

Round table discussions 2

| Subject | Country | Activities | Results | Impact | Constraints | Lessons |
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| Employment/ Unemployment | Zambia | Partial participation in the labour force survey | Employment and labour market policy | No implementation | | |
| | Botswana | Employment policy research to establish labour market observatory | No significant results | No significant impact | | |
| | Sierra Leone | Participated in labour market survey to establish labour laws Conducted informal sector survey | More informal sector organisations are part of the SLLC Draft labour law | | No trust from the respondents at first | Informal sector makes up 50% of contribution to the country |
| | RSA (CONSAWU) | Study on casual employment | Draft policy on basic income grant was developed | Made presentations to portfolio committees in parliament | No access to social dialogue forum | |
| | Ethiopia | No activities | | | | |
| | Malawi | Active participation on the new mandatory pension bill Active participation in mandatory bill | | | | |
| | Swaziland | Informal sector study | Umbrella body for informal sector organisations formed | Informal organisations are affiliated | | Need for more interventions |
| | Kenya | Participation on | Work in progress | | Data collection | |

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| | | employment policy formulation Participation on income and wages policy Conducted a Labour survey | | | Scope too wide Collection of data in the Diaspora was difficult | |
| | Uganda | Participation on the employment policy Participation on setting minimum wage regulations Conducted Research on the informal sector | Policy on the informal sector targeting to help women Position paper on social security ALRN research on social security further consolidated position paper on informal sector Input on updating labour laws | | | Most women are involved in the informal sector |
| | Tanzania | Part of formulation of employment policy leading to new labour law to address unemployment | Formation of Central Wage Board where Trade Unions are represented Participated in social security policy leading to social security regulations where the Trade Unions are board members | | | |
| Implementation | Uganda | Adopted DW country | People aware of | | Difficult to access | |

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| of Decent Work Policies | | programme targeting youth employment, child labour, HIV/AIDS programmes being conducted Activities on child labour (ILO) Conducted HIV/AIDS programmes under ITUC, LO-Norway Microfinance support towards youth unemployment | HIV/AIDS workplace policies Advocacy to insert a section on HIV/AIDS section in Collective Agreements Domestication of recommendation 200 with support from partners | | workers Difficulty in accessing space for counselling services | |
| | Malawi | No activities | | | | |
| | Ethiopia | Health and safety policies Training being done by ILO No clear efforts from TUs | | | | |
| | Botswana | No activities | | | | |
| | S/Leone | Intervened on AIDS programmes funded by global funds | HIV/AIDS Workplace Committees | Use of condoms | | |
| | Swaziland | Adopted DW country programme but no activities | | | | |
| | Kenya | Youth employment, child labour, social protection programmes Policy on elimination | | | | Challenge to get support from ILO, ITUC |

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| | | of child labour Work in progress on social security policy | | | | |
| | Tanzania | Adopted DW country programme but no activities | | | | |
| | SA (CONSAWU) | Not part of the tripartite platform that deals with DW programmes | | | | |
| | SA (NACTU) | Working with ILO DW Programme adopted Dealt with issues of HIV/AIDS and labour broking | | | | |
| | Zambia | Adopted DW country programme Tripartite involvement of labour on minimum wages Collective bargaining taking place at sector level HIV/AIDS programmes conducted by ZCT U and affiliates Child labour programmes not coherent | | | | |
| Monitoring | Zambia | No activities | | | | |

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| MDGs and PRSP | Uganda | No activities | | | | |
| | Tanzania | No activities | | | | |
| | Ethiopia | No activities | | | | |
| | Botswana | No activities | | | | |
| | Kenya | No activities | | | | |
| | Swaziland | No activities | | | | |
| | Malawi | National Centre took part in monitoring | | | | |
| | SA (CONSAWU) | No activities | | | | |
| | SA (NACTU) | Take part within NEDLAC | | | Concerns of slip back in certain areas High child mortality | |
| PRSPs | Botswana | Have a poverty reduction strategy paper | No significant impact | | | |
| | S/Leone | No activities | | | | |
| | Ethiopia | No activities | | | | |
| | Malawi | PRSP exists and labour is involved in monitoring | | | | |
| | Swaziland | No participation in monitoring and implementation | | | | |
| | Zambia | Labour involved in formulation | Poverty levels reduced from 80% to 64% in last decade | | Depended on donor support | |
| | RSA (CONSAWU) | No participation | | | | |
| | RSA | Participated together | | | | |

