

**RESEARCH ON ECONOMIC AND SOCIAL ISSUES WITHIN
THE AFRICAN TRADE UNION MOVEMENT :
A REVIEW AND THE WAY-FORWARD**

Research is, generally, the foundation of social development. It is not only the source of innovations but also the key to economic and social progress. Given the ineffective economic and social policies, the increasing marginalisation of African peoples and the continuous deterioration of their living and working conditions, trade unions need to urgently and continuously do research to support their actions and inform decision-makers about the need to take some measures. Without rigorous research activities on development policies and issues, African trade unions may not be able to fully participate in social dialogue.

If the above-mentioned assumption is true, then to what extent is research important within the African trade union movement? Under what conditions or circumstances do trade union organisations carry out surveys or researches? What are the challenges facing trade union research? What should be done to promote trade union research on the continent?

This study, conducted by ITUC-Africa under its 2008-2011 Strategic Plan through the project *"Strengthening ITUC-Africa's interventions in the area of economic and social policy"* with financial support from SASK, the Finnish trade union centre, attempts to provide an answer to each of these questions.

Edited by Kounglo Boëvi Lawson Body

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Foreword

The failure of development policies implemented in most African countries over the past 50 years through multiple development programmes (planning, SAPs, ESAPs, maintained and self-centered development, HIPC, PRSP, win-win partnership, MDGs, sustainable development, human development) is patently obvious. Several reasons account for this failure. This notwithstanding, one of the reasons is the low involvement of major stakeholders, particularly workers' and trade union organisations, in the formulation and implementation of economic development policies. Bringing workers' and trade union organisations on board this process would not be effective without research which has today become the basis of every action. Research, in fact, is recognized as the bedrock of social advancement and a source of innovations and development. Research is thus vital for the trade union movement as it makes it possible to ask questions on the

environment conduct investigations and propose alternatives, particularly in the area of economic and social development. Without research activities in this area, African trade unions cannot fully take part in social dialogue on economic and social policy issues for lack of appropriate solutions based on careful analysis of the social, political and economic context.

The interest of the African trade union movement in research was expressed at varying levels through several actions carried out by ICFTU-Afro and DOAWTU, the pioneer continental trade union organisations from whose ashes ITUC-Africa sprung. In this respect the trade union leadership played an important role through its research activities, publications and standpoints to enlighten workers, population groups and people of the continent.

Since 2008, ITUC-Africa, the new pan-African organisation that sprung up from merger of these two organisations, has sought to further consolidate these actions. ITUC-Africa

observed that the lack of expertise to conduct research activities in African trade union organisations is a weakness that limits the capacity of African trade unions to intervene and propose economic and social policy alternatives. In order to make up for this shortcoming, ITUC-Africa since 2009, with the support of its partners, embarked on a vast capacity building programme for its affiliates under its 2008-2011¹ strategic plan through various projects² including “*Strengthening ITUC-Africa's interventions in the area of economic and social policy*” which received financial support from SASK, trade union centre in Finland.

¹ The 2008-2011 strategic plan of ITUC-Africa, taking account of the orientations, priorities and action plan of the constituent congress adopted in 2008.

² The five project prepared by ITUC-Africa in support of the 2008-2011 strategic plan are the followings :

Project 1 – Defending and promoting human and workers' rights;

Project 2 – Promoting equality and social protection, intensifying HIV/AIDS control and improving Health and safety at work and the environment of African workers;

Project 3 – Strengthening organising;

Project 4 – Strengthening ITUC-Africa's economic and social policy interventions;

Project 5 – Restructuring the administrative, financial and general services departments of ITUC-Africa.

The purpose of this project is to build the capacity of trade union organisations to analyse economic and social policies implemented by African States and participate actively in social dialogue structures in these States and regional and international organisations by formulating appropriate alternatives on development issues and tacking account of the priorities and concerns of workers and people of the continent.

As one of the components of this project, this research intends to study the African trade union environment in order to take stock of research activities conducted by ITUC-Africa's affiliates in the area of economic and social policy. It is part of a dynamic process that characterises all research activities.

In Africa, the people aspire to social progress, qualitative transformation and real development to put an end to the ills affecting African societies and which take different forms of corruption and wastes.

This project is to enable trade union leaders and stakeholders of the continent to contribute in a sustainable manner to the making of choices and decisions that are beneficial to the workers and people in African countries.

Kwasi Adu-Amankwah

General Secretary of ITUC-Africa

List of acronyms and abbreviations

ALRN	African Labour Research Network
BFTU	Botswana Federation of Trade Unions
CDT - Morocco	Confédération Démocratique du Travail du Maroc
CDT- DRC	Confédération Démocratique du Travail de la RDC
CESTRAR	Centrale des Syndicats des Travailleurs du Rwanda
CETU	Confederation of Ethiopian Trade Unions
CFPL	Instituto de Pasquisa economica e social (Aip) ans
	Centro de formacao e de Pesquisa Laboral
CGSILA	Central General de Sindicatos Indépendantes de
	Livres de Angola
CGTB	Confédération Générale des Travailleurs du Benin
CGTM	Confédération Générale des Travailleurs de
	Mauritanie
CNT	Confédération Nigérienne du Travail
CNTB	Confédération Nationale des Travailleurs Burkinabé
CNTG	Confédération Nationale de Travailleurs de Guinée
CNTS	Confédération Nationale des Travailleurs du
	Sénégal
CNTT	Confédération Nationale des Travailleurs du Togo
COSATU	Congress of South African Trade Unions
COSAWU	Confederation of South African Workers' Unions
COSYBU	Confédération des Syndicats du Burundi
COSYGA	Confédération Syndicale Gabonaise
COTRAF	Congrès du Travail et de la Fraternité au Rwanda
COTU-K	Central Organisation of Trade Unions – Kenya

CSA - Benin	Confédération des Syndicats Autonomes du Bénin
CSA - Senegal	Confédération des Syndicats Autonomes du Sénégal
CSB	Confédération Syndicale Burkinabé
CSC	Confédération Syndicale Congolaise
CSC-DRC	Confédération Syndicale du Congo
CSTC	Confédération Syndicale des Travailleurs de Centrafrique
CSTC	Confédération Syndicale des Travailleurs du Cameroun
CSTM	Confédération Syndicale des Travailleurs du Mali
CSTT	Confédération Syndicale des Travailleurs du Togo
DIGNITE	Confédération des syndicats libres de Côte d'Ivoire
DOAWTU	Democratic Organisation of African Workers' Trade Unions
DWCP	Decent Work Country Programme
EATUC	East African Trade Union Confederation
EPA	Economic Partnership Agreements
ESAP	Enhanced Structural Adjustment Programme
GFL	Ghana Federation of Labour
GTUC	Ghana Trade Union Congress
ICFTU-Afro	International Confederation of Free Trade Unions, African Regional Organisation
IFTU	International Federation of Trade Unions
ILO	International Labour Office
ITUC	International Trade Union Confederation
ITUC-Africa	International Trade Union Confederation, African

	Regional Organisation
LaRRI	Labour Resource & Research Institute
LEDRIZ	Labour and Economic Development Research
	Institute of Zimbabwe
LLC	Liberia Labour Congress
LRPI	Labour Research and Policy Institute
LRS	Labour Research Services
MCTU	Malawi Congress of Trade Unions
MDGs	Millennium Development Goals
MLC	Mauritius Labour Congress
NACTU	National Council of Trade Unions
NALEDI	National Labour and Economic Development
	Institute
NEPAD	New Partnership for Africa's Development
NGO	Non-Governmental Organisation
NLC	Nigeria Labour Congress
NOTU - Uganda	National Organisation of Trade Unions
NTUC- Mauritius	National Trade Unions Confederation
PRSP	Poverty Reduction Strategy Paper
SAP	Structural Adjustment Programme
SASK	Trade Union Solidarity Centre of Finland
SATUC	Southern Africa Trade Union Confederation
SEKRIMA	Sendika Krisitianina Malgasy (Confédération
	Chrétienne des Syndicats Malgaches)
SFTU	Swaziland Federation of Trade Unions
SLLC	Sierra Leone Labour Congress
TUC Nigeria	Trade Union Congress of Nigeria

TUCNA	Trade Union Congress of Namibia
TUCTA	Trade Unions Congress of Tanzania
UGTCI	Union Générale des Travailleurs de Côte d'Ivoire
UGTT	Union Générale Tunisienne du Travail
UMT	Union Marocaine du Travail
UNSIT	Union Nationale des Syndicats Indépendants du Togo
UNSTB	Union Nationale des Syndicats des Travailleurs du Benin
UNTA	União Nacional dos Trabalhadores de Angola
UNTC	Union Nationale des Travailleurs du Congo
USAM	Union des Syndicats Autonomes du Madagascar
USLC	Unions des Syndicats Libres du Cameroun
UST	Union des Syndicats du Tchad
USTG	Union Syndicale des Travailleurs de Guinée
UTDS	Union Démocratique des Travailleurs du Sénégal
UTM	Union des Travailleurs de Mauritanie
ZCTU	Zambia Congress of Trade Unions
ZCTU	Zimbabwe Congress of Trade Unions

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1. Introduction

The pressing need for a real social development of African countries against the backdrop of the recurrent crises they are experiencing and the realities confronting thousands of African workers are enough reasons that compelled the African trade union movement to embark from the onset on a dynamic trade union action in the area of economic and social policy together with research activities.

Labour research no doubt allows for a better knowledge of the socio-economic environment within which trade unions operate. It also encourages them to embark on actions so as to build their capacities to bring their weight to bear during discussions relating to both workers' concerns and economic development issues. It is indeed true that African trade union organisations have in the course of their research activities conducted studies to throw light on certain decisions, in support or defence of their positions.

In spite of the promising results chalked with the emergence of the ITUC-Africa which allowed for a more coherent trade union action at the continental level, the African trade union movement still has to contend with numerous challenges particularly, the splitting up of organisations in several countries, low rate of unionisation in the different sectors of economic activity particularly in branches of the informal economy, poor mobilisation capacity, lack of expertise in economic and social policy alternatives analysis and formulation.

In order to prepare to better face the future and surmount the obstacles facing trade unions, ITUC-Africa embarked on a project for building the capacities of its affiliates in the area of their economic and social policy interventions. One of the segments of this project involves ownership of the working conditions of African trade union organisations and their mobilisation and impact on the development challenges that take account of trade union perspectives and priorities through their research capacities.

There is thus the need to know the conditions in which labour research was conducted. Who were the key stakeholders and what are the fruits of these initiatives?

