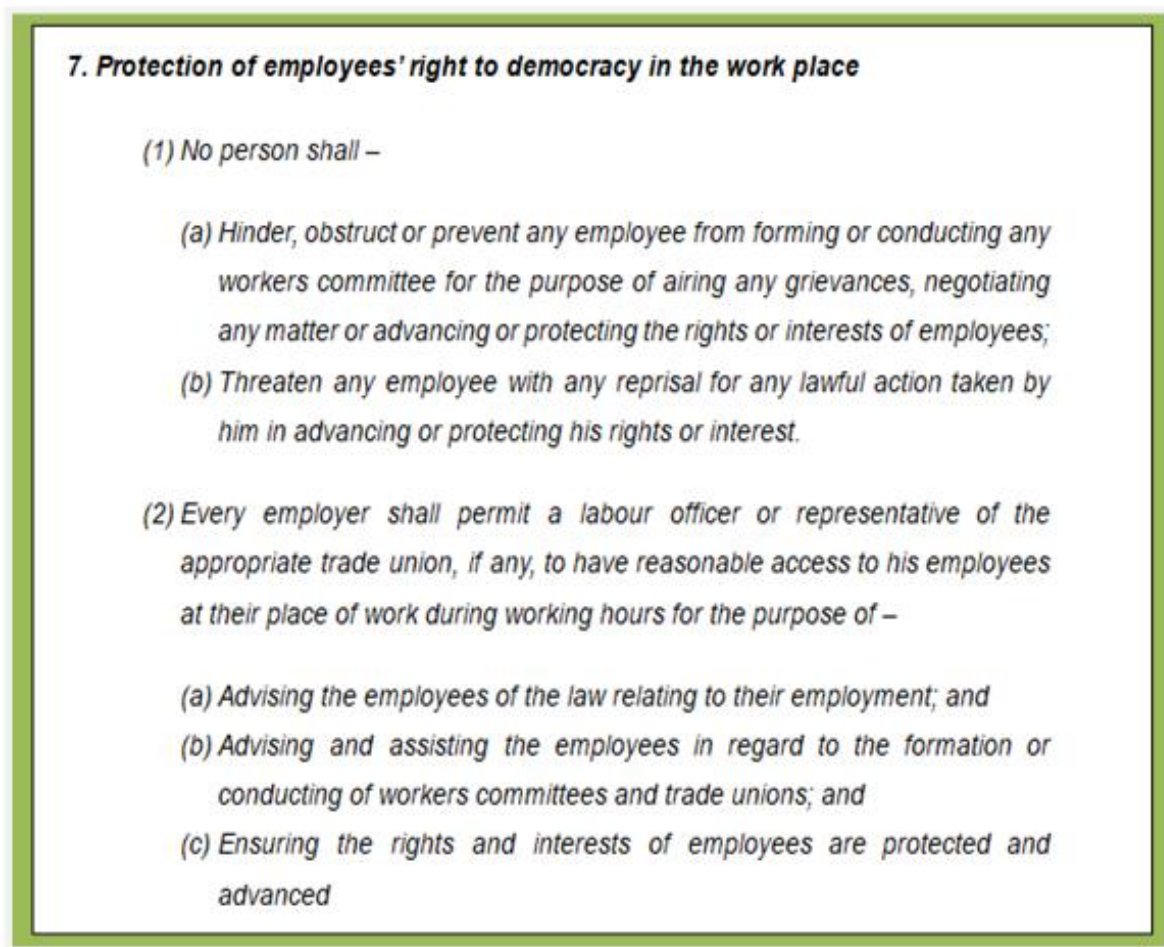
Regarding minimum wages, Zimbabwe did not have minimum wage regulations, as these were abolished by the Labour Act of 1992 (Saunders, 2007), but this changed from 27 March 2020, when government introduced the Statutory Instrument 81, Labour Relations (Specification of Minimum Wages), (2020). Before this new law, according to Gwisai (2006), the Labour Act of 1992 gave all authority to the works councils and national employment councils to facilitate industry-based collective bargaining, and to set minimum wages. Hence, the country experienced different minimum wages across the labour market (Labour Economic Development Research Institute Zimbabwe, 2008). USAID (2014) declares that the liberalisation of collective bargaining was necessary to help organisations to deal with global and viability challenges like economic recessions through employer-employee agreements on wage reduction.

