



## 2<sup>nd</sup> ITUC- Africa Congress

Birchwood Hotel, Johannesburg (South Africa), November 25-27, 2011

# ADOPTED RESOLUTIONS

## Resolution One:

### Implementing the Decisions of the 2<sup>nd</sup> ITUC Congress

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#### Background

1. Congress recalls that resolutions on critical issues touching on and having direct implications for Africans and Africa's development were debated and decisions reached during the 2<sup>nd</sup> ITUC Congress, which was held in Vancouver from 21 - 25 June, 2010. Particularly, resolutions on issues of Decent Life for young Working Men and Women (paragraph 1 – 7)<sup>i</sup>, HIV and AIDS<sup>ii</sup> (paragraph 1- 8), Promoting and Defending Fundamental Workers' Rights (paragraph 1- 12)<sup>iii</sup>, Organising (paragraph 1-12)<sup>iv</sup>, Gender Equality (paragraph 1 – 15)<sup>v</sup>, Migrant Workers (paragraph 1-14)<sup>vi</sup>, Extending Social Protection and Ensuring Good Occupational Health and Sustainable Development and Climate Change (paragraph 1 – 7)<sup>vii</sup>, amongst others. Congress strongly reaffirms that these issues touched on and are at the heart of fundamental human and trade union rights, which the trade union must continue to defend, protect and promote.
2. Congress reiterates and expresses full support for these resolutions and decisions called on ITUC-Africa through its Secretariat to take full, urgent and all necessary actions to achieve the implementation of these rights. Cooperation and collaboration with Global Union Federations and progressive civil society organisations towards the effective implementation of the resolutions were recognised, canvassed and encouraged.
3. Particularly, Congress observes that Africa continues to suffer from the effects of climate change, which has direct links to agriculture and food crises on the continent, as well as possesses serious challenge to Africa's industrialisation aspirations in the faces of continuous carbon emission by the developed

economies. Congress while observing that actions of governments, especially advanced economies to scuttle the process of reaching a just and agreeable carbon emission level as contained in the Kyoto protocol is condemnable, especially as the effects of carbon emission continue to endanger planet earth, it called on African trade union organisations to reinforce their commitment towards the global environmental justice movement to halt and defeat stance to commitment to carbon emission ceiling.

4. The health of the people and African workers must continue to enjoy prime priority by African governments consistent with the aspirations to achieve industrial development, which is largely possible and sustainable with a healthy and well educated and developed people and workforce. Therefore, the serious and dire pandemic of Malaria and Human Immune-deficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS) that have decimated working families and communities must and will continue to be relentlessly and tirelessly fought by working families and organisations on the continent. Clean and healthy surroundings as well as good sanitation practice and culture coupled with access to affordable health care remain time-tested solutions to the prevention of non-communicable disease such as malaria. Congress emphasises the need for radical, ceaseless and interactive health and hygiene education to peoples and communities for them to live and cultivate hygienic and responsible life styles. Congress also emphasise the need to ensure that African governments continue to strong commitment in the care and management of persons living with HIV and AIDS through the provision of anti-retroviral drugs where none currently exist and the continuous sustenance wherever provisions currently exist.
5. More than ever before, the issues of the rights to employment, especially youth employment; democracy and freedom are critical and urgent issues that demand urgent, genuine and effective responses from African governments. These issues have largely shaped the causes and demands of young persons who inspired, participated and executed the North African and Arabian Spring Revolution. Congress notes that though Africa's unemployment profile has continued to remain high, the spring and Jasmine Revolution is a welcome wake-up call for African leaders to demonstrate true and sincere commitment to human capacity development and employment generation.
6. Congress recognised that to effectively engage employers and governments within and outside Africa in the implementation of these rights, affiliates must continue to demonstrate strong financial support for and towards the ITUC-Africa.
7. Congress also recognises that to fully and effectively implement these resolutions and decisions, especially on issues of Achieving a Decent Life for young Working

Men and Women, Gender Equality, Organising, Migrant Workers and Promoting Fundamental Human and Workers Rights, amongst others, African trade unions must be prepared and strive to ensure that their internal structures and governance embrace democracy, transparency, accountability and opportunities for participation for all.

8. Congress supports all efforts and means through collaborations, cooperation and alliances toward the actualisation of the aforementioned resolutions, which recognise that people, workers and vulnerable groups should enjoy the benefits of the change trade union organisations seek.

**Congress calls for:**

9. ITUC-Africa to work in collaboration with the ITUC, Global Unions, its partners and affiliates to:
  - a. Raise and increase awareness on the linkages of decent life for young men and women, organising, gender equality, sustainable and just transition and climate change, elimination of child labour, migrant labour, workers and human rights, and the provision of social protection to fundamental human rights promotion, poverty eradication and Africa's industrialisation as well as deepening of democracy and development.
  - b. Work strongly with the ITUC, Global Union Federations and in alliance with identified progressive civil society organisations like the media, feminist movement, global environmental justice movement and similar organisations in order to achieve more effective continental and international coordination and a common strategy for the promotion of fundamental human and workers' rights; as well as promote and encourage such cooperation and alliances to affiliates as appropriate
  - c. Develop awareness raising, capacity development and improvement, research and policy guidance to increase trade union actions and outcomes on issues of child labour eradication, migrant labour protection, gender equality, attaining decent life for young working men and women and the defence, protection and promotion of human and workers' rights.
  - d. Intervene in all necessary and appropriate ways to oppose violations of these human and workers' rights wherever they occur, as well as call on the solidarity of all affiliates as well as the support of global trade union fraternity in those efforts
  - e. Continue to use, work with and engage institutions like the African Union Commission, the International Labour Organisation (ILO), other United Nations systems, as well as other organisations to promote respect, enjoyment and preservation of fundamental human and workers' rights

- f. Build and strengthen the capacities of affiliates to combat fundamental human and workers' rights violations, including through trade union education programmes, sustaining and supporting regional, sub-regional and national networks, reporting and publications of annual national trade union rights status.
- g. Campaign to end the perpetration of the most severe instances of violations as well as demand for end to impunity, accountability and justice for victims
- h. Work with affiliates to achieve the effective democratisation of trade union structures and activities in ways that ensure the full and effective access, participation and enjoyment of opportunities for young persons and women in trade union leadership and activities; as well as continue to engage and demand for state supported human capacity development initiatives through education and vocational training for young persons.
- i. Maintain and further trade union work and collaborations in other crucial multilateral processes linked to poverty eradication and sustainable development as means of strengthening trade union influences and capacity at national and community levels where these issues play out and are experienced.

## **Resolution Two:**

### **Building Internal Trade Union Democracy and Workers' Empowerment**

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#### **Background**

1. The essence and character of progressive trade unionism is mass based traditions, mandating of leaders, consultations and feedback, as well as popular mobilisation around all issues affecting members and society in general.
2. However, it has become clear that in most instances, trade unions are not able to meet these conditions resulting in organisational and political decay, fragmentation, membership decline, loss of confidence, distance between leaders and members, unfulfilled and disappointed expectations, collaboration with elements of the ruling class and employers to the detriment of workers interests and even corruption and lack of accountability, transparency and mandating for leaders. The over-centralisation of power in the hands of a few or even one person is the primary reason why internal democracy cannot be possible, unless the whole membership is involved in the running of the organisation. Fragmentation leads to competition for scarce resources, for the same membership base and even leads to deepening hostilities between different confederations.
3. In all the fields of economic activity and in the sectors of social action, recent international and national events have caused rapid changes everywhere which have opened up the way for the development of democracy in Africa. In this context, the trade union movement cannot afford to be outside this dynamic process by sticking to outdated trade union management practices characterised by the lack of genuine participation of members.
4. The African trade union movement is increasingly facing internal problems which prevent it from functioning democratically. As a matter of fact, the governance of trade unions is often so rigid that the grassroots are not sufficiently consulted. In addition, there is a deficit of internal communication, insufficient human resources and a low capacity of mobilisation and organisation of members. In addition the African Trade union movement is still facing the following weaknesses:
  - 4.1. Low level of participation of youth, women, and other vulnerable groups e.g. disabled minority groups, informal economy workers, immigrants, etc.
  - 4.2. Weak working class consciousness and a lack of ideological cohesion
  - 4.3. Lack of soliciting or seeking mandates from workers, i.e. leadership acting based on own ideas or interests.
5. Internal democracy is also compromised by over-dependence on conditional funding and patronage from different sources within the continent and outside. These various begin to sources wield power in matters affecting the union, hence

the loss of control by members on the direction and substantive posture of the union

6. Congress recognises that to be effective in the process of sustainable development, trade unions need an internal capacity building and internal trade union democracy. These are essential conditions which can contribute to the development of democracy in society as a whole and to a more concerted management likely to promote collective emancipation and to meet workers expectations for decent employment;
7. Congress acknowledges that the process of achieving gender equality and women's empowerment in the trade unions, the workplace and in society requires strong political will on the part of TU leadership, governments and the private sector to create an environment conducive for women to develop themselves. Women find themselves not to be in a position to access opportunities to develop equally with their male counterparts, given their experiences of being discriminated against in terms of skills training, leadership, career and managerial opportunities.

**Therefore Congress reaffirms that;**

1. The power of the working class can only emanate from workers' capacity to organise themselves and to act as a collective power coming from the grassroots and not from the top or from far. The size of the membership and an effective organisation are equally important.
2. Workers' power cannot be built without a form of awareness-raising which should be achieved gradually through various stages in order to develop a class consciousness which implies a change of mentality and a capacity to critically analyze every situation in order to transform it.
3. ITUC-Africa, as a trade union movement based on workers trade-union solidarity, is a mass organisation, which implies an intense need for mobilisation, communication and information and education. To develop normally and offer better services to its members, ITUC-Africa needs to create at all levels, a synergy among the members of the trade-union organisations affiliated to it.
4. However, this synergy can only be generated by the coordinated action of several social factors which contribute to the commitment of workers in various economic sectors.
5. Communication becomes an essential component in the exchange of ideas, experience and knowledge, which make it possible to reach a consensus on a joint project between the workers of the same company, the same nation, the same region or even the whole world.

## **Congress calls for;**

1. The prioritisation of the following action points relating to education and training:
  - 1.1. Promoting workers development and proper training at all levels as a priority in order to renew the trade union movement, particularly, in the following priority areas:
    - Shopsteward and membership development
    - Political and Ideological development as a basis or tools of analysis to help workers understand the world and their situation better, particularly political economy studies
    - A comprehensive education programme that targets both men and women and that deals with building women leadership, culture and patriarchy, appreciation and trust between partners and between men and women.
  - 1.2. Specialised and technical training for certain categories, such as leaders, organisers and other strategic cadres of the workers movement
2. Support training in communication to develop workers capacity to communicate effectively, mobilise, negotiate, manage conflicts, critically engage and also build coalitions.
3. Prioritise the unionisation of women, young people and other vulnerable groups to create the conditions for trade union growth, relevance and mass actions; including:
  - 3.1. Promoting new, modern and creative ways to ensure the effective participation of the African youth in the trade union movement;
  - 3.2. Reorienting trade union policies and programmes in order to make them attractive and responsive to the needs of young workers and women;
  - 3.3. Prioritising the inclusion of women, young people and other vulnerable groups in decision-making bodies and processes;
  - 3.4. The introduction of mechanisms that will ensure women representation and participation in all positions of power and trade union activities. These should include among other measures; quotas, consideration of the special role of women (children care, household chores, etc), special seats, organising and recruiting more women.
  - 3.5. A comprehensive policy framework with clear indicators, monitoring and evaluation strategies, reporting systems for ensuring the

empowerment, promotion and advancement of women and their interests. Such a framework should include punitive / corrective measures for unions who fail to demonstrate advances in this area.

4. Promoting trade union independence, the full application and respect for trade-union freedom and the right to bargain as stipulated in ILO Conventions N° 87 and 98;
5. Assisting affiliates in developing and implementing their organising strategies. This particularly relates to the creation and/or consolidation of informal economy workers' and elderly people's structures, recruitment of new members and retaining the existing members;
6. Promote synergy with and between unions (including GUFs), labour support organisations, social movements and community organisations in the area of organising;
7. Provide a concrete support to the affiliates to improve organising and the operations of their structures as well as the expansion of their base.
8. Develop pro-poor and pro-worker alternative policies, wage campaigns for their adoption and mobilise workers and communities around them for implementation.
9. The ITUC Executive Bureau should develop a system for regular reporting by affiliates to ITUC Africa on progress in these areas.
10. Trade union independence from political parties and employer organisations must continue to be emphasized as a crucial part of renewing the trade union movement in Africa.



**Resolution Three:**  
**Promoting African Trade Union unity at all levels**

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**Background**

1. The power of workers is in their organised and united strength. The amount of victories workers can score is directly linked to their organised strength and ability to challenge effectively the power of the ruling class, not as individuals, but as a strong, united and highly organised force. Therefore, it is our historic and practical duty to ensure the unity of workers in all workplaces, communities, countries, regions and ultimately, the whole continent.
2. This Congress is presented with the opportunity to live up to the expectations of the millions of workers throughout our continent, who have invested their hopes and energies on this important and historic gathering of the leading detachment of the continent's working people and we dare not fail them. It is for that reason that we must set ourselves a clear, bold and ambitious programme to realise this unity of workers across sectors and industries, countries and at a continental level.
3. Since the advent of capitalism, unity and solidarity have been critical to working class power; they must be at the centre of all our initiatives. Our continent, more than any other, needs a strong, organised and united trade union movement. Hence the urgency to begin a process of bringing together the various trade union centres into a one mighty federation representing the broad interests and aspirations of all working people on the continent.
4. In the specific context of Africa; political instability, poor governance, the lack of social protection, precarious jobs, unemployment, increasing poverty, the high prevalence of HIV/AIDS, the lack of respect for international labour standards and labour laws, the lack of occupational health and safety, privatisations, dismissals, deregulation, the expansion of the informal sector, trade unions have to face new responsibilities to fight for a system of greater social justice.
5. Congress notes with great concern that at the national level, unity remains a major challenge and that the phenomenon of trade union proliferation and fragmentation persists. In several countries, there are half a dozen or more trade union confederations which compete for the same space and membership base, thus weakening workers unity and organized power to the benefit of the class opponents of workers. The fragmentation can also be explained in terms of the ever shifting political landscape in our various countries and the continent as a whole, in which case changes from one party or military rule to an open democratic society creates new spaces and new organisational dynamics for workers and their organisations. This may either imply new spaces for independent workers organisations or proliferation of splinters for whatever reasons.
6. This trade union fragmentation is in many instances a result of the lack of internal democracy, accountability and transparency in the management of trade unions. In other cases, there exists patronising relations between trade unions and political

parties which tend to create “satellite” trade unions that are mere transmission belts of the pressures and interests of the political parties concerned, quite often to the detriment of working class interests. Another form of this very complex issue is that involving historic relations and influences of international organisations which keep them jealously in their fold, whilst setting their agenda. In addition, there are selfish and personal ambitions leading to sectarianism, duplications and bureaucratic superstructures which are contrary to workers’ interests.

7. The existence of two continental centres, the ITUC-Africa and OATUU and the fact that, to a large extent, they share same members, hence, the duplication of activities and roles, creates a fertile ground for competition, fragmentation and lack of focus. As a result, the voice of African workers remains fragmented and weakened in their engagements in various fora including in the AU and ILO
8. In this regard, we note and welcome the unity between the then ICFTU-Afro and the then DOWATU (formerly affiliated to then WCL) to produce ITUC-Africa. We further call for unity between ITUC-afro and OATUU. This would signal a critical step forward in the march towards a strong pan-African trade union movement. OATUU was founded in 1973 from the merger of the All-African Trade Union Federation, the African Trade Union Confederation (ATUC), and the smaller Pan-African Workers Congress and emerged as the major Pan-African trade union movement, in close liaison with the then OAU, particularly in pursuit of the liberation and anti-colonial struggle.
9. We further note the historical factors that explain some of the challenges, but equally, we believe those challenges should not stand in the way of workers’ unity. In fact, they are more the reason for unity and a stronger trade union movement representing the popular aspirations of working people on the continent.

**Congress therefore reaffirms that;**

10. It has become urgent that the interests of African workers are put ahead of other considerations to ensure that we can build a strong and united trade union movement that enjoys the full confidence of workers as a result of its organisational strength, bargaining effectiveness and political assertiveness in representing their aspirations.
11. The international trade union terrain presents possibilities for real advances in some respects, but it has proven in other respects a very hostile area for the African trade union in its current weak and fragmented state. It has pigeon-holed the African trade union movement into a minimal and insignificant player, with some of its elements even acting in contradiction to its own broader interests as a result of the undue external forces that set their own agenda ahead of those of workers and the poor of our continent.
12. In seeking to assert ourselves, we must identify critical engines to propel our agenda of a united and strong trade union movement into the daily lives, experiences and struggles of workers. These should be able to assist in getting our

agenda off the ground within a very reasonably short time and should resonate with workers' aspirations and expectations. Divisions along language and other barriers also require a strategy to transcend colonially defined relations and fragmentation, to weaken the persisting legacy of colonialism and set a path for the renewal of the African trade union movement.

