

# THE EAST AFRICAN TRADE UNION CONFEDERATION



## **EATUC'S PROGRESS REVIEW FOR JANUARY – DECEMBER 2014**

### **Introduction and Background**

The East African Trade Union Confederation (EATUC) is an umbrella organization that brings together six national trade union centres within the East Africa community. Currently is composed of the Central Organization of Trade Unions (COTU-Kenya), Tanzania congress of Trade Unions (TUCTA) in mainland Tanzania, Zanzibar Trade Union Congress (ZATUC) in Zanzibar, National Organization of Trade Unions (Uganda), CESTRAR (Rwanda), and COSYBU (Burundi).

EATUC's main goal is to integrate workers' interests and efforts within the East African region with a view to develop a common approach towards enhancing social and economic justice through the participation of workers' organization at all levels of the EAC integration.

EATUC has been instrumental in ensuring that the East African community involves workers in all issues concerning regional integration, establish tri-partism as an important mechanism of consultation and dialogue, promote the ratification of Core International Labour Standards by the partner states, promote the integration of youth and women in all spheres of socio-economic development, promote decent work, harmonization of labour laws and policies in the region and promote the concept of free movement of persons , labour and services in East Africa.

EATUC also strives to provide better services, increase regional solidarity activities, increase youth and gender activities, strengthen the capacity of trade union leaders and their organizations for a strong and viable trade union

movement within the East African region to effectively and efficiently participate in the integration processes.

EATUC ensure that workers' and their organizations are involved in the designing process, decision-making machineries and monitoring of the EAC progress

EATUC is to actively participate and influence in the implementation processes. Some of the most important engagements of EATUC is to participate in harmonization of Employment Policy, Social Security and Labour legislations, also EATUC engages the partner states through the EAC on the implementation processes of the already adopted protocols

EATUC continues to lobby and influence for the Trade Union participation in the two remaining stages of the EAC regional integration process. i.e. Monetary Union and the Political Federation also networking and alliance building with other regional organizations on issues of mutual interest.

## **EAC DEVELOPMENT**

### ***Meeting of Ministers from EAC Partner States and European Commissioner for Trade on 30<sup>th</sup> January 2014***

During the period under review, Ministers from East Africa Community (EAC) Partner States and the European Commissioner for Trade met in Brussels on 30th January 2014 to conclude three days of negotiations on the Economic Partnership Agreement (EPA). This round of the ministerial meeting considered outstanding issues in the EAC-EU EPA negotiations as discussed by the EAC-EU technical and Senior Officials from 28th to 30th January 2014. Both Parties noted that further discussions on Rules of Origin and Agriculture need to be held at the Technical and Senior Officials level to iron out the outstanding issues.

### ***East African Community Launched a Scorecard***

During the period, the East African Community launched a scorecard to monitor the implementation of the Common Market among its five member states. The scorecard "East African Common Market Scorecard 2014: Tracking EAC compliance in the movement of capital, services and goods" was developed based on research carried out over the last two years in all partner states. Researchers focused on identification of non-conforming measures to the three areas of the EAC common market: free movement of goods; free movement of capital and free movement of services.

Overall, the scorecard examines selected commitments made by the partner states, outlines progress in removing legislative and regulatory restrictions to the protocol, and recommends reform measures. However, it is important to note that the main challenge with the scorecard is that it is more focused on issues to do with the movement of trade and goods and nothing stated on free movement of labour and persons, who are fundamental component in achieving the full implementation of the CMP

### ***29<sup>th</sup> Meeting of the EAC Extra Ordinary Council of Ministers 23<sup>rd</sup> to 24<sup>th</sup> April***

During the period, The 29th meeting of the EAC Extra Ordinary Council of Ministers was conducted through the session of Senior Officials 23-24 April 2014; the session of the Co-ordination Committee i.e. Permanent Secretaries 25-26 April 2014; and climax with the Ministerial session on Monday 28 April 2014.

The High level decision making policy organ of the Community was expected to consider among others; alternative financing mechanisms for the EAC; progress of negotiations on the admission of the Republic of South Sudan into the Community; as well as a progress report on the EAC Institutional Review.

In addition, the meeting was considering a report on the revised model structure, road map and action plan for the East Africa Political Federation. The 29th Extra-Ordinary Council of Ministers meeting was followed by the 12th Extra-Ordinary Summit of EAC Heads of State on 30 April 2014 also in Arusha, Tanzania

### ***East African Legislative Assembly from 26<sup>th</sup> May to 6<sup>th</sup> June 2014***

During the period, The East African Legislative Assembly (EALA) was held in Arusha, Tanzania. The Plenary which took place from Monday, May 26th, 2014 to Friday, June 6th, 2014 was the Sixth Meeting of the Second Session of the Third Assembly

The Assembly was presided over by the Speaker, Rt. Hon (Dr) Margaret Nantongo Zziwa. The Assembly was debating on the following Bills and reports:

- EAC Integration (Education) Bill, 2014 – 2nd and 3rd reading
- EAC Appropriation Bill, 2014 and the EAC Supplementary Appropriation Bill 2014
- Receive and consider reports from various Committees of the Assembly
- Consider Motions and Questions brought before the House.

EALA was also receiving and deliberate on the EAC Budget Speech for the Financial Year 2014/2015. The Budget Speech was delivered on May 29th, 2014 by the Chairperson of the Council of Ministers, Hon Phyllis J. Kandie.

### ***EAC Pension Supervisory Authorities Sign Memorandum of Understanding***

During the period, the inaugural regional Pension Supervisors Authorities meeting was held 28<sup>th</sup> to 30<sup>th</sup> July, 2014 in Arusha Tanzania. The aim of the meeting was to plan and facilitate activities to be progressed in the pension sector in order to promote regional integration of the pension sector.

The meeting, which was attended by Burundi's Permanent Executive Secretariat of the National Commission for Social Protection (SEP/CNPS), Kenya's Retirement Benefits Authority (RBA), and National Bank of Rwanda

(NBR); Tanzania's Social Security Regulatory Authority (SSRA); and Uganda's Retirement Benefits Regulatory Authority (URBRA); witnessed the signing of the East African Pension Supervisory Association (EAPSA) Memorandum of Understanding (MoU)

The MoU recognizes comprehensive system of cooperation among the East African Partner States. It is expected that EAPSA will increase efficiency and facilitate cross border channels of communication relating to pension supervision which is essential for boosting intra-regional development in this sub-sector.

### ***The 3<sup>rd</sup> Annual EAC Secretary General Forum***

The 3rd annual EAC Secretary General's Forum for Private Sector, Civil Society and Other Interest Groups was held in Entebbe, Uganda on 12<sup>th</sup> to 13<sup>th</sup> September, 2014. The 3rd SG-Forum under the theme "**EAC: My Home, My Business**" was an opportunity to widen and deepen EAC integration process and to dialogue on opportunities and challenges provided by the EAC integration process as well as share experience with the EAC Secretary General on regional integration matters. More than two hundred participants attended the SG Forum

### ***21st Meeting of the Sectoral Council of Ministers Responsible for EAC Affairs and Planning Concludes in Kigali, 31<sup>st</sup> October 2014***

The 21st Meeting of the Sectoral Council of Ministers responsible for EAC Affairs and Planning (SCMEACP) took place at the Lemigo Hotel in Kigali, Rwanda.

Ms. Anne Waiguru Kenya's Cabinet Secretary Devolution and Planning, who chaired the meeting, reminded delegates that the people of East Africa were expecting to access tangible benefits out of the investment the Partner States continue to put in the EAC integration process and therefore the Sectoral Council was to ensure that the agreed commitments are effectively implemented.

Amb. Dr. Richard Sezibera Secretary General of the East African Community emphasized the role of the Sectoral Council in monitoring and ensuring that the Community projects and programmes were carried in a timely manner for the benefit of the people of East Africa.

The Sectoral Council urged the Sectoral Council on Legal and Judicial Affairs to finalize harmonization of work/residence permit for East Africans.

The Secretariat reported 69 NTBs were cumulatively resolved whereas 24 Non-Tariff Barriers were unresolved and 8 Non-Tariff Barriers were reported as new.

The meeting was attended by Hon. Capt (Rtd) George Mkuchika MP, Minister of State Presidents office, Good Governance of the United Republic of Tanzania; Hon, Leontine Nzeyimana Minister to the Office of the President Responsible for EAC Affairs Republic of Burundi; Hon. Amb. Rugwabiza Valentine Minister, Ministry of East African Community Republic of Rwanda; and Hon. Shem Bagaine Minister of State Ministry of East African Community Affairs Republic of Uganda. Other Ministers were also in attendance.

### ***1st EAC Youth Conference, 5<sup>th</sup> -6<sup>th</sup> December in Arusha***

The 1st East African Community (EAC) Youth Conference themed The EAC Youth: Think. Speak. Participate took place 5<sup>th</sup> to 6<sup>th</sup> December 2014 at the EAC Headquarters in Arusha, Tanzania.

According to the EAC Deputy Secretary General in charge of Productive and Social Sectors Hon. Jesca Eriyo, the 1st EAC Youth conference was the first formal process of engaging the Youth in the region following the adoption of the EAC Youth Policy by the EAC Council of Ministers In August 2013. The Policy guides the Community in planning, implementing, monitoring and evaluating programmes geared towards the youth in the region while ensuring sustainable social, economic and political development

The EAC Youth Conference brought together over 200 youths drawn from diverse backgrounds taking into account gender, marginalised youth, rural youth, youth living with disabilities, youth in slum dwellings, among others. Other participants include Government officials, Young Parliamentarians, PSOs,

## ***EALA Elected New Speaker, 19<sup>th</sup> December 2014 Arusha-Tanzania***

East Africa Legislative Assembly elected Rt Hon Dan Fred Kidega as Speaker. Rt. Hon Kidega becomes the fourth Speaker of EALA, replacing Rt. Hon Margaret Nantongo Zziwa who was removed from Office on Wednesday 17<sup>th</sup> December 2014.

Rt. Hon Kidega was elected unopposed after his main contender, Hon Chris Opoka- Okumu stepped down. The two were the only ones validly nominated. At exactly 3.56 pm, the Clerk to the Assembly declared Rt. Hon Dan Kidega duly elected and proceeded to administer the oath of the Office of the Speaker.

In his acceptance speech, the new Speaker pledged to uphold the dignity of the House at all times and to apply the Rules without fear or favour.

## **Monitoring Implementation of Common Market Protocol**

### **Kenya:**

The ratification and coming into effect of the EAC Common Market Protocol in July 2010 gave way to regional integration. Kenya has waived the requirement for work permits for the nationals of East Africa Community.