2.2.2.4. Collective job action

When it comes to collective job action, Zimbabwe's labour law does not grant this right without restrictions. The Labour Act [Chapter 28:01] under section 104 set stringent procedures, which, according to Madhuku (2015), rendered legal strikes virtually impossible. Gwisai (2006) states that employees intending to strike are required to first refer their dispute to a labour officer. If the dispute is not resolved within 30 days, they should give the employer fourteen days' notice of their intention to strike. Furthermore, before they can carry out the collective job action, they should hold a referendum through a secret ballot, in which more than 50% of the employees should vote in favour of the strike.

2.2.2.5. Workplace democracy

With reference to workplace democracy, Brione and Nicholson (2012, p. 11) describe it as "*the idea that employees should be given a greater voice in the firms that employ them.*" Bendix (2007, p.654) calls it "industrial democracy," and argues that it takes the form of "*increased employee participation, both in the decision making process and in profits of the undertaking.*" The ILO ensures globally acceptable labour standards by promulgating conventions to ensure that employee rights and workplace democracy are benchmarked internationally (ILO, 2003). The ILO conventions that are fundamental to workplace democracy are "Convention 87," which provides for "freedom of association," and "Convention 98" that gives the right to "organise and collective bargaining" (ILO, 2003, p. 2). Globalisation contributed immensely in shaping Zimbabwe's current labour legislative system from being government-controlled to a liberalised system (Gwisai, 2006). Zimbabwean conformed to the ILO dictates by providing for employee democracy in its Labour Act. Figure 1 below illustrates the provisions occasioned by need to adhere to ILO standards of workplace democracy.



2.3. Intensifying globalisation and the role of the worker's committee

Workers' committees comprise elected employee representatives who work as vehicles to achieve workplace democracy through engagement with management to address employee interests (Sambureni & Mudyawabikwa, 2003). They are established under sections 23 and 24 of the Zimbabwean Labour Act, and their duties and responsibilities are outlined in the same proviso. The involvement of workers' representatives in disciplinary committees, safety committees, pension boards, and grievance committees in Zimbabwe aligns with Bendix's (2007) description of task-centred participation. Task-centred participation restricts employee involvement by confining the worker's committees to issues of less significance, whilst high-level decisions are left to management's prerogative.

Mamba, Jordaan, and Clance (2015) note that the coming of globalisation and the influence of transnational firms brought about global best standards, which increased worker participation at enterprise level, whilst destroying organised labour. Mucheche (2017) concurs that management and worker's committees never hold the same power although legislation assumes that they hold equal power. In practice, labour is highly inferior to capital, and with the advent of globalisation, worker democracy and power is under siege. Sweeney (2004, p. 102) sums it up by stating that, "*with the dawn of globalisation, democracy clearly stops at the workplace door.*"

3. Research methodology

This article adopted the interpretivist paradigm, and as a qualitative phenomenological enquiry, the article relied primarily on interviews and participants memoirs. Using purposive sampling and snowballing technique, fourteen participants who were sufficiently knowledgeable about the phenomenon of enquiry were chosen as sample from the population. The fourteen participants were adequately briefed about the purpose of the study and they duly gave their consent to participate in the study. Twelve participants were interviewed and two wrote memoirs detailing their experiences with the phenomenon. The interviews were semi-structured, which gave participants the opportunity to freely air their views on the issues of discourse, though they were guided with relevant questions to allow some form of standardisation. The transcripts of responses of the interviewees were coded using both electronic coding through Nvivo 10 and manual coding. Participants were given code names like "Simon" which were not their real names. From data coding, common themes emerged. Views of the participants were reflected as expressed in their verbatim quotes in line with each emerging theme. Steps taken in data collection and analysis are summarised in Figure 2 below.