This study which answers these different questions, aims to:

- conduct a general diagnosis of the research apparatus of African trade union organisations;
- assess research conducted within the African trade union movement;
- seek the views of trade union stakeholders consulted over the situation of labour research in Africa and their proposals for the enhancement of the research capacities of the African trade union movement;
- come out with innovations oriented

perspectives for the promotion of research within the African trade union movement at the national, regional and continental levels.

This study is based on the results of research inventories³ carried out by the trade union movement in Africa in the area of economic and social policy and analysis of consultations with the three focal groups, i.e. the young labour researchers involved in the project, senior researchers of the ALRN⁴ and the leadership of ITUC-Africa.

³These inventories based on studies conducted among affiliates in 2009 and 2010 were put together as part of this project and in respect of which two reports were produced :

- ITUC-Africa, Inventory of researches conducted by the African trade union movement in the economic and social field : Results of the 2009 Edition.
- ITUC-Africa, Inventory of researches conducted by the African trade union movement in the economic and social field : Results of the 2010 Edition.

⁴ALRN is a research network of the African trade union movement, created in 2001 by African trade unions. Its main objective is to conduct collective economic and social research for the African trade union movement so as to meet the numerous challenges facing the continent. Currently, it has member labour researchers from about twelve African countries namely: South Africa, Angola, Benin, Botswana, Ghana, Kenya, Malawi, Namibia, Nigeria, Tanzania, Zambia and Zimbabwe. It is run by a revolving secretariat hosted for a period of two years by member countries. It organizes a general assembly every year during which the orientations and action plan of the network are defined. Since 2008, the ALRN has been maintaining very close working relations with ITUC-Africa.

It has four parts. The first presents the methodology; the second presents the diagnosis of the labour research apparatus, the third, the different research outcomes or results of trade union organisations, and the last, prospects for a much greater effectiveness of labour research.

2. Methodology

For the conduct of this study, two main methodological approaches were used to collect data and information on research activities of the African trade union movement.

They are :

- questionnaire survey method;
- focal group consultation method.

2.1. Questionnaire survey method

The questionnaire survey method allowed for preparing questionnaires that made it possible to assemble both

quantitative and qualitative information on specific aspects of research activities in the labour world. These dimensions mainly concerned, the organisation of activities, capacity of the coordinating structure, constraints and obstacles to the conduct of activities and recommendations and suggestions for the improvement of these activities.

Through this method, it was possible to initiate data and information collection from three target groups :

- i. the ITUC-Africa affiliated trade union centres;
- ii. labour research institutions working with ITUC-Africa;
- iii. regional trade union institutions.

These surveys were systematised by two editions of data/information collection that took place in 2009 (2009 edition) and 2010 (2010 edition).

The 2009 edition of the survey covered 49 organisations (see Annex 1) including :

- 40 ITUC-Africa affiliated representative trade union centres ;
- 6 labour research institutions (Centres, Institutes or Laboratories) ;
- 2 regional trade union organisations ;
- 1 African representation of an international trade union federation.

This first edition reflected a response rate of roughly only 16% (see Table 1), in spite of the numerous reminders made by mail, telephone, and during different sessions and meetings organised by ITUC-Africa and in which most of the targeted organisations took part.

The 2010 edition covered 39 organisations, namely :

- 33 affiliated union centres taking part in the «*Strengthening ITUC-Africa's economic and*

social policy interventions » Project ;

- 4 labour research institutions ;
- 2 regional trade union organisations.

The second edition recorded a 59% response rate. This high response rate is due to the fact that this survey was focused on the organisations participating in the project and whose researchers took part in the various workshops organized within the scope of the project. The involvement of new researchers in the project allowed for obtaining a 70% response rate in these 33 centres (see Table 1 and Annex 2). But for consideration of this group, participation in this second edition would have been similar to that of the first. This shows the lack of commitment on the part of ITUC-Africa's affiliated organisations to take part in surveys. Existing difficulties in union organisations which limit their participation in surveys could also account for this situation.

Table 1 : Response rate of the two editions of the survey

Target groups	2009 Edition			2010 Edition		
	Number targeted	Number of responses	Response rate	Number targeted	Number of responses	Response rate
<i>1st target group:</i> Affiliated centres	40	7	17.5%	33	23	69.7%
<i>2nd target group:</i> Labour research institutions	6	0	0.0%	4	0	0.0%
<i>3rd Target group :</i> Regional trade union organisations	2	0	0.0%	2	0	0.0%
<i>4th target group:</i> Representation of an international trade union federation	1	1	100.0%	--	--	--
Total	49	8	16.3%	39	23	59,0%

Source : ITUC-Africa survey data from research inventories, Results of 2009 and 2010 editions

A total of 31 questionnaires concerning 30 trade union organisations⁵ were examined for this study. The geographical distribution of these organisations show that almost half (47%) are in West Africa, 20% in Central Africa, 17% in East Africa, 13% in Southern Africa and 3% in North Africa (Table 2). Besides, one third of the trade union organisations are in English speaking countries and two-thirds in Francophone countries (Annex 3).

⁵ One organisation (CSA of Senegal) participated in the two survey editions of 2009 and 2010.

Table 2 : Geographical distribution of the 30 respondent trade union organisations

N°	Country	Organisation	Region	%
1	Morocco	Confédération Démocratique des Travailleurs (CDT) du Morocco	North Africa	3%
2	Ghana	Ghana Federation of Labour (GFL)	West Africa	47%
3	Sierra Leone	Sierra Leone Labour Congress (SLLC)		
4	Benin	Confédération des Syndicats Autonomes du Benin (CSA-BENIN)		
5	Benin	Union Nationale des Syndicats des Travailleurs du Benin (UNSTB)		
6	Burkina-Faso	Confédération Nationale des Travailleurs Burkinabè (CNTB)		
7	Burkina-Faso	Confédération Syndicale Burkinabè (CSB) du Burkina Faso		
8	Guinea	Confédération Nationale des Travailleurs de Guinée (CNTG)		
9	Guinea	Union Syndicale des Travailleurs de Guinée (USTG)		
10	Mali	Confédération Syndicale des Travailleurs du Mali (CSTM) Niger		
11	Niger	Confédération Nigérienne du Travail (CNT)		
12	Senegal	Confédération des Syndicats Autonomes du Sénégal (CSA)		
13	Togo	Confédération Syndicale des Travailleurs du Togo (CSTT)		
14	Togo	Confédération Nationale des Travailleurs du Togo (CNTT)		
15	Togo	Union des Syndicats Indépendants du Togo (UNSI)		
16	Uganda	National Organisation of Trade Unions (NOTU)	East Africa	13%
17	Tanzania	Trade Unions Congress of Tanzania (TUCTA)		
18	Burundi	Confédération des Syndicats du Burundi (COSYBU)		
19	Rwanda	Centrale des Syndicats des Travailleurs du Rwanda (CESTRAR)		
20	Cameroon	Confédération Syndicale des Travailleurs du Cameroun (CSTC)	Central Africa	17%
21	Congo	Confédération Syndicale Congolaise (CSC)		
22	Gabon	Confédération des Syndicats du Gabon (COSYGA)		
23	Demo Rep. of Congo	Confédération Syndicale du Congo (CSC)		
24	Demo Rep. of Congo	Confédération Démocratique du Travail (CDT) de la RDC		
25	South Africa	Confederation of South African Workers' Unions (CONSAWU)	South Africa	20%
26	South Africa	Labour College ITLWF, (International Textile, Garment and Leather Workers Federation)		
27	South Africa	Solidarity Research Institute (SRI) de CONSAWU		
28	Malawi	Malawi Congress of Trade Unions (MCTU)		
29	Swaziland	Swaziland Federation of Trade Unions (SFTU)		
30	Zambia	Zambia Congress of Trade Unions (ZCTU)		

Source : ITUC-Africa survey data from research inventories, Results of 2009 and 2010 editions

However, notwithstanding the efforts made and reminders sent out within the scope of the 2009 and 2010 editions of the survey, the six ALRN labour research institutions (LRS, NALEDI, CFPL, LRPI, LaRRI and LEDRIZ) and the two regional trade union organisations (EATUC and SATUC) failed to provide information through the questionnaire (see Annex 1). However, the senior researchers of these organisations took part in the consultation sessions organised within the scope of the focal groups.

2.2. Focal group consultation method

The second method based on discussions, dialogues and consultations with the focal groups, involved three types of labour stakeholders. With this method, discussions on the issue of labour research focused on three aspects :

- (i) The organisational and institutional framework of labour research in Africa;
- (ii) Analysis of the participation of trade union

organisations in social dialogue on economic and social policy issues in African countries;

- (iii) Formulation of strategies for the improvement of the participation of trade unions in social dialogue on economic and social policy.

The first focal group included the young labour researchers involved in the project and coming from participating ITUC-Africa's affiliated organisations. Discussions with these researchers took place during research workshops organised in Lomé and Nairobi in 2010 and 2011 as part of the project's activities.

The second focal group comprised senior ALRN researchers. The consultations took place during meetings organized by the ALRN in which ITUC-Africa participated and during seminars and workshops organized by the ALRN within the period spanning from June 2009 to December 2010 which ITUC-Africa attended.

The third focal group included ITUC-Africa Executive Bureau and General Council members. These leaders were consulted during meetings organised by ITUC-Africa between June 2009 and December 2010.

3. Diagnosis of the labour research apparatus

3.1. Organisation of the research

African trade unions have always expressed interest in research. The pioneers in this field were the continental trade union organisations, namely ICFTU-Afro⁶ and DOAWTU⁷. It is on this basis that, as a result of the merger of ICFTU-Afro and DOAWTU, ITUC-Africa, the new body, embarked on the promotion of research activities as all its priority programmes include research aspects. In the African countries, trade union centres are ready to conduct research but often come up against bottlenecks that limit their capacities in this field. A situational analysis reveals that apart from the continental or regional organisations, only a minority of national trade union organisations have

⁶ICFTU-Afro was created in 1957 as an African regional organisation of the International Confederation of Free Trade Unions. Until the birth of ITUC-Africa in November 2007, it was one of the most powerful trade union organisations on the African continent.

⁷DOAWTU, created in 1993 as the African regional organisation of the World Confederation of Labour, was one of the leading organisations that championed the cause trade unions on the continent until the creation of ITUC-Africa.

proven ability in the field of research. Most of them are members of the ALRN. This network which, is operational in about twelve African countries, works with institutions and/or trade union organisations with a viable research framework.

