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RSZ management sets good worker-employer example

LATEST news coming from the World Bank about their rating of the Zambia Railways concessioning as the only successful project in Africa sends relieving information that it was a worthwhile undertaking by the Government of Zambia. It appears the operations at Railways Systems of Zambia (RSZ) have been appreciated by the workers and the union, going by the latest statements which were issued through letters.

When Railways Workers Union of Zambia (RWUZ) president, Kelly Kazika agreed with the observation by the World Bank on the concession process of Zambia Railways, he knew what he was talking about because he has been in the system and is a cooperating partner.

And declaring that the post-concessioning period is now showing positive achievements clearly at variance, perceptions that the concessioning was a raw deal. The message is coming from Mr Kazika who is a labour representative and how can we expect an outsider to discount the position by an insider? He has not hidden the fact that his union and the entire labour force are delighted that they have developed a good and harmonious working relationship with RSZ management.

It is quite reasonable that Mr Kazika has put the record straight in view of the fact that the World Bank has come up with a positive analysis.

It does not take external factors to forge a good labour-management relationship, because it is a simple aspect.

However, the top issue is for management to be worthy of trust because if you do not have trust between management and employees, it will be difficult to get anywhere.

Management must show employees that they care about them and what they care about, it means telling employees the truth and involving them early in changes to be effected.

But the above are in line with RSZ management's style of doing business and appreciating the labour force.

The company has been involving the workers in all the decisions affecting them, is up to date with payment of concession fees to Government and corporate tax. But the most important development ever seen at a company in Zambia is RSZ's move to share profits with the workers. They shared profits with the workers at three per cent. This is besides the bonuses and allowances due and paid to the workers.

This is a good development at RSZ and efforts should be put in place to encourage management in doing business to the benefit of all the stakeholders.

We can only commend the Zambian Government for being recognised by the World Bank as having sealed a successful project in Africa.

We are pleased to note that RSZ has been fulfilling all its obligations to Government and paying what is due to the workers on time. This is what we call best practice.