



Strengthening interventions in the field of economic and social policy capacity building workshop for trade – union researchers, 2nd meeting 28th – 1st July 2011, Nairobi – Kenya

Table of contents

Session 1 – opening.....	3 - 4
Participants introduction	
Opening remarks	
Objectives	
Workshop programme	
Session 2 – Round table discussion 1 – organizational and institutional aspect of trade union research.....	4-14
Session 3 – The African Trade union movement in the face of the issues and challenges related to the continents development.....	14-17
Session 4: Round table discussion 2 - Analysis of participation in national social dialogue on economic and social policy.....	17-36
Session 5: Decent work policies in Africa.....	37-43
Session 6: Methods and procedures of trade union research.....	43-46
Session 7: Statistics for trade union action.....	46-47
Session 8: Round table discussion 3 – formulation of strategies to improve participation in national social dialogue on economic and social policy.....	47-49
Session 9: The way forward: roadmap and future actions.....	49-50
Session 10: Conclusion of workshop.....	50
List of participants.....	50-54

Session 1 Opening:

- Participants brief introduction

Remarks by Bro. George Muchai (Deputy Secretary General COTU Kenya)

- Welcomed participants to Kenya
- Fraternal greeting from bro. Francis Atwoli
- He noted that Research reveals the unique role played by workers;
- Research should be given priority by trade unions;
- No budget allocation for research within the unions;
- Research in Africa influenced by the west;
- Capacity to carry out research wanting;
- Need to carry out research in order to have data on different groups;
- Trade Unions interested in action oriented research;
- Need to establish research institutes for example African Labour Research Network (ALRN);

Remarks by Bro Kwasi Secretary General ITUC-Africa

- Appreciation of participants from the African Labour Research Network (ALRN)
- He noted that there are commonalities among people crossing borders within Africa;
- In Africa conditions have continued to deteriorate;
- China 2nd largest economy in the world;
- Where is Africa? Researchers should tell us;
- Leadership influence on the importance of research;
- Researchers bring ideas for the achievement of workers needs;
- Need to carry out research on macro economic trends and trade;
- How trade impeaches in industrialization;
- Research – alternative ways of doing things

Objectives (Kouglo Lawson-Body):

Following were the objectives of the workshop;

- To inform and sensitize (in the context of the current crises) the participants on the development challenges for African trade unionism, and urge them to take an action to promote development in African countries
- To enable the participants make use of statistics for their union actions
- To provide a forum for discussion and exchange of ideas on decent work policies implemented in the participant's countries and on trade union actions undertaken to promote decent work on the ground at the national level
- To provide a forum for discussion on the trade union actions, initiatives and strategies undertaken by the project research teams over the past one year to monitor (or follow up) national development policies
- To provide participants with necessary tools and information to develop a research proposal and write a research report, and to introduce them to practical cases concerning the trade union world

Workshop Programme

The Workshop focused on five main themes:

- The African trade union movement in the face of the continent's development issues and challenges
- Decent work policies in Africa
- Trade union research proposal and drafting of trade union research report
- Statistics for trade union action
- Actions and strategies proposed by trade unions to promote development in Africa

Different sessions in the workshop were grouped in three categories

- Orientation and perspectives
- Capitalization sessions (sharing experiences)
- Technical sessions

Session 2: Round table discussion 1: The Organizational and Institutional aspect of trade union research: presentation by researchers:

The researchers provided some information on their organizations research concerning the following:

- Research team or group structure department? Committee? Commissions? etc
- Is the structure operational? Meetings frequency, resources allocated? Annual work plan etc
- Relationships wit the academic world and other civil society institutions
- Constraints and proposed solutions
- Project proposals identified

Research Teams / Structures

NO	COUNTRY	RESPONSES
1	Uganda	<ul style="list-style-type: none"> • There is a Director assisted by 2 Assistants. • Two external Consultants. • A committee has been established as well • There is an education / training / research department
2	Kenya	<ul style="list-style-type: none"> • Research and education department headed by a director. • Assisted by two assistants • The department is recognized in the constitution • Headed by an executive board member • There are no frequent meetings • No budget allocation • Seek for consultants when need arises (IPAR)
3	Sierra Leon	<ul style="list-style-type: none"> • The research department is constitutionally recognized • Education and research committee has been established • 2 staff members under research department. One is full time, one is part time (a volunteer) • There are research assistants at affiliate level
4	Tanzania	<ul style="list-style-type: none"> • Director of research is full time • The department is Constitutionally recognized • Full time researchers from affiliates (used by TUCTA Director when need arises) • Directors from affiliates are part of the national committee • Seek consultants when need arises
5	South Africa (CONSAWU)	<ul style="list-style-type: none"> • Affiliates have research committees • A research department has been established • The department is run by a team of 4 people • At times volunteer field researchers are used
6	Ethiopia	<ul style="list-style-type: none"> • A Research department has been established • It has 2 experts

		<ul style="list-style-type: none"> • No budget allocation – depends on donors • Trainings are being done to get more researchers
7	Swaziland	<ul style="list-style-type: none"> • The department is headed by the 2nd vice president • No research structures within the secretariat • One researcher has been employed full time • Lo Norway has helped to train two researchers • No committee has been established
8	Malawi	<ul style="list-style-type: none"> • Research department has been established • 1 full time researcher has been employed • Encouraged all affiliates to have research departments • The department is constitutionally recognized • No committee has been established
9	Botswana	<ul style="list-style-type: none"> • No full time researcher • The department is constitutionally recognized • Education / research committee – chaired by a member of the executive committee • No budget allocation • Engaged in research, engage researchers from the university (adhoc) • Encourage individual unions to establish research departments • Attend / participate in conferences / workshops on research
10	Zambia	<ul style="list-style-type: none"> • Research / economic department • For the past two years there has not been a full time researcher. They have engaged a full time researcher effective from 1st July 2011 • Coordinated by department of education and training • Outsourcing researchers • Deputy director position to filled gradually

Comments:

- Research assumed to be incorporated to education
- Research is mainly under education department