Kenya has increased movement of people, goods and services across the borders. Soon the country will allow the use of identification (ID) of East Africa Community nationals for cross border migration. Kenya has removed unnecessary roadblocks.

COTU (K) has continually participated in establishing national policies that will enhance public cohesion and decent work for all. For example, the organization participated actively in the review of Occupational Safety and Health Act to reflect the current situation. COTU (K) also participated in the drafting of OSH policy in the Road sub-sector to address the rising cases of road accidents

### **Burundi**

National tripartite workshop for evaluating the implementation of the EAC Common Market Protocol has been taken to Bujumbura; Lo/FTF was the main partner with COSYBU and AEB (employers' organisation): the government accepted to annul the fees related to work permit with reciprocity.

## Tanzania

Tanzania has continued to promote regional integration through tariff reduction. In 2012/13, the Common External Tariff (CET) on electricity was reduced from 10% to 0%. This was intended to reduce the cost of importing electricity into East African Community (EAC) member states. The volume of trade between Tanzania and EAC partners has doubled, from USD 520 million in 2008 to about USD 1.2 billion in 2012. National Identification Card has started to be issued to citizens; the exercise is still on progress.

## Zanzibar

### 1. Free Movement of Persons

The movement of person from Partner states to entering Zanzibar are still by passport, however the EAC travelling document are allowed as get pass for Citizen from PSs to enter and live in Zanzibar.

### 2. Free Movement of Workers

There is no special treatment that is applied for the citizen of EAC Partner States in term of work permit. Thus both PSs and foreigners treated the same.

The work permit fees still exist.

### 3. Rights of Residence

The citizens from EAC Partner States are treated the same ways as the foreigners from outside EAC. There are still resident permit fees for EAC citizens

#### **Observations:**

There are no emphases or strategies, done to government to comply with the implementation of EAC Common market protocol.

## Uganda

Concerning the implementation of the EAC Common Market Protocol a lot is still in words, much has been said but less is implemented, the most resent being the one call rate for East African Countries.

Uganda is in the process of registering its citizens for identity cards, intended to enable Ugandans to move in East Africa free with the machine readable Identity cards as form of identification. Uganda is still charging work permit fees.

## Rwanda

Most articles from CMP are incorporated in the new immigration law



## **TRADE UNION DEVELOPMENT**

A cross the EAC region, the trade union movement in Kenya continued to receive interferences from the executive arm of the government. For instance, the rival federation that enjoys government backing continued agitating to replace COTU (K) in tripartite institutions. The strife between social partners and the Ministry of Labour greatly weakened the tripartite structure and consequently crucial meetings such as the Wage Council have not met since January 2014. Implementation of the new NSSF Act 2013 was halted following court application by 6 COTU (K) affiliates and Federation of Kenya Employers.

From May 12 this year TAZARA workers members of Tanzania Railway Workers Union (TRAWU) laid down tools, demanding for their unpaid salaries of February, as well as March and April 2014. The workers have been on strike for over two weeks, demanding payment of their past three-month salaries. However, operations were not affected between Nakonde and New Kapiri-Mposhi on the Zambian side.

NOTU Secretariat concentrated on admitting the seven unions. The Secretariat made several meetings with management of the seven unions; the Central Governing Council assigned the Secretariat to design the modalities of admitting the seven unions. It was against this that the Secretariat meeting held on 20<sup>th</sup> April resolved to admit the seven unions. And in the sitting of the Central Governing Council 13<sup>th</sup> May 2014, members resolved to admit the seven unions and appointed a committee whose members were NOTU secretariat, NOTU trustees and the General Secretary of National Union of Plantation and agricultural workers Uganda and the General Secretary of Uganda National Teachers Union. The process has been concluded and the seven unions are full members of the National Organisation of Trade Unions.

ZATUC continued to work together with others institutions in advocating for necessary measures on creation of decent employment, improving working conditions by observing workers' rights and compliances to international labour standards (ILS) for creation of harmonious industrial relations in Zanzibar through social dialogue

## **ACTIVITIES IMPLEMENTED BY EATUC**

During the period the following activities were implemented

### ***EATUC Committee of experts meeting, 4th February 2014, Bujumbura, Burundi***

Members of the Committee of Expert met to discuss and review the documents developed by the EATUC Secretariat of the impending decisions that would be made by the EATUC Summit.

At the end of the committee of experts meeting, they recommended to the EATUC Summit to adopt the progress reports, work plan for 2014 and other developed EATUC position papers, and also take some important decisions on certain issues especially on the outstanding contributions to EATUC.

### ***EATUC Planning and Summit meetings, 4<sup>th</sup>- 5<sup>th</sup> February 2014, Dolce Vita Hotel, Bujumbura, Burundi***

For the first time the EATUC Planning and Summit Meeting was held in Bujumbura Burundi, the meeting was supported by LO-FTF and brought together all six affiliates from EAC and EATUC'S cooperating partners from ILO, OATUU and LO/FTF.

The meeting was officially opened by the EATUC Chairman Bro. Francis Atwoli, during his opening remarks; the Chairman appreciates the progress of EATUC for push, the trade union social agenda in East African Community for seven years since its establishment. He stressed on the need for commitment from EATUC affiliates to support EATUC and helping EATUC achieve its objectives. He also thanked the cooperating partners for the continued support to EATUC and overall trade union movement in the region.

The Objectives of the meeting were:

1. To review EATUC progress (January - December, 2013)
2. To assess the Implementation of the last EATUC Summit decisions
3. To consider and adopt EATUC financial report for 2013
4. To consider and adopt ;
  - a. The EATUC youth Committee recommendations,

- b. Gender Co-ordinators recommendations for EATUC's Women Leadership Program
  - c. EATUC Women Committee recommendations to the Summit
  - d. Status of the East Africa Labour Research Institute
  - e. EATUC Human Resource Policy.
5. To discuss on the future trade union cooperation and areas of intervention in line with EATUC's Strategic Plan 2012 -2017.
  6. To consider and adopt EATUC budget and a work plan for 2014.

The Summit adopted

- EATUC progress report of 2013
- EATUC budget and work plan 2014
- EATUC youth committee recommendation
- Recommendation from the gender coordinators and the EATUC women pre-summit meetings

Also the Summit welcomed the draft EATUC Human Resource Policy however, requested for the Summit Members be given up to end of April 2014 for comments if none the Policy will be considered adopted.

At the end of the two days meeting the Summit came up with decisions and adopted the documents that were developed by the EATUC secretariat and the Committee of experts.

### ***Second Regional Forum Meeting on Social Dialogue in East Africa***

During the period, EATUC in partnership with LO/FTF, EAEO and DI organized the Second Regional Forum Meeting in Arusha, Tanzania. This was the second joint meeting from all partner organization from the 6 EAC countries where the Social Dialogue Project is being implemented but was exclusively for technical persons. It was a midway evaluation of the progress thus made and then formulates a joint position paper to be presented at the conference. The meeting also serves as a platform for input to be used for confirming a continued joint collaboration between employers and labour organizations as well looking at the Social Dialogue in East Africa after the end of the pilot project (Future social dialogue / looking beyond pilot project.)

The 2-day Second Regional Forum meeting was carried out in a brotherly spirit as both employers and employees' organizations displayed a continued spirit of joint collaboration and working hand in hand to address the issues related to the implementation of the CMP in general and focusing on the free movement of workers via the harmonization and approximation of work permits procedures in EAC in particular.

***EATUC Committee of Experts Meeting, 12<sup>th</sup> to 13<sup>th</sup> May 2014, Arusha, Tanzania***

During the period, EATUC Committee of Experts meeting was held in Arusha, from 12<sup>th</sup> to 13<sup>th</sup> May 2014. The agenda of the meeting was as follows:-

1. Review implementation of the last EATUC Summit meeting
  - Urge national centres to clear their dues
2. Review first quarter Progress 2014
3. Discuss on the EATUC research team, Composition and setting of research priorities.
4. Country reviews on monitoring implementation of the EAC Common Market Protocol.
  - The EAC CMP implementation Scorecard

During the meeting the Committee of experts argue national centres to clear their dues by reminding Secretary Generals on the commitment they signed in the Summit Decisions, also Committee of Experts suggests the following:-

- i. The EATUC Executive Secretary to send warning letter to the national centres
- ii. When sending the letter for the Secretary Generals about to clear their dues to copy the Committee of Experts in order to facilitate follow up.

During the meeting, EATUC Research team was formulated. The research team composed by six members of Committee of Experts from all national centres, chairman from COTU and Secretary from EATUC Secretariat

## Research Team

Chairman- Bro. Noah Chune - COTU  
Secretary- Bro Davids Etyang - EATUC

1. Jowe Kabibi - CESTRAR
2. Salim Salim – ZATUC
3. Yazidi Baligasima – NOTU
4. Janeth Masta – COTU
5. Ndayizeye Leandre – COSYBU
6. Siham Ahmed – TUCTA

Research team is responsible for setting the research priorities and develop background paper according to the research theme to be presented to the Summit.

### ***The Tax Justice and Extractives Training for EATUC and CSOs held on 26th -- 28th June, 2014 at the Lake Naivasha Panorama Park and Lodge in Naivasha, Kenya.***

The Tax Justice and Extractives Training for EATUC and CSOs were successfully held on 26th -- 28th June, 2014 at the Lake Naivasha Panorama Park and Lodge in Naivasha, Kenya. It was attended by 52 participants (21 female and 31 male), primarily drawn from among CRAFT partners and EATUC and TJN-A members from at least 20 African countries.

The main purpose of the Tax Justice and Extractives Training for EATUC and CSOs was raise awareness and mobilize EATUC and CSOs for effective engagement in campaigning for effective action to stop the illicit financial flows particularly in the extractive sector.

The meeting had the following specific objectives:

- To improve understanding among EATUC/CSO of the nature, sources and extent of IFFs on the Africa continent;
- To increase awareness of current international and continental efforts aimed at addressing the IFFs;
- To increase awareness and understanding of ongoing global and African tax justice campaigns and issues

- To identify the actions and roles that EATUC and CSO participants could play to contribute to the tax justice campaign individually or collectively.

## **The Way Forward**

The meeting identified the following for a way forward.

- Mobilize citizens to participate in budgetary process;
- Civil society and labour unions to carry out in-depth research on national budgets so as to effectively feed into the budget making process;
- Get experts to study laws that governed VAT in order to identify what should and should not be taxed;
- Identify means of gaining control of extractives companies and present suggestions to government;
- Form collaborative networks in Africa since there were several shared challenges and so as to learn from each other;

### ***Transformational Leadership Training for Women Leaders in Trade Unions, 30<sup>th</sup> to 4<sup>th</sup> July 2014, Kampala, Uganda.***

During the period EATUC in partnership with ILO organized the Transformational Leadership Training for Women Leaders in Trade Unions from 30<sup>th</sup> – 4<sup>th</sup> July 2014 in Kampala, Uganda. This was one of the strategies of EATUC in achieving regional results by ensuring appropriate integration on gender issues. The workshop brought together twenty three participants from all the five Regional Countries.