13. Congress reiterates that the trade union movement must depend on workers' aspirations and needs and must prioritise their urgent needs related to social justice and equal rights, so as to create the conditions required for effective and people-centred development.
14. The persisting weaknesses and fragmentation of the African trade union movement and its resultant inability to effectively defend workers' interests
15. The deepening social, economic and political crisis, its negative impact on workers and the poor and the need for resoluteness on the part of the African trade union movement
16. The lack of political will in some quarters to support the goal of a united trade union movement. In this regard, we affirm the urgency of building a viable, strong and independent Pan-African trade union movement, rooted in concrete perspectives of continental emancipation, class struggle and workers unity
17. Working class unity and solidarity is the lifeblood of effective trade unionism.
18. There is no need for two trade union centres on the continent championing the interests of the same constituency and even duplicating members, with a few exceptions. The fragmentation and weakness of the continental trade union movement explains the ineffectiveness of the workers' voice and the serious need to build unity in action
19. All members of ITUC-Africa who are also members of OATUU should register clearly their determination to end the unnecessary duplication of membership, but affirm the urgency of unity and a process towards its realisation
20. It is in the interests of workers and our continent's aspirations that we actively champion the unity processes between the two trade union centres on the continent, based on clear time-frames and an agreed process towards successful conclusion.

**Therefore Congress calls for;**

1. The development of an African trade union unity roadmap which shall be fully realised by 2015. This roadmap will include clear time frames, processes and deliverables, with the objective of achieving African workers unity. The elements of this roadmap will include:
  - 1.1. **Continental processes**, which is primarily about the ITUC Africa and OATUU merger by 2013 with clear implementation and monitoring systems and processes.

- 1.2. **Country processes** driven by the ITUC Africa, by which process all ITUC Africa affiliates in each country cooperate and work together towards unity but also work with non-ITUC Africa affiliates towards broader trade union unity.
  - 1.3. **Industrial and sector processes**, which shall be about promoting cooperation between unions in the same sector or industry in each country.
  - 1.4. **Policy processes**, by which some changes shall be required to ensure that affiliation at the global level happens through or correspond to Regional/Continental affiliation
  - 1.5. **The establishment of a National Award and incentives system** for champions of trade union unity whose criteria shall be developed and sponsors identified by the General Council of ITUC Africa.
2. Processes towards unity shall be informed by our desire to work together, to unite the African working class and to make a decisive difference in the socio-economic and political landscape of our continent, which will include:
- 2.1. A schedule of periodic meetings among different national federations to promote co-operation and regular consultations amongst them, as well as develop a code of conduct for an enhanced framework of unity of action amongst these federations and confederations.
  - 2.2. Unity of action at all levels by establishing inter-union structures at the national level and in the various trades sectors and to remain open to the other confederations who are not members of ITUC-Africa. This also includes supporting affiliates' initiatives to also unite and improve organizing as well as the operations of their structures in order to expand their base.
  - 2.3. Promoting joint celebrations, particularly on certain key dates and major trade union or workers events at national level, such as March 8<sup>th</sup>, May 1<sup>st</sup>, etc.
  - 2.4. Promoting co-operation, joint programmes, sharing of lessons and experiences, and active solidarity programmes between different unions on the continent, and driving unity processes within each country.
  - 2.5. Calling for a special joint sitting of the leading structures of ITUC-Africa and OATUU within 6 months to discuss and develop a clear, time-framed and decisive programme of unity. The Special sitting shall consider viable options towards unity in relation to various possible scenarios, including starting with a Confederation of the two centres, if merger faces challenges at the beginning.

3. Campaigns for the development of progressive labour laws in our various countries that promotes unity of independent, democratic and worker controlled trade unions and effective collective bargaining.

## **Resolution Four:**

### **Promoting Peace, Security, Justice and Civilian Protection in Africa**

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#### **Background**

1. Africa is facing crisis resulting from wars, political conflicts, imperialist and cold war tensions, lack of democracy and human rights observation, corruption and greed, colonial legacy and the unjust global system in general
2. Peace is not just the absence of war, but the overall conditions for human dignity, justice, equality and development that affirms stability and human security in its most profound sense. The lack of such conditions creates the possibility for further degeneration, thus the cycle of violence and conflict. Therefore workers and the poor suffer the most under such conditions, hence our active interest in building the necessary conditions for peace, security and justice for all.
3. Congress acknowledges that peace is a pre-condition for achieving trade union goals. It therefore reaffirms ITUC-Africa's commitment to pursuing and achieving a peaceful democratic, safe and secure African continent where people from all countries, communities and all walks of life coexist in mutual respect and tolerance free from threats of armed conflict, terrorism and other forms of violence.
4. Congress recognising that the universal values and principles of democracy, good governance and popular participation, respect for the rule of law and human rights are critical for attaining and maintaining peace and securing progress and prosperity for the African continent, made renewed commitments to support the work and efforts of the African Union to achieve them.
5. Congress notes with deep concern the current state of the African continent which is replete with varying degrees of violence, insecurity and armed conflicts. These situations have bred endemic hardship, hunger and malnutrition, suffering and have also traumatised persons and victims caught in these flash points. The number of persons affected by diseases and infections displacements and even death continues to mount as violence rages in different communities on the African continent. Women, children, the elderly, the sick and physically challenged persons and civilians have been the most affected. These groups have been victims of rape, torture, forced labour and slavery, conscription into armed conflicts as child soldiers, trafficking with some even being used as cannon-fodder and human shields.
6. Congress strongly condemns terrorism, acts of terror, as well as the use of the war-sounding anti-terrorism rhetoric to pursue the narrow interests and objectives of a few countries' foreign policies. In this regard, Congress further denounces the use of violent diplomacy, torture, conscription into armed conflicts by governments, armed groups, as well as non-state organisations. This requires holistic and profound approaches to addressing the issues of poverty, unemployment,

marginalization, inequality and injustices in order to eliminate situations that provide ready and easy opportunities for terrorist organisations to mobilize and build support and recruit members and sympathizers.

7. Looting by multinational companies, piracy and organised crimes contribute to increase the prices of goods and services and put people and workers at risk. The costs of production incurred for acquiring extra protection for ship, goods and personnel are transferred to the consumers and the poor. Governments in Africa must commit resources to effectively combat all these crimes.
8. The increased militarisation of our continent with the worrying levels of the military presence of foreign forces, particularly NATO and AFRICOM (Africa Command Centre) and various other military and armed forces, increased military budgets in most countries in the name of fighting terrorism, but result in the brutal suppression of workers and peoples' struggles in the name of fighting terrorism.
9. The historical and cultural situation of Africa is so steeped in poverty, which is strongly reinforced and exacerbated by the incidences of diseases such as malaria, HIV and AIDS pandemics; environmental degradation and climate change, erosion and placing of public services out of the reach of the people as a result of the ascendancy of the market, corrupt and unaccountable governments, the preference for public investment in defence and military purchase resulting in cuts in public spending all provide recipes for internal sectarian restiveness and external discontent with serious consequences for national and regional peace and security.
10. Congress also notes with serious concern, the unconstitutional changes of governments that are one of the essential causes of insecurity, instability, human rights abuses and violent conflicts in Africa.
11. Congress further notes that electioneering, elections and electoral outcomes have become increased sources of conflicts, violence, insecurity and instability on the continent. Politicians and political parties have devised strategies including, the use of tribalism, ethnicity and religion to mobilize votes and call for violent unrests, which are influenced in parts by the win-at-all-cost and winner-take-all attitudes.
12. Weak, partisan and under-funded electoral institutions and the absence of clear, effective and unambiguous electoral rules and laws have been identified as other factors fueling election-based violence.
13. Congress desirous of entrenching in the continent, a political culture of political power and mandate change and institutionalize legitimate authority of representative government based on the holding of regular, free, fair, transparent and non-violent elections for countries on the continent therefore strongly proposed that the African Union Commission establish a competent, independent and impartial permanent Pan African Election Commission charged with the

responsibilities to issue uniform electoral rules and the supervision of elections across the continent.

14. Congress notes with interest the African Union Commission's drive towards achieving pro-people operations in its activities as seen in some of its reform agenda. Notably, Congress singles out the restructuring of the African Court on Human and People's Rights to the African Court of Justice and Human Rights as endorsed by the mid-2008 AU vote, so as to strengthen the mandate of the court to include the adjudication, pronouncement and enforcement of socio-economic rights and the collective rights of people. However, Congress frowns at the provisions of the enabling charter, which excludes, disqualifies and makes ineligible individuals and non-state actors from filing a case or petition at the Court, except such cases are filed or endorsed by the national government with the jurisdictional domain of the case. Congress observes that, this judicial road bump to access to justice could have serious implications for the possibilities of right victims to bring cases to the court, also the ability of the court to try Heads of State and whether governments will comply with judgments. This Congress rejects the African Union's exclusion of trade unions from participating in the African Union Human Rights Commission.
  
15. Congress acknowledges the Peace and Security Council (PSC) of the African Union Commission to be the most important African institution for the day-to-day management of peace and security issues on the continent. It is the PSC which coordinates conflict management strategies, decides when to establish peacekeeping operations, and when to impose sanctions on erring members. Congress therefore expresses profound concerns that the African Union is not demonstrating enough and serious commitment consistent with its renewed vows to protect democracy, curb arbitrariness and be firmer on a wider range of unconstitutional forms of governance as well as promoting human rights as seen from the composition of the PSC, which has members with serious democratic credential dents and authoritarian regimes.
  
16. The need for enduring as well as establishing durable security architecture for Africa will need to focus on building real power within the regional and sub-regional organisations by developing common understandings of security and enriching the moral consensus against armed conflict and unconstitutional means of acquiring power. The regional, sub-regional and national levels are veritable sites for the setting and application of continental standards for security cooperation. To achieve a realistic operational institutional architecture for Africa, the African Union must be consciously engaged to be involved in the building of capacities for understanding, analyzing and warning of conflicts among government institutions, governmental, inter-governmental and civil society, while part of the security architecture agenda should also focus on building and disseminating a body of knowledge about conflict, conflict resolution, democratization and respect for human rights amongst stakeholders.



17. Congress recognizes that workers and trade union organisations are persons and entities affected by outbreaks of violence and armed conflicts and as agents of change and progress have made efforts, sacrifices and commitments to preventing violence and armed conflicts and restoring, sustaining and promoting peace in their communities and countries across Africa. Congress applauds these contributions and pays special tributes to persons who have in the course of promoting peace, tolerance and reconciliation paid the supreme price of death.

**Congress therefore reaffirms;**

1. That the task of achieving a free, peaceful, just and democratic African society is a collective and shared responsibility and therefore commits the ITUC-Africa to rally round and support in every possible way the roles and responsibilities of the African Union and the Regional Economic Commissions (RECs) in protecting, deepening and consolidating democracy, maintaining of peace and peaceful resolving conflicts, security and development of the continent.
2. Accountability and justice are important elements to achieving, deepening and sustaining peace and security. Persons and personalities involved in the violation of human rights, peace and security through acts that are inimical and inconsistent with national constitutions, regional treaties and charters must be investigated, prosecuted and sanctioned. The demonstrations of genuine political will, firmness and fairness by African governments are essential to rid the polities of impunity.

**Congress calls for:**

1. Our active support and participation in all progressive initiatives towards peace and justice supported, undertaken or initiated by affiliated trade unions.
2. ITUC-Africa to actively promote peace and support actively all the effort of the African Union to achieve peace in particular in the on-going conflict between Eritrea and Ethiopia.
3. The establishment of a pan-African Elections Fund to support local elections observers and decrease dependence on foreign elections observers.
4. The rejection of clauses in the Human Rights Charter that prohibit involvement of non-state actors in the electoral processes in the region.
5. Securing trade union recognition to participate in all processes related to peace building and conflict resolution and strengthening our own mechanisms to ensure that all elections are held in conditions that promote democracy.
6. The AU to develop creative forms of peace building and conflict resolution mechanisms that actively involve people as a means to prevent conflicts and promote non militarized forms of conflict resolution.

7. The establishment of an annual African Human and Trade Union Rights Monitor which will aim to name and shame individuals, companies, governments and organisations and mobilise for actions and sanctions against them.
8. The development of an education program that exposes the underlying causes and effects of conflicts, instability and injustices.
9. Working with our affiliates, progressive social movements, Global Unions and other such partners to liaise with the African Union and other international organisations towards ending current wars and armed conflicts on the African continent, and to participate in the process that will bring effective reconciliation, succor and rehabilitation for persons and communities affected by consequences of these conflicts;
10. Policies and actions to consolidate and preserve peace, to resolve conflicts peacefully, to bring to justice those guilty of war crimes and other forms of crimes against humanity and to secure justice for victims of war crimes and other crimes against humanity.
11. Active campaigning for the total rejection of NATO, AFRICOM and other foreign military and occupying forces on the continent, as well as the skyrocketing military budgets in most of our countries, which take away our people's rights to have resources for health, education and other essential social services. The use of anti-terrorism to brutally put down workers and peoples struggles must be exposed in our campaign, so that we can regain the space for the full and free expression of our democratic rights to organise and demand justice for all.
12. The advocating for reprimand and effectively enforceable instruments with a view to checkmating the behavior of multinational corporations and all others who perpetuate and benefit from operating in zones of conflicts or 'post-conflict' situations.
13. Support in defence of trade unionists and trade union organisations confronted with violence, and offer practical and political support to affiliates working in conflict situations for peace and reconciliation.
14. The promotion and increased trade union actions to improve tolerance, understanding and cooperation among communities, tribes and cultures, and encourage affiliates to coordinate their efforts of solidarity and cooperation at the national, sub-regional and international levels, and to work in cooperation, network and alliance with social, peace and justice movements and other organisations that share the concerns and values of the trade union movement.
15. Consciously engaging African Governments to establish a permanent Pan African Election Commission, as well as to reach out and mobilise organisations that share our values and commitment to democracy, freedom, good governance and human rights towards achieving this goal.

16. The reduction in military spending and small arms, whereas increasing public investments in employment creation opportunities as well as fiscal allocations to public spending and service delivery.

## **Resolution Five:**

### **Advocating for the Building of capacity of the African Union (AU) for effective Continental Governance and Democracy**

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#### **Background**

1. The Organisation of African Unity (OAU) was born in 1963 in Addis Ababa, following the All Africa Conference in 1959. It aimed to unite the African people, and to fight for their liberation from all forms of colonialism and foreign domination, with the creation of an OAU Liberation Committee to support anti-colonial and liberation struggles as a practical expression of that desire.
2. Following the liberation of most African countries from colonialism and apartheid, the OAU transformed itself into the African Union (AU), on 9 July 2002 in Durban, South Africa, primarily to accelerate the political and socioeconomic integration of the continent, promote and defend African common positions on issues of interest to the continent and its peoples, achieve peace and security in Africa and promote democratic institutions, good governance and human rights. It also created some space for civil society, through the creation of an organ called ECOSOC, though too small to make a real difference.
3. Since the emergence of the OAU and subsequently the AU, several charters and protocols have been adopted to practically advance these noble intentions. The most critical are: the 1981 African Charter on Human and Peoples' Rights; the 1990 African Charter for Popular Participation in Development; and the 2000 Declaration on the Framework for an OAU Response to Unconstitutional Changes of Government.
4. Linked to this, is the Charter on Democracy, Elections and Governance, which, aims to reinforce the commitments of AU Member States to democracy as elaborated in the three documents mentioned above and various others in the preamble to the Charter. It brings these commitments together in a consolidated and legally binding document through which member states will build solid institutional and political foundations for sustainable democracy and peace.
5. Further to the political and social infrastructure created by these continental bodies, there were economic programmes to advance development of the continent, primary amongst them being: the Lagos Plan of Action for the Economic Development of Africa, the UN Africa's Priority Programme for Economic Recovery and the African Alternative Framework to Structural Adjustment Programme for Socio-Economic Transformation (AAF-SAP) – UNECA, adopted in Addis Ababa, 1989.
6. Relative progress has been made on political transitions towards democracy in Africa since the 1990s, though the process of nurturing and consolidation of the

democratic momentum remains daunting. Most evidence points to democratic transition being generally easier than building and sustaining democracy.

7. It is one thing to overcome and jettison oppressive rule, another to build the institutional and political foundations for participatory democracy. Even more difficult is to call to order and sanction those who transgress the rules and protocols upon which these organisations are founded.
8. Therefore, there cannot be democracy without accountable leadership. This requires not just the creation of institutions, signing of declarations, ratification of protocols and signalling of good intentions, but real political will and capacity to make real the declarations and noble intentions to advance democracy, good governance and economic emancipation of the African people.
9. The people of Africa waged heroic struggles against colonialism for democracy, economic emancipation and human dignity, but their gains have been, and continue to be, reversed by a combination of factors
10. During and after independence, most African countries did not change the structures created by colonialism which maintained the underdevelopment and further subjugated the continent. Instead, new elites used them to entrench their power and control over society and its resources, acting in unison with the former colonial powers; hence the rampant corruption and looting in most countries.
11. In relative terms, Africa was doing well economically from 1960 to 1975, when its GDP rate was 4.5%, its export growth 2.8%, its agricultural growth 1.6% and its manufacturing grew at 6%.
12. By the end of the 1970s and despite this reasonable economic performance, there were clear signs that Africa was facing serious economic crises, but the 1980s was described as the 'lost decade', as Africa went through serious economic and political crises of negative growth, collapsing economies, civil wars, collapsing states and social structures.
13. A combination of poor governance, systemic corruption and structural underdevelopment, plunder and looting by multinational companies and ruling elites, and undemocratic political systems account for the crisis facing our continent and its people.
14. The example of the Lome, later Cotonou, Conventions (renewed and renegotiated every several years) reflect the unequal trade relations between African and EU countries. More recently the Americans came with their Africa Growth and Opportunity Act (AGOA), and the EU with the EPAs.
15. The responsibility for the situation of our continent is shared between the ruling elites in most of our countries and their patrons in western countries in whose

interests these elites rule and who have benefitted immensely from the perpetuation of these corrupt, parasitic and undemocratic regimes.