- Research is usually under funded
- Lack of knowledge on the importance of research (challenge)

Is the Structure operational (meetings, frequency, resources allocated, annual work plan

NO	COUNTRY	RESPONSES
1	Sierra Leon	<ul style="list-style-type: none"> • Operational in terms of human resources • Most of the research done externally thus most of the funding goes to contracting experts • Link with the academic world is good
2	Uganda	<ul style="list-style-type: none"> • Structure is operational • Meetings held whenever there is need • No recourse allocation within NOTU - depend on donors • Annual work plan is available • Studies have been conducted which are helpful
3	Kenya	<ul style="list-style-type: none"> • Not operational as a department • No specific budget allocation • No planned meetings • Individual work plans • Computers, internet, etc available
4	Tanzania	<ul style="list-style-type: none"> • Structure not operational • Not aware of any work plan • No proper link with affiliates
5	South Africa(CONSAWU)	<ul style="list-style-type: none"> • Structure operational • Budget allocated • Work plan in place • In the processes of setting up a full time research team
6	Ethiopia	<ul style="list-style-type: none"> • Meetings held after every six months

		<ul style="list-style-type: none"> • Yearly budget available • Work plan in place which is submitted to the general assembly for approval – general assembly held twice a year
7	Swaziland	<ul style="list-style-type: none"> • Structure not operational as required (operating insufficiently), more emphasis on education other than research • Depends on donors / cooperating partners for resource allocation • Annual work plan not available
8	Malawi	<ul style="list-style-type: none"> • Structure not fully operational • One researcher available • No link with affiliate unions • There is need to strengthen the department
9	Botswana	<ul style="list-style-type: none"> • No specific budget allocation (depends on donors) • Structure not functional • Leadership challenges • No activity plan • No strategic plan • Several studies have been conducted through donor funding • There is need to get the desired structure but politics is a problem
10	Zambia	<ul style="list-style-type: none"> • Structure not operational • No budget allocated (most allocation from ALRN) • No specific work plan

Comments:

- How do we relate with other departments within our unions?
- High cost of living – what has COTU done?
- Most of the research / education programs are donor driven – not the centre’s priority
- Reports produced by experts have to be translated to basic language of trade unions
- Research can be of use to other departments

- Set a network and build capacity to translate the information
- Kenya has carried out a study on the high cost of living

2. Relationships with the academic world and other civil society institutions

NO	COUNTRY	RESPONSES
1	Uganda	<ul style="list-style-type: none"> • Lack of formal relationship (academic consultants) • Working together with other civil society organisations
2	Kenya	<ul style="list-style-type: none"> • Joint relationship with other institutes e.g. IPAR, Individual lecturer, KIPRA) • No collaboration with NGO's
3	Sierra Leon	<ul style="list-style-type: none"> • Formal relationship with the university • Formal relationship with the government research and statistics department • Formal relationship with individual • No formal relationship with other civil societies
4	Tanzania	<ul style="list-style-type: none"> • No formal relationship with affiliates and universities
5	South Africa (CONSAWU)	<ul style="list-style-type: none"> • No formal relationship with academic world (it is issue based)
6	Ethiopia	<ul style="list-style-type: none"> • No strong relationship with academia world/ civil society organizations • Finance is a problem but China has currently Sponsored members of the secretariat to study at the university • In the process of setting up a training centre
7	Swaziland	<ul style="list-style-type: none"> • No formal relationship with the university • Engage individual academia's when need arises • Into a relationship with NGO though no much action
8	Malawi	<ul style="list-style-type: none"> • Engaged with civil society • Formal relationship with academic staff union

9	Botswana	<ul style="list-style-type: none"> • No formal relationship with formalized research institutes • Relationship with individual researchers – developed position papers • Reviving relationship with the department of sociology at the university. The board has formally accepted the proposal. Formalize the structure by end of this year • Many departments within the university interested in developing Labour research. BFTU interested with all who are interested • Development of excellence centers by the university...creation of centre of excellence for labour (union driven)
10	Zambia	<ul style="list-style-type: none"> • Relationship with academia world though not defined • Introduction of labour course • Link with Zambia University • Link with FES (Free budget workshops), LO-Norway

Comments:

- Formalization of relationships at the national level
- Most national centres lack formal relationship with universities
- Need to optimize research academic unions affiliated to the national centres

3. Constraints and solutions

NO	COUNTRY	RESPONSES
1	Uganda	<ul style="list-style-type: none"> • Resources and technical experts/capacity • Technical capacity – training of 7 researchers by a donor • Office space – provision of desks • Proposed solution is to have annual plans and budget allocations
2	Kenya	<ul style="list-style-type: none"> • Political seriousness on research is lacking

		<ul style="list-style-type: none"> • Resource constraints • Proposed solution is budgetary allocation
3	Sierra Leon	<ul style="list-style-type: none"> • Lack of knowledge within the leadership about the importance of research
4	Tanzania	<ul style="list-style-type: none"> • Leadership does not value the research department • Resource allocation
5	South Africa (CONSAWU)	<ul style="list-style-type: none"> • No access to social dialogue -
6	Ethiopia	<ul style="list-style-type: none"> • Weak department – no office for research department • Low budget • No office equipment (old computer) • Research department underestimated by the leadership
7	Swaziland	<ul style="list-style-type: none"> • Linkages with the academic centres • Problem of elitism • Limited research work • Limited accessibility
8	Malawi	<ul style="list-style-type: none"> • Resources-strengthening the research department • The staffing level of the research department • Formalize the link with academia
9	Botswana	<ul style="list-style-type: none"> • Appreciation of research findings by the leadership – orientation on the value of research • Structure and organization within the unions (standardization) • Strengthening the structure of research in trade unions • Come up with a module of research in the unions • Research should be given first priority
10	Zambia	<ul style="list-style-type: none"> • Lack of interest from the leadership • Limited / no funding at all • Donor driven • Lack of capacity of the research department

Comments:

- Lack of strategic direction – where are we coming from, where are we now, where are we headed?
- How is research done within our unions?

