



TURKISH BUSINESS DELEGATION

EXPECTED IN ZIMBABWE IN MARCH 2024

**UNLOCKING NEW FRONTIERS FOR SUSTAINABLE
INDUSTRIALISATION AND CLIMATE SMART BUSINESS
GROWTH**



Supporting Human Skills
Development and Innovation for
Modernisation and Industrialisation

JERICHO 085908

Notice to Employers

The Zimbabwe Manpower Development Fund would like to remind all employers that Manpower training levy is due on the first of each month and shall be calculated based on the wage bill of the preceding month.

Employers who are remunerating their employees in foreign currency, whether in full or in part, are advised to remit the 1% training levy in the same currency.

Section 53 of the Manpower Planning & Development Act as read with Section 3 of S. I. 74 of 1999 states that employers operating in Zimbabwe are obliged to remit 1% of their monthly gross wage bill to ZIMDEF as Manpower Training Levy.

We encourage employers to quote their ZIMDEF BP numbers whenever making payments and send proof attached with declaration forms through e-mail by the 15th of each month.

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UNLOCKING NEW FRONTIERS FOR SUSTAINABLE INDUSTRIALISATION AND CLIMATE SMART BUSINESS GROWTH:

A PATH FOR ZIMBABWE AND THE GLOBAL LANDSCAPE

The Zimbabwe National Chamber of Commerce has set the theme for the year 2024 as “**Unlocking New Frontiers for Sustainable Industrialization and Climate Smart Business Growth.**” This theme underscores the increasing recognition of sustainable industrialization and climate-smart business growth as essential drivers of economic prosperity while addressing global challenges such as climate change and environmental degradation. Building upon the momentum generated by the previous year’s theme, “Transforming Economic Realities into Market Opportunities,” the focus for 2024 aims to delve deeper into the pivotal role of sustainable practices in shaping Zimbabwe’s economic landscape and its reverberations on the global stage.

At the core of this endeavor lies the newly unveiled Zimbabwe National Industrial Development Policy (ZNIDP) (2024-30), which seeks to propel the nation’s economy up the value chains. While industrialization has historically been synonymous with economic progress, the traditional approach has often exacted a heavy toll on the environment, manifesting in pollution, deforestation, and resource depletion. Sustainable industrialization seeks to mitigate these adverse impacts by championing cleaner and more efficient production processes, minimizing waste and pollution, and embracing resource conservation. The ZNIDP thus serves as a comprehensive blueprint, outlining strategies and interventions to enhance the manufacturing sector’s performance in terms of GDP contribution, employment generation, and foreign exchange earnings.

In the context of Zimbabwe, the imperative for sustainable industrialization is accentuated by the country’s abundant natural resources and diverse economy, encompassing agriculture, mining, and manufacturing. However, these sectors grapple with formidable challenges exacerbated by climate change, including deforestation, soil degradation, and water pollution. To navigate these challenges and unlock new frontiers for sustainable industrialization, Zimbabwe must pivot towards renewable energy sources such as solar and wind power, thereby reducing reliance on fossil fuels. Furthermore, adopting cleaner production technologies and sustainable land management practices will be pivotal in safeguarding the country’s forests and biodiversity.

The pursuit of sustainable industrialization is intricately intertwined with Zimbabwe’s commitment to international agreements such as the Paris Agreement. Through various initiatives falling under the purview of the Ministry of Industry and Commerce, Zimbabwe has pledged its adherence to 17 projects, each delineating tangible steps towards environmental stewardship and climate resilience. Noteworthy among these endeavors are projects aimed at clinker substitution in cement production, nitrous oxide abatement in fertilizer manufacturing, and the phasing down of hydrofluorocarbons (HFCs) in refrigeration and air conditioning. These projects underscore Zimbabwe’s proactive stance towards aligning industrial practices with global sustainability standards.