16. The weak and divided nation states inherited from colonialism. This is compounded by the colonial boundaries designed in the interests of those who made them. This is further compounded by the external influence and the role of former colonial powers in the internal affairs of countries and the continent as a whole.
17. The lack of a clear national developmental agenda by African countries to overcome poverty, inequalities and systemic underdevelopment.
18. The AU suffers from dominance of leaders without democratic traditions and practice, hence the lack of decisiveness and political will to change.
19. The legacy of colonialism and the lack of meaningful transformation by post-colonial regimes. This is manifested in the following ways;
  - 19.1. The infrastructure of underdevelopment as designed by colonial powers to service their interests in the metropole, such as the best roads leading to the airport or harbour for ease of transporting raw materials and bringing in finished goods to and from the metropole, as opposed to connecting African countries with each other.
  - 19.2. Preferred relations with former colonial powers than with each other within the continent, which furthers the divisions between African countries.
  - 19.3. Language divisions and barriers frustrate the possibility for effective and meaningful communication, cooperation, solidarity and unity.

**Therefore Congress reaffirms that;**

1. Years of underdevelopment, plunder, poverty, wars, corruption and undemocratic governance have been a result of lack of political will, systemic injustice, indecisiveness and ineffective continental and national processes and institutions to enforce and advance the objectives set out in the founding protocols of the AU and its predecessor, the OAU. This was compounded by the global system of unequal and unjust multilateralism.
2. The lack of exemplary and democratic leadership in the AU and the OAU has promoted a culture of impunity, lack of accountability and transparency, and low esteem in the way continental structures are regarded by most people.
3. Colonialism created the fundamental conditions for the crises, through dependant economies, distorted structures, artificial boundaries, divided peoples, undeveloped human resource and weak undemocratic state structures.

4. The international commodity market crisis, the unjust economic and financial system, the dominant role of multinational companies were, and still are, dominant factors which weak African governments, individually, cannot overcome, unless they act collectively.
5. Given these conditions, in which both ruling elites and the unjust international political and economic systems continuously reinforce African countries' economic dependence inherited from the colonial states, African countries found it very difficult to develop economically, create viable nation states and develop their human and natural resources.
6. The direct intervention by the World Bank, IMF and the former colonial countries in African economies through Structural Adjustment Programmes, ostensibly to help Africans overcome their crises, simply perpetuated the unequal and exploitative relationship between Africa and the global system.

**Congress calls for:**

1. A campaign for the fundamental transformation of the AU and its structures, with a new ethos and principles guiding its operations and functioning, exemplified by a new type of leadership, ready, able and willing to subject themselves to regular elections and democratic processes in their own countries. All AU organs to integrate effective civil society participation and influence. This should include the consolidation of a comprehensive development agenda for the whole continent, with which to engage any and all foreign powers on matters related to the use of our natural resources to benefit the people of the continent first.
2. Congress calls on international institutions and their governments to respect the rights of the African Union to manage their own affairs without interference.
3. The active participation of the African trade union movement and other progressive forces in the activities and work of the AU, including mass mobilisation around issues of human and workers' rights abuses, poverty and economic justice, trade and development, transformation of global multilateral institutions and social justice in general.
4. Promoting unity and integration of the African people through; exchange programmes, social, sporting and cultural activities, joint programmes between different religious and cultural communities on the continent, as well as promoting the use and teaching of African languages in our countries.
5. A campaign for a clear and well spelt out leadership code of the AU which defines the qualities of any leader assuming the position of responsibility in any of its organs, even more critically, in the senior positions of the organisation to entrench a culture of accountability and legitimacy throughout the AU and society in general.

6. Ensuring the active participation of the African trade union movement in campaigns for the democratisation of multilateral institutions – the IMF, World Bank and the UN (Particularly the undemocratic Security Council) – to ensure that the transformation of the AU accords with the momentum to democratise global multilateralism in general.
7. The transformation of ECOSSOC from being an advisory body to become an integral part of enforceable decision-making and comprised of mass democratic organisations and not just unrepresentative NGOs that have no traceable membership base.
8. The empowerment of the African parliament to exercise oversight and enforce conventions and protocols of the AU, as well as hold accountable all leaders on the continent for the protection and promotion of human and workers rights, as well as environmental justice.
9. The AU to establish a mandatory Pan African Elections Commission, tasked with the responsibility to exercise oversight and manage electoral processes before, during and after elections in various African countries, particularly in the wake of electoral conflicts that threaten peace and democracy all over the continent. The ITUC-Africa and the trade union movement must be represented in the pan-African elections Commission.
10. The AU to strengthen its system for ensuring the denial of access of leaders who are not democratically elected in their own countries from positions of responsibility and even membership of the AU.
11. Active participation in the global campaign for the democratisation of multilateral institutions - the IMF, World Bank and the UN Security Council itself - to ensure that the democratisation of the AU accords with the momentum to democratise global multilateralism in general.
12. A reconstituted and democratically run global body responsible for world economic affairs under the UN, in the form of a Global Economic Council to coordinate the work of the various financial and economic institutions towards serving the developmental needs of the world's poor, particularly the developing countries. The role of the WTO shall be subjected to such a body.

**Resolution Six:**

**International Solidarity and the Struggle for Global Justice**

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**Background**

1. The globalisation of poverty, injustice and inequalities continues to persist, dividing the world into rich and poor, oppressed and oppressor, coloniser and colonised, aggressed and aggressor.



2. Neoliberal forces use the opportunity provided by crises to deepen their economic stranglehold over countries across the globe, in such a way that they re-configure countries' economic, social and political life along their own narrow interests. These are evidenced through among others the growing voices for privatisation and deregulation of economies and persistent unequal trade relations, all resulting in further underdevelopment and exploitation of developing countries and their people.
3. The world's poor continue to experience occupation, a lack of democracy and other human rights violations, global corruption, despotism, violence and militarism, and looting by MNCs. Despite, they continue to wage heroic struggles of resistance.
4. The crippling debt and the unjust financial and multilateral system enforces the neo liberal stranglehold over African economies.
5. The lack of practical trade union solidarity and solidarity more generally continues, despite the ITUC-Africa placing a higher premium on the global struggle for equality, economic justice, democracy and freedom from all forms of oppression, occupation, aggression, human rights violations and imperialism.
6. ITUC-Africa supports the particular struggles of the sister peoples of; Palestine, Swaziland, Zimbabwe, Western Sahara and Burma, and of all workers and poor people suffering from exploitation and oppression in whatever form in Africa and across the globe.

**Congress therefore reaffirms:**

The need to intensify solidarity with the sister peoples of these countries:

- 6.1. **Somalia, Ivory Coast, Libya, Egypt, Tunisia** and others whose people are waging struggles or have just emerged from conditions of undemocratic regimes, military rule, civil war, foreign occupation and whatever militate against their ability to exercise their full development, sovereignty and rights under conditions of freedom.
- 6.2. **Palestine**, following the serious threat to international law, peace and justice posed by Israel in its continued occupation of Palestine and the practice of apartheid with the full support of the US and some EU states. Examples of this include the barbaric attacks on Gaza, which, despite global condemnation continues; demonstrating a total disregard for UN resolutions and international law, and thus confirming impunity of Israel and therefore the urgency of a global movement for the intensification of solidarity with the Palestinian people for freedom from occupation and aggression.

- 6.3. The **Cuban** Revolution and its historic achievements, as well as its contribution to the struggles of the African people for liberation, health and dignity continues to provide inspiration to oppressed peoples the world over. We salute the people and workers of Cuba who recently celebrated the 50<sup>th</sup> anniversary of the great triumph of their revolution over US imperialism and their resolve and steadfastness despite the vicious blockade and brutal destabilisation by the US. The struggle for the defence of Cuba represents a profound struggle against imperialism and in defence of alternative models of development than the savagery and despotism of capitalism, as manifested in the very successful health system of Cuba.
- 6.4. **Swaziland** remains the only country in Southern Africa where political parties are officially banned and where the monarchy wields absolute power. British colonialism transferred power to an equally exploitative regime of the traditional aristocracy, comprador bourgeoisie and international capital - the Tinkhundla regime. It legitimises its oppressive rule by abusing Swazi culture as its shield against condemnation and international reprimand. This includes the enforcement of control over land and tributary labour of the people, and systematic state violence against political and trade union activists. The birth of PUDEMO in 1983 provided a much needed political impetus to the raging momentum for a profound alternative to the crisis of royal rule and semi-feudal and neo-colonial oppression. Further, the emergence of the Swaziland Democracy Campaign (SDC) provided the much needed coordination towards a really effective global movement for democracy in Swaziland along the lines of the former anti-apartheid movement.
- 6.5. **Zimbabwe** went through a protracted and heroic struggle that ushered in the liberation of the country from British colonialism and contributed massively to the wave of liberation throughout the Southern African region. The key role played by the liberation movement and new government brought about massive gains in education, health and food security, and supplied the whole region with some basic commodities. This however was to be reversed by a steady and gradual erosion of the democratic and social gains of the liberation struggle as a result of growing political elitism, corruption and neo-colonialism in the post-independence regime. The emergence of a working class challenge to political elitism and neo-colonial despotism led by the ZCTU ultimately became a political contest for power, with the birth of the mass democratic movement and the intensification of state violence, persecution of political and trade union activists and massive arrests by the ZANU-PF regime in the name of defending the revolution, yet in actual the defence of narrow elitist interests.

- 6.6. The people of **Western Sahara** have for years been yearning for self-determination and for that the UN has ruled in their favour, for years now. In 1960 the UN Special Committee on de-colonisation declared Western Sahara as a “non-self-governing territory to be decolonised” in accordance with General Assembly resolution 1514 (XV) of 14 December 1960. On the 17<sup>th</sup> December 1965 the UN General Assembly adopted its first resolution on Western Sahara calling on Spain to decolonise the territory (General Assembly resolution 2072 (XX)). This led to Spanish decolonisation in 1975, unfortunately to be replaced by Moroccan occupation of the territory. Following several efforts and a protracted war between Morocco and the POLISARIO Front led liberation forces, a ceasefire was declared, which was supposed to lead to a referendum for the people of Western Sahara to decide their future, which was frustrated by Morocco on several occasions and could not take place to date. On the 30<sup>th</sup> July, 2002 UN Security Council resolution, S/Res/1429/2002 states that it is ready to consider any approach which provides for the “self-determination of the people of Western Sahara”.
- 6.7. **Burma**, a colony of Britain for more than 200 years, has endured 37 years of military rule and isolationist policies and has one of the worst human rights records in the world. The country is rich in natural resources and was once one of the wealthiest nations in SE Asia. The UN’s effort to resolve the Burmese conflict and the re-instatement of democracy in that country is an important and necessary step towards peace and stability.
7. Military rule, oppression in whatever form and civil wars are a threat to democracy and development in most of our countries and must be opposed by workers and civil society through struggle and mass mobilisation.
  8. The state of Israel’s bullying tactics can only be defeated by a resolute and united global working class movement, because clearly, the UN is powerless to confront and bring it to order, owing to the support it enjoys from the US and Britain in particular.
  9. The illegal and violent sponsoring of counter-revolution to undermine the Cuban revolution by the US, including the embargo to force Cuba to submit its sovereignty and the continuing illegal imprisonment of the Cuban Five by the US since 1998, for their role in defending Cuban territorial integrity from US-sponsored terrorism.
  10. The consistent detention of political and trade union leaders and activists in Swaziland, particularly since the 1991 Treason trial of PUDEMO points to the deepening crisis in the country and the resolve of the people to ensure a serious challenge to the dominance of the oppressive ruling royal regime. The trade union movement, working with the progressive movement as a whole, has played a critical role in mobilising for democracy alongside other social forces. The SDC has emerged as a critical force for global solidarity and must be supported to coordinate global solidarity with the people of Swaziland.

11. The liberation struggle in Zimbabwe was primarily about democracy and economic power for the poor and working majority, which suffered dramatically as a result of both political patronage and IMF-driven economic structural adjustment programmes. The organised power of the working class is needed to ensure that leaders and public institutions are continuously held accountable and responsive to the needs of the masses
12. The Saharawi people have a right to self-determination, with full control over their natural resources and water resources. The continued occupation of their country and the resultant suffering is an indictment on the African continent at a time when all countries should be free from colonialism. Solidarity is very critical, and requires working with all progressive forces and the trade union movement of Morocco to ensure justice prevails.
13. The military junta in Burma is an illegitimate regime and must make way for a democratically elected leadership to reinstate normality and democracy. The upcoming elections will be illegitimate unless they are held in an environment that guarantees free and full participation of all political groups.

**Congress calls for:**

1. The establishment an ITUC Africa Solidarity Fund and Committee to oversee and coordinate all solidarity activities and support to workers and people in need all over the continent.
2. Development of a special solidarity programme for African trade unions to support workers in conditions of military rule, foreign occupation, civil wars, struggles for democracy and human rights, as well as for critical issues, such as trade and economic justice, against exploitative multinational companies, for climate justice, for workers' rights, against women and children abuse and the transformation of multilateral governance for global democracy and a new world order. Our struggle for workers' rights is at the same time a struggle for democracy and socio-economic development under enabling conditions in most of our countries and globally.
  - 2.1. In this regard, 25<sup>th</sup> May (*Africa day*) should be used as a continental day of workers solidarity to highlight the plight of the suffering workers and people of our continent, as well as pledge our full support to those outside the continent engaged in struggles for justice wherever they are.
3. Active participation and intensification of the implementation of the Global Boycott, Divestment and Sanctions (BDS) campaign against Israel, including a boycott of Israeli goods and the immediate ending of diplomatic relations between African countries and Israel. Further supports the Palestinians right to self-determination and recognition within the UN.

4. An end to the US-enforced embargo against Cuba and the immediate and unconditional release of the five Cuban patriots held in US jails, and pledge to actively participate in local and international campaigns for their release.
5. The unbanning of political parties, the holding of multiparty democratic elections to elect a legitimate government, the immediate and unconditional release of all political prisoners, the scrapping of the Suppression of Terrorism Act, as well as the rejection of the Public Service Bill in Swaziland. We should continue to participate in the Swaziland Democracy Campaign (SDC) as we seek to build a global campaign to free the workers and people of Swaziland; to isolate the royal family and boycott goods and businesses that belong to, or are associated with the ruling Tinkhundla regime, linked to the campaign to expose the deepening economic crisis in the country which is a direct result of royal corruption, nepotism and abuse of state resources
6. Deepening the solidarity movement with the people of Zimbabwe so that it enhances greater democracy throughout Southern Africa by building capacity and consciousness amongst the people. We must further call on SADC to enforce the Global Political Agreement, which was admittedly a compromised version of the workers' demands for a people-centred constitutional democracy, as a minimum condition for the speedy advance towards democracy. The continued arrest and harassment of opposition MPs and activists and civil society activists is not acceptable.
7. The big powers, particularly the US, France, Spain and the EU as a whole to refrain from double-standards and exploitation of the natural resources of Western Sahara. We must mobilise practical support for POLISARIO and UGTSARIO, raise the plight of all the exiled and displaced people of Western Sahara in refugee camps and elsewhere throughout the world, and call for the creation of conditions for free participation in political and electoral affairs of the country, whilst also calling for elections only in an environment that guarantees free and full participation of all the people. All efforts must be undertaken to win the support of the Moroccan trade unions for these actions.
8. An Annual Multinational Corporation Campaign focussing on 3 notoriously exploitative MNCs on the Continent.
9. The General Council to adopt a programme that:
  - 10.1. Elaborates our perspectives for an integrated approach to international solidarity, integrating country- focussed solidarity work and issue-based campaigns, such as climate change, trade, transformation of the international multilateral system and multinational companies.

- 10.2. Identifies and clarifies our co-ordination with various progressive forces and coalitions on these issues, including developing necessary support systems for practical solidarity.
- 10.3. Identify entry-points and targets to all the campaigns and how best we can make an impact that is measurable and sustainable in our various unions, countries and regions, as well as continentally.