4. Project Proposal Identified

NO	COUNTRY	RESPONSES
1	Uganda	<ul style="list-style-type: none"> • Impact of retirement for workers • Women and economic development • Youth employment • Trade union democracy • Compilation of trade union movement in Uganda
2	Kenya	<ul style="list-style-type: none"> • Performance of the Kenyan economy in the last one year • Wage adjustment • Situation of domestic workers • Bill of rights in the constitution • Budget analysis • Gender audit • development of wage indicators
3	Sierra Leon	<ul style="list-style-type: none"> • Informal sector-done • Labor laws - done • General socio-economic research to provide data
4	Tanzania	<ul style="list-style-type: none"> • Budget analysis
5	South Africa	<ul style="list-style-type: none"> • Living conditions of agricultural workers • Improvement of employment model
6	Ethiopia	<ul style="list-style-type: none"> • Organize informal sector – settle and organize nomads
	Swaziland	<ul style="list-style-type: none"> • Participation of youth and women within the federation • Analysis of the current economy • Prospects of decent work and employment in the future
8	Malawi	<ul style="list-style-type: none"> • Cost of living – done • Medical policy – medical aid for workers(risky levels) • Research on Tobacco workers

9	Botswana	<ul style="list-style-type: none"> • Impact of financial crisis on employment and cost of living • Internal democracy • Distribution(unequal distribution within the country) • Dispute resolution • Choosiness – locals do not want to take small jobs?
10	Zambia	<ul style="list-style-type: none"> • Effective implementation of minimum wage regulations • Employment creation/ youth employment • Avenues for social dialogue

Comments:

- Pick a few of the proposals

Session 3: The African trade union movement in the faces of the issues and challenges related to the continents development. In put 1 (TK)

The session was presented by Brother Trywell Kalusopa. The presenter started the session with a quotation on reflection on human development. He stated that the existing development framework of Africa in the on-going global socio-economic is based on the Neo-Liberal economic policies and management which are evidenced in different public policies.

In order to have new African development model, Africans have to design and implement socio-economic policy framework which will consider African social factors and global factors.

He emphasized on the adoption of Alternative Neo-Liberalism in Africa.

It was emphasized that workers have to:

- Know the issues
- Make their voice heard
- There is need for solidarity to fight these issues
- Fight for new rules and world order without violation of fundamental workers rights

In order to have African development model (s) the trade union movement in Africa, has to be active and actor in formulating the new socio-economic policies through intensive research on the existing socio-economic related issues

The following are some of the guiding questions:

Main problems

- Policy related challenges
- Building blocks
- Financing its development model
- Trade offs
- Reflection of policies at the national, regional and international level

Why continued search for development model?

- They are map driven
- Neo-liberalism does not give regard to social imperatives and objectives

- They end at the stage of stabilization only
- They result in de-industrialization
- Taken away policy space of government
- They focus on economic aggregate
- Gender blind
- Informalization
- Commodify basic social services
- Focus on exportable
- They undermine decent work
- Entrenched enclivity and duality
- Reinforced dependency on primary goods
- Environmental degradation
- Erosion of cultural values

The following were cited as the policy related challenges and evidence

- Monetary policy and central bank
- Restrictive fiscal policy space
- Wage policy / labour market policies
- The state and the market - institutional arrangement
- Trade policy (regional integration and WTO)
- Environmental issues / climate crisis
- IFI's

What are the building blocks/set of policies for the new development model

- Designing and implementing a holistic / integrated policy framework
- Adoption of Alternative to Neo-liberal in southern Africa (ANSA)

Conceptual analysis of ANSA

There are various forces that shape our societies and can bring about the fundamental changes that are needed to improve the lives of working people

Major players are the people themselves and their organizations at the grassroots level

States rule

Global actors

Formal economy distortions

Driven by external interests

Influenced by external / imported technology and techniques of production

Benefited from government policies

Generates most income and taxes and benefits from most government expenditure

Biased towards large-scale enterprises and against the evolution of small and medium size enterprises

Urban informal economy distortions

Lacks capital, technology and value chains

Cannot compete with the formal businesses and tends towards self-exploitation

10 point summary of ANA

- It is a people led
- An alternative production system
- A grassroots led regional integration as opposed to the current fragmentation by the empire
- A strategic, selective de-linking from neo-liberal globalization
- An alternative policy on science and technology
- Forging for strategic alliances and networks
- Politically governed redistribution of wealth and opportunities
- Women's rights as the basis for a healthy and productive society

How do we finance Africa's Development?

Overseas development assistance (need for aid with an exit strategy from aid dependency)

Domestic revenue mobilization (improved tax administration and tax policy reform)

Deficit financing

Reprioritization and efficiency of expenditures

What are the trade offs?

To develop a multi-actor social dialogue

To negotiate a socio and economic pact on the basis of common values accepted by all

Need to balance between macroeconomic stability and social/development objectives

Need to balance between regional and national interests

Need to balance between short-term and long term environmental issues

Getting our views policies at the National, Regional and International levels

Need to continuously and consciously build the capacities of trade unions

Work out a plan for advocacy and dialogue with the appropriate institutions

Form strategic alliances with other actors of civil society

Establish strategic and issue based political alliance

Leverage existing policy space

Ensure enforced monitoring and evaluation of all development policies

- **Session 4: round table discussion 2: Analysis of participation in National Social Dialogue on Economic and Social Policy: Presentation by researchers.**

Participants were divided into two groups and asked to describe briefly actions undertaken on the subject in their countries through the following aspects;

- Activities
- Results
- Impacts (on populations, workers, unions and country)
- Constraints
- Lessons etc
- Employment and unemployment problems
- Implementation of decent work policies, including the decent work country programme, the global jobs pact
- Monitoring the MDGs process, the PRSP and the HIPC at the national level
- The analysis of trade policies including EPAs
- The analysis of national budget
- The assessment of workers living conditions (access to the basic social amenities, especially water and electricity, the high cost of living (increase in food prices, increase in fuel prices) deterioration of the purchasing power of workers etc)
- Follow up of the regional integration process through the policies implemented by the regional economic community (EAC, ECOWAS, SADC, etc)

