



2009-2012 STRATEGIC PLAN

**PROJECT: STRENGTHENING ITUC-AFRICA'S INTERVENTIONS IN
THE FIELD OF ECONOMIC AND SOCIAL POLICY**

**AN INVENTORY OF RESEARCH CARRIED OUT
BY THE AFRICAN TRADE UNION MOVEMENT
ON ECONOMIC AND SOCIAL ISSUES**

2009 Edition Outcomes

Final Report

July 2010

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1. Introduction

To implement its 2009-2012 Strategic Plan, ITUC-Africa undertook to build the capacity of its affiliates to formulate and analyse labour policies. The inventory of the research conducted by the African trade union movement is one of the components of the project "Strengthening ITUC-Africa's interventions in the field of economic and social policy" initiated by ITUC-Africa and supported by SASK, a Finnish trade union centre.

Questionnaires were sent to affiliates to enquire about the trade union research organs and identify the outcomes of trade union research.

This report provides an update on the findings of the survey conducted during the year 2009.

2. Target group of the 2009 survey

As part of the 2009 edition, 49 institutions (trade union centres, institutes, centres and trade union research laboratories) were identified to serve the purpose of the survey. These 49 institutions are divided into four categories according to the following tables:

- i. 35 trade union centres, affiliated organisations members of the General Council as well as of the Women's Committee and the Youth Committee (table 1);

Table 1: 1st target group, the trade union centres members of the General Council as well as of the Women's Committee and the Youth Committee.

N°	Affiliates	Countries	N°	Affiliates	Countries
1	CONSAWU	South Africa	19.	CGTM	Mauritania
2	COSATU	-	20.	UTM	-
3	NACTU	-	21.	MLC	Mauritius
4	CGSILA	Angola	22.	NTUC	-
5	UNTA	Angola	23.	CNT	Niger
6	CGTB	Benin	24.	NLC	Nigeria
7	CNTB	Burkina Faso	25.	COTRAFRIQUE	Rwanda
8	USLC	Cameroon	26.	CSC-RDC	D.R. Congo
9	UGTCI	Côte d'Ivoire	27.	UNTC	-
10	CETU	Ethiopia	28.	CNTS	Senegal
11	GTUC	Ghana	29.	UTDS	-
12	CNTG	Guinea	30.	SLLC	Sierra Leone
13	COTU-K	Kenya	31.	UST	Chad
14	SEKRIMA	Madagascar	32.	CSTT	Togo
15	USAM	-	33.	UGTT	Tunisia
16	MCTU	Malawi	34.	ZCTU	Zimbabwe
17	CDT	Morocco	35.	Nigeria TUC	Nigeria
18	UMT	-			

Source: Developed on the basis of the list of institutions targeted for the 2009 edition

- ii. 5 affiliated trade union centres members of the ALRN network (African Labour Research Network) and non-members of the General Council (Anglophone Zone) and affiliates with trade union researchers (francophone zone), table 2;

Table 2: Target group among the 2nd group of trade union centres

N°	Affiliates	Countries
Affiliated trade union centres members of the ALRN network		
1.	BFTU	Botswana
2.	TUCNA	Namibia
3.	ZCTU	Zambia
4.	CSTC	Cameroon
Affiliates with trade union researchers (francophone zone)		
5	CSA	Senegal

Source: Developed on the basis of the list of institutions targeted for the 2009 edition

- iii. 6 Trade union research institutions (centres, institutes or laboratories), table 3;

Table 3: 3rd target group: Trade union research institutions

N°	Institutions	Countries
1.	Labour Research Services (LRS)	South Africa
2.	National Labour and Economic Development Institute	---
3.	Instituto de Pasquisa economica e social (Aip) ans Centro de formacao e dde Pesquisa Laboral (CFPL)	Angola
4.	Labour Research and Policy Institute	Ghana
5.	Labour Resource & Research Institute (LaRRI)	Namibia
6.	Labour and Economic Development Research institute of Zimbabwe (LEDRIZ)	Zimbabwe

Source: Developed on the basis of the list of institutions targeted for the 2009 edition

- iv. 3 other regional trade union institutions (table 4).