## **Resolution Seven: World Trade Organisation (WTO) and Economic Partnership Agreements**

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### **Background**

1. During the colonial period Africa was subject to partition by European countries at the 1884-5 Berlin conference. These artificial boundaries resulted in weak states and economies, compared to those of some formerly colonised Asian countries.
2. As part of the colonial arrangements, colonies were not allowed to produce manufactured goods but were encouraged to produce, extract and export minerals in exchange for the import of manufactured products from European countries.
3. The relationship between the EU and African, Caribbean and Pacific countries was governed by the 1963 Yaoundé Convention, and subsequent 1975 Lomé Convention. This was an 'imperial preference agreement' which granted former colonies of European countries special trade benefits in accessing European markets, granting, among others, low and zero tariffs when exporting to European markets.
4. The Lomé Convention is an exception to the General Agreement on Tariffs and Trade (GATT), which bans discrimination between trading partners. It was accepted and granted a permanent waiver by GATT contracting parties, the rationale being that despite their political independence, the former colonies of the European countries were not regarded as independent countries from their former colonial masters, but simply as their territories.
5. African countries signed the 2000 Cotonou agreement, which sought to replace colonial non-reciprocal imperial preferences with reciprocal free trade agreements under Lomé IV. In terms of Cotonou, African countries would have to reduce their tariffs for EU imports and EU countries would do little because their tariffs are already low on average.
6. Most African countries are constrained by small markets and lack of economies of scale. The EU's 27 countries have highly industrialised economies while Africa has 47 small economies that are still reliant on primary commodities, with an average size of \$US4 billion and a combined GDP equal to Belgium's or 50% of Spain's.
7. One of the objectives of the Cotonou Agreement is to use Economic Partnership Agreements (EPAs) as instruments to deepen regional integration. The European countries are negotiating as a unit, represented by the European Commission, whereas the African countries are negotiating individually and not through the African Union (AU), which weakens regional integration, because the EU can play one country against another.
8. African countries have agreed to use Regional Economic Communities (RECs) as building blocks for a wider regional and continental economic community. They

have their own regional integration projects, but the EU does not take these into account.

9. The EU is negotiating from a position of strength, as both the provider of markets to African countries and provider of aid. Its foreign trade policy is to firstly expand market access for EU products and to ensure guaranteed supply of raw materials from Africa. For instance, it has proposed a ban on the use of export taxes in the WTO to guarantee a source of supply for importing countries that need raw materials.
10. The EU is a wealthy, industrial continent yet it wants to compete with Africa on the same terms and conditions. African countries are negotiating the EPAs within four groups - SADC, ESA/COMESA, CEMAC and ECOWAS/UEMOA but membership of these groups is not based on the AU RECs' membership.
11. According to UNCTAD, Africa's export performance demands a break from earlier policies based on trade liberalisation in favour of concentrating on building capacity in both the agricultural and manufacturing sectors.
12. The EU has shown disrespect for African countries and institutions and treated them with disdain in their approach to the negotiations on the EPAs. As French historian Gilbert Meynier is quoted as saying in *L'Afrique Noire est Mal Partie* (Rene Dumont, Paris 1966 p 34): "From the first day of their encounter, Europeans affirmed the principle of their superiority over the black race ... they have forced the Africans into slavery justifying it on the basis of superior strength ... to open markets of their trade in Africa, they have stamped the last vestiges of African civilisation."
13. Congress notes the double standards and the bully tactics of the rich and industrialized countries in demanding developing countries to further liberalise their economies particularly in sectors that they are most vulnerable while protecting their own vulnerable sectors. This leads to further de industrialisation and job losses in the developing countries. We also note the arm – twisting tactics applied by the United States on individual African countries.
14. Congress notes with concern the deadlock over the Doha negotiations particularly on the differences in agriculture and cuts in industrial tariffs. Furthermore the deadlock is due to the changing structure and shift of world trade from Western countries such as US, Japan and Germany to BRICS countries such as China and India.
15. Congress however, recognizes that the emergence of BRICS presents the possibility for an alternative framework of global economic engagement as opposed to the unfettered dominance of the US and the EU and their unfavourable prescriptions on our countries and the developing world as a whole.
16. Congress notes that the rise of China and India presents particular challenges and opportunities for African countries. The raw materials for industrialisation and



food security of BRICS countries have the potential to repeat colonial mistakes where Africa countries were used as sources of raw materials and cheap labour and as markets for manufactured products on unfair terms of trade.

**Congress therefore re-affirms that**

1. African countries have a right to develop their agricultural and industrial sectors at their own pace and time.
2. That under WTO rules, developing countries should not be forced into tariff reducing agreements that are inconsistent with their economic, industrial and financial needs.
3. Tariff-free trade is not a prerequisite for economic development and job creation. Countries that have industrialised and created decent jobs did so on the basis of protection of domestic industries through among others tariffs and non-tariff barriers.
4. Infant industries in Africa need protection from foreign competition. Trade under free trade agreements on a reciprocal and equal basis with the EU will inevitably benefit EU countries.
5. The purported benefits of the EPAs in the form of more service jobs and duty-free quota free access would not be enough to stimulate industrialisation in African countries.
6. Opening markets of African countries could result in de-industrialisation. Following trade liberalisation under structural adjustment programmes and the WTO, only a few African countries have increased production of agricultural and manufactured products.
7. Trade liberalisation has not resulted in foreign direct investment except in raw material sectors such as mining and agriculture.
8. Countries have a right to determine their sources of revenue and the use tariffs as a source of revenue is part of that right.
9. The EPAs have already caused division and tension among members of various regional economic communities. This will make it difficult for RECs to implement regional integration projects. Furthermore RECs lack common policies on issues such as government procurement and competition.
10. The EPAs will result in trade deficits because of unbalanced trade between highly developed and less developed Africa, destruction of local firms by established EU

firms, closure of domestic firms and retrenchments, loss of skills and productive capacity. Furthermore EPAs will increase dependence on food imports.

11. There are various alternative to the EU EPAs. The EU could have improved existing legal instruments such as the Everything But Arms for Least Developed Countries (LDCs) and Generalised System of Preferences (GSPs) for developing countries. It has argued that one of the main reasons for the EPAs is to comply with article XXIV of GATT which requires reciprocity in free trade agreements. Yet the US has been trading with many African countries under AGOA, which is a non-reciprocal trade preference. Furthermore the EU could have applied for a waiver.
12. The most favoured nation (MFN) clause in the EPA texts, under which all trade agreements and trade preferences granted to third parties must be offered to the EU, violates the sovereignty of African countries. The MFN principle is not a requirement for an FTA under the WTO.
13. The EPAs seek to remove economic policy space to industrialise through limiting the use of industrial, trade and fiscal instruments such as tariffs, subsidies or taxes on imports.
14. The evidence of impact assessment studies undertaken at national, regional and continental level by the Economic Commission for Africa indicates that a reciprocal free trade agreement would result in job losses, de-industrialisation, loss of revenue, and dis-organisation of the economic integration process.
15. African countries can only meaningfully benefit from international trade if they speak from the same page and are united in their endeavour to achieve economic and real political independence.

### **Congress calls for**

1. Campaign for a new and just international trade and economic system that recognises the developmental needs of poor countries.
2. Campaign for the rejection of EPAs and other such unfavorable trade and economic terms that militate against our macro-economic spaces to advance development and alternative policies on the continent for our own industrialisation. In particular we note the following issues on EPAs and WTO negotiations;
  - 2.1. The EU to improve existing legal trade arrangements instead of forcing countries to sign EPAs, which are inconsistent with the Africa's developmental, economic and financial needs.
  - 2.2. The exclusion from the EPAs and other such bilateral trade negotiations, issues that are addressed in the WTO such as services and export taxes.

2.3. The exclusion from the EPAs issues that have not been resolved in the WTO such as government procurement, investment and competition policy.

2.4. A special provision to be made to allow African countries to use a special safeguard mechanism (SSM) in the agricultural and industrial sectors without having to prove injury if imports reach certain levels.

2.5. A special provision to be made under the special and differential treatment to allow countries to use SSMs against subsidised EU agricultural products without having to prove injury to domestic industries.

2.6. The provision of financial compensation for loss of tariff revenue due to tariff cuts. The compensation should remain until African countries have industrialised their economies.

2.7. Call for the conduct of all trade negotiations, both bilateral and multilateral, at continental level and under the AU as per the Abuja Treaty.

2.8. Call for the building of Africa's technical and strategic capacity to negotiate meaningfully and collectively with foreign powers in all forums where such happens.

## **Resolution Eight: Job creation and decent work for decent living**

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### **Background**

1. Economic growth is necessary but it is not sufficient to eradicate poverty and provide adequate opportunities for decent work. For growth to be pro-poor, there needs to be redistributive policies in place. Furthermore, the structure of economic growth is important in order to ensure access to employment, housing, drinking water, healthcare and education.
2. The most fundamental of all economic opportunities remains decent employment. Thanks to the income that it provides, decent employment gives individuals the possibility of accessing a whole range of goods and services which are necessary to a decent living standard. In Africa, it is a fact that alongside paid employment which caters for relatively few workers, many people operate in the informal economy where they are self-employed and earn little money, which does not enable them to meet their essential needs.
3. [In Africa, the problems related to employment and working conditions include precarious employment, low wages, the lack of social protection, the lack of occupational health and safety and disregard for international standards, social laws and human dignity.](#) These problems are related to the dominance of neo-liberalism, poor economic and political governance, the weaknesses of African states, the institutional weakness of the organs protecting workers and African trade unions' weak intervention capacity.
4. Some of the immediate causes of this situation are the search for maximum profit by the companies operating in the continent, de-localisation, excessive labour market flexibility and the deregulation and liberalization policy that investors enjoy in the export processing zones, the failure of governments to play their regulatory roles, the under-equipment and weakness of the labour inspectorates, the absence of trade-unions in the national and international sectors, the lack of freedom of association, the lack of protection of shop stewards, the lack of capacity of workers' representatives, the low capacity to provide jobs, poor policies of job creation, the negative effects of the policies imposed by the Bretton Wood institutions and WTO and the unequal distribution of the fruits of growth. In Africa the low level of decent work is one of the causes of the degradation of workers' living conditions and high poverty rate. There are nearly 50 percent poor people, 30 percent unemployed or underemployed, especially among the youth and women, and a rapidly expanding informal economy.
5. ILO Convention 122 on Employment Policy underlines the need for member states to promote full, productive and freely chosen employment for all. A range of other ILO Conventions and Recommendations also promote equal opportunities and set out provisions for non-discrimination at work.

6. The notion of “*decent work*” came to the fore in the late 1990s, in recognition of the proliferation of non-standard forms of work - which include jobs that pay lower wages, have neither security nor entail social benefits and those which by legislation or design are exempted from compliance with international labour standards. These range from contract workers, day labourers, part time & direct temporary workers to leased employees.
7. The first formal mention and attempt to define the expression “*decent work*” in the International Labour Organisation occurred in the Director General’s Report to the International Labour Conference in 1999. In its preliminary formulation “*decent work*” was characterized by the following components:
  - productive work,
  - protection of rights,
  - adequate pay,
  - social coverage inclusive of protection and
  - tripartite approach and social dialogue.
8. The decent work agenda offers a basis for a more just and sustainable framework for global development. It is based on the understanding that work is a source of personal dignity, family stability, peace in the community, democracies that deliver for the people and economic growth that expands opportunities for productive jobs and enterprise development.
9. The overall goal of decent work is to effect positive changes in people’s lives and should reflect priorities on the social, economic and political agenda of countries and the international system. While the expansion of global markets for goods and services, with multinational enterprises as key players, has created new opportunities for growth and industrialisation, they also have had a profound effect on the proliferation of non-standard forms of employment.
10. Trade Unions, community agencies and development organisations have cautioned that the tendency by the national ministries of trade and industry, labour and social affairs to draft and design rules and regulations governing commerce, trade and employment without interrogating the conditions of work under which these take place constitutes one of the gravest omissions which is likely to undermine the bold initiatives of the decent work country programmes.

**Congress therefore re-affirms that**

1. The right to work is a fundamental human right, based on the understanding that work is a source of personal dignity, family stability and peace in the community **and that** employment must be freely chosen and provide an income sufficient to meet basic economic and family needs.
2. Labour broking amounts to human trafficking and modern day slavery.

3. Workers at all levels have rights to representation and basic security through social protection.
4. The promotion of decent work is a key component of national development strategy.
5. Decent work must be the cornerstone of all economic policies and is the primary instrument in the fight against poverty.
6. The idea of the Global Jobs Pact, with a roadmap which identifies the establishment of a social protection floor is one of the major elements of a recovery strategy for Africa.
7. The Global Jobs Pact and decent work should be at the heart of economic restructuring and investments development to meet the basic needs of the people in the framework of the Decent Work Country Programmes.
8. There is the need to strengthen trade unions on the continent in order to improve the performance of the Decent Work Country Programmes in Africa.

### **Congress calls for**

1. Campaign for the creation of quality jobs and job retention together with all the other elements of decent work.
2. Campaign against casualisation, outsourcing, and informalisation of jobs as well as to ensure that casual jobs are made permanent or full time.
3. Aggressive campaign for the banning of labour brokers in order to stem the tide of non-standard forms of employment like casualisation, seasonal work and outsourcing
4. Governments' commitments to develop and implement Decent Work Country Programmes in full consultation and partnership with the trade union movement.
5. The Global Jobs Pact and the Decent Work Agenda to guide the policies of economic transformation and social development initiated to support the creation of decent jobs and the promotion of better living conditions for the people.
6. ILO's support in the strengthening of trade union capacity, particularly in research, policy development and other strategic and technical capacity areas, for the purpose of enhancing their effective participation in DWCP processes and national development in general.
7. The effective involvement of trade-union organisations in the development of workers' capacity to ensure a better monitoring of the DWCP implementation. For this purpose, Congress urges affiliates to make the following commitments:

- 7.1. To get information on the Global Jobs Pact and the Decent Work Agenda, to own them and popularise their content.
- 7.2. To set up at the national level, a trade-union monitoring tool, to check the implementation of the DWCP.
- 7.3. To initiate in their respective countries, the development of effective DWCPs taking into account workers' concerns, and to take an active part in their strict implementation.
- 7.4. To establish at the national, sub-regional and regional levels, strategic alliances in order to achieve trade union unity of action in favour of DWCPs.
- 7.5. To formulate and publicise, within trade-union organisations, concrete proposals to accelerate the creation of decent jobs, strengthen social protection systems, guarantee the respect for labour standards and improve the quality of social dialogue.

## **Resolution Nine:**

### **Promoting organization in the Informal Economy and a Solidarity-Based Economy for Better Development of Africa**

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#### **Background**

1. Congress acknowledges that the issue of the informal economy keeps on featuring prominently as an important topic of concern over the last two decades with the structural adjustment programmes and the effects of globalisation that have compelled several State-owned enterprises and companies to fold up.
2. Over two-thirds of working men and women in Africa operate in the informal economy under precarious conditions and without social protection. The informal economy encompasses activities that often are not captured by national income accounting and are not in line with labour laws. As a general rule, informal economy workers are not well educated, are poorly paid and subjected to precarious working conditions.
3. Congress acknowledges that the implementation of different economic policies notwithstanding, most African countries are still facing daunting development challenges with almost 50% poor people, 30% of the workforce unemployed or under-employed, an excessively high rate of youth unemployment and predominantly precarious and informal jobs.
4. Economic growth recorded in Africa for almost twenty years has failed to reduce poverty on the continent. The gap between the rich and the poor has further widened, social justice has deteriorated. Among the reasons advanced to explain the poor socio-economic performance and low level of development of the continent is the lack of, or low involvement of, workers and trade union organisations in the drafting and implementation of the development policies.
5. Congress deplores the fact that African economies are excessively oriented towards the outside world, extremely vulnerable to the fluctuations of the global market and insufficiently oriented towards satisfying local needs and creating decent jobs. Social or solidarity-based economy seems to be better suited to meet local needs since it can ensure the production of goods and services capable of reducing poverty and Africa's dependence.
6. As a matter of fact, the solidarity-based economy is open to a large section of the society by contributing to the satisfaction of the needs of the most underprivileged and providing them with jobs, incomes and minimum social protection. In addition, it can assist in extending social dialogue to informal economy workers and operators.
7. Congress acknowledges that the solidarity-based economy is not a new phenomenon because its values are close to trade union values. Apart from



sharing the values of democracy, solidarity and mutual aid, it is also a social movement concerned with fighting for better living conditions of its members.

8. Congress notes that it is urgent for trade unions to occupy this space in order to strengthen their trade union base and improve their mobilisation capacity. Expanding trade union organising to the informal economy is a strategic priority of African trade unionism. This expansion will ensure a more important representation of the workers, especially women who are the majority group in this sector, within the trade union movement. There is a major challenge to ensure that jobs maintained and created within the structures of the informal economy and those of the solidarity-based economy meet the decent work criteria.
9. Congress is of the view that trade unions should work towards an environment favourable for a promising solidarity-based economy capable of promoting the implementation of the principles of the ILO Decent Work Agenda for Africa, ILO Recommendation N°193 on the promotion of cooperatives, ILO Declaration on Social Justice and Fair Globalisation, ILO Recommendation No 200 on HIV/AIDS and the World of Work (2010), the outcomes and conclusions of the recent discussions at the International Labour Conference (ILC) on the informal economy, sustainable enterprises, youth employment, rural employment, social security and gender equality.
10. Congress is aware of the fact that without great effort at organising in the informal economy, it would be difficult or even impossible to organise the majority of working men and women effectively.

