

# Railroader

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## Management to act on sexual harassment

By Bukekile Dube

The National Railways of Zimbabwe (NRZ) is committed to implanting a gender policy and the organization's gender desk should come up with a draft gender policy for consideration by management, the Director (Operations), Mr Samson Bhuza, said.

He said this at celebrations to mark the launch of 16 Days of Activism Against Gender-Based Violence at Raylton Recreation Club where women from various work stations in Bulawayo filled the club's hall.

The celebrations were done under the theme "Creating Zero Tolerance to Sexual Harassment in the Work Place".

Mr Bhuza, who was standing in for the General Manager, Engineer Lewis Mukwada, said management was in full support of the crafting and implementation of a gender policy for the NRZ.

He noted that at present, gender issues within the NRZ were not being dealt with in a systematic way.

"I must confess that as NRZ we do not have a gender policy in place and issues relating to gender have been dealt with in an ad hoc and disjointed manner thus little progress has been realized as a result.

"I have been mandated by my principal to pledge management's full support in the crafting and subsequent implementation of a



**Director (Operations) Mr Samson Bhuza receives a token of appreciation from Human Resources manager Mrs Grace Kunda after officiating at the launch of the 16 Days of Activism Against Gender-Based Violence**

gender policy for NRZ," he said.

Mr Bhuza said activities lined up for the 16 days of activism against gender-based violence should end with the crafting of the draft gender policy.

He said during the 16 days of activism, workers should also be educated on what sexual harassment at the workplace constituted.

"This is a very wide topic which is not normally fully understood, leading to some cases being overlooked," Mr Bhuza.

He said NRZ, like any other organization, had its fair share of sexual harassment matrix at the workplace and strategies were needed at a company level to deal with this menace and create an ideal workplace which has no harassment, discrimination and victimization on the basis of gender.

Mr Bhuza said while women were benefitting from affirmative action and quota systems to address inequality at work, women needed to aim higher and push for more.

"In all fairness, you deserve to

get the lion's share. You constitute the majority of the population. You are the mother of creation and you shape the home. This cannot be debated and little wonder why Malcolm X long said **'to educate a man is to educate an individual, but to educate a woman is to educate and free the nation'**. As you shape the home so should you the workplace and the world at large," he said. NRZ Gender Focal Person, Mrs Ainah Dube-Kaguru, who is Manager Southern Area, chronicled the background of marking 16 Days of Activism against Gender Based Violence in the NRZ.

She said initially, the event was organised by the Zimbabwe Amalgamated Railway Workers Union (ZARWU) before management stepped in to make it inclusive.

She encouraged women in the organisation to continue working together, supporting each other and furthering their education as it was the pathway to greatness. Representatives of NRZ unions including Officers Staff Association (OSA), Railway Artisans Union (RAU), Railways Yard Operating Staff (RAYOS), ZARWU and Young Workers gave solidarity messages where they urged women employees to be educated on Gender Based Violence.

The 16 Days of Activism against Gender-Based Violence are marked every year from 25 November to 10 December throughout the world to raise awareness on gender-based violence and its effects on women. Gender-Based Violence includes physical and psychological abuse, threats of violence and takes place because of power and inequality.

## 16 Days of Activism Against Gender-Based Violence in Pictures



# The amazing education tale of a Railway woman

**By Bukukile Dube**

Mrs Cisilia Chigudu- Gwitimah started working for the National Railways of Zimbabwe (NRZ) as a typist in 1988 with one Ordinary Level subject.

Through sheer determination, today she is a Doctoral Student reading for a PhD on African Politics with the University of South Africa (UNISA).

She completed her first degree in 2013 before embarking on her Master's degree which she finished in 2016.

Mrs Chigudu- Gwitimah said she was motivated to improve herself after most of her peers were promoted ahead of her because of their better academic qualifications.

“Life was not easy at NRZ as my colleagues got promoted because they had better passes than I had,” she said.

