

# ITUC AFRICA *News*

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**2<sup>nd</sup> Congress of the (ITUC-AFRICA)**

## RENEWING THE AFRICAN TRADE UNION MOVEMENT TOWARDS AFRICAN EMANCIPATION



## Message of the General Secretary of ITUC-Africa

### LET'S GET TOGETHER TO OVERCOME THE CHALLENGE



The echoes of the 2nd Congress of ITUC-Africa held in Johannesburg, South Africa, to build a stronger regional and national trade union organization continue to reverberate many months after the event and the conclusions of the meeting challenge us to place African emancipation at the heart of all trade union concerns.

It is common knowledge among many that African emancipation is an imperative today. The global economic system appears to have reached its limits. The system appears to be at the stage where it can only decline as demonstrated by the widespread crisis in which the world is engulfed: the major economies have difficulties in finding productive investment opportunities; major financial institutions can hardly avoid economic stagnation; the overall reduction in household incomes makes the situation of the middle class precarious; governments have become powerless and unable to respond to these contradictions; and Africa continues to be at the receiving end of the massive inequalities and widespread poverty that have been spawned by this unjust global economic order.

A new world order is definitely in demand and Africa cannot be passive and simply allow others to shape the contours of the new order. Africa is

definitely a continent with a bright future if the potential of its predominantly youthful and dynamic population as well as that of the people as a whole is carefully harnessed. The people have enjoyed little of the abundant resources the continent is endowed with and continue to reproduce the colonial economic paradigms.

A new scramble for Africa is underway and it behooves on Africans to be watchful and work to avoid the tragedy of overall domination by foreigners that has befallen us since the end of the 19th century. Africa is urgently in need of emancipation and workers must join with progressive forces in working towards this achievement. We must recall the role of African trade unions in championing the anti-colonial struggle and remind ourselves that the goal of prosperity and well-being for the masses is yet to be achieved. The trade union movement, however, undermines its role if it remains divided at regional and national levels.

A new African leadership and vision is in the making and only a united African trade union movement at all levels can guarantee workers their rightful place in this emerging strategic vision of change and development for the benefit of our people. So let us get together!

***“Africa is urgently in need of emancipation and workers must join with progressive forces in working towards this achievement.”***

**Message of the General Secretary of ITUC-Africa:**

Let's get together to overcome the challenge.

*"A new scramble for Africa is underway and it behooves on Africans to be watchful and work to avoid the tragedy of overall domination by foreigners that has befallen us since the end of the 19th century."*

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**Elections**

New leaders for a new term of four years.

*"...In accordance with the statutes, Congress elects the General Secretary, the General Council and the Internal Auditors..."*

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Workers place african emancipation at the heart of their concerns.

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*"...if we are going to renew the trade union movement it would not be for its sake, we have to renew it for a purpose..."*

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## WORKERS PLACE AFRICAN EMANCIPATION AT THE HEART OF THEIR CONCERNS



Zwelinzima VAVI ,  
General Secretary of COSATU , welcoming  
the delegates

The second congress of the Regional Organization of the International Trade Union Confederation (ITUC-Africa) held in November 2011 provided an opportunity to take stock of ITUC-Africa's track record for the very first time and discuss its activities for the near future. A new vision for the African trade union movement as a whole and an assessment of its importance in the continuing crisis prevailing across the continent were also part of the issues discussed.

### OFFICIAL OPENING

The three-day Congress focused on three main agenda items: the adoption of reports, the adoption of resolutions and the election of the leaders of the various governing bodies of the Confederation. The official opening took place on Friday, November 25, 2011. It was marked by a series of speeches, especially that of the South African President, H. E. Jacob ZUMA, which was delivered in a video message. There were also messages from the International Trade Union Confederation (ITUC), The International Labour Office (ILO) and the Organisation of African Trade Union Unity (OATUU). It was a colourful ceremony accompanied by typical South African

dances and songs.

The General Secretary of the Congress of South African Trade Unions (COSATU), Brother Zwelinzima VAVI, welcomed the various delegations. In his address, he said that the Congress was being held in the "New South Africa" which was liberated 17 years ago with the help of other African people and progressives around the world. For him, the Congress theme called on all workers to remobilize themselves and fight for new freedom because Africans had not yet acquired their economic freedom after several decades of political independence. He said that this Congress was a historic event for the African trade union movement because it was being held at a time when it was still possible to change the direction of the political economy of the continent.

Brother VAVI mentioned the main current problems of Africa, including the consequences of the global financial crisis on African workers, climate change, the exploitation of Africa's resources, language barriers, the dependency syndrome, among others.

The General Secretary of COSATU said that all these problems challenge us to develop a strategic vision for the transformation of African economies and societies as well as for their integration.



A cross-section of delegates

**"Africa needs to develop proper forms of organization to advance the interests of its peoples in an increasingly interdependent world. The working class has a major role to play",** he said.

For his part, the President of the ITUC-Africa, Brother Mody GUIRO, expressed appreciation to COSATU for accepting to host the Congress despite a very short notice. He also thanked the Nigeria Labour Congress (NLC) for their understanding and cooperation when the decision was taken to change the venue of the Congress which was initially scheduled to take place in Abuja (Nigeria). He paid tribute to a number of African trade union leaders who worked hard over the past few years to promote African trade union consciousness.

### **VISION OF FOUNDING CONGRESS ACHIEVED**

Brother GUIRO recalled that four years ago in Accra, Ghana, the founding Congress of ITUC-Africa set itself the mandate ***"to strengthen the trade unions in Africa and provide a common voice for all African workers to realise a healthy and safe working environment and a decent life for all by fighting all forms of exploitation and discrimination, defending human and trade union rights, promoting social justice, peace, democracy and vigorously pursuing the preservation of the environment"***.



**Mody GUIRO,**  
President of ITUC-Africa

***250 participants mostly delegates, observers, guests, local and international media took part from 25 to 27 November 2011 in Johannesburg (South Africa) in the 2nd ordinary Congress of ITUC-Africa. This Congress held under the theme "Renewing the African trade union movement towards African emancipation" followed the founding Congress of ITUC-Africa held in 2007.***

The President of ITUC-Africa was happy to note that these objectives were being pursued. This was partly through workers' capacity building, the development of

skills in the area of organising and campaigns targeting women and young workers, contributions to the promotion of decent work. He finally mentioned the economic crisis which has weakened the actions of trade union movements, and alluded to hunger in the Horn of Africa and climate change which, according to him, had to be addressed immediately and urgently.

The South African Minister of Labour, Ms. Mildred OLIPHANT, who introduced the guest of honor, the president of South Africa H.E. Jacob ZUMA, insisted that in this period of widespread crisis, the continent must determine its



**A cross-section of delegates**



H.E. Jacob ZUMA,  
President of South Africa

own policy orientations and guard against solutions coming from outside. Workers have decided to take up this new challenge. Ms. OLIPHANT said that her country was proud to host this august meeting. She encouraged African workers to collaborate whenever it is necessary with their former comrades who have assu-

med new responsibilities in government.

Ms. OLIPHANT encouraged Africans to work together to give Africa the place it deserves. She said that this can only be achieved through "**unity and solidarity which will make Africa stronger and prosperous.**"

In his video speech, His Excellency Jacob ZUMA first of all apologised for not being able to attend the ceremony in person. He went on to say that the theme of the Congress was opportune and very appropriate. He recalled the considerable contribution that trade unions made to the political emancipation of African countries. He cited the example of South Africa where trade unions were at the forefront of the fight alongside the African National Congress (ANC) to put an end to the inhuman system of apartheid. It is normal that the African trade union movement plays today a key role in driving an agenda for the economic emancipation of Africa.