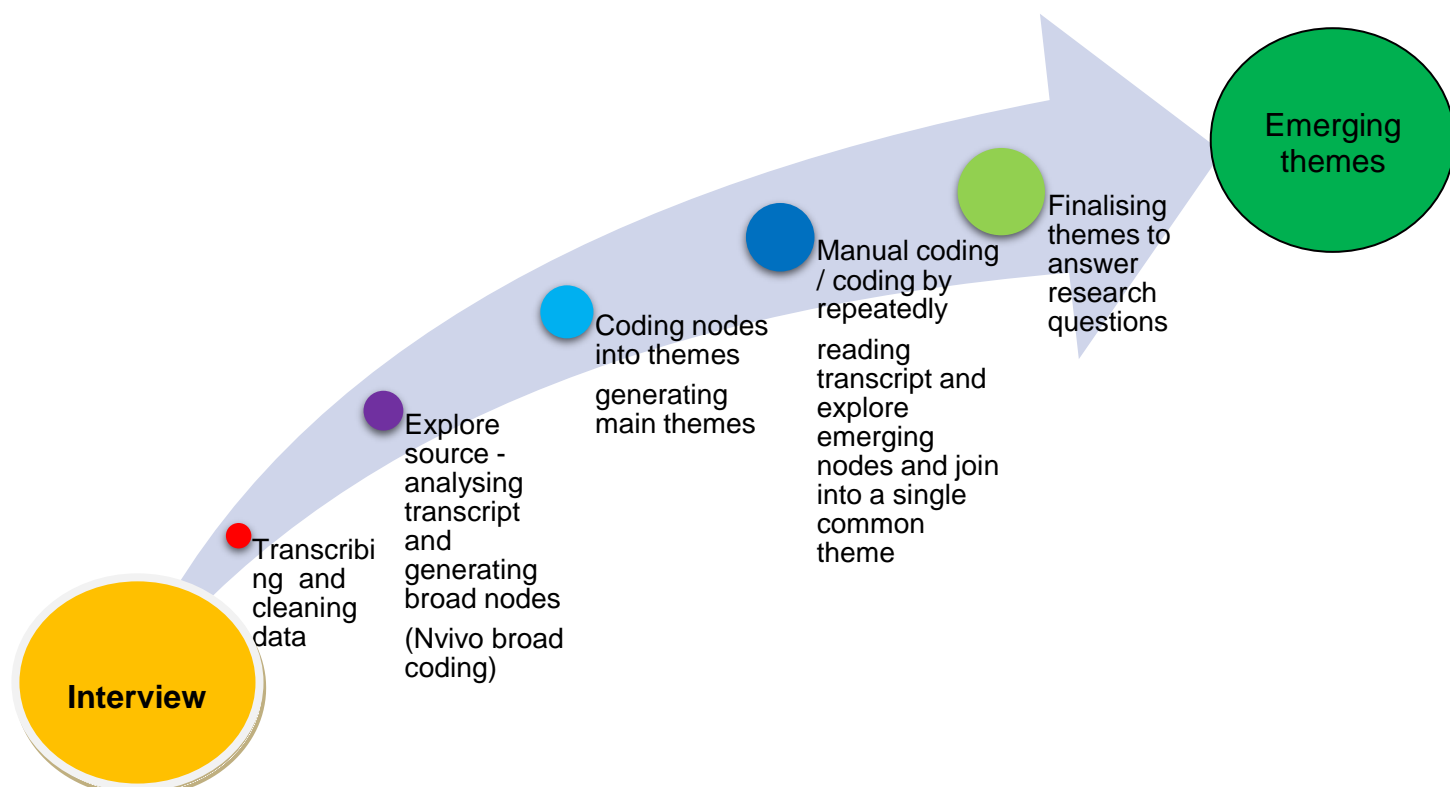


Figure 2: Steps taken from data collection to analysis

Source: Author's fieldwork

4. Data presentation and discussion of findings

The objective of the study was to discover the impact of globalisation on labour legislations relating to employees in Zimbabwe. Consequently, the theme that emerged is, ***globalisation has impact on labour legislation relating to employees***. Two sub-themes, namely the International Labour Organisation and transnational corporations proved instrumental in shaping labour legislation, which relates directly to employees in the Zimbabwean context.

4.1 Role of the International Labour Organisation (ILO) as an agent of globalisation

Zimbabwe's labour legislation predominately follows the basic guidelines of ILO standards. The labour Act is crafted in line with the main ILO conventions and Zimbabwe ratified the majority of ILO conventions. Hence, the Zimbabwean labour law provides for workplace democracy, anti-discrimination, employee rights, freedom of association and fair labour practice. ILO played a critical role to influence labour relations reforms in Zimbabwe and adherence to its standards. It is therefore imperative for Zimbabwe as a member state to comply with ILO set standards. In fact, one of the research participants, whilst referring to anti-discrimination laws in the Zimbabwean Labour Act, argued that the provisions in the Zimbabwean labour act "*were borrowed from ILO conventions against discrimination, right to organise, prohibition of forced labour, and prohibition of employment of under aged employees* (Ben, 12 April 2019, p. 1). Madhuku (2015) notes that the main task of the ILO is to formulate and supervise implementation of international labour standards to ensure human dignity in workplaces.

