



Conference Conclusions

Draft: 14 February 2014 at 12 noon

I Background to the conference

1. The conference was organized by the Bureau for workers Activities of the International Labour Organization, (ACTRAV) in partnership with Central Organisation of Trade Unions, Kenya (COTU). The conference brought together over 130 delegates from over 40 African countries, sub-regional and regional trade union organizations. It was also attended by regional secretaries of the Global Union Federations (GUFs) and special invited guests from the Norwegian Confederation of Trade Unions (LO-Norway), American Centre for International Labour Solidarity and the Norwegian Council for Africa. The meeting was attended by all African worker members of the ILO Governing Body.
2. The conference was supported by the ACTRAV/Norway project on "trade unions for social justice".
3. Among the international organizations represented were the International Trade Union Confederation (ITUC), the International Trade Union Confederation–Africa (ITUC-Africa), the Organisation of African Trade Union Unity (OATUU), the East African Trade Union Confederation (EATUC), and the Southern African Trade Union Co-ordinating Council (SATUCC). There was also a high-level representation of ACTRAV senior specialists from all ILO Decent Work Teams in Africa as well as from Headquarters. The ILO Regional Office for Africa (Addis Ababa), and the Country Office for East Africa (Dar es Salaam) was also represented at the highest levels. The list of participants is attached as Appendix 1.
4. The conference was aimed at articulating, 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 provided 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 called for ordinary working men and women to fully identify themselves with what trade unions offer, in terms of vision, policies and activities.

5. The regional conference for trade union leaders was also be concerned on how the global development agenda is envisioned and implemented in the African continent. The participants deliberated 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 was aimed at building a vision of a desired future of an African worker and the trade union movement.

II Rationale and Objectives to the conference

6. The development challenge facing the African continent is enormous. Despite the impressive economic growth rates posted in Africa in the recent years, prospects for social development in the continent remain subdued with tens of millions of people barely surviving and living in a degrading and debilitating poverty.
7. Trade unionists have continuously called for an integrated and holistic development approach. Africa has to adapt to this process and seize the opportunities that exist for the economic and social progress of the continent and its integration in the global economy. The success of this adaptation depends, to a large extent, on the actors and the countries themselves. African countries should, therefore, create the necessary conditions to boost economic growth, create employment and promote development. More importantly, African trade unionists need to charter the destiny of the continent and work towards changing the fortunes of African workers. In this respect, creation of full, productive and freely chosen employment, establishment and maintenance of social protection floors and poverty eradication must be placed as an explicit agenda for economic growth at all levels of government within the continent.
8. The objectives of the conference were stated as follows:
 - a. 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;
 - b. 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;
 - c. 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
 - d. To encourage networking and cooperation among the various trade union national centres in Africa.

III Official opening and closing ceremonies

9. The opening ceremony of the conference was graced by the presence of the Secretary General of the Central Organisation of Trade Unions (Kenya), Mr Francis Awoli, as the chief guest. Other dignitaries at the ceremony included Ms Maria Helena Andre, the Director of the ILO's Bureau for Workers' Activities; Mr Dan Cunliffe, the acting ILO Regional Director of the Regional Office for Africa; the Director of the ILO Country Office for East Africa, Mr Alexio Musindo, Mr Owei Lakemba, the Secretary General of OATUU, Mr Kwasi Adu-Amankwah, the General Secretary of ITUC Africa, and Mr Wellington Chibembe, Deputy Secretary General of the ITUC (Brussels). Mr Atwoli also performed the official closing session.

IV Highlights and conclusions of the conference

Global Development Agenda and its implications to African Workers

10. The conference was informed that the key challenges facing Africa in 2014 are poverty, unemployment particularly youth unemployment, increasing inequality and poor governance. It was also mentioned that The key concerns for trade unions in the global development agenda are the: current status and future of organized labour, future of capitalism and globalization, major geopolitical uncertainties, digital world, and leadership and societal values
11. To counter the challenges facing Africa and the key concerns for trade unions in 2014, trade unions must:
- Organize: Unions must consolidate their ranks, reach out and organize more workers and build unity with other oppressed and exploited sections in the society and internationally.
 - Ensure trade union unity: is a prerequisite for the labour movement to play its rightful role in the management of public affairs, both at the national and regional levels.
 - Prioritize workers' education and research: Unions must deepen their understanding of the failure of the free-market globalization phenomenon and call for a new sustainable—economic, social, and ideological—paradigm
 - Restore social values: Unions must assume their original role as in the 1950s and 1960s of providing leadership, acting as role models and remain steadfast in championing social values in communities
 - Recognize the importance of working together in solidarity and cooperation and remain focused on the call for protection of the rights and privileges of workers
 - Be and remain visible in the AU Agenda 2063

Organizing for union renewal in Africa

12. The conference provided 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 HIV prevalence, heavy foreign debt burden, civil strife and blatant violations of human rights.
13. The conference also addressed 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.
14. In a nutshell, the conference was informed of the following:
 - Trade union density in Africa is considerably low and the movement is still characterized by high levels of fragmentation
 - Trade union fragmentation is mainly attributed to weak internal democracy, lack of respect for statutes and inadequate managerial and financial controls
 - Trade unions and their members are still exposed to severe violations of their rights despite existence of clearly defined and coherent national, regional and international instruments
 - Trade union leaders in Africa must renew their commitment for organizing and membership retention, embrace change, develop a common strategy for promoting the welfare of trade union members and that of their families, and have a strategic vision
 - They must remain focused and not deterred by anti-trade union actions

Trade union unification processes in Africa

15. The issue of trade union unification in the African continent has been on discussion for quite sometimes now. Both OATUU and ITUC-Africa recognize the importance of unity in promoting the voice and bargaining strength of the African trade unions and the general membership. OATUU supports trade union unity given that it is a core component of its vision and mandate. It does not, however, support the unification or merger between it and ITUC-Africa or any other global trade union federation. As much as OATUU does not favour mergers, it is at the forefront of forging collaborations and working together with ITUC-Africa on areas of common interest to the two organizations and their membership. These areas include a project on education of the African child, elimination of child labour, unionization of public servants, campaigning on regional integration particularly the free movement of labour across Africa, HIV and AIDS campaigns at workplaces and the establishment

of unemployment benefits in African countries. The key issue that should be explored is how best to strengthen OATUU and ITUC-Africa so that they can effectively discharge their mandates at the continental and international levels.

