

**STRENGTHENING INTERVENTION IN THE FIELD OF
ECONOMIC AND SOCIAL POLICY CAPACITY BUILDING
WORKSHOP FOR TRADE UNION RESEARCHERS**

**SUMMARY OF THE ROUND TABLE DISCUSSION ONE
DISCUSSIONS**

STRUCTURE OF RESEARCH TEAMS	
COUNTRY	RESPONSE
Uganda	<ol style="list-style-type: none"> 1. There is a Director and 2 Assistants. 2. Two external Consultants. 3. A committee has been established as well.(Education, training and research committee)
Kenya	<ol style="list-style-type: none"> 1. A dept of research has been established. 2. It has a Director and 2 Assistants. 3. The dept is headed by 1 Director from the Board.
Sierra Leone	<ol style="list-style-type: none"> 1. The research dept is constitutionally recognised. 2. It has 2 people with 1 working full time and 1 part time. 3. There is an Education and Research dept committee too. 4. There are Research Assistants at affiliate level.
Tanzania	<ol style="list-style-type: none"> 1. The research dept is constitutionally recognised. 2. There is a full time Director of Research. 3. Directors from affiliates form a national committee. 4. External Researchers are used when need arises.
South Africa	<ol style="list-style-type: none"> 1. A research dept has been established. 2. Affiliates have research committees. 3. At times external researchers are used. 4. The dept is made of a team of 4 people.
Ethiopia	<ol style="list-style-type: none"> 1. A research dept has been established with 2 experts. 2. Trainings are currently being done to have more experts.
Swaziland	<ol style="list-style-type: none"> 1. The research dept is headed by the 2nd Vice President. 2. One full time researcher has been employed. 3. LO Norway has helped to train 2 more researchers.
Malawi	<ol style="list-style-type: none"> 1. A research dept is in place with 1 full time employee. 2. The dept is constitutionally recognised. 3. All affiliates also research depts.
Botswana	<ol style="list-style-type: none"> 1. Research dept is embedded in the constitution. 2. There is a research and education committee. 3. There is no full time officer for the research dept.
Zambia	<ol style="list-style-type: none"> 1. There is a research and economics dept.

	<ul style="list-style-type: none"> 2. It has 2 full time positions. 3. A full time researcher has been engaged from 1st July.
GENERAL OBSERVATION	RESEARCH DEPT IS USUALLY UNDER EDUCATION DEPT.
<u>OPERATIONAL ABILITIES OF THE STRUCTURES</u>	
Sierra Leone	<ul style="list-style-type: none"> 1. It is operational & most work is done by external experts. 2. Links with the academic world is good 3. However most funding goes into contracting experts.
Tanzania	<ul style="list-style-type: none"> 1. No research has been done at national level. 2. Affiliates are not aware of any work plan at national level. 3. The research dept has no proper link with affiliates.
South Africa	<ul style="list-style-type: none"> 1. The structure works and has annual budgets & work plans. 2. However much of the work is done by volunteers.
Ethiopia	<ul style="list-style-type: none"> 1. Annual work plans and annual budgets are available. 2. Some research work has already been done.
Swaziland	<ul style="list-style-type: none"> 1. Not operating very well. 2. More emphasis on education than research 3. Resources not available as needed 4. Annual work plan not available
Malawi	<ul style="list-style-type: none"> 1. One researcher 2. No link with the affiliates 3. Need to strengthen the department
Botswana	<ul style="list-style-type: none"> 1. Not operational 2. No activity plan 3. No strategic plan 4. No research budget 5. Research only donor driven 6. There is a need to get the desired structure
Zambia	<ul style="list-style-type: none"> 1. Not functional 2. Not funded 3. Activities donor driven 4. No specific work plan
Uganda	<ul style="list-style-type: none"> 1. The structure is operational and has annual work plans. 2. Helpful research works have been conducted before. 3. Meetings are conducted whenever need arises. 4. However funding is not mainly allocated on research.
Kenya	<ul style="list-style-type: none"> 1. Not very operational and has no proper funding. 2. The structure has no consolidated work plan. 3. However connectivity devices are available.
General Observation	Most national centres' have no functional research department
Relationship with academic world	
Uganda	<ul style="list-style-type: none"> 1. No formal relationship but with individual lecturers 2. Some partial relationship with civil society
Kenya	Good relationship with individual lectures and academic institutions.
Sierra Leone	<ul style="list-style-type: none"> 1. Formal contact with universities