He urged African trade unions to contribute more to the economic and social development of the continent by assisting national Governments in their actions. The keynote address of the South African president was applauded by the delegates who sang the solidarity song of the African trade union movement immediately after the address.



A cross-section of delegates

## SOLIDARITY MESSAGES

Solidarity messages were delivered by the International Labour Office (ILO), the Organisation of the African Trade Union Unity (OATUU) and the General Secretary of the ITUC. The ILO message



delivered by Mr. Dan CUNNIAH touched on pertinent issues such as the Global economic situation and the risks of falling into a prolonged period of slow growth or even outright recession, and the urgent need for a regional integration. He mentioned that thirty one Decent Work Country Programs are being implemented in the region and he called on Trade Unions to be the driving force in implementing the program in each African country by 2012. Mr. Dan Cunniah spoke at length about the integration of Africa in the global economy. The importance of regional integration and trade agreements, which contribute to the development of private sector potentials, were also mentioned. The challenges that Africa needs to address include extreme specialization in unprocessed raw materials, the debt burden and poor governance. Then, he stressed particularly ILO's permanent commitment towards African trade unions. **"We will always support and advise African workers so that together we can achieve a unified, free, strong, independent and democratic African trade union movement"**, said Mr. CUNNIAH towards the end of his mes-

sage.

On behalf of OATUU, Mr. Demba DIOP said that for his organization, this congress was a great event and that at the end of the day it would contribute to overcome the complex challenges facing African working people. He added that **"the new century does not augur well for workers as a whole, especially African workers"**.

He stressed that African national, regional, sub-regional and trades unions had an obligation to get together to act and defend the interests of their members. He went on to inform congress that on 27th of October 2011, a delegation from ITUC-Africa met with OATUU to discuss issues of unity.

The OATUU representative promised that his organization would implement all the provisions of the agreement from that meeting to the letter. He complained about the huge presence of foreign aid in African countries' economies and pointed out that it was high time African countries and policy makers understood that no African country could develop by relying solely on foreign assistance. He called on African trade union leaders to ensure that national resources are judiciously utilized so that national economies become self-sustaining and able to put an end to dependency.



After the solidarity messages, the podium was mounted by the General Secretary of ITUC – Sharan Burrow.

In her address, Ms. Sharan BURROW, proceeded to congratulate all present for being the strong and tenacious unionists they were. She noted that Africa is a continent which knows way too much crises. She spotted some of the issues Africans are faced with such as the exploitation of workers, the climate change, massive unemployment, food crises, conflicts and natural disasters among others.

She emphasised the importance of trade union organising and called for workers' sensitisation.

She pointed out that the strength of unions is critical for the global challenges that have to be addressed. She gave an example of a union in North Africa, namely UGTT of Tunisia, which fought along side the people to open the way for a transition to democracy in that country.

She also observed that, there is very little hope for the youth today as they enter the labour market.

Ms Sharan underlined the need to formalise the informal sector, to fight for an alternative growth model, to fight for workers' rights by unionising workers, to fight for minimum wages, for social protection, for secured jobs and



**Sharan BURROW,**  
General Secretary of ITUC

demand collective bargaining for a more equitable and just future free of exploitation.

## **2007-2011- REPORT OF ACTIVITIES**

In presenting his report, the General Secretary of ITUC-Africa, Kwasi ADU-AMANKWAH, presented a brief historical overview of the African Regional Organization of the International Trade Union Confederation. It resulted from the merger of two regional organizations and three other independent organizations. Then, Brother Kwasi ADU-AMANKWAH described the conditions under which ITUC-Africa's activities started, indicating that in implementing the resolutions of the founding Congress, a Strategic Plan was developed. This plan focused on five areas: restructuring the administrative and financial services of the organization, promoting human and trade union rights, promoting equality and social protection, strengthening organizing and strengthening trade union intervention in economic and social policy.

In the area of human and trade union rights, ITUC-Africa set itself the objective of contributing to strengthening

democratic institutions and respect for fundamental human and workers' rights in an overall peaceful and fair political environment in Africa.

Considerable attention was given to developments in countries like Guinea, Niger, Zimbabwe, Swaziland and Madagascar where trade union rights were violated.

About organizing, attention was focused on membership recruitment by affiliates and the development of relations by the organization with sub-regional organizations like the Southern Africa's Trade Union Coordinating Council (SATUCC) and the East African Trade Union Congress (EATUC). An emphasis was particularly put on the development of relations between OATUU and ITUC-Africa. ITUC-Africa has also developed relations with the African Labour Research Network to support its work on developing capacity for economic, social policy intervention.

Finally, the General Secretary mentioned some difficulties the organisation was still facing. They were related especially to institutional arrangements, technical capacity, weak communication and exchange of information, financial limitations.



**Kwasi ADU-AMANKWAH, General Secretary  
of ITUC-Africa**

These were challenges that needed to be met. Concerning the financial report, the General Secretary indicated that it covered the period from 2008 to 2010 for which accounts were audited. The audit for 2011 was not yet done.

The 2008-2010 accounts show that ITUC-Africa made a saving of 99.000.000 CFA FRANCS, i.e. USD 198 000. This was due to effective support from partners, prudent financial management by ITUC-Africa and the benefit made from the organisation using its own premises as headquarters. The ITUC General Fund allocation is the main source of income because as a regional organization, ITUC-Africa receives subsidies from the ITUC-Brussels just like all other regional organisations ; receives also affiliation fees from members. After a general discussion, this outcome was unanimously hailed as encouraging by the delegates who nevertheless proposed that ITUC-Africa takes greater account of gender in recruiting staff .

Congress also made an important recommendation urging ITUC-Africa to find ways and means to pressure Chinese companies operating in the continent to negotiate with unions with a view to improving the working conditions of workers in the various countries.



**Group photograph**

## RESOLUTIONS

Congress also discussed the new vision that the African trade union movement should have to enable it to play its rightful role, especially in this period of economic, social and political crisis in Africa.

Several resolutions were adopted during the three-day Congress. Delegates resolved to implement the decisions of the 2nd Congress of the ITUC, strengthen internal trade union democracy and workers' empowerment, promote African trade union unity at all levels, promote peace, security, justice and civilian protection in Africa and, finally, advocate for a stronger African Union (AU) for effective governance and democracy on the continent.

The participants also adopted a resolution on unity between the two Pan-African organizations, i.e. ITUC-Africa and the Organization of African Trade Union Unity (OATUU). A special motion was also adopted by the delegates for the immediate release of their Ivorian comrade Basile Mahan Gahé, President of "DIGNITE".

Out of 13 resolutions submitted to Congress, five were adopted. The General Council was mandated to study and adopt the remaining resolutions. This has been

## CLOSING

The president acknowledged and welcomed Mr. Charles Dan, Director ILO Regional Office for Africa at the closing ceremony. He pointed out that ITUC-Africa was honored by his presence that was not only an indication of sympathy but of respect for the world of work.

The deliberations of the second ordinary Congress of the African Regional Organization of the International Trade Union Confederation (ITUC-Africa) ended in an atmosphere of utmost satisfaction.

This Congress will enable ITUC-Africa and the African trade union movement as a whole to take new responsibilities and make increased efforts for the emancipation of Africa.

Mr. Charles Dan expressed the support and solidarity of his organization to the African trade union movement and declared his admiration for

done. These resolutions have to do with international solidarity and the fight for global justice; the World Trade Organization and economic partnership agreements; job creation and decent work for decent living; promoting the informal economy and a solidarity-based economy for better development of Africa; a new continental growth path and regional integration for Africa's development; combating desertification and other forms of environmental degradation; overcoming the challenge of Africa's health crisis and striving towards achieving food security.

