

# THE EAST AFRICAN TRADE UNION CONFEDERATION



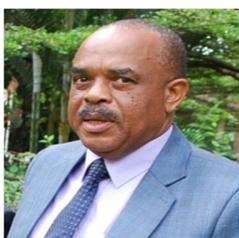
## EATUC PROGRESS REVIEW 2007 - 2015



## East African Trade Union Confederation SUMMIT Members



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## **EATUC CHAIRMAN'S STATEMENT**

It has been ten 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, 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 and Tanzania where TUCTA and ZATUC were members of the constitution review committee in addition to trade unions being delegates.

It is also a period that saw the integration process at its peaks; it was a period of cementing further 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 Eastern African Community Council of Ministers during the negotiations of the Common Market Protocol especially on issues related to labour and employment .The signing of the CMP in 2010 did grantee free movement of workers but trade unions needed a lot advocacy and campaign to ensure that workers enjoyed the benefits that comes with free movement of workers. EATUC has done a lot of working in ensuring the harmonization process that will enable full implementation of the CMP is achieved. EATUC developed policy documents and recommendations that include, employment policy harmonization, Social Security Code, Social Security Portability Bill among others.

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? ITUC-Africa, ITUC and

Africa Labour Research and Education Institute of ITUC-Africa for their technical support and capacity building of EATUC Secretariat, solidarity support from OATUU, I also take this opportunity to thank all our cooperating partners (FES- Dar es Salaam, ILO, LO-FTF, LO-Norway and Solidarity Center, FNV) 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,



Bro. 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 would like to specially thank the former Executive Secretary Bro. Emmanuel Nzunda, for his tireless and dedicated work to ensuring that the permanent secretariat foundation was strong.

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 regional ITUC-Africa and OATUU, our sub regional counterparts SATUCC and cooperating partners namely LO-FTF, LO-Norway, FES ,FNV, 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.

**Caroline Khamati Mugalla**  
**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 – 2015, EATUC has been implementing activities based on its Strategic Plans of 2007-2012 and 2012 - 2017 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. 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
- EATUC's Priorities and Objectives
- Summary of EATUC's Project work
- Status of Implementation of EATUC's Strategic Plan
- Networking
- Conclusion

## 1.1 Trade Union Development

During the period 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. Trade unions have taken steps in engaging the government on employment and social issues that has included issuing of national strike notice on issues of minimum wage, salary increment and social security schemes.

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.

In July 2013 the Government announced an increase in sectoral minimum wages in private sector – ranging between 40 % to 60% increase. However, when gazette the increase was only minimal. TUCTA has pursued this confusion and a tri-partite task force has been formed to resolve the matter. According to TUCTA, minimum wages in public sector was increased from 200.000 to 240.000 Tsh in July 2014 as part of the national budget 2014/2015 and the minimum income tax bracket was reduced from 13 % to 12 %. Most of the lawmakers who contributed in the discussions of the budget said the amount was not enough to bring a meaningful relief to employees

In 2014 TUCTA and ZATUC participated in the Constituent Assembly which was held in Dodoma between March - September 2014. TUCTA and ZATUC represented workers in rewriting proposed new constitution of the United Republic of Tanzania.

TUCTA held its 5<sup>th</sup> midterm Congress and elected Brother Gratian Mkoba from Teachers Union as new TUCTA President, as the seat was left open after retirement of the previous President Brother Omar Jumaa. More than 20 members from four unions contested for the position. A minor review of the TUCTA constitution was postponed to the next TUCTA Congress.

TUCTA, having participated well in the writing of the New National Constitution which has been kept in abeyance to give way for National Election due on 25<sup>th</sup> October 2015, turned to overseeing of its Affiliates' Elections which started this year in January 2015. Three of TUCTA's Affiliates have held election for their grass-root and Top Leadership. Two Affiliates CWT and DOWUTA completed their Elections and obtained new leaders at all levels bottom to top. TUICO, one of TUCTA's Affiliates is still conducting election at Regional level and will complete for its top leadership in December 2015.

TUCTA top Leadership held a meeting with the President of the United Republic of Tanzania Hon Jakaya Kikwete in April 2015 as one the regular consultative meetings which are usually

held twice a year to reflect on labour issues and other matters at large relating to national development. The Trade Union delegation discussed and advocated substantially on the following:

- Social Protection benefits
- Reduction of Tax rates (PAYE) and
- Salary increase.

Following these consultative meetings the PAYE has been reduced progressively reaching 11% this year from 15% two years ago.