The surveys conducted as part of the inventory on research carried out by trade union organisations on economic and social policy show that most of the organisations consulted are ready to conduct their research activities in appropriate structures. According to information provided by these organisations, research activities in the centres are generally conducted by a research department (73% of cases). However, they can also be conducted by a unit of another department (23% of cases), a specialized research committee (17% of cases) or another structure (17% of cases) as shown in table 3.

A functional analysis of the organisation of research however, reveals that, in most of the centres covered by the survey, these formal structures responsible for research activities (research department, unit of another department, specialised research committee, any other structure...) lack the adequate financial, logistic and technical means for conducting research activities. Also, the fact that in some centres, research activities are entrusted to two or several bodies at the same time is demonstrative of the confusion that characterises the governance of research activities within trade unions.

Table 3 : Structures in charge of labour research activities

Type of structure	Number of responses	%
Research department within the Centre	22	73%
Unit within a department of the Centre	7	23%
Specialised Research Committee	5	17%
Any other Structure	5	17%

Source : ITUC-Africa survey data from research inventories, Results of 2009 and 2010 editions

Besides, some trade union organisations, in order to optimise the functioning of research structures, are affiliated to networks and/or research groups at national, continental and international levels. These affiliations do not seem to have been translated into research programmes and/or annual work plans. Furthermore, the research products of the organisations failed to explicitly mention contributions from the research networks or groups.

Data from the surveys reveal that :

- 20 trade union centres representing 67% of the organisations covered by the surveys are affiliated to a research network or group at the national level;
- 14 trade union centres (47%) belong to a research network or group at the continental level;

- finally, 11 trade union centres, (37%) are members of a research network or group at the international level.

3.2. Research capacities

The research capacities were assessed on the basis of trade union organisations' organisational, human, institutional, operational and financial capacities in terms of research⁸.

3.2.1. Organisational capacity

The organisational capacity lays emphasis on the practical structuring of the research activities within the trade union centres and states the bodies involved in the administration and management of these activities. In addition to the research departments and specialised research committees, some trade union organisations also rely on two other

⁸ For more details on the research capacities of the trade union movement, one may consult the following sections :

- "*Governance*" in the research inventory report, 2009 edition;
- "*Research capacities*" in the research inventory report, 2010 edition.

structures, the research steering committee and the scientific research committees, to conduct their research activities.

According to information gathered from the surveys, roughly 50% of the respondent union centres have research steering committees that analyse the challenges and define research orientations and priorities. Only close to 17% among them (5 out of 30) have scientific committees responsible for the appraisal of research works carried out. Though being major catalyst for research, the results reveal limitations in the functioning of these two types of committees. These limitations also concern the criteria and modalities for appointing members, functioning mechanisms as well as the periodicity and frequency of the meetings.

3.2.2. Human resource capacity

The human capacity relates to the number, quality, composition, profile and experience of the personnel and its

mastery of new information and communication technologies. The surveys in support of this study revealed that the research bodies of trade unions had little qualified personnel (in the range of 1 to 3 on the average) and that it generally comprised citizens working as volunteers.

Members of these personnel have varying professional backgrounds such as Economics/Management, Sociology, Law, Arts and computer science with varying levels of educational attainment including Bachelors, Masters or Post Master's Degree and sometimes Doctorate Degree. Most have working experiences of between 1 and 4 years or between 5 and 9 years. However, organisations such as NOTU in Uganda, CDT in DRC, UNSTB in Benin, CSA-Benin, ZCTU in Zambia, TUCTA in Tanzania and COSYGA in Gabon have research personnel with over 10 years' experience.

At first glance, this data seems to show that there are the needed human resources to conduct research activities

within trade unions. They however, conceal certain realities. According to information gathered during consultations and discussions with the focal groups, it appears that the personnel used for labour research is not solely devoted to research activities within the organisations. Generally, these personnel have several other responsibilities in the organisation's management and thus have little time to devote to research. Also, in several organisations, as the research is on voluntary basis, the research personnel is normally fully engaged or employed personnel in other structures: public administration, universities, private companies. The research or union expert activity is thus only a secondary or temporal activity for these personnel who are members of a trade union of these public institutions or private enterprises.

It is also worth pointing out that few women and youth are involved in research activities in the trade unions. However, examples of CSTM in Mali, CNTT in Togo and NOTU in

Uganda where research structures employ up to three women need to serve as a reference.

The trade union organisations covered by the survey consider new information and communications technology as vital for research activities. As such, they are of the opinion that the use of the internet and mastery of the usual software applications such as WORD for word processing, EXCEL for calculation and other specialised software such as SPSS or ACCESS are assets for research. Only roughly 50% master WORD, almost 40% master EXCEL, and less than 10% master the use of specialised software (SPSS and ACCESS).

3.2.3. Institutional and operational capacities

The organisation's institutional and operational capacity is a key factor for the smooth functioning of labour research structures as it determines the strategic vision to meet the challenges of improving workers' conditions and national

development. It thus makes it possible for trade unions through research conducted to provide appropriate solutions to these challenges. It depends to a large extent on three key factors :

- strategic research plan put in place to carry out activities;
- research areas identified;
- strategic research partnership.

Strategic plan and research areas

The strategic plan is a vital tool for programming and planning of activities of trade union centres. It is based on research guidelines defined by the trade union centres during their congress sessions. It allows for determining research activities to be carried out by the trade union organisations in order to come up with appropriate responses to their priorities and needs.

If majority of trade union centres covered by the survey, 24 out of 30 (80%) indicated they had research programmes on which their trade union actions in the different fields are based, only 47% among them confirmed they had a strategic research plan spanning 3 to 5 years.

Generally, the most frequently cited research areas relate to :

- social security according to 53% of cases;
- decent work (47%) ;
- socio-economic policies (43%) ;
- intensifying trade union activities (43%) ;
- the issue of HIV/ AIDS (40%)

Set of themes relating to workers' rights defence and promotion, youth employment, regional integration, gender and neoliberal policies are not left out as shown in Table 4 below.

The question is whether these strategic plans and research programmes are well prepared with well-defined objectives, activities and means and whether they enabled the trade union organisations to conduct research activities that were useful to their trade union activities and their interventions in social dialogue and development strategies.

Table 4 : Areas concerned by the research programmes

	Research areas	Number of responses	%
1	Social Security	16	53.3%
2	Decent Work	14	46.7%
3	Socio-economic policies	13	43.3%
4	Intensifying trade union activities	13	43.3%
5	HIV / AIDS Issue	12	40.0%
6	Workers' rights defence and promotion	11	36.7%
7	International Trade	7	23.3%
8	Youth employment	6	20.0%
9	Regional integration	5	16.7%
10	Gender approach	5	16.7%
11	Neoliberal policies	4	13.3%
12	Others	2	6.7%

Source : ITUC-Africa survey data from research inventories, Results of 2009 and 2010 editions

Strategic research partnership

The strategic research partnership is multi-faceted. The major partners mentioned by the union centres are :

- regional, continental or international trade union organisations ;
- foreign partner trade union organisations ;
- the Global Union Federations (GUFs) ;
- the ILO or any other specialised organisation ;
- the government or African regional organisations;
- universities and institutions of higher education;
- local or foreign research institutions;
- NGOs and other civil society organisations ;
- Other institutions not mentioned herein above.

Partnership relations are more frequent with ITUC-Africa and ITUC, the ILO or other international specialised organisations, universities and foreign partner trade union organisations. As shown in Table 5, these relations are multifaceted and diverse as generally, each trade union centre has relations with two or more partners. Hence, the survey data shows that :

- **21** trade union organisations maintain relations with regional, continental or international trade union organisations ;
- **17** trade union organisations maintain relations with the ILO or other specialised international organisation;
- **14** trade union organisations maintain relations with foreign partner trade union organisations;
- **14** trade union organisations have relations with universities and other institutions of higher education ;

- **14** trade union organisations have relations with NGOs and other Civil Society Bodies;
- **9** trade union organisations have relations with GUFs;
- **18** trade union organisations have relations with national or foreign research institutions, the government or African regional organisations or with other institutions.

Table 5 : Strategic research partnership

	Partnership	Number of responses	%
1	Regional, continental, or international trade union organisations (ITUC and ITUC-Africa)	21	70.0%
2	ILO or other specialised international organisation	17	56.7%
3	Foreign partner trade union organisation	14	46.7%
4	Universities and Institutions of higher education	14	46.7%
5	NGOs and other civil society bodies	14	46.7%
6	Global union federations	9	30.0%
7	Local or foreign research institutions	7	23.3%
8	Government and/or African regional organisations	6	20.0%
9	Other institutions	5	16.7%

Source : ITUC-Africa survey data from research inventories, Results of 2009 and 2010 editions

3.2.4. Material capacity of the research structures

The material capacity is a thorny issue for the trade union centres consulted even if most of them have office machines and equipment such as computer hardware, printers, photocopiers, and vehicles (cars, motorbikes, bicycles). According to data from the surveys, and on the basis of consultations with the focal groups, in several of these centres, these machines are obsolete or inadequate thereby limiting the research efficiency of the trade union organisations.

3.2.5. Financial capacity

The analysis of the financial capacity was a little difficult for lack of detailed data. Investigations reveal that respondent organisations were not able to put a figure on the budget allocated to research. In general, the research budget is most often confused with the overall budget of the organisation.

The analysis of the overall budget shows that the bulk of the funds used to finance it comes from outside. Also, the financing is mostly done by foreign partner trade union organisations, the ILO, ITUC-Africa and/or ITUC and in some rare cases, by the government.

3.3. Constraints and advantages of the conduct of research activities.

In African countries, trade unions have become powerful driving forces for socio-economic development, social justice and equity. Their research-based activities carried out made it possible to improve the conditions of workers and chalk some success in the area of human and trade union rights, social protection, environmental protection, promotion of gender and equality, access of population groups to essential social services. If several positive factors contribute to these performances, trade union organisations, in the conduct of their activities, also face various constraints that limit their scope.

3.3.1. Constraints

The surveys carried out in the trade union centres and consultations with the focal groups show that trade union organisations face institutional, organisational or operational constraints.

At the *institutional* level, two main problems were raised and concern lack of appropriate research institutional framework and lack of vision on the part of trade union leadership.

Lack of appropriate institutional research framework

Information gathered on the institutional aspect of labour research reveals that in most trade union centres, the research structures or departments exist only in name and are not actually operational. People were either appointed or took it upon themselves to work in these research structures, in these organisations. Generally however, union organisations have not instituted mechanisms for the

monitoring, evaluation and control of the activities and persons appointed to be in charge of these activities.