16. ITUC-Africa has always advocated for the merger of the two confederations. This is premised on the fact that OATUU and ITUC-Africa share a lot in common, including membership. Between 80 and 90 per cent of the membership of OATUU and ITUC-Africa are the same. It is, hence, difficult to understand how two organizations with more or less the same membership can have different policies and approaches. There are only a few unions between 4 and 5 who are members of OATUU but are not in ITUC-Africa. There is a lot that African workers can gain through the synergy from the merger than by remaining fragmented. It is also important to note that as much as OATUU has an Article in its Constitution, which prevents its members from belonging to another trade union confederation within the region, members of OATUU have continued to defy this constitutional provision and have affiliated ITUC-Africa.
17. Discussions regarding the issue of merger between OATUU and ITUC-Africa need to lend itself to historical analysis of the evolution of the two federations and undercurrents that have continued to define the operations of the two organizations. Leaders need to understand that the activities of ITUC-Brussels have a considerable influence on the push for merger. A merger between OATUU and ITUC-Africa may pose a lot of challenges. Let the two organizations continue to exist as independent institutions but develop a framework for working together. It may also be important that independent resource persons be identified so as to look into the feasibility of a merger between the two organizations, and how best this can be done if it is a viable option.

The sustainable global development agenda and its implications for workers in Africa

18. The conference assessed the progress being to meet the MDGs by 2015 and reflect on the emerging development model needed to underpin the Post-2015 development agenda, including the challenges and opportunities to contribute to the HIV and AIDS response. The session 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. Thus, session was 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, HIV and AIDS, natural resource policies and trade unions, especially on the Economic Partnership Agreements.

The labour movement response to HIV and AIDS: challenges and opportunities HIV and AIDS: An unfinished agenda

19. Trade unions in general, and particularly in Africa, have played a pivotal role in the AIDS response. They have proven to be powerful agents of change shaping the global

architecture of AIDS. Today Aids is a story of global successes and challenges with 33% decrease in new HIV infections since 2001, 29% decrease in AIDS-related deaths since 2005 and a 40-fold increase in access to Anti-Retroviral Treatment. However, HIV-related stigma and discrimination still persists.

20. ILO together with UNAIDS launched the VCT@WORK initiative which aims to reach 5 million women and men workers with Voluntary and Confidential HIV Counselling and Testing by 2015 and builds on the getting to zero at work campaign and is well aligned to the 2011 High level meeting declaration on HIV and AIDS of having 15million people on ART by 2015. The “Getting to Zero at Work” campaign involves UN agencies; ILO’s constituents - government, employers and workers; national stakeholders and other partners in a joint effort to strengthen and broadcast the significant contribution of the world of work in the HIV response. VCT@WORK initiative has been highlighted in key forums.
21. The following challenges were discussed:
 - Capacity in mobilizing internal and external resources
 - Inadequate mechanisms to reach the hard reach e.g. informal economy, migrant workers
 - Competing challenges
 - Striking the right balance between HIV integration versus singling out HIV
 - Lack of information on the right combination of interventions for an efficient HIV investment case
 - Appropriate mechanisms to engage the youth
22. HIV remains an unfinished business in particular for Africa which is still home to 25 million people living with HIV, 1.2 million deaths reported in 2012 and persisting stigma and discrimination. The world of work actors in collaboration with the development partners, networks of people living with HIV needs to remain vigilant in order to keep the issue on top of the global development agenda. Workers have a powerful role to advocate for treatment with knowledge of HIV status as an entry point. Therefore, the renewed commitment to the getting to zero at work campaign and the VCT@WORK initiative.
23. Forthcoming events such as AU commission on Labour and Social affairs in April 2014, International Labour Conference in June, 2014, International AIDS Conference in Melbourne in July, 2014, AU Ouagadougou plus 10 extraordinary summit in September, 2014 including the social partners forum. As well as the national sub-regional and national debates around the post 2015 development agenda are opportunities to provide leadership in promoting and scaling up the world of work contribution to the global response to AIDS. This could be done through the following actions:

- Organize and accelerate VCT campaigns/events in order to achieve the target of 5million men and women workers undertaking VCT by 2015 and report such events to the ILO
- Promote and monitor protection of rights of men and women workers against stigma and discrimination
- Engage employers to scale up the response to HIV through their negotiation capacity. Engage networks of people living with HIV in their actions.
- Promote early access to treatment and workplace support networks
- Address drivers of the epidemic e.g. Drug and substance abuse
- Strengthen capacity within unions and with informal economy men and women workers
- Build partnerships and mobilize resources through demonstrated strategies that work e.g. economic empowerment to reduce vulnerability to HIV and poverty
- Focus attention on HIV intervention for young people

24. As the ILO is to chair the UN Joint Programme on HIV and AIDS in 2015, the African Labour Movement will seek to provide guidance to shape a common position relating to the ongoing debate on the future of HIV in the post 2015 development agenda.

