

**African Regional Organisation of the
International Trade Unions Confederation – ITUC-Africa**



**3rd Regional Congress
King Fahd Palace, Dakar (Senegal), 25 – 26 November 2015**

“STRONG TRADE UNIONS FOR A BETTER AFRICA”

ADOPTED RESOLUTIONS

Resolution on Advancing Democracy, Governance, Rights, Peace, Security and Human Rights in Africa

Noting that democracy in Africa continues to endure and becoming the “only game in town” after decades of military adventurism into governance, thus, constitutional democracy and governance, plurality, the rule of law and the ballot box for giving and renewal of mandate are some of the irreducible requirements citizens demand and are prepared to defend;

Recognizing that the African Union’s move away from the principle of non-interference to that of non-indifference with respect to the promotion of democracy and good governance as stipulated in the AU’s Constitutive Act and African Charter on Democracy, Elections and Governance is contributing to outlaw unconstitutional changes of government;

Acknowledging that workers, trade unions, citizens and other non-state actors have made sacrifices in the past and still contributing efforts to deepen Africa’s democracy. In particular, the heroic contributions of the trade unions and people of Tunisia, Burkina Faso and other places where citizens have organised collective actions to defend their democracies, constitution and wellbeing are commendable and inspiring;

Noting that though democracy is on the ascendancy on the continent, there are still vestiges of slavery, colonialism and the practice of absolutism in some African territories that pose challenges for its consolidation. In Mauritania slavery practices still exist. For Western Sahara, the issue of decolonisation that has not been fully and effectively resolved even though it has been recognised by the African Union as a territory with the right to self-determination. Absolutism is the case in Swaziland which remains the last absolute monarchy in Africa where freedom of association, assembly and expression are criminalised;

Observing that citizens’ frustrations are growing as very few are witnessing and enjoying the dividends of democracy and governance as seen from the clamp down on civil liberties particularly the shrinking spaces for association, expression and dissent; stifled spaces for women participation in governance; mass and growing joblessness; exorbitant cost of living; and, less access to public service delivery. These frustrations are leading to serious discontent especially against the backdrop where elected governments rather working to improve situations for their constituents and constituencies are busy making efforts to satisfy businesses and the privilege elite thus posing real threats to democracy in Africa;

Expressing concerns that more often than not politicians and political parties see elections as means to capture power for personal enrichment as against providing effective stewardship. Therefore, they mobilise and manipulate ethnic, religious, financial resources and even organise violence to win elections. They have been aided largely by the winner-takes-all electoral arrangement dominant on the continent;

Expressing serious concerns that civil and armed conflicts on the continent such as in South Sudan, Somalia, parts of the Democratic Republic of Congo, Central African Republic and now Burundi are leading to and exacerbating humanitarian crises; escalating Internal Displacement; making refugees of citizens and contributing to the statelessness of others; aiding the escalation of rape as weapon of war; arresting the development and destroying the hope and future of children

as they are recruited as child soldiers; retarding progress and undermining the safety, security and wellbeing of people;

Condemning in strong terms attacks perpetrated by terrorist and organised crime groups such as Al-Shabaab, Boko Haram, Ansar al-Sharia, Al-Qaeda in the Islamic Maghreb and the Lord's Resistance Army amongst others as they continue to decimate lives and distort living, destroy properties, communities and their hopes;

Saluting the dogged spirit and resilience of our people not to bow to the fear and panic intended by the conscienceless attacks, we equally commend their resolve to work with their governments in the fight to defeat these criminal extremist elements;

Therefore, affirming that citizens' organised actions in the defence and promotion of democracy as well as responsible and responsive governance will scale up people's benefits in terms of welfare, wellbeing, peace, security and human rights, we therefore resolve as follows:

We commend the African Union's demonstration of the political will to insist on the acceptance of constitutional change as the only legitimate means of political power change. We equally commend the AU for its move away from the old practice of non-interference to that of non-indifference where human rights are abused. We nevertheless call for consistency and continuous action to consolidate this new practice of non-indifference;

We will continue to work to improve our organisations in ways that the practices and culture of democracy are effectively internalized and consolidated;

We shall continue to organise and mobilise workers and our people to defend our constitutions and hard-earned democracy so as to ensure it will deliver true and enduring dividends to ALL. In specific terms, we shall organise marches, rallies and demonstrations, as well vigilance and whistleblowing to call for effective public service delivery, job creation and the payment of minimum and living wages, as well as raise up against public and private sector corruption;

We shall continue to demand that citizens' obligations to their societies are deepened even as we will use education to defeat reckless abuse of the spaces of expression;

