



WORKS

Industrial Court. They were joined by National Union of Public Service Workers (NUPSW) members. Further strikes took place in Livingstone in March, October and December of that year. After seven months of negotiation, the CSUZ was able to announce wage increases ranging between 36 and 70%, and a number of allowances.

- Retrenched workers have also organised protests demanding their severance packages. In January 1996, retrenched workers protested at the Livingstone office of Zambia Railways. In July former workers from the Kafle council launched a legal action to prevent the sale of the council houses in which they live. In September, 140 retrenched workers from the liquidated United Miing Company protested at the Chingola Civic Centre against non-payment of their severance packages. President Chiluba, who was visiting the area at the time, reacted angrily to protestors, telling them not to intimidate the government.

- A number of militant standoffs have occurred. In March 1996, three senior managers at Hybrid Poultry Farm in Lusaka were nearly lynched by 200 irate workers striking against their alleged mismanagement and bad attitude towards workers. The workers were members of the National Union of Plantation and Agricultural Workers (ONPAW). In October, the Managing Director of the Medical Stores narrowly escaped a similar fate, following an angry meeting on the future of the enterprise. The MD took the opportunity to escape as NWSW officials addressed the workers. The workers then turned their anger on other managers, grabbing their car keys and jeering at them to walk home or catch a minibus. Workers passed a vote of no confidence in management.

- Other actions took place throughout 1996. In April, 2000 railway workers were dismissed for striking for better wages, but were later reinstated. In May, workers at the newly privatised Dairy Produce Board protested the decision by the company's new South African owners, Bonnita Zambia Limited, to retrench 200 of the company's 240 workers without retrenchment packages. In September, Zambia National Union of Teachers (ZNUT) members struck sporadically in Kitwe and Chingola against an inadequate wage increase. In September, junior nurses and other medical personnel at the University Teaching Hospital embarked on an illegal strike for higher wages and allowances. The strike was not supported by either the CSUZ or the Zambia National Union of Health and Allied Workers, who asserted that negotiations were already underway. The strikers were joined by other clinics. In October 1996, mineworkers striking over the non-payment of bonuses at the Nchanga division of Zambia Consolidated Copper Mines (ZCCM) were forced to work at gun point. They responded by sabotaging equipment underground. A number were dismissed as the strike continued, and the MUZ