Table 4: 4th target group: The other regional trade union institutions

N°	Institution	Region
Regional trade union organisations		
1.	East African Trade Union Confederation (EATUC)	East Africa
2.	Southern Africa Trade Union Confederation (SATUC)	Southern Africa
African representative of a Global Union Federation		
3.	Labour College ITLWF	Southern Africa

Source: Developed on the basis of the list of institutions targeted for the 2009 edition

Questionnaires were sent to these institutions and the follow-up was done. At the end of the process, only 8 institutions (*i.e.* 16.33%) returned their completed questionnaires.

3. Outcomes of the 2009 survey

3.1. Identification of the institutions

Out of approximately 49 institutions (trade union centres, centres, laboratories and trade union research centres) to which the questionnaires were sent out, only 8 (16.33%) responded. Four of these trade union centres are in West Africa (Senegal, Burkina Faso, Togo and Guinea), two are in Southern Africa (South Africa), one is in Central Africa (Democratic Republic of Congo) and one in North Africa (Morocco).

Table 5: Social identity of respondent trade union organisations

N°	Institutions	Year of Creation	Countries	Location
1	ITLWF-AFRICA	2005	South Africa	Southern Africa
2	Confédération des Syndicats Autonomes (CSA)	1976	Senegal	West Africa
3	Confédération Syndicale Congolaise (CSC)	1991	DRC	Central Africa
4	Confédération Démocratique du Travail (CDT)	1978	Morocco	North Africa
5	Confédération Nationale des Travailleurs Burkinabé (CNTB)	1949	Burkina Faso	West Africa
6	Confédération Syndicale des Travailleurs du Togo (CSTT)	1991	Togo	West Africa
7	Confederation of South African Workers' Unions (CONSAWU)		South Africa	Southern Africa
8	Confédération Nationale de Travailleurs de Guinée (CNTG)	1960	Guinea	West Africa

Source: ITUC-Africa survey data, 2009 edition

Regarding the research activities carried out within the trade union centres, the information gathered suggests that these activities are coordinated by a Research Department within the trade union centres, or by a unit within a department of the trade union centres, or by a specialised research Board or other external structures.

Table 6: Organisation of research activities

Institutions	Number	%
Research department within the trade union centre	5	62.5%
Unit within a department of the trade union centre	3	37.5%
Specialised research commission	3	37.5%
Others	2	25%

Source: ITUC-Africa survey data, 2009 edition

The *Confederation des Syndicats Autonomes* (CSA) of Senegal is the oldest of the 8 trade union centres that responded since it started its research activities in 1978, two years after its creation (table 7).

Table 7 : The year research activities started

N°	Institutions	Year
1	ITLWF-AFRICA	---
2	CSA	1978
3	CSC	1994
4	CDT	1980
5	CNTB	---
6	CSTT	1996
7	CONSAWU	2004
8	CNTG	1987

Source : ITUC-Africa survey data, 2009 edition

3.2. Affiliation of institutions

The trade union organisations are affiliated to national, continental or international research networks.

At the national level, three trade union organizations are members of networks or thematic groups (CSA, CSC-DRC, CSTT), 4 are members of networks or national groups (CONSAWU, CSA, CSTT and ITLWF-AFRICA) and 3 others are members of other networks as shown in table 8.

At the continental level, 2 organisations (CSA of Senegal and CSTT of Togo) are affiliated to networks or thematic groups and 4 organisations (ITLWF-AFRICA in South Africa, CSA, CSC in Congo and CSTT in Togo) are affiliated to networks or continental groups (see table 9)

With regard to international affiliation, 3 organisations (CSA, CSTT and ITLWF-AFRICA) belong to networks or thematic groups and two of them belong to a network or an international Research Group, Wall Mart for ITLWF AFRICA of South Africa and ITUC for CSTT of Togo (see table 10).

