



**INTERNATIONAL LABOUR ORGANIZATION
Bureau for Workers' Activities**

Regional Trade Union Conference

**GLOBAL DEVELOPMENT AGENDA, DECENT WORK AND SOCIAL JUSTICE:
CHALLENGES FOR AFRICAN TRADE UNION MOVEMENT**

60 Participants from 54 African countries

Nairobi, 12-14 February 2014

1. Background and justification

Africa is the world's second largest continent in both land area and population—with more than 800 million people living in fifty-four countries. The continent is home to more than 60 metal and mineral products. It is also a major producer of several of the world's most important minerals and metals including oil and gas, gold, diamonds, uranium, manganese, chromium, nickel, bauxite and cobalt. Although under-explored, Africa hosts about 30% of the planet's mineral reserves making it a truly strategic producer of these precious metals.

Yet, Africa remains the most underdeveloped continent. This is in spite of the fact that Africa's underdevelopment has been much studied and debated since African nations gained self-government in the decades after the Second World War. Various visions on Africa's development have been propounded during the last fifty years, by both Africans and external development partners.

The trade union movement in Africa concurs with the analysis that the development challenges facing the continent are enormous, and requires not a simple solution. Trade union leaders have particularly been concerned that despite the recent economic growth the prospects for social development in Africa are not promising, with tens of millions barely surviving in a degrading and debilitating poverty. Trade unionists have continuously called for an integrated and holistic development approach. Africa has to adapt to this process and seize the potential opportunities that exist for the economic and social progress of the continent and its integration in the global economy. In that respect, the success of this adaptation depends to a large extent on the actors and the countries themselves. To achieve these objectives, African countries should create the necessary conditions for a conducive environment to boost economic growth, create employment and promote development.

The conference will articulate, in a nutshell, the direction that African trade unionists wish to find themselves and their communities in the medium to long-term period. This is a vital retrospection because if the African economy is at cross roads, with very few

countries having any levels of prosperity why would anyone want or need a trade union? The conference will thus provide an opportunity to call for the re-building of trade union strength from the grassroots; broadening the range of services to union members and modernizing union structures and the administration of union finances and resources. The conference will issue a call for ordinary working men and women to fully identify themselves with what trade unions offer, in terms of vision, policies and activities.

The regional conference for trade union leaders will also be concerned on how the global development agenda is envisioned and implemented in the African continent. The participants will deliberate on what social and political basis the agenda can be founded, and by what means it can be pursued if it has to benefit the African workers and the larger society. By answering these questions, the conference will build a vision of a desired future of an African worker and the trade union movement.

2. Objectives of the conference

1. To sensitize the trade union leadership on the emerging global development agenda, including a reflection of the Millennium Development Goals and the post-2015 Sustainable Development Agenda and its implication for implementation in Africa;
2. To investigate union's responses to their environment – union organizational configuration, policy and strategy at international, regional, sub-regional, national and local level, and the way in which these factors might influence union effectiveness of organizing, including new innovations in membership recruitment;
3. To deliberate on cardinal values and core principles of the trade unions in building and achieving social justice and stability within the economic processes; and
4. To encourage networking and cooperation among the various trade union national centres in Africa.

3. Conference structure and content

The conference will comprise of panel discussions and parallel sessions categorized in the following thematic areas:

A) Organizing for union renewal in Africa

This session will provide an overview of the how organized labour all over the world is facing numerous challenges caused by global economic reforms, technological advancement, drastic changes in the environment, as well as the labour market dynamics. In Africa, the problems of organized labour are further compounded by the absence of reciprocal economic growth and equity, growing unemployment, brain-drain and labour migration, declining social services, high prevalence of HIV-AIDS, heavy foreign debt burden, civil strife and blatant violations of human rights.

The session will also address some of the other factors known to contribute to the weakening of the trade union movement in Africa: these include the proliferation of trade unions leading to problems of cooperation, financing and viability; poor organizational structures; lack of internal democracy; and commercialisation of trade unionism by some people who encourage splinter unions.