**Congress calls for:**

1. Campaign for laws and regulations that ensure decent working conditions for the informal sector;
2. The organisation of informal sector workers into unions and support for all their struggles to win better working and living conditions;
3. Campaign for the full recognition of the rights of informal sector workers, including the clear definition of their bargaining systems to protect their rights;
4. Creating and strengthening networks of the informal sector by actively participating in their activities and supporting all their initiatives;
5. Promoting and encouraging cooperatives for job creation and decent work, particularly amongst retrenched workers and in poor communities;
6. The state to invest in supporting solidarity based and cooperative economies through skills development, procurement preferential terms, marketing support, subsidisation and incentives schemes;

7. Trade unions to provide specialised and support services to informal economy workers. These services include information on their rights, education and promotion projects, legal assistance, medical insurance, savings and credit plans, and establishment of cooperatives. However, congress reaffirms that these services cannot substitute for collective bargaining or discharge governments from their responsibility;
8. The ITUC-Africa, its affiliates, partners and trade union federations to:
  - 8.1. Promote the knowledge of union leaders in the area of social economy enterprises and organisations so as to intensify partnerships by supporting their activities through preferential procurement, popularising their services and products;
  - 8.2. Develop pilot trade union programmes particularly at the regional and national levels for the social economy that would boost the confidence of workers about the practical viability of alternative forms of economic organization in society;
  - 8.3. Actively participate in organising workers and operators of the informal economy by promoting social economy organisations and enterprises;
  - 8.4. Support literacy programmes for women and the youth in the key sectors of the informal economy;
  - 8.5. Conduct a rigorous study on the transition from underpaid job, paid but precarious job to decent work, with the aim of developing an approach sensitive to the gender dimension to satisfy the needs, interests and concerns of this sector ;
  - 8.6. Promote cooperatives, associations, mutual aid schemes, social enterprises, as primary vehicles to improve access to financial services, enterprise creation services, social and health services for the majority of the vulnerable population groups, poor communities, particularly women, the youth, the aged, the disabled, people affected by HIV/AIDS.

## **Resolution Ten:**

### **A new continental growth path and regional integration for Africa's development**

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#### **Background**

1. Africa's legacy of underdevelopment is a result of centuries of the pillaging of its natural resources, slavery and super-exploitation of its labour by colonial powers and global big business. In 2009, 22 of 24 nations which were identified as having 'Low Human Development' on the UN Human Development Index were located in Sub-Saharan Africa. In 2006, 34 of the 50 nations on the UN list of least developed countries were in Africa.
2. The pillaging of the continent has been perpetrated with the acquiescence of the elite on the continent, which has abused state power in its mission to accumulate wealth to the exclusion of the people.
3. African economies remain overly dependent on the export of raw materials – gold, diamonds, cocoa, coffee, etc, rather than manufacturing industry. These have been subject to adverse and persistent terms of trade shocks, and have led to a relative decline in Africa's share of global income. Africa's share of income has been consistently dropping over the past century by every measure. In 1920, the average European worker earned about three times what the average African did. Now, the average European earns twenty times what the average African does.
4. The world trade regime is discriminatory. It protects the developed nations at the expense of the developing world, including the whole of Africa. With almost one billion inhabitants representing approximately 14% of the world population, Africa provides approximately 2% of the global GDP and less than 1% of the global industrial value-added. The share of Africa in global exports does not reach 2% of developing countries exports. In international trade, Africa is marginalised because it receives less than 5% of the FDI (Foreign Direct Investments) and is further subjected to unfair economic arrangements designed before and strengthened during the colonial and post-colonial periods.
5. The continuing underdevelopment of the African economy and consequent high levels of poverty, hunger, unemployment, and preventable and treatable diseases such as TB, malaria and HIV/Aids remain Africa's main challenges. On average between 35 and 60% of the inhabitants live below the poverty line on the continent. Unemployment has become endemic, between 20 and 40% of the working population is not employed, precarious jobs are on the increase and many women and young people suffer discrimination in employment opportunities.

6. Many African countries experience political crises, including violent conflicts in Libya, Ivory Coast, Somalia and Sudan, and deepening socio-economic crisis resulting from undemocratic regimes that lacked foresight for national development in Swaziland and Zimbabwe.
7. An important part of Africa's development strategy should be regional and continental integration. This ideal was championed by the first African leaders and other advocates of Pan-Africanism before, and at the time, of independence. Furthermore, it provided the rationale for the creation of the Organisation of African Unity (OAU) in 1963s, among others, in anticipation of the development of regional dynamics, the possibility of creating a free exchange zone among African countries, the gradual liberation of national currencies from every form of technical dependency on the outside world, the creation of an African monetary zone and the creation of an African common market where goods, services, capital and people would move freely.
8. These ideals of integration were reaffirmed through the Lagos Plan of Action, NEPAD and during the creation of the African Union which replaced the OAU. Regional integration remains the key strategy which will enable African governments to accelerate the transformation of their small fragmented economies, to expand their markets, to extend economic space around the continent and to reap the fruits of economies of scale, thereby increasing their nations' prosperity.
9. Regional integration also improves competitiveness in world trade and increases access to technologies, investments and innovations from within and outside the continent. Indeed, increased integration will provide an important platform for Africa to enter the path of prosperity, and will also lead to improved coordination and harmonisation of economic and social policies, the development of infrastructure and the promotion of peace and security within the region as a whole.
10. In Africa, regional integration seems to have gained support with the creation of sub-regional organisations, increased migration of people within the continent, cross-border investments within Africa as well as the social and economic organisations characterised by:
  - 10.1. A community of languages and culture and dynamic cross-border markets;
  - 10.2. The existence of shared resources (rivers, electrical network interconnection, transportation corridors, etc.) which require frameworks for dialogue and co-determination;
  - 10.3. The existence of operational regional economic communities (namely UMA, CEN-SAD, ECOWAS, CEEAC, EAC, COMESA, IGAD, SADC);

10.4. The emergence of a culture of networking within sectors such as kola, salt, cereals, cattle, etc., which leads to the mobility and mixing of the people in the frame of regional networks of economic stakeholders, trade union organisations, farmers' organisations, students and journalist organisations, etc.

11. The construction of integration poses however a number of challenges: unification and expansion of markets, free movement of people and goods, the management of crises and peace building, which poses the problem of regional security, the proliferation of regional entities and the absence of coherence, resource mobilisation, the governance of states and the strengthening of regional actors. In view of these challenges, many difficulties remain and threaten the establishment of strong and true regional entities which are genuine development catalysts in Africa. These are:

- The viability of the current regional entities;
- Barriers to the movement of people, goods and capitals;
- The development of intra-African exchanges is still constrained by non-tariff barriers, including administrative procedures, check-points and various road blocks;
- Monetary and political dependence of the countries involved in the integration processes vis-à-vis the outside world;
- Poor quality of the infrastructure networks;
- Conflicts and civil wars in some parts of the continent;
- Poor governance and the lack of implementation of the decisions taken to facilitate regional integration;
- Lack of political will and effective leadership;
- Difficulties in implementing regional, economic, monetary, budgetary and social policies (employment, health and education) as well as sectoral policies (agriculture, industry and services) without a viable convergence mechanism;
- The existence of national pride which slows down the application of community decisions;
- Insufficient involvement of trade unions as well as civil society and private sector stakeholders in the definition of the institutional integration mechanisms, which causes a discrepancy between the political decisions of integration and the realities experienced by the people;
- Lack of information for the people on the policies of integration;
- Lack of preparedness of the Administration personnel in the application of community policies.

**Congress therefore re-affirms that**

1. Africa must put an end to wars, civil wars, coups and dictatorships to create the conditions necessary for development to take place effectively.

2. Decisive measures must be put in place to ensure that the continent's abundant natural resources are developed for the benefit of the people in order to reduce unemployment, poverty, permanent indebtedness and the widening gap between poor and rich people and countries.
3. Initiatives such as the Lagos Plan of Action and NEPAD contained good intentions for promoting sustainable growth and better governance in the continent, but were crippled by being based on neoliberal policies which entrench the dominance of international businesses and the rule of the market over the people and development of the economies of Africa.
4. There is the need to strengthen the role of the African Parliament and civil society, the trade unions in particular, in policy formulation, so that developmental programmes reflect the wishes of the people of the continent, not just governments and international financial organisations, which was the case with NEPAD.
5. The context of integration in Africa is currently marked by the process of globalisation in which the continent is being marginalized whilst other developing countries are emerging. Nevertheless, integration is still a promising solution which will hopefully propel Africa in the globalised economy, enable it to strengthen its position in international trade and ensure that development in African states actually benefits the people.
6. Integration should not simply be considered as the elimination of the national borders, or alternatively, Africa should not just be an appendix of the global market. Rather integration should be informed by convergence of interests, development programmes and ideas across stakeholders and boundaries; it should also be anchored on an internal socio-economic and cultural base.
7. Though the continent is endowed with natural resources, most African countries are still facing major development challenges which prevent workers' living conditions from improving. Furthermore, the international financial crisis, which started in 2007, and the previous crises (of energy, food and climate) continue to have extremely negative effects on African people.
8. The processes of regional integration should aim at constructing a community of interests with responsible and democratic governments which respect human, women and workers' rights. Governments should play a leading role in the implementation of development programmes in Africa. These programmes should be based on long-term strategies and strong institutions and should promote social dialogue.
9. The principles and values of regional integration are important for African trade unions, and they should be in line with progressive internationalism. Moreover, the renewed trade unionism that ITUC-Africa stands for is based on the idea of globalising solidarity and respecting the diversity and peculiarities of the

continental entities. It is in this context that it defines its co-operation with the trade union movements of Asia, the Americas and Europe in the larger ITUC family.

10. The intellectual community, political leaders, entrepreneurs and trade-union leaders should also help governments in the regional communities to find appropriate development paradigms and work out suitable development programmes for the various components of society.

**Congress calls for the;**

1. Development of a clear vision and over-arching Growth and Development Path to drive a bold developmental agenda in the interest of the continent and its people. This strategy shall draw lessons from the experiences of developing countries in general and the economic history of Africa in particular, as well as other regions of the world. Primarily, the development strategy should:

- 1.1. Be based on a long term vision spanning from 10 to 30 years with five-year development plans, and on the needs and priorities of African people;
- 1.2. Assign a central and leading role to the democratic state while recognising the role of the market within that framework and not parallel or separate from it;
- 1.3. Facilitate the creation and the preservation of a socio-political and development-friendly environment; and
- 1.4. Promote regional integration.
- 1.5. It should further ensure the;
  - 1.5.1. Development of cartels in those sectors or industries where we have massive endowments for purposes of influencing price settings and defining the terms of trade in our favour, which should also enhance job creation
- 1.6. Development of laws and policies that protect small economies and industries from unfair competition, particularly against multinational companies
- 1.7. Centrality of a democratic developmental state in all our countries to ensure an integrated and participatory national agenda for development
- 1.8. Prioritisation of job creation, which must be placed at the centre of all state policies through the creation of an enabling macro-economic policy environment and state investment in productive economic activities. In this regard, green jobs must be given utmost priority.

2. African trade unions to work so that measures are taken in favour of these new strategies in the following areas:

- 2.1. Given that the continent is experiencing major climate changes, African governments should take adequate measures to protect the environment of African countries.
- 2.2. There is a need to strengthen the production capacity and add value to the natural resources in the regional communities strengthened through integrated markets. This cannot be achieved without promoting agriculture so that it can meet the basic needs and generate surplus for industry, technology, communication infrastructures, the development of services and increased intersectoral interaction to strengthen industrial capacity.
- 2.3. The development of a financial system to support productive sectors instead of encouraging profit speculation. In this context, African governments should reaffirm their autonomy on fiscal, monetary and financial policies by redefining the mandate of central banks to enable them discharge their mandate.
- 2.4. The promotion of democratic governance in all areas within the states and regional communities. To this end, African governments should take measures to improve their internal system of political coordination and use their human and material resources in a collective manner to increase their visibility, interests and bargaining positions in intergovernmental debates, especially in the IMF, World Bank, the WTO, the G20, or the United Nations system as a whole.
3. A campaign for a new, democratic and progressive Growth and development mobilisation for Africa, which will rescue the continent from the shackles and failures of neocolonialism, neo-liberalism and capitalism through the active mobilization of the people, stakeholders and communities to be engaged in all these issues affecting our countries and the whole continent.
4. A campaign for the democratic control and ownership of all our natural resources. In particular, the beneficiation of our mineral and natural resources and the development of value-adding manufacturing, and agro-processing industry, to create sustainable and decent employment.
5. A campaign against the current proposals from the WTO and the developed countries to force African economies to be opened up to unfair global competition in the provision of goods and services, which shall result in job losses and further de-industrialisation.
6. Governments and the African Union to take measures to stop the flight of capital from African countries, which increases the vulnerability of national economies, whilst also promoting productive capital investment and not speculation.
7. A campaign for programmes that radically improve the quantity and quality of education, healthcare, housing, social welfare and all other services to the people.



8. The strengthening of the role of civil society, the labour movement in particular, in the formulation of policy and involvement of communities in the same.
9. The AU and the African parliament to put in place mechanisms aimed at bringing a speedy end to the civil wars and conflicts which beset our continent.
10. The affiliates to build alliances with civil society and community organisations and stakeholders in order to achieve effective and people-centred regional integration processes at all levels. These may include:
  - 10.1. Identifying and occupying the space created by the RECs. In case this does not exist, it needs to be called for;
  - 10.2. Popularising the policies of integration. This supposes that the RECs should be called upon to take into account the popularisation and the dissemination of policy documents among the people and in their own national languages;
  - 10.3. Creating with other stakeholders, some organs to monitor and evaluate sectoral policies implemented within the RECs in order to propose alternatives where necessary.

## **Resolution Eleven:**

### **Combating Desertification and Other Forms of Environmental Degradation**

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#### **Background**

1. Congress recognises the important role that ecosystems play in the socio-economic development of households and nations particularly in developing countries such as those in Africa. Congress further recognises that the Continent is afflicted by frequent and severe drought, rapid deforestation and different types of ecosystem pollutions which have impacted negatively on sensitive ecosystems in many parts of the continent.
2. Congress recognises that  $\frac{2}{3}$  (two thirds) of the Continent is desert or dry lands and that there are extensive agricultural dry lands, almost three quarters of which are already degraded to some degree. Congress further recognises that many African countries have widespread poverty and depend heavily on natural resources for subsistence. They also have difficult socio-economic conditions, insufficient institutional and legal frameworks, incomplete infrastructure, and weak scientific, technical, and educational capacities.
3. Congress further notes that addressing these challenges would be costly in terms of financial resources, technology and expertise which are not readily available in the region. Moreover, such actions require a high degree of political will, sound legislations and policies, effective enforcement mechanisms and involvement of all sections of society, which are generally hard to secure in the region.
4. Congress is fully aware of the factors that have contributed to desertification and environmental degradation in Africa; these include overgrazing, rapid increase in population, civil wars, lack of proper national policies particularly in the areas of agriculture, livestock, energy, and family planning. Congress is further aware that the lack of democracy and good governance practices have immensely and negatively contributed towards desertification and environmental degradation in the region.
5. Congress is convinced that Africa's desertification and environmental degradation is strongly linked to other development challenges including poverty reduction, bridging gender inequalities, provision of social services (health, water and education), reducing unemployment rates, provision of good working conditions and ensuring food security. Therefore, congress is convinced that, tackling desertification and other forms of environmental degradation will go a long way in solving not only economic but also social, political and employment challenges.
6. Congress acknowledges efforts taken at the global, regional and sub regional and national levels, in particular, efforts taken under the auspices of the United Nations Convention to Combat Desertification (UNCCD) which was adopted in Paris on 17 June 1994 and entered into force on 26 December 1996.

7. Congress appreciates the creation of a Regional Plan of Action (RPA) which is managed by the Africa Development Bank. Congress also recognizes creation of the Sub Regional Action Programs (SRAPs) in Union of Maghreb Arab countries (UMA), Economic Community of Central African States (ECCAS), Comité de Lutte Contre la Sécheresse au Sahel/Economic Cooperation of West African States (CILSS/ECOWAS), Inter-governmental Authority on Development (IGAD), and the Southern Africa Development Cooperation (SADC). Congress further notes the establishment of National Action Plans (NAPs) in all AU member states.
8. Congress notes with concern that though UNCCD calls for stakeholders' participation; workers' organizations have not participated in the design, implementation, monitoring and evaluation of RPA, SRAPs and NAPs.
9. Congress notes with deep concern the fact that though multinational corporations are largely responsible for the increased rate of environmental degradation in Africa; the burden is largely being borne by the most vulnerable and poor communities in the continent.
10. Congress recognises the link between capitalist system and our environmental problems including those related to desertification, degradation and depletion of our environmental resources mainly due to subjugation of African countries and its people into poverty.
11. Congress further notes that capitalism by its very nature is based on an unsustainable model of development, which in its search for profit maximisation results in desertification, degradation and depletion of our environment. This immensely contributes to the subjugation of African countries and the plunging of its people into poverty.

**Congress therefore reaffirms:**

1. The absolute need for Africa governments collectively or individually, to take a critical look into matters related to access to energy, peace and security, democracy and good governance, agriculture and livestock production and family planning;
2. The urgent need to resolve current, arrest potential and prevent future conflicts within and across national borders;
3. The moral, social, ecological and economic necessity of uniting Africa politically, socially and economically as a means of bringing prosperity to Africa and its people and as a means of resolving and avoiding conflicts and other causes of desertification and environmental degradation.