Table 8: Affiliation to a research network or group at the national level

N°	Institutions	Network or thematic group		Network or national group		Other network or group	
		Type of response	Nature or name	Type of response	Nature or name	Type of response	Nature or name
1	ITLWF-AFRICA	No		yes	NALEDI	yes	SACTWU Research
2	CSA	yes	Analysis and research group on educational reforms/Unions	yes	Centre for research in applied economics	yes	Platform of non-state actors
3	CSC-DRC	yes	Social dynamics	No		No	
4	CDT						
5	CNTB						
6	CSTT	yes	SADD	yes	CERAS	yes	UL researchers
7	CONSAWU	No		yes	AIDC		
8	CNTG	No		No			

Source : ITUC-Africa survey data, 2009 Edition

Table 9: Affiliation to a research network or group at continental level

N°	Institutions	Thematic network or group		Continental network or group	
		Type of response	Nature or name	Type of response	Nature or name
1	ITLWF-AFRICA	No		Yes	LARRI, ALRN
2	CSA	Yes	Francophone trade unions research network focusing on education	Yes	ALRN
3	CSC-RDC	No		Yes	Group of Turin
4	CDT				
5	CNTB				
6	CSTT	Yes	ITUC-Africa	Yes	ITUC-Africa
7	CONSAWU				
8	CNTG	No			

Source: ITUC-Africa survey data, 2009 edition

Table 10: Affiliation to an international research network or group

N°	Institutions	Thematic network or group		International network or group	
		Type of response	Nature or name	Type of response	Nature or name
1	ITLWF-AFRICA	Yes	Clean clothes	Yes	Wall Mart
2	CSA	Yes	FMST	No	
3	CSC	No		No	
4	CDT				
5	CNTB				
6	CSTT	Yes	ITUC	Yes	ITUC
7	CONSAWU				
8	CNTG				

Source : ITUC-Africa survey data, 2009 edition

3.3. Governance of institutions

The governance analysis highlights the operational mechanisms of the trade union centres that responded through the organs established to carry out and monitor research activities as well as the nature, the profile and the quality of the personnel employed in the research structures.

As a matter of fact, 4 of the trade union centres that responded to the survey have a Committee in charge of research activities. These are CSA of Senegal, CSC of the DRC, CDT of Morocco of CSTT of Togo. Among the 4 trade union centres that have a research steering Committee, only 2 have a scientific research Committee, namely CSA of Senegal and CSTT of Togo (table 11)

Table 11 : Existence of research steering committee and scientific research Committee

N°	Institutions	CPR		CSR	
		Type of response	Nature	Type of response	Nature
1	ITLWF-AFRICA	No		No	
2	CSA	Yes		Yes	
3	CSC	Yes		Yes	
4	CDT	Yes		Yes	Contact with research firms and experts
5	CNTB				
6	CSTT	Yes	Commission on workers' education, research and prospects	Yes	Planning, monitoring and evaluation committee
7	CONSAWU	No		No	
8	CNTG	No			

Source: ITUC-Africa survey data, 2009 edition

There is no fixed periodicity for the meetings of the Research Steering Committee (RSC) or the Scientific Research Committee (SRC). The members of these bodies meet when the need arises or in case there is an action to be taken urgently (see table 12).

Table 12 : Periodicity of the RSC and SRC

N°	Institutions	Periodicity of the RSC	Periodicity of the SRC
1	ITLWF-AFRICA		
2	CSA	Twice	Depending on the context
3	CSC	when the need arises	
4	CDT	When the need arises and at the beginning of each year	
5	CNTB		
6	CSTT	Every 3 months	Once a month
7	CONSAWU		
8	CNTG		

Source : ITUC-Africa survey data, 2009 Edition

It is clear from the information provided by the trade union centres that there is no fixed method for the appointment of the members of these committees. These members are either designated on the basis of their level of responsibility within the trade union centres, or according to their areas of competence, or proposed by the trade union Council or appointed by the Bureau of the Confederation (table 13).

