

THE EAST AFRICAN TRADE UNION CONFEDERATION



FIVE YEARS (2007/2012) EATUC PROGRESS REVIEW

EATUC CHAIRMAN'S STATEMENT

It has been more than five years since we took a land mark decision to establish EATUC permanent secretariat. Indeed this was a serious and challenging decision taking into account that we started from the scratch to establish our regional trade union coordination body.

Dear trade union leaders and colleagues, it has been five years since I took up the position of EATUC's Chairman after we amended our Constitution for the Chairman to serve for a period of five years instead of two years. During the period under review we have seen the trade union movement in East Africa face a lot of challenges and a threat of rapid decline in membership. It is also the period that has seen more industrial unrests with workers taking up to the streets to demand for their rights. It also a period in which we witnessed the trade union movement especially in Kenya pushed for a new constitution which eventually was achieved.

It is also a period that saw the integration process at its peaks with the signing of the EAC Common Market Protocol and its commencement on 1st July 2010. It was a period of cementing further the regional integration paving the way for a deeper regional integration. We saw EATUC represented workers by engaging the High Level Task Force (HLTF) and the East African Community Council of Ministers during the negotiations of the Common Market Protocol especially on issues related to labour and employment.

During the period under review we were able to engage the EAC and its partner states in the areas of harmonization of employment policies and legislation, youth employment, social security, decent work, democracy and EPAs. Through our approach of promoting social dialogue in the region, we were able to conduct a number of tripartite conferences and workshops so as to come up with a common understanding with our social partners on EATUC social agenda.

All along we have observed and said that without any concerted efforts to make labour and employment issues central to the EAC policies and programmes, the EAC development agenda is doomed to fail. Therefore throughout the five years we have been pushing for labour and employment issues to be at the heart of the EAC policy and programmes formulation. Indeed during the period under review we fought for our space in the regional integration process and I am glad to say that we fairly succeeded.

All these could not be achieved without the commitment and contributions from EATUC affiliates and our cooperating partners. Through EATUC affiliates' commitment and support from our cooperating partners we have been able to strengthen EATUC secretariat and enhance its effectiveness.

May I take this opportunity to sincerely thank my colleagues, members of EATUC Summit for their support to my leadership and their commitment to EATUC affairs. I also take this opportunity to thank all our cooperating partners (FES, ILO, LO-FTF, LO-Norway and Solidarity Center) for their enormous contribution to EATUC and the entire trade union movement in the region. Lastly I wish to appreciate EATUC Committee of Experts and the Secretariat for their

dedication and hard work in promoting an advocating for EATUC agenda and its activities notwithstanding the meager resources we had.

This is the end of the beginning, we have achieved a lot for the last five years but still we have enormous challenges before us at this critical stage of the implementation of the EAC Common Market Protocol. I am very much optimistic that if keep this momentum we will achieve more in the next five years.

God bless EATUC, God Bless us all,

In Solidarity yours,

Br. Francis Atwoli, MBS,
EATUC Chairman.

Acknowledgement

First of all on behalf of EATUC Secretariat I would like to express our sincere gratitude to Br. Francis Atwoli, MBS, and EATUC Chairman for providing leadership and guidance to EATUC Secretariat and the entire organization during his term of leadership. Equally important I would like to thank our host organization -TUCTA for providing office space and other support which facilitated the smooth operation of EATUC Secretariat in Arusha.

We are equally grateful to the members of EATUC Summit and their organizations (COTU (K), TUCTA, NOTU, ZATUC, CESTRAR and COSYBU) for their contribution and continued support to EATUC. Special thanks go to the members of EATUC Committee of Experts who contributed enormously to the development of EATUC and enhancement of EATUC capacity.

The Secretariat would also like to acknowledge the immense support and contribution to EATUC development and to the entire trade union movement in East Africa by our cooperating partners namely LO-FTF, LO-Norway, FES, Solidarity Center and ILO. Special appreciation also goes to all EATUC friends, consultants and resource persons for their input and contribution to EATUC activities. Last but certainly not least I would like to thank all EATUC staff for their hard work and commitment to EATUC work and assignments.

Emmanuel Nzunda
Executive Secretary
EATUC

1.0 INTRODUCTION

Economic globalization exacerbates the fragmentation of labour in many ways, but at the same time it generates commonalities in the experience and aspiration of workers not only regionally but worldwide. This approach gives the phenomenon of what political scientists' call labour solidarity the new urgency; this gives us the reasonable belief that suggesting labour unions are out of date is inaccurate.