TUCTA celebrated the May Day in Mwanza and conducted VCT"WORK in 10 Regions during May Day Celebrations. A total of 1800 workers tested for HIV and AIDS to know their status

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 3<sup>rd</sup> most trusted institution by the public in a research conducted by Info track Harris.

In 2013 (COTU-K) and the Federation of Kenya Employers (FKE) were able to meet with the President elect Uhuru Kenyatta, and they discussed a range of issues that affect the workers in Kenya. The president promised to work with the two organizations closely, and also promised to consult and involve them in the appointment of the minister in charge of labour in Kenya.

In 2014 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.

After much negotiation with the government, a 12 percent increase on the minimum wage was declared on 1<sup>st</sup> May, 2015 during the International Labour Day Celebrations but very few employers have complied with the Presidential decree.

Concerning labour related legislations, a proposed private security bill that seeks to ensure decent work for private security workers is before parliament for approval.

COTU (K) is concerned about the presentation of a draft National employment Policy before parliament without the input of key stakeholders and is therefore lobbying for inclusion of workers' input in the stated policy and the ratification of ILO Convention 122. Trade unions are also of the opinion that a proposed plan by Salaries and Remuneration Commission to conduct

job evaluation in the public service is a preserve of the Public Service Commission and beyond its mandate. COTU (K) is also against a scheme by the government to employ civil servants on contract

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

COTU (K) has consistently advocated for decent employment for both formal and informal economy in Kenya. The organization has a close working relationship with leaders of informal associations and also the rival labour center, Trade Union Congress

In Burundi, COSYBU also engaged the government of Burundi on souring 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.

Trade unions have been advocating for harmonization of wages in public sector and the development of a public sector wage policy. A number of recommendations have been agreed but the process has stalled. Unions in education and health sector have been conducting strikes to push the Government to move the process forward, but so far nothing has happened, even though the issue has been on discussion in the National Social Dialogue Committee.

A national Social Protection Policy was adopted in 2013. COSYBU is now a member of the National Social Security Committee (tripartite + CSO), Committees are also set up at provincial level. The new policy holds provisions for mutual insurance schemes for private sector, scheme opened in May 2014. Contributions are paid by workers (4%) and employers (6%). In addition, a new law (revision of the Social Security law and Labour Law) is going to provide for the possibility for informal sector workers to contribute to NSSF (based on estimated income). COSYBU recommendation is that social security should include informal economy workers to access basic services like health insurance, credits, loans, etc. A national Commission on employment and a Commission on Child Labour as well as a Commission on Job Perfection (skills development / on the job capacity building) were set up in late 2013.

COSYBU and affiliated unions are focusing on organizing in informal sector by targeting informal sector associations in large numbers. Quite a number of informal sector associations have registered as trade unions and have been affiliated to the Federation of informal Sector workers union under the Transport sector Federation. A number of informal sector unions are affiliated directly to COSYBU for instance a federation of trade unions in agriculture sector registered which is named FEBUTRA.

In Rwanda, a revision of the labour law has been published 1n 2015. As part of this process, fixing of minimum wages has been a major issue. CESTRAR previously has conducted surveys and submitted their recommendations. After consultations and discussions in National Labour

Council (NLC) the case is now pending on informal consultations with MIFOTRA. CESTRAR has agreed to fix minimum wages sector by sector and then at a later stage to go through the (16) sectors one by one to see what are the problems and to fix minimum wages as per professional categories as spelled out in the labour law.

CESTRAR also participated in revision of the Social Security Law and the Employment policy, focusing on job creation and mainstreaming of youth and gender agendas as the new policy is going to take on board the concepts of decent work, social protection and workplace rights. The Social Security Law and the Employment Policy publicized in government magazine in November 2015.

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.

The issue of fixing minimum wages in Uganda was presented to the Application Committee during the ILC in June. The Government of Uganda was heavily criticized by the committee for not having done anything for years despite of promises made. A plan of action was presented by the responsible minister for the fixing of minimum wages by 2015. A minimum wage board has been formed. However the process of fixing (sectoral) minimum wages has not seen any progress yet. NOTU keep on pushing the agenda by involving national and international media

The implementation of the Employment policy is moving slow. The intention is to streamline skills development efforts by bringing stakeholders together. NOTU is on board the tripartite organ "Skilling Uganda" (financed by World Bank to address unemployment). NOTU wants Skilling Uganda to address the lack of technical skills (due to focus on university education) by bringing on board vocational training with a focus to educating people to be self-employed (increasing skills in informal economy).