Table 13 : Terms and conditions of appointment of the members of RSC and SRC

	Institutions	Methods of appointment of the RSC members	Methods of appointment of the SRC members
1	ITLWF-AFRICA		
2	CSA	Depending on the level of responsibility within the trade union centre	Area of competence
3	CSC	Appointment by the Executive Bureau at the request of the Bureau in charge of daily management of the centre	
4	CDT	The members are responsible	
5	CNTB		
6	CSTT	The members of the RSC are proposed by the trade union council and elected by Congress	The members of RSC and SRC are appointed by the Bureau of the Confederation
7	CONSAWU		
8	CNTG		

Source: ITUC-Africa survey data, 2009 Edition

Apart from CSA of Senegal that declared that it has put 25 people in charge of research, other organisations have appointed between 3 and 7 people to do research. Apart from ITLWF - Africa that has an employee from a foreign origin, the other respondent organizations employ local people in their research structures (see table 14).

Table 14 : Number and category of staff of research organs

N°	Institutions	Total number of staff	Status				Origin	
			Permanent	Temporary	Researchers working on contract	Researchers working for free	Nationals	Foreigners
1	ITLWF-AFRICA	3	3				2	1
2	CSA	25	6	19			25	
3	CSC	3	3				3	
4	CDT	7				7	7	
5	CNTB							
6	CSTT	6			6		6	
7	CONSAWU							
8	CNTG	1	1				1	

Source: ITUC-Africa survey data, 2009 Edition

Regarding the areas of competence of the staff, the information gathered reveal that trade union research is conducted by people specialised in 5 different areas of competence (economics, sociology, law, literature and languages and medicine). Out of the 3 organisations that have provided information on the areas of competence of the staff:

- one organization (CSTT of Togo) has six employees from 4 areas of competence
- another one, namely CSC of Congo, has three employees from 3 areas of competence
- -CNTG of Guinea has an employee who is conversant with economics (see table 15)

Regarding the work experience of the staff, the information from six respondent organizations indicates that the majority of the staff has more than 10 years of work experience as shown in table 15 below.

Table 15 : Staff profile and experience

N°	Institutions	Areas of competence					Work experience		
		Economics	Law	Sociology	Literature and languages	Medecine	1 to 4 years	5 to 9 years	10 years and more
1	ITLWF-AFRICA						1	1	1
2	CSA								25
3	CSC	Yes	Yes			Yes		1	2
4	CDT								7
5	CNTB								
6	CSTT	Yes	Yes	Yes	Yes				6
7	CONSAWU								
8	CNTG	Yes							1

Source: ITUC-Africa survey data, 2009 Edition

Another aspect of the governance of the institutions is the mastery of the new information and communication technologies (NICT) by the staff. Indeed, the mastery of ICTs is

nowadays an imperative in all areas, especially in the area of research. Manipulation of the internet as well as of data processing softwares (Word), spreadsheet (Excel) and other specific softwares such as SPSS, and the development of websites for trade union centres shows professionalism and stresses the importance attached to trade union research. As indicated in table 16 below, the staff of the respondent trade union research structures is conversant with ICTs.

Table 16 : Mastery of ICTs by the trade union staff in charge of research organs

N°	Institutions	Word	Excel	Other software	Internet	Intranet	web Site	Other ICT
1	ITLWF-AFRICA	3	2		Yes	Yes	Yes	No
2	CSA	25	20	2	Yes	No	Yes	No
3	CSC	1		2	Yes	Yes	Yes	Yes
4	CDT	2	3		Yes	Yes	Yes	
5	CNTB				Yes	Yes	Yes	
6	CSTT	6	6		Yes	Yes	Yes	Yes
7	CONSAWU							
8	CNTG	1		1	Yes	No	No	

Source : ITUC-Africa survey data, 2009 Edition

3.4. Partnership and external relations

It is clear from the information gathered that the trade union centres involved in the survey work in partnership with other organizations at international, continental or national level. These organisations are mainly:

- ILO or some of its specialized organizations, or trade union partners from other countries (table 17).
- Universities, NGOs, or civil society organisations (table 18)

Table 17 : Partnership with international, regional and specialised organisations