Another participant, Patience observed:

“Section 7 subsection 12 of the Labour Act provides employee protection by giving employee rights like the right to organise thus promoting workplace democracy. This came about because the country wanted to follow global trends set by the International Labour Organisation” (Patience, Transcript, 8 May 2019, p.1).

Although literature and research findings agree that the ILO showed significant influence regarding the promulgation of labour legislation in Zimbabwe, the research findings further demonstrated that compliance with ratified ILO conventions is a challenge, as observed by one participant:

Despite ILO standards, employees’ rights are very limited... There is no standardisation even for employees in the same transnational companies working in different countries,” (Tracy, Transcript, 14 July 2019, p. 2).

Another noted:

“...currently there is global pressure to move towards unlimited maternity leave for female employees, ILO has already come up with Convention 189 on maternity leave. In Zimbabwe, maternity provisions do not cover fixed-contract employees and the same apply to permanent employees who still had not completed a year of service with the organisation” (Ray Transcript, 14 July 2019, p. 4).

This lack of implementation of the ILO conventions goes against the ethos of anti-discrimination in the Zimbabwean labour legislation especially given the fact that Zimbabwe ratified the Maternity Protection Convention 183 of 2000 (ILO, 2003). Zimbabwe’s maternity provisions are outlined in Section 18 of the Labour Act [Chapter 28:01]. Its implementation was done selectively, omitting casual and fixed-term contract workers. The Zimbabwean Labour Act also introduced a one year waiting period for all new employees in spite of the fact that some of the employees might not be new in the labour market, and some might already have been contributing to the national security fund and state revenue for years in previous engagements.

Pursuant to this finding, it can be argued that some ILO recommendations face resistance and non-compliance from employers who, for example, find it unreasonable to recruit a pregnant employee on a fixed-term contract, and accord maternity leave on full pay and benefits after some few months at work. In case of a contract employee, the contract may expire whilst the maternity is still in force. Such downtime factors on business operations result in silent or unpronounced salient discriminations like not hiring pregnant women. In cases where a pregnant woman is hired, she is not given maternity leave. In fact, the Zimbabwean Labour Act (Chapter 28:01) under Section 12 does not compel employers to allow maternity leave to employees who have worked for less than a year (Labour Act, 2002).

4.2. The role of transnational corporate

Transnational companies are major drivers of globalisation, and Sklair (2002) argues that such companies have massive wealth that make them dictate conditions of doing business within nation states they operate in. Shore *et al.* (2004) viewed transnational companies and their current approaches of outsourcing and replacement of humans with technological machines as a new form of ‘Taylorism’, worse than original scientific management. In Zimbabwe, transnational corporations outsourcing, casualization of labour, long working hours, technological changes, fixed-term contracts, and subcontracting. Research participants shared similar views as stated below:

- *“Indian and Chinese employers subject employees to long working hours with little remuneration”* (Sarah Transcript, 15 September 2019, p.2).
- *“The high casualisations of labour and fixed-term contracts have affected the industry... The other issue that is on the rise is the issue of subcontracting. Employers are now*

subcontracting or outsourcing services from labour brokers” (Ryan Transcript, 14 July 2019, p. 3).

Luebker (2008) points out that in Zimbabwe, outsourcing, transferring of asserts to satellite enterprises, and the use of labour brokers increased since early 2000. Fenwick *et al.* (2007) maintains that the prevalence of outsourcing, as well as fixed-term and casual contracts in Zimbabwe brought challenges to the labour legislation system, where employees were/are either not covered by the law or, if covered, they are not able to enforce their rights, using the same law because they are not protected by it. In some extreme cases, employees who work for the same company were/are paid different wages although they perform similar duties, because the first group was employed under a labour broker, while the company employs the other group directly.