By the end of 2013 it was seen that eight unions left COFTU in protest against non-democratic decisions in the COFTU leadership, leaving COFTU with 12 affiliated unions. Six out of the eight unions have applied for affiliation to NOTU, and NOTU in April approved the applications. However, the Ministry responsible for labour protested against the de-affiliation from COFTU and affiliation to NOTU. The case is pending on the Attorneys Generals interpretation of the legislation and the tri-partite charter on industrial relations, signed in 2013 in order to set up a framework for collaboration in the labour market (including clauses on "one workplace – one union" addressing demarcation lines between trade unions). Having the six unions affiliated will increase NOTU membership by 60.000 members.

NOTU has conducted a leadership workshop on strategy for engaging in informal sector and developed a NOTU strategy. The Amalgamated Transport and General Workers Union have signed Memorandum of Understanding with thirteen informal economy associations. So far, the informal sector associations have increased NOTU membership by 71000 in 2015

During the period of January to June 2015, NOTU organized 4500 members from the formal sector. During the period under review NOTU supported its budget by 39% against the Development partners' support of 51%. This represents a significant improvement against 2014 Development partners' support of 58%.

In Zanzibar, 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.

ZATUC have managed to get a seat in the Standing Committee for Parliament and in the Public Service Commission. All bills pass by the Standing Committee before going to the House. This seat gives ZATUC a very important platform for influencing the policy formulation. Other stake holders might be involved through stakeholders meetings. ZATUC participate in Public Service Commission whenever issues affecting workers are discussed. ZATUC send the relevant sector unions to represent workers on specific matters

In 2015 ZATUC Executive Committee and Executive Boards has managed to endorse the new gender and women policy, new version of election regulations and new strategic plan of 2015-2019. ZATUC has conducted four radio programs and three television programs to advocate on labour laws and labour standards also involved on discussion about the government budget of 2015/16

## 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 30<sup>th</sup> 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 22<sup>nd</sup> 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 1<sup>st</sup> 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.

During the period under review, the EAC initialed a "framework" or "interim" Economic Partnership Agreement with the EU in 2007. The Economic Partnership Agreement focuses on trade regimes for goods, fisheries, agriculture, economic and development cooperation, good governance concerning taxes, custom duties on products originating in the EAC Partner States, customs on products originating in the EU party and infrastructure. On 16<sup>th</sup> October 2014, The European Union (EU) and The East African Community (EAC) Partner States finalized the negotiations of establishing an economic partnership between the two parties. It is expected to be signed and ratified by October 2016.

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. During this period we witnessed the use of the machine readable national Identity Cards used as travelling documents within the EAC but only for the citizens of those Partner States which have accepted among themselves to use IDs and removed of work permit fees for some of East African Countries in order to speed up the free movement of labour within the region. 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.

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, however the Score Card misses out on monitoring the implementation of free movement of workers.

## **1.3 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 boarder migration. Kenya has removed unnecessary roadblocks.

COTU (K) together with the Federation of Kenya Employers and with the support of LO-FTF Social Dialogue Program held a stakeholder's conference in May 2015 to discuss the challenges facing the implementation of the EAC Common Market Protocol

Some of the challenges identified were harmonization of work permits across EAC partner states and non-inclusion of all relevant stakeholders, both state and non-state actors in the EAC integration process

It was also observed that there was a need to increase awareness of the CMP to workers and all stakeholders.

### **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

## 2.0 STRATEGIC OBJECTIVES OF EATUC

- **Strengthening EATUC Secretariat**
  - **Expected Output**
    - Resource Mobilization Strategy developed
    - EATUC's own building built
    - Constitution amended
    - Staff welfare policy in place
    - Campaign material and policy paper on workers and EAC regional integration process disseminated to national centers, stakeholders and cooperating partners
    - Committee of Experts Strengthened
    - Feedback reports from Affiliates on trade union development at national level
  
- **Enhancing EATUC Social Agenda and Influence in the Regional Integration**
  - **Expected Output**
    - Policy documents adopted by Summit
    - Reports from social partners and stakeholders meeting on policy document produced
    - Networks/Platforms/Forums/Alliances formed, joined in to advocated for policies and positions adopted by Summit
    - IEC material on EAC Common Market developed and regional integration
    - Tools for the monitoring Common Market Protocol developed
    - Regional Social security policies, research reports and positions adopted by the Summit
    - Trade Union proposals on extension of Social Security Coverage developed
    - Improved social dialogue structures and practices to support the implementation of the EAC Decent Work Program
    - Trade Union positions on harmonized labour policies and labour laws produced
    - Research reports, research on Informal economy
    - Reports and data on Gender mainstreaming produced
    - Research reports, policies on youth employment developed
    - Research reports on green jobs, climate change developed
    - Research reports and positions on Bilateral and multilateral trade agreements including EPAs developed
    - Trade Union proposals on mechanism of standardized minimum wages in EAC developed
    - Reports on violation of human and trade union rights produced and shared on social medias
    - Social clauses included in trade agreements
    - Reports from the East Africa Human and trade unions produced
    - Research reports on issues of the informal economy

