

# Forward for a New Africa

- ◆ MOBILISE
- ◆ ORGANISE
- ◆ INNOVATE



## 4th Regional Conference

Dakar, 23 - 25 March 2017

## Resolutions

Adopted by the 4th UNI Africa Regional Conference

Dakar, Senegal, 23-25 March 2017



## Resolutions adopted by the 4<sup>th</sup> UNI Africa Regional Conference

	page
Introduction .....	1
Resolution N° 1: Organise to strengthen trade union power .....	3
Resolution N° 2A: Mobilise for a sustainable world .....	6
Resolution N° 2B: Mobilise to take back our economies .....	11
Resolution N° 3: Innovate for a robust and dynamic trade unionism .....	15
Resolution N° 4: Act to shape Industry 4.0 .....	17
Resolution N° 5: Building trade union unity .....	20
Resolution N° 6: Defence of human and trade union rights .....	22
Resolution N° 7: UNI Africa Women innovating unions .....	24
Resolution N° 8: Mobilise, organise, innovate for Africa's Youth .....	29
Resolution N° 9: Mobilise, organise, innovate for Africa's Professionals and Managers .....	32



## Introduction

This report contains the nine resolutions unanimously adopted by the 4<sup>th</sup> UNI Africa Regional Conference, which met in Dakar, Senegal, from 23 to 25 March 2017.

The resolutions were drafted on the basis of a participatory process. This began with the identification of key themes by the UNI Africa Management and Executive Committees. The UNI Africa Executive Committee, together with the UNI Africa Women's, Youth and Professionals and Managers Committees then had the opportunity to debate and submit motions in advance, which were circulated to all UNI Africa affiliates. This enabled an exchange with affiliates to ensure that we have progressive, action-oriented resolutions on issues of key concern to UNI Africa.

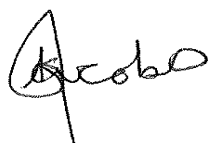
The Dakar Conference Resolutions Committee was composed as follows:

North Africa	Tunisia	FGBEF	Jellali Abdelhamid
West Africa Sub-region 1	Burkina Faso Guinea Senegal	FESBACI FESABAG SNTPT	Téné Tougma Mariama Penda Diallo Ibrahima Sarr
Sub-region 2	Ghana	ICU	Solomon Kotei
Central Africa	Congo, DR	FNTPC	Jean Paul Kamalata
East Africa	Kenya Tanzania	COWU TUICO	Benson Okwaro Jonathan Peles
Southern Africa	South Africa Malawi	SACCAWU CIAWU	Patricia Nyman Mary Dzyniamba
Secretary:			Keith Jacobs

The newly elected UNI Africa Management Committee and UNI Africa Executive Committee will put together a concrete plan to turn these resolutions into reality.

We count on the support of all affiliates in implementing our strategy and aim to be able to report many concrete achievements to our next Regional Conference in 2021.

Comradely greetings,



Keith Jacobs  
Regional Secretary



## Resolution N° 1

### *Forward for a New Africa*

### **Organise to strengthen Trade Union Power**

#### UNI Africa's *Breaking Through* Strategic Plan for 2017-2021

1. UNI Africa remains committed to implementing the UNI *Breaking Through* action plan, as adopted by the UNI World Congress in Nagasaki in 2010 and confirmed at the Cape Town Congress in 2014, through emphasis on union growth in all its activities. Only 10% of the workforce is organised in Africa, according to ILO statistics. When workers have been asked why they do not join a union, the response has often been because nobody has asked them. UNI Africa's organising work must continue to be part of an overall campaign to reverse union decline and to strengthen trade union power. The *Breaking Through* strategy will be a key element in UNI Africa's work for the period 2017-2021.
2. In implementing the *Breaking Through* strategy and the UNI Africa Nairobi Conference resolutions, UNI Africa's work has focused on improving the environment for organising through global and regional agreements with multinational companies in order to reduce fear at the work place and increase the capacity and resources of UNI Africa affiliates. UNI Africa has supported the development of Trade Union Alliances within multinational and regional corporations and sought to strengthen the effectiveness of these Alliances through organising campaigns. UNI Africa in all statutory meetings devoted time to sharing experiences from the various areas on union growth as well as discussing strategies on how to enhance our endeavours in organising workers into union membership. UNI Africa recognises that trade union power is achieved through our effectiveness during collective bargaining processes, influencing economic sector wide policies and in general exerting pressure for a just society. In order for unions to play this role, we must ensure that we are representative within the sectors we organise, be that through high union density levels or having the majority representatives at collective bargaining processes. It is vital to build strategic collective bargaining power through organising. There is no collective bargaining power without members or elected representatives to collectively bargain on behalf of members.
3. Women and youth represent a large and growing number in UNI Africa sectors and are at the centre of building strong trade unions. There are many obstacles for women workers and for young people. UNI Africa has pushed for the implementation of the 40-percent gender quote adopted at UNI's Nagasaki Congress and reconfirmed in Cape Town in 2014. Africa's population is growing fast. By 2035, the number of young African men and women entering the job market will exceed that of the rest of the world. Women and young people should be included in organising campaigns, as well as political negotiations for global agreements to ensure that their concerns are covered. UNI Africa will continue to run training programmes for women and young trade unionists to equip them with the required knowledge and skills for organising activities and their promotion to leadership positions.

4. To give expression to the commitment to union growth and strengthening trade union power, UNI Africa and her Affiliates pledge to do the following:
5. UNI Africa pledges to:
  - a) Continue to be a regional voice for corporate accountability, making use of the global tools available to enforce the human rights of workers to organise and bargain collectively. These include the OECD Guidelines for MNCs, the ILO Tripartite Declaration on Multinational Enterprises and the UN Guiding Principles for Business and Human Rights. The overall goal is to achieve effective and binding normative frameworks for global and regional companies and their supply chains.
  - b) Continue with ITUC Africa and other Global Unions at the regional level to reinforce our work with regional economic organisations to guarantee respect for ILO fundamental labour conventions, the right of unionisation and the right of collective bargaining.
  - c) Continue to build Trade Union Alliances at Multinational and Regional Corporations and facilitate the strengthening of cross border solidarity amongst alliance members and work towards increasing the organising activities of these Alliances.
  - d) Continue to work with UNI Sector Global Unions and Affiliates in each sector and share information and networking for the signature of “Global Agreements” with Multinational and Regional Corporations through campaigns and dialogue coupled with the mobilization of members, supported and informed by strategic corporate research and mapping of union strength at the respective corporations.
  - e) Seek to play an essential role in UNI’s campaign to build a new model of responsibility in multinational companies and throughout the supply chain.
  - f) Work with UNI SCORE to conduct research on the different forms of industrial relations to achieve representation at collective bargaining processes that will in turn inform the organising strategy that needs to be developed to build union strength.
  - g) Work with UNI SCORE and UNI Sector Global Unions to support the capacity development of affiliates in organising techniques and campaigns, through organisers/activists training programs to enhance the ability of the union to be effective during collective bargaining processes.
  - h) Work with UNI SCORE and UNI Sector Global unions to source funding to support affiliates in capacity development and organising campaigns. Priority will be given to organising campaigns at Multinational, Regional and identified National Corporations within Sector strategies.
  - i) Work with UNI SCORE and UNI Global Sector Unions to support campaigns with affiliates to include women and the growing number of young workers within UNI Sectors in organising campaigns to increase our representation in collective



bargaining processes and to fight against precarious forms of employment that disproportionately impact women and young people.

