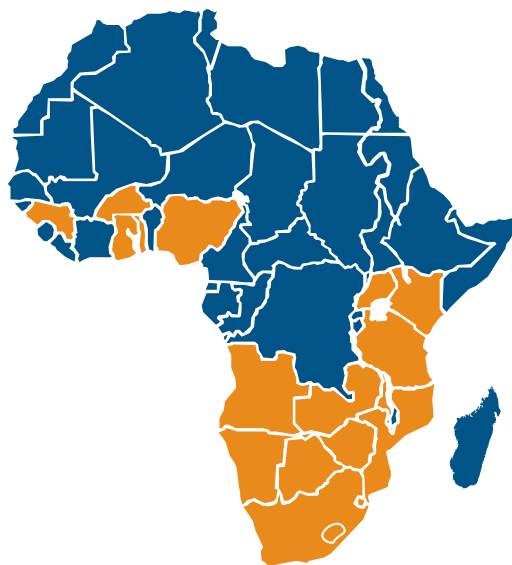




THE LO/FTF COUNCIL IN AFRICA





OVERALL OBJECTIVE

The LO/FTF Council is present in Africa with the aim of strengthening Danish and international support to the development of the trade union movement and a sustainable labour market in the region. The overall objective is to support a democratic development, strengthen the civil society and contribute to the alleviation of poverty.

ADVISORS IN THE REGION

The LO/FTF Council coordinates a wide range of activities and projects through our advisers in Southern Africa (Swaziland & Angola), East Africa (Kenya) and West Africa (Ghana). In addition, the LO/FTF Council supports a range of local project coordinators and technical staff working with our partners – the trade unions in Africa. Our physical presence allow us to follow development trends in the region closely, to coordinate with other stakeholders at the labour market, to provide technical assistance to ongoing projects, and to identify areas of future cooperation. The presence in the region also facilitates contacts and exchange of experience and information between the trade union movement in Africa and sister organisations in Denmark.

COLLABORATING PARTNERS

In a broader context the project collaboration takes place within the global network of trade unions in the ICFTU and its regional organisation – ICFTU-AFRO, within specific sectors with the Global Union Federations, and on national level with national centres affiliating federations as well as local unions.

DONOR COORDINATION

Through this international network, the LO/FTF Council also coordinates its activities and support with donor organisations within the international trade union movement (E.g. LO-Norway, LO-TCO Sweden, FNV Holland, SASK Finland, CLC Canada

and Solidarity Centre USA) and other international NGO's working for social development in the region (e.g. FES Germany).

TARGET GROUPS

The direct target group for the LO/FTF Council is the people working in and with the trade union organisations in the region – politically elected representatives, educators and labour activists. Priority is given to gender equality and the ambition to encourage more women to take an active part in the work of trade unions. Through the projects people are addressed through awareness raising and development of skills in areas such as dialogue and negotiation, advocacy, alliance building, leadership and management, legal process, information/campaigning etc.

Besides representing their organisations and being social actors working for the improvement of human rights and welfare, these people also belong to the great majority of relatively marginalised citizens with one or more of the characteristics of people in need: They are workers, many of them are un- or underemployed and poor, some are women, while others belong to marginalized tribes and groups.

Many of the trade unions in Africa are relatively well-organised organisations with a membership of 40-70% of the wage earners. However, small-scale farming and informal employment cover up to 80-85% of the total workforce.

Through the trade unions the projects reach out to both unionised workers and potential members in the public and private sectors – as well as those within the informal economy.

THE REGIONAL STRATEGY

The interventions in the African sub-regions are concentrating on capacity building of the trade unions, strengthening their capacity to provide services to members and to promote a further democratic development, contribute to poverty alleviation and to meet the many challenges at the labour market. At the regional and sub-regional level, the LO/FTF Council also seeks to support the development of regional and sub-regional networking among trade unions.

THEMATIC INTERVENTIONS

Apart from general intervention areas there are a range of cross cutting themes, which are included in different priorities depending on the national situation:

DEMOCRACY AND GOOD GOVERNANCE

Improving conditions at the labour market in the region is an issue of utmost importance whenever working for human rights and democratisation of society.

In itself, the trade union movement is characterised by being the only type of civil society organisation, which transcends religious, ethnic and tribal boundaries. The respect for religious and ethnic differences makes the trade union movement an important stabilising democratic factor in most African countries.

By strengthening the transparency and internal democracy within the trade union movement workers can build a genuine democratic voice to represent their interests. Through dialogue and negotiations with government and employers at national, sectoral and workplace- levels, trade unions can put pressure on the enforcement of fundamental labour rights and the improvement of working conditions. Equally important, when conflicts arise capable trade unions have an impor-

tant role, through an institutionalised arbitration and conciliation process, to contribute to the re-establishment of industrial peace.