- Catalogued strategies of union organizing and social security protection in informal security produced
- **Capacity Building of National Centers**
  - **Expected Output**
    - IEC material on the Common Market Protocol and regional integration domesticated by national centers in their training programmes
    - National report developed on progress of implementation of the Common Market Protocol and regional integration
    - Affiliates press statement on EATUC's policy positions on regional integration
    - Trade unions reports and positions on economic development debates and forums
    - Women leaders incorporated in EATUC's and national centers structures and participation in activities
    - Gender mainstreamed in EATUC's and its affiliates policies, programs, projects and budgets
    - EATUC gender network created and identified male focal gender persons and gender champions
    - EATUC's and national centers gender policies development
    - Increased participation and representation of youth and women in trade union activities and leadership
    - Organizing strategy developed that include issues of informal economy, gender, youth, oil and gas sectors and other emerging sectors in East Africa
    - Good practices on organizing documented
    - Memorandum of understanding signed
    - Guidelines on cooperation of existing national centers adopted
    - Confederation formed and mergers formed
- **Enhancing Labour Research and Data Analysis**
  - **Expected Output**
    - East Africa Research Institute put up

## STATUS OF IMPLEMENTATION OF EATUC'S STRATEGIC OBJECTIVES

	Priority Area	Achievements	Challenges
<b>Strengthening EATUC secretariat</b>	<ul style="list-style-type: none"> <li>• Increasing EATUC's financial base and sustainability</li> <li>• Enhancing EATUC staff capacity and competence</li> <li>• Enhancing service delivery to affiliates</li> </ul>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• EATUC Financial Sustainability has increased from 1.3% in 2007 to 14% in 2015</li> <li>• 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.</li> <li>• EATUC has a permanent office space that was given by TUCTA, renovated and furnished with the support of LO-FTF</li> <li>• EATUC staff have been provided with the health insurance which enables them to obtain treatments within the East African Community</li> <li>• EATUC has been able to contribute the NSSF to its staff since 2014</li> <li>• There has been improved and effective delivery of services by the secretariat to the affiliates</li> <li>• EATUC has developed a template for quarterly reports and semiannual reports, committee of experts used the template to report to EATUC on issues of trade union developments, political situation, economic situation and monitoring implementation of EAC Common Market Protocol from their respective countries in quarterly basis or Semi-Annual reports.</li> <li>• New EATUC website is in place since 2014 and running and constantly</li> </ul>	<ul style="list-style-type: none"> <li>• Insufficient Human Resource at the secretariat</li> <li>• As per the number of activities implemented by EATUC from 2007 to 2015, it is important to note that most of the activities carried out were supported by co-operating partners.</li> <li>• Irregular payment and nonpayment of affiliation fees somehow hindered the smooth functioning of the secretariat</li> <li>• EATUC sustainability Salary arrears( <i>outstanding salaries</i>) to Executive Secretary</li> </ul>

