



General Report
Pre-Congress Activity
African Trade Union Development Network (ATUDN)
Dakar, Senegal, 23-24 November 2015

1. Background

Approximately forty persons attended the two-day pre-congress activity organized by the Development Cooperation Network in Dakar in November 2015. The meeting was under the theme “*African Trade Unions as Active Actors in Development*”. Participants of the meeting included leaders from affiliated trade union organizations; members of the steering group of the ATUDN (African Trade Union Development Network) and technical staff of the ITUC-Africa and ITUC Secretariats respectively.

Discussions over the two days focused on Global debates around development including the Sustainable Development Goals. Within the African context, specific focus was dedicated to the African Development Frameworks – particularly – the AU Vision 2063 and the African Mining Vision (AMV). Presentations focused on the key issues for trade union action.

Preliminary findings from research studies conducted in Ghana, on the Relevance of Social Dialogue for development and in Malawi, Senegal and Zambia on the use of Official Development Aid in Public-Private Partnerships were shared with participants by a panel of four researchers from the African Labor Research Network.

Group work based on sub regional groupings focused on identifying trade union priorities and strategies for inclusive development whiles highlighting the capacity needs for engagement in development processes at the national and sub-regional levels.

Below is a resume of the sessions of the two-day meeting.

Session 1: Development Frameworks and Development Cooperation Debates at a Global Level

The first session focused on presenting an overview of the Trade Union Development Cooperation Network and its overall mission. This presentation was made by Paola Simonetti, Coordinator of the TUDCN program in ITUC. The presentation highlighted that members from ITUC affiliates, Solidarity Support Organizations, Global Union Federations, TUAC and ETUC constitute members of the TUDCN. ACTRAV is invited as an observer in the Network. Essentially, membership is voluntary and inclusive and the work of the network is built around two pillars i.e. advocacy and partnerships. The work of the Network is further guided by two principal missions: *To ensure input of trade union views in the development-related policy debates and to improve trade union development cooperation ‘effectiveness’*.

The presentation further emphasized the role of the network at regional level which essentially includes advocacy on development policies at regional level and coordination with the members on development.



Conclusions

Discussions following the presentation underlined the fact that Africa, contrary to other regions has peculiar challenges which need specific strategies in addressing them. Thus, the need to identify specific priorities around development in implementing work within TUDCN was strongly emphasized. Importantly, participants stressed the fact that trade unions are key actors in development and can give a new impetus to Africa's development. It is therefore imperative for unions to put forward alternative development proposals. Nevertheless, participants highlighted the need for resources and expertise as well as the need to build capacities in the quest to propose alternatives to the neoliberal paradigm and thus contribute to the development agenda of Africa.

Session 2: Inclusive Development: What the SDGs has to offer?

This session focused on presenting the basics of the developmental model of ITUC-Africa; the priorities for African trade unions within the context of the implementation of the SDGs; and finally proposed actions for African trade unions in the realization of these priorities. This presentation was made by Koung Lawson Body, Economist at ITUC-Africa.

Within the context of ITUC-Africa's developmental model, the presenter highlighted three main paradigms including: i) Voluntarism paradigm in development economics; ii) The paradigm of management in development economics and iii) Pragmatism paradigm in development economics.

The presentation also underlined ITUC-Africa's proposal for Africa's Development which comprises:

- A model of growth and sustainable development with the state as a key player
- A fair and inclusive labor market for quality jobs and remuneration
- A suitable mechanism to mobilize financing to support the development process

Regarding the priorities for African Trade Unions in the area of the Sustainable Development Goals, the presentation stressed 11 goals out of the 17 as priority areas including: Goal 1, Goal 2, Goal 3, Goal 4, Goal 5, Goal 7, Goal 8, Goal 9, Goal 10, Goal 13 and Goal 16

Furthermore, the presentation identified trade unions as key development actors in their respective countries and stressed the fact that, unions can drive change through: (i) their leadership in the society; (ii) their mobilization and organization on the ground and (iii) their capacity to formulate alternative proposals during debates on development issues.