Lack of vision on the part of trade union leadership

According to the same information, the trade union leadership lacks the will and vision to make research the epicentre of all trade union actions. For lack of a broader concept for the promotion of research, most trade union centres are unable to formulate clear and coherent strategies to initiate plans and programmes for the promotion of their research activities. As such, a lot of organisations are unable to make substantial resources available to support research activities logistically (infrastructure, equipment, premises, materials), technically and financially.

At the *organisational* level, four types of bottlenecks were mentioned by the trade union organisations. They concern finances, lack of competent personnel, inadequate materials and issues of organisation.

Financial problems

Financial problems seem to be the greatest constraint as it was mentioned by 71% of trade union centres. The matter in question is the scant if not non-existent financial resources for research activities. As a matter of fact, many organisations are facing difficulties as a result of the low financial contribution of grass root unions to the financing of the centres which, in itself is related to the low contribution of members in grassroots unions. This creates a huge financial dependence of the trade union centres vis-à-vis outside assistance. As a result, many trade union organisations find themselves highly dependent on their partners and their vision as far as research is concerned. This situation would have the tendency of limiting the promotion of research according to the priorities and real needs of workers of the country.

Lack of competent personnel

The lack of competent personnel is the second constraint in this category. 57% of the trade union organisations covered by the survey mentioned this problem. Generally in most of the trade union organisations covered by the survey, qualified and competent experts and researchers are lacking or are not available. Also, they lack the appropriate policy for personnel recruitment, personnel promotion and capacity building of personnel in research.

Inadequate equipment

The problem of equipment was also identified by 48% of the trade union organisations covered by the survey, as a major constraint. Most trade union organisations do not have computers or where they have some, they are obsolete. Also, there is no provision for premises for the research personnel and/or to store documents in respect of research conducted by the organisation or from third parties. Many of these

organisations do not have access to easy and high speed internet with which to conduct electronic research and consult the sites of ITUC, ITUC-Africa, trade union partners, the ILO and research institutions and structures.

Problems of organisation

Problems of organisation are also important. 38% of the organisations covered by the survey mentioned this. Generally, they concern difficulties on the part of the trade union centres to provide research structures and mechanisms for the monitoring, evaluation, planning and control of research activities.

At the *operational* level, two major obstacles were pointed out and concern the coordination of research activities, execution and evaluation of research activities.

Coordination of research activities

The coordination of research activities was identified at the

operational level as major constraint of the trade union organisations because 52% of the trade union centres covered by the survey pointed to this fact. According to information gathered, generally, the majority of the trade union centres are able to prepare research programmes based on the trade union orientations and priorities defined by Congress. On the contrary, most often these organisations are unable to come out with well formulated strategic research plans with precise research areas, a clear work schedule, resources (logistic, technical, human and financial) as well as a policy of dissemination of the research results. Finally, majority of the organisations have difficulties in preparing an annual action plan supported by a budget for the operationalisation of the proposed activities and concretisation of the expected results.

Conduct and evaluation of research activities

The conduct and evaluation of research activities also seems to be a huge obstacle for the trade union organisations. This

constraint, mentioned by 48% of the organisations covered by the survey, is the result of weak institutional research framework and the shortcoming mentioned concerning the qualifications and competences of personnel involved in labour research.

3.3.2. Advantages

These constraints notwithstanding, certain organisations have advantages that appear to be major catalyst for the conduct of research activities. These advantages are of endogenous or exogenous nature.

Endogenous advantages

In terms of endogenous advantages, there is the need to first of all, mention the existence of a strong will on the part of the leadership of most of the organisations for the promotion of research activities and its commitment for the mobilisation of resources necessary for the conduct of these activities.

Secondly, at the organisational and technical level, it is worth mentioning that certain organisations have trade union experts and cadres with a proven qualification and a real capacity to conduct research activities.

Thirdly, it should be pointed out that in certain organisations, the presence of experienced and seasoned experts and cadres who master the tools, methods and techniques of conducting labour research activities is a significant asset. The capitalisation of these gains and capacities in terms of research would be a key factor for organisation of training sessions and capacity building in the area of research for members of the organisation. These senior trade union experts and cadres would be the resource persons of labour research teams within the organisation around themes that fall within their scope of competence.

Exogenous advantages

On the external level, three major advantages can be considered: (i) the mobilisation of external technical and financial partnership, (ii) training and capacity building programmes of strategic partners, (iii) the participation in labour research networks.

(i) Mobilisation of external technical and financial partnership

It is a great advantage for trade union centres. In fact, it makes it possible for organisations that have developed appropriate strategies at their level to receive technical and financial resources from their trade union partners, the ILO, national and international institutions. In this way, these resources provide the organisations with a make multi-faceted expertise and significant financial means for the conduct of their research activities.

(ii) *Training and capacity building programme of the strategic partners, ITUC-Africa, ITUC, ILO, and partner trade union organisations.*

These programmes are significant catalysts and means at the disposal of trade union centres with which to improve the operational, technical and institutional capacities of the research structures. It should be pointed out that majority of the organisations benefit from these training and capacity building programmes through workshops, seminars, round table discussions or fora that the trade union leaders, experts and cadres attend. The capitalisation of the gains and experiences from these programmes is an important decisive factor for the promotion of labour research.

(iii) Participation in labour research networks.

The labour research networks are tools for the promotion of labour research as they offer significant research capacity building opportunities. Through activities of the networks to which they belong, some labour researchers have developed proven capacities in conducting research through exchange of views, techniques and sharing of information among the various members of these networks.

4. Labour research documents.

The processing of the survey data indicates that documents from economic and social policy interventions of the trade union organisations can be classified into three categories⁹ :

- the papers;
- training documents;
- research articles, reports and books.

4.1. The papers

The communications relate to documents prepared on the initiative of the trade-union organisations during seminars, workshops, roundtables, conferences and fora they organize or which they attend. The papers on themes are prepared by

⁹As part of its economic and social policy programme, ITUC-Africa prepared various documents. Most of these documents were published on its website (www.ituc-africa.org) and is classified under three headings: (i) Technical documents, (ii) Specific series of the SASK/ITUC-Africa programme, and (iii) the occasional series

trade union experts, leaders or cadres or by specialists who are approached by the trade unions to be resource persons to run these activities. This category seems to be the most important since 19 of the 30 centres covered by the survey (63%) provided information on documents they produced in the category (see Table 6). According to information gathered, the documents covered topics which one can bring under 3 main sets of themes :

- *Living and working conditions* (the minimum wage, working conditions in the public sector and services, the condition of the informal economy workers, social protection, health and safety at work, decent work, HIV/AIDS, the labour code and legislation, management of the professional career, the cost of living...)
- *Social governance and trade unions* (social dialogue, labour code and legislation, the role and involvement of trade unions in the

development of States, “social elections”, trade union missions and values, collective bargaining agreements, mutual health insurance schemes and trade unions...)

- Governance and the economic and social development of States (privatisation and its socio-economic implications, problems related to child labour and youth employment, good governance, structural adjustment programmes and their consequences on African economies, the global economic and financial crisis and its effect on the labour world, public services, Chinese investments in Africa, trade-union alternatives for promotion of employment, growth and development...)

Table 6 : The papers

N°	Trade Union Centre	Products / Results
1	UNSTB-Benin	<p>1- Paper on good governance (2009)</p> <p>2- ACP-EU (2008)</p> <p>3- Preparation and publication of components of the GMW (2008)</p> <p>4- Publication of the declaration of the Symposium on the global economic crisis (2009)</p> <p>5- Preparation of a document on the need for extension of social protection to all strata of the Benin population (LO/FTF/ Ghana TUC – UNSTB Project (2009)</p>
2	CSA-Bénin	<p>1- Impacts of privatisations in Benin and alternative strategies (2008)</p> <p>2- Status of privatisation exercises in Benin (2008)</p> <p>3-Privatisation mechanisms and methods in Benin (2008)</p> <p>4- Scope and limits of the privatisation mechanisms and procedures implemented in Benin (2008)</p>

N°	Trade Union Centre	Products / Results
		5- Study on the assessment of privatisation exercises in Benin (2008)
3	<i>CDT-Morocco</i>	1- Privatisation 2- Health and safety 3- Economic and social situation 4- Women 5- Studies on the regions 6- Labour code and application
4	<i>CESTRAR Rwanda</i>	1- The bases of decent work 2-HIV/ AIDS in the work place 3- CESTRAR advocacy document on social legislation in Rwanda 4- CESTRAR Institutional and organisational review 5- Documentation, Social Monitoring and Evaluation in Rwanda
5	<i>CDT-DRC</i>	1- Working conditions and purchasing power of Congolese civil servants (2007)

N°	Trade Union Centre	Products / Results
6	USTG - Guinea	1- Guinea poised for new unionism in Africa (1993) 2- The trade union movement and democratic participation (2003) 3- Guinea put to the test of democracy and development (2007) 4- Interim results of the survey by questionnaire (2007)
7	CSC - Congo	1- Social, economic and political context in the Great Lakes Sub-Region/ CEPGEL (2004) 2-Health at the work place in the informal economy, City of Kinshasa (2008) 3-Employability, productivity and security at work, informal sector (2008)
8	CSA - Sénégal	1- Financing of social protection in Senegal 2- The development of technical education in Senegal 3- National strategies for universal social protection 4 - Social impact of the OHADA treaty : Production strategies and sustainable consumption

N°	Trade Union Centre	<i>Products / Results</i>
		<p>5- What reforms for the retirement pensions system in Senegal</p> <p>6- Hygiene and safety in the scientific blocks (BST)</p> <p>7- Problems of social dialogue in Senegal</p> <p>8- Social dialogue and improvement of the quality of public utilities</p> <p>9- Problems of social dialogue in the globalized economy</p> <p>10- Economic and social pact : impact for an emerging economy</p> <p>11- The social movement in the face of globalisation : strategies and prospects</p> <p>12- National social stability and economic growth pact : Challenges and prospects the</p> <p>13- Teachers' recruitment policy in Senegal</p> <p>14- Gender disparities in Education and Training in Senegal</p> <p>15- Trade union organisations and the problems of youth employment</p> <p>16- Communication in trade union organisations</p> <p>17- Non-negotiable activities trade union organisations</p>

N°	Trade Union Centre	Products / Results
		<p>18- Trends in the Senegalese educational system from the colonial era to date</p> <p>19- The Problems of the current Senegalese educational system</p> <p>20- The impact of the financial and economic crisis on education in Senegal</p> <p>21- The global economic and financial crisis: Trade-union perspectives?</p> <p>22- The analysis of the educational reforms in the world</p>
9	<i>UNSIIT - Togo</i>	<p>1- Declaration with the Association of independent trade unions on the devaluation of the CFA franc (1995)</p> <p>2- Declaration – condemnation of the VAT and the price hikes (1995)</p> <p>3- Memorandum and petition against the degradation of the living and working conditions of the working population groups (1996)</p> <p>4- Declaration on the fresh deterioration of the purchasing power</p>