N°	Institutions	Regional, continental or international organisation	Foreign partner trade union organisation	Global Union Federation	ILO or specialised organisation	State or African regional organisation
1	ITLWF-AFRICA	Yes	Yes	Yes	Yes	Yes
2	CSA	Yes	Yes	Yes	Yes	No
3	CSC	Yes	Yes	No	No	Yes
4	CDT	Yes	Yes			
5	CNTB	Yes	Yes	Yes	No	No
6	CSTT	Yes	Yes	No	Yes	No
7	CONSAWU					
8	CNTG	Yes			Yes	

Source : ITUC-Africa survey data, 2009 Edition

Table 18: Partnership with universities, NGOs and other institutions

N°	Institutions	Universities and tertiary education institutions	Research institutions	NGO and other civil society organs	Other institutions
1	ITLWF-AFRICA	Yes	Yes	Yes	No
2	CSA	No	Yes	Yes	Yes
3	CSC	Yes	No	Yes	No
4	CDT				
5	CNTB	No	No	No	Yes
6	CSIT	Yes	No	Yes	No
7	CONSAWU				
8	CNTG	Yes			

Source : ITUC-Africa survey data, 2009 Edition

3.5. Operational and strategic capacity of trade union centres

According to the information gathered, almost all trade union centres have 3 to 5 years strategic plans for research. There are also research programmes in the field of social security, decent work, youth employment, social protection, education, migration and neoliberal policies. This demonstrates the importance given to trade union research (table 19)

Table 19 : Operational and strategic capacity of organisations

N°	Institutions	Existence of a strategic plan in the field of research	Duration of the strategic plan	Existence of research programme	Programme areas
1	ITLWF-AFRICA	Yes	5	Yes	Social security
2	CSA	Yes	3	Yes	Youth employment, social protection, education, migration, neo-liberal policies
3	CSC	Yes	3	Yes	Component of the socio-economic programme in DRC
4	CDT	Yes			
5	CNTB	Yes	5	No	
6	CSIT	Yes	4	Yes	Decent work
7	CONSAWU				
8	CNTG				

Source : ITUC-Africa survey data, 2009 Edition

3.6. Publications

According to the information received, trade unions produce various types of documents during their activities. These documents can be classified in six categories and presented in the tables below:

- Presentations during seminars, workshops, conferences and round table discussions (table 20);
- Training materials (table 21);
- Articles published in newspapers and magazines (table 22);
- Disseminated research reports (table 23);
- Research reports not disseminated (table 24);
- Reference materials (table 25).

Table 20 : Presentations during seminars, workshops, conferences and round table discussions

N°	Trade union organisation	Outcomes
1	CSA-Senegal	1 - The financing of social protection in Senegal 2 - Development of technical education in Senegal 3 - National strategies for universal social protection 4 - The social impact of the OHADA Treaty: production and sustainable consumption strategies 5 - Reforms of the pension scheme in Senegal 6 - Health and safety in the scientific blocks (BST) 7 - The social dialogue issue in Senegal 8 - Social dialogue and improvement of the quality of public service 9 - Social dialogue in the globalised economy 10 - Impact of economic and social pact on an emerging economy 11 - The social movement in the face of globalization: strategies and perspectives 12 - National pact for social stability and economic growth: challenges and prospects 13 - Teachers' recruitment policy in Senegal 14 - Gender disparities in education and training in Senegal 15 - Trade union organizations and the problem of youth employment 16 - Communication in trade union organisations 17 - Non-bargaining activities of trade unions 18 - Evolution of the educational system in Senegal from the colonial period to the present 19 - The problems of the current educational system in Senegal 20 - The impact of the financial and economic crisis on education in Senegal 21 - The global financial and economic crisis: Trade union perspectives? 22 - An analysis of educational reforms in the world