Natural Resources, Trade and Industrial Policy

25. The African 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. In fact, Africa has 12% of the world's oil reserves, 40% of its gold and 80 to 90% of its chromium and platinum. Africa is also home to 60% of the world's under-utilized arable land. It also has vast timber resources.
26. Africa's political economy, however, has a history of exploitation and mis-management of its mineral and natural resources. The development model that puts raw materials suppliers at a significant disadvantage is not working to bring about equity and development to Africa.
27. The conference discussed the notion that African government do not have the capacity to take stock of their minerals resources, relying on transnational corporations to assess commercial capacities of newly found discoveries especially oil and gas. The lack of capacity to verify data severely compromises Africa's negotiation capability and bargaining power.

28. Africa governments needs to get the best deals for their countries during contract negotiations with the Trans National Corporations. This means that better integration of Africa's development policies, establishment of long term development objectives in the processes for extracting natural resources and working on strong backward and forward linkages in the local economy should allow African entrepreneurs to take advantage of service provision and technology transfer opportunities as a result of proximity to the mining industry.
29. Investment in infrastructure, research and human capital development through conditionality for local content and harnessing of the potential of small scale mining is critical. African countries must put great effort in regional integration processes, address problem areas such as weak political commitment and lack of policy harmonization, and focus on value-addition if they are to fully benefit from international trade.

Fighting for social justice

30. This session focused 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 deliberated 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 also addressed 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.

Empowering Africa's peoples with decent work

31. There is no doubt that decent work is proving to be an important vehicle to empower the people of Africa. The organization and the revival of the labour movement in Africa should be centred around the Decent Work Agenda aimed at realizing social justice. Emphasis would need to be give to address decent work deficits especially in the informal economy and rural areas. The conference suggested that a pilot project on workers' education be instituted in at least 10 countries on the development of this collective dimension of decent work for the empowerment of people through the social economy and solidarity.

Networking and digital communication for unions in Africa

32. The conference deliberated 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.

33. It was observed that the current situation in Africa, 140 million persons use internet every day. At the same time, workers with low skills are threatened by automatization and relocation.
34. There are advantages of digital communication for trade unions. This include the fact that digital communication is less expensive compared to traditional media (radio, television, and newspapers). Other advantages include:
- Tool for unions to have regional and international network against globalization that threatens jobs:
 - Strong tool for mobilization and training
 - Most attractive for young people and women to integrate unions as members
 - Platform to share information about jobs offers for unemployed people
35. Nonetheless, there are challenges for unions in Africa, especially because many unions are unable to create websites. However, there are potential strategies that unions can undertake including the following:
- Create a strong network at regional level to discuss and share experiences on issues related to Africa
 - Use new technologies to enhance the training of their members, organize and mobilize workers
 - Launch discussions in a tripartite level to encourage governments to adopt a national policy to facilitate internet access for all with lower costs.
 - Strengthen cooperation between trade unions and the ILO/ACTRAV digital communication, for example in seminars, workshops, research and publications.

Appendix 1: List of Participants

NATIONAL TRADE UNION ORGANIZATIONS

	<u>Country</u>	Name of Participant
1.	Nigeria	Mr.AmechiAsugwuni National President of Construction Worker Union (NLC) Tel: + 234 80 35 654 663 E.mail :amechiasugwuni@yahoo.com
2.	Mauritius	Mr.LallDewnath President Confederation of Free Trade Union Tel: 577 67 832/+230-2120553 E.mail : agwuy0882@yahoo.com
3.	Djibouti	Mr. Amir Ismael Abdi Vice Président Union des Travailleurs Djiboutiens(UDT) Tel: 778 14 251 E-Mail: ismael.amir@yahoo.fr
4. I	Benin	Mr.Chadare Noel, Secrétaire Général COSI-BENIN Tel: +229 97 43 51 91 E-Mail:nolchadare@yahoo.fr

5.	Togo	Mr. David Dorkenoo Regional Secretary Public Services International, International des Services Publique, B.P 8473 LOME Togo Tel : +228 22 231 260 Mob : +228 92 63 84 76 E-Mail: david.dorkenoo@world-psi.org
6.	Somalia	Mr .Abdishakur Yusuf Ali International Relations Secretary Federation of Somali Trade Unions (FESTU) Talex, Hodan District, Mogadishu, Somalia Tel : +252612222828 E-mail: info@festu.org, ali.abdishakur@yahoo.com
7.	Sierra Leone	Mr. Max Conteh Director of Educaation, Sierra Leone Labour Congress, 35 Wallace Street P.O.Box 1333 Freetown Tel: +235 76 511892 Mobile:+232 76 511 892 E-Mail : sierralabour@yahoo.com

8.	Uganda	Mr.Peter Werikhe Secretary General, National Organisation of Trade Unions(NOTU), BP.2150, Kamdla , Uganda. Tel : +256 772 40 63 31 Mobile: +256 772 40 63 31 E-Mail : peterwkhe@yahoo.com
9.		Mr. Leonard Kayobera Permanent Secretary Ministry of Public Service, Labour and Social Security Tel : +257 77 732 509: E-Mail:
10.	Comores	Mr. Salim Soulaïmana Secrétaire Général Confédération des Travailleurs des Comores(CTC) Tel: +269 332 62 77 Mobile: +269 332 62 77 E-Mail: salimdjirame@yahoo.fr
11.	Ethiopia	Mr.Amenu Kassahun President Confederation of Ethiopian Trade Union(CETU) Tel: 251 11 515 54 37, 251 911 20 56 54 E-Mail: follokassahun@yahoo.com

12.	South Africa	Mr.FissehaTekie Consultant American Federations of Teachers Tel: +2711 622 23 43 Fax: 27 11 40 33 246 E-Mail: fisseha@icon.co.sa
13.	Togo	Mr. Agbo Komlavi Secrétaire General Adjoint Confédération Syndicale des Travailleurs du Togo (CSST) Tel; 228 22 22 11 17 Fax: +228 22 22 44 41 Mobile: +228 91 90 04 08 E-Mail: komlaviagbo@yahoo.fr
14.	Nigeria	Mr. Gabriel Babalola Africa Regional Secretary International Union of Foods(IUF) IUF Africa Regional Office Fobtob House 32, Isaac John, Fabeyi, LAGOS, Nigeria Tel: +234 802 733 93 25 Mobile: +234 80 33 29 53 91 E-Mail: iuafrika@iuf.org, gabrielbabalola@yahoo.com