The training has the following objectives:-

- To enable Women come together and be in the forefront in decision making positions through building the leadership capacity and skills of Women in the Trade unions.
- To develop a mentorship and sponsorship programme for Women and Trade Unionists which also incorporate inter-general dialogue and peer learning exchanges?

- iii. To create a pool of competent Women in Women leadership Training that will support the National leadership

### **Outcome**

The training was helpful in building the leadership capacity and skills of Women in the Trade unions. The training create a pool of competent Women in Women leadership Training that will support the National leadership

***Regional tri-apatite plus capacity building forum on Good Governance and Democracy in the Extractive Industry at the East African Community took place on 31<sup>st</sup> July – 1<sup>st</sup> August 2014, at Kunduchi Beach Hotel, Dar-es-salaam, Tanzania.***

EATUC in collaboration with FES-Tanzania office organized regional tri-partite forum that provided an opportunity for Government, employer's organisations and the workers organisations to discuss on ensuring that good governance and democracy is promoted in the extractive industry in the EAC

The overall objective of this tri-partite forum is to provide a platform where government, employers' organization and the trade unions and other CSO's can dialogue/interact amongst each other on enhancing good governance and democracy in the extractive industry in the EAC. The specific objectives of the meeting were to:

1. Discuss and come up with recommendation on the creation of a tripartite plus committees in the extractive industry
2. Discuss and make recommendations on the development of a tri-partite charter for the extractive industry in the EAC region
3. Deliberate on the challenges being faced by the extractive industry within the EAC and make recommendation to address them.
4. Deliberate and share experiences among partners on the current situation of the extractive industry in the region
5. Engaging EALA in the promotion of good governance and democracy in the Extractive Industry within the EAC partner states

## Outcomes

- Formulation of a tripartite plus committee in the extractive industry
- Clear and practical recommendation on the development of a tri-partite charter for the extractive industry in the EAC region
- Meaningful interaction between the social partners on the challenges facing the extractive industry within the EAC and make recommendations
- Networking and shared of best practices and information as well as lessons learned in promotion of good governance in the extractive industry within the EAC

### ***Third Regional Forum Meeting and Stakeholders Conference on Social Dialogue (the issues related to Free Movement of Workers in EAC) which was held from 30<sup>th</sup> September - 1<sup>st</sup> October 2014, Arusha-Tanzania***

East African Trade Union Confederation (EATUC), the East African Employers Organization (EAEO), in collaboration with their international Partners namely the Confederation of Danish Industries and the LO/FTF Council organized the Third Regional Forum Meeting and Stakeholders Conference which was held on 30<sup>th</sup> September and 1<sup>st</sup> October 2014, at New Arusha Hotel in Arusha-Tanzania.

The specific objectives of this meeting were:

- To provide a platform for political decisions makers, regional and international organizations (stakeholders) and donors to discuss how to further the integration process (social agenda).
- To lobby and advocate for the development of a tri-partite framework and road map for the promotion of the social agenda (free movement of workers and people) at national and regional levels as part of CMP implementation.



- To present to Stakeholders Conference participants the EATUC –EAEO joint position paper on removing barriers on free movement of workers in the EAC region.

The 3<sup>rd</sup> Regional Forum meeting and stakeholders conference reaffirmed the brotherly spirit of collaboration by both employers and employees' organizations, was a chance to increase their visibility and to establish direct contact and working relations to relevant national government representatives while at the same time presenting the joint position of trade unions and employers organizations on what need to be done for removing the barriers for free movement of labour in the EAC.

***Committee of Expert Meeting, 13th – 14th October 2014 Palace Hotel, Arusha-Tanzania***

EATUC in partnership with American Centre for International Labour Solidarity (Solidarity Centre) organized a technical planning meeting with the EATUC's Committee of Experts which took place on 13<sup>th</sup> to 14<sup>th</sup> October, 2014 at Palace Hotel, Arusha, Tanzania. The objectives of the meeting were sharing developed EATUC/EAEO joint position paper on Removing Barriers on Free Movement of Workers in the EAC Region, findings of the pilot project and EATUC's Advocacy Strategy for the continuation of the program. The agenda of the meeting was as follows:-

1. Sharing of Developed
  - Joint Position Paper
  - Joint Recommendation
  - Study Report(George Walusimbi)
2. Way Forward on Lobby and Advocacy
  - EATUC's Advocacy Strategy
3. Discussion on the East Africa Labour Research Institute
  - Research Team Composition(New Chairman)
  - Research Study (Status of the Implementation of Common Market Protocol from a worker's perspective)
  - The Specific Terms of Reference

During the meeting, the members of Committee of Experts were able to develop the EATUC's strategy for lobby and advocacy, identifying the key stakeholders and activities to be carried out.

### **East Africa Labour Research Institute**

The structure of East Africa Labour Research Institute was formulated, the institute will be composed by Board of Directors(Secretary Generals), EATUC Secretariat, Director of the Institute, Department of Finance/Administration and Department of Research . The members of Committee of Experts agreed that, the East Africa Labour Research Institute will be based and registered in Uganda, the National Organization of Trade Unions (NOTU) will facilitate the registration of the institute and providing the temporary office for the institute,

### ***Technical Planning Meeting of EATUC 2015 Tax Justice Campaign 4th to 5th November 2014 Tansoma Hotel, Dar es Salaam.***

EATUC in partnership with LO-Norway organized the technical planning meeting for EATUC 2015 Tax Justice Campaign which took place on 4th to 5th November 2014, Tansoma Hotel in Dar es Salaam Tanzania. The technical planning meeting provided a platform for the trade union participants and others selected from civil society actors in the region and beyond to learn, update each other and share analysis and strategies on curbing the current situation of reported millions and millions of dollars being lost through Illicit Financial Flows (IFF), mass government corruption, smuggling, organized crime, tax avoidance/evasion, money laundering, and international trade manipulations

EATUC has been involved in different initiatives on Tax Justice across the continent and beyond. Discussions on Illicit Financial Flows in Africa are matters that the trade unions in Africa have been following keenly, with recent reports of hiding in plain sight where three EAC countries were highlighted showcasing billions being lost in Illicit Financial Flows annually in Tanzania, Kenya and Uganda.

The objectives of the technical planning meeting of EATUC 2015 Tax Justice Campaign were as follows:-

- i. Exploring the links and making connections; Illicit Financial Flows Tax and Domestic Resource Mobilization
- ii. Link between Tax and Development: *Taxation and the African Industrial Transformation Agenda: The African Mining Vision*
- iii. Sharing experiences and lessons from the ground ,strengthening the Tax Justice Campaign in EAC: *Capacity, Research, Communication & Media*
- iv. Mapping of Key Issues from country

## **Way Forward**

### **Campaign for the Tax Justice**

The second day of the technical planning meeting participants from EATUC national affiliates (COTU-K, CESTRAR, COSYBU, TUCTA and ZATUC) identified

- the priority areas for engagement at national and regional level
- Collaborative Partners
- Time frame(short term, medium term and long term) for the activities

### ***Committee of Expert Meeting took place from 5th to 6th November 2014 Tansoma Hotel, Dar es Salaam-Tanzania***

#### **Introduction**

EATUC Committee of Experts meeting took place on 5<sup>th</sup> to 6<sup>th</sup> November 2014, Tansoma Hotel, Dar es Salaam Tanzania. Agenda of the meeting was as follows:-

- i. Review of the EATUC progress report
- ii. Review of the EATUC financial report of 2014
- iii. Labour Research Institute for East Africa
- iv. The Summit Meeting of 2015
- v. Review of EATUC Strategic Plan of 2012 – 2017
- vi. Report on Implementation of Common Market Protocol
- vii. AOB

The meeting started by electing a chairman whereby Bro. Salim Salim from ZATUC was elected to chair the meeting for two days

### **i. Review of the EATUC Progress Report**

The Committee of Experts reviewed the progress report and come up with the recommendations concerning to the progress report format. During the meeting, they proposed the progress report format as follows:-

- Introduction and Background(EATUC and its Strategic Plan)
- Trade Union Developments
- Achievements and Challenges
- Annex of reports from national centres

Last but not least, the Committee of experts recommended the EATUC Secretariat to share the progress report with members of COE.

### **ii. EATUC Financial Report**

The committee of Experts reviewed the EATUC Financial Report of 2014 and come up with the following recommendations:-

- Executive Secretary to write the final reminder letter to the Secretary Generals about payment of outstanding dues
  - To clear all outstanding dues at least half of amount otherwise EATUC will suspend the affiliates in any EATUC activity
- To suspend the affiliates which did not pay their outstanding dues to attend the Summit Meeting next year or EATUC to send invitation letter but the affiliates to bear participation costs for their delegates.
- Applying the constitution measures(Sanction)
- EATUC Chairman to discuss the issue of outstanding dues with the Secretary Generals.

### **iii. Labour Research Institute for East Africa**

Committee of Experts agreed that the Executive Secretary would give guidance on registration and that the proposed Organogram (organizational structure) would first be endorsed by the Summit in February 2015 before the institute being operational

It was recommended that the institute should be housed in EATUC's office for want of proper coordination as per proposed Organogram and proper Accountability of its operation. It was also clear that the move of registering it in Uganda was against the Summit's Decision on how the Institute would be run.

#### **iv. The Summit Meeting 2015**

The Committee of Experts discussed about the upcoming EATUC Summit Meeting early 2015. The Committee of Experts agreed the structure of Summit Meeting of 2015 as follows.

- a) Pre-Summit Activities (Youth and Women activities)
- b) Committee of Experts Meeting (Compiling the recommendations from Youth and Women activities)
- c) Summit Meeting

The Committee of Experts proposed the themes for the Youth and Women activities:-

- Promoting Youth Employment within EAC through Tax Justice Campaign(Tax Justice and Youth Employment)
- Women Labour Rights
- Economic Literacy
- Greater Tax Justice greater Youth Employment

EATUC Secretariat will prepare the Concept Note for Youth and Women activities. The members of Committee of Experts will facilitate the Youth and Women activities.

The Summit Meeting will take place in Uganda; NOTU will host the meeting and looking forward how will support EATUC on:-

- Booking the Hotel
- Airport Transfer
- Media organizing
- Campaign materials(T-shirts and Banners)
- The study visit

**v. Review of EATUC Strategic Plan of 2012 – 2017**

About review of EATUC Strategic Plan of 2012-2017, Committee of Experts proposed, EATUC to find external consultant who will review the strategic plan before the final approval of Committee of Experts.