Conclusions

To conclude, the presentation emphasized the need for trade unions to develop innovative strategies of action in different areas including:

- Capacity building
- Research
- Organization
- Mobilization
- Advocacy / Awareness
- Alliances and networking



Session 3: The African Development Frameworks: AU Vision 2063 and the African Mining Vision (AMV): Key issues for trade union action

This presentation was done by Professor Alfred Ndiaye. The presentation indicated that the African Union's approach in promoting economic development is by opening discussions to the civil society. This is therefore a good opportunity for trade unions. However, the question remains whether trade unions have the required capacity to effectively engage developmental and economic issues?

Essentially, the new African initiatives including the Africa Mining Vision (AMV) and the Africa 2063 Development Agenda provides prerequisites for union participation, conditions for participation and validation of program.

Conclusions

The presentation strongly underlined that the African story remains a paradox; the case of a wealthy continent, but impoverished people. Discussions following the presentation stressed the fact that it is important to focus on the equal distribution of wealth to bridge the gap between the rich and poor in African societies.

Within the context of the AU Agenda 2013, participants underlined the need for trade unions to situate specific priorities within the broader questions. Essentially, issues such as social protection, youth employment should be of high relevance.

Session 4: Social Dialogue for development: Preliminary findings from country case studies

Prince Asafu Adjaye, research member of the African Labor Research Network (ALRN) presented the preliminary findings on the case study conducted on *Social Dialogue for development*. The presentation focused primarily on the relevance of social dialogue for development, within the Ghanaian context with specific focus on the extent to which multi-stakeholder and other forms of non-traditional social dialogue influence policies and legislation in Ghana. The study highlights three main forms of social dialogue engagements in Ghana including tripartite, bipartite and multi stakeholder engagements and further underlines the impacts of social dialogue processes in Ghana. Essentially, the various forms of social dialogue allows the respective stakeholders to play a part in legislative amendments such as constitutional review, passage of laws, Labor Act review etc. Additionally, through social dialogue, stakeholders are able to make contributions into Economic and Social Policies such as annual budgets, medium term policies including the National Employment and Youth policies. The pricing of petroleum products and utilities as well as the governing of structures of public institutions are also influenced by social partners through the social dialogue processes.

Conclusions

Overall, the presentation brought out the fact that social dialogue is embedded in Ghana through the existence of legal and institutional frameworks for social dialogue which allows trade unions, CSOs and other interest groups to engage with significant others on various issues. Nonetheless, the presentation underlined a number of challenges which undermine the full effectiveness of the social dialogue process, including the low trade union density in the country and the lack of defined structures and procedures for multi-stakeholder national social dialogue.



However, discussions and contributions from participants reflected full appreciation for the extensive social dialogue process in Ghana, which in participants view is commendable and must be adopted in most countries.

4.1. The use of ODA in PPPs: The Case of Zambia

The preliminary findings from the study on the use of Official Development Assistance (ODA) in the development of Public Private Partnership (PPP) Projects in Zambia were shared by Grayson Koyi. The presentation established that even though the concept of PPPs is relatively new in Zambia, quite considerable progress has been made through the adoption of a PPP policy and several PPP projects implemented in various sectors. The research however focuses on a banking firm in the financial services sector, African Banking Corporation Zambia (BancABC).

The case of BancABC qualifies as a PPP using ODA funds primarily because it is a recipient of a Norfund loan of USD 5.3 million in 2011. The study points out that although the project has been running for over four years, there is the problem of accessing particular dataset as a result of secrecy. Nonetheless, the preliminary findings of the study presented that there is a recognition agreement signed between the Management and the Zambia Union of Financial and Allied Workers Union (ZUFIAW). However, there is no collective agreement in place which leaves workers vulnerable to exploitation.