		<p>reviewed and information shared on the activities carried out by EATUC</p> <ul style="list-style-type: none"> <li>• Committee of experts have been capacitated through training on issues of regional integration (free movement of workers and portability of social security within EAC Regional)</li> <li>• EATUC has managed to organize and conduct subcommittee meetings to draft charter on Extractive Industries in EAC and to review position paper on Removing Barriers on Free Movement of Workers in EAC</li> <li>• Some of the affiliates have stepped up to meet at least part of their affiliation fees</li> <li>• 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"> <li>○ FES- Uganda</li> <li>○ FES Tanzania</li> <li>○ LO-FTF</li> <li>○ LO-Norway</li> <li>○ ActionAid</li> <li>○ FNV</li> <li>○ Solidarity Center</li> <li>○ ILO</li> <li>○ EAC</li> <li>○ COTU-K</li> <li>○ TUCTA</li> </ul> </li> <li>• EATUC has been able to print brochures, position papers and shared its progress report through its website and the mail listings.</li> <li>• With the support of LO-FTF EATUC has continued to hold the annual summit meetings that have enabled the Summit to make decisions, commitments and adopt policy</li> </ul>	
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		<p>papers prepared by the Committee of Experts and the secretariat</p> <ul style="list-style-type: none"> <li>• Committee of experts met frequently and contributed to the development of EATUC and improved feedback among EATUC and national centers</li> <li>• Executive Secretary has attended affiliates constitutional meetings to advocate for compliance on EATUC contributions</li> <li>• EATUC has been publicizing through media (magazines, radio, TV, newsletters) within the EAC Region and beyond.</li> </ul>	
<p><b>Enhancing EATUC social agenda and influence in the EAC regional integration</b></p>	<ul style="list-style-type: none"> <li>• Influencing EAC policy decisions</li> <li>• Enhancing understanding of EAC the Common Market Protocol by EATUC affiliates</li> <li>• Enhancing implementation of the ILO Decent Work Agenda</li> <li>• Enhancing understanding of the informal economy</li> </ul>	<ul style="list-style-type: none"> <li>• 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</li> <li>• 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</li> <li>• EATUC has been able to produce a handbook to be used to sensitize the workers on the basic concepts of the Common Market Protocol and in particular Articles on the free movement of Labour</li> </ul>	<ul style="list-style-type: none"> <li>• Slow progress in the harmonization of labour legislation and social security policies.</li> <li>• Inconsistency of the EAC to organize tripartite meetings and meetings for Ministers in charge of labour and employment</li> <li>• lack of awareness among workers and the general public on EAC regional integration</li> <li>• low participation of women and youth in regional and national activities</li> <li>• 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</li> <li>• Slow progress in the harmonization of labour</li> </ul>

		<ul style="list-style-type: none"> <li>• 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.</li> <li>• EATUC has been able to conduct regional awareness campaigns to its affiliates on issues of regional integration including harmonization of work permits, labour laws and employment policies and social security</li> <li>• EATUC attended and participated in EAC and other stakeholders forums</li> <li>• EATUC with the support from LO-FTF has managed to organize regional tripartite stakeholder's conference on social dialogue pilot project (Free movement of workers within the EAC Region). The government officials, employers organizations and trade unions across the region attended the conference</li> <li>• EATUC with the support from FES has been able organize several regional trade union sensitization workshop on good governance and democracy</li> <li>• EATUC with the support from LO-FTF has been able to carry out lobby and advocacy campaign to the EAC Partner states on issues of free movement of workers within the EAC (work permits regimes within EAC)</li> <li>• With the support of Co-operating partners, consultants, and experts in the respective fields and Committee</li> </ul>	<p>legislation and social security policies.</p> <ul style="list-style-type: none"> <li>• Inconsistency of the EAC to organize tripartite meetings and meetings for Ministers in charge of labour and employment</li> </ul>
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		<p>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.</p> <ul style="list-style-type: none"> <li>• 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 tripartism at the regional level</li> <li>• Printed and disseminated EATUC Social Charter , social security code</li> <li>• EATUC with the support of LO-Norway has developed a Social Security Code and was presented to Social Partners at the regional conferences</li> <li>• 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</li> <li>• FES-Tanzania supported EATUC in the implementation of the Strategy paper on Good Governance and Democracy</li> <li>• An EATUC gender strategy was produced with the support of LO-FTF and gender experts from the national centers.</li> </ul> <p>• The following documents have been produced and disseminated by EATUC during the period under review</p> <ul style="list-style-type: none"> <li>• Social Security Code</li> <li>• Social Charter</li> <li>• Paper on Youth Employment Policies in East African Community</li> <li>• Gender Strategy paper</li> </ul>	
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		<ul style="list-style-type: none"> <li>• Employment Policy- Worker's perspective</li> <li>• A handbook on sensitization on the EAC Common Market and trade union role Handbook on Trade Union Oil for Development</li> <li>• EATUC's Position on EPA negotiation</li> <li>• EATUC's position on the Financial and Economic Crisis in East Africa</li> <li>• Training of trainers Manual</li> <li>• Paper on Re-Evaluating the Role of the Informal Economy and Strategic Position of Trade Unions in Bridging the Unemployment Gap</li> <li>• A strategy paper on good governance and democracy in EAC and role of trade unions</li> <li>• Improving The EAC Workers Awareness on the Ongoing EPA Negotiations and Involvement In Trade Policy</li> <li>• Mini-debate in the Knowledge and Innovation Space of the 4<sup>th</sup> High Level Forum on Aid</li> <li>• 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</li> <li>• Social Partner's charter on Good Governance in the Extractive Industries in the East African Community</li> <li>• Draft Social Security Portability Bill of 2015</li> </ul>	
<b>Capacity building of National Centers</b>	<ul style="list-style-type: none"> <li>• Enhancing effective engagement on issues of regional integration</li> </ul>	<ul style="list-style-type: none"> <li>• EATUC with the support of LO-FTF has organized capacity building workshops(national activities) on issues of free movement of workers within the region (work/residence permits)</li> </ul>	<ul style="list-style-type: none"> <li>• More awareness is needed among workers, members of trade unions and citizen on the EAC Common market and regional integration</li> <li>• Slow implementation of the EAC Common Market</li> </ul>