We shall continue to demand as well as support and organise solidarity actions for the peoples of Western Sahara, South Sudan, Swaziland, Somalia, Central Africa Republic, Burundi and elsewhere in their struggles to attain liberation, multiparty democracy, social justice and end state fragility;

Advocacy campaigns and other practical actions will be developed and deployed in the quest to get African governments to be accountable to standards as articulated in AU's charters, protocols, as well as other international instruments that promote democracy and effective governance;

We call on the African governments to make genuine and necessary efforts to strengthen and improve the environment for the application of the rule of law so as to scale up accountability and defeat the culture of impunity;

We shall continue to advocate and champion the adoption of an African Electoral Commission for the supervision and management of elections in Africa as a mean of reducing election cost,

dispute and violence and increasing fairness, credibility and acceptance of elections outcomes. We shall also continue to advocate for the empowerment so as to ensure their participation and inclusion in the governance arrangements of our societies;

We shall continue to strategise around how to improve our engagement and usage of existing structures of the African Union and those of the Regional Economic Blocs for the advancement of human rights and citizens' wellbeing, notably- the African Commission on Human and People's Rights, Pan African Parliament, the Economic, Social and Cultural Council;

We commit to champion the demand for the genuine and consistent implementation of the African Union's Agenda 2063, especially the aspirations on constitutional democracy; good governance; elections and diversity management; industrialisation through value addition to Africa's mineral and material wealth; youth unemployment; women empowerment; tertiary education; internal and water security;

We will continue to call on and support our governments to design and implement comprehensive security and peace architecture that will rein in civil and sectarian conflicts and defeat terrorism and other manners of violent crimes on our continent and the world;

We laud and will support the AU's Silencing the Gun by 2020 Initiative and the operationalization of the Africa Standby Force aimed at combating arms proliferation and stemming armed conflicts and criminal violence, as well as providing peace-keeping assistance;

All of these we shall do in alliance with progressive civil society organisations in our mobilization efforts to make our democracy work for our societies and people.

Resolution on Strengthening internal union democracy and workers' freedom of action

Background

1. The essence and nature of progressive trade unionism are the mass traditions, tenure of leaders, consultations and feedback, as well as popular mobilization around issues that affect workers and society in general.
2. However, it has become obvious that in most cases, trade unions fail to meet these conditions, leading to organizational and political collapse, splintering, dwindling membership, loss of confidence, alienation of the leaders from members, unfulfilled expectations and disappointment, collusion with elements of the ruling class and employers against the interests of workers, as well as corruption and lack of accountability, lack of transparency and terms of office. The concentration of power in the hands of a few or even a single person is the main reason internal democracy will be difficult to achieve, unless all members are involved in the management of the organization. Splintering leads to competition for already scarce resources and for the same members and increases animosity among the various confederations.
3. Recent international and national events have triggered very rapid changes that paved the way for the development of democracy in Africa. The labor movement cannot afford to be left out of this new process by remaining stuck on outdated trade union management practices characterized by the lack of true participation of union members.
4. The African trade union movement is increasingly facing internal problems that prevent it from functioning democratically. Indeed, union governance is often so rigid that the grassroots are not sufficiently consulted. Added to this, are a lack of internal communication, insufficient human resources and a low capacity for mobilization and organization of members. The African trade union movement is still facing the following challenges:
 - 4.1 Low participation of the youth, women and other vulnerable groups, such as minority groups with disabilities, workers in the informal economy, immigrants, etc.
 - 4.2 Lack of awareness of the working class and lack of ideological cohesion
 - 4.3 Absence of a clear mandate given by workers, whereby some leaders act according to their own agenda or interests.
5. Internal democracy is also compromised by excessive dependence on conditional funding and guardianships whose funds are either within or outside the continent. These different sources have stakes in the affairs of trade unions, hence the loss of control by the members in the management and effective positioning of the trade union.
6. Congress recognizes that the need for effective trade union action in sustainable development process requires an internal strengthening and democratic functioning as essential conditions for the development of democracy throughout society and a more concerted management to promote collective empowerment and respond to workers' hopes of obtaining decent work.

Congress therefore reaffirms that:

1. The power of the working class can only emanate from the workers themselves, when they organize and act as a collective unit from the base and not from the top or from afar. Strength in numbers and effective organization are also important.
2. The power of workers cannot be built without a conscience awakening which must be nurtured gradually, step by step, to bring about a rise in class consciousness that involves a change of mentality and an ability to critically analyze each situation in order to transform it.
3. ITUC-Africa, as a trade union movement that is built on the solidarity of union workers, is a mass organization that involves an intense need for mobilization, communication, information and education. To develop normally and provide better services to its members, ITUC-Africa needs to create a synergy of members of trade union organizations affiliated to it.
4. However, this synergy can only be achieved through coordinated action of several social dynamics that contribute to the commitment of workers in various sectors of the economy.
5. Communication therefore becomes an key component in the sharing of ideas, experiences and knowledge to reach a consensus on this joint project between workers of the same company, in the same country, region or even globally.