- Participation to the national consultations in the setting of the strategies and country programmes caused by the international and regional financial institutions (IMF, World Bank, AfDB)
- The foreign investment in Africa (European Union, China, United States, Brazil, India)

Round table discussions

Subject	Country	Activities	Results	Impact	Constraints	Lessons
Employment/ Unemployment	Zambia	<ul style="list-style-type: none"> Partial participation in the labour force survey 	<ul style="list-style-type: none"> Employment and labour market policy 	<ul style="list-style-type: none"> No implementation 		
	Botswana	<ul style="list-style-type: none"> Employment policy research to establish labour market observatory 	<ul style="list-style-type: none"> No significant results 	<ul style="list-style-type: none"> No significant impact 		
	Sierra Leone	<ul style="list-style-type: none"> Participated in labour market survey to establish labour laws Conducted informal sector survey 	<ul style="list-style-type: none"> More informal sector organisations are part of the SLLC Draft labour law 		No trust from the respondents at first	Informal sector makes up 50% of contribution to the country
	RSA (CONSA WU)	<ul style="list-style-type: none"> Study on casual employment 	<ul style="list-style-type: none"> Draft policy on basic income grant was developed 	<ul style="list-style-type: none"> Made presentations to portfolio 	No access to social dialogue forum	

Subject	Country	Activities	Results	Impact	Constraints	Lessons
				committees in parliament		
	Ethiopia	<ul style="list-style-type: none"> No activities 				
	Malawi	<ul style="list-style-type: none"> Active participation on the new mandatory pension bill Active participation in mandatory bill 				
	Swaziland	<ul style="list-style-type: none"> Informal sector study 	<ul style="list-style-type: none"> Umbrella body for informal sector organisations formed 	<ul style="list-style-type: none"> Informal organisations are affiliated 		Need for more interventions
	Kenya	<ul style="list-style-type: none"> Participation on employment policy formulation Participation on income and wages policy Conducted a Labour survey 	<ul style="list-style-type: none"> Work in progress 		Data collection Scope too wide Collection of data in the Diaspora was	

Subject	Country	Activities	Results	Impact	Constraints	Lessons
					difficult	
	Uganda	<ul style="list-style-type: none"> • Participation on the employment policy • Participation on setting minimum wage regulations • Conducted Research on the informal sector 	<ul style="list-style-type: none"> • Policy on the informal sector targeting to help women • Position paper on social security • ALRN research on social security further consolidated position paper on informal sector • Input on updating labour laws 			Most women are involved in the informal sector

Subject	Country	Activities	Results	Impact	Constraints	Lessons
	Tanzania	<ul style="list-style-type: none"> • Part of formulation of employment policy leading to new labour law to address unemployment 	<ul style="list-style-type: none"> • Formation of Central Wage Board where Trade Unions are represented • Participated in social security policy leading to social security regulations where the Trade Unions are board members 			
Implementation of Decent Work Policies	Uganda	<ul style="list-style-type: none"> • Adopted DW country programme targeting youth employment, child labour, • HIV/AIDS programmes being conducted • Activities on child labour (ILO) 	<ul style="list-style-type: none"> • People aware of HIV/AIDS workplace policies • Advocacy to insert a section on 		<p>Difficult to access workers</p> <p>Difficulty in accessing space for counselling</p>	

Subject	Country	Activities	Results	Impact	Constraints	Lessons
		<ul style="list-style-type: none"> Conducted HIV/AIDS programmes under ITUC, LO-Norway Microfinance support towards youth unemployment 	<ul style="list-style-type: none"> HIV/AIDS section in Collective Agreements Domestication of recommendation 200 with support from partners 		services	
	Malawi	<ul style="list-style-type: none"> No activities 				
	Ethiopia	<ul style="list-style-type: none"> Health and safety policies Training being done by ILO No clear efforts from TUs 				
	Botswana	<ul style="list-style-type: none"> No activities 		<ul style="list-style-type: none"> 		
	S/Leone	<ul style="list-style-type: none"> Intervened on AIDS programmes funded by global funds 	<ul style="list-style-type: none"> HIV/AIDS Workplace Committees 	<ul style="list-style-type: none"> Use of condoms 		
	Swaziland	<ul style="list-style-type: none"> Adopted DW country programme but no activities 				
	Kenya	<ul style="list-style-type: none"> Youth employment, child labour, social protection 				Challenge to get support from ILO,

Subject	Country	Activities	Results	Impact	Constraints	Lessons
		programmes <ul style="list-style-type: none"> • Policy on elimination of child labour • Work in progress on social security policy 				ITUC
	Tanzania	<ul style="list-style-type: none"> • Adopted DW country programme but no activities 				
	SA (CONSA WU)	<ul style="list-style-type: none"> • Not part of the tripartite platform that deals with DW programmes 				
	SA (NACTU)	<ul style="list-style-type: none"> • Working with ILO • DW Programme adopted • Dealt with issues of HIV/AIDS and labour broking 				
	Zambia	<ul style="list-style-type: none"> • Adopted DW country programme • Tripartite involvement of labour on minimum wages • Collective bargaining taking place at sector level • HIV/AIDS programmes 				

Subject	Country	Activities	Results	Impact	Constraints	Lessons
		<p>conducted by ZCT U and affiliates</p> <ul style="list-style-type: none"> • Child labour programmes not coherent 				
Monitoring MDGs and PRSP	Zambia	<ul style="list-style-type: none"> • No activities 				
	Uganda	<ul style="list-style-type: none"> • No activities 				
	Tanzania	<ul style="list-style-type: none"> • No activities 				
	Ethiopia	<ul style="list-style-type: none"> • No activities 				
	Botswana	<ul style="list-style-type: none"> • No activities 				
	Kenya	<ul style="list-style-type: none"> • No activities 				
	Swaziland	<ul style="list-style-type: none"> • No activities 				
	Malawi	<ul style="list-style-type: none"> • National Centre took part in monitoring 				
	SA (CONSA WU)	<ul style="list-style-type: none"> • No activities 				
	SA (NACTU)	<ul style="list-style-type: none"> • Take part within NEDLAC 			<p>Concerns of slip back in certain areas</p> <p>High child</p>	

