



IUF Africa Update

FOTOB HOUSE : 32 Isaac John Street, Fadeyi, Lagos (Nigeria)

Email: iufafrika@iuf.org

Editor: IUF Africa Regional Secretary

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CONTENTS

- Membership developments
- Organizing Workshop/Seminars
- News from Affiliates
- Campaigns
- Contact details

REGIONAL MEMBERSHIP DEVELOPMENTS

The 2013 IUF Executive Committee welcomes the following new affiliates:

Algeria: Syndicat National Autonome des Personnels de la Fonction Publique Fédération Nationale de l'Agriculture et du développement rural (SNAPAP-SNTA)

Benin: Fédération des Unions Nationales des Travailleurs de la Terre (FUNTRAT)

Syndicat National des Agents Contractuels de l'Etat et Assimilés du Ministère de l'Agriculture et de l'Elevage et de la Pêche (SYNACEA-MAEP)

Egypt: Cadbury Workers' Union, Alexandria

Liberia: Banks, Professional, Technical and Allied Workers Union of Liberia (BAPTAWUL)

General Agriculture and Allied Workers Union of Liberia (GAAWUL)

Firestone Agricultural Workers Union of Liberia (FAWUL)

Monrovia Breweries Workers Union (MBWU)

Warehouse, Hotels, Industrial, Longshore, Supermarkets & Stores Workers Union of Liberia (WHILSASWUL)

Mozambique: Sindicato Nacional dos Trabalhadores Agro-Pecuários e Florestais (SINTAF) (re-affiliation)

Sindicato Nacional dos Trabalhadores da Indústria Hoteleira, Turismo y Similares (SINTHOTS) (re-affiliation)

Sénégal : Syndicat National de Travailleurs des Complexes Agro-Industriels du Sénégal (SNTCAIAS) (re-affiliation)

Syndicat National de Travailleurs Domestiques et Gens de maison (SNTD GM)

Launch of North Africa Coordinating Committee

As a follow-up to the meeting of IUF affiliates and representatives of independent trade unions from Algeria, Egypt, Morocco and Tunisia held in Hammamet, Tunisia on January 28-29, 2013, the first meeting of the IUF North African Coordinating Committee was held in Hammamet on June 11, 2013.

Representatives from Egypt and Tunisia emphasized the dangers of a return to authoritarianism and dictatorship following the

democratic uprisings. All rights, including women's rights were under attack. It was an absolute priority to strengthen the unions and defend their independence if democratic rights were to be defended and consolidated during the 'transition' period, and only a strong, independent trade union movement could ensure a democratic outcome to this process.

The Committee is charged with coordinating work in the region with the IUF secretariat and affiliates in such areas as union organizing, work in transnational companies, capacity-building and defending democratic and trade union rights.

Kamel Saad (UGTT, Tunisia) was designated the coordinator of the Coordinating Committee. A wider meeting involving the IUF's North African affiliates and affiliates from the Arabic-speaking Middle East will continue this work at a November meeting in Tunis.

Ghana seminar on organizing in Coca-Cola & PepsiCo

Siméon Dossou, TNC coordinator for Western and Northern Africa

IUF and ICU (Ghana) held a seminar July 31 – August 1 in Tema with 15 participants from Coca-Cola and Pepsi Cola plants in Accra and Kumassi.

The two days' activities focused on the challenges faced by workers in the plants and difficulties they have encountered with implementing the previous action plan. Workers at both companies face problems with outsourcing and casualization; wages and motivation are additional issues at Coca Cola.

The participants updated their action plans to tackle the issues they identified and set a time frame for their implementation.

TNC network meeting in Southern Africa:

Stella Lequechane, IUF-3f Southern Africa Project

A meeting for unions in the agricultural, food/beverages and hospitality sectors was organized in Johannesburg from August 6-7, 2013 in the framework of the IUF-3f project cooperation. Twenty-two representatives from affiliated unions in Mozambique, South Africa, Zambia and Zimbabwe, representatives of the 3F Southern Africa office and the IUF project coordinator took part. Participants agreed on priority goals and action points for the network, which include making use of ILO convention 184 (agriculture) and fighting for its ratification and implementation, casualization and organizing and defending the rights of migrant workers.