Congress recommends that:

1. Priority be given to the following action points:

1.1

- Skills development for trade union delegates and members
- Political and ideological development, particularly with studies in political economy, as the basis or tools for analysis to help workers to better understand the world and their situation.

1.2 Specialized and technical training for certain categories of workers such as managers, organisational specialists and other strategic staff of the labor movement.

2. Support training in communication to develop the capacity of workers to communicate effectively, mobilize, negotiate, manage conflicts, critically discuss and form coalitions.
3. Promote respect for and full application of the freedom of association and bargaining rights as stipulated in ILO Conventions 87 and 98;
4. Compel affiliates to respect their fundamental laws by holding effective and regular sessions;
5. Promote synergy with and among (including ISPs), organizations that support workers, social movements and community organizations in the area of the organization.
The Secretariat of ITUC-Africa must develop a system that enables affiliates to report regularly to ITUC-Africa on progress made in these areas.

Resolution on promoting trade union unity

Context

1. The power of workers lies in their unity and organization. The number of “victories” that workers can gain is directly linked to their organizational strength and ability to effectively challenge the power of the ruling class, not as individuals but as a united and well organised force. It is therefore our historic duty and practice to ensure that workers in all places, communities, countries, regions and, finally, across the continent, are united.
2. Since the advent of capitalism, unity and solidarity have been vital to the power of the working class. This must therefore be at the centre of all our initiatives. Our continent, more than any other continent, needs a strong, organized and united trade union movement. Hence the urgent need to initiate a process of bringing together the various trade unions into a powerful federation representing the interests and aspirations of all workers on the continent.
3. Africa's history of political instability, poor governance, lack of social protection, precarious jobs, unemployment, worsening poverty, violation of international labour standards and labour laws, poor safety and health standards at the workplace, privatizations, layoffs, deregulation and the expansion of the informal sector have constituted new challenges to trade unions as they strive to establish a system of greater social justice.
4. Congress recognises with great concern that unity, at the national level, remains a major challenge, while the proliferation and splintering of trade unions is becoming a growing phenomenon. In several countries, there are half a dozen or more trade union confederations that are competing for the same place and the same members, weakening the unity of workers and the power of organised labour to the sole benefit of employers.
5. This splintering of trade unions is in many cases as a result of the lack of internal democracy, accountability and transparency in the management of trade unions. In other cases, there are issues of trust between trade unions and political parties, which have a tendency to create "satellite" unions that exist as transmission belts of the pressures and interests of the parties concerned, at the expense of the interests of the working class. Another aspect of this very complex issue is the relations and historical influences of international organizations that jealously keep them under their control, while dictating their programme. In addition to these, are the selfishness and personal ambitions that breed sectarianism, duplications and bureaucratic superstructures which are contrary to the interests of workers.
6. We therefore recommend a synergy of actions between the ITUC-Africa and OATUU, to combat the proliferation and splintering of trade unions at the national level in Africa. This would be a great step forward in the march towards a strong pan-African trade union movement.

Congress therefore reaffirms that:

7. It is increasingly urgent that the interests of African workers supersede other considerations to ensure that we build a strong and united trade union movement that has

the trust of all workers through its strength of organization, its effectiveness in negotiations and its political affirmation in the defence and representation of their aspirations.

8. Congress reaffirms that the trade union movement must carry the aspirations and needs of workers and give priority to their urgent needs related to social justice and equal rights so as to create the conditions necessary for effective development with premium on the interests of workers.
9. Weaknesses and splintering of the African trade union movement persist and prevent it from adequately defending the interests of workers.
10. There is lack of political will in some quarters to support the goal of a united Trade Union Movement. In this regard, we affirm the urgent need to build a viable, strong and independent Pan-African trade union movement rooted on the strong hope of freeing the continent, ending class struggle and uniting workers.
11. Unity and solidarity of the working class is the live wire of effective unionism.