Conclusions

Generally, the study shows that ODA outflows to Zambia is declining, however remains significant. The study conducted on the case of BancABC Zambia records no evidence of improved employment outcomes; neither are there any development impacts of the PPP project supported through the Norfund Investment loan. Furthermore, the presentation concluded that the trade union capacity to understand and participate in decision making processes on PPPs remain weak and needs to be enhanced.

4.2. The use of ODA in PPPs: The Case of Malawi

The preliminary research findings on the use of ODA in Public-Private Partnerships within the context of Malawi were presented by Alex Nkosi, research fellow and member of the ALRN. The study is based on the Shire River Basin Management Program – a very key natural resource to Malawi – generating 98% of Malawi’s electricity through hydro power and providing agriculture, forestry and tourism purposes for domestic use. The project is co-financed by GEF/LDCF and the World Bank and several partnership arrangements have been initiated with other organizations including Millennium Challenge Corporation/Account, UK Department for International Development Program (DFID), Norway and the International Fund for Agricultural Development (IFAD) among others. The study revealed that workers employed under the project were not unionized and even worse, no inspection visit has ever been carried out by the Labor Inspection department to the Liwonde Barrage. In terms of job creation opportunities initiated from the project, no exact figures could be mentioned, apart from the fact that jobs being created are largely for the unskilled.



Conclusions

In a nut shell, the study concludes that PPPs are a donor driven agenda, a manifestation of the West trying to reformulate and repackage the neoliberal ideas for the developing world as a tool for multinational profit making. Regarding the overall development results and impacts on communities, the study indicates that the impact is often minimal due to the fact that the funds goes back to the funding countries through the multinational corporations. Furthermore, the study, just as observed in the countries, underlines the low involvement of trade unions in projects undertaken under PPP.

In short, the Malawi study establishes that the PPPs are not a panacea for development. Importantly, the study stresses that countries must focus on a people-centered development that will ultimately lead to improved quality of life for the citizens when engaging in PPPs.

4.3. The use of ODA in PPPs: The Case of Senegal

The use of ODA in PPPs: The Case of Senegal

Prof Omar Gueye shared the main results of the study on the use of Official Development Assistance (ODA) in the development of Public Private Partnership (PPP) Projects in Senegal. The study indicated that an experiment of Public Private Partnership with a focus on private capital flows as an alternative for financing development projects has been in place in Senegal since 2004. The objective is to revitalize the economy through the use of capital available in all financial markets as Senegal faces insufficient public resources to achieve objectives of job creation, poverty and inequalities reduction.

In essence, there are about twenty PPP projects in various sectors in Senegal with a total funding estimated to 1587 billion FCFA (1111 billion FCFA for the Private sector and 476 billion FCFA for the Senegalese State)

Conclusions

The study recommends avoiding that PPPs are another instrument of domination and / or worsening of North-South relations often controversial and that Africa is a new field for the confrontation expansionary neo-capitalism. Ultimately, the study advocates a redefinition of rules for selection of projects with priority to reducing growing poverty, revitalizing public institutions, maintaining strong local private sector and promoting enterprises that create wealth and provide decent jobs.

Session 5: *Sub-Regional Working groups: Trade union priorities and strategies for inclusive development*

Participants were grouped to work in sub regions on identifying trade union strategies for inclusive development with the following guiding questions:

- How should trade unions improve engagement in development processes at the national and sub-regional levels?
- What are the views of trade unions on the use of ODA in PPPs?
- In what kind of projects should ODA be used for in PPPs? What role for trade unions in there?
- What are the sub-regional priorities for development?



- What African trade union priorities should we push through at the global level?
- What are the capacity needs for engagement?