15.	Burundi	Mr. Tharcisse Gahungu President Confederation des syndicats du Bureau “COSYBU” COSYBU B.P 2220 Bujumbura Tel: +257 22 254 42 05 Fax: 257 22 25 42 05 Mobile: +257 78 83 89 84 E-Mail: cosybu2005@gmail.com
16.	Burkina Faso	Mr .Augustin Blaise Secrétaire Général Confédération National des Travailleurs du Burkina (CNTB)
17.	Cote D’Ivoire	Mr . Guiehoa Coulibally Mariatou UGTCI Tel: 225 21 24 08 83 Mobile: 225 07 09 14 03 E-mail: mariatoucorl@yahoo.fr
18.	Senegal	Mr. Madou Diouf Secrétaire Général Confederation des Syndicats Autonomes Tel : +221 77 65 877 81 Fax : +221 33 89 35 299 Mobile : +221 77 65 877 81 E-Mail : majuuf@yahoo.fr

19.	Norway	Mr.SigrunJohnstad Senior Advisor Norwegian Council for Africa Address: Kirkegt.5 N-0153 OSLO Norway Tel: +47 97 89 98 14 Mobile: 147 93 00 79 37 E-Mail: sigrun@afrika.no
20	Geneva	Mr. Abdoulaye Lelouma Diallo OATUU, OUSA Address: 28, Chemin de la Planche Brulée, 01210 Ferney Voltaire, France Tel : 0033 4 504 0 64 87 E-Mail : elhadiallo@hotmail.com
21	Tunisie	Mr.MoulidiJendoubi SecrétaireGénéral Adjoint Union Général des Travailleurs Tunisiens Address : 29, Place Mohamed Ali, TUNIS, Tunisie Tel: +216 98 638 702 Fax: +216 71 354 990 Mobile: +216 98 638 702 E-mail: jendoubi.mouldi@yahoo.fr

22	Lome	Ms.ChislaineSaizonou- Broohm Social Protection Officer ITUC-AFRICA Adress : BP 4401, rue Nationale d'Atakpamé Tel : +228 22 25 07 10 Fax : +228 22 25 61 13 Mobile : +228 90 12 25 87 E-Mail : bromghis@yahoo.fr
23	Mauritania	Mr Mahmoud Khairou Union Travailleurs de Mauritanie(UTM) Tel : +00 222 46 411 763 Mobile : +00 22246411763 E-mail : khairou-mafi@hotmail.fr
24	Congo	Mr Gilbert SedarAndzouana 2^{ème}SecetaireGénéral Adjoint aux Relations Internatioanles Confedeation Syndicale Congolaise Brazzaville Tel : 1242 05 55 80543 Mobile : 06 650 18 02 E-Mail : cosyco2001@yahoofr
25	Accra	Mr Ibrahim IbrahimAbrar Treasurer General 0ATUU Address: P.O.Box MB- 386 ACCRA, Ghana Tel: +233 26 54 11 277

26	Kenya	Ms Carolyn Rutto COTU 2nd Assistant Secretary General Central Organization of Trade Union E-mail: carolrutto06@gmail.com Tel : 254 723 57 87 95
27	Mali	Mrs Mama KoiteDoumbia Secrétaire Relations Internationales Union Nationale des Travailleurs du Mali (UNTM) Address : BP 169 BAMAKO Mali Tel: 0020225109 Mobile: 00 223 66 74 89 79
28	Togo	Mr KwasiAdu-Amakwah General Secretary African Regional Organisation of International Trade union Confederation (ITUC-AFRICA) Address: BP 4401 LOME, Togo Mobile: +228 91 26 12 50 E-Mail: kwasi.adu-amankwah@ituc-africa.org

29	Kenya	Dr. Jacob Omolo Lecturer Kenyatta University Address : Box 73 504, 00200, NAIROBI, Kenya Telephone: 254 722 60 25 021 Mobile: 254 722 602 501 E-Mail: jackodhong@yahoo.com
30	Kenya	Mr. Natili Charles Executive Board Member Central Organisation of the Trade Unions (COTU) Mobile: 07 14 92 55 76
31	Kenya	Mr. Francis Olore Central Organisation of the Trade Unions (COTU) Tel: 0722 854 866 E-Mail: francisolore@yahoo.com

32	Kenya	Mr. Julius Maina General Secretary Central Organization of Trade Union (COTU) Address: P.O.Box 49 629-00100 Nairobi Tel: 07 21 46 55 09 E-mail: mainajulius715@yahoo.com
33	Kenya	Mr. Rev Joel KandieChebii 1st Vice Chairman General Central Organisation of Trade Union (COTU) Adress: P.O Box 13000 , NAIROBI, Kenya Tel: 254 122 74 10 73
34	Kenya	Mr. Benson Okwaro Assistant of Secretary general Central orgainisation of Trade Union (COTU) Fax: +254 20 221 93 45 16 Mobile: 1254 721 688 313 E-Mail: benayore@yahoo.com
35	South Africa	Mr.BhekiNtshalintshali Deputy General Secretary Congress of south African Trade Unions (COSATU) Tel : 21 82 56 36 973 E-Mail : bheki@cosatu.org.29