Congress therefore recommends:

1. The drawing up of a roadmap for Trade Union unity of action at the national level to be fully implemented by 2019. This roadmap will include a clear time-line of expected processes and achievements with the aim of attaining unity among African workers. The roadmap must also include processes at all levels (national and sectoral). It should also encourage and support examples of good practices in the area of Trade Union unity of action.
2. The setting of a calendar of regular meetings of the various national federations to promote cooperation and regular consultations among them and outlining a code of conduct to govern a framework for unity of action among these federations and confederations;
3. The establishment of inter-unions at national level and in the various trade sectors while remaining open to other non-member confederations of ITUC-Africa. This also includes support initiatives for the unification of affiliates, improvement in the organization and operation of their structures in order to expand their base and promote unity of action at all levels;
4. Develop campaigns and update progressive labour laws in our various countries, which will promote unity and effective collective bargaining.

Resolution on effective, coordinated and action oriented African trade union involvement and actions in development processes

Noting that:

1. The current global economic architecture is socially unjust and economically unfavorable for Africa;
2. Due to neo-liberal globalisation (whose architecture is inherent in Structural Adjustment Policies –SAPs) pursued by African countries for the last three decades, our economies have not be able to achieve development for all,
3. Sadly the agenda of African regional integration is not being promoted and has been rather extremely and have been slow in policy and practice in this regard;
4. It is noted that some African countries have recorded positive economic growth, however most of the growth has not been sustainable, and thus been jobless;
5. African economies remain highly depended on the extractive sector, which is reflective of poor industrial development leaving the continent as a net importer of most of its needs;
6. The gap between economic growth and the needs and aspirations of the African people is evident;

Believing that:

1. Africa as a continent remains one of the most marginalised in the world.
2. Africa is foremost responsible for its own development and improvement in the livelihoods of its people.
3. The need to transform African economies as reflected in the African Union Agenda 2063, which calls on Africans to take the destiny in their own hands, requires a mind shift.
4. That heavy reliance on the exportation of mineral resources without any value addition in not sustainable, as such the implementation of the adopted African Mining Vision in 2009 by the African Heads of State should be promoted by the trade unions as a tool to fight against dependence on mineral resources,
5. Africa should without hesitation begin to mobilise resources domestically to achieve its development. All efforts to curb financial inflows and outflows into Africa must be scaled up and well coordinated,
6. Our commitment to realising goals and targets to end poverty, foster decent work, ensure quality education, provide public services, infrastructure and social protection policies, reduce inequalities, promote women’s participation in the work force and improve fiscal, wage and social protection policies which is inline with the universal development framework adopted by all World leaders in September 2015
7. Similarly, International Development frameworks such as the SDGs (Agenda 2030), Global Partnership for Effective Development Cooperation (GPEDC), and the UNFCC processes could be the necessary impetus for achieving sustainable development agenda for the African continent.

8. African trade unions have the responsibility to uphold the principles of democracy at the national and continental levels and must ensure as necessary enablers for economic growth, prosperity and social progress
9. Finally, while the trade unions recognize the role of the private sector in development, we also know that their ultimate aim is profit maximization at whatever expense.
10. However, we do acknowledge that there are some companies who are committed to responsible business models that are considerate of the needs and aspirational development needs of the countries in which they are operating.
11. We are therefore open to engagement noting that the overall goals of development is ultimately the creation of inclusive national development – focusing on reducing both poverty and socio- economic inequalities are and these are paramount for any effective partnership.

We therefore resolve that ITUC-Africa and its Research and Education Institute (ALREI) should:

1. Coordinate the research and advocacy campaigns driven by its affiliates on structural transformation of African economies;
2. Facilitate through capacity building and training, research, monitoring and evaluation competencies which would strengthen national centres to carry out assessment of development initiatives at national level and foster inter regional exchanges and learning
3. Implement programs on economic and development frameworks in order to develop and stimulate debates on the form that structural transformation should take and the role that affiliates should play in achieving that
4. Lead through advocacy the engagement of policies and strategies at regional, sub regional and national levels in order to enhance works done by its affiliates.
5. Undertake a review of the proposals emerging from this meeting vis-à-vis formal versus informal, noting both challenges and opportunities, and give directives to affiliates
6. Support and strengthen the capacity of ITUC-Africa's Research and Education Institute (ALREI) to be able to strategically intervene in development process for and on behalf of ITUC-Africa and its affiliates.
7. Support and promote the work of the newly established Africa Trade Union Development Network aimed at revitalising and coordinating trade union development activities under the coordination of the ITUC-Africa's policy think tank-the Africa Labour Research and Education Institute.