Outcomes of Group Deliberations

East Africa:

1. Implementing the East African Common Market Protocol, it touches upon issues of free movement of workers, rights of residence. Social dialogue is very crucial at sub-regional level; ATUDN is the most effective platform to deal with it. Good governance in the extractive industry, which is a popular issue in the region. A lot of exploration on gas and oil going on in Rwanda, Burundi, Zanzibar. Tax justice also salient. The issue of decent work is very vital, how to implement the East African DWA. Transforming the informal economy also a priority: 85% or above of working population working in the informal economy. Promoting regional economic integration, food security and climate change.
2. External Committee EATUC, CSOs (East African CS Federation), African Union Commission, Tax Justice Network of Africa, ITUC Africa.
3. Research is very vital to move forward. Sensitization and awareness on the role of TUs in development agenda. Monitoring and evaluation on effectiveness. Advocacy and lobbying also needs more capacity.

Southern Africa:

1. Unemployment, especially women and youth (including graduates). Because of that, great deal of labour migration leading to xenophobia. Cheap labour and loss of social security are immediate consequences. Jobless growth and precarious work, especially by Asian investments. On the extractive industry, only exporting raw material, no transformation of it, therefore no employment and less revenue. Informal economy is a big challenge.
2. Member States, South African Development Community (SADC), Common Market for East and South Africa (COMESA), AU, WB & IMF, CSOs including the media.
3. Research (for evidence-based interventions), advocacy (packaging the messages for different audiences), negotiation skills, organising (repackaging of the unionisation message, be attractive for women and youth, deal with the informal economy), human resources (adequate and skilled personnel).

West Africa:

1. Poverty reduction, peace and security, public and quality education, food security/sovereignty. Informal economy. Social protection.
2. ECOWAS, AU, ADB, ONGs.
3. Training for strong TUs.

Central Africa:

1. Electrification of the region, given the industrialisation, mechanisation of agriculture and transformation of agriculture produce. Promote DW for all. Facilitate inclusive social



dialogue. Promote social security for all for the wellbeing of all population, organise the informal workers. Active participation of TUs in the elaboration of development policies. Promote active participation of youth and women.

2. Participation of sub-regional organisations in all summits. TU solidarity in the entire region, improve communications. Governments and MPs, CSOs, patronages, international organisations, media, regional and sub-regional development agencies, UNDP, IMF & WB.
3. Expertise, training, capacity development, strong unions, organisational capacity.

North Africa:

1. Gender equality, decent work, institutionalizes social dialogue, education, balance education and job market.
2. Government, MPs, Las, development agencies, UN agencies as UNDP, workers' organisations.
3. Engagement, better union management, internal democracy, women's integration, research, unifies union actions, CSO alliances, opening to all Maghreb unions.

Day Two: The working modes of the TUDCN Global

Day two commenced with a presentation by Diego Lopez, coordinator in charge of Partnerships under the TUDCN program at the ITUC on TUDCN Governance. Essentially, the TUDCN holds an Annual General Meeting which brings together all active members of the TUDCN – including the Regional organizations and their national affiliates. An open Coordination Meeting is also held once a year in between General Meetings. This ensures coordination of the network and brings together three representatives per region. The steering committee is composed of five representatives from the respective regions and oversees the work of the TUDCN secretariat. The committee also ensures monitoring and evaluation of the work and periodically assesses the financial and administrative operations of the network.

Another branch of the Network is the TUDCN Working Groups, which is in charge of implementing the priorities of the TUDCN. It has an open membership and its mailing list is managed by the TUDCN Secretariat.

The TUDCN Secretariat organizes working groups, network meetings and seminars. It is also responsible in ensuring smooth communication, information sharing and promoting the visibility of the Network. When necessary, thematic seminars are organized for all TUDCN members interested in participating, with the view of building capacities and facilitating exchanges.

Group Work on Agenda 2030 – English Speaking

Participants were grouped into two on language basis to develop action plans for the period 2016 – 2017

The following questions were provided as a guide:

1. What the priority actors at regional and sub-regional level?



2. What are their political agendas in relation to SDGs follow-up?
3. What activities can be organized to work on these actors in the most efficient way?

Below is the outcome of the group deliberations.