Mrs Chigudu- Gwitimah said on joining the NRZ, she was happy with a single O-Level subject taking into account the tough learning conditions she went through at secondary school. She did her secondary school at an Upper Top - a secondary school housed at a primary school taught by unqualified teachers which were introduced by Government soon after independence to cover the gap in the provision of education.

“To make matters worse the teachers were not secondary school trained, but were primary school teachers who volunteered to teach secondary school subjects which they had passion in. After obtaining one 'O' level subject at Munjanja Upper Top it was an uphill struggle to think of what to do next”.

She enrolled at Eagle Youth Training Centre in Vumba where she did a secretarial course for two years and passed with



Mrs Cisilia Chigudu- Gwitimah

Advanced First classes through Pitman.

The government secured work places for people from youth training centres at that time and that was how she got her first job at NRZ.

“By then it was the norm that the government would secure places for us to work and I was advised to report to the National Railways of Zimbabwe for an interview which I passed and started work,” she said.

She did a Certificate in Railway Administration (Operations) which she passed on first attempt.

Mrs Chigudu- Gwitimah then applied to be a secretary in the Audit Branch and started work in April 2002.

“This promotion made me feel out of place as I worked with Auditors who were very good in writing reports with good English. At first I struggled comprehending what some of the words meant but the then Chief Internal Auditor, officers under his jurisdiction and all auditors assisted me in making sense of what I was typing,” Mrs Chigudu said.

At that time she decided to supplement her 'O' level subjects until she attained 5 subjects.

“This marked the beginning of my achievements as I started reading on my own until I managed to have 5 'O' level subjects”, she said.

Mrs Chigudu- Gwitimah said she was promoted to Executive Secretary to the Director (Finance and Administration) in June 2005.

“This is when I decided to again further my education, with the support of my loving husband I enrolled for an Honours Degree in Psychology and graduated in 2013.”

In November 2013 she got promoted and became an Employee Counsellor (Southern Area).

In April 2014 she applied for an in-grade transfer to Mainline Planner in the Traffic Branch. She then registered for a Master's Degree in Peace Leadership and Conflict Resolution (PLCR) and graduated in 2016.

Mrs Chigudu- Gwitimah said she was motivated by a Chief who graduated at the age of 78.

She said she was criticized for

this degree and told that PLCR is irrelevant in the railways but that did not discourage her.

“Psychology is vital wherever humans exist since it deals with the study of the mind, body and behaviour of humans. There is no organization without conflict and these conflicts need to be peacefully resolved, meaning organizations should move with time and engage those qualified in peace and conflict resolution as it does not only apply to countries with war- just to educate those who think PLCR applies to war”, Mrs Chigudu- Gwitimah said. She said she aspires to be a leader

one day.

She encouraged everyone especially women to have a vision in life, be educated and never depend on anyone but God for them to succeed.

“My words of encouragement are that if you have a vision, nomatter the challenges you face remain focused until you achieve your goal. You would not win a race unless you run. “Vision entails an ability to see the invisible, a process of creating the future in one's mind. It is then seeing the future before it is tangible and then working towards making that

dream a reality.

“In addition to that do not blame your family history for your failures but rather work hard to make a difference in your family, it's never too late with God's grace you can be anywhere you aspire to be. No one is born a leader, one has to work for it”, Mrs Chigudu- Gwitimah said. She encouraged people to envy those who are successful in life and make those people an inspiration rather than to be jealous.

## Free transport for Jairos Jiri wagon of coal

### Bukekile Dube

The National Railways of Zimbabwe (NRZ) recently provided free transportation of 48, 6 tons of coal cobbles from Hwange to the Jairos Jiri Association (JJA) in Bulawayo as part of its Corporate Social Responsibility (CSR) investment. The coal was donated to JJA by Hwange Colliery Limited (HCCL).

In monetary terms, the gesture by the NRZ translates to \$2000 which the JJA saved in transportation costs.

Speaking at the handover ceremony at Bulawayo Station, the acting Manager Southern Area, Mr Joseph Temayi, said the organisation was cognisant of the fact that there were less privileged people in society who needed assistance.