**Congress calls for:**

1. The development of a mass awareness campaign on the role of capital and related exploitative practices in desertification and environmental degradation to mobilize communities into actions which will result into positive behavioural changes and influence government policies and programs;
2. Effective implementation of all AU declarations and resolutions regarding agriculture, desertification, energy, gender and all other resolutions (including the Maputo Declaration on energy) on matters that in one way or another will contribute towards the reduction and eventually elimination of desertification and other forms of environmental degradation in the region;
3. National, sub regional and regional trade Union organisations to lobby for integration of desertification and environmental degradation issues in Decent Work Country Programs, national policies and labour Inspection regimes;
4. National governments to ensure increased trade union participation in United Nations Convention to Combat Desertification (UNCCD) sessions and review of the RAP, SRAPs and NAPs for the purpose of incorporating employment issues;
5. Trade unions to demand from Regional, Sub Regional and National Authorities representation in all institutional frameworks put in place to oversee implementation of United Nations Convention to Combat Desertification (UNCCD) in the region;
6. National Centres in collaboration with their affiliates to incorporate issues related to desertification and other forms of environmental degradation issues into CBAs;
7. ITUC Africa to liaise with the ILO for the purpose of carrying – out a regional study to identify workplace hot spots and impact of desertification and other forms of environmental degradation on workers, their families and general employment issues;

**Resolution Twelve:  
Striving Towards Achieving Food Security**

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**Background**

1. Congress recognises that food security will be achieved once all people (including workers), at all times, have access to sufficient, safe and nutritious food to meet their dietary needs and food preferences for an active and healthy life. In this regard, Congress acknowledges the role that the Decent Work Agenda can play in ensuring food security at the workplace level since the four pillars of decent work agenda can guarantee access to sufficient, safe, nutritious and culturally appropriate food;
2. Congress takes note of Article 25 of the United Nations Universal Declaration of Human rights of 1948 which declared food as a basic human right. Congress regards any policy, program or action that led into the current food crisis as a blatant violation of the UN Declaration that require sanctions against perpetrators in the same manner that violators of other basic human rights are held accountable;
3. Congress further notes that through the Millennium Development Goal (MDG 1C) the international community identified hunger as one of the major challenges facing humanity and vowed to halve the number of hungry people by 2015. Congress is concerned that the recent food crisis will not allow national governments, particularly those in Africa, to attain this goal;
4. Congress notes that during the World Food Summit in 2009 (the Hunger Summit) the international community adopted a declaration renewing commitment made in the 1996 World Food Summit to eradicate hunger sustainably from the face of the earth. The declaration called for an increase in domestic and international funding for agriculture, new investments in the rural sector, improved governance of global food issues and more action to face the threat climate change poses to food security. Congress notes with concern that on 16<sup>th</sup> October 2010, the World Food Day entered its 30<sup>th</sup> year and yet the FAO estimated that in 2009 around 1 billion hungry people existed the world over. Congress calls upon national governments and the international community to walk the talk and deliver on their promises;
5. Congress is deeply concerned about the impact that the current food crises has imposed on workers in many parts of the world but particularly in Africa where about 281 million people (about 40% of Africa's population) are surviving under a daily income of less than one US dollar. The rise in food prices has compelled them to use 50 – 70 percent of their household budgets to purchase food items reducing their capacity to provide for themselves and their families other basic needs such as education, health services and housing;

6. Congress recognizes that the recent food security challenge is not only a result of decreased food production but to a greater extent is a result of poor national agricultural policies, lower investments in agriculture, poor food distribution systems (locally and across borders) and increased speculation by the rich. Congress is convinced that finding solutions to these major problems will assist in tackling food insecurity;
7. Congress is further concerned about the impact of rising food prices on labour force characteristics in Sub Saharan Africa where reduction in the growth of the labour force has been observed, sex distribution of the labour force has been modified indicating a decline in male participation rates and a slight increase in female participation suggesting entry of widows into the labour force and reduction in average age of the labour force has occurred indicating entry of children and young people (possibly orphans) into the labour force;
8. Congress recognises the strong link between Food Security, Peace and Stability and notes with concern the emergence and intensification of conflicts in the Region. Congress is aware that the current global food crisis has impacted more on workers and people working and living in several conflict areas in the region which has turned these people into perpetual recipients of food aid. Congress further notes problems associated with food aid programs such as unreliability and irregularity of food aid supplies, the negative impact on local production, the cultural inappropriateness of food to some communities, the difficulties vulnerable groups such as women and children face in accessing food under conflict situations and poor health and safety standards associated with food aid programs. Congress calls upon individual national governments and the AU collectively to address the root causes rather than the symptoms of these conflicts. Congress urges national governments to promote true democracy and good governance as a strategy for eliminating current and preventing future conflicts;
9. Congress further recognises the linkages between environmental resources, agricultural production and food security. Congress notes with concern the increase in environmental problems in the region ranging from changes in climatic conditions, pollution of environmental resources, depletion of environmental resources (particularly water), land degradation and deforestation. Congress calls upon national governments individually or collectively to take necessary measures that will lead to greater protection of environmental resources, reduce environmental pollution and degradation and assist local farmers to cope with changes in climatic and weather conditions. Congress calls upon national governments to ratify all international and regional environmental conventions and protocols such as the ILO Convention 170 on chemical safety in the workplace, Rotterdam Convention on Prior Informed Consent (PIC) in trade of hazardous pesticides, Stockholm Convention on Persistent Organic Pollutants (POPs), the Basel Convention on Transboundary Movement of Hazardous Substances, United Nations Framework Convention on Climate Change (UNFCCC), Bamako Convention on Chemical Safety (adoted by the AU), Montreal Protocol on Ozone Depleting

Substances and the Kyoto Protocol on cutting down emissions, particularly carbon dioxide emissions;

10. Congress is concerned that although Africa has not contributed to the current financial crisis its capacity to feed its people has been reduced drastically by the crisis. Congress notes with concern the current trend of establishing stimulus packages that are more focused on reviving financial institutions and their corresponding mechanisms without giving due consideration to increased investment in agriculture and expansion of social protection to marginalised and vulnerable groups. Congress calls for review of national stimulus packages for purpose of ensuring that agricultural investment and social protection are given the priority that they deserve;
11. Congress deplores policies propagated by certain developed countries and international financial institutions that promote speculative investment in land and food (financialisation of food and land) which are behind the current global food crisis. Congress calls for non commoditisation of food and land in international financial markets; food and land play an important role in the livelihoods of many poor and rural people and should not be monopolized by few rich and powerful investors or multinational companies;
12. Congress recalls with concern the monopolisation of agriculture by foreign multinational companies in many African countries. Monopolization of farm inputs such as seeds, fertilisers, farm machinery, advisory services, research, storage and marketing promotes food insecurity in the region. Congress calls for development of national policies that promote local agricultural production and more government role in the agricultural sector. Governments should play their role in ensuring local farmers increase their productivity and get access to profitable markets at the national, sub regional and international levels;
13. Congress recognises the importance of agriculture as the main sector of the economy in many African countries and calls for increased investment in agriculture. Agriculture alone accounts for about 70% of Africa's labour force, and contributes to over 25% of its GDP. Between 1981 and 2005, the number of poor people living on less than \$1.25 a day has almost doubled in sub-Saharan Africa, from 212 million in 1981 to over 388 million in 2005. The performance of the agricultural sector and the rural economy on which the majority of Africa's population depend for their livelihoods, is directly linked to the state of poverty, and determines the extent to which MDG targets can be achieved. In this regard, the biggest challenge in achieving the Millennium Development Goals (MDGs) lies in transforming Africa's agricultural sector into an engine of economic growth and poverty reduction. Congress calls upon AU member states to honour set target of allocating 10 % of national budgets to agriculture;
14. Congress deplores the situation whereby highly food-insecure countries tend to spend two to three times as much on defence as on agriculture (FAO) and also the fact that the already low levels of investment in agriculture are declining. This

combination of declining investment in agriculture and rising military expenditures is extremely worrying and a disappointing indicator of the real priorities of governments and donor agencies, despite their stated commitments. Congress calls upon Africa countries individually to reduce military expenditures as a strategy for increasing the level of investment in the agricultural sector;

15. Congress notes with concern the rapid increase in foreign investment for non food crops such as bio-fuel crops and the persistent emphasis on export oriented crops. Congress recognizes the need for increased foreign earnings for national development but calls upon national governments to put into place mechanisms that will ensure that the quest for foreign earnings does not undermine food security;
16. Congress further recognizes the connection between gender, micro finance and land on one hand and food production on the other. Congress calls upon national governments to take all necessary measures needed for overcoming gender inequalities in land ownership and in the area of access to finance;
17. Congress commends efforts taken by the AU through the Comprehensive Africa Agriculture Development Programme (CAADP) which was endorsed by the African Heads of States in 2003. Congress is pleased to note that CAADP principle (under 3<sup>rd</sup> Pillar) recognised food as a right for all and also identified gender inequality as one of the challenges and pledges to address gender issues in the implementation of food security programmes. Congress also notes with pleasure the recognition of low incomes as a hindrance in accessing quality and nutritious food. However, congress calls upon the AU and NEPAD Secretariats to strengthen the participation of workers and their organization in the formulation, implementation and evaluation of food security programs in the region;
18. Congress notes with satisfaction the CAADP initiative under which AU member states committed themselves to allocate 10% of national budgets for agriculture development. However, congress deplores the non compliance to this commitment whereby on average the budgetary allocation ranges between 3 – 5%, well below the CAADP target. Congress calls upon AU member states to honour this commitment which was agreed in 2003 during the Heads of State Summit;
19. Congress commends efforts taken by AU member states in developing National Policies and Strategies on Food Security and Nutrition; however, congress is concerned about the non – involvement or exclusion of Ministries of Labour and Trade Unions in these national initiatives. As a consequence, employment issues are not fully reflected in these National strategies and policies. Congress calls upon national governments to include ministries of labour and trade unions in the institutional mechanisms responsible for food security and nutrition issues and to solicit ideas and proposals for the purpose of enriching the national policies and strategies in terms of employment and other labour issues;



20. Congress notes with grave concern the use of food aid by multinationals and UN Agencies (particularly the World Food Program) as a tool for ensuring food security in the region without paying attention to the dangers associated with food aid; these dangers include the introduction of GMO food whose danger to human and environmental health are not yet fully known, the further marginalization of local food producers, the overall negative impact on local agriculture, the abuse of cultural and spiritual food preferences and the creation of the syndrome of perpetual dependency on food aid;
21. Congress is concerned about the negative impact that cheap and most often unhealthy foreign food imports have on national economies, incomes of local farmers and the health of workers and the general public. Congress calls for development of measures that will promote local food production; these measures may include among others high taxes on imported food, provision of input-subsidies to local farmers, development of local infrastructure such as roads, irrigation and storage facilities. Congress also calls for establishment of mechanization centres where local farmers can access machinery services such as tractors and combine harvesters at affordable or subsidized costs;
22. Congress commends work done by the UN and welcomes work carried out under the UN High Level Task Force (HLTF). Congress notes with appreciation the Comprehensive Framework for Action (CFA) submitted by the UN Rapporteur on Food Security in September 2010. However, Congress calls for strengthening the concepts enshrined in the ILO Decent Work Agenda in the CFA.

**Congress calls for:**

1. The deepening of the role of the state in agriculture and in particular in research, agriculture extension services, food production, food distribution and food reserves;
2. Strengthening of the involvement of ITUC Africa affiliates on food security issues at the national, sub regional and regional levels particularly in the development, implementation, monitoring and review of food security and nutrition policies and national agriculture development programs;
3. Stronger engagement of ITUC Africa affiliates in the formulation, implementation, monitoring and review of national agricultural policies and programs in order to bring – in food security issues that are of concern to the world of work;
4. Collaboration with the IUF in developing dedicated programmes to assist agricultural unions and national centres in the development and review of national policies, in organising workers in the sector and in developing specific trade union programmes that focus on the challenges and issues related to food security and nutrition;

5. A regional campaign around issues related to food security and nutrition, these will include issues related to local production, non commodification of land and food, access to land, hunger and poverty eradication, the monopoly of food MNCs, GMOs, food aid, health and nutrition;
6. Continually engaging the UN Rapporteur on Food Security and ensuring employment issues are fully addressed in the Framework for Action (CFA);
7. National governments to take concrete measures to tackle climate change, promote peace and re-model the global financial system in order to guarantee food security for all;
8. National governments to regulate biofuel farming in order to avoid land grabbing by multinational companies, and ensure food security in the region;
9. Governments to put into place policies that will ensure protection of our water resources, increased access by the majority of our people and deter the drive by MNCs, that aim at privatising this basic resource for their own commercial interests rather than for food production and meeting the health and other basic needs of communities and the poor.

**Resolution Thirteen:  
Overcoming the Challenges of Africa's Health Crisis**

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**Background**

1. Some of the greatest health problems today occur within the underdeveloped countries of Africa. Major inequalities between developed and underdeveloped nations are central to current health policies with the extent and depth having become too large to ignore. For example, in the industrialised countries of the world, obesity is a major health issue whereas in the underdeveloped countries of Africa millions die, are stunted by starvation and have little or no opportunity to develop their human capacities;
2. We are not living in a world of scarcity, but rather in a world in which resources are radically maldistributed relative to need. This global picture contradicts the neo-liberal claim that free markets best meet human needs – in fact, on a global level, the wants of the rich supersede the needs of the poor. A fine example can be seen in the pharmaceutical industry in which 90% of research and resources are directed at 10% of the world health problems which largely occur within the developed world. It was therefore of no surprise that WHO<sup>1</sup> reported that in 2003 “of the 4.1 million people in sub-Saharan Africa in urgent need of anti-retroviral drugs, less than 2% actually had access to them.”
3. The distribution of health in the world is shocking. Africa is home to 14.7% of the world's population yet accounts for 24% of the total global disease burden. The healthiest nations of the world have longevity rates of over 80 years of age whereas the unhealthiest countries within Africa show longevity rates of below 45 years of age. These differences are increasing in Africa, particularly in sub-Saharan Africa;
4. The weakness of national health systems in Africa have been a matter of concern for decades. Despite on-going efforts to improve health systems performance, problems related to governance; health financing; human resources for health; health technologies; information systems and service delivery have yet to be addressed. These problems are exacerbated with the increased commodification of health care resulting in the privatisation of health services, unequal access to health care, the patenting of drugs, etc.;

There is, therefore, a need for continued work to update policies and strategies, and translate them into sound strategic plans featuring well financed country operational plans and services that are accessible to the poor and most vulnerable, especially women and children, if we are to obtain the MDG related to Health by 2015. As part of making this happen, poor resource allocation which is in total contravention of the Abuja Declaration which requires allocation of 15% of

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<sup>1</sup> World Health Organisation Report 2003

national budgets to the health sector, needs reversing in order to ensure that governance and the social and economic forces which shape the key determinants of health, including safe water, sanitation and healthy environments, are being addressed in a systematic manner by countries within the African Region;

5. The chronic absence of state health protection / insurance systems and the emergence and rapid increase of private health insurance systems that ignore or exclude the vast majority of people remains;
6. Maternal mortality is one of Africa's most tragic health problems, hence the UN member states commitment to reduce it by three quarters between 1990 and 2015<sup>2</sup>. Recent estimates of maternal mortality have shown that the African Region has made no progress towards achieving the MDG target and, to date, 31 countries have very high maternal mortality ratios ranging from 550 to 1000 per 100 000 live births compared to 8 in industrialised countries;
7. Child mortality rates in sub-Saharan Africa are 30 times that of industrialised countries. Approximately 4.5 million annual deaths of children under the age of 5 are caused by malnutrition, diarrhoea, pneumonia, malaria and HIV mother to child transmission. Premature introduction of complementary foods and nutritional deficiencies are among the major risk factors. Recent data show that only five out of 46 countries in the African Region are on track to achieve the MDG 4 of reducing child mortality rates;
8. The African Region has been experiencing an accelerated increase in non-communicable diseases (NCDs), including injuries caused by conflict and violence. This increases the already over whelming burden of disease within the continent, particularly among the most vulnerable groups e.g. women, girls, single mothers, children without families or parental guidance. If no steps are taken, NCDs will represent at least 50% of mortality in the African Region by 2020. Major common risk factors for chronic NCDs are related to individual lifestyles and non-changeable risk factors including genetic and ethnic considerations as well as prenatal and gender factors;
9. The African Region has been experiencing an increase in the number of cases related to illnesses and diseases such as HIV and AIDS, TB, Cholera, malaria, sleeping sickness, blood pressure, diabetes, cancer, stress and cardio-vascular problems. Millions of people living in the African Region are suffering from or threatened by epidemic-prone diseases such as cholera, meningitis, haemorrhagic fevers and more recently, the Influenza Virus (H1N1).
  - 9.1. The incidence of cholera and other food and waterborne diseases in the African Region has been on the increase since the early 1990s. The number of

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<sup>2</sup> UN Member states commitment to 8 international development goals by 2015 (Millennium Development Goals)

reported cholera cases ranges between 150 000 - 200 000 per year. The lack of potable water together with inadequate sanitation and the unhygienic handling of food are leading risk factors within the African Region;

9.2. Since 2007 the African Region has experienced a three-fold surge in the number of polio-infected countries. The resurgence and continued circulation of wild poliovirus is associated with low population immunity as a result of the failure to sustain high coverage of routine immunization. However, significant progress was made during 2009 and has led to the reduction by at least 25% in the number of cases of poliomyelitis as a result of the implementation of the Reaching Every District (RED) approach and the high quality supplementary immunization campaigns. Implementation of measles control strategies in the African Region led to a 92% reduction in estimated measles deaths by 2008, but constraints in sustaining immunization service performance still exist in some countries. There is a requirement for sustained action that produces the desired results which includes increasing routine immunization coverage;

