



Conclusions & Recommendations From the 2016 SATUCC Labour Symposium.

28-29 March 2016, Oasis Motel, Gaborone, Botswana.

The 2016 SATUCC Labour Symposium was held on the 28th -29th March, 2016 in Gaborone, Botswana. The participants drawn from the leadership of the SATUCC affiliates, the leadership of the SATUCC Women's Committee, Global Union Federations (GUFs), regional civil society organisations, representatives of organisations working with disadvantaged and marginalised groups (i.e. the youth, people living with disabilities), and the cooperating partners proposed the following recommendations under the Symposium's themes:

1. THE PROPOSED SATUCC GENDER POLICY

1.1 Key issues

1.1.1 Justification of the proposed SATUCC Gender Policy

- The SATUCC Constitution (Article 7) provides for the 'Women's Committee'. It makes reference to the constitution of the SATUCC Women's Committee and the duties and responsibilities of the Committee. *However, the Committee has no specific internally allocated budget line, is largely defunct and is convened on an adhoc basis;*
- SATUCC's 2014-2018 Strategic Plan acknowledges the persistent weaknesses of SATUCC and its affiliates to integrate gender issues and that the SATUCC's Women's Committee and gender desk that are largely not functional (2014:17). The 2014-2018 Strategic Plan goes on to identify the need to "advance and actively support the cause of vulnerable sectors in Southern Africa – women, migrants, elderly, children, unemployed, workers in the informal economy, etc." (2014:19), *but regrettably fails to provide specific objectives and strategic interventions aimed at achieving gender equality and or women empowerment;*
- For many SATUCC affiliates, achieving gender equality has not been a high priority and remains externally driven and resourced;
- SATUCC revived the gender desk in 2012, but due to lack of funding, this desk became inactive again in 2013, with no designated staff member to take on the roles of a gender officer. This also severely weakened the SATUCC's Women's Committee and as a result, crippled the regional programmes on women empowerment within SATUCC and its affiliates;

- While efforts have been made over the past few years to provide a quota for the SATUCC Women's Committee leadership to participate in key SATUCC activities, events and Congress, there has been no structured policy and operational framework for how SATUCC comprehensively addressed gender equality and women empowerment;
- This policy is a direct result of the SATUCC Women's Committee Action Plan, drafted with the support of the ANSA Programme, developed in 2014.
- This policy also comes after SADC Heads of States signed the SADC Employment and Labour Protocol in 2014, which is quite gender sensitive.

1.1.2 Objectives of the Proposed Gender Policy

- i. Rooting out harmful/ undesirable patriarchal practices or tendencies resulting in gender inequalities and gender discrimination within SATUCC and its affiliates.
- ii. To promote and establish the provision of equal opportunity, of 50/50 representation and participation of women and men in all decision making union structures and at all forums.
- iii. Increasing commitment within SATUCC and its affiliates to identify, design, implement, monitor, and report on gender equality and equity results.
- iv. Enhancing SATUCC's work towards gender equality and equity at the regional level and the national level through its affiliates by applying the Gender Policy as a framework, implementation guide, reference tool, and educational document. The policy aims at drawing stronger linkages between the national centres and SATUCC structures.

1.2 Recommendations

Recommendation 1: The 2016 SATUCC Labour Symposium endorsed the Proposed SATUCC Gender Policy and recommended its adoption by the SATUCC Executive Council as an organisational Gender Policy.

2. INTEGRATING THE YOUTH IN THE TRADE UNION MOVEMENT AT NATIONAL AND REGIONAL LEVEL.

2.1 Key issues requiring action

- The absence of youth structures in some of the SATUCC affiliates and within the trade union at regional level (i.e. SATUCC).
- The absence of a youth policy in some of the SATUCC affiliates and within the trade union at regional level (i.e. SATUCC).
- Lack of incentives to encourage the organization of the youth / young workers.
- Insufficient or absence of youth / young worker specific programmes within trade unions at both the national and regional level.
- Lack of democratization in some of the SATUCC affiliates that contributes to the exclusion and or marginalization of young people / workers from participating in union structures, programmes and or activities.
- Lack of interest among the youth / young workers in trade unionism due to the absence of (financial) benefits in joining and or serving unions – weak trade unionism and or activism

among young workers / the youth thereby negatively affecting the organizing / recruitment of young workers.