English speaking group

	Actors	Political Agendas (Goal)	Activities
Southern Africa	SATUCC	Equitable distribution of resources- 16 Human rights- 4, 5 Gender- equality/equity- 4,5 Poverty- reduction- 1, 2 Environmental protection- 7, 13	Research Dissemination Capacity- building Sensitisation
	Parliamentary Forum Council of Non-governmental Organisations Federation of Christian Councils of Southern Africa	1-	Dissemination Capacity- building
	Law Society	2-	
	Private Sector Forum	3-	
	SADC Secretariat	4-	Policy- engagement Representation Advocacy
East African Community	East African Legislative Assembly EATUC Secretariat		Policy- engagement Representation Advocacy
	EA Civil Society Forum EA Law Society EA Business Council EA Employers' Organisation EAC Secretariat		
	EATUC		Research Dissemination Capacity- building Sensitisation
Economic Community of West Africa	Organisation of Trade Unions of West Africa ECOWAS UEMOA (monetary union) ECOWAS Parliament		
African Union	AU ECOSOC Pan- African Parliament African Commission of Human Rights		Policy- engagement Representation Advocacy/lobbying



	Economic Community of Africa		
ITUC			Research Dissemination Capacity- building Sensitisation
OATUU			Research Dissemination Capacity- building Sensitisation

Group Work – French Speaking

1-LES ACTEURS	2-AGENDA POLITIQUE PAR RAPPORT AUX OBJECTIFS ODD	3-LES ACTIVITES :
<p>- Niveau région : CECI, UA, BAD, Cité et gouvernements locaux et unis Afrique.</p> <p>-Niveau sous-région : OTAO, CDEAO, BEAC, BCEAO, UMOA, SADC ,CN-SAD ,CEA,UMA</p>	<p>-Agenda 2063 de l’UA (lutte contre les inégalités, contribuer à réduire la pauvreté, assurer la sécurité alimentaire, les services sociaux de base (éducation, santé, l’énergie, hydraulique) relatif aux objectifs 1, 2,3.</p> <p>-Les institutions financières (BAD, BECAO,) qui contribuent au financement des grands projets de développement des pays.</p>	<p>-Participation à l’élaboration des actions relatives aux politiques développements pour inscrire nos préoccupations.</p> <p>-Mise en place de cadre institutionnel de participation.</p> <p>-Demander un statut observateurs au niveau des organisations régionales et sous régionales</p> <p>-Suivi et évaluation sur les questions des actions de développement discutées par les organisations sous régionale et régionales pour agir.</p>



Conclusions

Deliberations over the two days strongly emphasized that Africans cannot develop without Africans and for this matter unions have a key role to play in developmental questions. For a start, it is imperative that trade unions develop industrial policies and engage more actively in mobilization, strike actions, protest marches to build more influence. The point was made strongly that it is time to translate conferences to action to start making a difference.

Discussions following the three presentations on PPPs established the fact that PPPs are gaining popularity as an alternative approach to improving infrastructure and service delivery in the face of dwindling ODA. Nevertheless, participants strongly underlined the fact that PPPs are a new form of colonization which undermines national sovereignty. Thus a call to intensify research around PPPs was highly crucial. Additionally, there is the need to create coalitions to assess the impacts of PPPs in various countries.

Closing

The coordinator of the TUDCN-ITUC expressed appreciation for the active engagement and contribution of all participants during the two days meeting. She emphasized that much of the work moving forward is at National level and therefore the active involvement of participants around development work is highly crucial. She pledged the support of the Global office in keeping the Network vibrant whiles actively engaging in development questions at the Global level.

To a large extent, the expected results identified prior to the pre congress activity were attained. The outcomes are under listed:

- The development actors are informed and sensitized on inclusive development in Africa;
- Future actions regarding trade union work around development are agreed within the framework of SDGs;
- An action plan for 2016 is drafted;
- A resolution of the African Trade Union Development Network is proposed to Congress (See Appendix for Adopted Resolution)

Essentially, the two day meeting ended with a resolution which was subsequently presented to Congress. A network meeting is previewed for February where the interim work plan will be consolidated.