## RENEWED CONFIDENCE

At the end of the Congress, the delegates renewed their confidence in the leadership of the ITUC-Africa. The Congress elected the General Secretary, the General Council and the Internal Auditors.

Immediately after its election, the General Council in turn elected the president.

Thus, the President of ITUC-Africa, Mody GUIRO, and the General Secretary, Kwasi ADU-AMANKWAH, were re-elected for another four years.

The General Council, also elected the members of the women's committee and youth committee.



Charles DAN, ILO Regional Director for Africa

President Mody Guiro and the General Secretary Kwasi Adu-Amankwah for their able leadership and reelection. The Regional Director of ILO stressed the importance of the Congress, saying that it was being held at a critical moment for the global economy. The global economic crisis has become a source of major concern for world leaders .

Countries have increasingly focused on appeasing financial markets. They seem to forget that it is employment that generates finance.

While acknowledging that no country can develop with ever rising public debts and deficits, the responsibility for "making markets work for jobs" rests primarily with national governments. It is true that a number of emerging and developing countries continue to expand.

He presented some key policy directions that he deemed important to shape ILO's cooperation with ITUC-Africa.

After this message,an ITUC representative,Mr. Jaap Wiennen, gave a closing adress. Acknowledging Africa's current situation he said it is the continent with the highest level of poverty, where labour rights are not respected contrary to the provisions in force in the countries and multinationals do not give any proof of corporate social responsibility. HIV-AIDS and malaria are prevalent and causing death and misery.

Mr. Jaap Wiennen said that despite all these challenges, congress participants were far from giving up. He identified ITUC-Africa as a major force representing millions of members and also congratulated the trade union leaders and delegates for taking the initiative to promote trade union unity on the continent. This was a historic decision that will be popularized by delegates in more than 50 countries on the continent.

Another concern raised in the ITUC message was the situation of the informal economy workers.

ITUC regretted that this sector was not yet organized and that the women and young people working in it were not participating in the trade union movement.



Jaap WIENNEN,  
Deputy General Secretary of ITUC

The ITUC representative also recognised that the Congress was a major source of inspiration for the new trade union leaders from South Sudan and Somalia who must have understood the strength of unity. Further, he thanked the comrades from the Arab countries for winning the battle against dictatorship. He also urged all other comrades to support them so that they can establish independent and democratic trade unions.

Finally, on his own behalf and on behalf of ITUC, Jaap Wiennen congratulated Brother Kwasi Adu-Amankwah as well as Brother Mody Guiro and other elected officials on their fresh mandate of four years.

**“ Contrary to the provisions in force in their countries, multinationals do not give any proof of corporate social responsibility...Capital invariably calls the shots. HIV-AIDS and malaria are prevailing and causing death and misery.”**

## RENEWING THE AFRICAN TRADE UNION MOVEMENT TOWARDS AFRICAN EMANCIPATION

“The current global financial and economic crisis has deep structural roots that affect the center of the capitalist system of production and its reproduction. It is the concrete expression of the structural periodic and historic crisis of capitalism.

This crisis has a number of essential characteristics:

(i) the increasing challenge of finding profitable outlets in the market economies which have reached 'maturity', (ii) the increasing power and dominance of the financial sector and its speculative activities that contribute to temporarily avert (but not avoid) the dangers of stagnation, (iii) growing inequalities, the reduction in the income of large sections of the population including the middle class, and mass poverty in the countries of the South, which lead to a fall in demand, and (iv) ineffective policies and measures to meet these challenges and contradictions. Therefore, it is most likely that the world economy is in a long and deep stagnation which will have serious consequences for the world including Africa and its workers.

Even if it is not possible to predict when and how this crisis will end, it is obvious that the resolution of this crisis and the new global system which is likely to emerge will be radically different and will have

far-reaching consequences for humanity. How far are Africa and our unions prepared for this? It is a crucial question facing African trade unions and African peoples.

Africa must produce new and courageous leaders

informed by a strategic vision of transformation

and development

and committed to the

interests of our people

to move us into the

difficult years ahead. The

trade union movement has an

important role in the promotion of

this new leadership. We are saying this,

while recognizing the current challenges facing

the African trade union movement. The African trade union movement must close up its ranks and promote organizing, deepen internal democracy at national, sub-regional and regional levels and actively fight for the interest of its members and the working class as a whole. By so doing, we will prove that we are capable of performing the tasks of the new era emerging in Africa and in the world at large.”

*“Africa must produce new and courageous leaders informed by a strategic vision of transformation and development and committed to the interests of our people to move us into the difficult years ahead.”*



### SUMMARY OF THE THEME DOCUMENT

- 1- Africa in a situation of global crisis
- 2- The impact of the crisis on workers
- 3- African political economy
  - Mining and drilling
  - The scramble for Africa's resources
  - Mining and environment
  - Agriculture, food production and leasing of land
  - Informal economy
- ...
- 4- Africa and China
- 5 - Africa's social profile
- 6 - The situation of the African trade union movement
  - The dynamics of the African trade union movement
  - National trade union organizations
  - Trade unions and politics
  - National trade union organizations
  - Trade unions and politics

## **Resolution N° 1**

### **Implementing the Decisions of the 2nd ITUC Congress**

Congress recalls that resolutions on critical issues touching on and having direct implications for Africans and Africa's development were debated and decisions reached during the 2nd ITUC Congress, which was held in Vancouver from 21 - 25 June, 2010. Particularly, resolutions on issues of Decent Life for young Working Men and Women (paragraph 1 – 7), HIV and AIDS (paragraph 1- 8), Promoting and Defending Fundamental Workers' Rights (paragraph 1- 12), Organising (paragraph 1-12), Gender Equality (paragraph 1 – 15), Migrant Workers (paragraph 1-14), Extending Social Protection and Ensuring Good Occupational Health and Sustainable Development and Climate Change (paragraph 1 – 7), amongst others. Congress strongly reaffirms that these issues touched on and are at the heart of fundamental human and trade union rights, which the trade union must continue to defend, protect and promote.

#### **Congress calls for:**

ITUC-Africa to work in collaboration with the ITUC, Global Unions, its partners and affiliates to, among other things:

Raise and increase awareness on the linkages of decent life for young men and women, organising, gender equality, sustainable and just transition and climate change, elimination of child labour, migrant labour, workers and human rights, the provision of social protection to fundamental human rights promotion, poverty eradication and Africa's industrialization as well as deepening of democracy and development.

Work closely with the ITUC, Global Union Federations and in alliance with identified progressive civil society organisations like the media, the feminist movement, the global environmental justice movement and similar organisations in order to achieve more effective continental and international coordination and a common strategy for the promotion of fundamental human and workers' rights; as well as promote and encourage such cooperation and alliances

with affiliates as appropriate.

## **Resolution N° 2**

### **Building Internal Trade Union Democracy and Workers Empowerment**

The essence and character of progressive trade unionism is mass based traditions, mandating of leaders, consultations and feedback, as well as popular mobilisation around all issues affecting members and society in general.

However, it has become clear that in most instances, trade unions are not able to meet these conditions resulting in organisational and political decay, fragmentation, membership decline, loss of confidence, distance between leaders and members, unfulfilled and disappointed expectations, collaboration with elements of the ruling class and employers to the detriment of workers interests and even corruption and lack of accountability, transparency and mandating for leaders.

The African trade union movement is increasingly facing internal problems which prevent it from functioning democratically.

#### **Therefore Congress reaffirms that:**

The power of the working class can only emanate from workers' capacity to organise themselves and to act as a collective power coming from the grassroots and not from the top or from far. The size of the membership and an effective organisation are equally important.

ITUC-Africa, as a trade union movement based on workers trade-union solidarity, is a mass organisation, which implies an intense need for mobilisation, communication and information and education. To develop normally and offer better services to its members, ITUC-Africa needs to create at all levels, a synergy among the members of the trade-union organisations affiliated to it.