- j) Work with UNI SCORE to develop organising strategies including developing specific communication strategies and practices, along with approaches to contractual, regulatory and working conditions, which can help to improve the working conditions of women, precarious and young workers and in particular alter negative perceptions of unions amongst some younger workers.
- k) Encourage affiliates to create an enabling environment for women and young workers to play a role and to be effectively part of organising campaigns.
- l) Promote opportunities for UNI Africa's affiliates to exchange experiences in organising, recruitment, union restructuring and collective bargaining in order to develop and promote best practices.

6. UNI Africa Affiliates pledge to:

- a) Continue to encourage affiliates to take ownership of the signed Global Agreements, monitor to strengthen their implementation of such agreements where they exist.
- b) Ensure that organising become an integral part of affiliate work plans and to ensure that both human and financial resources are available for the execution of this task.
- c) Seek to strengthen unity of the trade union movement at national level and combat the weakening effects of union fragmentation.
- d) Contribute to the UNI Organising Fund, in the knowledge that these resources are used uniquely for organising activities aimed at trade union growth and thereby the strengthening of trade union power.
- e) When able to do so, run recruitment and organising campaigns through UNI National Liaison Councils in order to pool resources.
- f) Share with UNI Africa the industrial relations regime that allow unions to be part of collective bargaining processes.
- g) Explore strategies to use new technology and social media as effective organising tools particularly when organising young workers and share these with UNI Africa.
- h) Remain committed to the *Breaking Through* strategy through to the UNI World Congress in Liverpool in 2018 and beyond, and to UNI Africa's work plan for 2017-2021.

## Motion N° 2 A

*Forward for a New Africa:*

### **Mobilise for a Sustainable World**

1. 2015 was a very important year for the world. Two major agreements were adopted by political leaders: the 2030 Agenda for Sustainable Development and the Paris global agreement on climate change.
2. UNI Africa and its affiliates will work together to ensure the full implementation of the sustainability agenda and contribute to a sustainable future for all African people. They express their support and commitment to the following UNI Global Union Road Map for Sustainability endorsed by the UNI Management Committee at its meeting in Nyon on 26-27 May 2016.
3. In addition to this UNI Global Union Road Map, UNI Africa has added a new section on the potential of renewable energy in Africa, and a section on cleaning up the environment and stopping deforestation.

### **UNI Global Union Road Map for Sustainability**

UNI Global Union and UNI affiliates will work together to ensure the full implementation of the sustainability agenda, and prevent the potential damages from trade deals on sustainability.

#### **1. Mainstreaming the Sustainable Development Goals (SDGs)**

UNI Global Union urges governments, businesses and civil society actors to work together and speed up the implementation of the SDGs through the following measures:

##### **Goal 1. End poverty in all its forms everywhere**

- Reinforce or set up social protection floors to protect the most vulnerable workers and communities from the impacts of natural disasters and financial crisis;
- Strengthen and fully implement labour legislation and international labour standards to enable workers to secure their social rights and improve their level of income;
- Adopt minimum wage legislations and anti-discrimination policies to deliver a living wage for both formal and informal workers.

##### **Goal 5. Achieve gender equality and empower all women and girls**

- Support the adoption of national policies and legislations that will promote gender equality, women empowerment as well as better health for women (including but not limited to improved maternity protection) and defend the reproductive and sexual rights of women;
- Champion the importance of workers' rights and equal rights, address the gender pay gap through the UNI Equal Pay campaign; promote equal pay for equal work;
- Promote the participation of women in the economy at leadership level with a focus on the participation of women in union work with the campaign "That's Why", the Mentoring

Program tailored at providing capacity building for young women and the 40for40 Campaign to increase women participation in all UNI decision-making bodies to 40%;

- Fight all forms of discrimination and violence against women at the workplace and at home with the on-going UNI “Break the Circle” campaign and the Gender Take Away Package;
- Promote the adoption of a new ILO Convention on prevention of domestic violence against women, in partnership with Global Union Federations.

**Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and **decent work for all****

- Build on the UNI Breaking Through Strategy to develop union growth, strengthen and leverage the collective bargaining power of unions by establishing global and regional alliances of workers in multinational companies with the aim of reaching Global and Regional Framework Agreements to improve workers’ conditions across borders and secure social rights in all countries;
- Support the ILO Global Jobs Pact, the ILO Decent Work Agenda and the ILO Guidelines on Sustainable Development, Green Jobs and Decent Work for all;
- End “zero-hour contracts” and fight against precarious work caused by outsourcing and offshoring;
- Protect workers from natural disasters and building or factory related hazards through the enforcement of occupational health and safety standards all along the supply chain;
- Invest in innovation and training especially for young workers to reduce unemployment and create new decent jobs by capitalizing on the new opportunities triggered by the digitalization and the development of new technologies.

**Goal 10. **Reduce inequality within and among countries****

- Set up a living wage and raise pay through collective bargaining at national level as well as at the company level;
- Increase public spending to promote inclusive growth; fight austerity and promote a flexible fiscal policy to better adapt to the cycles of the economy; adopt fiscal and distribution policies that benefit the bottom 40% rather than the top 1%;
- Increase government power over foreign investment and financial flows by strengthening financial regulation, paying special attention to the Systemically Important Financial Institutions (SIFIs) or “too big to fail” banks and insurance companies;
- Invest in infrastructure and public services including education, healthcare and justice to create decent jobs, improve wealth distribution and build more equal societies;
- Fight tax evasion and adopt a Financial Transaction Tax to fight speculation and increase the level of public sources of funding that can be leveraged to invest in poverty reduction and sustainability policies;
- Ensure that the Global South is included in the decision-making of global organizations such as the G20, the IMF and World Bank and the UNFCCC;
- Campaign and work to combat capital flight, investment concession to companies, e.g “Zero or lower tax rates, as a form of attracting investments and campaign against the setting up and existence of “Export Processing Zones” as a form of industrialization and job creation programmes in our continent.

**Goal 13. Take urgent action to combat climate change and its impacts**

- Invest in green growth, including public transport, renewable energy access for all, city and housing retrofitting and more sustainable agriculture, while creating green jobs and decent work for all;
- Invest in life-long learning to train workers with the new skills needed to respond to the imperatives of green growth and innovation;
- See further actions below.

**Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels**

- Drastically reduce public expenditure in armament with the goal of promoting a world free of arms and nuclear weapons.
- Promote a Climate of Peace by supporting the “Disarm” campaign being led by the International Peace Bureau.