Resolution on Labour Migration

Recognizing that labour migration is essentially a natural and historic human phenomenon, which is influenced mainly by the quest for employment opportunities and survival. It will continue to part of the dynamism of human existence even as we observe that movement is more within the same geographical regions;

Noting that neo-liberal globalization is exacerbating poverty and inequality, and contributing to global discontent and state fragility, with the majority of the world's wealth concentrated in the hands of a very few privileged class. This development coupled with government's failure to protect the socio-economic rights of citizens, effects of climate change and incessant civil armed conflicts continues to triggers and exerts migration "push factors";

Affirming that migrant workers make important contributions in the development of origin, transit and destination countries. Therefore, we reject the narrative that sees migration as a problem. The global migration crisis that has led to countless deaths as a result of the desperate journeys through the Sahara Desert, Mediterranean Sea and across other different crossing borders are avoidable and they are symptoms of global migration governance failures; and it will demand global collaboration far beyond the type that the recent AU-EU Valletta Summit on Migration agreement that aims to return African migrants forcibly, in exchange for development aid;

Noting with concerns the situation where migrant workers continue to be victims of racism, discrimination, abuses and the violations of their rights. Inequality, xenophobia, exploitation, forced labour and human trafficking attacks, the stereotypes often applied to them, including on the basis of religion or belief are some of the abuses they suffer;

Expressing strong concerns against the growing practices where migration agreements are lumped together with trade agreements thus contributing to and enhancing the degree of the violation of the human rights of migrant workers generate unfair competition , fuel rivalries between migrant and local workers and undermine the rights and welfare of societies;

Recognizing that women and girls account for almost half of all international migrants at the global level, and the need to address the special situation and vulnerability of migrant women and girls by, inter alia, incorporating a gender perspective into policies and strengthening national laws, institutions and programmes to combat gender-based violence, trafficking in persons and discrimination against them are necessary and urgent;

Expressing concerns that the ratification of relevant instruments in the protection and promotion of the rights of migrants in Africa has been very low, accounting in part for the weak implementation and application of these instruments;

Expressing serious concerns about the growing wave of labour migration agreements between African governments and their counterpart in the Gulf States where the *Kafala* system that exploits labour migrants remain largely unchanged and labour laws tacitly expose migrants to exploitation and abuses including the growing and shocking death tolls of African migrants especially in the construction and domestic work sectors;

Expressing concerns about the dearth of labour migration policy as well as weak recruitment regulation regime, thus migrant workers are exposed to series and varying degrees of exploitation and harrowing abuses and crimes including human trafficking, prostitution and slavery disguised as labour migration recruitment;

Expressing concerns that growing insecurity mainly from terrorism, civil and sectarian conflicts continue to throw up refugee crises and exacerbate refugee sufferings and misery;

Reiterating our commitment to promote a rights-based approach to labour migration, prevent and combat trafficking in persons, protect victims of trafficking, prevent and combat migrant smuggling;

Reaffirming strong support for the African Union July 2015 Declaration on Migration aimed at protecting migrants, promoting Africa's integration and development;

Resolved therefore as follows:

Call for a better understanding of migration patterns across and within regions through research and statistic gathering and analysis. ITUC-Africa and its affiliates will continue to undertake relevant research and data gathering and analysis to deepen her engagement and contributions to international labour migration management.

Continue to call on our governments to prioritise industrialisation as we are convinced it will contribute to the transformation of our continent; accelerate value-addition and employment creation given that Ninety per cent of migration flows are about employment. Our Governments are urged to dedicate themselves to ensuring delivery and security of quality public services delivery in order to promote stability, equality and shared prosperity. The benefits of labour migration can only be realised if workers have decent jobs and if their rights are respected. Thus, migration becomes a choice and not a dire necessity.

Organising and the mobilization of migrant workers will be priority agenda for our organisations. We shall continue to encourage bilateral and multilateral trade union agreements on organising within and outside our continent. We shall continue to defend the right to freedom of association and collective bargaining for all workers including migrants;

We shall undertake aggressive campaign in the defense, protection and promotion of the rights of migrants. Our campaign will denounce all manners of discrimination, stereotypes and exploitation against migrants and their families, including media propaganda that plays workers in competition between and amongst themselves. This campaign will also focus on awareness and education of our workers and the public on issues of migration. Thus, we will consciously mainstream migration issues in our trade union education.