In the realm of energy efficiency, concerted efforts are underway to usher in a new era of greener and cleaner industries. Companies such as PPC, Khaya Cement, and Sino Cement are spearheading initiatives to upgrade production processes, harnessing innovative technologies to minimize waste and reduce greenhouse gas emissions. Moreover, collaborations between Cedric, the Zimbabwe Energy Regulatory Authority (ZERA), and industry stakeholders have catalyzed studies on energy efficiency, paving the way for the adoption of energy-efficient technologies and investments in renewable energy. Through regulatory mandates and incentives, the Ministry

of Energy and Power Development is incentivizing the integration of renewable energy projects into industrial operations, thereby diversifying the energy mix and reducing dependence on the national grid.

Climate-smart business growth emerges as a complementary strategy, encompassing initiatives aimed at reducing greenhouse gas emissions while fostering resilience to climate change impacts. In Zimbabwe, sectors such as agriculture, tourism, and renewable energy present ripe opportunities for climate-smart practices. Adopting climate-resilient agricultural techniques such as conservation agriculture and agroforestry holds promise in bolstering farmers' resilience to climatic variability while enhancing productivity and mitigating emissions. Likewise, investments in eco-tourism and renewable energy infrastructure offer avenues for reducing carbon footprints and advancing climate mitigation objectives.

However, amidst the plethora of opportunities lie formidable challenges that must be addressed to realize Zimbabwe's sustainable industrialization aspirations. Chief among these challenges is the pervasive lack of access to finance, particularly for SMEs, hindering their ability to invest in sustainable technologies and practices. Addressing this financing gap necessitates innovative financing mechanisms and targeted support for SMEs, fostering an enabling environment for sustainable investments. Furthermore, bridging the gap in technical expertise and capacity remains imperative, underscoring the need for comprehensive training and capacity-building programs tailored to the needs of industry stakeholders.

Despite these challenges, Zimbabwe stands poised at the cusp of transformative change, armed with abundant renewable energy resources and a burgeoning commitment to sustainability. By leveraging its natural endowments and embracing a holistic approach to sustainable industrialization and climate-smart business growth, Zimbabwe can chart a course towards inclusive and resilient economic development. As Zimbabwe embarks on this transformative journey, its endeavors resonate far beyond its borders, serving as a beacon of inspiration and exemplifying the inherent

synergy between economic prosperity and environmental stewardship.

In conclusion, unlocking new frontiers for sustainable industrialization and climate-smart business growth represents not only a pathway to Zimbabwe's economic revitalization but also a testament to its commitment to global sustainability objectives. By harnessing the power of innovation, collaboration, and strategic foresight, Zimbabwe can emerge as a trailblazer in sustainable development, leaving an indelible imprint on the global landscape and ushering in a more prosperous, equitable, and resilient future for generations to come.

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ZIMBABWE'S INFORMAL ECONOMY AT A GLANCE

An informal economy (informal sector or shadow economy) is the part of any economy that is neither taxed nor monitored by any form of government. Although the genesis and significant rise in informality in Zimbabwe dates back to 1991 when the country adopted and implemented the Economic Structural Adjustment Programme (ESAP), the informal economy has been on the rise, and the fast-track land reform program of 2000 which triggered the closure of some owned foreign-owned enterprises across various economic sectors added to the growth of informality over the years. The informal sector in Zimbabwe is indeed a "pool" of entrepreneurial talent that can be harnessed to fuel economic growth. The COVID-19 pandemic has seen a rise in the informal sector as people have struggled to eke out a living. The table below presents some stylized facts about Zimbabwe's informal economy.

Stylized facts about Zimbabwe's informal economy

➤➤ The size of Zimbabwe's informal economy is estimated to be 64.1% which represents approximately \$42 billion at gross domestic product (GDP) purchasing power parity (PPP) levels .

➤➤ IMF (2018) (though relatively old data) estimates that almost 5.2 million people trade in the informal economy in Zimbabwe, a sizeable of whom are women.

➤➤ Informality means a lack of (i) social protection, (ii) rights at work, and decent working conditions; and for enterprises it means low productivity and lack of access to finance.