### **Congress calls for;**

1. The prioritisation of the following action points relating to education and training:

Promoting workers development and proper training at all levels as a priority in order to renew the trade union movement, particularly in the following priority areas:

Specialised and technical training for certain categories, such as leaders, organisers and other strategic cadres of the workers movement.

2. Supporting training in communication to develop workers' capacity to communicate effectively, mobilise, negotiate, manage conflicts, critically engage and also build coalitions.

3. Prioritising the unionisation of women, young people and other vulnerable groups to create the conditions for trade union growth, relevance and mass actions.

### **Resolution N° 3**

#### **Promoting African Trade Union Unity at all levels**

The power of workers is in their organised and united strength. The amount of victories workers can score is directly linked to their organised strength and ability to challenge effectively the power of the ruling class, not as individuals, but as a strong, united and highly organised force. Therefore, it is our historic and practical duty to ensure the unity of workers in all workplaces, communities, countries, regions and ultimately, the whole continent.

The existence of two continental centres, the ITUC-Africa and OATUU and the fact that, to a large extent, they share same members, hence, the duplication of activities and roles, creates a fertile ground for competition, fragmentation and lack of focus. As a result, the voice of African workers remains fragmented and weakened in their engagements in various fora including in the AU and ILO.

### **Congress therefore reaffirms that;**

It has become urgent that the interests of African workers are put ahead of other considerations to ensure that we can build a strong and united trade union movement that enjoys the full

confidence of workers as a result of its organisational strength, bargaining effectiveness and political assertiveness in representing their aspirations.

### **Therefore Congress calls for;**

The development of an African trade union unity roadmap which shall be fully realised by 2015. This roadmap will include clear time frames, processes and deliverables, with the objective of achieving African workers unity.

### **Resolution N° 4 :**

#### **Promoting Peace, Security, Justice and Civilian Protection in Africa**

Africa is facing crisis resulting from wars, political conflicts, imperialist and cold war tensions, lack of democracy and human rights observation, corruption and greed, colonial legacy and the unjust global system in general.

Peace is not just the absence of war, but the overall conditions for human dignity, justice, equality and development that affirms stability and human security in its most profound sense. The lack of such conditions creates the possibility for further degeneration, thus the cycle of violence and conflict. Therefore workers and the poor suffer the most under such conditions, hence our active interest in building the necessary conditions for peace, security and justice for all.

### **Congress calls for:**

Trade union recognition to ensure participation in all processes related to peace building and conflict resolution.

### **Resolution N° 5**

#### ***Advocating for the Building of capacity of the African Union (AU) for effective Continental Governance and Democracy***

Since the emergence of the OAU and subsequently the AU, several charters and protocols have been adopted to practically advance these noble intentions. The most critical are: the 1981 African Charter on Human and Peoples' Rights; the 1990 African Charter for Popular Participation in Development; and the 2000 Declaration on the Framework for an OAU Response to Unconstitutional Changes of Government.

### **Congress calls for:**

A campaign for the fundamental transformation of the AU and its structures, with a new ethics and principles guiding its operations and functioning, exemplified by a new type of leadership, ready, able and willing to subject themselves to regular elections and democratic processes in their own countries. All AU organs to integrate effective civil society participation and influence.

### **Resolution N° 6**

#### ***International Solidarity and the Struggle for Global Justice.***

The world's poor continue to experience occupation, a lack of democracy and other human rights violations, global corruption, despotism, violence and militarism, and looting by MNCs. Not with standing, they continue to wage heroic struggles of resistance.

### **Congress calls for:**

The establishment an ITUC Africa Solidarity Fund and Committee to oversee and coordinate all solidarity activities and support to workers and people in need all over the continent.

Development of a special solidarity programme for African trade unions to support workers in conditions of military rule, foreign occupation, civil wars, struggles for democracy and human rights, as well as for critical issues.

### **Resolution N° 7**

#### ***World Trade Organisation (WTO) and Economic Partnership Agreements***

The relationship between the EU and African, Caribbean and Pacific countries was governed by the 1963 Yaoundé Convention, and subsequent 1975 Lome Convention.

African countries signed the 2000 Cotonou Agreement, which sought to replace colonial non-reciprocal imperial preferences with reciprocal free trade agreements under Lome IV.

One of the objectives of the Cotonou Agreement is to use Economic Partnership Agreements (EPAs) as instruments to deepen regional integration. The European countries are negotiating as a unit, represented by the European Commission, whereas the African countries are ne-

gotiating separately and not through the African Union (AU).

Congress notes the double standards and the bully tactics of the rich and industrialized countries in demanding developing countries to further liberalise their economies particularly in where they are most vulnerable while protecting their own vulnerable sectors. This leads to further de industrialisation and job losses in the developing countries. We also note the arm – twisting tactics applied by the United States on individual African countries.

### **Congress calls for**

A campaign for a new and just international trade and economic system that recognises the developmental needs of poor countries.

A campaign for the rejection of EPAs and other such unfavorable trade and economic terms that militate against our macro-economic spaces to advance development and alternative policies on the continent for our own industrialisation.

The conduct of all trade negotiations, both bilateral and multilateral, at continental level and under the AU as per the Abuja Treaty.

### **Resolutions N° 8**

#### ***Job creation and decent work for decent living***

In Africa, the problems related to employment and working conditions include precarious employment, low wages, the lack of social protection, the lack of occupational health and safety and disregard for international standards and social laws and the lack of respect for human dignity. These problems are related to the dominance of neo-liberalism, poor economic and political governance, the weaknesses of African states, the institutional weakness of the organs protecting workers and African trade unions' weak intervention capacity.

The overall goal of decent work is to effect positive changes in people's lives and should reflect priorities on the social, economic and political agenda of countries and the international system.

**Congress calls for:**

A campaign for the creation of quality jobs and job retention together with all the other elements of decent work.

A campaign against casualisation, outsourcing, and informalisation of jobs as well as to ensure that casual jobs are made permanent or full time.

ILO's support in the strengthening of trade union capacity, particularly in research, policy development and other strategic and technical capacity areas, for the purpose of enhancing their effective participation in DWCP processes and national development in general.

**Resolution N° 9*****Promoting organization the Informal Economy and a Solidarity Based Economy for Better Development of Africa***

Congress acknowledges that the implementation of different economic policies notwithstanding, most African countries are still facing daunting development challenges with almost 50% poor people, 30% of the workforce unemployed or under-employed, an excessively high rate of youth unemployment and predominantly precarious and informal jobs.

**Congress calls for:**

A campaign for laws and regulations that ensure decent working conditions for the informal sector;

The organisation of informal sector workers into unions and support for all their struggles to win better working and living conditions;

A campaign for the full recognition of the rights of informal sector workers, including the clear definition of their bargaining systems to protect their rights.

**Resolution N° 10*****A new continental growth path and regional integration for Africa's development***

In Africa, regional integration seems to have gai-

ned support with the creation of sub-regional organisations, increased migration of people within the continent, cross-border investments within Africa as well as the social and economic organisations.

The construction of integration poses, however, a number of challenges. In view of these challenges, many difficulties remain and threaten the establishment of strong and true regional entities which are genuine development catalysts in Africa.

**Congress calls for:**

Development of a clear vision and over-arching Growth and Development Path to drive a bold developmental agenda in the interest of the continent and its people. This strategy shall draw lessons from the experiences of developing countries in general and the economic history of Africa in particular, as well as other regions of the world.

**Resolution N° 11*****Combating Desertification and Other Forms of Environmental Degradation***

Congress recognises the important role that ecosystems play in the socio-economic development of households and nations particularly in developing countries such as those in Africa. Congress further recognises that the Continent is afflicted by frequent and severe drought, rapid deforestation and different types of ecosystem pollutions which have impacted negatively on sensitive ecosystems in many parts of the continent.