We fully support and will work with Regional Economic Communities and national governments to ensure the effective implementation of the Heads of State and Government of the African Union 25th Ordinary Session Assembly declaration on migration made in July 2015 in Johannesburg, South Africa aimed at protecting migrants as well as promoting Africa's integration and development;

We will work with our governments to ensure that sound national, regional and international labour migration policies and practices are enacted and practiced. In particular, we shall continue to demand effective regulation of labour migration recruitment and access to justice must be facilitated to denounce migration agreements that violate the human rights of migrant workers;

We shall continue to demand the establishment or upgrade, as appropriate of national and regional anti-human trafficking policies, and to reinforce cooperation on prevention, the prosecution of traffickers and the protection of victims of trafficking, and encourage Member States to ratify, accede to and implement relevant international instruments on preventing and combating trafficking in persons and smuggling of migrants, as well as evolve strong sanction regimes to deter impunity;

Encourage Member States to cooperate on mobility programmes that facilitate safe, orderly and regular migration, including through labour mobility agreements. In this connection, ITUC-Africa and its affiliates will continue to engage African governments to shun labour migration competition that leads to the race to the bottom;

Urge African governments to ensure that labour migration agreements must be separated from trade deals against the background that migrant workers are human beings, they are not commodities;

Urge our governments to be cautious and thorough in relation to bilateral labour agreements, especially with Gulf States and to ensure that adequate provisions for the preservation, protection and promotion of migrant rights are clearly articulated in such agreements;

We shall work with our governments to ensure that African countries have in place rapid response attention and care provisions for migrants in their transit and host countries, which will include easy, accessible, quick and free repatriation and reintegration arrangements for migrants wishing to return home;

Commit to build and strengthen the capacities of trade unions with a view to have them effectively participate and contribute to labour management as well as the effective implementation processes and activities of the African Union-European Union-International Labour Organisation- International Organisation for Migration's Joint Programme on Labour Migration (JPLM).

We encourage African governments to urgently work to establish an inter-regional forum on labour migration with the Gulf Cooperation Council (GCC) similar to the current one between the Asian countries of origin and Gulf Cooperation Council (GCC) countries of destination. This forum should have a tripartite composition of the Ministry of Labour, Employers' and Workers' organisations representatives;

We commit to deepen the campaign to get African governments to ratify and implement international labour and human rights standards. These should include the ratification of ILO Conventions 97 on Migration for Employment; 143 on the Migrant Workers (Supplementary Provisions), and 189 on Decent Work for Domestic Workers, as well as the ILO Forced Labour Protocol, and the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families;

We strongly urge African governments to develop effective refugee management legislation, policies and practices;

Urge our governments to adequately resource Employment and Industrial Relations supervising ministries and agencies so that they can better and effectively respond to their supervision and regulation mandates. In this connection, we will continue to engage our governments with the view to demand and achieve better labour inspection regimes, migrants' rights and benefits portability and pro-migrants recruitment agencies' policies and practices.

Resolution on structural transformation, regional integration and resource mobilization

Over fifty years after independence, Africa is still looking for an appropriate model to boost a real economic growth and social development which are the basis for the development of any country. The various policies implemented in Africa right after the independence days till today, only kept the continent in a state of dependence and marginalization vis-a-vis the other continents.

The African continent, with her tremendous natural resource including mines, land, etc., only represents about 1% of the global manufacturing value addition and 3% the global trade. Agriculture which is the main activity of majority of African people (more than 70%) is left in archaic state with a poor contribution in the national wealth generation. The continent is also crippled with serious lack an appropriate infrastructure in the areas such as energy, transport, communications that can enable the expansion of activities in different sectors and the creation of decent, productive and substantial income generating jobs. Direct consequences in many countries all over the continent include unemployment and underemployment which is part of the daily life of many people both in urban and rural areas. For these people to survive, they have no other choice than the precarious jobs often provided by the informal economy.

The dependence state of the continent vis-a-vis the world is the outcome of an unequal development model imposed on Africa since the days of colonialism. This model generated the African political economics which has confined the colonies that have become States today in an economic system based on cheap mineral and agricultural resource production for the companies of the colonial powers in a liberal system. With the economic recovery in Africa these last five years, a reality because the high GDP growth rate recorded (2.7% in 2009 to over 5.5% in 2013), Africa with her 54 countries is facing many development challenges such as, poverty and inequalities, unemployment and underemployment, social protection deficit, human and unions rights denial, sickness, bad governance, social and political conflicts, migrations, etc. Considering these facts, it is therefore necessary for the union movement to think about ways for development in Africa.

The Congress hereby reiterates that:

1. Decisive measures should be adopted to insure that the abundant natural resource of the continent are tapped for the benefit of the people in order to mitigate unemployment, poverty, governments debts and the growing gap between individuals and poor countries on the one hand, and the rich on the other hand.
2. Given these development challenges and considering the reality in African countries, the union movement should think about new ways for development in Africa. The catalyst of African development seems to be the structural transformation in connection with the six areas of action identified.
3. From all these areas, regional integration seems to be an essential axis for a continental development strategy. Regional integration is an old dream of political leaders since the inception of the Organization for African Unity, and has been rehabilitated with the coming of the African Union. The situation of regional integration in Africa is lukewarm. A situational analysis should be done and credible measures should be proposed for the integration of people and societies of the continent.