Appendix 1

Adopted Resolution on Effective, Coordinated and Action Oriented African Trade Union Involvement and Actions in Development Processes

Noting that:

1. The current global economic architecture is socially unjust and economically unfavorable for Africa;
2. Due to neo-liberal globalization (whose architecture is inherent in Structural Adjustment Policies –SAPs) pursued by African countries for the last three decades, our economies have not be able to achieve development for all,
3. Sadly the agenda of African regional integration is not being promoted and has been rather extremely and have been slow in policy and practice in this regard;
4. It is noted that some African countries have recorded positive economic growth, however most of the growth has not been sustainable, and thus been jobless;
5. African economies remain highly depended on the extractive sector, which is reflective of poor industrial development leaving the continent as a net importer of most of its needs;
6. The gap between economic growth and the needs and aspirations of the African people is evident;

Believing that:

1. Africa as a continent remains one of the most marginalised in the world.
2. Africa is foremost responsible for its own development and improvement in the livelihoods of its people.
3. The need to transform African economies as reflected in the African Union Agenda 2063, which calls on Africans to take the destiny in their own hands, requires a mind shift.
4. That heavy reliance on the exportation of mineral resources without any value addition in not sustainable, as such the implementation of the adopted African Mining Vision in 2009 by the African Heads of State should be promoted by the trade unions as a tool to fight against dependence on mineral resources,



5. Africa should without hesitation begin to mobilize resources domestically to achieve its development. All efforts to curb financial inflows and outflows into Africa must be scaled up and well-coordinated,
6. Our commitment to realising goals and targets to end poverty, foster decent work, ensure quality education, provide public services, infrastructure and social protection policies, reduce inequalities, promote women's participation in the work force and improve fiscal, wage and social protection policies which is in line with the universal development framework adopted by all World leaders in September 2015
7. Similarly, International Development frameworks such as the SDGs (Agenda 2030), Global Partnership for Effective Development Cooperation (GPEDC), and the UNFCC processes could be the necessary impetus for achieving sustainable development agenda for the African continent.
8. African trade unions have the responsibility to uphold the principles of democracy at the national and continental levels and must ensure as necessary enablers for economic growth, prosperity and social progress
9. Finally, while the trade unions recognize the role of the private sector in development, we also know that their ultimate aim is profit maximization at whatever expense.
10. However, we do acknowledge that there are some companies who are committed to responsible business models that are considerate of the needs and aspirational development needs of the countries in which they are operating.
11. We are therefore open to engagement noting that the overall goals of development is ultimately the creation of inclusive national development – focusing on reducing both poverty and socio- economic inequalities are and these are paramount for any effective partnership.

We therefore resolve that ITUC-Africa should:

1. Support and promote the work of the newly established Africa Trade Union Development Network aimed at revitalising and coordinating trade union development activities under the coordination of the ITUC-Africa's policy think tank-the Africa Labour Research and Education Institute.
2. Coordinate the research and advocacy campaigns driven by its affiliates on structural transformation of African economies;
3. Facilitate through capacity building and training, research, monitoring and evaluation competencies which would strengthen national centres to carry out assessment of development initiatives at national level and foster inter regional exchanges and learning



4. Implement programs on economic and development frameworks in order to develop and stimulate debates on the form that structural transformation should take and the role that affiliates should play in achieving that
5. Lead through advocacy the engagement of policies and strategies at regional, sub regional and national levels in order to enhance works done by its affiliates.
6. Undertake a review of the proposals emerging from this meeting vis-à-vis formal versus informal, noting both challenges and opportunities, and give directives to affiliates
7. Support and strengthen the capacity of ITUC-Africa's Research and Education Institute (ALRED) to be able to strategically intervene in development process for and on behalf of ITUC-Africa and its affiliates.