N°	Trade union organisation	Outcomes
2	CSTT- Togo	1 - Unionism and politics, 1994 2 - Management of the work career, 2000 3 - Social security and public service, 2002 4 - Trade unionism and productivity, 1998 5 - The management of micro-enterprises, 1998 6 - The management of cooperatives, 1997 7 - The health mutual, 1997 8 - First aid and reproductive health, 2007 and 2008 9 - Female leadership, 1995-2008 10 - Child labour, 1997-2009 11 - HIV AIDS and STIs, 1993-2009 12 - Social protection: a right for all, 2008-2009 13 - Trade union missions and values, 2008 14. The dissemination of the new labour code in Togo, 2008 15 - Participatory management, 1999-2000 16 - High cost of living, 2005-2008 17 - Writing techniques, 2008 18 - Project development and management, 1997-2008 19 - The quality of construction materials, 2008 20 - Artists contract, 2008 21 - Unionism and politics, 2007 22 - The techniques of collective bargaining, 1996-2009 23 - New technologies in domestic industry, 2008 24. NICTs, 1999-2007 25 - Specialised trainings, 2006-2008 26 - Participatory management, 2004-2005 27 - Gender and equity, 2007-2008 28 - Social dialogue, 2006-2009 29 - Social elections, 2007-2009 30 - Decent work, 2008-2009 31 - Productivity and competitiveness in the market, 2008
3	CNTB - Burkina Faso	1 - CNTB's contribution to practical experiences concerning rural development in Africa/Burkina Faso, 2008 2 - Study on the cost of living to determine the food basket, 2008 3 Study on the situation of the informal economy workers, 2008
4	CSC- Congo	1 - Social, economic and political context in the Great Lakes sub-region, 2004 2 - Occupational health in the informal economy in the city of Kinshasa, 2008 3 - Employability, productivity and safety in the workplace, informal sector, 2008
3	CDT Morocco	1 - Privatization 2 - Health and safety 3 - Economic and social situation

N°	Trade union organisation	Outcomes
		4 - Women 5 - Studies on regions 6 - Labour code and application
4	CONSAWU South Africa	1 - Poverty levels in RSA, 2004 2 - Governance, 2005 3 Is HIV/ AIDS a medicinal or socio-economic problem or both?, 2005 4 - Shopsteward manual, 2006.

Source: ITUC-Africa survey data, 2009 Edition

Table 21 : Training documents

N°	Trade union Organisation	Outcomes
1	CSA- Sénégal	1 - The activist's guide 2 - Statutes and standing orders 3 - The Senegalese labour code 4 - The international conventions and recommendations 5 - C.E.D (distance education centre) courses 6 - International declarations (ILO-United Nations-AU-ITUC)
2	CSTT- Togo	1 - Volume 1: Training and worker's education manual, 2008 2 - Volume 2: Training and worker's education manual, 2009 3 - A book about artisans retraining and booster training: (a set of training modules), 2006
3	CNTB - Burkina Faso	1 - Strategies of new members' recruitment, 2007 2 - History of the trade union movement, 2007 3 - Social dialogue 4 - Negotiation techniques 5 HIV/ AIDS 6 - Challenges of the recruitment of new members, 2008 7 - Voluntary subscription to the CNSS, 2009 8 - Compulsory subscription to the CNSS, 2009 9 - General information on STIs, 2009 10 Social and reproductive economy: money and us, 2009 11 - The family Budget, 2009 12 - Account book and pocket money, 2009 13 - Purchase plan 2009

Source : ITUC-Africa survey data, 2009 Edition

Table 22 : Articles published in newspapers and journals

N°	Trade union Organisation	Outcomes
1	CSA-Senegal	1 - Retirement at 60 years in the private sector; Issues and Perspectives, 2003 2 - Financial and economic crisis: Africa must wake up, Nov. 2008 3 - September 11, 2001 Attack on the World Trade Center: the start of a real Bug, 2001 4 - Global food crisis or failure of civilizations, 2007 5 - Africa and the sea, August 2009 6 - Why are academic results disastrous? July 2008 7 - Education in developing countries: coping with the liberal drift 8 - Education: teachers' struggle is harmful but necessary, 2009 9 - Substitution of a career public service with a public service offering employment, 2006 10 - Trade union representativeness: a challenge for a fruitful social dialogue, 2005
2	CSTT-Togo	1 - The Togolese worker purchasing power, 2006 2 - High cost of living in Togo, 2008 3 - Two-wheel motor bikes transport in Togo: advantages and disadvantages, 2000 4 - Trade union rights and duties, 2008 5 - Trade union renewal: issues and challenges, 2006