4. The regional integration processes should aim at building an interest-oriented community with democratic and responsible States that respect the rights of men, women and workers. Governments should play a leading role in implementing African development programmes. These programmes should be grounded on long term strategies and strong institutions and should promote social dialogue.
5. The principles and values of regional integration are important for African unions and should comply with progressive internationalism. Furthermore, the new unionism defended by ITUC-Africa is based on the idea of global solidarity and respect for diversity and specificities of continental entities. It is in that context that ITUC-Africa has been cooperating with union movements in Asia, America and Europe in the large family of ITUC.
6. Today, for the 2015-2030 period, the SDG are proposed as the new development promotion architecture at all levels (global, continental, regional and national). At continental level, the Africa Union has just prepared in 2013, for the next 50 years, the 2063 vision for the development of Africa. With these strategies, Africa needs more than ever, practical actions new initiatives to achieve transformations that should lead to productive jobs creation so as to break the vicious cycle of poverty through a strong internal resource mobilization complemented by external sound and non-speculative resource.
7. These resources from accountable and appropriate taxation could stop illicit financial flows undermining the continent and raise the fund needed to support the budgets for the operations and investments in African States. This new financial dynamics should allow the funding different initiatives in all the sectors, facilitate people's access to social services (health, education, sanitation), essential public services (road, water and power facilities), start agricultural promotion, infrastructure development, industrialization of economic zones and a better use of mineral resource.
8. The implementation of these actions shows the commitment of African leaders and responsible States, who are aware of the interests and the future of the people. In such a process based on structural transformation and regional integration, to encourage the development Africa, it will take not only Countries built on democratic values and that protect individual freedoms and ensure social justice and social dialogue ; but especially countries with strong institutions and that are able to mobilize appropriate resources (human capital, financial capital and infrastructural capital) to ensure the structural transformation in order to achieve sustainable and inclusive development.
9. In this new development vision, workers organizations have an important role to play to support initiatives, on behalf of development policies and programmes leading to the implementation of the areas of action.

The Congress recommends to:

1. Development of a clear vision and a growth and development path in order to lead a daring development programme for the interest of the continent and its people. This strategy will learn lessons from experiences of developing countries in general and the economic history of Africa particularly, and in other regions of the world as well. The development strategy should mainly:
 - 1.1 Focus on a long term vision from 10 to 30 years in a dynamics of structural transformation with five-year development plans and on the needs and priorities of African people;
 - 1.2 Assign a central and relevant role to the Democratic State while giving a role to the market in that context but not a separate and parallel role;
 - 1.3 Work for the establishment and the maintenance of conducive sociopolitical environment for development.
 - 1.4 Promote regional integration;
 - 1.5 Focus on agricultural promotion and a better exploitation of mineral resource (African Mining Vision)
 - 1.6 Promote industrialization and infrastructure development;
 - 1.7 Focus on resource mobilization and job improvement;
 - 1.8 To that effect there is need to:
 - 1.8.1 Find a central place for a democratic development state in all the African countries in order to ensure an integrated and participatory national development programme.
 - 1.8.2 Draft laws and policies that protect small economies and industries from any unfair competition, especially when it comes to multinational that allow the progressive transformation of informal structures in all the sectors to generate decent jobs.
 - 1.8.3 Prioritize jobs creation and put this priority in the center of all public policies in creating a conducive macroeconomic environment; and in causing the Government to invest in productive economic activities. Green employments should therefore be of paramount priority.
2. African unions should make sure measures are taken to support these new strategies in the following six areas identified.
3. Given the major climate mutations facing the continent, African governments should take appropriate measures to protect the environment of African countries.
4. In this new dynamics of structural transformation, production capacity should be built and natural resources should be valued in the regional communities consolidated through integrated markets. This cannot happen without promoting an agriculture that is able to provide the basic needs and to generate a surplus for industries, technology, infrastructure, services development and intensification of sector-based interactions so as to build industrial capacity.
5. The establishment of a financial system to service productive sectors and not for the benefit of speculations. In this context, African governments should reiterate their

independence regarding tax, monetary and financial policies through a new statement of the mandate of the central banks for them to fulfil their mandate.

6. A campaign against the current proposals from the WTO and developed countries wanting to oblige African economies to open up to an unjust global competition in the area of goods and services procurement. This competition will lead to job losses and a very serious deindustrialization.
7. Governments and African Union should take measures to stop capital flight from African countries since this exacerbates the vulnerability of national economies while encouraging productive capital investments instead of speculation.
8. Reinforcing the role of the civil society, especially the labor movement when developing development policies and when involving communities in these policies.