**vi. Report on Implementation of Common Market Protocol**

The Committee of Experts agreed to conduct the study which will identify the gaps and similarities in the laws and policies across EAC partner states, the study will support to identify areas of harmonization.

**Proposed Parameters**

- Gender/Youth Policy
- Social Security/Social Protection
- HIV/AIDS Policy
- Education and Training Policy
- Labour Relations/Labour Standards

**Way Forward**

Dr Kapalata to develop the parameters and share it with Yazidi Baligasima from NOTU and Davids Etyang from EATUC

**vii. AOB**

- Sharing the minutes of COE meeting with the members of Committee of Experts
- COTU-Kenya to write official letter to Executive Secretary to clarify about the replacement of member of Committee of Expert from COTU-Kenya

***EATUC-StreetNet Joint Workshop Organising Workers in the Informal Sector  
8<sup>th</sup> - 10<sup>th</sup> December 2014 Lush Garden, Arusha***

East African Trade Union Confederation in partnership with StreetNet International organized joint workshop on organizing workers in the informal economy in East Africa which took place from 8<sup>th</sup> to 10<sup>th</sup> December 2014 in Lush Garden Hotel, Arusha- Tanzania. The workshop brought together participants from East and Southern Africa who are working with the informal economy.

Objectives of the workshop were as follows

- Informal economy organizations and trade unions jointly explore the challenges they are facing in organizing informal economy workers;
- Comparative analysis on recruitment, collective bargaining and services needed for organizing workers in the informal sector;
- Adopt a regional work plan for organizing activities in the informal economy in EAC region as well as work plans in all the participating countries;
- Comparison of national policies on the informal economy in different countries in EAC region;
- Development of regional policies for submission to EAC

## **EATUC – StreetNet DECLARATION**

Representatives of 6 EATUC affiliates in 5 EAC countries, 5 StreetNet affiliates in 3 EAC and 2 Southern African countries, and one new informal economy organisation in the EAC region (all from Burundi, Kenya, Malawi, Rwanda, Uganda, Zimbabwe and Tanzania including Zanzibar) in recognition of the fact that the majority of workers in the EAC region are in the informal economy, have resolved to forward the following policy and action proposals to EAC via EATUC:

### **1. Informal workers' labour rights**

- 1.1 More markets and trading sites;
- 1.2 Social amenities to be provided by local authorities;
- 1.3 Recognition by governments (as we are the best in paying taxes)
- 1.4 Revise labour laws to recognise workers in informal economy, and align with provisions of constitutional rights;
- 1.5 Freedom of association – to implement policies that all citizens in one country to join or form TUs in other countries;
- 1.6 Freedom of movement and right to work – without restrictions like work permits;
- 1.7 End of discrimination and harassment against informal workers;
- 1.8 End of sexual harassment of informal women workers;
- 1.9 Decent work for adult workers so that they do not use their children for child labour.

### **2. Employment creation & livelihoods in informal economy**

- 2.1 Informal economy to be consulted and included in review of bylaws  
Abolishment of outdated bylaws;
- 2.2 Recognise informal economy as drivers of economy;
- 2.3 Consultation with workers in informal economy on implementation of EAC Common Market Protocol;
- 2.4 Remove barriers to free movement of persons in EAC;
- 2.5 Member States to budget for informal economy programmes – in line with their contribution to the economy;
- 2.6 Decent work environment for informal workers with disabilities.

### **3. Social protection for informal workers**

- 3.1 Recognition by govt. as we are best in paying taxes;



- 3.2 Decent work environment and safe and clean water and access to clean ablutions;
- 3.3 Fighting for minimum wages (e.g. transport sector)
- 3.4 Decent work conditions for informal workers with disabilities;
- 3.5 Rights and security for informal women workers.

#### **4. Informal workers and representation**

- 4.1 Demand social dialogue – Nothing for Us without Us!!
- 4.2 Representation from down to up;
- 4.3 Participation in policy-making;
- 4.4 Informal economy workers' representation in EAC structures, national assemblies, local assemblies – elected by informal economy workers' organisations;
- 4.5 Governments should recognise and formalise informal economy and set up workers' structures;
- 4.6 Informal workers should be represented in EATUC delegation for tri-partite social dialogues on any issues affecting informal workers;
- 4.7 Education programmes for informal economy workers in all policy issues affecting them.

#### **5. Migrant workers and cross-border trade**

- 5.1 Free movement of labour / cross-border traders in EAC and SADC
- 5.2 PAS (practically acquired skills) – good practice to be adopted to assist informal cross-border traders' mobility;
- 5.3 Publicity programmes for cross-border traders;
- 5.4 Recognition of informal cross-border traders;
- 5.5 Simplified Trade Regime to be negotiated/adopted on all borders
  - reduce business costs
  - reduce non-tariff barriers
  - Faster issuing on trade & work permits
  - engage cross-border traders in opening new markets

- stop harassment of women cross-border traders
- expedite issuing of health & sanitation certificates
- creating new cross-border trade opportunities through cooperatives
- Informal cross-border traders to be engaged on the formulation of policies and laws

5.6 TUs to push their governments to ratify Convention a43 on migrant work and to get governments to formalise procedures for informal cross-border trade

***Special Committee of Experts Meeting, 11<sup>th</sup>-12<sup>th</sup> December, 2014, Arusha-Tanzania***

The 2 day meeting was organized to go through the Draft Social Partner Charter on Good Governance in the Extractive Industries in the East Africa which developed by Dr. Mohammed Mwamadzingo from ILO- Geneva.

The meeting agreed Dr. Mohammed Mwamadzingo to finalize the Charter by including all the input from the participants and submitting the final version to EATUC first quarter of 2015.

## **REPRESENTATION/MEETINGS/TRAINING ATTENDED BY EATUC**

### ***Achieving Decent Work through Economic Literacy in Africa: A Trade Union Training Programme which was held in Protea Parktonian Hotel, Johannesburg, South Africa 9-10 April 2014***

The trade union training programme on “Achieving Decent Work through Economic Literacy in Africa” has been in operation since 2010. The programme was a direct follow up of conclusions of the Fifth LO-Norway Partners Conference held in Lilongwe, Malawi (24-26 September 2008) when delegates endorsed the notion of the “Decent Work Agenda” as an integrated framework for promoting institutional change in Africa. The conference recognized that the Decent Work Agenda offers a balanced strategy for social and economic progress composed of the four strategic objectives, namely (i) promote and realize standards and fundamental principles and rights at work, (ii) create greater opportunities for women and men to secure decent employment and income, (iii) enhance the coverage and effectiveness of Social Protection for all and (IV) strengthen tripartism and social dialogue.

#### **The long term objectives of the programme were stated as follows:**

- Promote and support an established structure responsible for economics and decent work within the national trade union centres;
- Build and strengthen the capacity of national trade union centres to develop policies on employment promotion and effective participation in national, regional, international tripartite discussions and decision-making processes on issues concerning decent work;
- Enhance workers' education programmes in the field of economic policies; and
- Promote an effective communication network among the national trade union centres in the region in the field of economic policies and decent work.

**Outcomes of the training activities at the national level include:**

- Establishing or strengthening of internal structures for economics and decent work;
- Strengthening of national trade union capacity for the development of policies in the area of decent work and for their effective participation in national, regional, international tripartite discussions and decision-making processes on issues concerning decent work;
- Integrating decent work and economic policies within workers' education programmes; and
- Establishing a network among the national trade unions in the region to facilitate information and experience sharing on social and economic policy issues.

EATUC was represented by Executive Secretary and Bro. Davids Etyang

***The 2nd EAC Conference on Persons with Disabilities Held in Nairobi from 19th – 20th June 2014***

The EAC Conference on Persons with Disabilities (PWDs) under the theme: **“Empowerment”** the disability concern in the EAC Regional Integration Agenda, was organized to operationalise Article 120 (c) of the Treaty establishing the East African Community. This article provides for the EAC Partner States’ development and adoption of a common approach towards disadvantaged and marginalized groups, among which are the PWDs.

The conference was held between 19th and 20th June 2014 in Inter-Continental Hotel Nairobi Kenya. It was attended by Ministers and Members of Parliament (MPs) from Partner States, PWDs from selected organizations promoting the interests of PWDs, representatives of PWDs, members of EALA, officials from the EAC Secretariat, officials from the Ministry of East African Community Affairs (MEACA) Kenya, members of Civil Society and Individuals from the Private Sector.

During the meeting, EATUC participated in drafting communique and discussions on how to empower workers with disabilities in the EAC. The meeting was represented by Bro. Stephano Mwaiko

***The Regional Strategic Planning Meeting Organized by Regional Strategic Planning Meeting Organized by Reality of AID Africa Network Held on 26<sup>th</sup> to 27<sup>th</sup> June 2014, Longview Suites in Nairobi Kenya***

Reality of Aid Africa Network which hosts the African secretariat for CSO Partnership for Development Effectiveness (CPDE) organized a strategic planning meeting .The technical meeting brought together the four sub-regional representatives as well as representatives from the four thematic groups (Trade Unions, FBO, Rural Sector and the Feminist group).EATUC was represented by the Program Officer

The top agenda of the meeting were:-

- i. Review proposed country and sub-regional work plan
- ii. Discuss fundraising opportunities
- iii. Give feedback and analysis on the HLM in Mexico

**Recommendations/Action to be taken**

**i. Sub regional Budgets**

East Africa, West Africa and Southern Africa regions are to develop a comprehensive CPDE budget for their respective sub regions to the secretariat for consolidation. Central Africa is to send a consolidated budget.

**ii. National Budgets**

All the countries are advised to send to the secretariat through their sub regional heads, the national budget corresponding to the budget of US\$ 5000. This should be accompanied by the 2014 action plan covering the budget

EATUC was presented its work plan for 2014. The meeting was attended by Bro. Stephano Mwaiko

***Meeting on the Program for Infrastructure Development in Africa (PIDA) – 29<sup>th</sup> to 30<sup>th</sup> June, Nairobi Kenya***

**Origin:** In 2012, at their Summit, Africa Heads of State adopted African Leaders endorsed the Programme for Infrastructure Development in Africa (PIDA), as the blueprint for the continent. It waives together the plans of the New Economic Partnership for Africa's Development (NEPAD) and Infrastructure Master Plan of the African Union (AU) in a single, inter- continental and overarching framework for infrastructure development for Africa.