**2. Implement and embolden the climate agreement adopted at COP21 in Paris**

UNI Global Union and its affiliates will work together to catalyze change through social dialogue and develop the following initiatives:

**2.1. Including the climate change dimension in the bargaining process at global and national levels**

A climate change clause ~~could~~ should be included in global framework agreements as well as in collective agreements at country level. The climate change cause in the global framework agreement shall not preclude trade unions to negotiate a separate and specific climate change agreement at global and national level with any company. UNI has prepared a standard clause as an example which could be adapted to best fit specific contexts and needs:

*“Company X - replace with name - reaffirms its commitment to reduce its carbon emissions and its global environmental footprint to contribute to the protection of natural resources and climate. Company X and trade union X agree to set up a regular dialogue to set and review emission reduction targets on an annual basis, with the goal of becoming carbon neutral as soon as possible and as far as possible along the supply chain.*

*The parties will look into new opportunities to ensure a just transition by creating new jobs, greening existing jobs, developing new technologies, modifying and retrofitting existing structures, encouraging the use of renewable energy sources, saving energy and providing training on new skills for its employees. They will also consider specific measures to protect business and workers from the impacts of extreme weather events, including through the adaptation of occupational health and safety standards.”*

**2.2 Moving to 100% renewable sources of energy**

UNI Global Union is liaising with Share Action and the Climate Group to further develop the RE100 initiative. There are now more than 50 multinational companies that have committed to shifting their energy supply to 100% renewable sources. We would like to explore whether more multinational companies could join this initiative. UNI sectors and affiliates are encouraged to contact the companies that are potentially interested in joining and facilitate the process towards RE100 membership.

UNI Africa and its affiliates will encourage African countries to focus their investments on the following alternative energies:

- Hydroelectricity - since Africa is the continent which has the greatest amount of untapped hydropower potential in the world.
- Solar energy - because Africa enjoys generous amounts of sunshine, particularly in the Sahara desert.
- Wind power - because some regions of Africa, especially those close to the coast, have a high exposure to wind.
- Geothermal - because geothermal potential is high in East Africa, and countries like Kenya already have a geothermal power plant.

### **2.3 *Mainstreaming adaptation and protection measures for workers in the ILO guidelines on Sustainable Development, Decent Work and Green Jobs***

The cost of labor productivity loss due to workplace heat is estimated to climb to 2.4 trillion US dollars a year by 2030 (CVM, 2012). For the one billion working people who live in the northern Tropical area from Equator to 13 degree North, the impacts on labour productivity loss are likely to double between today and 2055 with a global temperature increase of 1.3°C, and 2085, with a temperature increase of 2.2°C (UNFCCC Submission, 2015). People work less in hot conditions and are particularly exposed to serious health and safety occupational hazards.

In November 2015, the ILO Governing Body adopted Guidelines on sustainable development, decent work and green jobs.

UNI Global Union and the ITUC will raise public awareness on the issue of climate and heat-related impacts on workers. UNI Global Union, ITUC and the union affiliates will also advocate for a stronger focus on the adaptation and social protection policies for the most vulnerable workers through the implementation of the ILO guidelines and their revision within the next two years. This issue will also be raised during the ILO Regional dialogue in Africa in Senegal or Ghana in 2017, with the African continent being at the forefront of heat-related impacts on labour and health.

### **2.4 *Greening the workplace and sharing innovative ideas with other companies and workers***

Many actions can be taken at the workplace to reduce the organization's carbon footprint and also to save money through energy savings, including recycling, encouraging the use of public transport, using videoconference facilities, offsetting carbon emissions from flights, etc. A comprehensive guide has been put together by the ITUC. UNI Global Union encourages all affiliated unions to share their existing best practices and innovative ideas for reducing the carbon footprint at work.

### **2.5 *Cleaning up the environment and stopping deforestation***

In order to limit the disasters that stem from a lack of environmental protection, UNI Africa wants to be at the forefront of a vast environmental protection awareness campaign. Most of the action will be focused on the following aspects:

- pollution reduction
- the building of sustainable towns
- the promotion of viable rural zones
- the improvement of water and energy security

- the preservation of forested areas by limiting deforestation through illegal logging and cultivation of trees
- encouraging innovation, recycling of materials and the use of alternative by-products instead of wood from trees
- the establishment of programmes to eliminate slums and provide decent houses to the people
- guaranteeing access for the population to drinking water.

UNI Africa shall engage the African Union on the need to provide people with energy through an accelerated electrification programme through and from clean and renewable energy resources.

At the regional level, UNI Africa is also committed to co-operate with the African Union Commission in order to urge African governments to adopt and apply concrete measures on climate change, to protect Africa's rainforests and to encourage the planting of new trees to replace those lost as a result of deforestation.

UNI Africa will denounce any government that might be inclined to sacrifice protected natural areas, at the behest of Multinational Enterprises and Foreign Direct Investment for export volumes or revenue, in particular for the purpose of mining, oil extraction, logging, etc.

## **Resolution N° 2 B**

### **Forward for a New Africa**

#### **Mobilise to take back our Economies**

1. Economic growth in Africa cannot be inclusive and beneficial for all unless it is flanked by the creation of productive and decent jobs. By adopting coherent economic policies and appropriate development plans, including concrete steps to promote regional integration that guarantee quality jobs, Africa will be able to combat unemployment, and in particular youth and female unemployment, eradicate poverty and reduce social inequalities between different populations. It is important to get back to the spirit and strength of real unity of movement and act together: “If you want to go fast, you go alone, if you want to go far, you go together”. Fragmentation weakens the movement.
2. Although the employment rate in Africa is higher than the global average, the majority of these jobs are poor quality and in the informal economy. Nearly eight out of ten employed persons in Sub-Saharan Africa are in vulnerable forms of employment. In sub-Saharan Africa, 74 per cent of women’s employment (non-agricultural) is informal, in contrast with 61 per cent for men. Most youth work in the informal economy. The informal economy is closely linked with other issues negatively affecting working people in our service sectors in both Africa and other regions, including outsourcing, zero hour contracts and precarious work.
3. Modern slavery, taking the form of forced labour and forced marriage, is also a huge problem for the region. It is estimated that modern slavery in Sub-Saharan Africa accounts for approximately 13.6 percent of the world’s total enslaved population. Within the region, Central African Republic, Democratic Republic of the Congo, Somalia, South Sudan, Sudan and Mauritania have the highest rates of modern slavery.
4. African countries are suffering the negative effects of the policies of international financial institutions and have been forced to take up loans, structural adjustment programmes, provided by the International Monetary Fund and the World Bank, to pay off old debts. These financial institutions are effectively usurping our governments. The problem of exchange rates linked to the dollar is also seriously impacting on import and exports of goods.
5. Governance is steadily improving across Africa, but it is still threatened by political instability in many countries. Terrorist threats may also jeopardize efforts to promote economic growth as a result of lower investments. There can be no progress without peace. Attempts to start civil wars must be blocked. Terrorism has no frontiers. Isis continues to recruit young people to its cause. The trade union movement is committed to working together with civil society and other democratic organisations, by tackling poverty and inequality, which can be breeding grounds for isolation leading to extremism. UNI’s Freedom from Fear campaign enables recognition of the efforts of individuals or unions in this sense.