N°	Trade Union Centre	Products / Results
10	CNTB - Burkina Faso	<p>-1 Contribution of CNTB on the practical experiments on rural development of Africa/Burkina Faso (2008)</p> <p>2- Study on the cost of living to define the household basket (2008)</p> <p>3- Diagnostic study on the conditions of the workers of the Informal Economy (2008)</p>
11	CSTT - Togo	<p>1- Trade unionism and politics (1994)</p> <p>2- Management of professional career (2000)</p> <p>3- Social security and the civil service (2002)</p> <p>4- Trade unionism and productivity (1998)</p> <p>5- Management of micro enterprises (1998)</p> <p>6- Co-operative management (1997)</p> <p>7- Mutual health insurance scheme (1997)</p> <p>8- First aid and reproductive health, 2007 and 2008</p> <p>9- Women's leadership, 1995- 2008</p> <p>10- Child labour, 1997-2009</p> <p>11- HIV AIDS and STIs, 1993-2009</p> <p>12- Social protection: a right for all, 2008-2009</p> <p>13- Trade union missions and values (2008)</p> <p>14- Wide dissemination of the new labour code in Togo (2008)</p> <p>15- Participative management, 1999-2000</p>

N°	Trade Union Centre	Products / Results
		<p>16- High cost of living, 2005-2008</p> <p>17- Editorial techniques (2008)</p> <p>18- Project development and management, 1997- 2008</p> <p>19- The quality of building materials (2008)</p> <p>20- The artists' contract (2008)</p> <p>21- Trade unionism and politics (2007)</p> <p>22 -The techniques of collective bargaining, 1996-2009</p> <p>23- New technologies in the domestic industry (2008)</p> <p>24- NICT, 1999-2007</p> <p>25- Specialized training courses, 2006-2008</p> <p>26- Participative management, 2004-2005</p> <p>27- Gender and equality, 2007-2008</p> <p>28- Social dialogue, 2006-2009</p> <p>29- "Social elections", 2007-2009</p> <p>30 Decent work, 2008-2009</p> <p>31- Productivity and competitiveness on the market (2008)</p>
12	<i>MCTU - Malawi</i>	<p>1- Gender Terminologies used in Statutes (2010)</p> <p>2- Chinese Investments in Malawi (2008)</p> <p>3- Globalisation and Transformation of WP</p> <p>4- Study on Public Services</p>

N°	Trade Union Centre	Products / Results
13	SLLC-Sierra Leone	1- Socio-economic indicators 2- Survey on Collective Agreements
14	GFL-Ghana	1- Smuggled Chinese Textiles in Ghana (2004) 2- Emergence and Development of Labour Unions in Ghana (2006) 3- In depth research on social and economic issues related to the sustainability of the production chain in the Pineapple sector in Ghana (2008) 4- In depth research on social and economic issues related to the sustainability of the production chain in the cocoa sector in Ghana (2009)
15	TUCTA-Tanzania	1- The status of HIV/ AIDS 2- Minimum wage issues 3- The study on the capacity of social benefit scheme 4- High tax effect on workers' wages
16	NOTU-Uganda	1- The salient issues in the new Uganda labour laws (1996)

N°	<i>Trade Union Centre</i>	<i>Products / Results</i>
		<p>2- The global financial crisis : impact on the Ugandan economy with focus on the labour market (2009)</p> <p>3- The response to global financial crisis with emphasis on Uganda's strategy (2009)</p> <p>4- An overview of CSOs in the NDP process (2009)</p> <p>5- National development plan process and development (2009)</p> <p>6- Pension/retirement and benefit reforms (2009)</p> <p>7- The global financial crisis : signs, effects and possible mitigation measures for Uganda (2009)</p> <p>8- The contribution of trade unions to enhancing growth, employment and prosperity for all (2008)</p> <p>9- Work, self-reliance, sustainable development and corporate social responsibility (2008)</p>
17	ZCTU-Zambia	<p>1- Impact of structural adjustment on the economy of Zambia (1998)</p> <p>2- The Social Economic Impact of FDI : a case of the extractive industry in Zambia</p>

N°	Trade Union Centre	Products / Results
		3- Working conditions in the Public sector in Zambia (2009) 4- The impact of privatisation on labour in Zambia (2000) 5- Corporate Social Responsibility Study (2002)
18	<i>Solidarity Research Institute (SRI) - South Africa</i>	1- Solidarity Trade Union and affirmative action (2010) 2- South African Transformation Monitor : JSE report (2010) 3- South African Transformation Monitor : Public Service Report (2010)
19	<i>CONSAWU- South Africa</i>	1-Poverty levels in RSA (2004) 2-Governance (2005) 3-Is HIV/ AIDS a medicinal or socio-economic or both (2005) 4-Shopsteward manual (2006)

Source : ITUC-Africa survey data from research inventories, Results of 2009 and 2010 editions

4.2. Training documents

The training documents are teaching aids prepared by the trade union organisations as part of the sessions and programmes they organised for the training and education of their members. The documents of this category listed in Table 7 are in the second position together with contributions from 12 trade union organisations (40% covered by the survey). They are for building the capacities of the trade union stakeholders and may be classified into 2 main areas :

- Workers' education and training (techniques of negotiation and communication, training of trainers, industrial relations, international labour standards, training manual on collective bargaining, training manual on HIV/AIDS, training manual on employment, training manual on safety, health and hygiene at the work place, training manual on the Cotonou Agreements and EPAs ...)

- Management and organisation of trade unions (the management of grassroots trade unions, project management, labour research methodology, recruitment of new members, organisation of meetings, trade unions and the practice of collective bargaining ...).

Table 7 : Training documents

N°	Trade Union Centres	Products / Results
1	CNTB - Burkina Faso	1- Strategies for the recruitment of new members, (2007) 2- History of the trade union movement (2007) 3- Social dialogue 4- Techniques of negotiations 5- HIV/ AIDS 6- Challenges of recruitment of new members (2008) 7- Voluntary subscription to NSSS (2009) 8- Compulsory subscription to NSSS (2009) 9- General information on STIs (2009)

N°	<i>Trade Union Centres</i>	<i>Products / Results</i>
		10- Social and Family Economy : Money and us (2009) 11- The family budget (2009) 12- The accounts book and pocket money (2009) 13- The purchasing plan (2009)
2	<i>CSTC - Cameroon</i>	1- Financial statistics of trade unions (1995) 2- The implementation of socio-economic structures of trade unions (workers' bank)
3	<i>UNSTB - Benin</i>	1- SCTM System (Study Circles Training Method (1984) 2- Teaching Manuals (UNSTB - CSA-BENIN)
4	<i>CSTT - Togo</i>	1- Tome 1 : Workers' training and education manual (2008) 2- Tome 2 : Workers' training and education manual (2009) 3- BOOK ON ARTISANS' RETRAINING AND PROFICIENCY - a set of vocational training modules - (2006)

N°	Trade Union Centres	Products / Results
5	CSA - Benin	1- Workers' education at CSA Benin - Tomes 1&2 - (2005) 2- Training Manuals for Facilitators of Study Circles (2006) 3- Education manual on Safety and Health at Work (2007) 4- Training manual on safety and hygiene at work 5- Training manual on occupational diseases at the work environment
6	CESTRAR - Rwanda	1- Guide for sensitisation of Trade unions 2- Capacity building of trade union leaders 3- Document on international labour standards
7	USTG - Guinea	1- Trade unions and collective bargaining practices (2006) 2- In-depth study of industrial relations (2006) 3- Poverty Reduction Strategy (PRS) in Guinea (2008)
8	CSA - Senegal	1- The role of the shop steward 2- Communication techniques

N°	<i>Trade Union Centres</i>	<i>Products / Results</i>
		<p>3- training modules on HIV/ AID in the work environment</p> <p>4- Management of organisations (CSA- F. Ebert Foundation Seminar)</p> <p>5- Body language (CSA- F. Ebert Foundation Seminar)</p> <p>6- Training manual for Study Circles</p> <p>7- Training manual on organisation of meetings</p> <p>8- Training modules on health, security, and environment at the work place</p> <p>9- Papers on «the impact of climate change on employment and the labour market – response to the challenges ahead»</p> <p>10- Manual on the Cotonou Agreement and EPAs</p> <p>11- Training manuals in Wolof (National language)</p> <p>12- Manual on the activists, statutes and internal regulations</p> <p>13- The labour code in Senegal</p> <p>14- International Conventions and Recommendations</p>

N°	<i>Trade Union Centres</i>	<i>Products / Results</i>
		<p>15- Distance courses of the DLC (Distance Learning Centre)</p> <p>16- International Declarations (ILO-UNO-AU-ITUC)</p>
9	<i>GFL - Ghana</i>	<p>1- Planning, Monitoring and Evaluation Capacity Building Programme (2000)</p> <p>2- Planning, Monitoring and Evaluation Capacity Building Programme (2001)</p> <p>3- Planning, Monitoring and Evaluation Capacity Building Programme (2009)</p> <p>4- CNV VERBA 1 and 2 Programmes (2002)</p> <p>5- CNV VERBA 1 and 2 Programmes (2009)</p>
10	<i>TUCTA - Tanzania</i>	<p>1- Training of the trainers manual by EATUC, Teaching Workers Education Methods</p> <p>2- National Employment Policy Training Manual- ILO</p> <p>3- Organising skills manual for worker</p> <p>4- Collective Bargaining Manual and an art of negotiations</p> <p>5- Study Cycle Manual for Workers Education</p>

N°	<i>Trade Union Centres</i>	<i>Products / Results</i>
		6- Wage Negotiation Manual 7- Economic Analysis for Company Performance 8- Small Business Development and Management for SME 9- Research Methodology for Trade Unions
11	<i>Solidarity Research Institute SRI - South Africa</i>	1- Regularly updated salary negotiation information document

Source : ITUC-Africa survey data from research inventories, Results of 2009 and 2010 editions

4.3. Research articles, reports and books

Research articles, reports and books are documents on research activities conducted on priority areas by trade unions. The surveys yielded information on documents from about ten trade union organisations representing one third of trade union centres covered by the surveys (see Table 8). The documents under this category can be classified according to 3 sets of themes :

- Trade Unionism in Africa (History of trade unionism in Africa, the types and forms of unionism in Africa, the problem of proliferation of trade unions, trade union life in African countries ...)
- Trade union action at the centre of the nation (working conditions in the informal economy, the PRSP and involvement of trade unions, trade union rights and duties, working conditions in the public sector, social protection of workers ...)