	<ol style="list-style-type: none"> 2. Formal relationship with government research and statistics department 3. No formal relationship with civil societies
Tanzania	No formal link with the universities
South Africa (CONSAWU)	No formal relationship with academic work but work together in informal way.
Ethiopia	<ol style="list-style-type: none"> 1. No formal relationship with the academic institutions 2. Finance is a problem but china has currently helped 3. No much link with civil society.
Swaziland	<ol style="list-style-type: none"> 1. No formal relationship with universities 2. Individual lectures are consulted when need arises 3. Member of board of civil society but not mainly on research
Malawi	<ol style="list-style-type: none"> 1. Have relationship with civil society 2. They have formal relationship with academic staff unions
Botswana	<ol style="list-style-type: none"> 1. Have a strong relationship with the university 2. Relate with individual university researchers 3. They are reviving their relationship with the sociological department 4. The university is developing a centre of Excellency which will also improve on trade union research.
Zambia	<ol style="list-style-type: none"> 1. No formal link 2. They have relationship with individual lecturers 3. Link with FES 4. Strong link with the university of the lecturers 5. Link with lo-Norway
General observation	<ol style="list-style-type: none"> 1. Most of the national centres lack formal relationship with universities 2. The unions who at the same time research centres must be given priority
Constraints and proposed solutions	
Uganda	<ol style="list-style-type: none"> 1. Resources 2. Office space Annual budget allocations
Kenya	<ol style="list-style-type: none"> 1. Political commitment 2. Resource constraint Budget allocation
Sierra Leone	Leaders have limited knowledge on research.
Tanzania	Research department not valued
South Africa (CONSAWU)	No access to social dialogue forum
Ethiopia	<ol style="list-style-type: none"> 1. No office for research department 2. Department not valued property
Swaziland	<ol style="list-style-type: none"> 1. Links with academic centres 2. Problem of elitism 3. Limited research work 4. Limited accessibility
Malawi	Resources The staffing level of the research department Formalize the link with the academia
Botswana	<ol style="list-style-type: none"> 1. The relationship of research and trade union work 2. Trade union leaders do not appreciate the importance of research. Strengthening the structure of research in trade unions We should come up with a model for doing research in trade

	unions. Trade union research should be given high priority
Zambia	<ol style="list-style-type: none"> 1. Donor driven 2. Lack of capacity of research department 3. Limited funding
General observation	National centres lack strategic direction.
Project proposals	
Uganda	<ol style="list-style-type: none"> 1. The impact of retirement on workers 2. Youth employment 3. Women and economic development 4. Trade union internal democracy 5. The rising commodity prices and its impact on the workers. 6. The effectiveness of the law on domestic workers
Kenya	<ol style="list-style-type: none"> 1. Performance of the economy 2. Situation of domestic workers 3. Bill of rights in the constitution 4. Budget analysis 5. Development of wage indicators 6. Gender audit
Sierra Leone	Informal sector General social and economic research
Tanzania	Living conditions of the agricultural workers
South Africa (CONSAWU)	Improvement of the employment model
Ethiopia	Settle and organise nomadic
Swaziland	<ol style="list-style-type: none"> 1. The participation of the youth and women in the federation 2. The collapsing of the economy
Malawi	<ol style="list-style-type: none"> 1. Unemployment levels 2. Cost of living 3. Medical aid for the workers 4. Research on tobacco workers
Botswana	No proposals yet but will pick from few proposed by other members i.e. <ul style="list-style-type: none"> • Internal democracy • Distribution of income • Dispute resolution systems
Zambia	Minimum wage legislations Employment creation Avenues for social dialogue
General observation	We shall pick on one of the topics and develop it further.