36	Kenya	Mr RajabuMwondi Central Organization of Trade Unions
37	Norway	Ms. Alice GondweSiame Regional Consultant -Africa Lo-Norway Address: P.O.Box 73 245 NDOLA Zambia Tel: +260 212 620 893 Fax:+260 212 621 443 Mobile: +260 97 777 93 04 E-Mail: alsiame@zamnet.zm
38	Niger	Mr.HalidouMounkaila Secrétaire Général Adjoint ConfédérationNigerienne du Travail Address : BP 10 620 Niger Tel : +227 90 89 13 00 Mobile : +227 90 89 13 00 E-Mail : moun72@yahoo.fr
39	Kenya	Mr. Ernest Nadome Executive Board Member Central Organisation of the Trade Unions (COTU)

40	Norway	Mr. Tuva Bugge Africa Advisor Norwegian Confederation of Trade Unions (ILO-Norway) Address: Gustav Jensens , 0461 , OSLO, Norway Tel: 47 98 60 30 92 E-Mail: tuva.bugge@lo.no
41	Angola	Ms. Maria Fernanda Francisco Deputy of General Secretary UNTA Tel: +244 222 33 46 70 Fax: +244 222 39 35 90 Mobile: +244 92 340 19 38 E-mail: adauaerf2@hotmail.com
42	Kenya	Ms. Rebecca Nyathbogora Treasurer General Central Organisation of the Trade Unions (COTU)

43	Madagascar	Mr Narimanana Raveloson Treasurer Christian Confédération of Malagasy (SEKRIMA) Address: Sekrima, lot IVE 101 Soarano, 101 ANTANANARIVO, Madagascar Mobile: +261 32 72 603 10, +261 33 03 426 90 E-Mail: ravelosonarmand@yahoo.fr, tg@sekrima.org
44	Congo	Mr. Modeste Amédée Ndongala Nisibu Président Union Nationale Des Travailleurs du Congo Address : 5, Avenue Mutombo K<atshi Commune de la Gombe B.P 8814 KINSHASA Rep- Dem du Congo Tel : +243 99 861 61 93 Mobile: +243 9988 61 6193 E-Mail: modeste_ndongala@yahoo.fr
	Botswana	Mr. Austin Muneku Executive Secretary South Africa Trade Union Co-ordination Council P.O. Box 601557 Gaborone Botswana

		Tel: +267 390 1449 + 267 318 4453 + 267 755 01157 Email: Austin.muneku@satucc.org
	Botswana	Mr. Gadeani Mhotsha Secretary General Botswana Federation of Trade Unions P.O. Box 440 Gaborone Botswana Tel: + 267 74869663/26739525534 + 267 3952013 + 267 7486963 Email: sg@bftu.org.bw
	Togo	Ms. Rhoda Buor Boateng Program Assistant (HTUR)/Youth Co-ordinator African Regional Organization of the International Trade Union Confederation Tel: + 228 98094546 Email: Rhoda.boateng@ituc-africa.org
	Kenya	Mr. Nelson Mwaniki Executive Board Member Central Organization of Trade Unions P.O. Box 13000 – 00200 NAIROBI Email: kenyaquarry@gmail.com
	South Africa	Mr. Thabo Tshabalala

		Regional Officer Industrial Global Union 28 Melle Street Floor 8 North City, Branmforntein Tel: + 27112428680 Email: ttshabalala@industrialunion.org
	Tanzania	Mr. AlexioMusindo Director International Labour Office (Dar es salaam) Tel: +255 787632432 Email: musindo@ilo.org
	Kenya	Mr. WafulaMusamia Executive Board Member Central Organization of Trade Unions Tel: + 254 722702994 + 254 736290402 Email. wmusamia@gmail.com
	Malawi	Ms. Grace Nyirenda Deputy Secretary General Malawi Congress of Trade Unions Tel: + 265 888345576/1754581 + 265 1752162 Email. ginyeranda@hotmail.com
	Kenya	Mr. Boniface Kavuvi Executive Board Member

		Central Organization of Trade Unions P.O. Box 13000 – 00200 Tel: + 254 722649054 Email. kavuvib@ymail.com
	Tanzania	Mr. Nicholas Mugaya Secretary General Trade Union Congress of Tanzania P.O. Box 15359 Tel: +255 222127281 + 255 754432091 Email. Tucta2012@yahoo.com
	Ghana	Mr. Asamoah Kofi Secretary General Trade Union Congress P.O. Box 701 Tel: + 233 302669649 + 233 208134510 Email. kasamoahsnr@yahoo.com
	Rwanda	Ms. Dativa Mukaruzima Centrale Des Syndicats Des Travailleurs Du Rwanda (CESTRA) Presidente De Comites Des Femmes P.O. Box 1645 KIGALI Tel: + 254 788563249
	Lesotho	Mr. Daniel Maraisane Selofa Lesotho Labour Council Project Co-ordinator

		P.O. Box 15851 Tel: + 266 22323559 + 266 58700696 Email. lesothocouncil@gmail.com
	Kenya	Mr. Simon Kigalu General Secretary Transport Workers Union Tel: +254 722732880
	Pretoria	Ms. InviolataChinyangara ILO ACTRAV Senior Specialist in Workers Activities International Labour Organization Tel: + 27 128188000 + 27 839375126 Email. chinyangara@ilo.org
	Kenya	Mr. Mathew Okeyo Assistant Secretary General Railways and Allied Workers Union P.O. Box 072029 – 00200 Tel: + 254 725955082 Email. krailunion@yahoo.com
	Kenya	Mr. Noah Chune Director of Education and Research Central Organization of Trade Unions P.O. Box 13000-00200 Tel: +254 733 709069 Email. noahchune2000@gmail.com