➤➤ Over the years, the informal sector (or informality) in Zimbabwe has been increasing

➤➤ Approximately 34% of all informal workers are considered to be extremely poor

➤➤ Some of the sector sub-sectors where informality is high include: (i) Retail; (ii) Distribution; (iii) Foreign currency informal/parallel/black market and (iv) Services-parallel structures running close to formal establishment

➤➤ Workers in the informal sector lack: (i) Legal recognition; (ii) Secure contracts; (iii)

Worker benefits and (iv) Social protection.

➤➤ Earnings earned by people in the informal sector sustain many lives and livelihoods.

➤➤ In itself, the informal sector has exhibited a lot of resilience, surviving against a lot of unpredictable shocks and challenges.

<https://www.worldeconomics.com/National-Statistics/Informal-Economy/Zimbabwe.aspx> IMF (2019). Available at: <https://www.elibrary.imf.org/view/journals/001/2018/017/001.2018.issue-017-en.xml>

<https://blogs.worldbank.org/africacan/social-protection-approaches-increasing-welfare-among-informally-employed-case-zimbabwe>

During the 2023 Zimbabwe National Chamber of Commerce Survey, several reasons were enumerated by respondents as some of the major causes of the informality in Zimbabwe. The following are some of the major reasons:

- 1. Rural-to-urban (internal) migration:** First, the issue of rural-to-urban (internal) migration is where citizens, due to lack or limited livelihood opportunities in rural areas think that towns and cities are likely to offer better opportunities, resulting in them migrating to urban areas. The limited opportunities in urban areas cause the migrants to resort to informal activities, among others, as some of their survival strategies.
- 2. High level of formal unemployment:** The country continues to have high levels of formal employment with some sources indicating rates of above 80%. Whatever the unemployment rate figure one can use, the fact remains that unemployment is very high in Zimbabwe. Due to this high unemployment rate, most able-bodied people end up resorting to various economic activities in the informal sector for their survival.
- 3. Adoption of Economic Structural Adjustment Programme (ESAP):** Zimbabwe's economy was liberalized during the 1990s through structural adjustment efforts by getting rid of laws and regulations that restricted competition, like labour and wage laws, as well as import, pricing, and distribution controls. A few unofficial

sectors, including those in the transportation industry, abused the market as a result of this liberalization. Small businesses were able to enter the transportation sector because to liberalization, which made it simple to get operator licences for commuter omnibuses. In addition, people started entering various sectors and operated as informal players. Thus, informality at massive scale was born and continues even up to today.

4. **Wealth creation:** The informal sector emerged as a strategy of generating income during the economic crisis of 2000 to 2008 as a result of hyperinflation and public service cuts that took advantage of the mismatch in the economy. The necessity for households to augment revenues from the formal sector kept the informal sector alive after the crisis. One could argue that the informal sector should expand since it is just as important to the expansion and improvement of the economy as a whole.
5. **De-industrialization and economic decline:** Between 1999 and 2008, the economy shrank at an average annual rate of 6.3%. The fast-track land reform program (FLR) which started in 2000 made the situation worse as most formal activities that were directly and indirectly linked to the agriculture sector, for instance as input suppliers or as users of output from the sector were negatively affected, resulting in them retrenching some of their labour. This exacerbated the informality of the Zimbabwean economy.
6. **Tax evasion:** A study by Sakuhuni in 2014 pointed out the third cause of informality in Zimbabwe and considered tax evasion as one of the reasons why Zimbabwe has numerous small and medium enterprises (SMEs) but most of them are not registered as such become part of the informal sector. One reason why most entities are not registering is to evade tax and other government regulations or requirements. The majority of SMEs in the country operate secretly and thus evade tax. FinScope Survey of 2012 indicated that 85% of the MSMEs in Zimbabwe are not registered or licensed. Tax evaders

would normally engage in a small scale and operate in the backyard where they would hide.