9.3. The number of malaria cases reported globally is estimated at 247 million, with the African Region accounting for 86% of these. In 2006 the estimated number of deaths was 881 000 of which the African Region accounted for 90%. Malaria causes an estimated 17% of the under-five mortality in the African Region. In highly endemic countries malaria reduces economic growth by about 1.3% mainly due to absenteeism from work. The poorest people are most exposed because of inadequate housing, poor living conditions especially in urban settings, and limited access to health care. However, the number of cases and deaths in health facilities has reduced dramatically in certain African countries as a result of integrated malaria control interventions e.g. Gabon and Kenya;

9.4. Over one million cases of tuberculosis were reported in 2005 and recent surveillance data shows that the African Region accounts for 25% of the global notified cases of tuberculosis. In some African countries e.g. South Africa and Zimbabwe, the incidence of TB cases resistant to first-line and second-line TB medicines has steadily increased since 2006. Currently approximately 35% of tuberculosis cases within the African Region are co-infected with HIV. Tuberculosis accounts for approximately 40% of deaths in people living with HIV/AIDS. Because HIV has destroyed the immune systems of at least a quarter of the population in some areas, far more people are not only developing tuberculosis but spreading it to otherwise healthy individuals. Trends in tuberculosis cases detected and cured under Directly Observed Treatment Strategy (DOTS) indicate that the African Region is unlikely to achieve the 2015 MDG targets for TB control;

9.5. Today HIV is the leading infectious killer in Africa, with approximately 28 million individuals living with HIV or AIDS of whom 22.5 million live in sub-Saharan Africa – this being more than 68% of all people living with HIV and AIDS globally. HIV prevention programmes have not yet adequately reached the African Region, particularly sub-Saharan Africa where prevalence and incidence rates remain to be some of the highest in the world. Strong prevention programs are the cornerstone of effective national responses to AIDS, and the required changes in the health sector have presented huge challenges;

10. The exodus of African medical professionals to greener pastures in the north.

**Congress therefore reaffirms:**

1. That Africa is home to countries that have some of the highest maternal and child mortality rates globally and which have made little or no headway in reaching the millennium development goals set out to bring about a reduction of these rates;
2. That the African region is experiencing an accelerated increase in non-communicable diseases, including injury caused by conflict and violence and if no efforts are made to address this, they will represent at least 50% of mortality within the region by 2020;
3. That millions of people living within the African region are suffering from epidemic-prone diseases such as cholera, H1N1 influenza etc.;
4. That 86% of the 247 million malaria cases reported annually occur within the African Region;
5. That the African Region accounts for 25% of the annual global notified cases of tuberculosis of which approximately 35% of cases are co-infected with HIV;
6. That an estimated 28 million people are living with HIV or AIDS in Africa, of which 22.5 million live in Sub-Saharan Africa i.e. 68% of all people living with HIV and AIDS globally;
7. That key drivers in the transmission of HIV and AIDS include: poverty, gender inequality, substance abuse, population displacements and collapse of healthcare systems all of which occur simultaneously within the African Region;
8. That an effective response to the African Region's healthcare problems will not occur in isolation and further scale-up is required involving an end to the commodification of health care, integrated healthcare systems and empowered communities that have access to essential rights and goods such as food, nutrition and basic education.

**Congress calls for:**

1. Affiliates to work together in mobilising resources and combining efforts in the fight for health access and justice;
2. A dedicated and focussed campaign for improving the daily living conditions of people, and tackling the inequitable distribution of power, money and resources in health care provision. The theme of the campaign should centre on the principle of no profiteering from health provision and must ensure:
  - 2.1. A mass based understanding of the African health crisis and the need for action;
  - 2.2. Government compliancy to the Abuja Declaration on the 15% budgetary allocation to the health sector;
  - 2.3. An explicit call for state - driven and resourced national health systems that benefits the poor and the most vulnerable;
  - 2.4. Actions against the monopoly of a few pharmaceutical companies in terms of availability and service delivery in the health sector;
3. Mass mobilisation for the transformation of social norms to empower people to overcome stigma, discrimination and gender inequalities, reducing their risk of HIV infection;
4. Concrete steps to achieve the Millennium Development Healthcare Goals through supporting the improvement, accessibility, affordability and availability of primary health care facilities for all, and especially for pregnant women, nursing mothers and children;
5. The promotion of measures to address infectious diseases in the workplace, including HIV and AIDS and TB, and ensure they are part of national development policies and programs relating to labour, health, education and social development;
6. Supporting synergy in the implementation of HIV and TB treatment programs with broader primary health care and human social and economic development programs in order to ensure commitment and promote effective action in the strengthening of healthcare systems whilst ensuring that human rights are respected;

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1. <sup>i</sup> Congress reaffirms the need to put young workers and their future education and employment at the heart of trade union policies to counter the negative effects of the global economic crisis. Young women and men represent not only the future, but also the present of the trade union movement and of society. Without a committed, educated and engaged youth, a new, sustainable and fairer globalisation that puts people, jobs and their decent livelihoods at the centre will not be achievable.
  2. Young people are among the hardest hit by the global crisis which has created major new obstacles to their access to decent work. If viable and long-term solutions are not found, the personal development and employment prospects for millions of young people will be threatened; the risk is of a lost generation. Youth are almost three times as likely to be unemployed as older workers, and make up as much as 40 per cent of the world's total unemployed. Between 1997 and 2007, the number of unemployed youth rose from 63 million to 71 million, and is now rising dramatically.
  3. Congress underlines that the lack of decent work opportunities at the beginning of working life can permanently compromise employment and life prospects, and that the critical position of young workers is particularly dramatic in developing countries. Even during periods of sustained economic growth, most countries failed to create enough decent and productive jobs for young people, and it is clear that the impact of the crisis on them will be long-lasting. For millions the harsh reality is of exclusion from education and working life, social marginalisation and poverty. Their situation is the most brutal manifestation of the social drama engendered by the crisis.
  4. Congress insists on the need for renewed policy focus and priority to be given to youth in order to counter the most extreme social effects of the crisis and to safeguard the long-term capacity of the real economy. Young people need experience and training but are severely affected by the absence of new work opportunities and the pressure on public employment and training provision from deteriorating public finances. Urgent action is needed to break this vicious circle of youth poverty and unemployment. Congress strongly supports equal access to adequate education to generate improved labour market outcomes and greater gender parity among young people, and active labour market policies to improve job opportunities for young people and the transition from school to work.
  5. Congress recognises that young people are critical to the future of trade unionism and to the strength, effectiveness and legitimacy of trade union organisation and that this evident reality must be acted upon. Youth does not reject trade unionism and often identifies strongly with its principles and values. But they too frequently face difficulty in finding their place in trade union structures and activities. It is crucial that unions respond better to the needs and expectations of young workers and remove all types of obstacles to their full participation.
  6. Congress recognises and supports the role of the ITUC Youth Committee in initiating and developing policies and actions that promote identification and active participation of young people in trade union internationalism. The Committee has particular potential and value in international trade union campaigns, mobilisation and communications; and should continue to facilitate exchanges of information and experiences.
  7. The current youth generation is the first internet generation. The development of information technologies and the evolution of communication tools in the last 20 years have had a major impact on young people's lives and attitudes. This is a source of great opportunity for international trade union activity and Congress calls on the ITUC to utilise fully the creative potential of youth in this regard.
    1. <sup>ii</sup> Congress expresses its deep concern at the massive human suffering caused by the HIV/AIDS pandemic. It commits the ITUC to work for strong and effective action to prevent, control and ultimately eradicate HIV and AIDS.



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2. More than 45 million people worldwide are now estimated to have the HIV virus; over 11,000 people are infected with HIV each day; every year, more than 3 million people die of AIDS and 5 million more became HIV positive. In most parts of the world human rights violations that increase the risk of HIV infection, and those that follow after HIV infection, are getting worse. Since the infection rate is highest among people in the prime of their working life the economic and social impact of the epidemic is disastrous. Yet the devastation from AIDS is not spread equally around the world. 90% of people with HIV are living under circumstances of economic and social disadvantage and the same proportion of new HIV infections occur in low income countries. The countries heavily affected by infectious disease are often those least able to fight back.
  3. Congress recognises that the consequences of HIV/AIDS have profound implications for the exercise of human rights and are symptomatic of the deeper crisis, poverty, inequality and social injustice faced by poor people around the world. Congress recognises that the impact of the HIV/AIDS pandemic reflects and reinforces other sources of disadvantage and inequality in society, including that experienced by women, youth, migrants, the unemployed, refugees, gays and lesbians. The particular vulnerability of women makes it essential to strengthen gender perspectives in the fight against HIV/AIDS.
  4. Congress reaffirms the importance of the International Labour Organization's role in addressing workplace aspects of HIV/AIDS and welcomes the adoption of the new ILO instrument on HIV/AIDS and the World of Work. In that regard, Congress emphasises:
    - The absolute need to protect those infected with HIV/AIDS from all forms of discrimination at work and to extend to them the protections offered by ILO Convention 111;
    - The guarantees of privacy and confidentiality that are essential for any successful workplace HIV/AIDS programme. It reiterates that any workplace surveillance, including monitoring and managing of HIV/AIDS must take place without compromising personal data privacy and confidentiality rights;
    - The need for workplace HIV/AIDS programmes to be designed and implemented in consultation with the workers and their representatives;
    - The need for workplace health programmes to be linked to public health services.
  5. Congress calls on Governments to commit to full implementation of the new ILO instrument, underlines that all countries, whatever their infection rate, can benefit from a legal framework that brings HIV-related workplace problems into the open, protects against discrimination, respects privacy and confidentiality rights, prevents workplace infection risks and ensures the participation of stakeholders in relevant mechanisms and institutions.
  6. Congress expresses its deep concern about the impact of the global crisis on the funding of the fight against HIV/AIDS and calls on all Governments to keep their promises to deliver resources to meet the Millennium Development Goals on HIV/AIDS to achieve universal access to treatment by 2010, and to halt and begin to reverse the spread of the pandemic by 2015. The crisis has already put HIV prevention and treatment programs in jeopardy. Congress notes the warnings already given by the World Bank and the Global Fund to Fight AIDS, Tuberculosis and Malaria in this regard and insists that the fight against HIV/AIDS must not become one more victim of the crisis.
  7. Congress recognizes that equitable and full access to health care, and in particular medicines for HIV, is a human right and that promoting effective action HIV/AIDS in all countries is a moral responsibility of the international community and must be a priority of international development assistance policy and programmes. Congress equally insists on the imperative

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need to build effective and universally accessible public systems of health care in all countries so that each state discharges its responsibility to realise the right to health of its citizens.

8. Congress therefore expresses its full support for the Global Unions HIV/AIDS Programme in promoting trade union action on HIV/AIDS in the workplace and undertaking a unified trade union advocacy campaign for a rights oriented approach to the HIV/AIDS pandemic.

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1. Congress affirms that workers' rights are human rights and that promoting and defending fundamental workers' rights is and must remain a priority for the ITUC. Ensuring their full, universal respect and their enforceability is the necessary guarantee of the human rights of all workers and a precondition of any fair model of globalisation. Just as poverty anywhere is a threat to prosperity everywhere, so does the violation of fundamental workers' rights in any country undermine those rights even in countries where they are currently respected.
2. Workers' fundamental rights are defined by ILO Conventions 87 and 98 on freedom of association and collective bargaining, 29 and 105 on forced labour, 100 and 111 on discrimination and 138 and 182 on child labour, and the 1998 ILO Declaration of Fundamental Principles and Rights at Work makes explicit the obligation of all governments to respect the principles they embody and also to defend them within the multilateral organisations. The decent work agenda codified through the ILO's 2008 Social Justice Declaration and the 2009 Global Jobs Pact furthermore recognises standards as an essential pillar of a concerted strategy to overcome crisis and achieve sustainable economic development. Congress calls on governments to meet that obligation and on those which have not already done so to ratify these conventions. It deplores and condemns the persisting and widespread violation of fundamental workers' rights wherever they occur and commits the ITUC to work to bring them to an end.
3. Congress recognises that it is the responsibility of each state to protect the rights of its citizens and its workers at national and regional levels and within international institutions. It asserts that the organisations of the multilateral system have a complementary responsibility to provide an international policy environment which promotes respect of workers' fundamental rights and assists governments in meeting their responsibilities. It therefore calls on the International Financial Institutions and the WTO in particular to make the promotion of fundamental workers' rights and of the right to decent jobs an explicit objective of their work and to cooperate closely with the ILO to this end. There is urgent need for the ILO and WTO to deepen their cooperation to have the international trading system work effectively for the enforcement of these rights.
4. Congress underlines the crucial role of the ILO's supervisory system in holding governments accountable for their performance in the application of fundamental rights Conventions. It calls on the ITUC and its affiliates, in close cooperation with the ILO Workers' Group to defend the integrity of that system and its jurisprudence, and to take all opportunities to strengthen it. In conditions of accelerating globalisation there is special need to ensure that the universality of ILO standards is not undermined by trade and investment agreements, or policies or legal decisions made at national or regional level. Cross-border solidarity actions should correspondingly be universally recognised as legitimate tools of international trade union action. In that regard it is necessary to establish a full, legal recognition at national, regional and global levels of the right of trade unions to take cross-border sympathy action including industrial action.
5. Congress stresses the important role to be played by international, regional and national trade union organisations, in cooperation with other civil society organisations, in promoting citizens' awareness and education in order to enable them to protect their fundamental rights more

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effectively. Such awareness amongst citizens is a precondition for the emancipation of people generally, and workers more particularly.

6. The rights to form and join a trade union, to bargain, and to free and independent trade union action, are essential for all working people to defend and promote their interests. Congress asserts that the level of violation of these rights, documented in the ITUC's Annual Survey constitutes a concerted attack on working people everywhere and a dramatic and unacceptable failure in governance of the global economy which must be corrected. It salutes the courage and commitment of the many victims of these violations and rededicates the ITUC to ensure that their sacrifice is not in vain. Congress denounces external interference in trade union activities, including in countries where this has encouraged a proliferation and weakening of trade unions or where a single union structure has been enforced.
7. Congress deplores also that today at least 12.3 million people are subjected still to modern forms of slavery and other forms of forced labour. Urgent efforts are needed to eradicate the growth of trafficking and other abuses linked to globalisation which subject the most vulnerable of the world's workers to the cruellest and most extreme forms of abuse.
8. Congress welcomes the campaign work undertaken by the ITUC since its foundation in respect of forced labour and trafficking. It calls the ITUC to continue that work and on affiliates to engage in it and in other initiatives in this field, with a view to attaining the ILO target of eradicating forced labour by 2015.
9. Congress condemns as intolerable the fact that over 200 million children are at work instead of at school and reaffirms the ITUC's commitment to the historic mission of the trade union movement to eliminate exploitation of children and to achieve universally accessible, free quality education. It underlines that child labour is acutely harmful to the physical and mental well-being of children and perpetuates the cycles of poverty, deprivation and underdevelopment of the societies in which it occurs.
10. Congress recognises that the fight to end all child labour, as defined in ILO Convention 138, is crucial for the achievement of decent work and decent life for all and must be multi-faceted. It should encompass a sectoral dimension and a specific strategy for the informal economy as well as a gender dimension needed to address the disadvantaged situation of girls, and include the worst forms as defined in ILO Convention 182, which should be strictly connected to respect of the minimum age for employment as defined in ILO Convention 138. Congress acknowledges the strong relation between the occurrence of child labour and the absence of decent work for adults, and supports programmes to establish child labour free sectors or zones as part of a strategy to attain the full elimination of child labour. Governments which demonstrate clear commitment to the elimination of child labour should benefit from the fullest possible international support, particularly through the ILO International Programme for the Elimination of Child Labour (IPEC) and its action plan for the elimination of all worst forms of child labour by 2016. Such a plan should incorporate full partnerships with trade unions in the fight against child labour. Governments and employers which condone or benefit from the exploitation of child labour should be subject to stringent sanctions, including commercial measures.
11. Congress affirms that discrimination in all its forms is an offence against the equality of rights of all human beings. It recommits the ITUC to oppose resolutely all discrimination, be it based on gender, race, nationality, ethnicity, religion, political opinion, age, disability, health status, sexual orientation or gender identity. It expresses deep concern at the growth of tension and conflict in many parts of the world which can be both cause and consequence of discrimination and calls on the ITUC to take all opportunities to fight for their elimination.

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12. In this regard, it is a particular responsibility of trade unions to be active in combating racism and xenophobia at the workplace and in the community, and to promote in companies the notions of workplace diversity and the integration of all workers in the world of work and society. Congress rejects unequivocally notions of the incompatibility of cultures or the superiority of any, and calls on the ITUC and its affiliates to oppose them with solidarity between all workers and commitment to coexistence, tolerance and understanding on the basis of strict equality.