In a broader context a democratic trade union movement is one of the basic conditions for the development of a democratic political culture, accountable national institutions, and a more fair and equal distribution of wealth in society.

HUMAN AND LABOUR RIGHTS

A majority of workers experience a big gap between what the employers and state institutions say about respecting human rights, workers' rights and the Labour Code, and what they actually do. Although formal democracies have been established in most countries in Africa, lack of political transparency, widespread corruption, and lack of law enforcement are common features. In many countries the power structures are still heavily influenced by the former centralised governance. For instance there are very few examples of civil society and trade unions being systematically consulted in the preparation of the Poverty Reduction Strategy Papers (PRSP) – not to mention in the monitoring process. Transparency and democracy are also lacking in the work of existing tripartite and bipartite consultancy mechanisms or labour market institutions taking care of e.g. social security systems.

During periods of political repression the trade unions in Africa have often sheltered widespread public opposition to dictatorships of different colour or shape. It is a huge challenge for trade unions to take this responsibility in times of political repression without losing the perspective and role as a democratic representative defending the interests of members on all issues related to the labour market and their working life.

POVERTY ALLEVIATION

Trade unions are thriving to improve living conditions for the great majority of the population. This is done through advocacy and negotiations with government and employers on the promotion of minimum standards for salaries and working conditions, which also concern workers outside the formal sectors. Trade unions are e.g. promoting access to quality education for all, for equal access to health care and for a fair taxation policy. Increasingly the trade unions in Africa are developing their capacity to advocate on behalf

of large groups within the informal economy, and they play an increasingly strong role in the general poverty alleviation with particular focus on:

- Organising workers within the informal economy
- Provision of services to workers in informal employment
- Supporting women in the labour market
- Elimination of Child labour

OCCUPATIONAL HEALTH AND SAFETY AND HIV/AIDS

Health and safety at the workplace are basic human rights. Workers have the right to know about the hazards at their workplace, how accidents can be avoided, and which preventive measures are needed to prevent exposure to hazardous substances. At the same time, this is a key-knowledge in order for workers to understand the production process – a knowledge which can raise productivity and improve the quality of products in the end.

Both trade unions and employers need capacity to prioritise OHS and HIV/AIDS more actively in collective agreements at company and sector levels. Through e.g. a joint safety committee the dialogue between workers and management and a systematic effort to improve working conditions can be institutionalised.

Lack of access to markets in Europe, Japan and the US is often, and rightfully, mentioned as one of the most important reasons why Africa is left behind in the globalisation. At the same time, the truth is that even if markets were accessible for products from Africa, neither productivity nor quality of products are at a level where most African companies would be able to compete at the world market.

PROJECT STRATEGIES

Both nationally and regionally there are a range of general strategic intervention areas, which are part and parcel of the LO/FTF Council advisory services and project strategies:

1. Institutional and organisational capacity development
2. Education programmes and systems for shop stewards
3. Information and campaign activities
4. Administrative and financial project management systems

5. Organising strategies and development of trade union services
6. Strengthening networks and alliances
7. Conflict resolution and social dialogue on the labour market

Education activities and Advocacy are prioritised in all projects:

Basically, *education* of trade union activists and capacity development of the trade union organisations are the basis for all the LO/FTF Council supported projects in Africa, and it is through these education programmes that the focus areas mentioned above are reflected and turned into capacity building in practice. Education activities range from establishing educational systems for educators to shop steward education and study circle activities.

Advocacy activities are important in all project collaboration in the region because of the important role that trade unions play in decision-making processes in most African countries. This concerns the expansion of the comparative advantages of trade unions within negotiations and assurance of collective agreements, improvements of working conditions and social security services, which also concerns workers within the expanding informal economy.

PROJECT TYPES

Different types of projects are developed with different project durations from one to two years of pilot projects to conventional capacity building projects, which often last over several phases. All in all, a typical project period will have the duration of 8-12 years. The pilot projects in the regions are typically appraisals and process development with the aim of identifying concrete capacity building projects.

5 PROGRAMMES

In 2004, the LO/FTF Council has ongoing project collaborations with national centres and/or affiliated unions in Angola, Burkina Faso, Ghana, Kenya, Mozambique, Niger, South Africa, Swaziland, Tanzania, Uganda, Zanzibar, Zambia and Zimbabwe.

Democracy and Education in Southern Africa

In Southern Africa, a regional sub-programme on education and development of capacity of shop



stewards has been established as part of democratisation processes in Angola, Mozambique and Swaziland respectively. The Danish affiliate, KAD/3F, participates in Mozambique, while the LO/FTF Council has a direct collaboration with SFTU in Swaziland and the two Angolan national centres UNTA and CGSILA.