- Lack of youth specific membership mobilization strategies and or programmes within some of the SATUCC affiliates / trade unions in the SADC region.
- Some of the SATUCC affiliates' Constitutions (including the SATUCC Constitution) lack adequate provisions to facilitate and enhance effective participation of young workers/ youth in are not youth friendly, hence preventing the young people from participating in union structures, programmes and or activities.
- Low numbers of potential membership among the youths / young workers due to high unemployment rates.

2.2 Recommendations

2.2.1 Recommendations for SATUCC

Recommendation 2: Allocate specific quotas to encourage youth participation in SATUCC activities, similar to that proposed in the SATUCC Gender Policy and the current practice of allocating a quota to the SATUCC Women's Committee in the Executive Council, Congress and in the participation in SATUCC activities.

Recommendation 3: SATUCC should urgently establish a youth structure.

Recommendation 4: SATUCC should develop a Youth Policy.

Recommendation 5: SATUCC should organize regional youth programmes and activities.

2.2.2 Recommendations for SATUCC Affiliates

- Affiliates are encouraged to set aside a quota for youth / young workers to encourage and or facilitate their participation in union structures, programmes and or activities.
- SATUCC affiliates should strive to develop Youth Policies at National level.
- Efforts must be made to lobby and engage relevant policy makers to ensure that Tertiary Students Associations are linked with youth structures within trade unions.
- SATUCC affiliates are urged to review their Constitutions to ensure the inclusion of provisions that address young workers issues and also seek to enhance their active and / or effective participation in in union structures, programmes and or activities.
- Affiliates should organize national youth specific programmes and activities.

3. 2016 SADC MINISTERS OF LABOUR AND SOCIAL PARTNERS MEETING AND THE 105TH INTERNATIONAL LABOUR CONFERENCE (ILC)

3.1 Key issues for action

- Selection criteria for participating delegates need to be strengthened.
- Regional coordination in the ILC remains weak with the SADC region (among the participating SATUCC affiliates).
- Reporting and accountability by participating delegates is weak among some SATUCC affiliates and at the regional level.

- Some of the participating delegates are not fully articulate and or knowledgeable on the issues on the ILC Agenda – poor pre-conference preparation by some of the SADC ILC Worker delegates.
- African trade union’s influence on the ILC Agenda remains relatively weak.
- Weak linkages between national, regional, continental and global coordination in the participation of SADC trade unions in the ILC.
- Weak capacities and competencies of the SADC ILC Worker representatives to participate effectively in the ILC (e.g. insufficient technical capacity, lack of technical / advisory support during the ILC, insufficient numbers of representative to participate in concurrent commissions, absenteeism etc.).
- Weak solidarity among SADC trade unions – especially with respect to countries that have violations (e.g. Swaziland, Zimbabwe, DRC etc. before, during and after the ILC).

3.2 Recommendations

3.2.1 Recommendations for SATUCC

Recommendation 6: SATUCC should strengthen its coordination, facilitation and support functions to the affiliates to enhance effective participation in the ILC through:

- i. Establishing and strengthening feedback mechanisms on the ILC at regional level before, during and after the ILC.
- ii. Implementation of Annual preparatory meetings before the ILC e.g. the Symposium, capacity development workshops etc. – especially on the issues on the ILC Agenda.
- iii. Coordinate the participation of SATUCC affiliates at the ILC with regard to their participation in commissions, sharing information, solidarity initiatives pre, during and post the ILC.
- iv. Establish a technical team that supports and/ or provides technical and or advisory services to the SATUCC affiliates delegates before, during and after the ILC¹.

Recommendation 7: Ensure the SATUCC delegation to the ILC is gender and youth balanced.

