

## Legal Services and Labour Matters

The Union offers advice on legal and labour problems to members. However, outside interest groups are also able to turn to the Union for information on legal and labour issues related to agriculture.

This wide ranging portfolio includes:

- \* Analyzing and reporting on the regulatory and political environment.
- \* Making presentations to various meetings including members, the diplomatic core, Government, and other stakeholders on legal and labour issues.
- \* Providing corporate secretarial services, and advise on legal compliance issues and due diligence.
- \* Drafting of Contracts, /Agreements, affidavits, and legal statements of various types,
- \* Drafting Project Funding proposals.
- \* Policy Research and analysis of laws which undermine the competitiveness of the agricultural value chain and the economy generally.
- \* Representing farmers in dealing with farm worker trade unions and government in wage negotiations and labour issues.
- \* Support members in Labour Relations Disputes.
- \* Providing training on all aspects of labour regulations.



## Services to Dispossessed Farmers

The Agricultural Recovery and Compensation (ARAC) division attends to the needs of farmers, their families, and workers who lost their properties and livelihoods due to Zimbabwe's land reform program. Services in support of this primary objective includes:-

- Advocating for full and fair compensation for all losses of property resulting from land reform
- Assisting with the valuation of asset losses due for compensation.
- Alleviating the situation of destitute or resource poor elderly ex-farmers and their dependents
- Providing welfare assistance through the Zimbabwe Elderly Support Trust (ZEST) in the form of financial, medical, food, and accommodation support.
- Re-establishing direct contact with all former CFU members and building a strong, unified and well informed ARAC membership,
- Compiling business, consultant, and mentor data bases,
- Looking out for projects and opportunities that can engage ex-farmers' farming skills constructively,

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## THE COMMERCIAL FARMERS UNION

Commercial agriculture in Zimbabwe has played an important part in the development of Zimbabwe for over 100 years. Organization of commercial farmers began as far back as 1892 when early settler farmers decided that a grouping was needed to represent their interests. The Commercial Farmers' Union (CFU) actively represents the interests of commercial farmers and the main focus is to promote productive and sustainable agriculture commercial agriculture in Zimbabwe. Where once its membership was made up of mainly large scale farmers the CFU now works on behalf of large and small-scale producers alike. Principally this comprises of representing members interests at a number of different levels entailing everything from negotiating and securing agricultural inputs for members to advocating for the establishment of optimum conditions for the growth of agriculture when dealing with government and the international community.



The CFU has grown in stature as an important resource centre for the supply of up-to-date information on commercial agriculture. Members are able to obtain information to support the viable management of their businesses, whilst the international community and donor agencies turn to the Union to obtain information pertaining to the current status of agriculture.

The CFU has been a strong proponent of land reform aimed at poverty alleviation and conducted in a transparent manner which respects the constitutional rights of the individual and is equitable and non-discriminatory in nature. This program should enhance the productive capacity of the sector by allowing for investment and growth.

As the agricultural landscape has changed since the turn of the century the Union has become increasingly involved in the provision of technical skills to develop small scale agriculture. It has been involved in conservation agriculture projects and currently undertakes development projects through the Zimbabwe Farmers Alliance Trust which is a joint initiative between the CFU and its sister union the Zimbabwe Farmers' Union which represents small scale farmers. These interventions are aimed at improving farmers' capacity at grass roots level and raising production yields. The CFU is able to offer technical advisory skills in the following areas.



### Provision of Agricultural Information

Through its Agricultural Information Services Department (AISD) the CFU is able to provide a comprehensive information service to its members and outside interest groups. Information is generated by the Department from both internal and external sources and is able to assist other organizations with their information requirements. The main services offered by the AISD are:

- \* Liaising with information providers (in house / government /local pvt. co's/international).
- \* Preparing reports and position papers and provide critiques of papers.
- \* Providing of up-to-date agricultural information and statistics.
- \* Providing of farm management and agricultural enterprise viability information including costs of production models and cash flow projections.
- \* Advising on economic, financial, tax and tariffs relating to agriculture..
- \* Providing an inputs monitoring and troubleshooting service.

### Commodity Services

Affiliated Commodity Associations are able to offer support services to both large scale and small scale farmers in some or all of the following areas. Representing grower/producer interests at national and regional level.



- \* Representing grower/producer interests at national and regional level.
- \* Advocating for the needs of specialist producer groups with Government, input suppliers, and other relevant organizations.
- \* Providing technical and financial advice on crop and livestock production.
- \* Subject to limited funds - undertaking research on required topics.
- \* Providing technical advice in disease and pest control, management, and eradication.
- \* Publishing and disseminating production handbooks that cover all technical and financial aspects.
- \* Sourcing and securing finance, equipment, and agricultural inputs on favourable terms for farmers.
- \* Organising specialist training, field days, seminars, and discussion groups.
- \* Extension and mentoring – a wealth of practical knowledge is available through staff and members. Newer farmers are helped to achieve better yields by assigned mentors with extensive local expertise..
- \* Participating in producer price negotiations and disseminating marketing information.
- \* Assisting with advice on crop/livestock/processing, marketing and value addition.