Institutional Capacity Development in Southern Africa

In Southern Africa, a regional sub-programme has been established where the institutional capacity development is the focal point for the support to a range of affiliated unions in Mozambique and South Africa. Here the Danish partners are KAD/3F, LVU and Danish Nurses Organisation (DNO) in collaboration with ICN in Geneva.

Occupational Health and Safety in Southern and Eastern Africa

In 2004, the national OHS projects in Tanzania and Zambia continue under the regional programme "Occupational Health and Safety in Southern and Eastern Africa". Focus is on education of the labour activists within the field of occupational health and safety in Tanzania and Zambia. The Danish partners in these projects are the CO-Industry and HK/Private in collaboration with UNI-Graphical. Parallel to this programme the LO/FTF Council carries out broad based occupational health and safety projects with ZCTU in Zimbabwe, and ZCTU in Zambia.

Democracy and Education in Eastern Africa

For 2005, the ongoing sector specific collaboration with the Danish Union of Teachers (DLF), Education International (EI) and the four teachers' organisations in Kenya, Tanzania, Uganda and Zanzibar is expected to be continued in a regional programme for Eastern Africa including a number of supplementary activities with the four national centres.

Poverty and Empowerment in Western Africa

For 2005, a regional sub-programme for Western Africa is expected to continue the current national sub-projects with the Danish unions, under a regional programme to strengthen institutional capacity primarily in Ghana, where poverty alleviation and organizing within the informal economy will play a pivotal role. The Danish partners in the union projects in Ghana are BUPL, HK and KAD, while the LO/FTF Council cooperates directly with the TUC in Ghana and the national federations in Burkina Faso and Niger in a programme cooperation with ILO/ACTRAV.

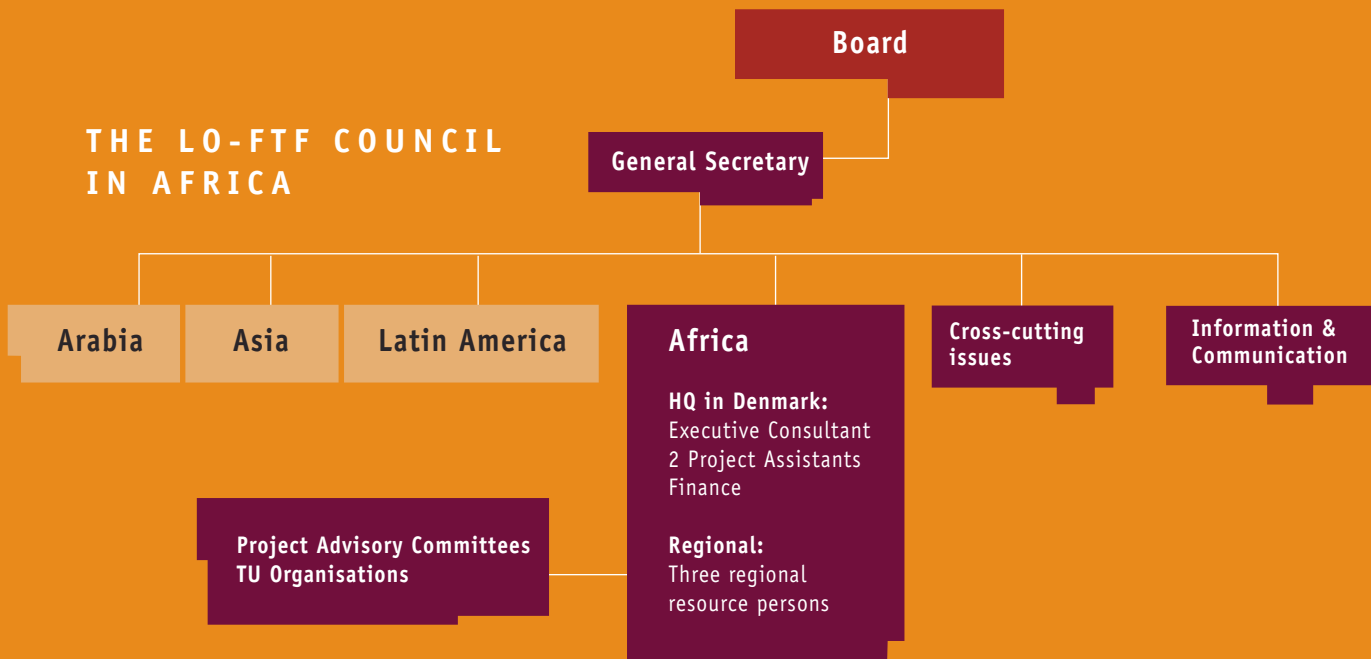
IN DENMARK

The LO, the FTF as well as the Danish unions participate in project advisory committees carrying out reviews and evaluations of the different programmes in the region.