IUF TEAM AFRICA MISSION TO ZAMBIA AND MALAWI

Adwoa Sakyi, IUF Africa Regional Women's Project Coordinator

As part of Team Africa efforts to strengthen affiliates in implementing the Congress Mandate to Organize, Fight and Win, Adwoa Sakyi, Regional Women's Project Coordinator and Global Health and Safety Coordinator Omara Amuko visited IUF affiliated unions in Malawi and Zambia from July 22-31, 2013.

Zambia

The team met with the National Union Of Commercial And Industrial Workers (NUCIW), which is pushing the government for ratification of ILO Conventions 155, 184 and 187 on Health and Safety, 183 on Maternity Protection and 189 on decent Work for Domestic Workers. The National Union of Plantation and Agricultural Workers (NUPAAW) is struggling to ensure the inclusion of agricultural workers in national minimum wage award. The Hotel, Catering, Tourism And Allied Workers Union of Zambia (HCTU), which has avoided splinter unions and recruited many new members, is preparing to organize to benefit from increased investment in the country's tourism.

Malawi

The team visited the Illovo Nchalo plantation for a workshop organized for 25 women members of the Sugar Plantation And Allied Workers Union (SPAWUM) Women's Committee. When the union was formed in 1995 it has no women's structures, but amended its constitution in July 2013 to include women's structures from the local to national level. The workshop was held to strengthen the capacity of the newly-elected Women's Committees.

Niger: union training for new shop stewards

Abdourhimou Diaouga, IUF-Niger National Coordinator and sub-regional coordinator for countries in French-speaking Africa

A two-day training for newly-elected shop stewards - 5 women and 10 men - was held at the national center USTN in Niamey. The workshop was organized in the framework of the IUF sub-regional training and organizing program in French speaking West Africa which has played an important role in affiliates' organizing and bargaining capacity.

African regional domestic workers' network launched

Vicky Kanyoka, IUF-IDWN regional coordinator for domestic workers

The African regional domestic workers network AfIDWN, was launched at a conference in Cape Town, South Africa on June 15-16, 2013.

It was held on the second anniversary of the adoption of the ILO Convention 189 on Decent Work for Domestic Workers, and at the very moment when the South African government was sending the ratification document of C189 to the ILO in Geneva.

The conference, hosted by the South African domestic workers' union, SADSAWU, and

COSATU, gathered 95 domestic workers representatives from 17 organizations in 17 African countries with a total membership of 95,572. Members of the IDWN steering committee from Asia, Latin America, North America and Europe as well as many guests attended the event, including the South African government representative at the ILC negotiations on C189 and representatives of the IUF Belgian affiliate, CSC Food and Service Union.

The goals and guidelines of the AfIDWN were adopted and an interim steering committee elected. It is composed of the chair, Asmaou Bah (Guinea), vice- chair Hester Stephens (South Africa), and the secretary Raimi Fatou, (Benin).

You can read the "Cape Town Declaration" and a report from the conference on the IDWN web site: <http://www.idwn.info/news?page=6>

Assetou Dabiré-Traoré new Chair of IUF Women's Committee

The IUF Women's Committee meeting, held on May 27, 2013, in Geneva, unanimously elected Assétou Espérance Dabiré-Traoré to succeed Sister Jennifer Dowell as chair of the Committee. Sister Dowell resigned from the post as she had also been elected as vice-president of the IUF.

Assétou is Secretary of the National Union of Workers in the Environment, Tourism and Hospitality Sector (SYNTETH) of Burkina Faso, responsible for external relations, and is an Executive Secretary with the government Ministry of the Environment and Sustainable. She is also national coordinator of the IUF regional women's project in Burkina Faso.

Patricia Alonso (Argentina), was elected 1st Vice-President and Jyoti Macwan (India) 2nd Vice-President of the Women's Committee.

Screamdelez – solidarity with Mondelez unionists in Egypt and Tunisia

Two of the founding members of the independent union launched last year and then brutally repressed at the Mondelez Cadbury plant in Alexandria, Egypt, travelled to Geneva for a special session of the IUF Executive Committee on May 30, where they described their experience in terms of the ongoing struggle for democratic and worker rights initiated by the overthrow of Mubarak.