6. The problem of corruption not only distorts the allocation of resources and competition on the market, but more importantly, it reduces the quality of public services infrastructure and the volume of tax receipts. It also encourages the misuse or misallocation of resources. Corruption also exacerbates income inequality and poverty and negatively affects the moral values of African societies. Unions must mobilize against the chronic levels of corruption among political leaders and others. Multinational companies bear much responsibility: for every corrupt act there is someone who offers the corruption. We are facing a lack of individual or collective initiatives to eradicate corruption linked to poverty, lack of development, and high levels of unemployment. Civil society can change the world and the trade union movement is well placed to mobilize people, as shown in Tunisia. In Nigeria the labour movement supported the mass movement and a lot of the money is being recovered from corrupt politicians. Such initiatives are vital because throughout the continent we are witnessing illicit capital outflow, where the wealth of African nations is being siphoned off into foreign bank accounts via corrupt channels.
7. Africa needs to attract domestic and foreign investment that can create jobs, whilst at the same time respecting fundamental principles and rights at work, in order to avoid perpetuating precarious employment, which is already too widespread on the continent. Shaping labour market regulation in consultation with the social partners would contribute to a fruitful social dialogue at the local, regional and national level. A regulated labour market would also provide an opportunity for multinational enterprises operating across the continent to demonstrate that they respect their social and societal responsibilities. The free movement of goods and people through regional integration would help to promote inclusive economic growth on the continent and thus help to prevent people risking their lives crossing the Mediterranean to emigrate to other continents in search of a better future.
8. Africa must cease to be the continent where work is characterized by drudgery and a high number of occupational accidents and work-related diseases. It is true that enormous efforts have been made by development partners in promoting awareness programmes for responsible behaviour to prevent HIV/AIDS and other epidemics, such as the Ebola virus. Apart from encouraging all populations to adopt good hygiene measures in order to totally eradicate Ebola haemorrhagic fever on the continent, particular emphasis must be given to the implementation of effective and successful HIV/AIDS policies at the workplace. The trade unions must continue the fight to ensure that this subject is included in all legal and regulatory texts that govern labour relations in each African country. This will ultimately produce the outcome we all hope for: zero infection, zero stigmatization, zero discrimination and full coverage of the costs relating to the treatment of workers who are already infected by the virus.

#### **Action plan**

9. At the regional level, UNI Africa is committed to:
  - a) Co-operate with the African Union to promote democracy and the adoption of security measures to combat terrorism. UNI Africa shall press upon the African



Union to put resources, be self-sustainable and act swiftly when dealing with terrorism.

- b) Cooperate with other partners, such as Transparency International, to combat corruption and to establish good political and economic governance.
- c) Cooperate with ITUC-Africa to promote social justice and the respect of fundamental labour standards, and to obtain full recognition and enjoyment of the right to freedom of association.
- d) Carry out lobbying activities, together with other continental organizations, in order to promote a fair and systematic distribution of the wealth generated by the workers who stimulate the economy through the collective bargaining process.
- e) Work with other pan-African organisations to contribute to the free movement of goods and people across the whole continent through regional integration.
- f) Encourage affiliates to put pressure on their governments and businesses to provide training, vocational retraining, education and life-long learning opportunities to workers, especially young and female workers who seek access to decent work.
- g) Cooperate with the UNI Sector Global Unions to support affiliates to articulate, claim and negotiate concrete increases to achieve a minimum living wage and to promote a culture of prevention of occupational accidents and diseases.
- h) Cooperate with the UNI Global Union Sector Global Unions to support affiliates in their campaign for pay equality in order to eradicate the gender wage gap.
- i) Use existing Global Framework Agreements (GFAs) with multinational companies to help affiliates to organize new categories of workers and to try and conclude new GFAs in those sectors where affiliates are active.
- j) Combat privatization and liberalization, and support government efforts in this regard by working together with regional and sub-regional organizations (AU, PAPU, ILO, ITUC-Africa, and WAPCO).
- k) Push for good governance and an efficient and transparent public administration, which are prerequisites for sustainable development and poverty reduction. UNI Africa and its affiliates are working together with the private sector and civil society, including public institutions to improve their service delivery, including universal delivery.
- l) Cooperate with organizations such as the Arab Maghreb Union (AMU), the Economic Community of West African States (ECOWAS), the Economic Community of Central African States (ECCAS), the East African Community (EAC), and the Southern African Development Community (SADC) to promote a genuine free movement of goods and people across the whole continent.
- m) Disseminate knowledge about ILO Convention 121 on benefits in the case of employment injury (1964) and Recommendation 194 on the list of occupational diseases (2002), which provides for the regular updating of the list initially established in Convention 121 of 1964.
- n) Continue the fight against HIV/AIDS at the workplace through cooperative education, with coherent and negotiated HIV and AIDS workplace policies.

10. At the national level, UNI Africa affiliates commit to:

- a) Put pressure on governments to force them to consult the trade union movement on all matters relating to economic and social reform through an all-inclusive stakeholders forum.
- b) Denounce acts of corruption and demand that offenders be prosecuted in a court of law and be obliged to return any misappropriated money or property to the Treasury.
- c) Increase workers' awareness so as to involve them in the fight against corruption.
- d) Support and protect whistle-blowers.
- e) Strive to eliminate from national laws and practices all discriminatory measures in order to close the gender pay gap.
- f) Maintain solidarity and the sharing of experiences between workers employed by multinationals.
- g) Ensure the implementation of the Global Framework Agreements that have already been signed.
- h) Negotiate training and retraining programmes for workers; ensure that the HIV/AIDS issue is fully integrated into collective bargaining; provide free and comprehensive treatment to infected persons; and establish health and safety committees at the workplace.
- i) Urge governments to update the list of occupational diseases.
- j) Work with other civil society organizations in order to spur governments to support the consultation of non-state actors with a view to settling land disputes between communities and large enterprises that have been awarded concessions.