The ongoing regional integration and globalization did not open up new issues, but rather transformed an old problem into a broadened arena related to the issues arising from comparative labour law and its application to legal regimes. One of the biggest and the most problematic questions is the legal protection of workers who move. While the modern global world provides labour force with many opportunities to move around, it provides little support and protection for these workers.

The entire region of the East Africa Community faces a big challenge due to labour migration/free movement of labour. There is a need to find effective ways to ensure the protection of the labour rights of this group of workers through trade unions. Trade unions can provide effective protection for the rights of these workers and this protection will not damage the security of national workers. There is a need for the implementation of official regional regulations that will help to develop effective regional and inter-regional labour protection in question by national labour unions.

To facilitate the movement of labour within the region, it is necessary, first, to look at measures to enhance the development of skills in a more concerted manner and, second, to review the current labour policies and legislation to ensure that they are sufficiently supportive of intra-regional labour movement while providing necessary measures to address and minimize possible adverse impacts associated with such movement.

Trade unions in the region have been at the forefront supporting the idea of intensification and deepening of regional integration that will enable the EAC partner states to reap the full benefits of globalization and avoid marginalization in the modern world economy.

However what has been our concern as the trade union movement in East Africa is that the regional integration agreements, policies and programs have mainly concentrated on capital and natural resource mobilization and have tended to ignore the critical role of human resource development and other social aspects.

For the EAC integration to be successful, stakeholders of whom workers and their organizations are the main stakeholders must be involved in the regional integration process. Social aspects such as poverty eradication, workers and trade union rights, creation of decent employment, social protection, gender equality, and observance of the international labour standards, should always be among the prominent priorities.

During the year 2007 – 2012, EATUC has been implementing activities based on its Strategic Plan and in line with the new developments and emerging challenges. EATUC has been able to carry out both short-term and long terms activities so as to meet the strategic objectives as per the Strategic Plan. This would never have been possible if it were not for several cooperating partners who have made this possible they include, ILO/ ACTRAV , LO-FTF, LO-Norway, FES, Solidarity Center in collaboration with the EAC, COTU-K and TUCTA. EATUC has also built a strong network base with the like-minded institutions and organizations.

During the period under review we witnessed an increase of support from co-operating partners, the activities implemented gradually increased as well as co-operation with other regional trade unions namely ITUC-Africa and OATUU. There have also been several short term and long term collaborations with SATUCC from the SADC having in mind that Tanzania is also a member of SADC and TUCTA is a member of SATUCC. It is also important to note that the commitment of the National Centers to EATUC has greatly improved over the period under review as documented in the financial reports attached.

This report is divided into the following sections

- Trade Union development
- EAC development
- Priorities and objectives of the 2007-2012 Strategic Plan
- Achievements and challenges
- Project work
- Networking
- Conclusion

1.1 Trade Union Development

During the period under review the national centers have held their Governing Council Delegates' Conferences or Congresses and elections. This shows that trade union democracy is exercised by national centers in choosing their leaders and hence proves that EATUC affiliates have leaders that were democratically elected.

During this period we have seen trade unions take bolder steps in engaging the governments on employment and social issues. In 2010 TUCTA issued a 90-day strike notice demanding for salary increments, a review on social security schemes and reduction on money deducted on workers' salaries.

COTU (K), on the other hand pushed and advocated for its social agenda especially on the enactment of a New Constitution in pushing for the Agenda IV item that was signed after the post-election violence. They organized rallies all over the country and gave an ultimatum to the government to show commitment towards implementing Agenda IV and enacting a New Constitution. COTU (K) has also engaged the government to stop increase in MPs salaries, raising costs of basic commodities and standards of living, raising costs of fuel among other social issues. This has seen COTU-K ranked as the 3rd most trusted institution by the public in a research conducted by Info track Harris.

COSYBU also engaged the government of Burundi on soaring prices of basic commodities; together with CSOs in Burundi they organized a successful strike which was supported by all workers and the public at large. This led to the government calling for consultations with COSYBU and the CSOs to discuss the issues at hand.