He said the gesture by the NRZ to ferry the coal was its way of giving back to society.

“NRZ is not just in the business of making money but we acknowledge that we live in a society with people who need our hand.

“We also care for the community

and this is one way of contributing to the community,” he said.

JJA Chairperson Mrs Sanele Mlauzi said the association was grateful to the NRZ for transporting the wagon-load of coal from Hwange to Bulawayo free of charge.

“After Hwange Colliery Company donated coal to us, we did not know how to raise \$2 000 to transport the coal but NRZ has come to our rescue. We want to thank them for their unwavering support which has



**Mr Maravanyika presents a coal cobble to Mrs Mlauzi to symbolically hand over the coal consignment while Mr Temayi looks on**

stood for decades”, she said.

Mrs Mlauzi said coal was critical to operations at their Nguboyenja Centre which houses and trains people living with disabilities in various skills. “We use the coal for different purposes like cooking, heating water for patients among other things, we do not use electricity for these things”, she said. She urged people to visit the Jairos Jiri Centre to see for themselves how the coal cobbles are being used and how the institution operates.

Mrs Mlauzi said the coal was going to last them about two years.

In July 2017 NRZ transported 30 tonnes of coal for the JJA which had once again been donated by HCCL.

NRZ has been involved in the transportation of coal from Hwange to Bulawayo for the JJA since the 1970s as part of its CSR.

It also does the same for Government and public hospitals.

# NRZ participates in national clean-up day

**By Nyasha Mufuka**

The National Railways of Zimbabwe (NRZ) asserted its role as a responsible corporate citizen by taking part in the national clean-up day launched by the President, Cde Emmerson Dambudzo Mnangagwa.

NRZ workers took 2 hours from their work schedules to clean their surroundings by picking up litter and removing dirt.

The clean-up campaign ran under the theme “My Environment, My Pride” to encourage people to practice cleanliness at all times as well as having a culture of keeping the environment clean.

The NRZ Public Relations Manager, Mr Nyasha Maravanyika, who officiated at the Southern Area clean-up campaign, said clean surroundings were good for the corporate image of the organization.

“We are happy to take part in this national event. Living in a clean environment depicts a positive impression about the NRZ as well as building our corporate image and reputation. Managers and supervisors must encourage workers on cleanliness at all times. However this was not only a cleaning event but also an event to encourage NRZ workers to interact and know each other better,” he said.

NRZ Safety Practitioner, Mr Lameck Ndebele, said good hygiene was important at the workplace.

“People should practice cleanliness to avoid outbreaks of diseases such as cholera and typhoid. Good practice of hygiene also helps in eliminating rodents and cockroaches,” he said.

Mr Ndebele said the organisation will have a clean-up day on the calendar every month to promote and encourage hygiene at home as well as work places.



**NRZ employees clean their surroundings at the Area Headquarters as part of the National Clean-Up Campaign**

Following the launch, NRZ has designated the first Friday of every month as a clean-up day

to ensure the momentum to keep the environment clean is not lost.

# NRZ re-engages Deli Primary School

**By Methembe Dube**

The National Railways of Zimbabwe (NRZ) has donated refurbished office furniture to Deli Primary School in Nyamandlovu area of Matabeleland North as part of its Corporate Social Responsibility (CSR) investment.

Presenting the furniture, NRZ Public Relations Manager Mr Nyasha Maravanyika said that NRZ is working on re-engaging the school to fulfil its pledge made a few years ago.

The donation of the furniture signals the beginning of the re-engagement process between NRZ and the school.

The furniture which was scrapped from the NRZ asset registers, was refurbished in the organisation's workshops to give it a new lease of life before it was handed over to the school last October.

The consignment comprised 10 tables, 20 rubbish bins and five book shelves.

The headmaster, Mr Elias Chakanda, said the school was grateful to the NRZ for coming to the assistance of the school.

The school does not have desks, forcing pupils to write sitting on the floor.