**Purpose:** PIDA's main purpose is to strengthen the consensus and ownership of \$360 billion in large cross-border infrastructure project that integrate energy, transportation and water development on a continental scale from the present until 2040. In addition, it is intended to support the implementation of the African Union's Abuja Treaty and lead toward the creation of the African Economic Community by 2028

During the meeting, EATUC participated in discussions and planning for the way forward in implementation of PIDA, EATUC was represented by Bro. Stephano Mwaiko

***Fellowship on Research, Lobby and Advocacy Work on Employment, Decent Work and Social Protection as key issues in the Post 2015 SDG's 8<sup>th</sup> September – 17<sup>th</sup> October New York 2014***

The International Trade Union Confederation (ITUC) and Friedrich-Ebert-Stiftung (FES) New York Office have developed a fellowship programme that enables partners especially from the Global South to send professional staff who shall spend a defined period of time undertaking research or political advocacy at the United Nations in New York. The idea behind the initiative is to provide an opportunity for the Fellow to deepen their understanding of the UN system and capacities to deal with policy issues that are relevant to the work undertaken by their local organization back home. Also importantly, this programme comes at a time when the International Trade Union Confederation (ITUC), no longer has an office in New York, which makes it increasingly difficult to closely follow all developments at the United Nations from time to time.

EATUC Social Economist and Research Officer-Bro. Davids Etyang was attending the Fellowship .The timing and dates for the six weeks fellowship in New York was carefully selected to enable him to get actively involved in important

events and activities that overlapped with the opening of the United Nations General Assembly (UNGA). This provided opportunity for him and EATUC to deeply understand how the UN system works, more so the channels and platforms available for the international trade union movement and other civil society groups to advance our issues at the United Nations.

***3rd EAC SG Forum for Private Sector, CSOs and other interested group which was held on 12th-13th September 2014 in Entebbe, Uganda***

The EAC Council of Ministers in November 2012 approved the EAC Consultative Dialogue Framework (CDF). The CDF provides a framework for a structured dialogue between the East African Community, Private Sector Organizations, Civil Society Organizations and other Interest Groups as provided under Article 127,128 and 129 of the EAC Treaty.

The 3rd SG-Forum under the theme “**EAC: My Home, My Business**” was an opportunity to widen and deepen EAC integration process and to dialogue on opportunities and challenges provided by the EAC integration process as well as share experience with the EAC Secretary General on regional integration matters.

During the Forum; EATUC/EAEO joint recommendations were presented, the participants appreciated the efforts done by EATUC/EAEO in promoting the region integration. More than two hundred participants were attending the SG Forum; EATUC was represented by bro. Stephano Mwaiko

***EATUC/ITUC-Africa Youth Camp 26<sup>th</sup> to 28<sup>th</sup> August 2014***

The African Regional Organization of the International Trade Union Confederation (ITUC-Africa) organized Youth Camp which was held from 26<sup>th</sup> to 28<sup>th</sup> August 2014 in Kilimanjaro, Tanzania. The youth camp brought together 30 participants 11 female and 14 male from Africa

The objective of the Youth Camp was to build the capacities of young trade union activist on relevant themes whiles rekindling the spirit of trade unionism and reinforcing camaraderie among participants.

**Youth Camp Outcomes**

- Capacities of 30 young trade union activists developed in various thematic areas

- Trade unionism and working class consciousness reinforced among the youth participants
- Leadership skills instilled and strengthened among participants
- Essential survival skills strengthened among youth
- A strong network of youth established
- An army of Cadres trained

EATUC had a pleasure of hosting the first ITUC-Africa youth camp in Moshi. The Executive Secretary facilitated some of the sessions during the youth camp

***5 YEARS OF THE AFRICA MINING VISION (AMV) – STRENGTHENING NETWORKING OF CSOS AND SOCIAL CONSTITUENCIES FOR MORE EFFECTIVE POLICY INFLUENCE 19-20 NOVEMBER 2014***

Third World Network-Africa (the secretariat of the pan-African network African Initiative on Mining, Environment and Society (AIMES)), the Southern African Resource Watch (SARW) and ITUC-Africa organized a conference of activists in Lusaka, Zambia 19-20 November 2014. The conference was held immediately before an Extraordinary Conference of African Ministers of Mineral Resources which took place in Victoria Falls, Zimbabwe, 22-26 November 2014. The meeting brought together about 50 CSO activists and trade unionists working on a range of African development issues which have a bearing on the agenda of the AMV such as human rights and environmental impacts, mineral sector governance fiscal issues including illicit flows, international trade and investment, issues and finance. The conference objectives were to

1. evaluate the progress in the implementation of the Africa Mining Vision (AMV) and;
2. discuss ways of strengthening networking among pan-African networks and organisations towards improving collective activism and advocacy for the realisation of the AMV as part of an African agenda for structural transformation with equity

During the meeting EATUC was participating in group discussions for planning and proposed key issues to be presented in Extraordinary Conference of African Ministers of Mineral Resources which took place in Victoria Falls, Zimbabwe, 22-26 November 2014. EATUC was presented by bro. Stephano Mwaiko



### ***ITUC- Africa New Year School***

EATUC has had the privilege to participate in the ITUC New Year School since its inception. The 2014 New Year School had the theme Promoting decent work & sustainable development in Africa through worker's power where EATUC shared its experience on the different panels and chaired some of the sessions.

### ***Wage indicator Annual planning meeting***

It was the first time for EATUC to participate in the Wage Indicator meeting. In this particular meeting EATUC was briefed on the databases available and also discussions on how best EATUC can use the information collected in the Wage Indicator programme.

### ***Civil Society Advisory Committee of the Commonwealth Foundation***

The Executive Secretary represents Eastern Africa on the Advisory Committee. The Committee discussed the milestone made during the Common Wealth Peoples Forum held in Sri Lanka, where by the trade union position on Post2015 Decent Work and Social Protection was included in the Outcome document. During the meeting the Executive Secretary also had an opportunity to meet with Comrades from TUC-UK and discuss on co-operation with EATUC on issues of workers with disability.

### ***Trade Union Development Cooperation Network***

The Executive Secretary attended the TUDCN annual meeting that sets the agenda and annual program on development cooperation.

### ***AU - ECA forum on financing for development in Africa***

The meeting brought together different stakeholder to discuss the issue of financing for development in Africa in relations to financing Post2015. EATUC main contributions were on the Private Sector involvement in development that is being discussed. EATUC stressed on respect to ILO conventions and also a proper explanation of who these private sectors if they were local grown private sector or multinational cooperation's operating in Africa considering the high percentage of informality in Africa.

### ***Trade Union Federation of Eastern Africa***

EATUC attended the annual TUFEA meeting where EATUC's progress report was shared with participants. EATUC's work was appreciated by participants and there were discussions on how EATUC and TUFEA could collaborate to strengthen trade union movement in the Larger Eastern Africa.

EATUC also facilitated in organizing of the 1<sup>st</sup> TUFEA women's committee that saw the confirmation of the Committee member and a development of the work plan for the committee.

### ***ITUC Congress***

EATUC was invited as an observer to the ITUC Congress held in Berlin. During the meeting the Executive Secretary held some bilateral discussions with different TUs and contributed to discussions of different panels at the Congress.

### ***International Labour Conference***

The Executive Secretary attended the ILC and participated in the Committee for Standards and the Informal Economy. In the Committee for Standards she was able to contribute in the drafting and preparation of the NOTU and other TUs response to the Ugandan Case and other Cases from Africa that were being discussed by the Committee of Standards.

### ***Solidarity Gender meeting***

EATUC participated in a meeting organized by Solidarity Center in pilot testing a manual on Gender mainstreaming and sharing of experience in gender mainstreaming in the Trade Union and world of work.

### ***Africa-USA Heads of States Summit***

The Executive Secretary was part of the trade union delegation to the Summit. She participated in the CSOs event that was addressed by the President of Tanzania and Ghana, The US Vice president and Secretary of States on the role. She also participated on panels and bilateral discussions around AGOA meeting members of House of Representatives and Congressmen on the same issue.

### ***Launching of the ITUC- African Labour Education and Research Institute***

EATUC participated in the launching of the ALERI and shared its experience on the research structures in EATUC and how to collaborate with ALERI.

### ***Launch of OATUU Women Commission***

EATUC attended the launch of OATUU women commission and facilitated some sessions and oversaw the Election of the different organs of the Women Commission.

### ***ILO-ACTRAV Sub regional Conference***

EATUC attended the follow up meeting to the ILO-ACTRAV regional meeting held in Nairobi last year. The Eastern African Sub regional meeting discussions were on the role of social dialogue and freedom of association in the regional, talking about the challenges and way forward. A work plan was also developed.

### ***EAC Social Partners Meeting on Harmonization of Labour Laws and Labour Policies***

The meeting organized by the EAC discussed on the consultant report on harmonization of legislation and policies. EATUC had already shared with the Secretariat on the TU position on harmonization of labour policies; it also shared with the participant on their joint position with the employers' organization on Work permits.

### ***LO-Norway's Partners Conference***

During the partners conference the Executive Secretary made a presentation on Youth Rights in Africa.

### ***Workshop on trade union rights and labour standards for productivity in Africa, held in Kigali Rwanda from 17<sup>th</sup> – 21<sup>st</sup> November 2014.***

This workshop organised by ILO ACTRAV in collaboration with the Japanese trade unions (RENGO) brought together trade union leaders and experts from across sub-Saharan Africa to discuss how productivity in Africa can be enhanced through upholding labour rights and labour standards.

Regional and sub-regional trade union organisations took part in this workshop, and EATUC was represented by Bro. Davids Etyang, who shared with the meeting the EATUC's role in enhancing productivity in the East African region.

***The African Labour Research Network (ALRN), 2014 Annual General Meeting (AGM), held 23<sup>rd</sup> and 24<sup>th</sup> November 2014, Johannesburg, South Africa***

The annual general meeting (AGM) 2014 of the African Labour research network was held in Johannesburg, South Africa and it brought together trade unions researchers from different national centres across the continent affiliated to the network. Regional and sub-regional trade union organisations, ITUC-Africa, EATUC, and SATUCC were invited to attend and share their strategic plans and would be areas of cooperation with ALRN.

EATUC was represented by Bro. Davids Etyang in this meeting.