## Resolution N° 3

### *Forward for a New Africa*

#### **Innovate for a robust and dynamic trade unionism**

1. Innovative unions mobilize their members through vision and leadership. They are dynamic and willing to embrace change when this change will strengthen their performance and help to build power at the workplace for their members.
2. Successful unions are participatory and inclusive. They provide mechanisms through which all members have the opportunity to give input and engage in debate. If members are involved in planning and decision making, they will recognize that their ideas have been included in the development programme and will be more eager to support the union and its leadership. All members must feel welcome and that their interests and concerns are taken into account, including disabled workers, women and youth.
3. However, there is too often a perception that trade unions are locked in a time warp with undemocratic structures open to only a select group of leaders, usually exclusive of women, young or disabled workers and those with atypical employment, such as fixed-term contracts, part-time contracts, or temporary contracts, This discourages involvement and diminishes the union's base of activists and membership.
4. Potential new members, especially young workers, are often unaware of the union's history or values. Despite the fact that they receive an almost constant stream of communications through digital technology, mainstream media does little to present a positive picture of unions and usually sends the message that they are a thing of the past. If unions want to defeat this impression and to recruit and organize young workers, they must be prepared to adopt modern methods of communication. Traditional methods don't always work.
5. Once they feel trusted and are given all the information that is available, young workers can spread the word and ensure that the union is perceived favourably. They can use the new technologies to recruit and post information in a way that attracts young people. They can also suggest new activities which would allow young people to come together, which would also facilitate the recruitment of youth.
6. Unions must also use digital technologies in the recruitment process Generation Y and the Millennials prefer to use online membership forms accessible through their smart phones or tablets and introduction of the online membership application form provides additional convenience for the process.
7. Trade unions also need to reach out to community-based organizations because this will enable to get their ideas out to a much larger public. By working with such groups, the trade union movement will be able to double its strength, which in turn will allow it to develop strategies for long-term membership growth. Finally, trade unions will also need

to forge alliances at the international level with other unions in order to influence the employment policies of the large multinationals

### **Action plan**

8. Given the difficult circumstances in which we find ourselves, and the proposals that have been made to turn things round through innovation, and mindful of our theme "Forward for a New Africa", UNI Africa and its affiliates commit to work to improve the appearance and performance of African trade unionism. Steps towards this goal could include the following:
  - a) Use all available communication tools, including online and web instruments and social media, so as reach the greatest number of participants, especially youth. The union's communications should be motivating and informative.
  - b) Take steps to make meetings more dynamic and participatory. Members should be made to feel welcome and meetings should not be established at inconvenient times and places.
  - c) Make greater efforts to involve all members in the union and to become more democratic by listening to young workers, women, LGBTI members and those with different needs from the traditional workforce.
  - d) Promote debate where appropriate in order to bring forward ideas on how to strengthen the union and how to revive trade unionism in the broader sense;
  - e) Seek and save resources and instruments to develop and implement worker education and training programmes in order to transform members into union activists;
  - f) Use innovative means, including online applications, to improve recruitment in the different sectors;
  - g) Fight fragmentation, which only weakens the union movement;
  - h) Improve the platform of demands by adding issues which are relevant to women, youth, disabled persons, LGBTI, atypical workers and other categories of workers who need support;
  - i) Reinforce solidarity between unions;
  - j) Build alliances with other organisations in civil society and mobilise for democracy and peace;
  - k) Attract new members and engage existing members in well prepared campaigns on issues of concern;
  - l) Extend the implementation of the UNI Africa Mentoring Program throughout the continent as a way to provide women and young women with workshops on leadership, gender mainstreaming, collective bargaining and organizing, to prepare them to gain leadership positions in their unions;
  - m) Push to influence economic and social policies through the setting up of tripartite structures where they do not yet exist;
  - n) Be vocal and involved in regional debates on the future world of work and seek to shape industries on "Artificial Intelligence";
  - o) Encourage the implementation of democratic, accountable and professional and transparent leadership practices in the union.

9. UNI Africa commits to conduct research to identify best practices across Africa and in other Regions of UNI and to communicate these with affiliates in order to promote the best innovative strategies to take UNI Africa unions into the future.

## Resolution N° 4

### *Forward for a New Africa* **Act to shape Industry 4.0**

1. As we enter mankind's fourth industrial revolution, known as Industry 4.0, changes in the world of work are set to be both faster and more wide-ranging than anything experienced previously. Artificial intelligence and the robot revolution have the potential to bring unprecedented benefits to humanity and to Africa specifically. However, they may also give rise to mass unemployment, as cognitively advanced machines replace human workers.
2. There are opportunities that should be seized. An increase in connectivity in the global south and the evolution of the platform model means workers in the developing world are able to compete for work with those in richer countries. Work is no longer dependent on physical proximity and instead the supply is spread across the world. Africa is showing signs of becoming a promised land for telecoms and digital innovation with a recent wave of investor capital to the continent suggesting that this is unlikely to change in the near future.
3. In order to avoid rising inequality and social unrest, a New Social Contract must be negotiated between labour, capital, and governments to ensure that the transition to the New World of Work is fair and inclusive. UNI Global Union is calling for a "just transition" for workers in response to Industry 4.0.
4. Five strategies, which will require close cooperation between governments, employers, workers, academia and civil society, can help the African continent to usher in a new era of economic transformation:
  - a) Investment in digital technologies and equal access to digital infrastructure.
  - b) Recognition that digital is about more than communication and is driving advances in fields such as 3D, drones, artificial intelligence, robots and the Internet of Things - the connectivity by which intelligent devices can sense and connect to one other.
  - c) Train a new generation of Africans to ensure they are able to understand these emerging digital technologies and grasp the associated entrepreneurial opportunities.
  - d) Help companies to scale up to compete regionally and globally to reap the digital dividends through the creation of goods and services.
  - e) Think big, think regional to exploit opportunities offered by continent-wide digital integration; digital networks could form new backbones for intra-African trade.
5. Unions are vital in tackling the issues raised by new forms of work and are part of the solution to improve job quality, inclusion and skills. There is an urgent need to rebuild the bargaining power of unions. Trade unions must engage, confront and shape the debate on the future world of work in order to ensure that it improves the lives of all people.

6. UNI Africa commits to working towards a future world of work by focusing campaigning work on the following key areas:
  - a) Even it up: In order to prevent growing inequality and the enrichment of only the innovator class, everyone – and in particular disenfranchised workers who are set aside by the digital revolution – needs to be given a voice and the chance to shape their future in the New World of Work through their unions.
  - b) The skills revolution: In order to meet the demands of working with continuously changing technologies, all workers should have access to re-education and upskilling opportunities. Institutions and training pathways for new workers should be adapted to ensure that they acquire relevant skills for the future.
  - c) Zero discrimination: We all have a role to play in the future of work, regardless of our race, ethnicity, sex, gender, disability, age, national origin, or religion. Targeted and/or pro-poor employment practices should be considered, and the gender pay gap should be closed.
  - d) Greening our economies: By investing and promoting in environmentally sustainable enterprises and refitting our economies and workplaces we have the potential to both create jobs and make the world a better place. Businesses must also provide a clean and sustainable supply chain for the benefit of workers, employers, customers, and communities
  
7. UNI Africa will continue to pursue its *Breaking Through* strategy for union growth, freedom to organise and bargain collectively. It will work to:
  - a) Create stronger unions. All workers have a human right to freedom of association, and national and international laws need to be adjusted to allow more flexibility with regard to union membership, participation in union activities and collective actions, and the right to organize.
  - b) Evolve collective bargaining. Collective bargaining rights must be the standard for all workers in the New World of Work. We must innovate and adapt our collective bargaining and industrial relations systems to include the growing number of workers with new forms of employment.
  