With an increase in violation of workers' rights in Uganda, NOTU prioritized issues of Human and Trade Union Rights that saw NOTU go on campaigns to sensitize workers about their rights. This also saw solidarity from other EATUC's affiliates towards trade union leaders from the plantation workers union that were arrested illegally. On social security issues, NOTU came up with a position paper on Social Security policy on the informal sector which was submitted to NSSF-Uganda. During the period under review there were attempts through EATUC Chairman to bring together COFTU and NOTU so as to promote harmonious co-existence of the two organizations in order to advance workers issues. In the spirit of Solidarity and working together to build strong trade union movement in Uganda, NOTU and Central Organization of Free Trade Unions –Uganda signed an MOU to work together for better industrial relations.

ZATUC on the other hand, had a good practice experience of unions merging so as to strengthen trade union movement in Zanzibar. This was a show of democracy and good governance in addition to solidarity towards building stronger unions and working together.

During the period under review EATUC family expanded from four national centers to six national centers (*after CESTRAR and COSYBU officially joined EATUC in 2008*) and more national centers from South Sudan and Somalia have also shown interest to joining EATUC. EATUC also received application letters from Southern Sudan Workers Trade Union Federation, Federation of Somali Trade Unions and Somali Congress of Trade Unions.

1.2 EAC Development

After the collapse of the East Africa Community (EAC) in 1977, new efforts have been undertaken to establish a strong cooperation among the East African States. The EAC Treaty was signed on 30th November 1999 and it came into force on July 2000. It is a strong commitment for regional integration, and a peaceful economic development in the future.

The main objectives of the newly established East African Co-operation agreement are to strengthen and consolidate economic co-operation; promote sustainable use of the region's natural resources; put in place measures for effective protection of the environment; enhance the role of women in development; and, promote peace, security and good neighborliness. The sequencing is a standard one: first the establishment of a customs union, then the creation of a common market, subsequently a monetary union, and ultimately a political federation. Achieving these goals is based on progress in policy harmonization, macroeconomic stability, and development of infrastructure.

The East African Community (EAC) formerly was a regional arrangement, bringing together the three East African States of the Republics of Kenya and Uganda, and the United Republic of Tanzania. On 18 June 2007: The Republic of Rwanda and the Republic of Burundi acceded to

EAC Treaty on 1st July 2007. Rwanda and Burundi became full members of the EAC on 22nd October 2008. From 1st July 2009, Rwanda and Burundi joined the EAC Customs Union.

First EAC-COMESA-SADC Tripartite Summit was held in Kampala, Uganda which discussed a single Free Trade Area and merger of the three regional blocs.

On 20th November 2009: Protocol for the Establishment of the EAC Common Market was signed and in January 2010 EAC's fully-fledged Customs Union takes effect following the end of a five-year transitional period. In December 2010, EAC Summit of Heads of State adopted the EAC Anthem. In June 2011 second COMESA-EAC-SADC Tripartite Summit held in Johannesburg, South Africa and agreed to start negotiations for a Grand Free Trade Area among the three blocks. The EAC Common Market Protocol became effective on 1st July 2010.

The state of South Sudan has applied to join the EAC. The EAC sent a team to South Sudan to examine if the country meets all the criteria to be a member of the EAC. During the period under review Somalia and North Sudan also showed interest to join the EAC.

An important challenge is to further advance the EAC Customs Union and Common Market. Important non-tariff trade barriers remain between EAC member countries. Without a truly integrated market, the community is not likely to see the full benefits of improved productivity, competitiveness, and improved welfare.

A critical question relates to the appropriate pace for moving beyond a common market to monetary union. Certainly, good progress in implementing the customs union and common market will strengthen prospects for a successful monetary union. But the latter also will depend crucially on achieving convergent fiscal, debt, and financial policies.

Another challenge is negotiations on EPAs. The EAC initiated a "framework" or "interim" Economic Partnership Agreement with the EU in 2007. They are now engaged in further EPA negotiations with the EU on contentious issues that include export taxes and the MFN clause. Negotiations are also ongoing in the following clusters: Economic and Development; Agriculture; Rules of Origin; and Institutional Arrangements, Dispute Settlement and Final Provisions. Both Parties have agreed to negotiate Trade in Services and Trade Related Issues at a later stage.

The EAC Common Market Protocol, which came into force on July, 2010 has significantly set forth for the execution of the right to "Free Movement of Persons and Labour", and hence accelerate the need for the Social Security Annex (under negotiations) to ensure effective facilitation of workers' movement. It is expected among other issues that the Social Security Annex will clearly stipulate the scope of social security benefits for migrant workers and their families.