## **VISITORS TO EATUC SECRETARIAT**

### **Solidarity Center**

27<sup>th</sup> February 2014

#### **Visitors**

1. Hanad - Director Eastern and Southern Africa
2. Caroline Kasina – Program Officer, Eastern Africa

#### **Aim:**

The purpose for their visit to EATUC Secretariat was to discuss about the areas where Solidarity Center will support for the year 2014 and planning how the activities will be carried out. During the round table meeting, Solidarity center committed to support EATUC on

- i. Redesigning the EATUC Website
- ii. Press Conference
- iii. EATUC lobbying and advocacy meetings with EAC

### **Federation of Dutch Unions (FNV)**

28 May 2014

#### **Visitors**

1. Wim Mellink – FNV Policy Advisor
2. Eutropia Ndido - FNV Consultant
3. Grace Banya – FNV Consultant

#### **Aim**

The visit of FNV staff to EATUC Secretariat was aiming to discuss on how EATUC can collaborate with FNV. The round table meeting was very fruitful; EATUC Secretariat was sharing with FNV staff its various programmes and activities implemented through EATUC strategic plan of 2012- 2017. In conclusion of the meeting, the FNV showed interest to cooperate with EATUC on research.

## **FES**

15 August 2014

### **Visitor**

Sabine Klaus – Regional Coordinator EAC

## **MSTCDC**

15 August 2014

### **Visitors**

1. Elizabeth Kerr – Student
2. Gaudentia – Language Trainer

## CHALLENGES

Despite the achievements made by EATUC during the period, the organization is still facing challenges in its daily activities; the following are among the challenges

### **i. Institutional Capacity**

Lack of resources (human and finances) has affected EATUC to achieve its goals, little amount of contributions collected from affiliates and shortage of human resources has impact to EATUC in implementation of its activities.

### **ii. Participation of East Africa Community Secretariat to EATUC meetings and Conferences**

There is poor participation of EAC secretariat to the EATUC meetings and conferences despite the efforts taken by EATUC to invite the EAC staff; this has impact to EATUC in pushing its agenda within EAC.

iii. With the observer status at the EAC; Only allowed to speak at the jurisdiction of the Chairperson

## Proposed Way Forward

### **I. Enabling the economic sustainability of the EATUC secretariat**

EATUC will continue to improve its resource mobilization strategy in order to increase collection of contributions from affiliates other cooperating partners

### **II. Expanding EATUC network**

EATUC will continue to cooperate with likeminded organizations (ITUC, OATUU, SATUC... etc) and cooperating partners (LO-FTF, FES, LO-Norway, Solidarity Centre and ILO) in the sub-region and beyond so as to advance its objectives/roles within the EAC region

# Annex

## Quarterly Reports from National Centers

### CESTRAR

JANUARY- MARCH, 2014	
<b>1. NAME OF ORGANISATION</b>	RWANDA TRADE UNION CONFEDERATION(CESTRAR)
<b>2. CITY, COUNTRY</b>	KIGALI-RWANDA
<b>3. NUMBER OF AFFILIATES</b>	Sixteen Affiliates (16)
<b>4. TOTAL MEMBERSHIP</b>	42,000
<b>5. GENDER REPRESENTATION</b>	1 Woman – President 2 Women – Deputy Secretary Generals 16 Women – Treasurers
<b>6. TRADE UNION DEVELOPMENTS</b>	<ol style="list-style-type: none"> <li>1. Revising the Labour law</li> <li>2. One union joined CESTRAR</li> <li>3. Draft on minimum wage policy</li> </ol>
<b>7. ECONOMIC DEVELOPMENTS</b>	Gross Domestic Product (GDP) Growth 2013 7.9% Preparation of the budget
<b>8. POLITICAL DEVELOPMENTS</b>	Reforms in some government institutions
<b>9. MONITORING IMPLEMENTATION OF THE EAC COMMON MARKET PROTOCOL</b>	Most articles from CMP are incorporated in the New immigration law
<b>10. ANY OTHER IMPORTANT INFORMATION</b>	Celebrated a successful labour day (49 <sup>th</sup> Labour Day)



## COTU- KENYA

JANUARY – JUNE, 2014	
<b>1. NAME OF ORGANISATION</b>	The Central Organization of Trade Unions, Kenya (COTU-K)
<b>2. CITY, COUNTRY</b>	Nairobi
<b>3. NUMBER OF AFFILIATES</b>	41
<b>4. TOTAL MEMBERSHIP</b>	2 Million
<b>5. GENDER REPRESENTATION</b>	1 Woman – Treasurer General COTU (K) 4 Women – Executive Board Members 1 Woman – Assistant Secretary General
<b>6. TRADE UNION DEVELOPMENTS</b>	<ol style="list-style-type: none"> <li>1. Reforms in social security</li> <li>2. Four unions joined COTU (K) in 1<sup>st</sup> quarter</li> </ol>
<b>7. ECONOMIC DEVELOPMENTS</b>	Gross Domestic Product (GDP) Growth 2013 4.6%
<b>8. POLITICAL DEVELOPMENTS</b>	<p>Despite the implementation of a new constitution in 2010, corruption has continued to hollow out key governance institutions like the Judiciary, Executive, security services and Legislature. The stated vice has compromised flagship projects of Vision 2030 and new development initiatives. It has also deepened inter-ethnic mistrust as perceptions grow that appointments are being made on an ethnic basis in parastatals, the judiciary and the executive.</p> <p>There was also an imminent revolution when the opposition party called for mass action in the month of July and especially on 'saba saba' (7th July). Nevertheless, the government managed to quell the tension though a referendum process is in progress.</p>
<b>9. MONITORING IMPLEMENTATION OF THE EAC COMMON MARKET PROTOCOL</b>	<p>The ratification and coming into effect of the EAC Common Market Protocol in July 2010 gave way to regional integration. Kenya has waived the requirement for work permits for the nationals of East Africa Community.</p> <p>We have increased movement of people, goods and services across the borders. Soon Kenya will allow the use of identification (ID) of East Africa Community nationals for cross boarder migration.</p> <p>COTU (K) is undertaking a rapid assessment of workers' awareness of the provisions of the Common Market Protocol in Kenya. Data is being collected from</p>

	<p>trade union members representing all the 41 affiliates and also from the informal sector. The report thereof will be presented to EATUC Secretariat on 30th September 2014 for information and action.</p> <p>Free cross boarder listing (free movement of capital) is going on in the region and Kenya is a major player.</p> <p>Increased business ventures from Kenya. Resolutions of the problem of non-tariff-barriers.</p> <p>Kenya has removed unnecessary roadblocks.</p> <p>During this period, the trade union movement in Kenya continued to receive interferences from the executive arm of the government. For instance, the rival federation that enjoys government backing continued agitating to replace COTU (K) in tripartite institutions. The strife between social partners and the Ministry of Labour greatly weakened the tripartite structure and consequently crucial meetings such as the Wage Council have not met since January 2014. Implementation of the new NSSF Act 2013 was halted following court application by 6 COTU (K) affiliates and Federation of Kenya Employers.</p>
<p><b>10. ANY OTHER IMPORTANT INFORMATION</b></p>	<ul style="list-style-type: none"> <li>• Celebrated a successful labour day (49<sup>th</sup> Labour Day)</li> <li>• COTU (K) has continually participated in establishing national policies that will enhance public cohesion and decent work for all. For example, the organization participated actively in the review of Occupational Safety and Health Act to reflect the current situation. COTU (K) also participated in the drafting of OSH policy in the Road sub-sector to address the rising cases of road accidents.</li> </ul>

## COSYBU

**JANUARY – JUNE, 2014**

<b>JANUARY – JUNE, 2014</b>	
<b>1. NAME OF ORGANISATION</b>	CONFEDERATION SYNDICALE DU BURUNDI (COSYBU)
<b>2. CITY, COUNTRY</b>	BUJUMBURA, BURUNDI
<b>3. NUMBER OF AFFILIATES</b>	THIRTY THREE (33)
<b>4. TOTAL MEMBERSHIP</b>	12 021
<b>5. GENDER REPRESENTATION</b>	1 WOMAN – EXECUTIVE SECRETARY 1WOMAN – COUNCIL GENERAL 2 WOMEN – EXECUTIVE BOARD MEMBERS
<b>6. TRADE UNION DEVELOPMENTS</b>	<ul style="list-style-type: none"> <li>• A federation of trade unions in agriculture sector registered which is named FEBUTRA</li> <li>• New election of executive board members of COSYBU With</li> </ul>
<b>7. ECONOMIC DEVELOPMENTS</b>	<p>GDP : USD 153.12 per year Unemployment :35% Minimum wage: 105FBU/day in rural zone; and 160Fbu /day in town</p> <p>1) A new law in bank sector are on the table of the assembly, some articles are contested by COSYBU, such us art n° 5,7,15,39,49,92 and 95. 2) charges of lorry in transit in Tanzania territory become 152USD instead of 500USD</p>
<b>8. POLITICAL DEVELOPMENTS</b>	<ul style="list-style-type: none"> <li>• Implementation of mutual health in private sector</li> <li>• Electoral calendar have been announced. Elections will take place from May to august 2015.</li> </ul>
<b>9. MONITORING IMPLEMENTATION OF THE EAC COMMON MARKET PROTOCOL</b>	National tripartite workshop for evaluating the implementation of the EAC Common Market Protocol has been taken to Bujumbura; Lo/FTF were the main partner with COSYBU and AEB (employers' organisation): the government accept to annul the fees related to work permit with reciprocity.

<b>10. ANY OTHER IMPORTANT INFORMATION</b>	<ul style="list-style-type: none"> <li>• Biometric identity card is delivering</li> <li>• A main activist in human right has been arrested and the forum of civil society decided to wear in green (colour of clothes of prisoner) every Friday</li> </ul>
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## NOTU

<b>JANUARY- MARCH, 2014</b>	
<b>1. NAME OF ORGANISATION</b>	National Organisation of Trade Unions
<b>2. CITY, COUNTRY</b>	Kampala Uganda
<b>3. NUMBER OF AFFILIATES</b>	20 and 7 have applied for affiliation
<b>4. TOTAL MEMBERSHIP</b>	224662 as per 31 <sup>st</sup> December 2013
<b>5. GENDER REPRESENTATION</b>	We have not yet disaggregated our membership in terms of Gender.
<b>6. TRADE UNION DEVELOPMENTS</b>	<p>NOTU held its 7<sup>th</sup> QDC in December 2013</p> <p>New leaders were elected into power</p> <p>7 unions from COFTU have applied for affliction to NOTU</p> <p>NOTU shifted to another office on 5<sup>th</sup> May 2014</p> <p>NOTU has consolidated its check off from the source and know we can fiancé 50% of our budget.</p>
<b>7. ECONOMIC DEVELOPMENTS</b>	Uganda is in the preparation of the new budget, all ministries and Government agencies submitted their budget to ministry of finance.
<b>8. POLITICAL DEVELOPMENTS</b>	The political situation has been calm for the last five months, the opposition is busy campaigning for constitutional reforms and reinstallation of the presidential term limits. Member of the ruling party NRM are busy mobilizing their membership to endorse President Yoweri Museveni as the sole candidate for 2016 General Elections. 33 districts have already endorsed him. The ruling party NRM has two groups, pro-museven and the pro-mbabazi.
<b>9. MONITORING IMPLEMENTATION OF THE EAC COMMON MARKET PROTOCOL</b>	<p>Concerning the implementation of the EAC CMP a lot is still in words, much has been said but less is implemented, the most resent being the one call rate for East African Countries.</p> <p>Uganda is in the process of registering its citizens for identity cards, intended to</p>

	enable Ugandans to move in East Africa free with the machine readable Identity cards as form of identification. Uganda is still charging work permit fees.
<b>10. ANY OTHER IMPORTANT INFORMATION</b>	

## **NOTU/LO-NORWAY COOPERATION**

### **Second Quarter Report 2014**

**Introduction**

National organisation of trade Unions (NOTU) is the oldest trade union Centre in Uganda with 20 full Labour union affiliates and 6 partial affiliates. Making a total of 26 affiliates, NOTU has existed since 1973 with a lot of financial problems and it was in 2012 when it achieved a check off system. This has tremendously improved NOTU Financial stand and hence improving NOTU sustainability. NOTU is on the road of getting a permanent home, this was started by shifting from the former office to another office but in the same locality, plans are underway to permanently acquire the building were currently occupying. All the achievement of NOTU can not only be attributed to its internally generated resources but also to external funding from the development partners such as LO-Norway. This regard NOTU is implementing an institutional development project as per the project goal below.