8. UNI Africa will work towards the goal of a decent standard of living for all workers through the promotion of the following measures:
  - a) Rethinking tax. Tax systems need to be reformed to prevent winner-takes-all scenarios where the innovator class and the capital owners get richer at the expense of the 99%. Income taxes, capital taxes, and corporate taxes need to be increased for the top payers. Innovative redistribution systems should also be explored.
  - b) A social safety net. Flexible work should not come at the expense of social security. A new system of social protection needs to be developed to provide basic security to all workers. This includes new forms of social security, social assistance, and a social safety net
  - c) Ethical intelligence. Governments need to ensure that robust ethical standards are included in all robots and artificial intelligence platforms so that no human workers are harmed by accident or by design. Workers' and citizens' privacy also needs to

be protected against intrusive surveillance by robots and machines that make up the Internet of Things

9. Practically, at a regional level, in addition to promoting the above policies at regional level, UNI Africa will:
  - a) Strive to support affiliates' efforts towards communication by providing them with training opportunities in the digital area through projects aiming at learning how to develop and maintain websites and blogs for a greater visibility.
  - b) Create a platform for knowledge and experience sharing for affiliates where they will interact around cross sectoral hot topics; that will also be a basis for solidarity among affiliates.
  - c) Strive to support affiliates efforts towards training and organising youth, women and professionals and managers by giving them more chances to get involved.
  - d) Strive for strategic policy making with other regional bodies to avoid or contain the negative effects of digitalisation.
  
10. At the local level, in addition to promoting the above policies at national level, affiliates will:
  - a) Identify new jobs or trends to guide young workers in their career path and also anticipate skills needed in the era of digitalization.
  - b) Develop strategic communication tools for union visibility and present a professional and capable image. Present examples of innovative actions that unions have achieved in terms of securing jobs in the digital world.
  - c) Train youth, women, professionals and managers in union work and leadership.
  - d) Train workers to identify potential or possible future jobs to make their transfer smoother to the new positions brought by the digital world.
  - e) Include workplace training in collective bargaining with companies. That will ensure a proactive transition in case of position change.  
Include women and youth in the decision making processes of the union and encourage them to join.



## **Resolution N° 5**

### *Forward for a New Africa* **Building Trade Union Unity**

1. Increasing union density in each sector, company and country is a fundamental objective of UNI Africa because strong membership is fundamental to union power and influence.
2. The most egalitarian countries in the world, which have a better income distribution system, have collective negotiations by sector (14 of the 15 countries with less inequality of income within the OECD provide for negotiations by sector). Even the IMF, in a recent study, pointed out the relationship between increased inequality and low rates of unionization.
3. The fragmentation of the union movement diminishes union power and is an obstacle to union growth. This fragmentation is influenced by both internal and external factors.
4. In some countries, union models are used by companies and/or governments to create small unions with no bargaining power, without the capacity to effectively represent or organize workers. In other cases, the causes of divisions can be found within unions with few years of development and little democratic experience to successfully tackle internal dissent and debate.
5. The growing development of new forms of work also leads to increasing fragmentation of work through outsourcing, informal labour and the implementation of anti-union legislation and business systems.

#### **Action Plan**

6. UNI Africa and its affiliates:
  - a) Will support union strengthening and growth and develop active policies for combating fragmentation by establishing nationwide coordination at various levels and by helping its affiliates in matters of merger and integration.
  - b) Will encourage unions to implement initiatives to strengthen the unity of workers and unions through the development of coordinated efforts on multinational and regional companies in the struggle for decent working conditions and real equality.
  - c) Will promote the unionisation and organization of non-unionized workers in companies, sectors and countries with a low rate of unionization to bring the benefits of collective bargaining to a much larger number of workers, as there can be no successful collective bargaining with weak unions.

- d) Will support the efforts of national unions and federations to protect or push for national collective bargaining by sector.
- e) Confirm the decision that UNI Africa will not accept new affiliates with less than 500 members and will encourage unions in the same sector to merge for the sake of working class unity and solidarity.

## Resolution N° 6

### *Forward for a New Africa*

### **Defence of Human and Trade Union Rights**

1. Peace and the observance of human and trade union rights for all are essential components of democracy and sustainable development.
2. Since 9 November 1989, the day on which the Berlin Wall fell, a day that was hailed as the “final victory of capitalism” in many countries, the world has witnessed growing unemployment, impoverishment, diseases and environmental disasters. Attracted by the rhetoric about the “freedom” to pursue entrepreneurship, the leaders of the capitalist countries have implemented the uncompromising call to less state interference, a principle that was so dear to the hearts of Reagan and Thatcher. The result is that the devastating effects of the old system have been superseded by the problems that are inherent to unbridled capitalism.
3. Companies are becoming increasingly powerful and are organised on a global level. They impose their ideas and their need for competitiveness on governments. Governments, on the other hand, are not organised democratically all over the world, and they are incapable of reacting. The problem is further exacerbated by the fact that their finances are limited.
4. The result has been an increase in unemployment, the impoverishment of large swaths of the world’s population, and a reduction in purchasing power.
5. This is what has provoked so much violence. Some people who are affected by unemployment, poverty and the loss of purchasing power use violence as a weapon. They are no longer willing to recognise the established order.
6. Given this situation, it is indispensable that the trade unions provide a strong countervailing power that starts at the local company level and reaches out to cover the whole planet.
7. UNI Africa and its affiliates:
  - a) Confirm their active commitment to maintaining and permanently building peace, justice and respect for human and trade rights, in line with the global strategic objective of striving for a world free from fear.
  - b) Reaffirm their belief that trade union rights are human rights and that universal recognition is a necessary condition for the full enjoyment of democracy and social justice.

- c) Reaffirm their commitment to fighting discrimination and to promoting equal civil rights for all as an essential component of democracy and sustainable development.
- d) View with great concern and condemn the alarming level of violence used by terrorist groups against civilian populations on the continent.
- e) Demand that governments and companies commit to respecting human and union rights
- f) Will support international solidarity through UNI Global Union's "Freedom from Fear" campaign to protect unions and human rights of trade union activists and members, wherever these are violated.

## **Resolution N° 7**

### *Including Women for a New Africa*

#### **UNI Africa Women Innovating Unions**

1. The promotion of decent work benefits all of society, and especially women, who represent the majority of the world's poor and who receive lower wages (on average 30% less for work of equal value to that of men). Women hold the most poorly paid and precarious jobs, with bad working conditions and predominate in informal employment. They are a minority when it comes to senior management positions and better salaries.
2. In Africa, cultural and social gender stereotypes most often limit the roles which are available to women. The lack of training and access to opportunities to develop leadership skills makes it hard for women to reach leadership and decision-making positions within unions.
3. Women should be central actors in influencing and shaping their workplaces and their unions. The inclusion of gender issues in union campaigns and in collective bargaining can help eradicate all forms of discrimination at the workplace, correct occupational segregation, fight against violence, combat sexual harassment, close the gender wage gap and help improve women's representation in decision-making positions.
4. UNI Africa Women are committed to help to improve employment standards and working conditions for women workers and to increase the vigilance with which discrimination is tackled in workplaces, unions and society.