2.0 PRIORITY AREAS FOR EATUC'S STRATEGIC PLAN OF 2007 – 2012

The East African Trade Union Confederation (EATUC) permanent secretariat was established in October 2006 and currently is composed of the Central Organization of Trade Unions (Kenya), the National Organization of Trade Unions (Uganda), Zanzibar Trade Union Congress, the Trade Union Congress of Tanzania, Confédération des Syndicats du Burundi and Central des Syndicats des Travailleurs du Rwanda

In July 2007 EATUC Summit adopted a five year strategic plan with the following vision, mission, goal and strategic objectives.

2.1 Vision:

EATUC vision is to strive to achieve the long-term interests of workingmen and women i.e. decent work, decent life, social protection and socio-economic justice for all in the EAC.

2.2 Mission:

To provide better services, increase regional solidarity activities, increase youth and gender activities, strengthen the capacity of trade union organizations and leadership for the development of a strong and viable trade union movement in the East African region to effectively and efficiently participate in the regional integration processes.

2.3 Goal

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

2.4 Results and strategy objectives

- Improve and strengthen EATUC Secretariat
 - Objectives
 - Enhance capacity of EATUC Secretariat
 - Improve EATUC Office
 - Launching and operating EATUC Website
 - Improve financial situation of EATUC
 - Hold regular constitutional meetings
- Improve EATUC and its affiliates engagement in the regional integration processes
 - Objectives
 - Enhance understanding of workers' rights, labour laws, the EAC Common Market Protocol
 - Initiate alternative policy proposals and protocols in favour of workers
 - Launch campaigns on EATUC issues/demands
 - Proactively participate and contribute to the integration process

- Influence socio-economic justice in the EAC
 - Objectives
 - Develop trade union social agenda
- Make informed and well researched decisions and contributions
 - Objectives
 - Enhance research activities at EATUC and national levels
- Improve influence of youth and women in the integration process and in the trade union decision making bodies
 - Objectives
 - Increase participation of women and youth at regional and national activities
- Achieve and maintain the visibility of EATUC at the EAC and beyond
 - Objectives
 - Organise and publicize EATUC activities
 - Active participation of EATUC at various regional and international meetings/ forums
 - Encourage solidarity among EATUC affiliates
- Attain and maintain Human and trade union rights in the EAC
 - Objectives
 - Push for ratification and domestication of the ILO Core Conventions
 - Promote and defend human and trade union rights
- Improve and strengthen social dialogue and tri-partism in the EAC
 - Objectives
 - Enhance capacity of EATUC and its affiliates on social dialogue and tri-partism in the EAC
 - Participate in the social dialogue and tripartite meetings
 - Push for harmonisation of social dialogue and tripartite structures in the EAC

2.1 REVIEW OF EATUC'S STRATEGIC PLAN OF 2007 – 2012

During a period under review EATUC implemented its activities and agenda in line with its strategic plan. The achievements and challenges in connection with the aforementioned results and strategy objectives are summarised in the table below. The achievements and challenges are grouped in the following categories namely impact at the secretariat, regional and national levels, networking and media.

	Priority Area	Achievements	Challenges
Secretariat	<ul style="list-style-type: none"> • Enhance capacity of EATUC Secretariat • Improve EATUC Office • Launching and operating EATUC's website • Improve financial situation of EATUC • Organize and publicize EATUC's Activities • Hold regular constitutional meetings 	<ul style="list-style-type: none"> • By the support of LO-FTF, EATUC has been able to employ two more professional staff, a socio-economist and a lobby, advocacy and PR officer. • There has been improved and effective delivery of services by the secretariat to the affiliates • EATUC staff have been facilitated to attend and contribute to forums/meetings and other workshop at national, regional, to continental level hence sharing their experiences and capacity building. • EATUC has a permanent office space that was given by TUCTA, renovated and furnished with the support of LO-FTF • EATUC website is in place and running and constantly reviewed and information shared on the activities carried out by EATUC • With the support of LO-FTF, the office has internet facilities in place with power back-up 	<ul style="list-style-type: none"> • Insufficient Human Resource at the secretariat • As per the number of activities implemented by EATUC up to 2012, it is important to note that most of the activities carried out were supported by co-operating partners. • Irregular payment and nonpayment of affiliation fees somehow hindered the smooth functioning of the secretariat • EATUC sustainability • Salary arrears(<i>outstanding salaries</i>) to Executive Secretary