Resolution on Climate Change

Noting that:

- The threat to nature, all people and the planet itself are continuously demonstrated through various disasters, natural and man-made, especially over the last few decades.
- The destruction of our planet is primarily driven by the capitalist regime of accumulation as the search for profits, subject everything, including nature to a money nexus, to the bottom-line, to increasing shareholder value, to return on investments and making the rich richer.
- While capitalist accumulation is the primary cause of this destruction of nature, all of us, especially through mindless consumerism and our lifestyles choices contribute to this destruction.
- The African continent is not the biggest polluter and contributes little to emission of Green House Gases (GHG).
- However, nobody and or country is spared from the effects of climate change.
- We believe that the choice for workers is simple as Sharon Burrow puts it: *'there are no jobs on a dead planet'*.
- Because, ultimately the fight against climate change is a fight for social and economic justice for Africa and its people.
- Africa was not part of the first wave of industrialisation but now has the opportunity to choose a green industrial development path which is socially just and environmentally sustainable and which is at the dictates of Africans.
- We welcome the adoption of the SDGs, particularly *goal 8 on: Decent Work and Economic Growth*.
- We support the ILO's Just Transition Agenda and emphasize that in transitioning to low carbon no jobs loss principle should be upheld.
- Retraining and re-skilling of workers should be at the centre of the transition.

Further noting that:

- ITUC Africa affiliated trade unions have done little or no work on Climate Change issues.
- There is general knowledge deficit on Climate Change in Africa.
- That the primary offenders are the capitalists through their 'profits at any costs' approach towards growing economies.

Believing that:

- Our campaigns on Climate Change related matters can only be enhanced through the building of our own capacities on this subject.
- Until we change the way we create our world away from profit driven progress and development, we will not be able to arrest this ecological destruction.
- Governments do not play a sufficiently active role in intervention to mitigate the impact of climate change.
- As trade unions, we need to assert our involvement as social partners on Climate Change policy discussions through sustained, systematic research and education.

We therefore resolve to:

- Lead the promotion of alternative policies that place environment and climate concerns at the centre of all poverty alleviation measures.
- That in all employment creation efforts social protection should be at the heart of

sustainable development, for better social inclusion and green jobs for sustainable employment and livelihoods.

- Make the challenges and our responses to climate change an integral and central part of our political response for societal structural transformation.
- Demand the inclusion of education curriculums at all levels to take into account issues of environment, climate change and green jobs.
- Demand that businesses realign production processes and business practices towards an environment friendly and sustainable path.
- Demand that governments play a more decisive role in addressing the climate change, through policies shaping a development path away from ecologically destructive economic growth and consumer driven lifestyles without concerns for the environment.
- That all of us change our consumer patterns that are destructive to the environment.

We further resolve that:

- Employers must commit to reduce climate carbon footprint resulting from their operations and such measures should be reflected in their various activities including annual reports.
- Unions should include climate change demands in the bargaining processes.
- Companies and government endorse comprehensive green job creation programmes.
- Unions should strengthen and capacitate Workplace Occupational Health and Safety Committees, to identify and respond to Climate Change related matters in the workplace.
- Expose all environmentally unfriendly productive practices at our workplaces.
- That punitive measures should be taken against employers who fail to address and adhere to measures to arrest the environmental destruction flowing from operations, Like illegal dumping, water contamination etc.
- That the challenges, our campaigns and responses to Climate Change is part of an internationally driven response and should be located at all levels; personal, local, national and international.
- Demand that all Foreign and Local Investments in our countries submit climate related plans for their operations in line with the National Adaptation Plans (NAPAs) and the existing companies should be demanded to adjust their operations accordingly.
- Formulate and develop Trade Union policies specific to Climate change and Green Jobs.
- Lobby our national governments to invest human and financial resource into the adoption on greener technologies and green enterprises.
- Lobby and advocate for our governments to invest financial resources into the education and research of trade union work on climate change.
- Demand our inclusion in policy formulation and discussions at the national, sub-regional regional as well as global levels including the UNFCCC processes.
- Ensure that social dialogue is at the centre of all national development processes.
- Support the ILO in its promotion of decent work country programs.
- Demand, promote and support the establishment and sustainability of trade union research and education structures both at the national, sub-regional and regional levels.
- Promote and implement the ITUC-Africa Climate Change Strategy at the national, sub-regional and national levels.
- Assist the ITUC-Africa Research and Education Institute (ALREI) to coordinate all activities related to activities to be carried out as outlined in the strategy.