7. **Frequent droughts:** According to a study by Saungweme and colleagues, the majority of businesses experienced significant layoffs, closures, and downsizing as a result of a string of unfavourable environmental events, including the drought in 1992, 2002, and 2007–2008. Droughts continue to haunt the country and have a detrimental effect on Zimbabwean agriculture, which is strongly dependent on rain, which caused rural-urban migration, especially among people whose primary source of income was farming. During these times, the economy was contracting, making it impossible for the migrants—especially the less educated ones—to find employment in the productive sector. This gave rise to a chance for unofficial activity. As hawkers, they engaged in commodities broking, purchasing and vending clothing, tobacco products, and produce.
8. **Means of survival:** The majority of people have been compelled to work in unofficial jobs to survive and support themselves. Those who first relied on covert means of subsistence were the ones who suffered throughout the phase of structural adjustment. Those who were later unable to withstand the heat of hyperinflation amid the financial collapse also climbed onto the wagon. Cross-border trade has grown significantly in popularity, with individuals traveling to nations like South Africa, Zambia, Tanzania, and even China and the United Arab Emirates (Dubai) to bring groceries, clothing, and electronic devices to sell informally.

A combination of the mentioned factors and many more others perpetuated the existence of the informal sector in Zimbabwe as most citizens wanted to earn a living and have a decent livelihood. These factors continue to hold even today.

An extract from the 2023 ZNCC Annual State of Industry and Commerce Survey Report.

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TURKISH BUSINESS DELEGATION EXPECTED IN ZIMBABWE IN MARCH 2024



ZIMBABWE TÜRKİYE BUSINESS FORUM

Turkish Electro Technology Electrical & Electronics
Exporters Association Business Delegation

DATE: 12 MARCH 2024 **VENUE:** MEIKLES HOTEL, HARARE

Calling on all players in the electronics, engineering, power generation, white goods, cables, electricity production and distribution equipment to register for B2B meetings with the visiting delegation from Türkiye

For information & registration contact

Melody | Johannes on

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Scan to register



The upcoming visit of a Turkish business delegation to Zimbabwe in March 2024 is poised to significantly impact the business landscape of both countries. This event, facilitated by the Zimbabwe National Chamber of Commerce (ZNCC) in collaboration with the Turkish Electro Technology (TET) Electrical and Electronics Exporters Association, represents a

crucial opportunity for business leaders and entrepreneurs from both nations to forge strong partnerships and explore new avenues for growth and collaboration.

The Turkish Electro Technology Exporters' Association (TET) is a semi-governmental agency founded in 1991, subject to the Ministry of Trade, with an active member

base of 7,000 companies working to improve trade volume and cooperation opportunities in the electrical and electronics industries. The program was planned after the leaders of the TET Association visited Zimbabwe in December 2023, showcasing the commitment of Turkish businesses to explore and expand into the Zimbabwean market.

Masvingo, the ZNCC ensures that its services are accessible and tailored to the needs of businesses nationwide.

The collaboration between the ZNCC and the TET Electrical and Electronics Exporters Association underscores the commitment of both organizations to fostering international trade and investment. By facilitating face-to-face B2B meetings between Turkish companies and Zimbabwean counterparts, the event aims to create a platform for meaningful engagement and collaboration. This initiative not only opens up new market opportunities for businesses but also paves the way for knowledge exchange and technology transfer, which are essential for driving innovation and competitiveness in the electrical and electronics industry.

The event, scheduled to take place on the 12th of March 2024 in Harare, holds immense potential for businesses in both countries. For Turkish companies, Zimbabwe represents a vibrant market with untapped potential, offering opportunities for growth and expansion. On the other hand, Zimbabwean companies stand to benefit from access to Turkish expertise, technology, and market networks, which can help them enhance their competitiveness and expand their reach. Local private sector players in the participant catalogue that includes white goods, electronics, cables, electricity production, and electricity distribution goods are invited to register with the Chamber of Commerce to be part of this event.

Furthermore, the event is expected to strengthen bilateral relations between Turkey and Zimbabwe, paving the way for future collaborations in various sectors. By fostering a deeper understanding and appreciation of each other's cultures, economies, and business practices, the event will lay a solid foundation for long-term partnerships that can drive economic growth and prosperity for both countries.