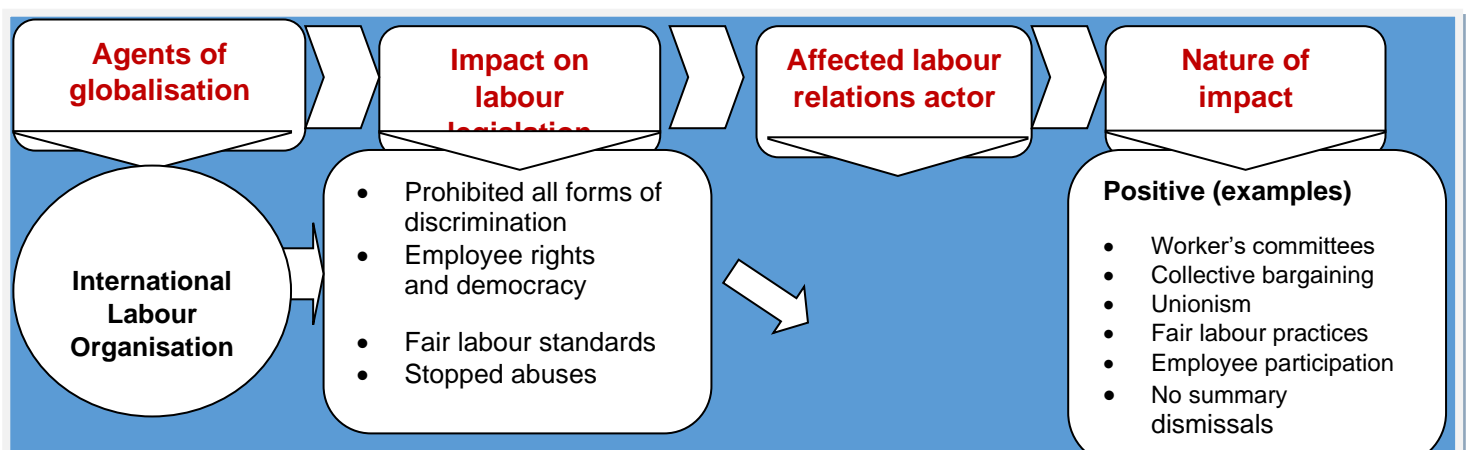
“The employees engaged directly by the company are paid differently from those ones employed by the broker yet performing the same functions. Employees from brokers are paid in line of the commercial sectors industry and their wages are very low... Labour brooking and outsourcing are emerging concepts borrowed from globalisation as they emanated from developed countries and transnational companies bring these concepts in the labour market” (Ryan Transcript, 14 July 2019, p. 3).

In terms of why employees from labour brokers do not have a workers committee, and are treated differently, one of the participants argued: *“There is no need for employee representation, we do not need one. If any they do it at the broker’s offices or at the premises of the out-sourced company. If it causes an issue to the company, we simply terminate the contract with the broker”* (Mark Transcript, 10 August 2019, p. 4). In view of this, employee disciplining, grievance procedure, conditions of service, and governance, in accordance with the company’s code of conduct, do not apply to employees from a labour broker or outsourced services. Such employees remain uncovered by the labour laws, and their concerns remain unaddressed, because there is no forum to address such issues at the workplace and in labour legislation.

Perhaps the role of transnational corporations and the extent of the economic power that they wield help them to force their way on host nations, which one of the research participants summed up in the statement below. She noted that transnational corporations advance globalisation by *“forcing their systems into companies in different countries they operate in”* (Tracy Transcript, 14 July 2019, p. 2). In Zimbabwe’s context, globalisation brought with it new practices such as outsourcing, labour broking, fixed-term contracts and casual employment, making it impractical to administer the labour laws in situations where these new concepts were practiced. Franklin (2015) states that many workers globally are not protected by labour laws.

4.3. Summary of participants’ perceptions regarding flow of impact

Agents of globalisation namely international labour organisations and transnational companies were/are instrumental in influencing labour market legislation in Zimbabwe. Figure 3 below provides an illustrative summary of the flow of the impact of globalisation on labour legislation relating to employees and further highlights participants’ perceptions regarding the nature of impact.