A 'country-forum' has been established specifically for the trade union cooperation in West Africa with emphasis given to Ghana. This forum has been actively involved in the campaign 'Focus on Ghana' including an exhibition of contemporary art from Ghana which has been presented in both Ghana and Denmark and a film on child labour within the informal economy in Ghana.

LIST OF ABBREVIATIONS

BUPL	Danish National Federation of Early Childhood and Youth Education
CGSILA	Central Geral de Sindicatos Independentes e Livres de Angola
CLC Canada	Canadian Labour Congress
CO-Industry	Central Organisation of Industrial Employees
DLF	Danish Union of Teachers
DNO	Danish Nurses' Organisation
EI	Education International
FES Germany	Friedrich Ebert Stiftung
FNV Mondial	Netherlands Trade Union Federation
FTF	The Confederation of Salaried Employees and Civil Servants
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome
HK/Private	The Union of Commercial and Clerical Employees in Denmark/Private
KAD/3F	The Women Workers' Union in Denmark/3F
ICFTU-AFRO	International Confederation of Trade Unions- Africa Regional Office
ICN	International Council of Nurses
ILO/ACTRAV	International Labour Organisation/Workers Activities
LO	Danish Federation of Trade Unions
LO/FTF Council	Danish Trade Union Council for International Development
LO-Norway	Norwegian Confederation of Trade Unions
LO-TCO Sweden	Swedish Trade Union Confederation/Swedish Confederation of Professional Employees – Secretariat of International Trade Union Development
LVU	The National Federation of Teachers in Adult and Youth Education
NGO	Non-Governmental Organisations
OHS	Occupational Health and Safety
PRSP	Poverty Reduction Strategy Papers
SASK Finland	Trade Union Solidarity Centre of Finland
SFTU	Swaziland Federation of Trade Unions
TUC	Trades Union Congress (Ghana)
UNTA	União Nacional dos Trabalhadores Angolanas
ZCTU Zambia	Zambia Congress of Trade Union
ZCTU Zimbabwe	Zimbabwe Congress of Trade Union



PROGRAMME OVERVIEW 2004-2007

	2004-2005	2006-2007
Democracy and Education in Southern Africa		
Angola: Assistance to workers' education in Angola	•	•
Swaziland: Strengthening democratisation, good governance and the rule of law	•	•
Mozambique: Assistance to Worker's Education in Mozambique	•	•
Institutional Capacity Development in Southern Africa		
South Africa: Capacity- and Teambuilding in Provinces, SADTU	•	•
South Africa: Leadership in Negotiation III, DENOSA	•	
Mozambique: Trade Union Development Project, Sintiquigra	•	•
Occupational Health and Safety in Southern and Eastern Africa		
Zambia: Workers Education on OHS in Graphical Industry in Zambia, ZATAWU	•	
Zambia: Occupational Health and Safety activities within the Zambia Congress of Trade Unions and the affiliated unions	•	•
Tanzania: Occupational Safety and Health in Tanzania, TUICO	•	•
Zimbabwe: Promotion of Health and Safety activities within the Zimbabwe Congress of Trade Unions and the affiliated unions Phase II	•	•
Democracy and Education in East Africa		
Kenya: Support to the Kenya National Union of Teachers for Training of its school representatives, Phase IV	•	•
Tanzania: Leadership Training Programme, TTU, Phase II	•	•
Uganda: Recruitment and leadership training, UNATU	•	•
Zanzibar: Capacity development of ZATU	•	•
East Africa: Needs assessment and capacity development of the national centres	•	•
Poverty and Empowerment in Western Africa		
Ghana: Tourism Sector in Ghana, Skills Development and Capacity Building in ICU, Phase II	•	•
Ghana: Early Childhood Educators in Ghana, Phase II	•	•
Ghana: Capacity Building in TUC, Ghana.	•	•
Others		
Regional: HIV/AIDS prevention and awareness raising in the African labour markets	•	•
Tanzania: Consultancy in relation to capacity development of TUCTA, BSPS II	•	•

WWW.ULANDSSEKRETARIATET.DK

CONTACT ADDRESS:

The LO/FTF Council
Att. Jørgen Assens, Africa Desk
Sommerstedgade 7, 4th. floor
DK-1718 Copenhagen V, DENMARK

Tel.: +45 3373 7440
Fax: +45 3373 7465 / +45 3312 2702
Email: jas@loftf.dk