Hussein Ahmed and Nasr Awad told the members of the Executive Committee how the Mubarak regime had exploited workers to encourage foreign investment based on low wages and a workforce without rights. The democratic uprising had inspired workers to claim their rights at the workplace, but the new government was resisting these demands with the same methods as the old regime. The EC accepted the Cadbury union into membership at the meeting and affirmed its support for the global campaign for union rights and recognition at Mondelez.



IUF regional secretary Gabriel Babalola with IUF affiliates showing Screamdelez solidarity on May Day in Lagos.

Representatives of the UGTT branch union at the Mondelez SOTUBI joint venture in Tunis,

Tunisia were unable to obtain visas from the Swiss government. The general secretary was dismissed on July 10 last year, after holding a membership meeting during a production stoppage. He was falsely accused of causing the stoppage. The assistant general secretary was suspended on false charges, but after the one month suspension period it took over 6 months for him to return to work.



SOTUBI workers, their union and the FGAT-UGTT rally in support of Zied Naloufi on July 20. The banner reads, "The union and the workers stand together and insist on the reinstatement of the ex-general secretary"

The IUF campaign for rights for all Mondelez workers around the world continues – details are on the IUF web site and at www.screamdelez.org

Project coordinators attend IUF Swedish affiliates' congresses

Omara Amuko and Mopholosi Morokong were invited to participate in the Swedish Kommunal's Congress that took place from May 28-31 in Stockholm. Kommunal members are mainly in the public sector but also represent agricultural workers. In conjunction with the congress, the union organized a visit to an ecological produce farm where they could follow the work of a roving safety representative (RSR) and share experiences with the local union about safety procedures

and practices. The employer stressed the importance of the health and safety work for both workers and employers.

Adwoa Sakyi was invited to the Swedish Food Workers' Congress, held June 1-4 in Linköping, to speak about the IUF African regional women's project. She was also visiting workplaces and attending meetings with union officers and members of Kommunal and with the Hotel and Restaurant Workers union, HRF. LO-TCO organized a special seminar on organizing women workers in which the IUF Asian-Pacific regional secretary, Hidayat Greenfield, and Adwoa Sakyi were the key speakers.

The following interview with Adwoa by journalist Devrim Mavi was published in the HRF magazine *Hotell Revyn*:

We have to invest in jobs and equality

Adwoa Sakyi has a tough assignment: recruit members and improve working conditions for women in a third of the African countries.

Our priority issue is precarious jobs. The global labour market has opened up for temporary and precarious forms of employment particularly in our sectors: agriculture, domestic work, hotel- and restaurants and food processing, Adwoa says during her visit in Sweden.

She is the coordinator of the IUF women's project in Africa. The project goal is to get more women to join trade unions and to take up important positions within their unions.

We are focusing on concrete issues to reflect the conditions of women. One example is that women are dismissed when having children, so that is a priority issue for us.

In five years, the unions who are participating in the project have recruited 25,000 new members. Adwoa Sakyi stresses that it is necessary to move up women's issues on the

agenda and work for equality if we wish to eliminate poverty.

In general, women have worse working conditions and lower wages than men. Particularly young women are facing a lot of difficulties. We have to invest in jobs and gender equality in order to tackle poverty.

She recognizes many of the issues that Swedish unions are pursuing. Unions around the world are fighting against high youth unemployment, gender-based wage gaps and precarious jobs.

We are very pleased with the support from Sweden. From our side we can share experiences of organizing workers at grass root level. We have developed interesting approaches.

IUF Africa Update is YOUR Publication - let your voice be heard! Send us news and reports of your activities for the next edition.

Contact details:

Regional Secretary: Gabriel Babalola:
gabrielbabalola@yahoo.com

Regional President: Katishi Masemola
(FAWU, South Africa)
masemolak@telkomsa.net

Team Africa:

Abdou Diaouga: sntin@intnet.ne

Adwoa Sakyi: mudanngo@yahoo.com

Mopholosi Morokong:
mopholosi@yahoo.co.uk

Omara Amuko: omaraiuf1213@gmail.com

Stella Lequechane:
stella.lequechane@gmail.com

Siméon Dossou: s_dossou@yahoo.fr

Vicky Kanyoka: vicky.kanyoka@idwn.info