- Socio-economic and development issues (the impacts of privatisation on workers, high cost of living, globalisation and its consequences, employment policies in Africa, Chinese investments in Africa, the economic and financial crisis in Africa...)

Table 8 : Research articles, reports and books

N°	Trade Union Centres	Products / Results
1	CSA - Senegal	1- Retirement at 60 years in the private sector; Challenges and Prospects (2003) 2- The financial and economic crisis: Africa must wake up (2008) 3- 11 September, 2001, Attack on the World Trade Center : The real Bug has arrived (2001) 4- Global food crisis or Failure of civilisations (2007) 5- Africa vis-a-vis the Jaws, August 2009 6- School results, why the disastrous results? July 2008 7- Education in developing countries: Combatting the liberal shift 8- Education : Teachers' struggles a

N°	<i>Trade Union Centres</i>	<i>Products / Results</i>
		<p>necessary evil (2009)</p> <p>9- Substitution of a career-oriented civil service for an employment-oriented public service (2006)</p> <p>10- Trade union representativeness : a challenge for a fruitful social dialogue (2005)</p> <p>11- Which trade unionism for the 21st century? (2000)</p> <p>12- Types of trade unionism in Senegal (2001)</p> <p>13- Which trade unionism for the today's school in Senegal? (2006)</p> <p>14- Texts governing us (Education sector)</p> <p>15- Organisational Auditing of trade union centres (2003)</p> <p>16- Worst forms of child labour in Senegal (Fisheries, Handicraft, agriculture sectors, the Daaras) (2005)</p> <p>17- Improvement of the working conditions in the informal sector (2004)</p> <p>18- Compilation of official reports from 1994 to 1999</p>

N°	Trade Union Centres	Products / Results
		<p>19- Declarations relating to the economic and social life of the country from 1995 to 2001</p> <p>20- The CSA Secretary General's interventions from 1996 to 1998</p> <p>21- General Resolution of the CSA Constituent Congress in 1997</p> <p>22- CSA's Note on Non-stop day work in Senegal (1991)</p> <p>23- Contribution to the Theme : Status of trade union mobilisation and protests in West Africa on the issue of EPAs (2007)</p> <p>24- Financing Education in Senegal</p> <p>25- ILO/Trade Unions Study on "enterprise productivity "</p> <p>26- CSA Newsletter : CSA Echo from 1997 to 2001</p> <p>27- Position paper on the renegotiation of the Lome Convention</p> <p>28- Summary report on the CSA-F. Ebert Foundation on the protest registration strategies for shop stewards</p> <p>29- CSA/CGT International Forum Report :</p>

N°	<i>Trade Union Centres</i>	<i>Products / Results</i>
		<p>The debt issue in Africa women and work (2001)</p> <p>30- Compilation of regulatory texts on health, safety and the environment at work (convention and national texts) (2008)</p> <p>31- Globalisation and the development of the informal sector</p> <p>32- Lack of national town planning policy : factor worsening of under - development</p> <p>33- Employment Policies in Senegal: constraints and opportunities</p> <p>34- Neoliberal policies in the Agricultural sector : case of Senegal</p>
2	<i>UNSTB- Benin</i>	<p>1- HIV/ Aids in Benin : Talking to children about it (2009)</p> <p>2- 35 years of labour struggles (2009)</p>
3	<i>CSC - Congo</i>	<p>1- The Union Representative's book (2003)</p> <p>2- Trade unionism in the Congo during the colonial era (1908-1960)</p> <p>3- Environmental constraints on the output of workers in a company in DRC : an insight (2007)</p>

N°	Trade Union Centres	Products / Results
4	CSTC - Cameroon	1- Youth employment and unionisation (2006) 2- Involvement of trade unions in the PRSPs in Cameroon
5	CSA - Benin	1- The Global financial and economic crisis : an opportunity to increase the participation of trade unions in the quest for solutions (2010) 2- Building the capacities of trade union organisations in Benin on poverty reduction strategies (2005) 3- Compilation of main legislative and regulatory texts on labour rights in Benin (2007) 4- Practical guide on social security for Assessors at the courts in Benin (2007) 5- Compilation of texts on health and safety at work (Tome 1, 2001) 6- Compilation of texts on health and safety at work (Tome 2, 2007) 7- Trade union organisations' approach to the Poverty Reduction Strategy Paper - PRSP (2006)

N°	<i>Trade Union Centres</i>	<i>Products / Results</i>
6	CDT - DRC	1- Violation of trade union rights in DRC (2004 and 2006) 2- The problem of casual work in DRC (2007) 3- Factors responsible for the drop in the unionisation rate in DRC (2008) 4- Casual engagement in the labour legislation and practice in Kinshasa (2009) 5- The problem of proliferation of trade unions in DRC (2009)
7	USTG - Guinea	1- Study on the influence of workers representatives on the ESC (2008)
8	CSTT - Togo	1- Trade union life in Togo : from the origins to date (1999) 2- The purchasing power of the Togolese worker (2006) 3- High cost of living in Togo (2008) 4- Two-wheeler transport in Togo : advantages and disadvantages (2000) 5- Trade union rights and duties (2008) 6- Trade union revival : stakes and challenges (2006)

N°	<i>Trade Union Centres</i>	<i>Products / Results</i>
		<p>7- The oil palm sector in Togo for palm oil processing women of the Adjognon Association of Gati (2008)</p> <p>8- Juvenile prostitution in Lome (1998)</p> <p>9- Domestic work (2008)</p> <p>10- Child labour and trafficking (1997)</p> <p>11- The informal economy in Togo (1996)</p> <p>12- High cost of living in Togo (2005)</p> <p>13- Genre and Equity policy at CSTT (2008)</p> <p>14- Workers of the export processing zone and the existing labour law (2009)</p> <p>15- The purchasing power of workers from 1965 to 2009 (2009)</p> <p>16- Social protection for workers (2009)</p> <p>17- The condition of mine workers (2009)</p> <p>18- Taxing informal sector stakeholders (2009)</p> <p>19- The situation of salary arrears, allowances and other advantages of workers of the Technical Advisory and Support Institute - ICAT - (2009)</p> <p>20- The condition of private, secular and sectarian school teachers (2009)</p> <p>21- Hygiene, safety and health conditions in</p>

N°	<i>Trade Union Centres</i>	<i>Products / Results</i>
		<p>the informal economy sector (2009)</p> <p>22 -The development of the professional career of public administration workers (2009)</p> <p>23- Situation of salaries, allowances in the various educational bodies (2009)</p> <p>24- Community, auxiliary, private, secular and sectarian teachers and social protection (2009)</p>
9	<i>MCTU-Malawi</i>	<p>1- History of Trade Union in Malawi</p> <p>2- Labour Market Survey</p> <p>3- Study in Public Services</p> <p>4- Study of Manufacturing Sector</p> <p>5- MCTU Baseline Survey</p> <p>6- Social Security Systems in Malawi</p> <p>7- Minimum Wage Position Paper</p> <p>8- Economic Partnership Agreements</p> <p>9- Gender Terminologies used in statutes</p> <p>10- MCTU Annual Reports</p>
10	<i>ZCTU-Zambia</i>	<p>1- Impact of structural adjustment on the economy of Zambia (1998)</p> <p>2- The Social Economic Impact of FDI : a case of the extractive industry in Zambia</p>

N°	<i>Trade Union Centres</i>	<i>Products / Results</i>
		3- Working conditions in the Public sector in Zambia (2009) 4- The impact of privatisation on labour in Zambia (2000) 5- Corporate Social Responsibility Study (2002) 6- The China–Africa relations : case of Zambia (2009) 9- Gender Terminologies used in statutes 10- MCTU Annual Reports

Source : ITUC-Africa survey data from research inventories, Results of 2009 and 2010 editions

One could make the following observations after conducting an analysis of this wealth of documents. Generally, the bulk of the documents produced by the trade union organisations are not edited and published according to scientific standards. Furthermore, they are not systematically categorised and listed. Internet sites of trade union

organisations and those of their partners seem to be the main channels of dissemination. Newsletters (dailies and monthlies) also seem to be popular forms of publication as numerous organisations stated publishing their documents therein. The lapses in respect of the editing and publication within the trade union movement work against the wide dissemination of these documents and their regular use by both trade union stakeholders and other stakeholders of the society.

This wealth of documents cannot be said to be exhaustive as all the trade union organisations that took part in the survey failed to provide information on the different categories of documents compiled within the scope of the study.

However, it should be pointed out that certain organisations and institutions of the African trade union movement were able to stand out through the contents and density of their research works and publications. This refers to some trade

unions¹⁰ of Southern, East and West Africa, members of the ALRN¹¹ and some unions of Northern Africa¹².

¹⁰ The ALRN member union centres concerned are : GTUC of Ghana, BFTU of Botswana, COTU-Kenya, MCTU of Malawi, COSATU of South Africa, NLC of Nigeria, TFTU of Tanzania, ZCTU of Zambia together with their research departments or institutes. The ALRN also collaborates with independent labour research structures having close ties with the trade union movement of their countries such as LEDRIZ of Zimbabwe and LaRRI of Namibia.

¹¹ It should be pointed out over these past three years, the network has conducted and published three major studies for the African trade union movement.

- The first study published in 2010 on the theme “Chinese investments in Africa, views of trade unions, covered the following 10 countries: South Africa, Angola, Botswana, Ghana, Kenya, Malawi, Namibia, Nigeria, Zambia and Zimbabwe”.
- The second study published in 2011 treated the theme “*The status of women in trade unions in Africa*” and concerned 8 countries: South Africa, Botswana, Ghana, Kenya, Malawi, Namibia, Zambia and Zimbabwe.
- The third study published in 2012, on the theme « Social protection in Africa » covered 11 countries : South Africa, Benin, Botswana, Ghana, Kenya, Malawi, Namibia, Nigeria, Tanzania, Zambia and Zimbabwe.

¹² UGTT in Tunisia, CDT in Morocco and UGTA in Algeria.

5. Perspectives

Research is a necessary ingredient that boosts trade union actions. As such, it must become the epicentre of all trade union actions if African trade unions want to be effective and efficient in their economic and social policy interventions and be able to influence development strategies implemented in African countries. The development of research activities of the trade union centres should also be supported with arguments for their negotiations and skills development. It is therefore important for trade unions to support researchers as their efforts will culminate in the accomplishment of trade union objectives.