Source : ITUC-Africa survey data, 2009 Edition

Table 23 : Disseminated research reports

N°	Trade union Organisation	Outcomes
1	CSA-Senegal	1 - What kind of unionism in the 21st century? 2000 2 - Types of unionism in Senegal, 2001 3 - What unionism for the schools of today in Senegal? 2006 4 - The laws that govern us (Education sector) 5 - Organizational Audit of trade union centres, 2003 6 - The worst forms of child labour in Senegal (fishing, handicrafts and agricultural sectors, the Daaras 2005) 7 - Improvement of working conditions in the informal sector, 2004 8 - The financing of Education in Senegal

N°	Trade union Organisation	Outcomes
2	CSTT-Togo	1 The palm oil industry in Togo and the women of <i>Adognon de Gati</i> who process palm oil, 2008 2 - Child prostitution in Lomé, 1998 3 - Domestic work, 2008 4 - Child labour and child trafficking, 1997 5- The informal economy in Togo, 1996 6 - High cost of living in Togo, 2005 7 - Gender and equity policy at CSTT, 2008 8 - EPZ workers and the labour legislation in force, 2009 9 - The purchasing power of workers from 1965 to 2009 10 - Workers' social protection, 2009 11 - Mine workers' situation, 2009 12 - Taxation of the informal economy operators, 2009 13 - The situation of salary arrears, bonuses and other benefits for workers of ICAT (Institute for counselling and technical assistance), 2009 14 - The situation of teachers of private, secular and denominational schools, 2009 15 - Occupational health and safety in the informal economy, 2009 16 - The development of the career of public administration workers, etc., 2009 17 - Trade union life in Togo: from its origins to the present, 1999 18 - Situation of the salaries and bonuses in different levels of education, 2009 19 - Community, assistant, private secular, faith-based schools teachers and social protection 2009
3	CSC-Congo	1 - Shop steward's book, 2003 2 - Congolese unionism during colonization (1908-1960) 3 - Environmental impact on workers production in a company in the DRC: an explorer's view, 2007

Source: ITUC-Africa survey data, 2009 Edition

Table 24 : Research reports not disseminated

N°	Trade union Organisation	Outcomes
1	CSA-Senegal	1 - Globalization and development of the informal sector 2 - The lack of national land development policy: aggravating factor of under-development 3 - Employment policies in Senegal: constraints and opportunities 4 - The neo-liberal policies in the agricultural sector: the case of Senegal

Source: ITUC-Africa survey data, 2009 edition

Table 25 : Reference materials

N°	Trade union Organisation	Outcomes
1	CSA-Senegal	1 - What kind of unionism for the 21st century? 2 - The contribution of new technologies to contemporary art 3 - The laws governing us 4 - Role of technical education in the knowledge-based economy: Trade union perspectives in the context of globalization 5 - The reform of social protection in Senegal 6 - History of the trade union movement in Senegal from the colonial period to the post - independence period
2	CSTT-Togo	1 - Trade unionism in Togo: from the beginning to the present, 1999

Source : ITUC-Africa survey data, 2009 Edition

4. Recommendations

The recommendations are presented the way they were made by the various institutions that responded to the questionnaires. Two of the respondent trade union centres, namely CONSAWU of South Africa and SCC of Congo, made no recommendations.

4.1. Recommendations made by CSA of Senegal

The recommendations made by CSA of Senegal are: capacity building for organizations, training of trade union cadres on economic and social issues, thematic identification and orientation of trade union research at regional and international level, networking of research structures to ensure a sharing of experience and better dissemination of results; the provision of more important means; the need to solve the question of editing; opening up of the ALRN network of researchers by introducing bilingualism.