**Project Goal:**

The project goal is to build a financially viable, effective, Democratic and influential trade union movement in Uganda. This aims at contributing to the development of a strong, united, democratic, financially viable organisation with skilled shop stewards capable of representing their members. The appendix to the project agreement provides that, the strength of the labour movement in Uganda will be reflected on number of members, quality of organisational structure, and ability to influence improved working conditions. Financial viability is measured basing on financial management, dues and income. Democracy is measured basing on the quality of the constitution and adherence to it. Skilled shop stewards shop stewards capable of representing their members is measured based on developed capacities, number of trained members and leaders and the effective implementation of the acquired skills.

## **Achievement as per the project Goal**

As reflected in the project Goal and indicators above, the following were registered as achievements in the Second quarter of 2014.

1. NOTU affiliates increase to 26 Unions and the membership now stands at 280324 members reflecting an increment of 55662 newly admitted unions.
2. NOTU Youth and women held their planned quarterly meeting fully supported by Lo-Norway. As a result the youths are organising a fashion show under the theme youth empowerment through creative thinking. This is aimed at attracting young workers to join trade unions(refer to NOTU First quarter report, 2014)
3. During the first quarter of 2014 NOTU collected 77millions out of 132 million anticipated affiliation fee collections. This was because of the diverse membership and we never managed to reach all the employers to pick cheques. Mechanisms have been designed to reach all the employers and some employers who are far from Kampala have been advised to start banking cheques on NOTU account.
4. Three Secretariats, one Central Governing council and one Finance and general purpose Committee meetings were held. These were aimed at reviewing the budget, the activity plan and meeting the delegates from Lo-Norway. As a result of these meeting, NOTU Budget and activity plan for 2014 were passed by the Finance and General Purpose committee and approved by Central Governing Council.

## **Activities implemented in the Second Quarter of 2014.**

1. Organising and Recruitment.
  - a. Admission of six Unions

During the period under review NOTU Secretariat concentrated on admitting the six unions as indicated above. The Secretariat made several meetings with management of the six unions, as indicated in the NOTU First Quarter Report, 2014; the Central Governing Council assigned the Secretariat to design the modalities of admitting the six unions. It was against this that the Secretariat meeting held on 20<sup>th</sup> April resolved to admit the six unions. And in the sitting of the Central Governing Council 13<sup>th</sup> May 2014, members resolved to admit the six unions and appointed a committee whose members were NOTU secretariat, NOTU trustees and the General Secretary of National Union of Plantation and agricultural workers Uganda and the General Secretary of Uganda National Teachers Union. The process has been concluded and the six unions are full members of the National Organisation of Trade Unions.

b. Signing of MoUs with Informal sector associations.

National organisation of Trade Unions realized the importance of organising the informal sector workers into trade unions. This was concretized during the 2012 constitutional amendment when it opened up for informal sectors association to affiliate direct to NOTU. As a result NOTU has encouraged the affiliated unions to design mechanisms of working with informal sector associations, this led to signing of five (5) MoU between Amalgamated Transport and General Workers Union and these are as below.

- i. Entebbe Airport Cargo Carriers Association
- ii. Entebbe Airport Casual Labourers Association
- iii. Uganda Airport Taxi Service Association
- iv. Galima Fight HIV/AIDS Initiative
- v. Uganda Bus Drivers and Allied Association

The informal sector associations have improved NOTU membership by 1500 during the Period under review. This put NOTU membership at 281800 members.

#### Education and Training

##### **1. NOTU workshops on the liberalisation of the pension sector at Imperial Royal Hotel.**

A series of workshops and meetings were organized in the first Quarter of 2014 to stop the government position on tabling the pension's liberalisation Bill to parliament. This led to the establishment of a taskforce committee. The taskforce committee had several meetings and resolved that the Bill be renamed the Retirement Benefits Sector Reform Bill 2011 and that this Bill should provide for;

- Basic Retirement benefits
- Establish a national Scheme to manage the basic Retirement contribution
- Amend the NSSF Act among other

The recommendations were adopted by the government and the process of redrafting the new Bill has started.

### **Support from the LO other than funds**

The LO consultant Bro. Robinson Sikazwe and Sister Diis Bohn paid quarterly visit to NOTU from 7<sup>th</sup> to 10<sup>th</sup> April 2014. They had meetings with NOTU Secretariat, the Education and Research Department, the accounts department and finally they met the Central Governing Council. They gave a lot of advice to NOTU in areas of institutional development, narrative and financial reporting formats.

### **The General Trade Union Situation**

Currently, there are two (2) National Centres in the Country; National Organisations of Trade Unions (NOTU) and Central Organisations of Free Trade Unions (COFTU). NOTU has 20 unions and COFTU also 20 unions but NOTU is the most representative Centre. The 2 Centres cooperate and consult one another when it comes to advocating for policies. The struggles that used to characterise the 2 centres are over.

Sometime last year there was a split within COFTU and 7 unions broke away. The 7 unions have applied to be affiliated to NOTU. From January, the 7 Unions from COFTU have had serious engagement with NOTU and plans are under way to see them affiliated by the end of May 2014. The desire by COFTU affiliates to join NOTU shows how viable NOTU is and they are realising that NOTU is the only centre that can protect their interests.

### **The political situation**

The activities of the opposition Forum for Democratic Change (FDC) have slowed down. The opposition's "walk to work" that was making the country to fear seems to have ended. What seems to have caused anxiety was a rift between the Prime Minister; Mr.Mbabazi and the President. There were allegations that Mbabazi was using Government structures to campaign for himself. There were intelligence reports that claimed that Prime Minister Amama Mbabazi was making a clandestine campaigns to disadvantage his boss; President Museveni. Although the two men claimed to have "talked peace", there seems to a plot by President to purge the pro-Mbabazi Group. For example, up to today, there is an unknown number of youth who support Mbabazi that are still in custody.

The government passed the Homosexual Bill. This made the government popular among the religious leaders, political parties and NGOs; however it has led to loss of financial support from the development partners.



The trade union Political situation is calm since NOTU concluded elections in December 2014. Affiliated Unions resorted to reorganizing themselves and the secretariat is busy implementing the approved strategic plan.

### Conclusion

All in all NOTU is steadily growing, and this is as a result of the affiliation fee collected, the development support from our development partners (Lo-Norway, LO-FTF and others), the strength of the new leadership and the able technical staff. We therefore pledge that with your continued support, the sky will be the limit.

## TUCTA

JANUARY TO JUNE, 2014	
1. NAME OF ORGANISATION	TRADE UNION CONGRESS OF TANZANIA (TUCTA)
2. CITY, COUNTRY	TANZANIA
3. NUMBER OF AFFILIATES	13
4. TOTAL MEMBERSHIP	572,184
5. GENDER REPRESENTATION	217,429
6. TRADE UNION DEVELOPMENTS	<p>TUCTA is currently preparing for the Mid- Term Congress to be held in July this year and will be accompanied with election for the post of President. The top leadership recently met with President of the United Republic of Tanzania Hon Jakaya Kikwete to consult on issues related to workers. This is one of the meetings that the President has set time to meet the Trade Union Leadership.</p> <p>The Trade Union delegation discussed and advocated for the following:</p> <ul style="list-style-type: none"> <li>• Social Protection benefits</li> <li>• Reduction of Tax rates (PAYE) and</li> <li>• Salary increase</li> </ul> <p>From May 12 this year TAZARA workers members of Tanzania Railway Workers Union (TRAWU) laid down tools, demanding for their unpaid salaries of February, in some cases, as well as March and April 2014 in others. The workers have been on strike for over two weeks, demanding payment of their past three-month</p>

	<p>salaries. However, operations were not affected between Nakonde and New Kapiri-Mposhi on the Zambian side.</p> <p>On May 23 this year the workers filed a case at the High Court Labour Division asking for interpretation of their demands. However, on May 26 the court made a ruling that the strike was illegal and the workers had to resume work while their demands were being worked on by the government.</p>
<p><b>7. ECONOMIC DEVELOPMENTS</b></p>	<p>Tanzania's economy recorded an annual average increase of 6.4% in 2011, sustaining the momentum and growing by an estimated 6.8% in 2012. The economy has remained relatively resilient to both internal and external shocks. The major drivers of increase are agriculture, manufacturing, wholesale and retail trade, transport and communication activities. The economy has as well continued to record strong export performance (USD 8.7 billion in 2012, 18% higher than the USD 7.4 billion recorded in 2011) driven largely by gold exports. This has helped maintain an official reserve position of approximately four months' worth of imports of goods and services in 2012.</p> <p>Real GDP increase at 6.9 % in 2013 and 7 % in 2014, driven mainly by investments in the natural gas sector including continued expansion of the services and manufacturing sectors. The ongoing implementation of the 532-kilometre natural gas pipeline project (valued at about USD 1.2 billion) from Mtwara to Dar es Salaam may as well boost increase in the medium term. The services sector – which accounts for about 50% of GDP – grew by 8.5% in 2013 and projected a further 8.9% in 2014, driven by fast increase in trade and repairs (estimated increase 10.4% in 2013 and 11.2% in 2014), communications (estimated increase 19.2% in 2013 and 2014) and financial intermediation (estimated increase 10% in 2013 and 10.5% in 2014). The industry and construction sector is projected to grow at 9.8% in 2013 and 10.2% in 2014, largely driven by manufacturing (estimated increase 11.3% in 2013 and 11.8% in 2014), transport (estimated increase 7.8% in 2013 and 8% in 2014) and construction (estimated increase 9.8% in 2013 and 9.6% in 2014).</p>
<p><b>8. POLITICAL DEVELOPMENTS</b></p>	<p>Tanzania is on the process of writing New Constitution. The constitution development process in Tanzania has entered its next phase, with the constituent assembly adjourned until July. The phase started by the releasing the <a href="#">second draft of the new constitution</a>, which now includes views from different stakeholders and citizens obtained during national consultations held countrywide till late July in 2013. Trade Union and Civil Society Organizations – through the <a href="#">Jukwaa la Katiba</a>, the private sector and communities took part in the exercise.</p> <p>The essence of the exercise was to get a constitution that is people driven and, to have an inclusive process of getting a new constitution. But to what extent have issues on Workers' Rights and Human Rights been covered and how will they take centre stage in the upcoming constitutional assembly deliberations.</p> <p>The CA (Constituent Assembly) is on article addressing the union of Zanzibar and Tanganyika. The issue of government structure in the new constitution has gained significant attraction, with Tanzanians across the country weighing in positions. What</p>

