



# 100% Africa - Dignity, Value, Wages

## Minimum Living Wages in Africa Campaign Plan

Global	Regional	National
ITUC, ETUC, TUAC	ITUC-Africa	Ethiopia, Ghana, Kenya, Malawi, Niger, Nigeria, Rwanda, Senegal, Zambia

### Concept

#### 100% Africa – Dignity, Value, Wages

Despite the tripling of global GDP in just a few decades, the current model of globalisation has failed working people with this growth relying on low-wage, insecure and often unsafe work. This must change.

We must end corporate greed and exploitation if we are to reduce inequality, boost demand, and if working people are to again trust that global trade and democracy will benefit all working people, not just the one per cent richest.

Minimum wages must be living wages. We demand a minimum living wage on which people can live, based on evidence.

Minimum wages in Africa are not living wages. This is holding people in poverty and constraining development.

“100% Africa – Dignity, Value, Wages” will establish a **wage floor** in Africa that takes minimum wages out of competition between governments and ensures a living wage.

In the poorer countries, it could mean an increase of around USD 50 a month. For wealthier countries, it may mean more.

This is **wage justice** and it is affordable. It is a **minimum living wage**.

Standing in solidarity, unions across Africa will:

## 1. Expose the model of exploitation that is underpinning global supply chains and holding back domestic demand and growth.

The largest multinational corporations operate with up to 94% of the workforce as a hidden workforce. Companies have simply outsourced responsibility as they seek to maximise profits that are not shared in wages or benefits with the workers on whom they depend. (ITUC Scandal Report, 2016).

It is essential to take human rights and labour rights out of competition – a concept just endorsed by the G20 Labour Ministers in Germany.

Violations of decent work and fundamental principles and rights at work cannot be part of the competition. (G20 Labour Ministers Declaration, May 2017)

We need governments to hold corporations to account.

## 2. Counter the argument that minimum living wages would make a country uncompetitive.

An increase in the minimum wage in order to ensure a living wage would represent a fraction of the profits made by the major corporations, where the profits for every worker in their supply chain can be as high as USD 17,000. There can be no more exploitation.

Minimum living wages are a foundation for decent work, and they must be set at a level that guarantees decent standards of living for workers and their families.

Wages should take into account the needs of workers and their families, the cost of living and economic factors. In this respect, minimum wage legislation and collective bargaining in particular can set income floors to reduce income inequality, eliminate poverty wages and achieve sustainable wage growth. (G20 Labour Ministers Declaration, May 2017)

Minimum living wages and a universal social protection floor can also formalise work.

### The evidence base for a minimum living wage claim

The level of a minimum living wage is guided by evidence on the costs of living, and should consider the following elements to ensure that wages allow for decent living standards:

Minimum Living Wage	
Food	Educations expenses
Housing	Household bills, utilities and recreation
Transport	Essential care costs
Clothing	Contingency for emergencies
Medical expenses	

# The fight is to end corporate greed – the first step is a wage rise for Africa

## 3. Expand universal social protection with the foundation of the social protection floor.

A social protection floor is a globally agreed ambition from the UN and the ILO and endorsed by G20 countries.

Global ambition for a social protection floor		
<b>UN Global Goals for Sustainable Development</b> Goal 1 – No poverty Goal 5 – Gender equality Goal 8 – Decent work and economic growth Goal 10 – Reduce Inequality	<b>ILO</b> Decent Work Agenda Social Justice Declaration	<b>G20</b> Policy recommendations for promoting more equitable and sustainable social protection systems

Realising the foundations of a social protection floor will protect working families and help to build a fair and sustainable economy.

## Lobby

### Ratify ILO Convention 131

In the first instance, governments must ratify ILO Convention 131 and ensure effective laws and wage fixing systems that ensure and uphold minimum living wages and collective bargaining.

#### A minimum wage must be a living wage.

Minimum wages must:

- take into account the needs of workers and their families;
- apply to all workers with no exception;
- serve as a floor, allowing workers to bargain for higher wage levels to share productivity and profits;
- be set by an evidence-based process that takes into account the costs of living;
- be regularly reviewed and updated;
- be as simple and easy to understand as possible; and
- be enforced with an effective compliance system including well-resourced labour inspectorates and dissuasive penalties/sanctions.

Unions will lobby governments, campaign for political support and target corporations to see an increase of minimum wages and ensure reform of minimum wage systems that do not comply with these principles.

### Collective responsibility from AU governments for minimum living wages

In advance of the November AU/EU Summit in Abidjan and the January AU Summit, all unions with the ITUC regionally and globally will lobby their member governments.

### Governments to guarantee universal social protection

Unions across Africa will expose government policies that do not guarantee the elements of universal social protection enshrined in ILO Convention 102 and Recommendation 202.

In addition, it is essential that governments invest in childcare and elderly care in recognition of women's right to work and the jobs' dividend from such investments.

## Social Protection Floor

Medical care  
Sickness benefit  
Unemployment/ out-of-work benefits  
Old-age pension  
Employment injury benefit

Family benefit  
Maternity benefit  
Disability benefit  
Survivors' benefit  
Child and elderly care

Governments must look at the expenditure gaps in social protection coverage detailed in the ILO's World Social Protection Report. They must ensure that people are the first beneficiaries of taxation expenditure. Equally, governments must ensure a sustainable revenue base for the delivery of social protection systems, taking measures to end tax evasion from corporations and punish offenders.

According to the OECD, USD 240 billion is lost every year in tax revenue as a result of tax avoidance by multinational companies. This could go a long way to ensure universal social protection floors.

## Action

**“100% Africa – Dignity, Value, Wages” will become a national and regional demand in the quest to end corporate greed and ensure all workers have at least a minimum living wage!**

The heart of the campaign will be working people and their families. The plan is to tell the stories of workers struggling to survive on low wages and to build the hope of the possibility of improving their lives with a minimum living wage.

**September:** A national icon will be born with one worker's story from each country. We need a photo and the answer to three questions: (1) What essentials can't you pay for on your current wage?; (2) How much extra would you need to pay for these?; and (3) If you had a wage increase, what's the first thing you would spend the money on?

**Additional worker questions:** What is your name? What is your age? For whom do you work/what is your job? What could you do with a wage increase? Please take a head and shoulders photo and send it with the information to [diana.maggiore@ituc-csi.org](mailto:diana.maggiore@ituc-csi.org)

**7 October, World Day for Decent Work:** Send the government your demands and back it with public events under the banner of End Corporate Greed – Africa Needs a Pay Rise; share your photos and actions.

**November:** EU-AU Summit in Abidjan

**December:** Corporate day of action

**January:** AU Summit in Addis Ababa and Minimum Living Wages campaign meeting

**End Corporate Greed: 100% Africa –  
Dignity, Value, Wages**