Subject	Country	Activities	Results	Impact	Constraints	Lessons
					mortality	
PRSPs	Botswana	<ul style="list-style-type: none"> Have a poverty reduction strategy paper 	<ul style="list-style-type: none"> No significant impact 			
	S/Leone	<ul style="list-style-type: none"> No activities 				
	Ethiopia	<ul style="list-style-type: none"> No activities 				
	Malawi	<ul style="list-style-type: none"> PRSP exists and labour is involved in monitoring 				
	Swaziland	<ul style="list-style-type: none"> No participation in monitoring and implementation 				
	Zambia	<ul style="list-style-type: none"> Labour involved in formulation 	<ul style="list-style-type: none"> Poverty levels reduced from 80% to 64% in last decade 		Depended on donor support	
	RSA (CONSA WU)	<ul style="list-style-type: none"> No participation 				
	RSA (NACTU)	<ul style="list-style-type: none"> Participated together with other civil society organizations 				

Subject	Country	Activities	Results	Impact	Constraints	Lessons
	Tanzania	<ul style="list-style-type: none"> • Policy was launched but no involvement in monitoring 				
	Kenya	<ul style="list-style-type: none"> • Policy exists in form of economic recovery strategy • Incorporated in vision 2030 			Govt more accountable to international institutions such as IMF	
	Uganda	<ul style="list-style-type: none"> • Policies are announced during elections and no labour involvement 				
	S/Leone	<ul style="list-style-type: none"> • Participated at first but not involved in monitoring 				
HIPC	Malawi	<ul style="list-style-type: none"> • Labour not actively involved 				
	Zambia	<ul style="list-style-type: none"> • Workers mobilised against wage freeze and recruitment freeze 				Workers have continued to sacrifice even after debt cancelations
EPAS	Botswana	<ul style="list-style-type: none"> • Workers involved through workshops • No monitoring tools • Researchers from the 				

Subject	Country	Activities	Results	Impact	Constraints	Lessons
		university were involved but no effective structure				
	S/Leone	<ul style="list-style-type: none"> No activities and impact 				
	Malawi	<ul style="list-style-type: none"> Invited to workshops but no impact 				
	Kenya	<ul style="list-style-type: none"> Trade Unions actively involved 	<ul style="list-style-type: none"> Govt has not signed EPAS Labour developed a position paper 			
	Zambia	<ul style="list-style-type: none"> Trade unions sensitised through workshops 				
	Swaziland	<ul style="list-style-type: none"> No clear involvement 				
	Uganda	<ul style="list-style-type: none"> Attended some meetings but no real involvement 				
	RSA (CONSA WU)	<ul style="list-style-type: none"> Not analysed trade policies 				
	RSA (NACTU)	<ul style="list-style-type: none"> No collective labour approach 				

Subject	Country	Activities	Results	Impact	Constraints	Lessons
Budget Analysis	Botswana	<ul style="list-style-type: none"> Develop and submit budget paper No budget monitoring and tracking 				
	S/Leone	<ul style="list-style-type: none"> Part of the budget process but input very low 				
	Ethiopia	<ul style="list-style-type: none"> No tracking 				
	Tanzania	<ul style="list-style-type: none"> No formal involvement 				
	Kenya	<ul style="list-style-type: none"> Part of the budget process and make submissions Also involved in monitoring 	<ul style="list-style-type: none"> Some recommendations are considered 			
	Uganda	<ul style="list-style-type: none"> No involvement 				
	Swaziland	<ul style="list-style-type: none"> No systematic involvement No monitoring Submissions are made in form of comments through the General Secretary 				
	SA (CONSA WU)	<ul style="list-style-type: none"> Involved in the process but not influencing policy 				

Subject	Country	Activities	Results	Impact	Constraints	Lessons
	SA (NACTU)	<ul style="list-style-type: none"> • Involvement limited by capacity at every level and information flow to lower levels • Labour not in harmony on the people's budget 				
	Zambia	<ul style="list-style-type: none"> • ZCTU involved at pre-budget level • Submissions are made to Ministry of Finance 	<ul style="list-style-type: none"> • No impact 			
Assessment of Living Conditions	Uganda	<ul style="list-style-type: none"> • None 				
	Botswana	<ul style="list-style-type: none"> • None 				
	S/Leone	<ul style="list-style-type: none"> • Periodic assessments are done 	<ul style="list-style-type: none"> • Interventions are done by head of state 			
	Zambia	<ul style="list-style-type: none"> • Assessments done by JCTR used by unions in 				

Subject	Country	Activities	Results	Impact	Constraints	Lessons
		bargaining				
	Malawi	<ul style="list-style-type: none"> • Assessments done by other civil society organisations to which MCTU has links • Labour has no capacity 				
	Kenya	<ul style="list-style-type: none"> • Annual price analysis • COTU monitors price increases 	<ul style="list-style-type: none"> • Information is used for bargaining 			
	SA (CONSA WU)	<ul style="list-style-type: none"> • Conducted study on agriculture and seasonal workers 				
	SA (NACTU)	<ul style="list-style-type: none"> • No concerted view from labour organisations • No capacity in TUs to generate and interpret statistics 				

Subject	Country	Activities	Results	Impact	Constraints	Lessons
	Ethiopia	<ul style="list-style-type: none"> No clear monitoring system 				<p>Prices of fuel change monthly, electricity and water shortage prevalent</p> <p>CETU workers are least paid</p> <p>No intervention from labour</p>
Regional Integration	Botswana	<ul style="list-style-type: none"> No policy framework on regional integration 				
	Swaziland	<ul style="list-style-type: none"> Involvement mostly through SATTUC 				
	SA (CONSA WU)	<ul style="list-style-type: none"> No follow up 				
	SA (NACTU)	<ul style="list-style-type: none"> No common approach by labour 				