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iv

1. Congress affirms that the purpose of trade unions is to defend and advance the interests of workers, that this cannot be realised without the organisation of workers and that only through their own organisation can workers change the world of work, create a more just society, and fully realise decent work. By organising workers, trade unions enable them to be defended and represented and to have their views expressed in public affairs and collective bargaining. Equally, the ability of trade unions to serve their purpose depends on the strength, ability to mobilise and legitimacy that comes only from their membership.
2. Congress declares that there can be no substitute for genuine trade unions which are formed as freely chosen associations of workers through democratic participation. They cannot be replaced by advocacy groups, by employer or government dominated labour organisations, or by management driven Corporate Social Responsibility programmes.
3. Workers seeking to form or join unions face daunting challenges and obstacles. Union organising is opposed through dismissals, harassment, intimidation, threats, surveillance, anti-union campaigns and even through physical violence. In many countries governments fail to protect the rights of workers seeking to unionise through inadequate legal protections, insufficient and delayed enforcement, biased judicial proceedings or weak, meaningless legal remedies. Some governments actively suppress trade unions through various means including encouragement of precarious employment relationships.
4. The falling level of trade union density in many countries is directly linked to the structural changes that have taken place in the global economy in recent years. Changing business relationships, changing technology and changes in the structure of economic activity as well as globalisation continue to have profound effects on the ability of workers to organise, to collectively bargain and so to protect their rights and fight for their interests. Changes in the world's workforce – which continues to become younger, and more female – present further organising challenges as well as opportunities.
5. Globalisation and the organisation of business activity through international production and ownership relationships are increasing the need for international trade union cooperation over organising. Organising across borders and conducting international campaigns in close cooperation with the Global Union Federations is not only an expression of solidarity but is becoming increasingly a condition for achieving results in trade unions' struggles.
6. Congress recognises that there is no greater challenge to the sustainability of strong trade unions than those concerning organisation and collective agreements. It is therefore imperative that all workers, regardless of location or employment status, enjoy the protection of a legal and institutional framework which guarantees their rights to freely and fairly choose representation and to engage in successful collective bargaining.
7. Congress deplores that large numbers of workers are effectively denied these rights because of the inadequacy of law or its application, which often does not cover the full range of

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relationships under which work is performed. Temporary workers, independent contractors, workers supplied by agencies, domestic workers, agricultural workers, cross-border workers and workers in supply chains are often unable to exercise their rights in practice. Companies avoid the obligations that laws place on employers through contracting out work and by denying employment relationships. The growth of precarious work impedes organising; vulnerable workers are often reluctant to join trade unions even where they may have a right to do so. Where work is performed on an informal basis, as is the case for a majority of the workers in many developing countries, the right to organise and to collectively bargain is particularly difficult to realise.

8. In addition, the financialisation of the modern corporation, complex supply chains and the threat of relocation impact negatively upon the context and potential of collective bargaining. In many cases workers no longer have access to the real decision makers necessary for genuine bargaining, demonstrating the need for trade unions to work with the assistance of their relevant Global Union Federation to review new strategies that can enable them to make an impact.
9. Congress calls on affiliates to work for changes in the legal framework for trade union recognition and collective bargaining so as to enable more workers to join trade unions and to participate in genuine collective bargaining. The focus must be on ensuring that the right to form or join a trade union and the right to bargain collectively as defined in ILO Conventions 87 and 98 can be effectively realised for all workers whether in the public or the private sector, and includes providing trade union access to workers such as those employed in Export Processing Zones, who often lack social protection or redress for violations of their fundamental rights.
10. Congress calls on all affiliates to intensify their efforts to recruit more workers into trade union membership as an absolute priority. To this end they should adopt a full range of measures including reviewing existing priorities and resource allocations, promoting an organising culture, intensifying trade union education, increasing cooperation with other trade union organisations and reviewing their respective experiences with different organising approaches, informing the public widely about trade union activities, adopting targets for membership increase, and the development of new techniques and methods of organising through better planning and strategies.
11. Congress calls upon trade unions to meet the challenge of organising all workers within their respective jurisdictions without distinction as to employment status or educational and skill levels. That includes women, youth and migrants as well as those in atypical or precarious work relationships such as part time or temporary work. It includes highly educated workers performing new jobs that are rarely unionised just as much as those performing work in the informal economy and who are unregistered, unrecognised and excluded, or who are in disguised employment relationships and may be wrongly defined as “self-employed”. Unions need all workers, and all workers need unions.
12. Congress declares that trade unions must change to adapt to new situations, and that such change is inevitable and necessary. Trade unions need to reflect the diverse and evolving needs and demands of working people. A trade union movement that can attract members must provide for participation, representation, diversity and gender mainstreaming. Trade union organisations must analyse their working methods and procedures to determine whether they should adjust their structures or create new ones to provide representation to all groups of workers, including the least privileged and those in informal working arrangements. The relationships between the various kinds of trade union organisations – national, regional and local, and industrial and enterprise - need to be adapted to ensure the democracy, autonomy

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and sustainability of a growing trade union movement where optimum resources for bargaining and organising are allocated.

v

1. Congress reiterates that gender equality is a key human rights goal and component of social justice. It commits the ITUC to the achievement of gender equality in all its endeavours, deplores the continuing reality of deep and pervasive discrimination against women in all areas of economic and social activity and recognises the equal contribution of women and men to society, to economic life and to the trade union movement.
2. Congress notes with concern that gender differences in participation and unemployment rates are a persistent feature of global labour markets in spite of advances in educational levels of women. Women suffer multiple disadvantages in access to labour markets, and in most cases do not have the same opportunities as men in the choice of work and in having access to the working conditions to which they aspire. Such exclusion is particularly serious as regards young women migrants. In addition, traditional social roles burden women with an undue share of caring responsibilities and domestic or family work.
3. Gender discrimination is evident throughout the world in access to resources, educational and economic opportunities, political power and leadership positions. Only 40% of those employed in the world are women, with the majority being in the agricultural sector and in informal economic activities where incomes and working conditions are generally lower. Women are over-represented in low-paying jobs, underrepresented in executive, management and technical positions and often suffer poor working conditions. Women's skills and jobs have been historically undervalued with the global gender pay gap at around 22%. Policies and programmes to achieve gender equality are essential, but have not proven adequate to dismantle stereotypes and overcome injustice.
4. Cultural, economic, social and religious barriers must be identified, condemned and overcome in order for women's human rights to be respected and fully implemented everywhere. As gender discrimination frequently interacts with other forms of discrimination, policies and programmes should be put in place to address the multiple forms of discrimination against women and a cross-cutting approach on gender should be adopted.
5. Sexual harassment and other forms of abuse are serious forms of discrimination that undermine the dignity of women and men and negate gender equality. Congress deplores the reality that one third of women suffer from violence at some stage in their lives.
6. Because traditional occupational segregation has forced women into economic activities often characterised by low pay, whether low-skilled or skilled, it is critical to recognise appropriately the importance and value of the jobs, sectors and activities where women are overrepresented. Provision should be made for women to acquire the skills that are related to jobs, activities and sectors that are growing and offering decent work opportunities, and women's skills must be valued equally with those of men. Women should also be encouraged to join non-traditional sectors such as those linked to green jobs. Vocational training, education and skills development policies should promote equality of opportunity for girls and women, and initiatives should be taken for the sharing of family responsibilities between men and women to reconcile equitably work and personal life especially in relation to child and dependent care.
7. Discrimination and disadvantage in the world of work is often related to, or exacerbated by women's reproductive role and their lack of access to affordable related services and support and the inadequacies of maternity protection. Donor governments must provide developing country governments with the resources to provide satisfactory and universally accessible reproductive health and medical care and access to sufficient professional staff for all, to

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reduce maternal and new-born mortality around the world in line with the fifth Millennium Development Goal.

8. Congress recognises that globalisation affects women and men differently and that its differential impact and resultant needs should be subject to gender analysis in both policy development and impact assessment. The withdrawal of the state from regulatory and economic activity, and the reduction of public spending adversely affect employment in sectors in which women are highly represented and reduce those services on which women are disproportionately dependent because of the unequal division of family responsibilities.
9. Congress underlines that the global crisis has deepened inequality and undermined women's rights and that as a result an impoverishment of women, especially elderly women, is taking place. The crisis should be seized as a critical opportunity to adopt a new policy paradigm that reflects a rights-based approach and promotes equity and gender equality. National economic recovery strategies must therefore incorporate a comprehensive gender analysis from the outset.
10. Congress declares that gender equality should be addressed as a central element of all aspects of employment policy, including macroeconomic frameworks, active labour market policies, skills development, enterprise promotion and employment-intensive infrastructure programmes. Gender issues must be central to the process of designing and assessing the impact of recovery packages.
11. Congress demands the full respect of core labour rights in all export processing zones (EPZs) where women make up nearly 80% of the workforce, in order to eliminate exploitative, dangerous and sometimes brutal practices of which women are the most frequent victims.
12. Congress notes that women constitute nearly half the world's migrants and that many work in the least protected and most exploited sectors and are increasingly trafficked into illegal employment and prostitution. It condemns the growth of such slavery-like practices and commits the ITUC to fight against them and to achieve more effective national and international enforcement of measures to eliminate them.
13. Women also make up the majority of workers with precarious jobs and of workers in the informal economy who are not protected by legislation, are denied fundamental rights and are subject to sub-standard conditions of work. Congress calls on affiliates to intensify the organisation of all women and men workers, both in the formal and informal economy while making all efforts to bring those workers who are currently denied their fundamental rights at work within the scope of legislative protection.
14. Congress encourages and supports the actions of unions working to lend moral and material assistance to women and children who have refugee status owing to conflicts or violent situations.
15. Congress is concerned that in spite of the growth in women's membership of affiliates of the ITUC to 40% and the efforts made to better represent women in their structures and policies, the full integration of gender perspectives in trade union decision-making, policies and activities remain inadequate. Trade unions have the basic responsibility, and must be at the forefront of the struggle, to achieve gender equality in the workplace, in their policies, in their own structures and in society.

vi

1. Congress notes that migration is a universal and continually growing phenomenon in the world of work with the current number of migrants estimated to be as many as 200 million, nearly half of whom are women.

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2. Growth of migration is fuelled by the uneven and negative effects of globalisation - poverty, unemployment, glaring income disparities, under-employment, lack of democracy, bad governance, environmental degradation - as well as national disasters, conflicts and the desire of people for decent work and a decent life for themselves and their families. Migration must not be the only way to escape from poverty or oppression. Congress insists that it is a fundamental responsibility of international policy-making to promote balanced development and decent work in order to eliminate involuntary migration.
  3. Congress emphasises and welcomes the positive contributions migrant workers make to the economy and insists that this be recognised and reflected in their treatment. Migrant workers, regardless of their status, must enjoy equal treatment under labour legislation and full respect of their fundamental rights at work.
  4. Governments, in a concerted approach with employers' organisations and trade unions, must formulate and implement policies which incorporate a rights-based and gender-sensitive approach that provides for legal migration channels within an appropriate multilateral framework. The International Labour Organisation must have a central role in the development of global and coherent international migration policy that can contribute to better protection of migrants, social development and better inter-cultural understanding while minimising the problems of a "brain drain" from developing countries as well as countries in transition.
  5. Congress deplores the widespread abuse and exploitation of migrant workers by employers and by agents and intermediaries and the failure of governments to act adequately to protect them. Migrant workers, particularly those in irregular status, are not only more often unemployed than local workers, they are more often employed in precarious, temporary jobs, undeclared by employers, with lower wages and less social protection and often in the informal economy. Such exploitation undercuts existing rights, terms and conditions for all workers, resulting in social and community divisions and underlining the need for irregular workers to benefit from equal protection of labour legislation. Problems are more severe in sectors with a low trade union presence, such as domestic work, which requires particular attention.
  6. Women migrant workers are particularly vulnerable to exploitation and harsh treatment, including gender-based violence. Moreover, women are disproportionately represented among workers who are trafficked internationally and exposed to the worst forms of abuse.
  7. Congress denounces forced labour and trafficking in persons as modern forms of slavery and calls on the ITUC and its affiliates to intensify their actions, working with the Global Trade Union Alliance against Forced Labour and Trafficking, to eradicate forced labour and trafficking and to punish traffickers, particularly those profiting from sexual exploitation, to provide adequate compensation for victims and to extend support to trafficked workers.
  8. Congress is committed to extending trade union solidarity, social justice, equal treatment and gender equality to all migrant workers, regardless of their legal situation, in order to secure non-discrimination and equal treatment with workers who are nationals of the host country. Freedom of association and the right to organise is a fundamental right of migrant workers and their participation in trade unions is an important path to their integration at the workplace and in society.
  9. Congress denounces the shifting of the costs of labour migration onto workers. Such costs must be paid by employers or recruiters. When imposed on workers, recruitment or migration costs often result in debt bondage. Congress calls for the ratification and implementation of ILO Convention 181 on Private Employment Agencies, which states that private employment agencies "shall not charge directly or indirectly, in whole or in part, any fees or costs to workers".



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10. The global financial and economic crisis is impacting sharply on the employment of migrant workers and their remittances to their countries of origin, creating a need for international financial and development assistance where this is causing particular difficulties in developing countries. Congress underlines the need for labour market policies to address the specific needs and circumstances of migrant workers at risk of unemployment or displacement by the crisis and for their rights to social protection to be respected fully.

11. In cases of dismissal migrants' rights to social security, retirement and other benefits need to be fully guaranteed and maintained over time. Migrants in irregular status require access to due process of law, guarantees of full respect for their human rights, and decent living conditions provided by the host country. All migrants including those in irregular status must, including in cases of deportation, have access to due process of law and guarantees of full respect for their human rights.

12. Congress underlines the special situation of migrant workers who are part of trade in services, such as posted workers within the European Union and workers that are sent from one country to another under Mode 4 of the General Agreement on Trade in Services (GATS). Such workers are still formally employed by the employer in the home country while they perform their work in another country. Migrant workers involved in trade in services should enjoy the same rights to equal treatment as other migrant workers and host country laws and collective agreements should apply, without such equal treatment being considered an obstacle to free trade.

13. Congress insists that governments respect their obligations under international law towards the institution of asylum and the principles of refugee protection, working in close cooperation with the Office of the UN High Commissioner for Refugees (UNHCR).

14. Congress underlines the responsibility of the ITUC and its affiliates to play a more visible and active role in promoting the rights and equal treatment of migrant workers and in the fight against racism and xenophobia. Trade unions in destination countries have a special role in countering misleading propaganda against migrant workers, including that blaming them for unemployment and insecurity on migrant workers. Congress rejects all forms of sectarianism or xenophobia that encourage insularity, segregation and exclusion.

1. <sup>vii</sup> Congress recognises that the multiple crises the world is facing - fuel, food, jobs, and climate - have common origins in a socially unjust and environmentally unsustainable model incapable of providing decent work and decent lives to millions of people. This model makes wealth creation dependent on environmental degradation and generates unacceptable inequality.

2. Congress is committed to promote an integrated approach to sustainable development through a just transition where social progress, environmental protection and economic needs are brought into a framework of democratic governance, where labour and other human rights are respected and gender equality achieved. The global financial crisis must not be a pretext for delaying a global deal on climate change and indeed opens up new opportunities for low carbon, job intensive investment. The global crises show clearly that coherent and ambitious initiatives are needed to address the challenges of today and tomorrow. It demands a transformational change in global production and consumption systems to make our societies and workplaces sustainable and to safeguard and promote decent work for all. Trade unions must play a central role in this unprecedented transformation.

3. The reality of climate change presents an immediate and dramatic challenge which, if unaddressed will have catastrophic consequences. Congress therefore calls for the reduction in

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greenhouse gas (GHG) emissions necessary to limit the global rise in temperature to a maximum of 2°C, beyond which the impact on the planet and human life will be irreversible Congress therefore expresses strong support for the IPCC scenario for reducing global GHG emissions to 85% lower than their 1990 levels by the year 2050 and emphasises the need for interim targets for this to be achieved, including a corresponding reduction of at least 25%-40% by developed countries by 2020.

4. Congress calls on all Governments to comply with the United Nations Framework Convention on Climate Change and to contribute fully and appropriately to the fight against climate change through significant reductions in their GHG emissions. In this context, it acknowledges that industrialised countries are responsible for over 75% of GHG's in the world's atmosphere and have benefitted materially from a high carbon development path without meeting its external costs. They must therefore take the lead in initiatives to mitigate and adapt to climate change both through major reductions in their own emissions and through the adequate financing of measures to be taken by developing countries under the principle of common but differentiated responsibilities and respective capacities.

5. Congress insists that the Euro 200 billion in public funding that the UN considers necessary for adequate adaptation by developing countries from 2013 to 2017 be made available and that measures be taken to encourage private investment additional to this that meets labour and environmental sustainability standards, for the greening of economies. Action to be taken can include adoption of targets for renewable energy and energy efficiency, the avoidance of deforestation, and the transfer of necessary technologies to developing countries.

6. Congress recognises with deep concern that environmental degradation and climate change is already impacting severely the livelihoods of millions of working people and the sustainability of large numbers of communities. It is estimated that up to a billion people will be forced to leave their homes by 2050 due to climate change, environmental degradation and resultant conflict with women being disproportionately affected. Small Island and low-lying developing countries face a particularly critical situation requiring international solidarity. It is therefore essential that the fight against environmental degradation and climate change be carried forward with full regard to overall trade union goals of social justice and decent work, within the framework of a strategy of just transition from the current model of production and consumption to a sustainable low carbon alternative.

8. In this regard, Congress emphasises the enormous potential for the creation of green and decent work from a successful process of just transition that provides training, new skills, social protection and new green jobs opportunities, anticipates potential losses of economic activity, employment and income in certain sectors and regions, and protects the most vulnerable. It welcomes the Green Jobs report published jointly by the ITUC with UNEP, the ILO, and the IOE and calls for its major findings to be taken up in the development of national and international policy-making so that the social and employment dimensions of the fight against climate change are fully addressed. That must include: the full institutional involvement of trade unions in the planning and implementation of just transition measures, at workplace, sectoral, national and international levels; awareness raising; skills development; and the provision of adequate social protection.