



# ENGINEERING IRON AND STEEL ASSOCIATION OF ZIMBABWE

# PROFILE

Engineering Iron and Steel Association of Zimbabwe is a legally constituted body that represent and serve the interests of employers in the engineering, iron and steel industry.

[www.eisaz.co.zw](http://www.eisaz.co.zw)

## OUR VISION

EISAZ's panoramic view is to be a recognized leader in the sustainable production and supply of value-added iron and steel products and engineering services.

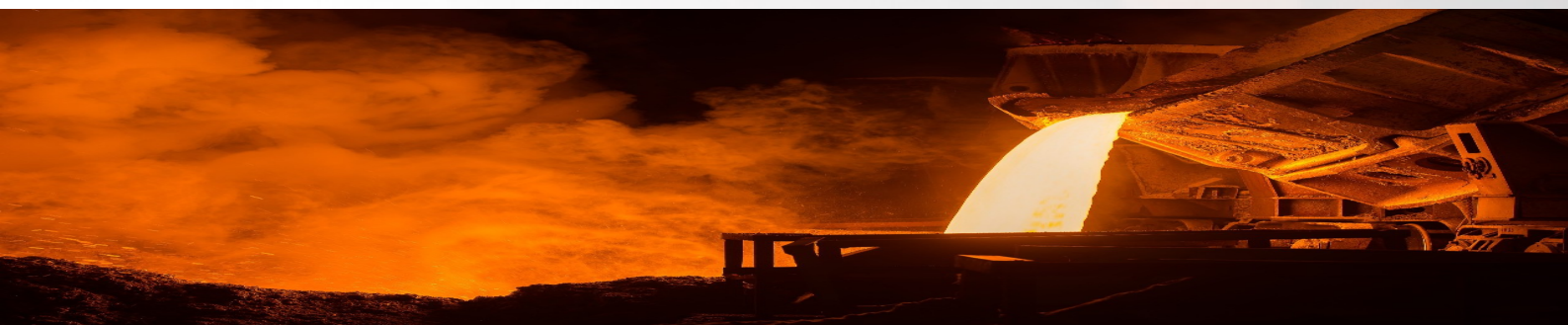
## OUR VALUES

- ✓ Team Work
- ✓ Transparency
- ✓ Integrity
- ✓ Innovation
- ✓ Effective Communication
- ✓ Positive Thinking



Formed in 1937, Engineering Iron and Steel Association of Zimbabwe is a legally constituted body that represent and serve the interests of employers in the engineering, iron and steel industry. The Association's membership is drawn from the following 20 sub-sectors:

- ☑ Primary and Secondary Steel Production
- ☑ Steel Fabrication & Manufacture, Installations, Repairs & Maintenance, etc;
- ☑ Structural Steel Fabrication & Manufacture, Installations, Repairs & Maintenance, etc;
- ☑ Wire and Fencing fabrication, Installations, Services & Repairs;
- ☑ Steel supply and distribution;
- ☑ Tubes, Pipes & Pressure Vessels Fabrication, Engineering and Maintenance Services;
- ☑ Door Frames & Windows Fabrication;
- ☑ Light Industrial Steel Works, Welding, Fabrication and Engineering; Household Appliances Fabrication & Assembly;
- ☑ Foundry & Engineering;
- ☑ Machinery parts & metal fabrication, assembly & engineering;
- ☑ Mining & Mineral Processing Machinery Engineering, Fabrication, Assembly, Services, Repairs & Installations;
- ☑ Bolts and Nuts Manufacturing & Distribution;
- ☑ Water Engineering, Fabrication, Installations, Repairs & Maintenance;
- ☑ Agricultural equipment manufacture;
- ☑ Automotive & Industrial equipment manufacturing & services;
- ☑ Earthmoving Equipment;
- ☑ Refrigeration & Airconditioning, Installations, Repairs, Maintenance, etc;
- ☑ Electrical Engineered Goods, Transformers, Motors, etc;
- ☑ Electrical Engineering Services, Repairs& Installations;
- ☑ Engineering Services, Consultancy & General Contracting, Repairs and Maintenance.