Subject	Country	Activities	Results	Impact	Constraints	Lessons
		<ul style="list-style-type: none"> • Handled at NEDLAC 				
	Kenya	<ul style="list-style-type: none"> • TUs are integrated through EATUC • Follow ups are done at regional level in East Africa 				
	S/Leone	<ul style="list-style-type: none"> • Involved through ECOWAS • Self assessment team (programme) made recommendations to ECOWAS on integration process 				<p>Generally observed that TU process had been adhoc for all countries (GS ITUC)</p> <p>Unions are not able to follow up on the process</p> <p>Need to coordinate regional initiatives at African Union level</p> <p>Currently no process of engagement and testing issues at AU tripartite level even when reports</p>

Subject	Country	Activities	Results	Impact	Constraints	Lessons
						<p>are adopted</p> <p>African states usually more responsive to civil society position than European states, but space has not been exploited</p>
Participation/ Strategies	Malawi	<ul style="list-style-type: none"> • Union involvement does not usually influence policy change 				
	Kenya	<ul style="list-style-type: none"> • Unions involved at National Economic and Social Council consisting of business, Labour and Government, but decisions are usually influenced by Government 				
	Uganda	<ul style="list-style-type: none"> • Union recommendations not incorporated in policy decisions 				
	SA (NACTU)	<ul style="list-style-type: none"> • 				Observed general lack of capacity for TUs

Subject	Country	Activities	Results	Impact	Constraints	Lessons
						<p>Need for local initiatives</p> <p>Need to develop capacity in TUs to negotiate effectively</p>
Foreign Investment		<ul style="list-style-type: none"> • Observations were the same as above 				<p>Positions unions take in one country may affect jobs in another country</p>

Session 5. Decent work policies in Africa (Grayson)

Key question: Are DW policies a requirement for Social justice?

Summary of presentation

Presenter introduced idea of DW and its adoption in Africa.

Extension, a conceptual definition of DW issues including DW, Social justice, DW deficit, pillars of DW

Global, Regional thrusts for DW highlighting the Africa Regional meeting and the Ouagadougou declaration, Global jobs pact, ILO declaration on Social justice and fair globalisation

Analysis of African labour market with statistics on employment, GDP growth and vulnerable employment

Presenter made a general assessment of policies especially the link between FDI and DW

Challenges to implementation of DWA, especially role of trade unions

Status of implementation of DW country programmes

Reactions/Comments

- DWCP: similarities, interrogate why this is the case? Principles are the same. Pillars are the same. But differences in countries should have features largely geared to particular countries. Why are they the same? Or did the ILO cut and paste programs?
- In Zambia, Priorities are on youth employment and child labour, HIV; Malawi, the same and Mozambique
- Suspect that they are coordinated by regional office. Possibly influencing the prioritization of issues across countries
- Countries outside, Tanzania. Youth and employment, HIV. Other aspects e.g. standards and rights, social protection not coming in. Financing arrangements e.g. UNDAF financing priorities already predetermined. Projects which are more likely to receive funding.

- Challenges the issue of ownership. Is DWCP owned at country level?
 - Sustainability beyond donor financing.
 - Externally driven; Sierra Leone HIV funding, Child labour. Reflects donor interests. Youth employment management moved to sports ministry.
 - Whether it is a programme or a project? If it is a programme then it should be mainstreamed into development planning.
 - Reflect dependence. As an objective it could help. But unless it is internalized, it becomes just a project.
-
- Coordinated enforcement by organized labour. Whether it should be coordinated by the Finance Ministry or labour. Whether DW or job creation should be the priority. Some labour federations accept the notion of job creation as a separate objective. Policy debate e.g. New Growth path
-
- Developing capacity in management of pensions. These pillars should be also emphasized. It is possible to lobby for separate emphasis.
-
- DWCP are sometimes signed for PR purposes – for reporting purposes at ILO structures.
-
- DW contradicts economic policy. Is there Employment policy? If no employment policy, how is DWCP mainstreamed into economic policy? In some cases it could be mainstreamed through ministerial performance monitoring e.g. South Africa.
-
- Contradiction with an array of policies which are founded on neo-liberal ideology.
-
- New Growth model: alternative of development e.g. ANSA. Possibility of a new growth model. New publication. Should enter debate early. Industrialization, primitive accumulation stage necessary condition for capitalist development e.g. western civilization built on slavery, Chinese development based on prison labour etc. Now shifting to exploiting other regions of the world. How are we substituting the ideal for the process?

- Research as challenge of implementation of DWCPs. How does Research come in handy for the period or stage of development? Research as a method of enquiry for decision making.
- Research into what: the priorities. There will always be tradeoffs. At what stage is there full recognition for rights and social protection?
- Only “currency” workers have is their labour. What do we have in our hands as organized labour. Labour as exclusionist, more people into jobs e.g. expanded public works program. Trade unions as inwardly focused. Broad interests. Organising beyond traditional workplace and standard employment.
- But it is very difficult to organize informal sector and achieve decent work. Activities only focus on formal sector. How then can we achieve decent when we leave out this growing sector? In some countries it makes bulk of employment. Informal workers are more active if organized.
- Coordinated from the same regional office e.g. Malawi, Zambia, Mozambique
- Standards and rights not coming out clearly
- Priority of financing already predetermined. Priorities focusing on where funding is available
- Sustainability
- Ownership
- Kenya (alignment with the new constitution)
- We cannot substitute ideal for process (researchers need to think about that)
- Hard to organize the informal sector and existence of decent work

GROUP WORK

Group one: Monitoring of National Employment Policies in Panaria

How would you go about crafting an employment policy for addressing the employment problem of Panafaria?

- Updated study on unemployment in broadest meaning, measuring broad unemployment and the dynamics of current unemployment
- National policy debate and consultation on employment policy formulation and possible legislation and location of employment policy in broad and social economic policy
- Ensure that policy formulation process incorporates broad social and economic interests in society
- Incorporating the debate, take the debate to the social dialogue institution (SDI)
- Return the decisions of the SDI to public debate

What would be the major elements of this employment policy and how should it be coordinated across different sectors and stakeholder institutions?