**Congress calls for:**

The development of a mass awareness campaign on the role of capital and related exploitative practices in desertification and environmental degradation to mobilize communities into actions which will result into positive behavioural changes and influence government policies and programs.

## **Resolution N° 12**

### ***Striving Towards Achieving Food Security***

Congress recognises that food security will be achieved once all people (including workers), at all times, have access to sufficient, safe and nutritious food to meet their dietary needs and food preferences for an active and healthy life. In this regard, Congress acknowledges the role that the Decent Work Agenda can play in ensuring food security at the workplace level since the four pillars of decent work agenda can guarantee access to sufficient, safe, nutritious and culturally appropriate food.

#### **Congress calls for:**

The deepening of the role of the state in agriculture and in particular in research, agriculture extension services, food production, food distribution and food reserves;

Stronger engagement of ITUC Africa affiliates in the formulation, implementation, monitoring and review of national agricultural policies and programs in order to bring in food security issues that are of concern to the world of work.

## **Resolution N° 13**

### ***Overcoming the Challenges of Africa's Health Crisis***

Some of the greatest health problems today occur within the underdeveloped countries of Africa. Major inequalities between developed

and underdeveloped nations are central to current health policies with the extent and depth having become too large to ignore. For example, in the industrialised countries of the world, obesity is a major health issue whereas in the underdeveloped countries of Africa millions die, are stunted by starvation and have little or no opportunity to develop their human capacities.

#### **Congress therefore reaffirms:**

That an effective response to the African Region's healthcare problems will not occur in isolation and further scale-up is required involving an end to the commodification of health care, integrated healthcare systems and empowered communities that have access to essential rights and goods such as food, nutrition and basic education.

#### **Congress calls for:**

Affiliates to work together in mobilising resources and combining efforts in the fight for health access and justice;

A dedicated and focused campaign for improving the daily living conditions of people, and tackling the inequitable distribution of power, money and resources in health care provision. The theme of the campaign should centre on the principle of no profiteering from health provision.

The logo for ITUC AFRICA News. 'ITUC' is written in large, bold, orange letters with a black outline. 'AFRICA' is written below it in large, bold, blue letters with a yellow outline. 'News' is written to the right in a green, cursive script font.

## NEW LEADERS FOR A NEW TERM OF FOUR YEARS

The elections were another important agenda item of the second Congress of the African Regional Organization of the International Trade Union Confederation (ITUC-Africa). In accordance with the statutes, Congress elects the General Secretary, the General Council and the Internal Auditors.

### **1- General Secretary**

In accordance with Article XXVII, paragraph a, "Congress elects the General Secretary who should be eligible for re-election at each regular Congress".

Brother Kwasi ADU-AMANKWAH was re-elected General Secretary of ITUC-Africa by Congress.

### **2- The General Council**

Article XIX, paragraph (a) of the statutes stipulates that the General Council elected by Congress shall comprise all the African members of the ITUC General Council and twelve other members elected to represent the various sub-regions of Africa.

The following were elected:

Titulars	Substitutes
<b>West Africa</b>	
Kofi Asamoah (Ghana TUC)	Kandeh Yilla (SLLC Sierra Leone)
Suzanne Vlei (UGTCI-Ivory Coast)	Julio Silva (UNTC-CS Cape Verde)
Mamadou Sako (CNT Niger)	Diakité Siaka (UNTM Mali)
<b>Central Africa</b>	
Flaubert Moussole (USLC Cameroon)	Daniel Mongo (CSC Congo Brazza)
François A. Djondang (UST Chad)	Kpokolo Sabin (CSTC Central Africa Republic)
<b>East Africa</b>	
Kassahun Follo (CETU Ethiopia)	Mgaya Nicholas (TUCTA Tanzania)
Peter C. Werikhe (NOTU Uganda)	Name to be provided by CESTRAR (Rwanda)
<b>North Africa</b>	
Khoulalene Abdelwhabd (UGTA Algeria)	Hamid Chabat (UGTM Morocco)
Ould Boubou (UTM Mauritania)	Samory Ould Beye (CLTM Mauritania)
<b>Southern Africa</b>	
Roy Mwaba (ZCTU Zambia)	Katumba Miriam (ZCTU Zimbabwe)
Jeanne Clairette Razanarimanana (SEKRIMA Madagascar)	Gina Mduduzi (SFTU Swaziland)
Grace Nyirenda (MCTU Malawi)	Manene Samela (NACTU South Africa)

### **3- The internal auditors**

In accordance with article XXII paragraph a, Mr Pascal Todjinou and Ms Freda OOSTHUIZEN have been elected Internal Auditors by the congress.

Their substitute is Brahim BEN SAID.

#### 4- The president

Article XXIX paragraph a, stipulates that ,” *immediatly after its election by congress, the General Council elects the president*”.

The General Conclil re-elected Mr Mody GUIRO president of ITUC-Africa for a fresh mandate of four years. The new executive bureau and the various committees of ITUC-Africa are as follows.

#### EXECUTIVE BUREAU

<b>President</b>	Mody Guiro
<b>Vice-president, East Africa</b>	Toolsyraj Benydin
<b>Vice-president, North Africa</b>	Afaya Kaceem
<b>Vice-president, Central Africa</b>	Angelique Kipulu Katani
<b>Vice-president, West Africa</b>	Owei Lakemfa
<b>Vice-president, Southern Africa</b>	Zwelinzima Vavi
<b>President of Women’s Committee</b>	Rabiatou Sérah Bah Diallo
<b>President of Youth Committee</b>	Drissa Soaré
<b>General Secretary</b>	Kwasi Adu-Amankwah
<b>Deputy General Secretary</b>	Adrien B. Akouete

#### WOMEN’S COMMITTEE

TITULARS		SUBSTITUTES	
Names	Organisations	Names	Organisations
Rabiatou Sérah Bah Diallo (President)	CNTG Guinea	Eudoxie Sounouvou	CGTB-Benin
Najoua Makhoulf ( Vice Presidente)	UGTT- Tunisia	Amal El Amri	UMT -Morocco
Gladys Blanche	SLLC-Sierra Leone	Ladi Iliya	NLC-Nigeria
Adjoudji Gueme	UST-CHAD	Eulalie Nibizi	COSYBU
Suzanne Vlei Dazon	UGTCI- Côte d’Ivoire	Nadia Ibrahimah	GTUC-Ghana
Name to be provided by UGTM	UGTM-Morocco	Marguerite Loba Lendedove	COSYGA Gabon
Zalira Kannugholi	MCTU -Malawia	Constance Nomvulazana	COSATU South Africa
Betty Mailena Mutugi	COTU-Kenya	Siham.S Ahmed	TTUCTA -Tanzania
Isabelle Ramaherintsoa	USAM Madagascar	Tajwantee Taukoorchand	NTUC Mauricio
		Claudine A-Akakpo	CSTT-Togo

#### YOUTH COMMITTEE

TITULARS		SUBSTITUTES	
Names	Organisations	Names	Organisations
Drissa Soaré (President)	CNTB Burkina Faso	Mutua Sheila	COTU-K Kenya
Emelyne umurungi (Vice President)	COTRAF Rwanda	Freda Frimpong	TUC Ghana
Godfrey Mutimba	ZCTU Zimbabwe	Marouane Cherif	UGTT Tunisia
Leila Benabdellah	UMT Morocco	Lurdes Carvalho	UNTA – CS Angola
Zangakpioue Aimé	USTC/RCA	Mindoumbi Sanisse	COSYGA Gabon