#### **Action Plan**

5. UNI Africa and its affiliates will work to include women in the leadership of unions by:
  - a) Working with UNI SCORE to organize more women, especially young women, into unions and to provide them with more capacity and skill building training.
  - b) Ensuring that UNI SCORE have a dedicated programme and funds for organizing and empowering women.
  - c) Building groups of active women leaders and gender activists to implement unionization strategies, empowerment of women, spreading the gender perspective within their workplaces and unions.
  - d) Establishing and maintaining regional, sub-regional and national women's networks to strengthen organizing efforts and share news and activities on gender and equal opportunities.

- e) Working across UNI Africa to encourage affiliates, especially the leadership, to make organizing and representation of women workers a part of their policy and integrated in the union’s strategy and organizing activities.
  - f) Equipping organizers with a gender perspective, through the implementation of tools such as the “gender take away package” in order to make unions more accessible to women.
6. UNI Africa and its affiliates will support and participate in UNI and UNI Africa’s Equal Opportunities campaigns, programmes, networks and communications through the following actions:

**a) Campaigns**

40for40 Campaign:

- Continue to implement the plan aimed at better representation of women, with the target of at least 40% representation of women in all UNI Africa’s decision-making structures, and promote equality in all UNI Africa strategies and activities.
- Participate in sectoral meetings/ conferences in order to continue to promote the strategy, especially in those areas where women’s representation is low, and where election on to committees will take place in this period.
- Monitor and keep data to measure progress made.

Breaking the Circle of Gender-Based Violence Campaign:

- Continue to implement our campaign to eradicate gender based violence as well as to act against violence, killing and death of people with albinism and LGBTI in our society in some parts and countries of the African continent. This we will do in order to build equal, safe and healthy working environments, free from discrimination, violence, exclusion and fear.
- 16 days of activism: of No Violence Against Women and Children, which takes place from 25 November to 10 December. UNI Women shall continue to raise awareness on the issue of gender based violence, including domestic violence, and how it can spill over to the workplace.
- Encourage the establishment of workplace support structures to support women workers experiencing domestic violence and other forms of violence.
- Raise awareness amongst workers to use the Company Wellness Programmes especially for trauma counseling and special sick leave.

- Where companies do not have Wellness Programmes for Workers, affiliates are obliged to negotiate such wellness programmes.
- Continue to actively participate in the campaign and projects to achieve an ILO convention on gender based violence in the workplace, including domestic violence.

#### Equal Pay for work of Equal Value Campaign

- Produce campaign material to highlight and raise awareness about the gender pay gap.
- Integrate the gender pay gap issues in the platform of demands when UNI and UNI Africa negotiate global and regional agreements.
- Address by integrating the gender pay and pension's (retirement) gap in the work of the UNI and UNI Africa sectors.
- Build the capacity of negotiators especially women to raise and address the gender pay and pension (retirement) gap

#### Women's Health Campaign

- Produce campaign material on women's health issues and the impact this has on the workplace.
- Follow up on and publicise good practices carried out by affiliates in the promotion of women's health.
- Carry out a media campaign (facebook, twitter, website) to encourage affiliated unions and the public in general to work in favour of women's health
- Work with affiliated unions towards the implementation of workshops, activities and campaigns, within their unions and companies, to raise awareness on women's health issues.
- Use October as a month dedicated to raising awareness on women's health in particular different kinds of cancer that affect women and can be prevented.

#### **b) Mentoring Program**

- Continue to expand the implementation of the UNI Africa Mentoring Program throughout the continent and follow up on the work carried out by the tandems: their experiences, achievements and difficulties

- Continue to use the Mentoring Program as a way to provide women and young women with workshops on leadership, gender mainstreaming, collective bargaining and organizing; in order to prepare them to gain leadership positions in their unions.
- Promote and encourage participants in the Mentoring Program to become organizers, thus enhancing the multiplying effect of the program.
- Develop a Manual based on the work carried out by the tandems to be used in the future implementation of the program in affiliated unions throughout the region.
- Follow up on the impact of the Mentoring Program on young women workers within their unions.
- Follow up on the use of the Mentoring Program as a tool for organizing more young women workers in unions.
- Encourage affiliates to provide the space and opportunities to mentees to plough back into their unions.

**c) Women's Networks**

- Promote Strengthen and expand the creation of women's networks at a national, sectoral and regional level.
- Facilitate the exchange of information on women empowerment and gender issues between networks and provide them with guidance on the implementation of UNI and UNI Africa activities and campaigns.
- Work with the women networks on organizing strategies to strengthen women's participation in unions and in decision making positions within unions.

**d) Communication tools**

- UNI Africa shall develop efficient and accessible communication tools, including on-line and web instruments and resources.
- Continue to create and publish online news articles to popularize UNI and its affiliates and on women and gender issues.
- Use the existing social media tools to reach out to the affiliates and to the public in general, with information on campaigns, events, research, etc.
- Promote through social media the work and activities carried out by affiliated unions on these issues.
- Support affiliates who have lack of access to ICT.



7. UNI Africa and its affiliates will mobilise with UNI Africa Women for a sustainable and equal Africa by:
- a) Encouraging and supporting campaigns that raise awareness on issues such as gender based violence including domestic and workplace violence (including all forms of harassment and abuse), discrimination based on sexual orientation, equal pay and work of equal value and women's health issues.
  - b) Lobbying governments and African inter-governmental organisations, and organising coordinated actions with sister unions towards our aim for quality jobs, eradication of gender based violence, equal pay and improvements to women's access to health services.
  - c) Encouraging women to participate in Regional and Global Institutions to give voice to women and gender issues.
  - d) Working to raise awareness on the need of changing social and cultural stereotypes that affect women and their participation in the workforce and in unions.
  - e) Vigorously pursuing our demands for decent work inclusive of women and gender issues through lobbying, campaigning, negotiations and signing of national, regional and global agreements with companies.
  - f) Encouraging measures that will promote and improve shared responsibilities between women and men through collective bargaining agreements, such as parental rights, paternity and childcare leave, with companies, to facilitate the participation of men as care givers.
  - g) Supporting solidarity campaigns and programmes to protect trade unions and equality rights, inclusive of the rights of the LGBTI community.
  - h) Observing days such as the 8<sup>th</sup> of March, International Women's Day, 1<sup>st</sup> of June, International Children's Day, and the 16 Days of Activism of No Violence Against Women and Children.