B) The emerging global development agenda

This session will focus on assessing the progress being to meet the MDGs by 2015 and reflect on the emerging development model needed to underpin the Post-2015 development agenda. The session will also develop a trade union strategy that will influence the implementation of the Post-2015 processes and ensure that decent work becomes a global goal of the new development compact. In this connection, the session will be an important forum to exchange view and raise questions on possible steps towards the preparation of ILO medium-term strategic plan for the period after 2015. Further reflections on African industrialization, natural resource policies and trade unions, especially on the Economic Partnership Agreements will also be undertaken.

C) Fighting for social justice

This session will focus on the challenge of reconciling the need for social justice with modern technological advancement and work practices, thus calling for full respect for the fundamental rights at work which form the bedrock of an open and democratic society. During this session, the participants will deliberate on how to deal with the anti-union campaigns inspired by employers and authorities at different levels that have become too frequent in the region, as elsewhere in the world. They will address the purpose of the attacks which is to curtail the universally recognised trade union freedoms, and the rights of trade unions to protect workers' interests, including the fundamental right to organise and bargain collectively as enshrined in the ILO Conventions

D) Networking and communication

This group session will focus on methods for maximizing policy influence through social dialogue, lobbying, advocacy, collective bargaining and social alliances building – union communications with others and with membership – with a view to strengthen union organization and actions.

4. Participants

This conference will bring together 60 senior trade union leaders from all the 54 countries in Africa. The workshop participants will be drawn from the top leadership of the national trade union centres, regional and sub-regional trade union organizations. The titular and deputy African members of the Workers' Group of the ILO Governing Body will also be invited.

5. Tentative agenda



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Tuesday, 11 February 2014

14 :30 – 17.30	Arrival and registration
18.30 – 21.00	Introductions • Objectives of the Conference • Remarks by Brother Kwasi Adu Amankwah, General Secretary (ITUC-Africa) • Remarks by Brother Owei Lakemfa, Secretary General (OATUU) • Remarks by Sister Maria Helena André, Director, ILO Bureau for Workers' Activities • Special solidarity message by Sister Sharan Burrow, General Secretary, International Trade Union Confederation (tbc) <i>Welcoming dinner (hosted by Director ACTRAV)</i>

Wednesday, 12 February 2014

Official opening

09:00 – 10.30	Opening Session Prayers COTU (K) choir singing the National Anthem and Solidarity Forever • Welcoming Remarks by Hon. George Muchai, MBS MP, Deputy Secretary General • Address by Brother Francis Atwoli, Secretary General (COTU, K) • Remarks by Hon. Kazungu Kambi, Cabinet Secretary, Ministry of Labour, Social Security and Services • Keynote Speech by Mr Guy Ryder, Director-General, International Labour Organization (tbc) • Keynote Address by H.E. Uhuru Kenyatta, CGH, the President of the Republic of Kenya (tbc)
10:30 – 11:00	TEA/COFFEE BREAK
11:00 – 12:30	Plenary Session 1: Global development agenda, decent work and social justice: Challenges for African trade union movement <i>Mohammed Mwamadzingo, Senior Economist and Desk Officer for Africa, ILO Bureau for Workers Activities (Geneva)</i> <i>Chair: Maria Helena André, Director, ILO Bureau for Workers' Activities</i>
12:30 – 14:00	LUNCH BREAK
14:00 – 15:30	Plenary Session 2: Organizing for union renewal in Africa <i>Kwasi Adu Amankwah, General Secretary, ITUC-Africa</i> <i>Owei Lakemfa, Secretary General, OATUU</i> <i>Chair: Francis Atwoli, Secretary General (COTU, K)</i>
15:30 – 16:00	TEA/COFFEE BREAK
16:00 – 17:00	Organizing for union renewal in Africa: Group discussions <i>Group 1: Multilingual group (moderated by Insa Dia Regional Specialist on Workers' Education, ILO Bureau for Workers Activities (Pretoria)</i> <i>Group 2: French-speaking group (moderated by Mamounata Cisse Senior Specialist on Workers' Education, ILO Bureau for Workers Activities (Dakar))</i> <i>Group 3: English-speaking group (moderated by Hervé Sea, Senior Specialist on Workers' Education, ILO Bureau for Workers Activities (Yaoundé))</i>
17.00 – 17.30	Organizing for union renewal in Africa: Plenary discussions <i>Chair: Francis Atwoli, Secretary General (COTU, K)</i>
18.30 – 21.00	Dinner at the Nairobi Carnivore Restaurant (hosted by COTU Kenya)