**INTERVIEW WITH THE GENERAL SECRETARY OF ITUC-AFRICA**

***ITUC-Africa has recently held its second ordinary congress four years after the founding Congress of 2007. How can one understand the theme for Congress: “Renewing the African trade union movement towards African emancipation”?***

Thank you, the theme of the congress was chosen because of the situation in which African trade unions find themselves today. On the one hand, we found that the rate of unionization is very low. There are too few workers in Africa who are unionized. We put our members at sixteen million (16.000.000) for the whole of Africa as ITUC-Africa. But our rough estimates suggest that Africa has a labor force of more than three hundred men and women and so our membership is less than five percent. So, we think that the union movement needs renewal so that we can get more members; that is one aspect of it. Secondly, the unions as they exist are also fairly weak because there is too much division among us. Within a number of countries there are many national centers. Within different sectors of the economy, there are many unions and this is quite a wide spread phenomenon within the union movement in Africa. And then, the issue of capacity, unions’ capacities to do the things that have to be done. So when we looked at all the problems of the union together, we came to the conclusion that we needed some efforts to renew the trade union movement. But if we are going to renew the trade union movement it would not be for its sake, we have to renew it for a purpose; and we realize that the situation of Africa today is a very difficult one which is rooted in Africa’s past. Centuries of slavery and over one century of colonization, and we think that as a result, the African people have become very dominated culturally, politically and economically and that Africa is in need of emancipation to come into its own.

So the call for African trade union movement renewal is aimed at positioning the African trade union movement to make its contribution to

Africa’s emancipation; so that African people will become freer and can manage their affairs better for themselves. So that is the meaning of the theme.

***At the end of this congress, many resolutions were adopted. How are these resolutions adopted by Congress in Johannesburg going to influence ITUC-Africa’s plan of action?***

The resolutions which were adopted at congress (thirteen in all) constitute the mandate of the organization for the next four years. The first resolution sought to reaffirm our commitment to a number of resolutions that were adopted by the International Trade Union Confederation as the whole, at its second congress in Vancouver in 2010; and that resolution affirmed our commitment to the defense and promotion of human and trade union rights, to decent work for decent living, to the fight against HIV-AIDS and to gender equality. These were all resolutions which we were adopted at Vancouver and our first resolution affirms our commitment to them.

But in addition to that we passed specific resolutions on a number of subjects which are of particular relevance to Africa. The first was on building internal trade union democracy and workers empowerment. The second was on promoting African trade union unity at all levels. The first was on internal democracy and empowerment because we think that we need to pay attention to internal democracy in the African trade union movement and we need to empower our members so that they become active in the unions. The second on unity is to direct us to work for the unity of the African trade union movement at continental, sub regional and national levels. Then we had another resolution on promoting peace, security, justice and civilian protection in Africa because we think that these are lacking; there is a lot of insecurity on this continent, a lot of injustice and we think that the African trade union must play a critical role in

***“...Africa is in need of emancipation to come into its own...”***

African Union foreffective continental governance and democracy; and here we looked at the African Union and its importance and the fact that we as trade unions need to work to ensure that the AU becomes stronger and performs its role. We ourselves as unions need of course to find stronger presence within the structures of the AU.

Other resolutions that the congress could not attend to were referred to the General Council and have since been adopted. There was one on solidarity and the whole question of global justice. Here we expressed our solidarity with a number of people and organizations which are fighting for democracy around the world. In Africa here especially, we touched on Swaziland, Zimbabwe and Western Sahara and the on-going struggles there for democracy and self-determination. The other resolutions covered international trade, new development paradigm and African regional integration, informal economy and social economy, combatting desertification, achieving food security and overcoming the health crisis in Africa.

***One of the resolutions concerns unification between ITUC-Africa an OATUU. How do you see the process of bringing together ITUC-Africa and OATUU?***

I am glad you mentioned “process” because the question of unification is seen as a process and not an event. The congress asked us, as a part of the road map towards unification, to have a high level meeting (at the level of leadership) between ITUC-Africa and OATUU within six month from the congress and I’m happy to say that at the beginning of April, already, we have had this meeting at which we have begun a process of trying to work towards unification. In this meeting with OATUU we looked at what we consider to be the common challenges facing African workers. We looked also at what may be considered as areas of difference or divergence between our two organizations and also areas of similarity and then we looked at our strengths as an African trade union movement, our weaknesses, our opportunities and the threats that face us.

After all this, we developed some steps on how we should proceed towards unification. Of courses we believe that OATUU should also be encouraged to discuss the issue of unification at its congress which is going to come on before the end of the year and then, hopefully, we can get all our affiliates to support strongly this process of unification and then we will see how we will carry it forward at the

continental level. But also, we believe that we must find ways in which we collaborate on specific things and in fact, we agreed to expand our areas of existing cooperation within the ILO and also within some projects that we are already working together on, for example, in education, the PANAF program; also, we have developed a joint policy on HIV/AIDS, and we want to strengthen our cooperation in this area. But we also want to strengthen our work together in approaching the institutions of African Union because we believe that working together in some areas will help us understand more clearly the dynamic of fusing together into one organization. At another level, we think that we should encourage affiliates at national level to work together also as a complement to the process of unification at continental level. We think a similar process must begin at national level where affiliates that belong to the two organizations are encouraged to work together. Broadly speaking, these are some of the elements of that process which we want to carry forward.

***Do you think that this unification can be achieved?***

Well, it is certainly achievable, but it is not going to come easily, because after all, we are two separate organizations who have their own traditions and cultures, but I think unification is essential especially because we share the majority of membership and the situation of Africa workers today is so critical that we need to pull all our resources together in advancing the interests of workers. And if we are fully committed to pursuing the interests of African workers then I think we can determine the road towards

***“...the situation of Africa workers today is so critical that we need to pull all our resources together in advancing the interests of workers...”***

unification. It is achievable, but it depends on our will which is essential.

**Congress has re-elected you General Secretary of ITUC-Africa for another four years. What are your priority areas for this fresh mandate?**

My priority areas are derived from

the resolutions of congress. So a continuing protection and promotion of human and trade union rights is going to be critical.

That is an area with a lot of deficit on the continent; there are many violations of trade union rights and we need to do everything to secure trade union existence and activities on this continent. That is obviously a major area of priority. But since we went into congress with the overall theme of renewing the movement towards African emancipation, there are some priorities which derive from that also. One is the question of strengthening our organization as a whole. That includes building membership; bringing more workers into the trade unions. As we discussed and realized at the congress, African wor-

***“... African workers who are unionized are barely 5 percent of the labor force, meaning there is a huge potential membership which is lying outside the movement and it is our duty to work to bring many of these workers into the movement...”***

kers who are unionized are barely 5 percent of the labor force, meaning there is a huge potential membership which is lying outside the movement and it is our duty to work to bring many of these workers into the movement. So that

is going to be a priority: to organize, to enlarge, to increase membership.

Also in the area of organizing the question of unity also arises, making it a very big priority because we need to become strong. So unity is going to be an important focus; and then of course strengthening our capacity to intervene in policies, a range of policies as well as to be able to negotiate properly, these are going to be priorities.

HTURs, organizing, paying attention to the unity question and then strengthening our capacity to intervene in economic and social policies including negotiating; these are going to be the priorities to guide our work during this period.

**“RENOUVELER LE MOUVEMENT SYNDICAL AFRICAIN  
POUR L’EMANCIPATION AFRICAINE”**

**“RENEWING THE AFRICAN TRADE UNION MOVEMENT  
TOWARDS AFRICAN EMANCIPATION”**

## THEMATIC WORKSHOPS HELD TO SET THE STAGE



### UNITY OF THE TRADE UNION MOVEMENT AND AFRICAN EMANCIPATION

Representatives of FTQ of Quebec (Canada), CFDT (France), CGT (France), OATUU, ITUC, affiliates of ITUC-Africa and members of ITUC-Africa's Secretariat took part in this workshop. They took this opportunity to diagnose the trade-union unification process in Africa and to identify alternative ways to unite the trade union movement in Africa and ensure African emancipation.