- Labour should thoroughly critique state's failures of the supply-driven economic policy so as to change the economic and fiscal framework towards demand driven to stimulate spending e.g. income grant, new tax regime
- New perspectives to facilitate employment policy (youth employment, SMME development, employment equity, skills development)
- Policy options should deal with aspects of industrial development, linking production with domestic consumption
- Address issues of equitable taxation, widening tax base
- Short-term employment to complement income grant that also address rural infrastructure and maintenance of public assets
- Skill development should be a priority of employment policy
- Should be compliant with all international standards and DWA
- Should have strong rural development component

How should it be coordinated across different sectors and stakeholders institution?

- Clustered and cross cutting management system but headed by Ministry of National Economic Development
- Thus, every ministry should have a unit that coordinates employment policy
- Tripartite plus review conferences

What trade union actions, initiatives or strategies will be necessary to ensure the effective monitoring of the implementation of this policy?

- Effective participation in SD (tripartite) processes
- Legislated SD institutions with mandatory public funding for processes
- Capacity of trade union parties in SD institution
- Trade union representatives should be backed by research and information organ which also does continuous monitoring
- Forge close alliances with civil society organizations for campaigns and monitoring

Group 2: monitoring the Decent Work Country programme

How should trade unions in Lumba North effectively monitor the implementation of the DWCP?

- Establish a monitoring and evaluation committee at the national level
- Periodic review of the implementation
- Following up on the report from the ministry and liason to the ILO

What actions will be necessary for effective participation of the trade unions in the upcoming review of the DWCP in Lumba North?

- Capacity building for the members and leaders
- Wide range consultation with union members in order to capture their opinions
- Data and information gathering

What priority decent work issues must the trade unions include in their submissions for DWCP ii

- Establishment of social security scheme
- Enhancing avenues for social dialogue within the framework of ILO convention 87
- Workplace based education on HIV/AIDS
- Skills development program that are consistent with skills needs in the labour market
- Development of employment policies that incorporates gender, child labour and people with disabilities

Group Work Comments / Reactions

GROUP 1 – PANAFRIA

- Clarify “dynamics” of unemployment, what it means.
- Emphasize civil society partnerships

GROUP 2 – LUMBA NORTH

Should monitoring framework be designed for use by trade unions only?

- Each aspect is monitored separately
- Should such a committee be made up of all tripartite parties?
- Trade unions should collaborate with implementing partners but trade unions should monitor independently
- Develop specific tools with specific indices agreeable to all stakeholders so that monitoring and indicators are designed to capture broad goals and not to “catch” one party’s failure

- Monitoring should be specific and not broadly formulated.

- Monitoring should be at all levels.

- Clarify “periodic review of implementation”. Recast it to incorporate with the first point.

Session 6: Choice of Research Design for Trade Unions: Reflections on Action Research: (TK)

The session was presented by Brother Trywell Kalusopa. The session dealt with methods and procedures of trade union research. He noted that research methodology is not a single aspect but has three components namely:

- Research design
- Research proposal
- Effective report writing

Research is a process. You start off by conceptualizing the research proposal by:

Statement of the problem and you get that from prior research, need to know, curiosity etc. that will then indicate to you what research design you should use. It can be:

- Qualitative
- Quantitative or
- Integration of both methods

Qualitative

Qualitative research is more on understanding of the event or behavior from the actors perspective and is less structured. Case studies would be the method to use.

Quantitative:

A quantitative research is an objective explanation by statistical description and manipulation it is a highly structured instrument

Mixed method:

Mixed method is on integration of both and focuses on problem definition, data collection, analysis, interpretation and conclusions

It is important to note that:

Approach will depend on your problem

You would want to maximize reliability of results

There should be a relation among choice of topic, methods, theoretical and practical considerations

Research can be either action or applied research

Applied research would be descriptive and diagnostically

Action research adopts a more qualitative approach, is project oriented i.e. plan, act, observe and reflect

Research proposal?

The research proposal is the selling tool. It should be persuasive, convince people and instill confidence. It is a contract that binds the research to the client.

Research Proposal VS Project Proposal

- A research proposal emphasizes the contribution the research will make.
- A project proposal emphasizes the impact the activity will have.
- The first step before the proposal is to write a concept paper of about 2-4 pages outlining what is going to be done, why is it important, how will it be done, by whom, and how much money is needed for what.
- General Layout of the Research Proposal
 - Title
 - Abstract (executive summary)
 - Table of contents
 - Introduction
 - Background
 - Description of proposed research
 - Description of relevant institutional resources
 - List of reference
 - Personnel
 - Budget.

Report writing

A report means a statement or description of what has been said, seen or done. A good report is one people read, it should stimulate action.

Essentials of report writing

- Clear
- Complete
- Concise
- Creative
- Considerate
- Correct
- Credible
- Courtesy
- Concreteness
- Major components of a report
- Abstract
- Introduction
- Objectives and research questions
- Literature review
- Research design
- Findings
- Conclusions and recommendations

Group work

The class then broke up in two groups. Both groups received a case study and had to write a concept note that will lead to a fully fledged research proposal. It had to clearly state:

- Title
- Problem
- Conceptual thinking and
- Key literature landmarks

Both groups came back with a concept note that illustrated they understood what had been taught.

THE IMPACT OF MULTINATIONALS IN LABOUR MARKET POLICY –A CASE OF WALLMART IN MBABANE

PROBLEM STATEMENT

- General perception that wall mart prefers a relaxed labour legislation
- Explore the possible impact of the arrival of Wall mart to labour legislation
- Historical overview of the trends of wall mart operation and the current trade union perspective of labour legislation
- The impact of Massmart on regionalization of labour legislation

- Impact of the arrival of wall mart on employment contracts

CONCEPTUAL THINKING

- Current employment figures in Mbabane indicate unemployment level of 36%
- The current labour market policy favours permanent employment as espoused by the Decent Work Country Programme that has been adopted by the country.
- Multi nationals are known for maximizing profit at the expense of workers rights

LITERATURE LANDMARKS

- International Labour Organisation. (2010). “Global Employment Trends”
- Kleinknecht, A. (2008). “The impact of labour market deregulation on jobs and productivity”. A paper presented at EAEPE conference 2008 at Rome. Downloaded from <http://www.eci.tbm.tudelft.nl> on 30 June 2011.
- Bell, T. (2010). “What the Wal-Mart fight really means”. Quoted from *Cape Times*, 25 February 2010.