In conclusion, the upcoming visit of the Turkish business delegation to Zimbabwe represents a significant milestone in the efforts to enhance trade relations between the two countries. Through the collaborative efforts of the ZNCC and the TET Electrical and Electronics Exporters Association, this event

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The ZNCC, with its 130-year history, has established itself as a pivotal organization dedicated to advancing business development in Zimbabwe. Through its membership-based model, the ZNCC has been instrumental in advocating for the interests of its members, providing them with valuable resources and support to navigate the complexities of the business environment. With a strong presence across key regions in Zimbabwe, including Mashonaland, Matabeleland, Midlands, Manicaland, and

promises to create new opportunities for businesses to grow, innovate, and succeed in an increasingly interconnected global economy.

BRIDGING THE CRITICAL SKILLS GAP IN ZIMBABWE FOR SUSTAINABLE GROWTH

The economic landscape in Zimbabwe is currently undergoing a transformative period, shaped not only by the strategies outlined in the National Development Strategy I (NDS1: 2021-2025) but also by the urgent need to address the critical skills gap. During the recent Zimbabwe National Chamber of Commerce Business Agenda on Friday, the Minister of Skills Audit and Development, Prof. Paul Mavima, emphasized the significance of a comprehensive and regular analysis to identify and bridge this skills gap. This initiative aligns with global efforts as, in 2022, the International Labour Organization collaborated with the Government of Zimbabwe and various partners, including the private sector and civil society, to develop a Horticultural Sector Skills Strategy. This strategy, being piloted in the horticultural sector, recognizes the disconnect between what educational institutions produce and the industry's actual requirements.

Minister Mavima's call for a comprehensive analysis is not arbitrary; it stems from the recognition that the skills gap poses a significant obstacle to Zimbabwe's economic development and potential. The 2018 Skills Audit, for instance, highlighted a lack of essential skills in Science, Technology, Engineering, and Mathematics (STEM), further hindering the nation's progress. Despite the skills flight taking place, the production of industry-relevant graduates in critical skills is relatively low in Zimbabwe. In the current thrust, the focus has shifted from not only producing the required skills through rigorous skills anticipation and matching but to keeping those skilled workers in-country.

The economic skills gap, as defined by Minister Mavima, signifies the disparity between the skills possessed by the workforce and those demanded by the labour market. This misalignment results

in high unemployment rates, particularly among the youth, and a failure to fully capitalize on emerging economic opportunities. To effectively address this challenge, Minister Mavima emphasizes that a nuanced understanding of the skills gap is paramount in developing policies and initiatives to bridge it.

In Zimbabwe, there exist arms under the Ministry of Higher and Tertiary Education, Science, Innovation, and Technology Development, such as the National Manpower Advisory Council (NAMACO) and the Zimbabwe Council for Higher Education (ZIMCHE). These institutions have long aimed to enhance education-industry linkages and guide curriculum development within higher and tertiary education. Moving forward, they will play a crucial role in collaborating with the newly established Ministry of Skills Audit and Development to ensure a seamless transition in addressing the identified skills gaps.

The impending analysis will be all-encompassing, scrutinizing various sectors crucial to Zimbabwe's economic growth and industrialization agenda. Agriculture, manufacturing, technology, and services will be under scrutiny, given their pivotal roles in job creation and overall economic development. The examination will also extend to the needs of the informal sector, recognizing that a significant portion of the population is employed within this realm. With regular skills audits and skills anticipation, even those skills within the informal economy can be acknowledged and tapped into.

Minister Mavima's emphasis on collaboration between the government, private sector, and educational institutions is a strategic move. By fostering a united front, these stakeholders can pinpoint the specific skills and training programs needed to fill the gap, ensuring that the workforce is adequately equipped to meet the evolving demands of the job market. Collaboration with institutions

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such as the National Manpower Advisory Council (NAMACO) and the Zimbabwe Council for Higher Education (ZIMCHE) becomes essential in guiding curriculum development and ensuring that the skills produced align with industry needs.

In tandem with the analysis, the government is gearing up to develop targeted programs aimed at addressing the identified skills gaps. These programs will encompass vocational training, apprenticeships, and entrepreneurship opportunities, with a special focus on the youth who have disproportionately borne the brunt of high levels of unemployment. Minister Mavima envisions that such initiatives will not only enhance the employability of Zimbabwean citizens but also act as a magnet for foreign investment, thereby stimulating economic growth.