		<p>facilities that help the smooth day to day running of the office without being affected by the power black outs.</p> <ul style="list-style-type: none"> • Some of the affiliates have stepped up to meet at least part of their affiliation fees • Implementation of EATUC strategic plan has been made possible by mobilizing resources and support from the following co-operating partners and national centers <ul style="list-style-type: none"> ○ FES- Uganda ○ FES Tanzania ○ LO-FTF ○ LO-Norway ○ Solidarity Center ○ ILO ○ EAC ○ COTU-K ○ TUCTA • EATUC has been able to print brochures, position papers and shared its progress report through its website and the mail listings. • With the support of LO-FTF EATUC has been able to hold the annual summit meetings that have enabled the Summit to make decisions, commitments and adopt policy papers prepared by the Committee of 	
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		<p>Experts and the secretariat</p> <ul style="list-style-type: none"> • Committee of experts met frequently and contributed to the development of EATUC and improved feedback among EATUC and national centers 	
Regional	<ul style="list-style-type: none"> • Enhance understanding of workers' rights, labour laws, the EAC Common Market Protocol • Initiate alternative policy proposals and protocols in favour of workers • Proactively participate and contribute to integration process • Influence Socio-economic justice in the EAC • Attain and maintain Human and Trade Union rights in the EAC • Increase participation of women and youth at regional and national activities 	<ul style="list-style-type: none"> • With support of LO-FTF, FES-, LO-Norway and ILO, EATUC has been able to organize Committee of Experts meetings on drafting of policy issues that include, social security, social charter, good governance and democracy, gender, child labour, informal economy, oil for development and the common market protocol • EATUC was able to participate and contribute to the negotiations of the EAC Common Market Protocol at the High Level Task Force, EATUC was also able to present its social charter where some articles of the Social Charter were included in the articles on free movement of labour and harmonization of social policies of the EAC Common Market Protocol • EATUC has been able to produce a handbook to be used to sensitize the workers on the 	<ul style="list-style-type: none"> • Weak tripartite platform at the EAC level posed a challenge in the implementation of the Common Market Protocol with regards to articles affecting the free movement of labour • Slow progress in the harmonization of labour legislation and social security policies. • Inconsistency of the EAC to organize tripartite meetings and meetings for Ministers in charge of labour and employment • lack of awareness among workers and the general public on EAC regional integration • low participation of women and youth in regional and national activities

		<p>basic concepts of the Common Market Protocol and in particular Articles on the free movement of Labour</p> <ul style="list-style-type: none"> • EATUC has held several awareness building workshop and seminars on EAC Common Market Protocol, harmonization of labour laws, employment policies and social security, Economic Partnership Agreements and regional integration. • With the support of Co-operating partners, consultants, and experts in the respective fields and Committee of Experts EATUC has been able to develop a Social Charter, draft policy on Employment, Social Security Code, a strategy paper on Good Governance and Democracy and EATUC Gender Policy. • EATUC held regional trade union meetings, tripartite and stakeholders meetings. Committee of Experts meetings, and Summit on issues based. In this regard promoted social dialogue and tri-partism at the regional level • Printed and disseminated EATUC Social Charter , social security code 	
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		<ul style="list-style-type: none"> • EATUC with the support of LO-Norway has developed a Social Security Code and was presented to Social Partners at the regional conferences • EATUC with the support of LO-FTF has developed a draft Employment policy that has been presented to the social partners, the EAC and National Centers • FES-Tanzania supported EATUC in the implementation of the Strategy paper on Good Governance and Democracy • An EATUC gender strategy was produced with the support of LO-FTF and gender experts from the national centers. • Contributed to the development of the EAC regional Decent Work Programme. • EATUC has been able to participate in EAC meetings and particularly the Technical Committee on the Regional Decent Work Programme, Council of Ministers' meetings and meetings of Ministers responsible for labour and employment issues. • EATUC has been able to be proactive in the pushing for harmonized workers friendly 	
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		<p>labour laws and this has been evident in the policy documents produced on employment and social protection.</p> <ul style="list-style-type: none"> • EATUC has also been able to implement several activities in line with the gender strategy • EATUC has enhanced visibility and recognition in the region 	
National	<ul style="list-style-type: none"> • Launch Campaigns on EATUC Issues/demands • Enhance research activities at EATUC and national centers • Encourage Solidarity among EATUC affiliates • Capacity building 	<ul style="list-style-type: none"> • EATUC has been able to develop a handbook on the EAC common Market protocol and organized national awareness workshops • Awareness created at national level on oil for development issues, social security and employment issues supported by LO-Norway, • Through research EATUC has been able to develop training of trainer's manuals, position on EPAs, position on the Financial and Economic crisis, an Employment Policy, youth employment policies in East Africa. • Capacity building activities carried out on gender issues, regional integration, informal economy • EATUC has been able to support industrial actions and send out solidarity messages to national 	<ul style="list-style-type: none"> • More awareness is needed among workers and members of trade unions on the EAC Common market and regional integration • EATUC not recognized by national constitutions • Irregular payment of affiliation fees to EATUC • Low trade union membership • Weak trade union unity in some EAC Partner States • Multiplicity of national centers • Low participation of women and youth in activities and decision making bodies