Session 7: Statistics for Trade Union Action (Koyi Grayson)

Learning objectives:

The presenter noted that when the participants completed this module, they should be able to;

- Identify and compute the arithmetic mean
- Compute and interpret the weighted mean and be able to apply it in aiding trade union decision-making and action
- Determine the median and be able to apply it in aiding trade union decision-making and action
- Identify the mode and be able to apply it in aiding trade union decision-making and action
- Calculate the geometric mean and be able to apply it in aiding trade union decision-making and action
- Identify the position of the arithmetic mean, median, and mode for both a symmetrical and a skewed distribution and be able to apply it in aiding trade union decision-making and action
- Interpret key economic statistics (indicators) and be able to apply them in adding trade union decision-making, action and economic performance monitoring
- Arithmetic Mean

- The Arithmetic Mean is the most widely used measure of location and shows the central value of the data. It is calculated by summing the values and dividing by the number of values.

The major characteristics of the mean were noted as;

- It requires the interval scale.
- All values are used.
- It is unique.
- The sum of the deviations from the mean is 0.
- Properties of the Arithmetic Mean
- Every set of interval-level and ratio-level data has a mean.
- All the values are included in computing the mean.
- A set of data has a unique mean (not multiple ones).
- The mean is affected by unusually large or small data values.
- The arithmetic mean is the only measure of location where the sum of the deviations of each value from the mean is zero.

The participants then went into two groups to do the group work

Interpreting economic indicators

An economic indicator was defined as simply an economic statistic, such as the unemployment rate, GDP, or the inflation rate, which indicate how well the economy is doing and how well the economy is going to do in the future.

The following are the three Attributes of Economic Indicators;

To understand economic indicators, we must understand the ways in which economic indicators differ.

There are three major attributes each economic indicator has:

- Relation to the business cycle/economy
- Frequency of data
- Three timing types of economic indicators

DAY 3:

Session 8: round table discussion 3: formulation of strategies to improve participation in National social dialogue on economic and social policy

The participants were divided into two groups. They came up with the following:

Group 1.

- Greater effectiveness of research teams or groups
- (institutional operations,
- relationships with the academic world and other civil society organizations)

Effectiveness of Research Teams

*Unions to address issues of creating dedicated teams.

*Most research done on an *ad hoc* basis where it should be a discipline by itself.

*Capacity issues to be addressed (Capacity inclusive of resource allocation: Human, financial and links with resource institutions)

Capacity building

*Identification of research talent within unions.

*Bond the identified trained individuals.

*Create sustainability and funding plan (Inclusive of fundraising).

*Union operations and management systems development.

Relationships with institutions and other civil society:

Critical that these relationships are #identified,
#justified (in terms of necessity, value and agenda development),
#aligned (with the operations models/ systems) and
#reviewed (TQM) to locate areas of optimal impact.

Group 2.

Identification of needs

- Need to improve on trade union participation in the labour related policy:
- Formulation
- Monitoring
- Evaluation process
- Need to build capacity in research and leadership
- Need to improve workers welfare
- Need to monitor the economic trends of the countries in Africa
- Need to include the issues on HIV/AIDS, safety and health, gender on the bargaining agenda

Identification of Priorities

- Minimum wage

- Youth employment / unemployment levels
- Cost of living
- Employment policy
- Medical aid for the workers
- Performance of the economy
- Situation of domestic workers
- Bill of rights in the constitution
- Budget analysis
- Development of wage indicators
- Gender audit
- Research areas in the field of economics and social policy
- Comparative analysis of social dialogue mechanisms to identify best practices
- Cost of living index in Africa
- Economic performance and its impact on wage determination in Africa
- The influence of the investment policies on employment creation in Africa
- A comparative analysis of minimum wage systems in Africa

Session 9: The way forward: Roadmap and future actions (Kouglo Lawson-Body)

The coordinator of the programme brother Kouglo highlighted the following as the way forward .

Roadmap and Future Actions

Evaluation

Conclusions

General Report Feedback

Final Remarks

- **1. Actions at ITUC-Africa's level**
 - Dissemination of documents on Internet (ITUC-Africa web site)
 - Production of research handbooks
 - Publication of 2 or 3 bulletins
 - Development of methodological research notes or documents
 - Technical coordination of the networks
 - Evaluation of research reports
- **2. Actions at trade unions' level**
 - Strengthening the institutional framework (at country level and networks)

- Practical researches
- Dissemination of research results
- Real participation to the national dialogue on questions of economic and social policy
- **3. Future research orientations**
- **Three essential fields:**
 - → Research on regional integration and trade issues
 - → Research on alternatives to neoliberalism
 - → Research on employment, decent work, workers' conditions (access to social services, purchasing power) and poverty reduction

Session 10: Way forward / Conclusions

The session was facilitated by brother Kouglo. Some of the issues that came out were as follows;

- ITUC – Africa should be organizing a research conference every 2-3 years where all research outputs will be put together
- During the GLU Conference September 2011 to be held in Johannesburg, the participants requested that some of the participants should be sponsored by ITUC-Africa as observers
- ITUC-Africa to include a topic on the role of research on its summer school
- Issues on the importance of research should be discussed during the congress when all general secretaries are in attendance

The participants then did self evaluation.

Brother Kiza gave closing remarks and officially closed the workshop on behalf of ITUC-Africa

Brother Edward from Botswana gave a vote of thanks on behalf of the participants

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Strengthening the interventions in the area of economic and social policy

Capacity building workshops for trade unions researchers

Nairobi, 28 June to 1st July, 2011

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