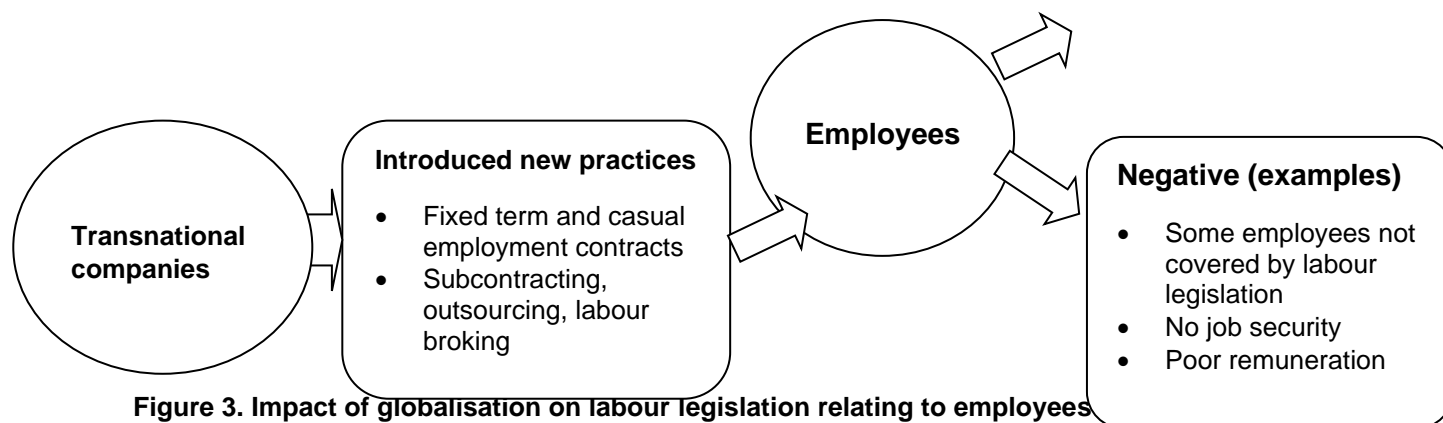


Figure 3. Impact of globalisation on labour legislation relating to employees

Source: Author's fieldwork

5. Recommendations

The negative impact of globalisation on employees in Zimbabwe showed that the negatives are significantly more pronounced and possibly outweigh the positives, thus creating a significant unfairness and exploitation of employees that require correction. Ukpere (2011, p. 93) suggests that there is a need to move *"towards building of a more inclusive and fairer globalisation that could ameliorate the plight of global workers, while promoting industrial democracy for the benefit of humanity."* Hence, the study's recommendations are necessary to assist Zimbabwe's organisations, managers and employees to adaptation methods in response to, the advent of globalisation.

5.1 A need for employees to collaborate with their employers

Unions and employees need to be accountable for ensuing labour relations culture at their respective workplaces through collaboration with their employers. In fact, each work environment faces different challenges, and there is no single prescription to deal with such challenges. The behaviour and attitude of unions and employee representatives towards issues arising from globalisation, which affect the workplace, prompt them to either collaborate or conflict with their employer.

5.2 Government to oversee institution of industrial democracy at all workplaces

Each Zimbabwean workplace should comprise basics that build the main ethos of a sound labour relations environment by affording employee participation through worker's committees, collective bargaining, and involving employees in discussing challenges that globalisation poses, and to collectively work with them to find solutions. Workplace democracy is a fundamental employee right, regardless of whether or not an organisation operates under a special economic zone, or uses outsourcing or not, such global rights are absolute to the extent that an employee should enjoy them.

5.3. A need to educate and train employees on globalisation dynamics

There is need for more awareness, as well as constructive training and education programs regarding globalisation, where both employers and employees are trained and informed about major global changes that affect the world of work. It also helps to ensure that employees and their representatives do not receive completely divergent information and interpretation from unreliable sources.

6. Conclusion

In conclusion, it is observed that globalisation has significant impact on labour legislation relating to employees. Two main drivers of globalisation namely the ILO and transnational companies are instrumental in shaping labour legislation in Zimbabwe. The positive impact occasioned by globalisation include promulgation of anti-discrimination laws, provision of industrial democracy, promotion of fair labour practice and employee rights. The negative impact brought about by the influence of transnational companies include introduction of practices like fixed-term contracts, casual

employment, subcontracting, outsourcing and labour broking. This new phenomenon led to loss of job security, low remuneration and poor conditions of service. In worse case scenarios, some employees are not covered by the labour legislation as in the case of female employees and provision of maternity leave.

The participants generally agreed that the negative impact of globalisation on labour legislation relating to employees were more pronounced as compared to the positives it occasioned. However, there is room for improvement since the general foundation of Zimbabwean's labour legislation is built on the basic principles of ILO conventions. Perhaps, more effort is required from government to seriously work on institutionalising workplace democracy and unpacking globalisation factors and set the pace when it comes to adaptation to global trends.

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