## STRATEGY FORMULATION AND IMPLEMENTATION

EISAZ spearheads formulation, implementation, review, monitoring and evaluation of the Engineering, Iron and Steel Sector Strategies from time to time, e.g the current EIS strategy which runs from 2022-2026. The following stages are involved in strategy development and implementation:

**Situational analysis:** An environmental scan was undertaken to assess the status-quo of the Engineering, Iron and Steel Sector. A diagnostic study was published (available on EISAZ website).

**Strategy development:** The Engineering, Iron and Steel Sector Strategy (2022- 2026) was successfully developed and launched on the 27<sup>th</sup> of May 2022. The strategy is set to revive the EIS sector, create 50 000 jobs, increase capacity utilisation and contribution of the sector to Gross Domestic Product by generating USD6 billion annual revenues.

**Strategy implementation:** Sector Strategy implementation started from the date of the launch. Implementation entails putting to action what is contained in the strategy including securing of sector financing, securing local production of key raw material for the sector, strengthen sector representing institutions, boosting local production, promoting exports, substituting imports; and promote inclusion and formalisation of micro small and medium enterprise.

**Review, Monitoring and Evaluation:** Continuous reviews, monitoring and evaluation will be undertaken to ensure the strategy remains a living document.



- **INFORMATION DISSEMINATION**

**Seminars and Training:** The Association conducts case-based training aimed at dealing with recent developments and more common industry issues. Training is meant to upgrade the knowledge, skills, and attitudes of employers, and executives on Business, Industrial Relations/ Human Resources concepts, policies, and best-practices. Seminars and workshops may be conducted in-house based on request by a member.

**Research & Development Publications:** EISAZ conducts research to ascertain the state of the engineering, iron and steel industry, publishes benchmarking tools that analyse trends in iron and steel industry regionally and internationally.

The Association also conducts research to ensure that appropriate collective bargaining agreements are reached and provide various publications on laws and policies that serve as guides on how to become a more effective and responsible employer.

**Helpdesk for Members:** Provision of assistance, services, and support to members on matters concerning their day-to-day business concerns and challenges, specifically on business, policy, industrial relations, human resources management, and occupational safety and health.

**Up-To-Date, Valuable Information:** Association's members have access to information on major policy and economic developments, labour relations and human resources management as well as snippets of EISAZ activities. Updates are shared through emails, WhatsApp as well as EISAZ website.

- **BUSINESS SUPPORT**

**Lobbying, Policy Advocacy and Representation:** EISAZ has grown to be the voice of the Engineering, Iron and Steel (EIS) industry on lobbying, policy advocacy and representation. The Association lobby for policies that improve the industry's environment in which our members operate and it provides the necessary and supportive infrastructure and technical expertise to ensure a business and investor-friendly environment, effective collective bargaining, industry compliance, dispute resolution quality assurance, skills development, market, trade and policy analysis.

**Tenders:** The Association also shares with its members gazetted Government tenders for the benefit of its members. In addition, members will receive information on tendering processes and procedures, upon request, to support our members' businesses.

- **LABOUR RELATIONS**

**Collective bargaining:** In consultation with its membership, EISAZ effectively bargains for the provision of better working conditions and sustainable wages and salaries for the industry. The Association also regulate and co-ordinate the relations between members and their employees and further the interests of members in relation to their employees.

**Representation:** EISAZ represents its members in labour disputes from conciliation stage up to the Labour Court. In addition, the Association also offer advice on all labour related issues to its members.





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# MEMBERSHIP

Membership of the association is granted to any employer who is qualified for membership. Upon joining, the member shall appoint a nominee and an alternate to represent that member in all dealings with the Association as per the attached membership form. Kindly fill in your details and send it back to [info@eisaz.co.zw](mailto:info@eisaz.co.zw)

# SUBSCRIPTIONS

Membership subscriptions are paid on a monthly basis after paying a once-off joining fee of USD 48.00 paid at the prevailing interbank rate. Monthly subscriptions start from a minimum of USD 48.00 per month payable at the prevailing interbank rate.

Should you have any questions, please feel free to contact us on details provided below.





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## WHERE TO FIND US



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