The minister's vision transcends domestic ramifications; he firmly believes that bridging the skills gap will position Zimbabwe as an attractive destination for foreign investors seeking a skilled and adaptable workforce. In a globalized market where adaptability and innovation are key, a well-equipped workforce can not only fill domestic demand but also contribute to emerging industries, enhancing the country's standing in the global economic arena.

As the government sets the stage for this comprehensive analysis and the subsequent development of targeted programs, the broader implications are clear. Minister Mavima's call for action underscores the government's commitment to addressing not only the immediate economic challenges but also the underlying structural issues that impede sustained growth.

Moreover, the proactive approach of involving multiple stakeholders – government, private sector, and educational institutions – signals a departure from siloed policymaking. Collaborative efforts can tap into a diverse

range of perspectives, ensuring that the identified skills gaps are addressed holistically, and the programs developed are robust enough to stand the test of time.

In conclusion, Minister Paul Mavima's call for a comprehensive analysis of the economic skills gap in Zimbabwe is more than a directive; it is a visionary step towards long-term economic development. By identifying the specific skills needed in different sectors and developing targeted programs, the government aims to equip the workforce with the necessary skills to fill the gap and contribute meaningfully to the country's economic growth. This approach not only addresses immediate concerns but also lays the groundwork for a more resilient and prosperous Zimbabwe in the years to come. The collaboration between the Ministry of Higher and Tertiary Education, Science, Innovation, and Technology Development, the Ministry of Labour and Social Welfare, and the Ministry of Skills Audit and Development is pivotal for the success of these initiatives, ensuring that education-industry linkages remain strong and responsive to the ever-changing needs of the job market.

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STAKEHOLDER ENGAGEMENTS



On 8 January 2024, it was a great start to the year as we had an engaging and fruitful meeting with the Shipping & Forwarding Agents Association of Zimbabwe CEO discussing regulations of their industry, Customs fines, and implementation of SI's among other things.

The CEO, Mr Christopher T. Mugaga, met the newly appointed Prosecutor General, Justice L. Matanda-Moyo, on 10 January 2024. The two engaged on policy issues ranging from corruption, archaic pieces of legislation, and the ease of doing business in the country.



Mr Christopher T. Mugaga paid a courtesy visit to the Permanent Secretary in the Ministry of Industry and Commerce on 11 January 2024. The deliberations were centered on the feedback from businesses on strengthening supply chains across the different sectors and fostering a conducive business operating environment that supports sustainable business growth.

ZNCC
ZIMBABWE NATIONAL CHAMBER OF COMMERCE
THE VOICE OF BUSINESS

BUSINESS AGENDA

Your show that brings together various business leaders dissecting pertinent issues for business by business.

17 January 2024
2.30PM
Harare, Pretoria

**Hon. Minister
Professor Paul Mavima**
Ministry of Skills, Audit & Development
Skills Gap Analysis

For more info contact
admin@zncc.co.zw +263 785 134 019

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The Minister of Skills Audit and Development was a Guest on the ZNCC Business Agenda on Fridays on 17 January 2024. He had a chance to articulate the Ministry's plans going forward and the business community participants who attended the online event had a chance to ask questions and contribute to the Ministry's functionalities and areas of focus.

ZNCC AT THE ZIMBABWE NATIONAL INDUSTRIALIZATION POLICY INDABA

The private sector was represented on 16 January 2024 as the Chamber took part in the Zimbabwe National Industrialization Policy Indaba. The Policy seeks to accelerate the transition from a primary commodity-based economy towards a technologically advanced and diversified economy by 2030.



ZNCC AT THE 3RD ENGINEERING AND HEALTHCARE SHOW IN PAKISTAN

The Chamber was represented during the represented at the 3rd Engineering & Healthcare Show in Lahore, Pakistan by VP Matabeleland, Mr Mackenzie Dongo. The show was held from 18-20 January 2024 brings together global stakeholders to explore, collaborate and catalyze the growth of engineering & healthcare sectors.