The general diagnosis of research capacities within the African trade union movement as revealed by the organisations covered by the survey shows that on the whole, qualifications in the area of research are limited and that the institutional, organisational and operational research environments do not allow for expression and a real

development of capacities on this matter. This notwithstanding, it should be pointed out that among the trade union movement, there is a minority of trade union centres¹³ with proven research capacities. These organisations are resourced enough and have been able to acquire adequate means to conduct research activities.

This study reveals that trade union organisations are aware of the efforts expected of them in order to improve their performances in the area of research. Hence, in view of the problems raised and concerning organisation and conduct of labour research, the trade union centres covered by the survey, the trade union leaders and researchers consulted made the following recommendations that may be summarized into the following main points :

- building the capacities of trade union leaders and experts so as to turn them into experienced

¹³ These are some affiliated trade union organisations through whose research activities it has been possible to publish in their country monthly or quarterly information bulletins on topics of interest to the labour world and conduct researches whose results are disseminated and used for their trade union economic policy interventions.

researchers capable of working and formulating proposals on development issues and impact development strategies implemented in their countries ;

- creating labour research networks at the national and sub-regional levels to intensify the synergies among trade union centres and increase the efficiency of their interventions;
- making available financial, material and logistic resources for the conduct of research activities;
- increasing the assistance of ITUC-Africa and other partners to research promotion;
- firm commitment on the part of trade union leadership for research promotion.

Trade union stakeholders also provided guidelines for a real implementation of their recommendations. These

guidelines take account of the need to :

- sensitise trade union leaders on the importance of research as an essential tool for the definition of their strategic visions and policies for strengthening the trade union movement in their countries ;
- seek and make available adequate and necessary resources to trade unions to enable them conduct research activities to support their actions and improve the intervention capacity in connection with their participation in social dialogue and in the formulation of proposals on development strategies;
- initiate and train trade union researchers and experts within the scope of different research programmes particularly socio-economic programmes ;

- employ qualified personnel in trade union research structures ;

On the basis of the recommendations and guidelines from the trade union centres covered by the survey, and taking account of the suggestions and opinions formulated by the researchers involved in the project, senior researchers consulted and union leaders met, as well as the institutional context and operational capacity of research structures of African trade union organisations, it is vital to come out with active perspectives to boost labour research. This presupposes the necessity for the provision of a strategic framework for consolidating the capacity building of African trade unions in order to reverse the trends observed concerning the poor institutional framework and operational and technical capacities of most of these organisations.

This strategic framework should bring about change in the management and governance of trade union research structures for improvement of the analytical capacity of trade union organisations and the prospective vision of union leaders on development issues. Such a strategy should take account of on-going initiatives within the scope of this project and focus on actions concerning three priority lines of action :

- the institutional and organisational context of labour research;
- the operational and technical labour research capacity ;
- mobilisation of resources for labour research.

5.1. Improving the institutional and organisational context of labour research

If we consider the *institutional and organisational context* of labour research, the diagnosis made within the scope of the surveys organised in about thirty affiliated trade union organisations is demonstrative of a generalised insufficiency. In these organisations, the necessary conditions for successfully conducting research activities are lacking. Hence, at the national level, the trade union movement would have to deal with major challenges to effect a profound change in its institutional functioning and in the management of its research structures. The major challenges concern :

- (i) The commitment and mobilisation of the trade union leadership for the provision of the best conditions for setting up research structures and programmes. This presupposes a political will

and commitment of trade union leaders to capitalise the lessons of successful experiences in this regard and institute the necessary reforms.

- (ii) The setting up following this commitment of a structure with strong institutional mechanisms (method of personnel appointment, system of administration, control system, mode of functioning, research programmes, strategic plan...). In this regard, in countries where there are several trade union centres, intensifying interaction among these centres is a key factor for the creation of a common structure with the mutualisation of resources. This would bring about an improvement in the strategic capacities of the trade union movement and strengthen its power to exert pressure owing to the tangible results that the common research structure would be capable of producing to support the actions of

the trade union movement. Also, such a structure will be a catalyst and a lever for the setting up of a powerful and dynamic inter-union vis-à-vis the State, employers and the other social stakeholders.

- (iii) The setting up of a social dialogue framework to generate debates within the society on development issues. This framework would be instituted through the organisation of a forum every year on topics of interest to trade unions in this field with a strong participation of the public stakeholders, employers, and other civil society stakeholders, facilitation of a support via internet where labour research products will be disseminated and widely circulated with credible and judicious proposals.
- (iv) Forming a network of trade union experts and cadres on development issues for an optimal use of the research results on these topics. Such an

approach will not make it possible to broaden and strengthen the synergies among the different stakeholders but also capitalise the experiences and increase the efficiency of the union action, not only at the national level but also at the regional and continental levels.

5.2. Improving the operational and technical capacity of labour research

At the operational and technical level, the study revealed that trade union organisations had limited human, logistic (infrastructure, premises, equipment, and machines) and operational resources with which to conduct their research activities. However, in the face of an ever demanding participation in economic and social life for the promotion of a real development of African States and better conditions for workers, it is compulsory for trade union organisations to have well-resourced and high-performance labour research structures. This vision can however not be achieved in the

absence of adequate human, logistic and operational resources in these structures. As such, trade union centres should:

- (i) acquire qualified and well-trained personnel capable of conducting research activities that meet trade union priorities and orientations;
- (ii) define and implement appropriate capacity building policies based on the promotion of trade union expertise in research, training, and retraining of senior trade union officials involved in research, the actual involvement and promotion of young trade union experts and the promotion of female expertise;
- (iii) institute an appropriate and efficient logistics framework for research activities. This presupposes providing the research structures with the necessary infrastructure and equipment for conducting research (adapted premises, office

machines, computers, internet connection, etc.);

- (iv) prepare research programmes on economic and social development issues based on Congress priorities and the trade union strategic plan;
- (v) set up steering and research committees to operationalise research programmes on the implementation of annual action plans, conducting project evaluation activities.

5.3. Mobilising resources for labour research

In many respects, the insufficiency if not scarcity of resources seems to be a major constraint to the implementation of research programmes and activities within trade union organisations. Hence, in African countries, the promotion of labour research should be based on mobilisation of resources focused on four guiding principles:

- (i) *The will and determination of the trade union leadership to mobilise resources.*

The presupposes a permanent and deep commitment on the part of trade union leaders to define a coherent research financing policy focused on a balanced and optimal mobilisation of both internal and external resources that would require a broad ownership within the movement and based on mechanisms of a transparent and efficient governance accepted by all within the framework of open democratic debates.

- (ii) *Mobilisation of internal financial resources to fund research.*

This must be based on well thought-out and consensual strategies within union organisations that specify the nature of the research activities, their results, implications and impacts for

members and indicates the apportionment of the internal funding to be provided by the organisation and the State. In this respect, procedures and measures should be put in place to collect the contribution of members and mobilise State funding as is done for employers.

(iii) Partnership with other organisations and institutions at the national level.

Implementing this principle should be based on working and partnership relations with civil society organisations¹⁴. These relations would be reflected by the mobilisation of varying and multi-faceted expertise conducive for conducting research activities as part of a mechanism for experience-sharing and mutualisation of skills between the trade unions and these organisations.

¹⁴ As civil society organizations, one can quote organizations pursuing similar objectives as those of trade unions, universities and research institutions of the academic world.

(iv) Consolidation and optimisation of external partnership.

This will enable trade union organisations to benefit from technical and financial support from both partner trade union organisations and development organisations. In order to guarantee the sustainability of labour research programmes, it would be desirable for the external resources to rather supplement internal resources contrary to what the survey and evaluation of the trade union movement revealed.

The implementation of this new strategic framework for improving the analytical capacities of trade union organisations presupposes a union unity of action in each country. However, we have to admit that in several African countries, trade union pluralism characterised by the

proliferation and fragmentation of unions hampers the consolidation of gains made by trade unions. Trade union leaders are required to make more sacrifices and unite their actions to defend the interests of workers rather than compete against each other. They therefore have to lead by examples by instituting transparent and democratic management procedures in their organisations.

This new dynamic does not concern trade union leaders only, all the leading union stakeholders, senior officials, experts as well as the body of members must be sensitised on the importance of research for trade unions. As such, regular training sessions and meetings on the socio-economic development challenges should be organised for them in order to update their knowledge on developments relating to these challenges. This will enable them to efficiently react in discussions on these challenges when they participate in the social dialogue process or in workshops and seminars on these themes.

It is the responsibility of each trade union member be it a leader, senior official, ordinary member, young person, or woman to fully play his/her role in the new process so as to reverse the current trend on the African continent.

5.4. Feeding research into policy and action

Research has played and continues to play an essential role in raising awareness on the issues and conditions for sustainable development. It not only helps anticipate problems by identifying issues and proposing solutions, but it also provides an indispensable material and valuable information to social and political decision makers and actors. It is the responsibility of these actors to prioritize the issues and guide research, while respecting its mission as well as its rules, its requirements and its logic. Thus, the requests for research should therefore stimulate a number of activities including fundamental research, engineering, development of expertise, support to decision-making and

scientific communication, and should generate feedback among the various actors.

Given the importance of the economic and social issues included in it, sustainable development is generally a crucial challenge for every community including social movements and more specifically trade union movements because of their commitment to bring about significant and positive improvements in the living conditions of the people and workers. This entails and requires increased and sustained research effort. For this purpose, research activities and initiatives within the trade union movement should focus on major social, economic and environmental themes which are part and parcel of sustainable development.

In the field of economic and social policy, multidisciplinary actions are needed to ensure that every research work on sustainable development is effective. It is necessary to establish long-lasting organizations to collect data and develop relevant indicators. Reflections in the fields of

human and social sciences and a thorough analysis of the impacts of sustainable development policies are all necessary. Human and social sciences are expected to play an important role in multidisciplinary endeavours that will be at the heart of research on sustainable development. Economics will become a fully strategic tool in terms of coordination and integration if it serves a multidisciplinary agenda which develops a form of synergy among potential players in order to effectively solve problems.

History has shown that trade union organizations have conducted studies at national, regional and continental levels. These trade union studies have contributed, to some extent, to raise awareness about development issues and to increase the visibility of trade unions as development actors. In addition to their involvement in social dialogue processes, trade unions participate actively in their countries in national consultations initiated by the governments and technical and financial partners within the framework of

PRSPs, HIPC initiatives, debt issues, regional integration policies, social policies (health, education, employment...).