	Kenya	Mr. Sylvain KapangulaKiza ITUC – Africa
	Kenya	Mr. Wilson Makumi General Secretary Kenya Jockey and Betting Workers Union P.O. Box 55094 Tel: +254 722 792 286
	Kenya	Mr. Titus Misorit Kenya Union of Post Primary Education Teachers (KUPPET) General Secretary P.O. Box 30412 Tel: 722459828 Email. misorit@yahoo.com
	South Sudan	Mr. NyuonJanguanLuoy General Secretary South Sudan Workers Trade Union Federation Tel: + 211 922223066 + 211 912133969 Email. Nguon2@yahoo.com
	Kenya	Mr. Wilson Oduto Deputy General Secretary Kenya Scientific Research International Workers Union Tel: +254 722 673087 Email. odutow@yahoo.com
	Kenya	Mr. MbingiOkello Administrative Secretary

		Central Organization of Trade Unions P.O. Box 13000-00200 Tel: + 254 720227341 mbingiokello@gmail.com
	Kenya	Mr. Gilbert Amolo General Secretary Kenya Petroleum Workers Union P.O. Box 10376 Tel: + 254 722394447 Email. Kpow.union@yahoo.com
	Tanzania	Ms. Caroline Khamati Executive Secretary East Africa Trade Union Confederation Tel: +255 272546093 +255 785066146 Email. cmugalla@gmail.com
	Kenya	Ms. Eunice Mathenge National Project Coordinator –Law Growth Nexus International Labour Organization P.O. Box 40513 – 00100 Tel: +254 717552333 Email. mathenge@ilo.org
	Nigeria	Mr. Valentine Udeh Head of Education and Training Department Nigeria Labour Congress Tel: +234 7030282015 Email valentineude410@yahoo.com

	Abidjan	Mr. Zakari Koudougou Regional Secretary UNI Global Union Africa Tel. + 255 22526700/01 + 255 22425087 + 255 08614171 Email. koudougou@uniglobalunion.org
	Cairo	Mr. Mohamed Trabelsi Senior Specialist ILO Cairo Tel: 20 1000337766 Email. trabelsi@ilo.org
	Kenya	Mr. Francis Wangara Executive Board Member Central Organization of Trade Unions P.O. Box 13000-00200 Tel: + 254 722720611 Email. fbwangara@gmail.com
	Seychelles	Mr. Robinson Antoine General Secretary Seychelles Federation of Workers Tel: + 00248 2539804
	Kenya	Mr. John Tuwei Chumo Executive Board Member Central Organization of Trade Unions P.O. Box 13000-00200

		Tel: + 254 722 796293 + 254 02 2252269 Email krailunion@yahoo.com , jctuwei@yahoo.com
	Kenya	Mr. Bonne Nicholas Barasa Secretary General Aviation Union Tel: + 721 714425 Email: aviationunionkenya@gmail.com
	Sudan	Mr. Elamin Mahmoud Osman Vice Secretary General Sudanese Workers Trade Union Federation Tel: + 249 912304309 Email. draminalnus@hotmail.com
	Zambia	Mr. Martin Chembe Director – International Relations Zambia Congress of Trade Unions P.O. Box 31146 Lusaka Tel: + 26 0966157018 + 26 21266680
	Swaziland	Mr. Sipho Robert Kunene 2nd Deputy President Trade Union Congress of Swaziland (TUCOSWA) P.O. Box 3961 Tel: + 268 24162865/9 + 268 5059514/5

		+ 268 76037359 Email. Syphok55@gmail.com
	Kenya	Mr. Joseph Katende Africa Regional Secretary International Transport Workers Federation (ITF) P.O. Box 66540 – 00800 Tel. + 254 733958196 + 254 203742694 Email. Katende_joseph@itf.org.uk
	Mozambique	Mr. DamiaoEzequiasSimango International Relations Secretary OTM-CS Tel. +21 327576 +258 828604930 Email. otmdiz@tveabu.com.mz
	Zimbabwe	Ms. SiwelaSithokozile 1 st Vice President Zimbabwe Congress of Trade Unions P.O. Box RY106 Bulawayo Tel. 263 772983090
	Guinea	Ms. RabiadouSerahDiallo President CNT Tel. + 00224 1664095281

		+ 00224 1664578350
	Kenya	Mr. Francis Atwoli, EBS, MBS Secretary General Central Organization of Trade Unions P.O. Box 13000-00200 Tel. + 254 733635771 Email. info@cotu-kenya.org
	Country	Name of Participants
1	Botswana	Mr. Austin Muneku Executive Secretary South Africa Trade Union Co-ordination Council P.O. Box 601557 Gaborone Botswana Tel: +267 390 1449 + 267 318 4453 + 267 755 01157 Email: Austin.muneku@satucc.org
1	Botswana	Mr. Gadeani Mhotsha Secretary General Botswana Federation of Trade Unions P.O. Box 440 Gaborone Botswana Tel: + 267 74869663/26739525534 + 267 3952013 + 267 7486963

		Email: sg@bftu.org.bw
2	Togo	Ms. Rhoda BuorBoateng Program Assistant (HTUR)/Youth Co-ordinator African Regional Organization of the International Trade Union Confederation Tel: + 228 98094546 Email: Rhoda.boateng@ituc-africa.org
3	Kenya	Mr. Nelson Mwaniki Executive Board Member Central Organization of Trade Unions P.O. Box 13000 – 00200 NAIROBI Email: kenyaquarry@gmail.com
4	South Africa	Mr. Thabo Tshabalala Regional Officer Industrial Global Union 28 Melle Street Floor 8 North City, Brannmforntein Tel: + 27112428680 Email: ttshabalala@industrialunion.org
5	Tanzania	Mr. AlexioMusindo Director International Labour Office (Dar es salaam) Tel: +255 787632432 Email: musindo@ilo.org
	Kenya	Mr. WafulaMusamia