Mr Chikanda implored other organisations to come on board to help the school rehabilitate its infrastructure which is now posing a danger to pupils and their teachers.

“Other areas that need urgent attention are the teachers' cottages. Just this year one of the cottages' roof was blown away by wind, an incident which almost claimed the life of one of our staff members,” he said.

Deli Primary School, situated 50km from Bulawayo, has dilapidated buildings and are in urgent need of repair due to old age and poor quality building materials used.

The school has an enrolment of about 250 pupils drawn from surrounding communal areas where the community is largely poor and survives on subsistence agriculture.

In 2014, the NRZ pledged to assist the school rehabilitate some of the buildings. However, this pledge has not been fulfilled due to economic challenges facing the company.



**NRZ Public Relations Manager Mr Nyasha Maravanyika hands over a paper tray to a teacher at Deli Primary School while pupils look on.**

# NRZ commemorates National Tree Planting Day

**BY BUKEKILE DUBE**

The National Railways of Zimbabwe (NRZ) in December joined the rest of the country in commemorating the National Tree Planting Day by planting trees at various workplaces.

National Tree Planting Day is commemorated on the first Saturday of December each year and NRZ held a belated ceremony on 4 December 2018.

Trees were planted at Central Mechanical Workshops (CMW), Signals Workshops, Bridgeward, Training Centre, Mechanical Engineer's (ME's) Workshops, Training Centre, Griffin Hall, Metcalfe Square and Mpopoma Motive Power Depot (MPD) at events co-ordinated by the Safety and Environment section.

Acting Manager Southern Area Mr Joseph Temayi, who officiated at the MPD tree planting ceremony, applauded NRZ staff for taking an active part in tree planting and said there was a need to plant more trees.

Safety and Environment Manager Mr Elimon Mukozho said the tree planted this year was



**Staff at CMW and Signals Workshop take part in a tree planting ceremony**

*Umdhlawuzo* in Ndebele or *Mushumha* in Shona which was designated as the 2018 national tree.

He said it was important to plant trees as they were essential to life.

“Trees are life, they clean the air so that we breathe fresh air. They balance the ecosystem

and they prevent the greenhouse effect”, he said.

The Greenhouse effect is the build-up of carbon dioxide in the atmosphere resulting in rising temperatures.

Mr Mukozho urged NRZ to take care of the trees as they would reap benefits once they matured.

“Some trees have got value, including this one being planted this year. It's a fruit tree, has medicinal properties, they are a habitat for animals, and provide a good shade”, he said.

Mr Mukozho said the Railways has always planted trees in each and every tree planting season which runs from 1 December to the end of April since the launch of Tree Planting Day in 1980.

Each year, the Forestry Commission selects a tree to be planted during the tree planting commemorations.

Zimbabwe has contributed to afforestation through Tree Planting Day since Independence in 1980.



**The then acting Manager Southern Area Mr Joseph Temayi is assisted by MPD employees to plant a tree**

# My View

## The end is nigh for sexual harassers

The bell may be finally tolling for sex predators in the organisation. There is a real possibility that we might soon witness the #Me Too brigade.

For those not in the know, #Me Too is a global movement spawned by women who for decades suffered sexual abuse in silence from their more powerful male colleagues but recently found their voices and came out in the public to confront their abusers. #Me Too shows that there is a limit to which women can take abuse. The organisation has kick-started the process to end sexual harassment in the organisation. This should be sweet news to women, especially students on attachment being “forced” into workplace affairs by their bosses. “Forced” because they are succumbing to advances from their

bosses due to fear of being “failed” their attachment or are promised jobs.

Please do not get me wrong.

There is nothing wrong with workplace courtships or proposals. Some of these work relations have led to happy marriages. That is why we have many couples within the organisation.

But it is so wrong when seniors use their positions to induce affairs with juniors.

In the military it is called fraternising and can have serious consequences for the senior officer in the relationship.

It looks like the company has finally listened to the cries of women and has asked their representatives to come up with

a draft gender policy for the organisation.

