



ITUC
CSI
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IGB

International Trade Union Confederation
Confédération syndicale internationale
Confederación Sindical Internacional
Internationaler Gewerkschaftsbund

Akiko Gono

President
Présidente
Präsidentin
Presidenta

Cleopas Siphon Dlamini,

**Prime Minister,
Cabinet Offices,
Hospital Hill,
Mbabane,
Eswatini**

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Luc Triangle

Acting General Secretary
Secrétaire général par intérim
Geschäftsführender Generalsekretär
Secretario General en Funciones

HTUR/ZM

21 September 2023

ITUC and EI condemn the dismissal of Mr. Mbongwa Ernest Dlamini by the Teaching Service Commission

Dear Prime Minister,

We write on behalf of the International Trade Union Confederation (ITUC) which represents 200 million workers in 163 countries including Eswatini, and Educational International (EI) which represents more than 32.5 million teachers and education workers in 178 countries including Eswatini, to condemn the dismissal of Mbongwa Ernest Dlamini by his employer, the Teaching Service Commission on 29 August 2023.

The ITUC and EI are reliably informed that Mbongwa Dlamini, who is the President of the Swaziland National Association of Teachers (SNAT), an affiliate of the Trade Union Congress of Swaziland (TUCOSWA) has had spurious charges of absenteeism levelled against him by the Teaching Service Commission for undertaking his official union duties. Since 2020, Mr Dlamini has been subjected to harassment, suspension from work, unjustified work transfers, threats to his personal life, denial of his salary, and a brutal gun attack on his house in 2022 carried out by the security forces. All these attacks were connected to his trade union activities.

Mr. Prime Minister, we urge your government to respect the rule of law and human rights of Mbongwa Dlamini. Eswatini has ratified several international human rights instruments including the ILO's conventions on Freedom of Association and Protection of the Right to Organise, 1948 (No.87) and the Right to Organise and Collective Bargaining, 1949 (No.98). The two conventions provide for non-interference in trade union activities and prohibit acts of anti-union discrimination.

The ILO's Committee on Freedom of Association (CFA) has pronounced that "no one should be subjected to discrimination or prejudice with regard to employment because of legitimate trade union activities or membership, and the persons responsible for such acts should be punished".

Mr. Prime Minister, we call upon your office to revoke the unwarranted dismissal of Mbongwa Dlamini, to reinstate him unconditionally and to punish the offenders who caused his dismissal and those that threaten his right to life.

We look forward to an amicable resolution of this matter at the national level as soon as possible.

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Yours sincerely,

David Edwards



General Secretary
Education International



Luc Triangle
Acting General Secretary

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cc: Mr. Bhekithemba Gama, Principal Secretary, Ministry of Education and Training: gamabhe@gov.sw
cc: Trade Union Congress of Eswatini: tucoswa@swazi.net
cc: Delegation of the EU to the Kingdom of Eswatini: delegation-eswatini@eeas.europa.eu