	<p>this indicates is that other equally pertinent issues, such as Workers Rights and Human Rights, are competing for priority both in the public discourse and indeed in the ensuing constitutional assembly deliberations.</p> <p>TUCTA has indicated that <a href="#">it will not compromise on the issue of Workers and Human Rights</a>. Our position is that the new constitution must enshrine all aspects of people's rights, as engraved in international human rights instruments and necessitated by the country's context.</p> <p><b><u>How are Workers' Rights issues covered thus far?</u></b></p> <p>In the review of the <a href="#">first draft</a>, general improvements have been made. TUCTA <a href="#">through its Constitutional Baraza</a> took special interest on Workers' and Human Rights issues in the constitutional draft.</p> <p>Looking at the second draft of the constitution, there has been some improvement made on coverage of Workers' rights. But what exactly can we say is sufficient coverage? Is it for instance making sure that all the provisions of the Fundamental Principles of Workers' Rights are covered in the new constitution? What is worth noting at this stage is that key issues have been completely overlooked in the second draft constitution about to be discussed by the constitutional assembly.</p> <p>So far it is not clear yet whether the New Constitution will be finalized before elections next year.</p>
<p><b>9. MONITORING IMPLEMENTATION OF THE EAC COMMON MARKET PROTOCOL</b></p>	<p>We don't have enough report</p>
<p><b>10. ANY OTHER IMPORTANT INFORMATION</b></p>	<p>TUCTA celebrated 3 big events this year</p> <ol style="list-style-type: none"> <li>1) International Women's Day – TUCTA organise a public debate on the theme Pay Equity, and attracted around 200 women workers</li> <li>2) TUCTA participate in OSHA Day</li> <li>3) TUCTA celebrated the May Day in Dar es Salaam. The event was graced by the Hon Jakaya Mrisho Kikwete- President of the United Republic of Tanzania</li> </ol>

## ZATUC

**JANUARY-MARCH, 2014**

<b>1. NAME OF ORGANISATION</b>	ZANZIBAR Trade Union Congress (ZATUC)
<b>2. CITY, COUNTRY</b>	Zanzibar – The United Republic of Tanzania
<b>3. NUMBER OF AFFILIATES</b>	Nine (9)
<b>4. TOTAL MEMBERSHIP</b>	21,799 (October 2013) 14,016 are males, 7,783 are females
<b>5. GENDER REPRESENTATION</b>	<p>Despite of Zanzibar being the Muslim society and Muslim rules are highly observed by the society, the society also respecting all human rights as per International declarations which are domesticated in Zanzibar laws as well as Zanzibar Constitution 2010 version (Part III) those rights are right to live, to expressions, to warship, equal before laws, non-discrimination etc. In other hand many laws puts special measure and treatments on women rights eg employment act No. 11 to take care on women protection at night and hazardous work, provides maternity leave and benefits as well as breastfeeding time. In ZATUC National leadership 55.6% are females but it is more than that in Industrial level</p> <p>Women's rights and equality will be carefully attended by organising special interventions on women membership including young women workers. At the same time ZATUC leadership will ensure fair participation of both men and women members in all project activities.</p> <p>ZATUC also will be implementing her Gender and women workers policy which also consider equal participation of men and women in trade union activities and leadership.</p>
<b>6. TRADE UNION DEVELOPMENTS</b>	There are continuous developments of trade union movements in Zanzibar especially when 4 unions are merged to form one strong union called ZAPSU. The membership increased from 19, 875 (Dec, 2012) to 21,799 (Dec, 2013).

	<p>The national centre managed to conduct her National assemble and new regime is in place with about 90% of executive leaders newly elected but the Secretary General re-elected.</p>
<p><b>7. ECONOMIC DEVELOPMENTS</b></p>	<p>Zanzibar's economy is guided by the National Development Programme Vision 2020 and Zanzibar Strategy for Growth and Reduction (popular known as MKUZA) the programmes aim at transformation of Zanzibar economy to become vibrant private led economy which enhancing the involvement of private sector and that leads to economic growth, social well-being and national unity as well as social justice</p> <p>Currently, Zanzibar economy primarily based on agriculture and tourism. Exports of cash crops have suffered from the downturn in the clove market and low production. So tourism now is an increasingly promising sector, while a number of hotels and resorts have been built in recent years. There are also efforts of exporting some spices to fill the gap of agriculture.</p> <p>In growth terms the economy made an improvement from 6.8% in 2011/12 to 7.1% in 2012/13. Zanzibar economy is still highly dominated by and dependent upon the service sector which is led by tourism which contributed 46.9%, the share of business (15.4%) and agriculture (27.3%) are the main drivers of economic development in Zanzibar. The economy of Zanzibar also affected by instability of Tanzania Currency</p> <p>The good news is that economy is seen to be growing, Infrastructure especially roads have been improved across the country, Cash crops production (cloves) increased 3,000tons to 6,300 tons and Development partners are ready to support the country after political agreement between two big political parties</p>
<p><b>8. POLITICAL DEVELOPMENTS</b></p>	<p>Politically, Zanzibar is calm and harmony despite of some political misunderstandings when never national agenda dialogue occurs by taking example of ongoing Tanzania Constitution Review process. Trade union leaders and members are free to make their contribution on making the government accountable. They also have the floor in making her contributions in political agenda and unions are not interfered by political parties. This situation do not avoid the existence of some anti-trade union leaders in Government which hind the freedom of association and some legislations are not open of issues of social dialogue and workers'</p>

	rights.
<b>9. MONITORING IMPLEMENTATION OF THE EAC COMMON MARKET PROTOCOL</b>	<p><b>4. Free Movement of Persons</b> The movement of person from Partner states to entering Zanzibar are still by passport, however the EAC travelling document are allowed as get pass for Citizen from PSs to enter and live in Zanzibar.</p> <p><b>5. Free Movement of Workers</b> There is no special treatment that is applied for the citizen of PSs in term of work permit. Thus both PSs and foreigners treated the same. The work permit fees still exist.</p> <p><b>6. Rights of Residence</b> The citizen from PSs are treated the same ways as the foreigners from outside EAC There are still resident permit fees for EAC citizens</p> <p><b>Observations:</b> There are no emphases or strategies, done to government to comply with the implementation of EAC Common market protocol.</p>
<b>10. ANY OTHER IMPORTANT INFORMATION</b>	

## ZANZIBAR TRADE UNION CONGRESS (ZATUC)

### Quarterly Narrative Activity Reports to the EATUC

#### Quarter Two 2014

- **Background situation**

In Second Quarter ZATUC continued to work together with others institutions in advocating for necessary measures on creation of decent employment, improving working conditions by observing workers' rights and compliances to international labour standards (ILS) for creation of harmonious industrial relations in Zanzibar through social dialogue

The activities done in this are three, which are:

- Meetings for research and data collection on specific issues incl. CMP-implementation
- Meetings to collect/review/produce (simplified) thematic training materials
- Workshop to train union leaders in lobby/advocacy skills and media handling

Despite of project activities, ZATUC in quarter Two managed to make some efforts which supplement the project objectives. Taking the examples of the following:

- With collaboration with ILO, ZANEMA and ABCZ organised Technical and dissemination Workshop as the process of development of workplace guidelines on *HIV health Promotion workplace coordinators /trainers manual*
- With collaboration with ILO, ZANEMA, Youth organization and Ministry of Labour and Public Service to disseminate youth employment action plan 2014-2018
- With collaboration with LO-FTF, DI and ZANEMA organized the workshop on *East African Common Market work permits with emphases to East Africa Partner states*

In this quarter there no any issues which affects the implementation of planed activities so the achievement of objectives are as shown:-

- **Objectives and Indicators**

<b>Immediate Objectives</b>	<b>Indicators 2014</b>	<b>Progress so far (detail reference)</b>
ZATUC has the capacity to lobby/advocate and participate actively in bi-/tripartite social dialogue at all levels for securing rights at work and promoting the creation of decent employment in Zanzibar.	<p>At least 100 and 400 decent job opportunities are created through the Public Service Commission (public sector) and Labour Commission and Zanzibar Investment Promotion Agency (ZIPA) (private sector).</p> <p>At least 5 bipartite negotiations in formal sector have been completed</p> <p>At least 5 CBAs concluded.</p>	<p>From the Ministry of Labour and Public Service budget speech 2014/15 32 employees have been recruited in public sector between March-June 2014 and 645 employees recruited in private sector particularly in seafarers sector in the period</p> <p>Two bipartite meetings have been conducted and completed between March and June 2014 ( with ZANEMA, Ministry of State Labour and Public Service )</p> <p>No any CBAs completed but five negotiation are ongoing (SLIM, BANDARI, TTCL, MNEMBA, Zanzibar Bottlers)</p>

- **Conclusions**

Zanzibar Trade Union Congress normally implementing all activities according to the implementation plan so as it makes easy and smooth working and achieves the objectives and indicators per quarter.

- ZATUC witnessed that the issue of producing simplified thematic materials will help a lot on raising the knowledge of leaders and membership, the report from Meetings for research and data collection on specific issues incl. CMP-implementation will help the affiliated unions to form the useful strategies in making the follow up in competent authorities to understand the level of implementation of CMP in Zanzibar, but the Workshop to train union leaders in lobby/advocacy skills and media handling built the visibility of trade union in Zanzibar