The opening session was marked by introductory remarks by Mr. Adrien AKOUETE, Deputy General Secretary of ITUC-Africa. He noted that the proliferation of trade-unions undermines trade union unity of action at a time when multinationals unite to fix the rules of trade and finance in a manner that favours them. It is therefore necessary to make sure that in each African country one voice is achieved for all trade unions. In a preliminary presentation, Brother Zingan ALIHONOU talked about an ILO survey on the proliferation and fragmentation of the trade union movement Africa, and the Lome Appeal.

*Prior to the proceedings of the 2nd Congress, a series of thematic workshops took place on November 24, 2011. These workshops were part of workers' training and educational activities. They consisted of presentations, debates and group works and focused on several themes such as (1) unity of the African trade union movement and African emancipation; (2) social protection for all; (3) women in leadership: sharing of best practices in the field of leadership; (4) development co-operation; (5) leadership and HIV/AIDS; (6) decent work: an element of an African emancipation programme; (7) decent work and social economy; (8) the global financial crisis: proposed solution for a sustainable development, etc.*

Brother Zingan said that proliferation is rarely inspired by the true principles of freedom of association and pluralism. The ILO survey attempts to analyse the causes of this phenomenon, taking into account the cases of DRC, Senegal, Burkina Faso and Cameroon. Zingan pointed out that the situation was different in the various countries. In some countries, there are 2 or 3 trade union confederations (which is a healthy manifestation of pluralism) but in DRC, for example, there are 420 trade union organisations. Brother Zingan indicated that

the consequence of this situation was the failure of collective bargaining, weak organisations, the failure to listen to one another, the loss of interest, etc. Following this ILO survey, a meeting hosted by ITUC-Africa took place in Lome in October 2009 and at the end the Lome Appeal was adopted. In this appeal, the General Secretaries participating in the meeting urgently appealed to all ITUC-Africa's affiliates and to other trade unions in the French-speaking countries in Africa commit themselves to the process of promoting trade-



Pre congress workshop



**Ghislaine SAIZONOU,**  
Equality and Social Protection  
coordinator of ITUC-Africa

of promoting trade-union unity to ensure that trade unions are more effective.

In the discussions following this presentation, it was noted that trade union proliferation in Africa was particularly serious in French-speaking countries. This was partly due to the involvement of political parties in trade-union affairs. ITUC-Africa will have to prevail on governments to stop them from interfering in internal trade-union affairs.

The experiences of four countries, namely Benin, Burkina Faso, Madagascar and Quebec/Canada were shared with the participants. Presentations were made by Mr. Pascal TODJINOU, General Secretary of CGTB (Benin), Jean Mathias LI-

LIU, General Secretary of CSB (Burkina Faso), Samuel RABEMANANTSOA, General Secretary of USAM (Madagascar) and Atim LEON (FTQ) and François LAMARCHE (CSN) (Quebec/Canada).

It was constantly noted in the debates that mutual understanding reduces tension. It opens up informal channels of communication and contributes to build friendship between people holding different views. It makes it possible to form a united front against governments. Trade union unity of action is an appropriate response to workers' solidarity which is necessary and should respect the diversity of the organisations.

### **SOCIAL PROTECTION FOR ALL**

The workshop on social protection for all was jointly organised by ITUC-Africa, ACV-CSC and World Solidarity Movement (WSM). This workshop was important because almost 90% of the population of Africa does not have social protection cover. The existing systems are under pressure and under the influence of the neo-liberal and mercantile thinking. Therefore, these three organisations found

it important to extend social protection to the people who are excluded, especially the rural people and those working in the informal economy.

To this end, the delegates discussed the views and strategies of trade union and social movements in Africa regarding the extension of social protection to the above-mentioned people. They discussed the ILO strategies regarding the extension of social protection, in particular the Social Protection Floor. They reflected on a future joint action between ITUC-Africa, ACV-CSC and WSM and made proposals to the Congress of ITUC-Africa. Four preliminary presentations were made: introductory presentations on the importance of the strategies for extending social protection by Mrs. Ghislaine SAIZONOU-BROOHEM of ITUC-Africa and Mrs. Karin DEBROEY of CSC-ACV Belgium; the vision of the social movements and the WSM social protection terms of reference by Mr. Uzziel TWAGILIMANA; the ILO social protection floor by Mrs. Inviolata CHINYANGARARA who made another presentation on the new Convention on domestic workers.



Pre congress workshop

workers.

Concerning the vision of social protection and the terms of reference of the social movements, the African regional coordinator of WSM programmes, Mr. Uzziel TWAGILIMANA, said that these were developed over the past 15 years of work in Africa and that their main source of inspiration was the ILO vision and that of other international organisations actively working in this thematic area. His presentation focused on the importance of social protection as a human right recognized by several international instruments. Then, participants reflected

and other vulnerable groups' access to essential services and social protection. The social protection floor is a tool to achieve human rights and social justice, to fight poverty and vulnerability, to accelerate progress towards the MDGs, to empower women and facilitate social changes. In her second presentation, Mrs. Inviolata Chinyangarara explained ILO Convention 189 and its scope. She recalled that this Convention was adopted by the 100th session of the ILC held on June 16, 2011. She indicated that this Convention means that domestic workers throughout the

survey of her trade union organization since the 1990s and said that her organization set up a Committee to encourage young girls to go to school, to fight poverty among women and to unionize women in the informal economy.

Ms. Martine ROY of CFDT also presented briefly the history of women's status in France. She noted that the right to vote was acquired by Frenchwomen not earlier than 1944. Up to now France has had only one woman Prime Minister (in 1991). It was only in 1995 that there were 30% women Ministers in the Government of Juppe. In spite of the considerable number of women joining trade unions (47%), only 10% are General Secretaries of the federations and 27% are General Secretaries of trade unions. Sister ROY said that there was a need for a change of mentality, indicating that a lot of work needs to be done to ensure that women get a fair treatment at work, especially with regard to equal remuneration.

Discussions focused on several issues including the need for solidarity among women, the adoption of Convention 189, the obstacles tending to prevent women from accessing trade union leadership positions in some countries (e. g. the case of UGTT in Tunisia), threats and harassments women are subjected to at work (e. g. in Mauritania). During this workshop on "Women in leadership", the technical Coordinator Mrs. Ghislaine SAIZONOU made



on the way social protection can be extended to all around the continent. They said that several stakeholders should be involved, including trade unions, governments, development partners and mutual insurance companies.

In her presentation on the social protection floor, Mrs. Inviolata Chinyangarara, Senior Specialist/Workers Activities, ILO Pretoria, explained that it is in fact the promotion of poor people's

world must have the same rights as other workers, including freedom of association and the right to collective bargaining.

#### **WOMEN IN LEADERSHIP: SHARING BEST PRACTICES IN THE FIELD OF LEADERSHIP**

A first presentation was made on this theme by Sister Fatou Bintou Yafa, Chairperson of CNTS Women's Committee. She presented a brief historical



**Adrien Beleki AKOUETE,**  
Deputy General Secretary  
of ITUC-Africa

ITUC-Africa, Adrien B. AKOUETE, and Mr. Maurice BOSSUAT, the officer in charge of the International Cooperation Department of CFDT (Confédération Française Démocratique du Travail) and Mr. Josée ROY of the International Cooperation Department of CSN (Confédération des Syndicats Nationaux) of Quebec.