		Executive Board Member Central Organization of Trade Unions Tel: + 254 722702994 + 254 736290402 Email. wmusamia@gmail.com
	Malawi	Ms. Grace Nyirenda Deputy Secretary General Malawi Congress of Trade Unions Tel: + 265 888345576/1754581 + 265 1752162 Email. ginyeranda@hotmail.com
	Kenya	Mr. Boniface Kavuvi Executive Board Member Central Organization of Trade Unions P.O. Box 13000 – 00200 Tel: + 254 722649054 Email. kavuvib@ymail.com
	Tanzania	Mr. Nicholas Mugaya Secretary General Trade Union Congress of Tanzania P.O. Box 15359 Tel: +255 222127281 + 255 754432091 Email. Tucta2012@yahoo.com
	Ghana	Mr. Asamoah Kofi Secretary General

		Trade Union Congress P.O. Box 701 Tel: + 233 302669649 + 233 208134510 Email. kasamoahsnr@yahoo.com
	Rwanda	Ms. Dativa Mukaruzima Centrale Des Syndicats Des Travailleurs Du Rwanda (CESTRA) Presidente De Comites Des Femmes P.O. Box 1645 KIGALI Tel: + 254 788563249
	Lesotho	Mr. Daniel Maraisane Selofa Lesotho Labour Council Project Co-ordinator P.O. Box 15851 Tel: + 266 22323559 + 266 58700696 Email. lesothocouncil@gmail.com
	Kenya	Mr. Simon Kigalu General Secretary Transport Workers Union Tel: +254 722732880
	Pretoria	Ms. Inviolata Chinyangara ILO ACTRAV Senior Specialist in Workers Activities International Labour Organization Tel: + 27 128188000

		+ 27 839375126 Email. chinyangarara@ilo.org
	Kenya	Mr. Mathew Okeyo Assistant Secretary General Railways and Allied Workers Union P.O. Box 072029 – 00200 Tel: + 254 725955082 Email. krailunion@yahoo.com
	Kenya	Mr. Noah Chune Director of Education and Research Central Organization of Trade Unions P.O. Box 13000-00200 Tel: +254 733 709069 Email. noahchune2000@gmail.com
	Kenya	Mr. Sylvain KapangulaKiza ITUC – Africa
	Kenya	Mr. Wilson Makumi General Secretary Kenya Jockey and Betting Workers Union P.O. Box 55094 Tel: +254 722 792 286
	Kenya	Mr. Titus Misoru Kenya Union of Post Primary Education Teachers (KUPPET) General Secretary P.O. Box 30412 Tel: 722459828

		Email. misorit@yahoo.com
	South Sudan	Mr. NyuonJanguanLuoy General Secretary South Sudan Workers Trade Union Federation Tel: + 211 922223066 + 211 912133969 Email. Nguon2@yahoo.com
	Kenya	Mr. Wilson Oduto Deputy General Secretary Kenya Scientific Research International Workers Union Tel: +254 722 673087 Email. odutow@yahoo.com
	Kenya	Mr. MbingiOkello Administrative Secretary Central Organization of Trade Unions P.O. Box 13000-00200 Tel: + 254 720227341 mbingiokello@gmail.com
	Kenya	Mr. Gilbert Amolo General Secretary Kenya Petroleum Workers Union P.O. Box 10376 Tel: + 254 722394447 Email. Kpow.union@yahoo.com
	Tanzania	Ms. Caroline Khamati Executive Secretary East Africa Trade Union Confederation

		Tel: +255 272546093 +255 785066146 Email. cmugalla@gmail.com
	Kenya	Ms. Eunice Mathenge National Project Coordinator –Law Growth Nexus International Labour Organization P.O. Box 40513 – 00100 Tel: +254 717552333 Email. mathenge@ilo.org
	Nigeria	Mr. Valentine Udeh Head of Education and Training Department Nigeria Labour Congress Tel: +234 7030282015 Email valentineude410@yahoo.com
	Abidjan	Mr. ZakariKoudougou Regional Secretary UNI Global Union Africa Tel. + 255 22526700/01 + 255 22425087 + 255 08614171 Email. koudougou@uniglobalunion.org
	Cairo	Mr. Mohamed Trabelsi Senior Specialist ILO Cairo Tel: 20 1000337766 Email. trabelsi@ilo.org

	Kenya	Mr. Francis Wangara Executive Board Member Central Organization of Trade Unions P.O. Box 13000-00200 Tel: + 254 722720611 Email. fbwangara@gmail.com
	Seychelles	Mr. Robinson Antoine General Secretary Seychelles Federation of Workers Tel: + 00248 2539804
	Kenya	Mr. John TuweiChumo Executive Board Member Central Organization of Trade Unions P.O. Box 13000-00200 Tel: + 254 722 796293 + 254 02 2252269 Email krailunion@yahoo.com , jctuwei@yahoo.com
	Kenya	Mr. Bonne NicholasBarasa Secretary General Aviation Union Tel: + 721 714425 Email: aviationunionkenya@gmail.com
	Sudan	Mr. Elamin Mahmoud Osman Vice Secretary General Sudanese Workers Trade Union Federation Tel: + 249 912304309 Email. draminalnus@hotmail.com

	Zambia	Mr. Martin Chembe Director – International Relations Zambia Congress of Trade Unions P.O. Box 31146 Lusaka Tel: + 26 0966157018 + 26 21266680
	Swaziland	Mr. Sipho Robert Kunene 2nd Deputy President Trade Union Congress of Swaziland (TUCOSWA) P.O. Box 3961 Tel: + 268 24162865/9 + 268 5059514/5 + 268 76037359 Email. Syphok55@gmail.com
	Kenya	Mr. Joseph Katende Africa Regional Secretary International Transport Workers Federation (ITF) P.O. Box 66540 – 00800 Tel. + 254 733958196 + 254 203742694 Email. Katende_joseph@itf.org.uk
	Mozambique	Mr. DamiaoEzequiasSimango International Relations Secretary