ZNCC CEO SITS DOWN WITH NAMIBIAN AMBASSADOR TO ZIMBABWE

The ZNCC CEO had a fruitful meeting with the Namibian Ambassador to Zimbabwe on 22 January 2024. The two parties expressed a strong commitment for collaboration between the private sectors of the two countries.



active engagement with the ministry on trade facilitation and international relations issues.



ZNCC CEO MEETS BELARUS' NEW AMBASSADOR TO ZIMBABWE

It was a great pleasure to meet up with Belarus' new Ambassador to Zimbabwe, H.E Ihar Marshalau, on 09 February 2024, who has pledged to continue enhancing the bilateral trade relations between Zimbabwe and Belarusian companies.



ZNCC AT THE ZIMBABWE-BELARUS BUSINESS FORUM

The Chamber participated in the Zimbabwe-Belarus Business Forum which was held from 19 to 22 February 2024 at the Harare International Conference Centre. The Forum was officiated by the Vice President of the Republic of Zimbabwe, Dr Costantino G. D. N. Chiwenga. This follows a similar event that was held at Meikles Hotel in Harare on 30 January 2023 where about 30 Belarusian companies visited Zimbabwe.



ZNCC CEO MEETS NEWLY APPOINTED DEPUTY MINISTER OF FOREIGN AFFAIRS AND INTERNATIONAL TRADE

We had the honor of meeting the newly appointed Deputy Minister of Foreign Affairs and International Trade, Hon. Sheillah Chikomo. She expressed her unwavering support for business & urged us to maintain

MANAGEMENT DEVELOPMENT TRAINING REPORT

Date: 22 February 2024

Time: 0800 - 1600 hours (CAT)

Venue: Management Training Bureau



The Zimbabwe National Chamber of Commerce (ZNCC) Training School conducted a Management Development Training on 22 February 2024 at the Management Training Bureau. The training was part of ZNCC's initiative to enhance the capacity of its members through information dissemination and capacity-building programs. Also, the Training School aims to bridge the gap between what the education system is offering and what the industry requires by capacitating the employees of the ZNCC Members as well as non-members.

Mr. Luxon Zembe, the former ZNCC President and Founder/CEO of Management Solutions (Pvt) Ltd, facilitated the training. His extensive experience and expertise in management made him a valuable resource for the participants. The training was attended by managers, entrepreneurs, and professionals from various industries. This diverse group of participants contributed to the richness of the discussions and exchanges during the training. The topics covered included:

- **21st Century Leadership Skills:** The training focused on the essential leadership skills required in the modern business environment, including communication, adaptability, and innovation.

- **Strategy and Goal Setting:** Participants learned about strategic planning processes and techniques for setting achievable goals aligned with organizational

objectives.

- **Stakeholder Relations**
Management: The training covered strategies for managing relationships with stakeholders, including customers, suppliers, and the community.

- **Total Quality Management:**
Participants gained insights into holistic management approaches that encompass all aspects of an organization, including finance, operations, and human resources.

The training included interactive sessions, group discussions, and case studies. These activities encouraged active participation and facilitated practical learning. Participants gained valuable knowledge and skills that they could apply in their respective roles. The training also provided a platform for networking and sharing experiences with other industry professionals.

The Management Development Training organized by the ZNCC Training School was highly beneficial for participants. It equipped them with the necessary tools and strategies to excel in their management roles and contribute to the growth of their organizations. The ZNCC Training School will continue to organize similar capacity-building initiatives to empower its members and enhance the business community's overall competitiveness in Zimbabwe.

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UPCOMING EVENTS IN 2024

Event & Date	Agenda
Women's Desk – 06 March	Breakfast Meeting for Women in Business
Zimbabwe-Turkey Business Forum – 12 March	TET Association visiting Zimbabwe: Conferencing, B2B Meetings, and Company Visits
Training School	Finance for Non-Financial Managers Workshop: 28-29 March Tax Administration in Organizations: 23-24 April
ZITF Business Luncheon – 26 April	ZITF Grounds, Bulawayo
Regional Awards – April to May	Business Awards
2024 Annual Congress – 26 to 28 June	Conferencing, B2B Meetings, Business Awards, Activities

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