## Resolution N° 8

### *Forward for a New Africa*

### **Mobilise, Organise, Innovate for Africa's Youth**

1. According to the International Labour Organization (ILO), global youth unemployment has reached 75 million and of these, 38 million (i.e. 51%) live in Africa. Youth unemployment is concentrated in the most vulnerable social groups: women and the less educated are the hardest hit. Most unemployed young men and women come from low-income families, with many living in poverty.
2. Today's young people, the Y Generation (21-34 years old) will, by 2018, account for half of global consumption and it is believed that by 2025 they will account for 75% of the work force in the world.
3. Never before has the need to motivate and involve young people in union work been so high. Young men and women have the unique opportunity to start building a new globalization that gives priority to decent and sustainable jobs and a financial system that serves the real economy and responds to the concerns and needs of society.
4. Young trade unionists, especially in Africa, are exposed in their trade union activities to violations of their rights, and that despite the ratification by states of the international Conventions that are supposed to protect them. Trade union rights violations and their impunity remain major causes of young people's fear to unionise. Youth accord little importance to unions because for them unionising means risking the loss of their jobs or endangering their career prospects.
5. With the establishment of private employment agencies in Africa, indefinite duration work contracts are becoming ever rarer for young workers. Faced by this new phenomenon, youth are led to believe that, without an indefinite duration contract, joining a union amounts to suicide.
6. It is quite common to hear that young people are the ones who will in time take over, but in fact one sees little youth representation in trade unions and in unions' decision-making bodies, among other reasons for the ones given above. That lack of representation leads to youth's aspirations not being taken into account and provokes young workers' disinterest in trade union struggles.
7. If the trade unions want to get more young people to join unions they need to acknowledge that young people are not just the future of the trade unions, but are here now. Including YouTH is not a choice, it is a basic necessity. Unions must not be seen as a thing of the past but rather as a pathway towards a better future.
8. It is paramount that national governments perform their role as guarantor of a true, universal, high quality public education that is free of charge and to which young people from every social strata can have access. It is important that the school curricula includes

training in human, trade union and labour rights. Highly trained men and women workers and those with access to technology, especially the Internet, have new opportunities in terms of the types of job available and the way in which they carry out their activities. Companies should train their workers to ensure they have the level of skills required for positions at all levels.

9. History has shown that on many occasions young people were the driving force behind change and major events. Many young people in the 18-34 age bracket have taken part in protest actions and have seen others unfold. Everywhere in the world, young men and women have staged protests to demand social justice, freedom and employment.
10. Rapid technological changes, the advancement of globalization, the aging of societies, urbanization and environmental challenges are rapidly changing the current meaning of work and the way it is carried out.
11. Africa is facing a paradox. Although they pollute the least, Africans are among the populations most affected by global warming. For the African continent, climate change constitutes a major threat, by putting heavy pressure on already limited natural resources, by restricting access to water, food and energy, and in certain cases by jeopardising peace and security. Youth are particularly concerned by this damage because their very future is at stake.

#### **Action Plan**

12. UNI Africa and its affiliates will mobilise, organize and innovate for a better future for the young men and women of Africa through the following measures:
  - a) Demand that governments and the employers fully respect the international standards that protect young people's rights.
  - b) Ensure the strict application of ratified international Conventions with the aim of putting an end to violations, as the violation of trade union rights hinders youth unionisation.
  - c) Invite governments to apply, as is the case in France, coercive measure on all non-indefinite duration contracts in order to encourage recruitment to indefinite duration contracts and thereby to enable young workers to unionise in full security.
  - d) Promote and encourage the development of strategies of unionization directed at young men and women workers, especially in those sectors where they have a majority presence.
  - e) Promote and encourage strategies of unionization directed at young men and women working on temporary contracts, with a view to reaching this group and improving their working conditions, to give them the same rights as men and women working full time.
  - f) Ensure that young men and women have access to quality jobs, training, and job opportunities.
  - g) Fight for equal pay for men and women workers and that they all have free access to the right to organize and to collective bargaining.

- h) Fight for a society free of discrimination, promoting inclusive of all. Companies, work places, and other sectors must understand the characteristics of these generations by adopting across-the-board structures and stimulating teamwork and mechanisms of dialogue.
- i) Include young people in union structures so that the young men and women are the ones formulating and implementing their own policies.
- j) Contribute to the training of new leaders, promoting the representation of young people at all levels of unions and intergenerational exchanges.
- k) Encourage unions to reflect the interests of young men and women in their political agendas and raise the concerns of young men and women workers in negotiations.
- l) Defend the right of access to a free, quality, public education.
- m) Push for the professional training of young men and women workers both through public policies and through specific initiatives of unions.
- n) Fight against the digital gap by pushing for free access to broadband and to the universalization of digital services.
- o) Intensify the use of social media networks with a view to involving more young workers in the union movement, to reach those men and women workers with whom, for various reasons, it is difficult to maintain a permanent and direct contact and ensure fluid communication with youth committees at the global, regional, and national levels.
- p) Work across the board with all UNI sectors so that problems and needs of young men and women workers gain greater visibility.
- q) Generate alliances with young people from other unions to achieve better results in the unionization of young men and women workers.
- r) Promote national activities with young men and women of UNI Africa affiliates with the objective of unionizing more young men and women workers.
- s) Organise reflection frameworks so that young people are able to make a positive contribution to the debates in regional and global forums on global warming and climate change.

## Resolution N° 9

### *Forward for a New Africa*

### **Mobilise, Organise, Innovate for Africa's Professionals and Managers**

1. The world of work is transforming. The digital, technological and industrial revolution will have a huge impact on all workers' lives, careers and trade union strategies in the future.
2. Highly skilled and educated workforces are essential in order for countries to master the digital revolution and usher in a new era of economic transformation. As new technologies require specific skills, adapting vocational education and training, including lifelong learning, is an immediate policy challenge that needs to be met in order to support workers' adaptation to digitalized forms of work. Africa must enhance the competences of all workers to increase the number of high quality jobs in innovative workplaces, where workers with different qualifications and skills are capable of working closely together to create new sustainable products and services. Concerted efforts will need to be made to train a new generation of Africans to ensure they are able to understand these emerging digital technologies and grasp the associated entrepreneurial opportunities.
3. Increasingly, P&Ms are faced with unemployment, precarious work, short-term contracts, freelance work, self-employment, offshoring, health and safety issues and lack of equal opportunities.
4. P&Ms need trade unions to secure their rights to decent working conditions, including fundamental rights like collective bargaining and freedom of association.
5. Organised P&Ms are more productive than those without a union voice, as they are less isolated and more committed to enforcing good workplace practices and quality jobs. Trade unions need to attract and maintain the future highly skilled workers. A targeted strategy is necessary to secure and increase union density in the future world of work and to create a strong UNI Africa, based on common trade union values and solidarity.
6. UNI Africa P&M will focus in the first place on the following cross-sectorial priorities, in order to develop organising capacity:
  - a) Access to further education and upskilling opportunities. Institutions and training pathways for new workers should be adapted to ensure that they acquire relevant skills for the future.
  - b) Work-life management in collective bargaining and social policy.
  - c) Enhancing the protection of whistle-blowers to fight against corruption at all levels.

## Action

7. Taking into account the tried and tested practices that need to be shared, UNI Africa – its sectors, groups and affiliates – commits to:
  - a) Promote a targeted strategy for organising potential members among the growing number of P&Ms, and put in place the resources which favour their recognition, organisation and recruitment.
  - b) Exchange best practices and recommend cross-sectorial measures which are necessary to tackle work-life management and stress in collective bargaining.
  - c) Endorse the efforts to fight against serious wrongdoing in the workplaces by enhancing the protection of whistle-blowers in close cooperation with the social partners.