		<p>centers.</p> <ul style="list-style-type: none"> • Through EATUC Chairman initiated a platform for NOTU and COFTU to work together 	
Networking	<ul style="list-style-type: none"> • Active participation of EATUC at Various Regional and International meetings and forums • Improve and strengthen social dialogue and tripartism in EAC 	<ul style="list-style-type: none"> • EATUC has been able to attend and contributed to numerous international, regional and national forums and trainings • EATUC has been involved in several activities to develop and contribute to joint trade union positions, statements and policy papers this includes, the trade union position on the Global financial and economic crisis, the New Growth Model, the Trade Union position on Aids Effectiveness and Development in Busan, UNCTAD 13 in Doha • EATUC's regional forums are always tripartite in nature in the spirit of strengthening social dialogue platform at the region. • EATUC has been on the front line to encourage the formation of an employer's organization so as to strengthen the tripartite structures at the regional level • Enhanced EATUC recognition and visibility beyond the region 	<ul style="list-style-type: none"> • Negative attitude of some employers to EATUC advancement on social agenda at the EAC • No framework for networking with other likeminded organizations e.g. global unions
Media, Publication, position papers, research papers	<ul style="list-style-type: none"> • Capacity building • Publicity and awareness raising 	The following have been produced and disseminated by EATUC during this strategic year	<ul style="list-style-type: none"> • Low media coverage on EAC regional integration

		<ul style="list-style-type: none"> • Social Security Code • Social Charter • Paper on Youth Employment Policies in East African Community • Gender Strategy paper • Employment Policy- Worker's perspective • A handbook on sensitization on the EAC Common Market and trade union role Handbook on Trade Union Oil for Development • EATUC's Position on EPA negotiation • EATUC's position on the Financial and Economic Crisis in East Africa • Training of trainers Manual • Paper on Re-Evaluating the Role of the Informal Economy and Strategic Position of Trade Unions in Bridging the Unemployment Gap • A strategy paper on good governance and democracy in EAC and role of trade unions • Improving The EAC Workers Awareness on the Ongoing EPA Negotiations and Involvement In Trade Policy • Mini-debate in the Knowledge and Innovation Space of the 4th High Level Forum on Aid 	
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		<p>Effectiveness- Social Dialogue in East Africa – for Decent Work and Democratic Ownership</p> <ul style="list-style-type: none">• Interview with UN Radio on trade unions view on the Role of UNCTAD in pushing for a people centered development, equity in distribution of resources and empowering women	
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3.0 PROJECT WORK

In line with the framework of the EATUC strategic plan 2007-2012, one of the key assumptions was the greater trust and collaboration with cooperating partners. Therefore the EATUC Summit that was held in Mombasa, July 2007, instructed the Secretariat to initiate explicit strategies to strengthen the East African Trade Union Confederation (EATUC). These initiatives included enhancing institutional capacities of the Secretariat to implement the strategic plan.

It is against this backdrop that EATUC has been responsible for developing projects, mobilizing resources from cooperating partners, implementing and reporting on activities and programmes in the field of development cooperation.

During the period under review (2007/2012) EATUC has been implementing project activities based on strategic plan, summit decisions/directives and annual plan of actions adopted by the Summit in line with the organization's and its affiliates' needs and challenges.

Indeed co-operating partners have played a huge role in achieving EATUC's set objectives for the strategic period 2007 – 2012. The co-operating partners have supported EATUC on ad hoc basis and also on long terms basis¹. They have supported EATUC both technically and financially. They have also supported EATUC to participate in important forums regionally and globally.

3.2 Long-term Projects

3.2.1 LO-FTF - Good Governance and Social Dialogue

The overall objective of the EATUC/LO-FTF Programme in the last 3 years was focused on improving industrial relations in the East Africa region through regional advocacy and local social dialogue.