This is the beginning of the process to protect women and the girl child from workplace bulls. We hope women tasked with this important role will make sure the policy clearly and unequivocally prohibits use of power to honey-trap juniors into affairs.

It is an open secret that sexual harassment is taking place within the organisation but culprits are getting away.

The proposed gender policy must remove grey areas on what constitutes sexual harassment so that every woman who feels aggrieved is able to report their case and be heard.

Sexually harassment at work is a form of gender-based violence and must be frowned on in all circumstances.

A graphic with a dark blue background featuring a city skyline silhouette and white stars. The text "Happy New Year 2019" is written in a white, elegant script font, with "2019" in a bold, sans-serif font at the bottom.

Railroader Digital Newsletter welcomes your contributions. Please contact the Editor on email: [amutemi@nrz.co.zw](mailto:amutemi@nrz.co.zw) or Tel BLR Ext 3794



# A new era beckons

**By John Batwell**

Zimbabwe was born, following elections, on 18 April 1980. It was a period of interesting innovation on what was now to become the National Railways of Zimbabwe (NRZ).

In the Midlands a new form of traction was being tested and evaluated, electrification, whilst in the south in Matabeleland private workshops were working with the NRZ in Bulawayo in turning out 89 rebuilt Garratt locomotives of 30 years vintage and giving them another 15 years of operational life.

The steam engines were totally stripped and rebuilt with new tanks, bunkers, fireboxes and the provision of roller bearings.

Not only were these 'new' locomotives imperative to sustain services in the southern and north-western parts of the NRZ but they brought railway tourists from all parts of the world to record and ride 'the Garratt rebirth' that had taken place.

Neighbouring countries like Zambia, Botswana and Mozambique made use of the expertise at the Bulawayo workshops.

Paradoxically from the old steam locomotives in Bulawayo to state-of-the-art electrification of 305km of mainline track between Dabuka, Gweru and Harare, the capital city – a giant leap in the transport system of Zimbabwe which was begun in the middle of 1981.

Rerailing was undertaken with heavy 54kg/m rail and the 30 electric units, from an

European consortium, were assembled locally in Bulawayo providing labour and skills' transfer internally. Forty percent of the massive project involved



One of the locomotives being leased from Transnet under the Interim Solution Equipment

Zimbabwean input by way of material and skills – quite an accolade!

The 25kV electrification system was chosen and the inaugural train, conveying then President Robert Mugabe, ran on 22 October 1983 from Dabuka to the capital.

The electrification exercise, described as 'big by world standards', was widely hailed as a major achievement for the small country.

The political legitimacy led to the purchase of new diesel units from the USA, the re-engining of some elderly diesel classes and rehabilitation of some sanctions-busting motive power.

An attempt was also made at 'diesel hybridising'. This embraced taking two different manufacturers' locomotive product and marrying them into a 'new' unit, costed at some 65%

of the price of a brand new locomotive.

The Canadian International Development Agency (CIDA) funded the prototype, which was short-lived regrettably, when the trial locomotive was written off early on in a collision.

Nineteen diesels, dating from 1976-7, were earmarked for the hybridisation project had it followed through.

The NRZ needed to review its fleet going forward. It had a diesel locomotive fleet representing 13 different classes with 11 variations of power units.

A rationalisation policy was put in place following advice from the World Bank.

NRZ stayed in the American camp purchasing General Motors product, the last batch acquisition being 26 years ago.

In 1998 another railway line was constructed – the joining of West Nicholson with the border station,



Beitbridge.

This turned a branch line into a major arterial route and Zimbabwe now had three rail routes that could connect with South Africa.

This 150km railwayline was constructed on the Build, Operate and Transfer (BOT) model. Upgrading of the old branch line had to be undertaken too.

To this day the line is run by a joint company known as the Beitbridge-Bulawayo-Railway (BBR).

The project 20 years back was a milestone in the BOT concept as it was a joint venture between government and the private sector. Government, the NRZ and New

Limpopo Projects (NLP) signed an agreement on 13 March 1997. The 317km BBR line was inaugurated on 15 July 1999.