According to CSA, ITUC-Africa and ITUC-International have a highly important role to play in assisting trade union research which has become unavoidable. There is a need to increase meetings and exchanges on current problems, and training workshops at the national, sub-regional, regional and international levels.

Finally, CSA wishes the best for the actions included in the Strategic Plan of ITUC-Africa and advocates for support for the network of trade union researchers (ALRN).

4.2. Recommendations made by CSTT of Togo

CSTT says that trade union centres must identify the problems or obstacles to their development and success, and conduct research to find solutions. They have to choose relevant topics related to the improvement of workers' living and working conditions.

To do this, it is important to:

- Have research units in the trade union centres
- Build the capacity of the people working in these units
- Think and come up with new research themes

Finally, CSTT said that trade unions should work more actively on the ground to achieve victories for workers. Research will enable them to negotiate better conditions for workers. Trade union centres can successfully do this if they are willing. In this globalised world, the issue is not only to defend workers gains but also and more importantly to foresee what is good for workers and save both the jobs and the companies.

4.3. Recommendations made by CNTB of Burkina Faso

According to CNTB, African trade unions in their practice have remained very traditional. Most leaders are not permanent and lack competence.

To make trade union centres more effective, CNTB advocates for the establishment of a functional and permanent research and study structure. It is important to get trade union governing bodies to accept or adopt the idea that survey and research structures are needed. Therefore, it is imperative to have the skills and the financial means to implement this idea.

Given the evolution of the world of work, the challenges facing the trade union movement and the complex issues which need to be solved, trade unions need to make decisions on the basis of some data that only research can provide. CNTB relies on ITUC's support in all areas.

4.4. Recommendations made by CDT of Morocco

Research is necessary to understand the economic and social situation in which we are. It is also important for successful negotiations and for the development of alternative projects to those proposed by our Governments or financial institutions. Although financial means are needed, intellectual honesty and independence of researchers and experts is vital.

It is important to:

- create synergies in the area of research among African trade unions.
- follow the news and respond in time because time is money
- initiate trade unionists in the field of research

To achieve this, it is important to involve and consult all African skilled people. Instead of always giving funds to experts, it is important to have confidence in skilled trade unionists because they know their own situations very well. CDT has noticed that this area is given to resource persons who do the work without conviction.

4.5. Recommendations made by ITLWF AFRICA of South Africa

ITLWF-AFRICA of South Africa has made the following suggestions to ITUC-Africa:

1. Form a group of African trade union researchers whose primary role is to provide African trade unions with research work.
2. Provide a separate budget for research
3. Find partners and sponsors who are willing to supervise African trade unions' research work at the national, continental and international level.

ITLWF-AFRICA says that the implementation of these recommendations requires:

- The good will of trade union leaders.
- The promotion of training of trade union researchers. These researchers will be the members of the Group of African trade union researchers placed under ITUC-Africa's supervision.
- Allocation of funds to facilitate research and the publication of research work or surveys in order to attract the attention of partners and sponsors.

ITLWF-AFRICA believes that it is high time Africa became self-reliant instead of continuing with the culture of dependency inherited from the imperialists. Leaders and trade union members should understand that research is essential.

4.6. Recommendations made by CNTG of Guinea

The recommendations are as follows:

- Create a unit or a research department and make it autonomous. In the case of CNTG, the Department of research is linked to the Department of workers' education.
- Allocate a budget in relation to the objectives of the centre in the area of research.
- Recruit or train researchers
- collaborate effectively with institutes and universities
- Establish an African network to promote exchanges
- Train and/or develop the skills of researchers
- Share experience, policies and practices in the area of research.
- Strengthen trade union institutional capacity
- Provide research facilities (documentation, computer and audio-visual equipment)

Today, research supports trade union actions, and the future of the trade union movement depends on it. In the 21st century, the establishment of effective research units which can support trade unions in all areas (education, training, demands, economic and social actions...) is required

5. Conclusion

Given that the rate of responses to this edition of the survey is very low (16.33%), the 2010 edition questionnaire will be lighter and appropriate strategies will be identified to encourage institutions to communicate to ITUC-Africa the information and data related to their economic and social activities.