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| | (NACTU) | with other civil society organizations | | | | |
| | Tanzania | Policy was launched but no involvement in monitoring | | | | |
| | Kenya | Policy exists in form of economic recovery strategy Incorporated in vision 2030 | | | Govt more accountable to international institutions such as IMF | |
| | Uganda | Policies are announced during elections and no labour involvement | | | | |
| | S/Leone | Participated at first but not involved in monitoring | | | | |
| HIPC | Malawi | Labour not actively involved | | | | |
| | Zambia | Workers mobilised against wage freeze and recruitment freeze | | | | Workers have continued to sacrifice even after debt cancelations |
| EPAS | Botswana | Workers involved through workshops No monitoring tools Researchers from the university were involved but no effective structure | | | | |
| | S/Leone | No activities and | | | | |

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| | | impact | | | | |
| | Malawi | Invited to workshops but no impact | | | | |
| | Kenya | Trade Unions actively involved | Govt has not signed EPAS Labour developed a position paper | | | |
| | Zambia | Trade unions sensitised through workshops | | | | |
| | Swaziland | No clear involvement | | | | |
| | Uganda | Attended some meetings but no real involvement | | | | |
| | RSA (CONSAWU) | Not analysed trade policies | | | | |
| | RSA (NACTU) | No collective labour approach | | | | |
| Budget Analysis | Botswana | Develop and submit budget paper No budget monitoring and tracking | | | | |
| | S/Leone | Part of the budget process but input very low | | | | |
| | Ethiopia | No tracking | | | | |
| | Tanzania | No formal involvement | | | | |
| | Kenya | Part of the budget process and make submissions | Some recommendations are considered | | | |

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| | | Also involved in monitoring | | | | |
| | Uganda | No involvement | | | | |
| | Swaziland | No systematic involvement No monitoring Submissions are made in form of comments through the General Secretary | | | | |
| | SA (CONSAWU) | Involved in the process but not influencing policy | | | | |
| | SA (NACTU) | Involvement limited by capacity at every level and information flow to lower levels Labour not in harmony on the people's budget | | | | |
| | Zambia | ZCTU involved at pre-budget level Submissions are made to Ministry of Finance | No impact | | | |
| Assessment of Living Conditions | Uganda | None | | | | |
| | Botswana | none | | | | |
| | S/Leone | Periodic assessments are done | Interventions are done by head of state | | | |
| | Zambia | Assessments done by JCTR used by unions in bargaining | | | | |

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| | Malawi | Assessments done by other civil society organisations to which MCTU has links Labour has no capacity | | | | |
| | Kenya | Annual price analysis COTU monitors price increases | Information is used for bargaining | | | |
| | SA (CONSAWU) | Conducted study on agriculture and seasonal workers | | | | |
| | SA (NACTU) | No concerted view from labour organisations No capacity in TUs to generate and interpret statistics | | | | |
| | Ethiopia | No clear monitoring system | | | | Prices of fuel change monthly, electricity and water shortage prevalent CETU workers are least paid No intervention from labour |
| Regional Integration | Botswana | No policy framework on regional integration | | | | |
| | Swaziland | Involvement mostly through SATTUC | | | | |

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| | SA (CONSAWU) | No follow up | | | | |
| | SA (NACTU) | No common approach by labour Handled at NEDLAC | | | | |
| | Kenya | TUs are integrated through EATUC Follow ups are done at regional level in East Africa | | | | |
| | S/Leone | Involved through ECOWAS Self assessment team (programme) made recommendations to ECOWAS on integration process | | | | Generally observed that TU process had been adhoc for all countries (GS ITUC) Unions are not able to follow up on the process Need to coordinate regional initiatives at African Union level Currently no process of engagement and testing issues at AU tripartite level even when reports are adopted African states usually more responsive to civil society position than European states, but space |

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| | | | | | | has not been exploited |
| Participation/ Strategies | Malawi | Union involvement does not usually influence policy change | | | | |
| | Kenya | Unions involved at National Economic and Social Council consisting of business, Labour and Government, but decisions are usually influenced by Government | | | | |
| | Uganda | Union recommendations not incorporated in policy decisions | | | | |
| | SA (NACTU) | | | | | Observed general lack of capacity for TUs Need for local initiatives Need to develop capacity in TUs to negotiate effectively |
| Foreign Investment | | Observations were the same as above | | | | Positions unions take in one country may affect jobs in another country |