

**Resolution** adopted by the participants in the UNI-Africa/ITUC-Africa and ILO-ACTRAV Meeting on ILO MNEs Declaration and OECD MNE Guidelines” Strategies for Trade Union Actions drawing participants from attached list of participants.

We the workers’ representatives met in Johannesburg on 20-22 of September 2011, coming from unions affiliated to ITUC Africa and UNI Africa, all united in the common struggle to achieve full recognition of workers’ rights in MTN across the countries of its operation, adopted the following resolution on the 22<sup>nd</sup> of September 2011.

Whereas:

The ILO Declaration on Social Justice for a Fair Globalization adopted unanimously by governments, workers and employers at the International Labour Conference in 2008 states that respecting, promoting and realizing the fundamental principles and rights at work are of particular significance both as rights and for the full implementation of Decent Work and that freedom of association and the effective recognition of the right to collective bargaining are the basis for attaining social justice;

The Declaration on Fundamental Principles and Rights at Work of 1998 states that all members of the ILO have an obligation to promote and realize, in good faith and in accordance with the Constitution, the fundamental rights at work, starting with Freedom of Association and the effective recognition of the right to Collective Bargaining;

The ILO MNEs Declaration states that workers employed by multinational enterprises as well as those employed by national enterprises should, without distinction whatsoever, have the right to establish organizations of their own choice, should have adequate protection against acts of anti-union discrimination and have the right to have representatives of their own choice recognised for the purpose of collective bargaining”

The workers representatives meeting in Johannesburg:

- Noted with concern that MTN engaged in casualization of labour where it should employ permanent staff.
- Noted with dismay that the company MTN, the leading telecommunication services provider in Africa has engaged in anti union practices in many countries in which it operates across the African continent
- Noted with concern the dismissal process of 200 workers who were dismissed on the basis of their CWU membership in South Africa.
- are confident that the South African Labour Court will respond to the grave act of intimidation towards the workers involved and CWU through a ruling that will uphold workers’ rights that are enshrined not only in ILO standards, but also in the law and Constitutional principles of democratic South Africa;
- demand the reinstatement of workers dismissed with full payment of wages and compensation, engage in *bona fide* collective bargaining within and across countries.

- Resolve that MTN must respect the laws of the countries in which it operates, and to engage with democratic and representative Trade Unions organised through UNI and ITUC,
  
- Demand that MTN must stop any act of anti union discrimination.

Signed in Johannesburg this 22<sup>nd</sup> day of September 2011

Participants

Country	Organization	Name	Surname
Benin	SYNAPOSTEL	Robert	ADJOVI
Cameroon	SYNACOM	Kristian	MPONDO
Cameroon	CSAC	Pierre Louis	MOUANGUE
Gabon	COSYGA	Scholastique	OYE NKOGHE
Ghana	GTUC	Eric	AMOADU-BOATEN
Ghana	CWU	Della Henry	AYIVOR
Nigeria	SSA-NITEL	Elias	KAZZAH
Nigeria	NLC	Nuhu Abbayo	TORO
Nigeria	NUPTE	Alhassan	SUNDAY
Rwanda	CESTRAR	Africain	BIRABONEYE
Rwanda	MTN	Jessie	KALISA UMUTONI
South Africa	CWU-za	Cecil	MOKHANSTO
South Africa	COSATU	Bekhi	NTSHALINTSHALI
Uganda	NOTU	David	NKOJJO KIBIRITI
Côte d'Ivoire	UNI Africa	Aminata	KEITA
Côte d'Ivoire	UNI Africa	Zakari	KOUDOUGOU
Togo	ITUC-Africa	Zingan	ALIHONOU
Togo	ITUC-Africa	Kwasi	ADU-AMANKWAH
Togo	ITUC-Africa	Yahya	MSANGI