However, for trade union initiatives, interventions and participation in these consultations to be effective and bring about change, trade union research work should lead to policy recommendations and actions and should focus on themes related to economic and social development including:

- *social policies, equity and social justice* (health, education, decent jobs and their accessibility, social protection, poverty reduction, industrial relations, labour market);
- *economic policies for structural transformation* (environmental protection, agricultural promotion, food security, industry, trade, infrastructure, new information and communication technologies);

- regional integration policies (freedom of movement for people, goods, services and capital, regional sectorial policies, limitations and efficiency of regional economic communities);
- governance (institutional and political governance, economic governance and advocacy aiming to influence the budget, social governance and the involvement of trade unions, mobilization of resources for development, management of public finances, corruption, human rights).

By so doing, trade union leaders will be credible actors thanks to the useful, alternative, relevant, concrete and practical proposals made in trade union research.

Efforts should be made to mobilize all trade union actors in this process. A strong commitment of trade union leaders at all levels is essential to promote trade union research and build the capacity of trade union researchers and experts so

that they can fully contribute at various levels, to the development and the implementation of economic and social policies that are people and worker friendly.

Trade union research calls for more efforts. First of all, to improve its organizational and institutional structures, it is necessary to identify the current status of affairs and to assess trade union potentials and activities. That is one of the objectives of this document. In addition, efficient and effective coordination is essential to enable trade union research to fully play its prospective and scientific role. A consistent mechanism is needed to achieve this.

Therefore, the African trade union movement not only needs a reliable institutional structure but also an autonomous institution that will be responsible for organizing and coordinating its research activities. For more than 10 years now, the movement has tried to meet some of the research requirements by relying on the ALRN network and some African trade unions research bodies. Taking into account

the development challenges facing the continent, it is necessary to establish an autonomous structure capable of conducting research activities within the trade union movement. For this purpose, ITUC-Africa's intention to establish an African Trade Union Research Institute deserves special attention of all trade union stakeholders and partners.

6. Conclusion

Research is a key factor for the consolidation of trade union action. It makes it possible to study the environment, conduct investigations and propose alternatives. Hence, the development of research activities is a vital necessity for trade union centres.

Research results make it easier for trade union centres to participate efficiently in social dialogue through the preparation of well thought out and appropriate arguments. It also eases their participation in national consultations on national development strategies through the formulation of relevant and well-documented proposals. Research when well organized within trade union organisations, leads to the development of skills and brings about qualitative changes, all of which contribute to increase the intervention capacity of trade unions as key players in the society.

This study carried out by ITUC-Africa covered several trade union stakeholders, specifically, about thirty ITUC-Africa affiliates who responded to the surveys, Executive Bureau and General Council members, senior researchers of the ALRN and researchers involved in the project. It made it possible to conduct a diagnosis of the trade union research apparatus and to present different documents produced by certain trade union organisations covered by the survey. Of course, it showed the commitment of the African trade union movement towards research and also exposed the bottlenecks hampering the promotion of the research dynamics in African trade union.

The implementation of the strategic framework emerging from this study will make it possible to create within the African trade union movement an environment conducive for the conduct of research activities in the interest of workers and people of the continent. It should be seen within the context of the *“Strengthening ITUC-Africa's economic and*

social policy interventions” project which is one of the five projects emerging from ITUC-Africa's first strategic plan from its founding Congress. African trade unions must position themselves within the implementation dynamics of this new strategic framework for the promotion of research.

In this way, they will be in a position to satisfy the orientations given by the second Congress of ITUC-Africa¹⁵ and be real development stakeholders at the service of African workers and people.

¹⁵ The document on the theme « Renewing the African trade union movement through emancipation » provides all the details and information on the new orientations and way forward outlined by the ITUC-Africa for its affiliates.

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Annexes

Annex 1 : 2009 Survey target groups

The 40 affiliated organisations

N°	Country	Affiliates	N°	Country	Affiliates
1	South Africa	CONSAWU	21	Mauritius	MLC
2	-	COSATU	22	-	NTUC
3	-	NACTU	23	Niger	CNT
4	Angola	CGSILA	24	Nigeria	NLC
5	Angola	UNTA	25	Rwanda	COTRAF
6	Benin	CGTB	26	DR Congo	CSC-RDC
7	Burkina Faso	CNTB	27	-	UNTC
8	Cameroun	USLC	28	Senegal	CNTS
9	Côte d'Ivoire	UGTCI	29	-	UTDS
10	Ethiopia	CETU	30	Sierra Leone	SLLC
11	Ghana	GTUC	31	Chad	UST
12	Guinea	CNTG	32	Togo	CSTT
13	Kenya	COTU-K	33	Tunisia	UGTT
14	Madagascar	SEKRIMA	34	Zimbabwe	ZCTU
15	-	USAM	35	Nigeria	Nigeria TUC
16	Malawi	MCTU	36	Botswana	BFTU
17	Morocco	CDT	37	Namibia	TUCNA
18	-	UMT	38	Senegal	CSA
19	Mauritania	CGTM	39	Zambia	ZCTU
20	-	UTM	40	Cameroon	CSTC

Source : Prepared according to the list of institutions targeted for the 2009 edition

The 6 trade union research institutions (Centres, Institutes or Laboratories)

Nº	Country	Institutions
1.	South Africa	Labour Research Services (LRS)
2.	---	National Labour and Economic Development Institute (NALEDI)
3.	Angola	Instituto de Pasquisa economica e social (Aip) ans Centro de formacao e dde Pesquisa Laboral (CFPL)
4.	Ghana	Labour Research and Policy Institute (LRPI)
5.	Namibia	Labour Resource & Research Institute (LaRRI)
6.	Zimbabwe	Labour and Economic Development Research institute of Zimbabwe (LEDRIZ)

Source : Prepared according to the list of institutions targeted for the 2009 edition

The 3 other sub-regional trade union institutions

Nº	Region	Institution
<i>Regional Trade Union Organisations</i>		
1.	East Africa	East African Trade Union Confederation (EATUC)
2.	Southern Africa	Southern Africa Trade Union Confederation (SATUC)
<i>African representation of an international trade union federation</i>		
3.	Southern Africa	Labour College ITLWF

Source : Prepared according to the list of institutions targeted for the 2009 edition

Annex 2 : Target groups for the 2010 survey

The 33 affiliated organisations

N°	Country	Affiliates	N°	Country	Affiliates
1	South Africa	CONSAWU	18	Mali	CSTM
2	South Africa	NACTU	19	Mauritania	UMT
3	Benin	UNSTB	20	Niger	CNT
4	Benin	CSA	21	Uganda	NOTU
5	Botswana	BFTU	22	RD Congo	CDT
6	Burkina Faso	CSB	23	Central Africa Rep.	CSTC
7	Burundi	COSYBU	24	Rwanda	CESTRAR
8	Cameroon	CSTC	25	Senegal	CSA
9	Congo	CSC	26	Sierra Leone	SLLC
10	Côte d'Ivoire	Dignité	27	Swaziland	SFTU
11	Ethiopia	CETU	28	Tanzania	TUCTA
12	Gabon	COSYGA	29	Togo	CNTT
13	Ghana	GFL	30	Togo	UNSIT
14	Guinea	USTG	31	Togo	CSTT
15	Kenya	COTU-K	32	Tunisia	UGTT
16	Liberia	L.L.C	33	Zambia	ZCTU
17	Malawi	MCTU			

Source : Prepared according to the list of institutions targeted for the 2010 edition

The 4 trade union research institutions (Centres, Institutes or Laboratories)

N°	Country	Institutions
1.	South Africa	National Labour and Economic Development Institute (NALDEDI)
2.	Ghana	Labour Research and Policy Institute (LRPI)
3.	Namibia	Labour Resource & Research Institute (LaRRI)
4.	Zimbabwe	Labour and Economic Development Research institute of Zimbabwe (LEDRIZ)

Source : Prepared according to the list of institutions targeted for the 2010 edition

The 2 regional trade union organisations

N°	Region	Institution
1.	East Africa	East African Trade Union Confederation (EATUC)
2.	Southern Africa	Southern Africa Trade Union Confederation (SATUC)

Source : Prepared according to the list of institutions targeted for the 2010 edition

Annex 3 : The 30 respondent trade union organisations

N°	Country	Trade union organisation	Linguistic location
1	South Africa	Confederation of South African Workers' Unions (CONSAWU)	English speaking countries
2	South Africa	Labour College ITLWF, (International Textile, Garment and Leather Workers Federation)	
3	South Africa	Solidarity Research Institute (SRI) de CONSAWU	
4	Ghana	Ghana Federation of Labour (GFL)	
5	Malawi	Malawi Congress of Trade Unions (MCTU)	
6	Uganda	National Organisation of Trade Unions (NOTU)	
7	Sierra Leone	Sierra Leone Labour Congress (SLLC)	
8	Swaziland	Swaziland Federation of Trade Unions (SFTU)	
9	Tanzania	Trade Unions Congress of Tanzania (TUCTA)	
10	Zambia	Zambia Congress of Trade Unions (ZCTU)	
11	Benin	Confédération des Syndicats Autonomes du Benin (CSA-BENIN)	French speaking countries
12	Benin	Union Nationale des Syndicats des Travailleurs du Benin (UNSTB)	
13	Burkina-Faso	Confédération Nationale des Travailleurs Burkinabè (CNTB)	
14	Burkina-Faso	Confédération Syndicale Burkinabè (CSB) du Burkina Faso	
15	Burundi	Confédération des Syndicats du Burundi (COSYBU)	
16	Cameroon	Confédération Syndicale des Travailleurs du Cameroun (CSTC)	
17	Congo	Confédération Syndicale Congolaise (CSC)	
18	Gabon	Confédération des Syndicats du Gabon (COSYGA)	
19	Guinea	Confédération Nationale des Travailleurs de Guinée (CNTG)	
20	Guinea	Union Syndicale des Travailleurs de Guinée (USTG)	
21	Mali	Confédération Syndicale des Travailleurs du Mali (CSTM)	
22	Morocco	Confédération Démocratique des Travailleurs (CDT) du Maroc	
23	Niger	Confédération Nigérienne du Travail (CNT)	
24	Dem. Rep. Congo	Confédération Syndicale du Congo (CSC)	
25	Dem. Rep. Congo	Confédération Démocratique du Travail (CDT) de la RDC	
26	Rwanda	Centrale des Syndicats des Travailleurs du Rwanda (CESTRAR)	
27	Senegal	Confédération des Syndicats Autonomes du Sénégal (CSA)	
28	Togo	Confédération Syndicale des Travailleurs du Togo (CSTT)	
29	Togo	Confédération Nationale des Travailleurs du Togo (CNTT)	
30	Togo	Union des Syndicats Indépendants du Togo (UNSIIT)	

Source : ITUC-Africa survey data from research inventories, Results of 2009 and 2010 editions