This Programme specifically aimed for the East African Trade Union Confederation to effectively advocate and lobby the East African Community and its member states for enhanced working conditions and labour market issues in the region with the aim of achieving social justice for the working population in the region. The Programme played an important role in assisting EATUC and its affiliates to get more involved in influencing policies that were helpful to the workers in East African community region. Phase two of this Programme started from July 2011.

3.2.2 LO- Norway – Strengthening the capacity of EATUC and its affiliates for influencing a Social Agenda in the EAC

The overall objective of this project is to strengthen EATUC's capacity for influencing a social agenda at the EAC focusing on harmonization of employment and social security policies. The project has been running since 2010 and will end in 2014. The project has been able to support tripartite technical forums at regional level and national level tripartite forums in the process of developing EATUC's Social Security Code, sensitizing of the Employment Policies among others.

3.2.3 LO-Norway – Oil for Development: Promoting Decent work, Good Governance in Natural Resource Management and Beneficiation and the Role of Trade Unions

The overall objective is to co-ordinate the activities of trade unions in order to advance greater economic and social and environmental benefits from the exploitation, production and management of mineral resources in particular oil and gas for citizens of East and Southern Africa.

The Programme has been able to help build the capacity of unions organizing in the Oil and gas sector in Tanzania and Uganda. The main beneficiaries at national level are ZATUC, TUCTA and NOTU.

3.2.4 Decent Work and Economic Literacy in Eastern and Southern Africa supported by LO-Norway

The project is the vehicle for the application of the Sourcebook on economic literacy for trade unions in Africa, jointly published by the Norwegian Confederation of Trade Unions (LO-Norway) and the Bureau for Workers Activities of the International Labour Organization (ACTRAV).

The main goal of the project is to ensure that trade unions in Africa formulate training programmes for the membership to enable them realize the Decent Work Agenda 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 tri-partism and social dialogue.

The project wishes to utilize the sourcebook on economic literacy and other existing materials to upgrade the understanding and skills of trade union officials involved in workers' education and training on basic economic concepts, and especially on how they relate to the realization of the Decent Work Agenda.

In East Africa the project covers three national centers namely COTU (K), NOTU and TUCTA. The project is a product of a combination of conclusions and recommendations emanating from the Fifth LO-Norway Partners Conference held in Lilongwe, Malawi in September 2008 at which

participants endorsed that the Decent Work Agenda offers an integrated framework for promoting institutional change in Africa needed to address the twin challenges of poverty and unemployment particularly among the youth and women.

3.2.5 Somalia and South Sudan Programme supported by Solidarity Center

This Programme has three main components:

- *Assessment Visits to South Sudan and Somalia*

To contribute to both labour movements during this critical initial stage of development by conducting needs assessment to identify areas of potential programming to assist in the solidification of national trade union centers capable of advocating for worker rights and widening democratic space in both countries.

- *National Centers Capacity Building Workshop*

Tailored made workshops to meet the needs of the participants based on the assessment visits

- *Institutional Support*

The specific support to each national center will be based on discussions with leadership during the assessment visits, and could include computers and other supplies, web page development support, staffing support or office space.

3.3 Issues Based Co-operation

3.3.1 FES- UGANDA

FES Uganda has supported EATUC in the process of reviewing the Social Charter that was used as the trade unions position during the negotiations On the Common Market Protocol. FES-Uganda supported experts meeting, EATUC's Committee of Experts Meeting, Stakeholders meetings, meetings with EAC and other strategic planning meetings.

3.3.2 FES – TANZANIA – Good governance and Democracy

Good governance and democracy is one of EATUC's priorities, FES-Tanzania has supported EATUC in advocating for Good governance and democracy through preparing an EATUC strategy paper on good governance and the role of trade unions, in addition to supporting EATUC's Committee of Experts meetings.

FES Dar es salaam office also supported the joint EATUC/ITUC-Africa planning meeting.

3.3.3 ILO Dar es Salam, Addis Ababa, ACTRAV

The ILO has supported EATUC in achieving different objectives and priorities on different themes that include Informal economy, child labour, social charter, social security, decent work and gender. The ILO has always been at EATUC's disposal for continuous technical support on preparation of EATUC's position papers, improvement of EATUC's research work, strategic plan and building capacity of EATUC secretariat staff and the Committee of Experts members.