The participants made a number of contributions relating to three points. They said that there was a need to make international trade union co-operation more transparent in future, to integrate the concept of

a presentation on the activities carried out by the Gender department. These activities focused on training in gender participatory audit, various campaigns, research on topics related to equality and social protection. Mrs. SAIZONOU also developed the topic of transformational leadership and spoke about the difficulties in mainstreaming gender.

The summary of group works recommended three main areas that the delegates will have to work on in the years ahead. These were gender mainstreaming, women's capacity building, and networking and cross-border actions. In connection with gender mainstreaming, it was recommended that the gender audit should proceed and should be extended to all trade-union organizations.

## DEVELOPMENT CO-OPERATION

This topic was divided into two sub-themes developed by the Deputy General Secretary of

solidarity in co-operation because the funds from international cooperation contributes to split trade unions. They indicated that it was urgent for trade unions not to rely forever on foreign assistance and to ensure that cooperation becomes more valuable. Co-operation can be mobilized to contribute to reunite the trade union movement around the African continent. Eight principles have been adopted by ITUC relative to development co-operation: democratic ownership, self-reliance, partnership, transparency, responsibility, coherence, inclusion and equality, sustainability. It

has emerged from the debates that the problem of trade-union representativeness is a fundamental question. The Solidarity Fund contribution has been discussed at length. An appeal has been launched to rethink trade-union identity which has recently experienced quite a severe test. Better media coverage of union actions has been recommended as well.

## LEADERSHIP AND HIV/AIDS – FIGHT HIV/AIDS IN WORK- PLACES IN AFRICA

In a political Declaration on HIV/AIDS adopted at the General Assembly of the United Nations in June 2011, the Member States committed themselves to call on employers, companies, trade unions, employees and volunteer workers to eliminate stigmatisation and discrimination, ensure the protection of human rights in workplaces and facilitate HIV prevention, treatment, care and support. This topic was included in the training and educational activities of the 2nd Congress of ITUC-Africa with the view of discussing the progress made so far in this field and agreeing on the way African trade unions



Pre congress worksho



M. Yahya MSANGI,  
OSHE and HIV Coordinator

should follow to achieve the MDGs related to HIV/AIDS.

30 delegates took part in this workshop, including the members of ITUC-Africa's General Council, leaders and experts of ILO, UNAIDS and Global Fund as well as representatives of the Government of South Africa.

In his introductory remarks, Mr. Mody GUIRO, President of ITUC-Africa and General Secretary of CNTS, Senegal, stressed that in 2010 and 2011 there were important policy developments in the fight against the pandemic. He mentioned in particular the new ILO provisions as well as Recommendation 200 and the 2011 Declaration which recognized the role of the world of work in the fight against HIV/AIDS.

In his turn, Mr. Jaap WIENEN, Deputy General Secretary of ITUC, said that it was important to assess the achievements of the past few years in the fight against HIV/AIDS in the workplaces. He commended Dr. Sophia KISTING for her precious collaboration in the implementation of the ILO Recommendation on HIV/AIDS. He also appreciated the fact that the new Director of ILOAIDS, Dr. Alice OUEDRAOGO, was always ready to cooperate and said that he hoped the relations-

hip between trade unions and ILOAIDS would grow.

Several sub-themes were developed to ensure better understanding of the main theme. These sub-themes included "Leadership and HIV/AIDS", HIV/AIDS and the role of the world of work; partnerships against HIV/AIDS; political declaration on AIDS; HIV/AIDS and the world of work in Africa: the way forward; protection of human rights at work, etc.

These sub-themes were presented by prominent lecturers, specialists of the world of work, doctors or HIV/AIDS specialists. These prominent people included Mr. Singh NIRESH, chief of the Policy Unit in the South-African Ministry of Labour, Mr. Thobile MBENGASHE, Director in charge of HIV/AIDS and tuberculosis in the South-African Ministry of Health; Dr. Mbulawa MUGABE, Deputy Director of UNAIDS in Johannesburg, South Africa, Dr. Alice OUEDRAOGO, Director of ILOAIDS in Geneva, Dr. Sophia KISTING, former ILO-AIDS Director in Geneva.

The implementation of Recommendation 200 on HIV/AIDS was a matter of concern. Many countries managed to put in place a legal and policy frame-

work for HIV/AIDS in the world of work. It is important to ensure that it is really operational and coherent with ILO provisions on decent work, employment promotion, rights at work, social protection and social dialogue. In the discussions, it was noted that poverty continued to contribute a lot to the spread of the HIV/AIDS epidemic in Africa. This issue should therefore be tackled together with problems of unemployment, under-employment and lack of decent work opportunities. Participants recognized the paramount responsibility of trade unions in this fight. However, they insisted that employers' and governments' commitment was essential for a successful campaign against the HIV/AIDS pandemic.

## DECENT WORK: AN ELEMENT OF AN AFRICAN EMANCIPATION PROGRAMME

This topic provided an opportunity to leaders of ITUC-Africa's affiliates to build their capacity in the area of decent work provision. They said that there was a need to conceive and implement strategies to influence, in the long run, the implementation of African emancipation





**Kouglo LAWSON-BODY,**  
Economist of ITUC-Africa

programmes. The purpose of these programmes should be the improvement of workers' conditions.

According to African trade unions, the problems related to employment and working conditions are serious and recurrent. They have been there for years and have to do with unemployment, workers' weak purchasing power, the lack of social protection, poor hygienic conditions, occupational safety and health problems, non-observance. According to African trade unions, the problems related to employment and working conditions are serious and recurrent. They have been there for years and have to do with unemployment, workers' weak purchasing power, the lack of social protection, poor hygienic conditions, occupational safety and health problems, non-observance

employment and working conditions are serious and recurrent. They have been there for years and have to do with unemployment, workers' weak purchasing power, the lack of

social protection, poor hygienic conditions, occupational safety and health problems, non-observance of international labour standards and laws. These problems are allegedly related to the current global economy characterized by the dominance of neo-liberalism, poor economic and public governance in African countries, weak institutions in charge of workers protection, and trade unions' lack of capacity to make representations.

ITUC believes that decent work is a guarantee against poverty. This ILO concept has become over the past few years a key question of socio-economic policy and development strategy. ITUC has endorsed it and has undertaken some initiatives to sensitize its members.

This forum where ideas and information were exchanged enabled about twenty participants to discuss in two sessions the instruments needed to implement decent work in Africa as well as trade-union priorities and strategies in this field.

## DECENT WORK AND SOCIAL ECONOMY

The technical team of the ITUC-Africa Secretariat together with the Presidents and General Secretaries of affiliated trade-union centres discussed the concept of decent work in relation to social economy. The main issue was how to work towards policies which take into account the Decent Work Country Programmes (DWCP) and which assist in implementing the Global Jobs Pact.

The socio-economic situation of the African countries was analysed and revealed that employment in Africa is characterized by four major features: an abundant young and under qualified labour force, and informal and non-remunerated employment opportunities in the agricultural sector. At the end of their discussions, the participants called on the stakeholders of the world of work to mobilise themselves to ensure that decent work becomes a tool for the promotion of development in Africa.



Pre congress workshop



### THE GLOBAL FINANCIAL CRISIS: PROPOSED SOLUTION FOR A SUSTAINABLE DEVELOPMENT

Another panel of about twenty trade union leaders and officials discussed this theme. The debates focused on a number of reports on the contradictions of

the African economy. It was pointed out that though various development policies have been implemented for many years and despite abundant natural resources, most African countries are still facing major development problems. These problems prevent workers' living conditions from improving.

The participants came to the conclusion that the neoliberal paradigm has failed and it is important that Africans draw lessons from this failure. Strategies of industrialization, regional integration, agricultural and services promotion should be prioritized to ensure sustainable development.



Pre congress workshop



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