Thursday, 13 February 2014

09:00 – 10:30	Plenary Session 3: The emerging global development agenda and its implications for workers in Africa <i>Wellington Chibebe, Deputy Secretary General, International Trade Union Confederation</i> <i>Chair: Rabiadou Serah Diallo, Secretary General, Confédération Nationale des Travailleurs de Guinée</i>
10:30 – 11:00	TEA/COFFEE BREAK
11.00 – 12.30	Thematic Panel I - The politics of natural resources, trade and industrial policy in Africa <i>Fred Parry, Regional Specialist on Workers Education, ILO Bureau for Workers Activities (Dar es Salaam)</i> <i>Chair: Bheki Ntshalitshali, Acting Secretary General, Congress of South Africa Trade Unions</i> Thematic Panel II: - The role of trade unions in the post-2015 development agenda <i>Mohamed Trabelsi, Senior Specialist on Workers Activities, ILO Bureau for Workers Activities (Cairo)</i> <i>Chair: Grace Nyirenda, Deputy Secretary General, Malawi Congress of Trade Unions</i> Thematic Panel III: - Empowering Africa's peoples with Decent Work <i>Faustina Mukazi Van Aperen, Senior Specialist on Workers Activities, ILO Bureau for Workers Activities (Geneva)</i> <i>Chair: Kofi Asamoah, Secretary General, Trades Union Congress (Ghana)</i>
13:00 – 14:00	LUNCH BREAK
14:00 – 15:30	Plenary Session 4: Addressing violation of trade union rights in Africa and beyond <i>Professor Okoth Okombo, University of Nairobi (tbc)</i> <i>Chair: Hadja Kaddous, Member of the National Executive Committee, Union Générale des Travailleurs Algériens</i>
15:00 – 16:00	TEA/COFFEE BREAK
16:00 –	Field visit (to be organized by COTU Kenya)

Friday, 14 February 2014

09:00 – 10:30	Plenary Session 5: Trade union unification processes on the Continent <i>Owei Lakemfa, Secretary General (OATUU) and Kwasi Adu Amankwah, General Secretary (ITUC-Africa)</i> <i>Chair:</i> Maria Fernanda Carvalho FRANCISCO, Secretary for International Relations, União Nacional dos Trabalhadores de Angola
10:30 – 11:00	TEA/COFFEE BREAK
11.00 – 12.30	Thematic Panel IV: Towards a new era for social justice in Africa <i>Rawane Mbaye, Senior Specialist for Workers Activities, ILO Bureau for Workers Activities (Dakar)</i> <i>Chair:</i> François Djondang, Secretary General, Union des Syndicats du Tchad Thematic Panel V: Promotion of trade union agenda through networking and communication <i>Insa Dia, Regional Specialist on Workers' Education, ILO Bureau for Workers Activities (Pretoria)</i> and <i>Mamadou Kaba Souare, Communication Officer, ILO Bureau for Workers Activities (Geneva)</i> <i>Chair:</i> Sithokozile Siwela, First Vice President, Zimbabwe Congress of Trade Unions Thematic Panel VI: Governance of labour migration and the protection of migrant workers <i>Inviolata Chinyangarara, Senior Specialist for Workers Activities, ILO Bureau for Workers Activities (Pretoria)</i> <i>Chair:</i> Gadzani Mhotsha, Secretary General, Botswana Federation of Trade Unions
12:30 – 14:00	LUNCH BREAK
14:00 – 16:00	Conclusions and resolutions Conference Evaluation Closing ceremony
	DEPARTURES