	<ul style="list-style-type: none"> <li>• Enhancing capacity in gender mainstreaming</li> <li>• Increasing trade union membership through organizing special group(youth, women and the informal economy)</li> <li>• Enhancing trade union unity</li> </ul>	<ul style="list-style-type: none"> <li>• EATUC has continued to enhance the capacity in gender issues, with the support from ILO has organized the capacity building Training on Transformation Leadership for Women in Trade Union Federations to enable the women to take the decision making positions in trade unions</li> <li>• EATUC women committee and youth committee have increased the trade union unity, since 2014 EATUC Annual Summit Meetings have full participation of youth and women committees</li> <li>• Capacity building activities carried out on gender issues, regional integration, informal economy</li> <li>• EATUC has continued to carry out sensitization workshops on policy issues and positions taken by the summit</li> <li>• EATUC has been able to develop a handbook on the EAC common Market protocol and organized national awareness workshops</li> <li>• Awareness created at national level on oil for development issues, social security and employment issues supported by LO-Norway,</li> <li>• 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.</li> <li>• Capacity building activities carried out on gender issues, regional integration, informal economy</li> <li>• EATUC has been able to support industrial actions and send out solidarity messages to national centers.</li> </ul>	<p>Protocol</p> <ul style="list-style-type: none"> <li>• Low trade union membership</li> <li>• Weak trade union unity in some EAC Partner States</li> <li>• Multiplicity of national centers</li> <li>• Low participation of women and youth in activities and decision making bodies</li> </ul>
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		<ul style="list-style-type: none"> <li>• Through EATUC Chairman initiated a platform for NOTU and COFTU to work together</li> <li>• EATUC has initiated efforts to its affiliates in organizing workers in informal economy, with the support from Street Network International EATUC has been able to draft the declaration for the workers in the informal economy within EAC</li> <li>• EATUC with the support from LOFTF was participating in the process of harmonization of Entry/work/residence permits, forms procedures and fees within the EAC Common Market Protocol framework</li> </ul>	
<b>Research</b>	<ul style="list-style-type: none"> <li>• Enhancing research and data analysis</li> </ul>	<ul style="list-style-type: none"> <li>• EATUC with the support from FES-Tanzania has been able to develop a charter on extractive industry</li> <li>• EATUC in collaboration with its cooperating partners has carried out various research on youth employment, good governance and social dialogue in EAC and come up with reports, position papers and charters, brochures for lobby and advocacy</li> <li>• EATUC enhanced its capacity in carrying out Labour Research within the EAC Region by training vibrant young researchers from its affiliates that will be mentored and supported by the already existing researchers within the EATUC affiliates</li> <li>• EATUC has moved step further by founding its research centre namely East African Labour Research Centre registered Tanzania in 2015,</li> </ul>	<ul style="list-style-type: none"> <li>• Insufficient funds for carrying out research</li> <li>• Insufficient Researchers from the national centers who are able to carry out Labour research</li> </ul>

### **3.0 PROJECT WORK**

In line with the framework of the EATUC strategic plan of 2007-2012 and 2012 – 2017 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 (2007-2015) 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 period 2007 – 2015. The co-operating partners have supported EATUC on ad hoc basis and also on long terms basis. 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 from 2007- 2010 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/FTF – Pilot Project of Social Dialogue in East Africa**

The overall objective of the project was to further the free movement of labour in the EAC and thereby increase regional integration and the prospects for growth. The means to achieve this being to actively involve EAC social partners in supporting the economic growth trends and especially the free movement of labour within the EAC; thus engaging them in the development and implementation of the second freedom. A further corollary hereof is that the social partners will also contribute to the implementation of key elements of the EAC Common Market protocol.

The immediate objectives of the project were:

- A coherent regional platform for labour market organizations to further regional labour market integration is created;
- A common position by employers' and labour organizations on a selected issue related to regional labour market integration is developed, and utilized for national and regional advocacy activities

The project ran for 18 months from September 2013 to June 2015 and during that time the partners received training in social dialogue processes and support to policy advocacy provided to joint working sessions on a specific issue related to the free movement of labour in the EAC. The project was conceived as a pilot project to test the prospect

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

The overall objective of this project was 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 ended 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.