3.3.4 Solidarity Center

Solidarity Center supported the first ever pre-summit activity on EATUC Women Leadership. The conference brought together women trade union leaders from Burundi, Kenya, Rwanda, Tanzania, Uganda, Somalia, South Sudan and Zanzibar.

4.0 NETWORKING/ REPRESENTATION

EATUC's strong strategy has been networking with the likeminded organizations and institutions in its lobby and advocacy campaigns, capacity building, sharing of EATUC's campaigns, ensuring trade unions issues are included in various positions on issues of trade, development and cooperation, EPAs, Aid effectiveness, climate change among others.

Some of the important meetings that EATUC participated include the High Level Task Force to negotiate the EAC Common Market Protocol where EATUC presented its Social Charter as a trade union position that influenced Articles 10 on free movement of workers, Article 12 on Harmonization of labour policies, laws and programmes and Article 39 on Harmonization of Social Policies. EATUC has been represented at the technical experts meetings for Ministers in charge of Labour, the Council of Ministers' meetings and the EAC SUMMIT.

EATUC has also contributed to the development of ITUC-Africa position on Global Financial and Economic crisis that included a series of meetings and pre congress activities organized by the ITUC-Africa.

Under the Africa-wide Civil Society preparatory meeting for the 7th WTO Ministerial Conference EATUC participated in the drafting of an African demands to the 7th WTO Ministerial that was organized by African Trade Network. EATUC has also continued to contribute to issues of trade and development under the African Trade Network activities and Annual General Conference.

EATUC is also a member of the Technical Working Group Meeting on the EAC-Decent Work Programme for the EAC. The working group discussed the establishment of a common understanding of the scope of EAC that need to be outlined in the regional decent work Programme and also came up with an implementation, monitoring and evaluation plan.

Through the participation of activities organized by SEATINI, EATUC has been able to follow up and contribute to the regional stakeholders discussions on EPAs and follow the progress of the EPA negotiations. This was important so as to share the trade union position on EPAs from lessons learnt during EPAs meetings organized by ITUC-Africa to consolidate trade union regional position on EPAs and progress of the same and role of trade unions.

Under the Trade Union Development Co-operation Network (TUDCN) EATUC has been able to participate in deferent development forums such as the Fourth High Level Forum on Aid Effectiveness where EATUC's participant was part of the drafting committee for the CSO's position and also EATUC contributed to the drafting of the Trade union position on the Busan Fourth High Level Forum on Aid Effectiveness. EATUC also participated in the preparation for the African position to Busan forum under the African Union Commission and NEPAD Agency.

Under the TUDCN, EATUC was also able to attend the 13th United Nations Commission on Trade and Development (UNCTAD), EATUC presented the Trade Union experience on the Panel on sustainability challenges: Changing course in addressing multiple crises and also got an interview with the UN-Radio on effects of the crisis on East Africa, importance of empowering women and role of youth in development.

During the period under review EATUC also represented at the various activities organized by likeminded organizations, ILO, EAC, ITUC-Africa, ITUC, OATUU, EATUC affiliates and cooperating partners.

Below is a list of networks that EATUC has built and works closely with:

- International Trade Union Confederation – Africa
- International Trade Union Confederation
- Organization of African Trade Union Unity
- Southern Africa Trade Union Co-ordination Council
- East African Community
- East African Employers Organization
- East and Central Africa Social Security Association
- African Trade Network/ Third World Network
- Trade Union Development Co-operation Network
- SEATINI
- East Africa Civil Society Organization Forum
- Publish What You Pay- Tanzania
- East Africa Business Council

5.0 CONCLUSION

The period 2007 – 2012 has seen EATUC strengthened as an organization. EATUC has created a regional synergy effects in social dialogue at the EAC level. This has opened space for a democratic dialogue and participation that has seen the employers form their own regional organization in the spirit of strengthening tripartite forum at the regional level. Through national leadership meetings and the work of EATUC's Committee of Experts, systematic input and support has been provided by all national centers to the regional level benefiting their own national lobby towards government delegations. At regional level EATUC has been playing a key role in institutionalizing collective trade union voice in East Africa through well prepared policy documents and lobbying of policy processes and social dialogue with governments and employers on a social charter, social security, the EAC Common Market Protocol among others. The work of the Committee of Experts has been instrumental in ensuring collective platforms as well as a stronger and more efficient information flow within the trade union structures.

¹Full Matrix of activities supported by co-operating partners is annexed in the document.