Recommendation 8: Undertakes active advocacy and engagement with SADC Member States at regional level, to ensure SADC Member States facilitate and support the participation of worker organisations in the ILC more equitably, including financing the participation of workers’ technical advisors.

3.2.2 Recommendations for SATUCC Affiliates

- SATUCC affiliates are encouraged to selection ILC delegates based on the capacity, competency and comprehension of issues on the ILC Agenda. This will help ensure effective participation by affiliates in the ILC.
- Delegates participating in the ILC from SATUCC affiliates should commit to providing feedback and information on the ILC to SATUCC to:

¹ This recommendation was also made under the Global Supply Chains (GSCs) theme (section 4). As such, it only presented under the ILC but also contributes to addressing key action areas in GSCs.

- Help begin establish a more collective approach for SATUCC affiliates’ participation in the ILC’
- Ensure effective coordination in the participation of SATUCC affiliates in the ILC;
- Encourage useful information sharing that can be used to inform engagement strategies, developing a cohesive / collective actions and or positions on issues on the ILC Agenda;
- Strengthen solidarity initiatives, and;
- Strengthen accountability and reporting mechanisms for ILC delegates at both the national and the regional level.

Together, these actions can exponentially increase or strengthen the influence of SATUCC affiliates (regionally) within the ILC. This has the potential to also cascade to the national level. In short – it can contribute to increasing the “union power” of SATUCC affiliates.

- Undertake active advocacy and engagement with their respective governments at the national level, to ensure their governments facilitate and support the participation of worker organisations in the ILC more equitably, including financing the participation of workers’ technical advisors. Include technical people for advisory purposes.
- Urged to mobilise resources and /or facilitate the participation of technical experts who can provide them with technical and or advisory services during the ILC.
- Ensure their delegation to the ILC is gender and youth balanced.

NOTE: recommendations for the ILC to be adapted where applicable for SATUCC’s participation in the SADC Ministerial and Social Partners’ Meeting.

4. GLOBAL SUPPLY CHAINS (GSC)

4.1 Key issues for action

SADC (including trade unions) needs to reclaim the policy space which seem to have been captured by multinational corporations through various trade and investment agreements that have been signed by governments. This means effectively addressing the following:

- The regulation and or enforcement of labour laws that protect the right of working, especially those that are marginalised and disadvantaged.
- Eliminating of the exploitation of workers.
- Addressing the governance challenges (corruption) in public service delivery.
- Illicit financial flows (through MCS-under-pricing, transfer pricing, tax evasion, money laundering)
- accountability from our leaders at national and local authority levels
- Beneficiation of resources (acquiring technology, investments in educational institutions that meet the requirements of the industry through development of skills, advocate for the inclusion in curriculum of beneficiation and value addition)
- We need to have an action plan with timeframes on the implementation

4.2 Recommendations for SATUCC

Recommendation 9: SATUCC should develop guidelines or a framework for affiliates to engage with their respective governments on GSCs through informative research.

Recommendation 10: SATUCC should begin to lobby for a SADC regional minimum wage and social protection framework (including the ratification and domestication of the SADC Employment and Labour Protocol that has some provisions in these respective issues).

Recommendation 11: Strengthening alliance building, networking and undertaking collective and collaborative initiatives with other sub-regional groups and Global Union Federations (GUFs) on GSCs (i.e. on union strategies to GSCs).

NOTE: These recommendations / actions are to be implemented through an action plan with clear objectives, milestones, responsibilities and timeframes.

4.2.2 Recommendations for SATUCC Affiliates

- Actively engage with governments on GSCs.
- Strengthen participation in the ILC on GSCs to influence policy outcomes that ensure Decent Work within GSCs.
- Broaden the scope of organising, recruiting and servicing workers in the informal economy.
- Establish and strengthen alliance building, networking and undertaking collective and collaborative initiatives on GSC with other affiliates and strategic partners at local, national, regional, sub-regional, continental and global level.