### **3.2.4 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.

### **3.2.5 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.

### **3.2.6 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.

In 2014 the Solidarity Center supported on EATUC Lobby and Advocacy meeting which took place in Arusha, Tanzania and redesigning of EATUC website

### **3.2.7 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 – Social Security and Social Charter**

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, youth employment, 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 ITUC and ITUC-Africa**

EATUC has participated and contributed to the development of trade union positions at ITUC-Africa such as 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.

EATUC in collaborations with the international trade union movement (ITUC) and the workers major group actively participating in multi-constituency program to influence the outcomes of the Post 2015 Sustainable Development process which is today referred to as Agenda 2030 SDGs. At the heart of these negotiations, we the trade unions were calling for a new global development agenda that shall deliver equity, social inclusion, decent work and sustainable livelihoods for all while protecting our environment.

During these negotiations of the Post 2015 Agenda up to the adoption of the final document by the partner states in September 2015 in New York, EATUC was represented by Bro. Davids Etyang, who formed part of a small team of trade union experts within the International Trade Union Movement. Bro. Davids Etyang represented the International Trade Union Movement (ITUC) during the 3<sup>rd</sup> and 4<sup>th</sup> meetings of the Civil Society Outreach with members of the High Level Panel (HLP) on the Post 2015 Development Agenda, in Monrovia, Liberia and Bali, Indonesia respectively. During these outreach meetings with the HLP members, the trade unions were lobbying and advocating for the HLP members to consider these trade union priorities for the Post 2015 SDG Framework:

- Human and Labour Rights
- Employment, Decent Work and Social Protection
- Youth, education and culture
- Environment including Climate Change and Desertification,
- Water and Sanitation
- Energy
- Sustained and Inclusive Economic Growth
- Trade and industrialization
- Macroeconomic Policy Questions
- Promoting Equality, including social equity, gender equality and women
- Poverty Eradication

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.

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.

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

#### **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.

Under the Africa-wide Civil Society preparatory meeting for the 7<sup>th</sup> WTO Ministerial Conference EATUC participated in the drafting of an African demands to the 7<sup>th</sup> 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.

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 13<sup>th</sup> 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.

It was the first time for EATUC to participate in the Wage Indicator meeting in 2014. 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.

EATUC attended the 2014 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.

EATUC attended Africa-USA Heads of States Summit in 2014. 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.

EATUC participated in the meeting of the Multi Sectoral experts on the harmonization of the Entry/ Work/ Residence Permits Fees, Forms and Procedures within the EAC Common Market Protocol Framework took place from 8<sup>th</sup> – 10<sup>th</sup> June 2015 in Nairobi Kenya. The meeting brought together experts drawn from Immigration, Labour, Investment Authorities, Workers, Employers organizations and EATUC/EAEO as observers to address issues of work/residence permit harmonization within the EAC Region as directed by the Council

EATUC attended the Pan African CSO Conference on financing for the Development 7<sup>th</sup>-8<sup>th</sup> July 2015 Uganda (Preparatory Meeting for the Third International Conference on Financing for Development, 13<sup>th</sup>-16<sup>th</sup> July 2015 Addis Ababa Ethiopia). The meeting brought together over 70 participants from Africa Civil Society Organizations across the Continent .EATUC participated in developing key common messages for the African CSOs delegations towards the CSO and the Official UN FFD outcome documents and to issues the African CSO statement on UN FFD process

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
- Tax Justice Network

- Streetnet
- ActionAid
- EALS
- EALA
- TUFEA

## **5.0 CONCLUSION AND RECOMMENDATION**

The period 2007 – 2015 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.

### **Strengthening EATUC secretariat**

#### **Conclusion**

EATUC Secretariat has been improved from 2007 to 2015 by delivering its services to the national affiliates, with support from cooperating partners, EATUC has a permanent office space that was given by TUCTA, renovated and furnished with the support of LO-FTF. EATUC Secretariat has equipped with the modern equipment such as computers, printer and heavy duty photocopy machine, generator, full internet connection which enhanced the capacity of Secretariat to run its daily programs

EATUC staff have been facilitated to attend to the trainings and contribute to forums/meetings and other workshop at national, regional, to continental level hence sharing their experiences and capacity building.

With support from cooperating partners, the welfare of EATUC Staff have been improved, the Secretariat provided the health insurance to its staff and NSSF contributions.