The joint venture company had a concession to operate the line for 30 years so in eleven years' time the railway should be handed back to government.

The additional 150km of new line had brought the 1 067mm gauge NRZ system to just short of 3 000km.

Fast forward to the latest BOT deal, spanning 25 years, the Diaspora Infrastructure Development Group (DIDG)-Transnet Consortium's

recapitalisation of the NRZ.

Negotiations between the NRZ and the DIDG-Transnet on the framework agreement were completed in December 2017, culminating in the signing of the Framework Agreement in February 2018, which was witnessed by President Emmerson Dambudzo Mnangagwa.

By February 2019, the recapitalisation process has to be complete with all due diligence having been undertaken and the rehabilitation process able to commence in earnest.

# Eastern Area holds successful show

The Eastern Area Sports Council (EASC) organised a highly successful area show which saw scores of National Railways of Zimbabwe (NRZ) employees and their dependents converging at Raylton Recreation Club in Harare for the annual event. The event took place on 8 December 2018.

The show, a regular feature on the Eastern Area calendar, was organised in conjunction with the Welfare Section.

The event started with a procession of teams taking part in the show led by drum majorettes from Harare and Mutare.

Then it was time for speeches with guest of honour, Public Relations Manager Mr Nyasha Maravanyika, commending the Eastern Area and its sports council for organizing the show. He applauded the EASC for organising the event at a time when other area sports councils had failed to do so.

“I have great admiration for the EASC because other sports councils failed to hold this function but Eastern Area has continued to motivate and encourage workers,” he said. Mr Maravanyika paid tribute to the NRZ for giving workers an opportunity to hold the show saying many companies were not able to do this due to prevailing economic hardships.

He said NRZ was well-known for promoting and supporting sports among its workers.

He urged the EASC to continue organising the shows despite challenges with resources.

He noted that the government also supported sport as it helped relieve stress caused by workplace challenges.

Mr Maravanyika paid tribute to NRZ customers who, apart from giving the company business,

## Eastern Area Show 2018 in Pictures



Winners being presented with their prizes at the Eastern Area Show



donated to the show. He said at future shows, these customers should be recognised by being allowed to display their publicity material such as banners.

He said the Public Relations Office attached importance to the games because they gave a sense of corporate ownership of the NRZ to workers.

After speeches, it was time for games which included soccer, netball, snooker and darts. The

show ended with a prize giving ceremony for the top finishers in each discipline

Among senior NRZ officials who came to support the show were Manager Eastern Area Mr Stephen Mupondi and Area Personnel Officer (Eastern) Ms Thokozile Maseko as well as executive members of the EASC.

### Results

#### Soccer

Winner: **Lochnivar**

First Runner-Up: **Nyabira**

Second Runner-Up: **All Stars**  
**Netball**  
Winner: **Horizon**  
First Runner-Up: **Chinhoyi**  
Second Runner-Up: **Mutare**  
Fourth: **Harare Security**

**Darts**  
Winner: **Harare Raylton**  
First Runner-Up: **Kadoma**  
Second Runner-Up: **Harare Security.**  
**Pool**

Winner: **Rugare Stars**  
First Runner-Up: **Norton**  
Second Runner-Up: **Kadoma**  
**Tug of War**  
Winner: **Ballast**

## NRZ In Pictures



Miss NRZ Khetiwe Nyoni (centre) flanked by 1st Princess Kwazakele Ndlovu and 2nd Princess Anna Ibanu after being voted for at the launch of the 16 Days of Activism Against Gender-Based Violence



NRZ and Jairos Jiri Association workers pose for a picture after the hand-over of a coal wagon delivered by the NRZ.



Drum majorettes marching at the Eastern Area Show



NRZ netball teams at the Eastern Area show



NRZ senior management at a reception hosted by the Minister of Transport and Infrastructural Development in Bulawayo



Mechanical Engineer's Workshops employees take part in a clean-up campaign