		OTM-CS Tel. +21 327576 +258 828604930 Email. otmdiz@tveabu.com.mz
	Zimbabwe	Ms. SiwelaSithokozile 1 st Vice President Zimbabwe Congress of Trade Unions P.O. Box RY106 Bulawayo Tel. 263 772983090
	Guinea	Ms. RabiadouSerahDiallo President CNT Tel. + 00224 1664095281 + 00224 1664578350
	Kenya	Mr. Francis Atwoli, EBS, MBS Secretary General Central Organization of Trade Unions P.O. Box 13000-00200 Tel. + 254 733635771 Email. info@cotu-kenya.org
1.	BRUSSELS	WELLINGTON CHIBEBE DEPUTY GENERAL SECRETARY INTERNATIONAL TRADE UNION CONFEDERATION Wellington.chibebe@ituc-csi.org Tel: +32222240216 Fax: 3222215815

		Mobile: +32479064200
2.	KENYA	EZRA ODONDI OJUKA DEPUTY GENERAL SECRETARY TAILORS AND TEXTILE WORKERS UNION P.O. BOX 72076, NAIROBI +254-733579143
3.	GHANA	OWEI LAKEMFA SECRETARY GENERAL ORGANISATION OF AFRICAN TRADE UNION UNITY, OATUU lakemfaowei@yahoo.com +233546646966
4.	KENYA	RAJABU W. MWONDI CHAIRMAN GENERAL CENTRAL ORGANISATION OF TRADE UNIONS info@cotu-kenya.org, kupripupa04@yahoo.com P.O. BOX 13000 - 0200, NAIROBI +254-722736936
5.	KENYA	HON. GEORGE M. MUCHAI DEPUTY SECRETARY GENERAL CENTRAL ORGANISATION OF TRADE UNIONS info@cotu-kenya.org P.O. BOX 13000 - 0200, NAIROBI +254-722755027

Appendix 2: Agenda

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

Sarova Stanley Hotel, Nairobi, 12-14 February 2014

Tuesday, 11 February 2014

14 :30 – 17.30	Arrival and registration
19.00 – 21.30	Introductions • Objectives of the Conference • Goodwill messages - Central Organisation of Trade Unions (Kenya) - Norwegian Confederation of Trade Unions - Global Union Federations based in Africa <i>Welcoming dinner (hosted by Director ACTRAV)</i>

Wednesday, 12 February 2014

Official opening

09:00 – 10.30	Opening Session Moderated by Mohammed Mwamadzingo, Regional Desk Officer for Africa, ILO/ACTRAV A special HIV and AIDS initiative for counselling and testing at workplace • 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 • Goodwill message by Mr Dan Cunniyah, Acting Regional Director-Regional Office for Africa, International Labour Organization • Welcoming Remarks by Hon. George Muchai, MBS MP, Deputy Secretary General (COTU, Kenya) • Keynote Address by Brother Francis Atwoli, Secretary General (COTU, Kenya)
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, 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 Kwasi Adu-Amankwah, General Secretary, ITUC-Africa Owei Lakemfa, Secretary General, OATUU Chair: Francis Atwoli, Worker Member ILO Governing Body and Secretary General (COTU), Kenya
15:30 – 16:00	TEA/COFFEE BREAK
16:00 – 17:30	Plenary Session 2 (continued): Organizing for union renewal in Africa: Plenary discussions Chair: Francis Atwoli, Worker Member ILO Governing Body and Secretary General (COTU), Kenya

Thursday, 13 February 2014

09:00 – 10:30	Plenary Session 3: The sustainable development agenda and its implications for workers in Africa <i>Wellington Chibebe, Deputy Secretary General, International Trade Union Confederation</i> <i>Chair:</i> Rabiadou Serah Diallo, Worker Member ILO Governing Body and Honorary President, Confédération Nationale des Travailleurs de Guinée
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:</i> Bheki Ntshalitshali, Worker Member ILO Governing Body and Acting Secretary General, Congress of South Africa Trade Unions 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:</i> Grace Nyirenda, Worker Member ILO Governing Body and Deputy Secretary General, Malawi Congress of Trade Unions 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:</i> Kofi Asamoah, Worker Member ILO Governing Body and Secretary General, Trades Union Congress (Ghana) Thematic Panel IV: - The labour movement response to HIV and AIDS: challenges and opportunities <i>Alice Ouedraogo, Director ILO, HIV/AIDS and the World of Work Branch (Geneva)</i> <i>Chair:</i> Hadja Kaddous, Worker Member ILO Governing Body and Member of the National Executive Committee, Union Générale des Travailleurs Algeriens
12:30 – 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:</i> Wellington Chibebe, Deputy Secretary General, International Trade Union Confederation

15:30 – 16:00	TEA/COFFEE BREAK
16:00 –	Field visit (Walking Tour of City Centre organized by COTU Kenya)
18.30 – 21.00	Dinner at the Nairobi Carnivore Restaurant (hosted 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, Worker Member ILO Governing Body and Secretary for International Relations, União Nacional dos Trabalhadores de Angola
10:30 – 11:00	TEA/COFFEE BREAK
11.00 – 12.30	Thematic Panel V: 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, Worker Member ILO Governing Body and Secretary General, Union des Syndicats du Tchad Thematic Panel VI: 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, Worker Member ILO Governing Body and First Vice President, Zimbabwe Congress of Trade Unions Thematic Panel VII: 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, Worker Member ILO Governing Body and Secretary General, Botswana Federation of Trade Unions Thematic Panel VIII: Workers' education as an anvil for social change <i>Mban Kabu, Workers' Programme Officer for Africa, ILO International Training Centre Turin</i> <i>Chair:</i> Dativa Mukaruzima, Worker Member ILO Governing Body and Deputy Secretary General, Centrale des Syndicats des

	Travailleurs du Rwanda
12:30 – 13:00	Conclusions Conference evaluation Closing ceremony
13:00 – 14:00	LUNCH BREAK
	DEPARTURES