From 2007 to 2015, EATUC financial sustainability has increased from 1.3% in 2007 to 14% in 2015 which enabled EATUC Secretariat to carry out different activities and programmes.

## **Recommendations**

To show the ownership of the EATUC Secretariat by the national affiliates and to ensure EATUC sustainability there is need of showing commitment in payment of affiliation fees every month by national affiliates, irregular payment and non-payment of affiliation fees hindered the smooth functioning of the Secretariat, the number of activities implemented by EATUC from 2007 to 2015 most of activities carried out with support from co- operating partners.

## **Enhancing EATUC social agenda and influence in the EAC regional integration**

### **Conclusion**

For the period of 2007 to 2015 EATUC has been able to organize meetings and workshops on drafting of policy issues that include, social security, social charter on 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 handbooks and brochures used to sensitize the workers on basic concepts of the Common Market Protocol and in particular Articles on the free movement of Labour

### **Recommendations**

- Partner States to speed up harmonization of labour legislation and social security policies.
- The EAC should organize tripartite meetings and meetings for Ministers in charge of labour and employment
- The national centers should raise awareness among workers and the general public on EAC regional integration
- Women and youth should participate in regional and national activities

## **Capacity building of National Centers**

### **Gender Mainstreaming, Women and Youth**

From 2007 to 2015 EATUC has continued to enhance the capacity in gender issues, with the support from cooperating partner EATUC has organized the capacity building trainings and workshops to enable the women to take the decision making positions in trade unions. EATUC has managed to implement the gender equality to its activities and programmes, all activities and programmes organized by EATUC have equal participation of women and men

EATUC women committee and youth committee have increased the trade union unity, since 2014 EATUC Annual Summit Meetings have full participation of youth and women committees, the full participation of women committee and youth committee to the EATUC Summit have given chance for both committees to present their issues to the Summit for decision and to be adopted. Apart from participation to the Summit, the committees involved into different activities before the Summit meeting (pre- summit activities)

EATUC has continued to build capacity of young trade unionist from its affiliates, In 2015 for the first time EATUC has organized a youth academy camp at Tom Mboya Labour College in Kenya, the youth academy camp aimed to build capacities to young activist on salient themes whiles rekindling the spirit of trade unionism and reinforcing camaraderie among participants from all EATUC affiliates, the youth were participating into different activities and sharing experience from each other. EATUC has carried out the training on basic labour research methodology and data analysis for young vibrant trade unionist in May 2015, the training enhanced the institutional capacity and expertise in carrying out labour research in trade unions research.

EATUC has moved step further in recognition of workers with disability from its affiliates; in 2015 the EATUC Summit adopted important recommendations as step towards working on issues of disability

### **Conclusion**

During the period of 2007 to 2015 EATUC with the support of cooperating partners has organized capacity building workshops(national activities) on different issues including gender issues, regional integration (free movement of workers within the region (work/residence permits)), informal economy.

EATUC has continued to carry out sensitization workshops on policy issues and positions taken by the Summit, 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

## **Recommendations**

- EATUC with support of cooperating partners should develop Gender Policy
- Follow up with umbrella unions to ensure all their affiliate unions have youth committee
- National Centers should increase the participation of women and youth in activities and decision making bodies
- More awareness is needed among workers, members of trade unions and citizen on the EAC Common market and regional integration, the national centers should organize sensitization workshops to sensitize their members on issues of regional integration,
- Partner States should speed up the implementation of the EAC Common Market Protocol
- To consider the mainstreaming of workers with disability into EATUC structures and activities.
- To amend EATUC constitution to provide for persons with disability.
- To develop a workers with disability policy and also come up with programmes and projects.
- EATUC to commit itself to the campaign for equal treatment and opportunities and implementation of decent work agenda

## **Research**

### **Conclusion**

During of the period of 2007 to 2015, EATUC in collaboration with its cooperating partners has carried out various research on youth employment, good governance and social dialogue in EAC and come up with reports, position papers and charters, brochures for lobby and advocacy.

EATUC enhanced its capacity in carrying out Labour Research within the EAC Region by training vibrant young researchers from its affiliates that will be mentored and supported by the already existing researchers within the EATUC affiliates.

EATUC has moved step further by founding its research centre namely East African Labour Research centre registered Tanzania in 2015,

### **Recommendation**

- EATUC should find the way of resource mobilization for carrying out research
- EATUC with collaboration of National Centres should identify and train the young vibrant researchers from the national centers who are able to carry out Labour research