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## CONFERENCE RECOMMENDATIONS FROM THE INDUSTRIALL SUB-SAHARAN AFRICA REGION HELD ON 7–11 OCTOBER 2019 IN DAR ES SALAAM, TANZANIA

IndustriALL convened its Sub-Saharan Africa (SSA) Regional Conference in Dar es Salaam, Tanzania on the 7-11 October 2019. The Conference brought together more than 200 delegates, drawn from over 40 IndustriALL affiliates from the Sub-Saharan Africa region. The Conference's theme was *"Sub-Saharan Africa trade unions in the Fourth Industrial Revolution"*. The main aim of the conference was to deliberate on the various policies and programmes of IndustriALL that have influenced the work of IndustriALL and its affiliates, and to reconstitute the Regional Executive Committee. The Regional Conference was preceded by the Youth Conference, industrialization of Africa conference, the mining summit and the women's conference.

Overall, the Conference delegates;

- i. Reconfirmed SSA IndustriALL affiliates' commitment to campaigning and fighting collectively, in support of the programme and the struggles of the downtrodden masses of workers, and affiliates under the IndustriALL banner.
- ii. Affirmed their commitment to fighting, and implementing programmes and campaigns, to promote the five IndustriALL strategic goals to build union power, to challenge global capital, defend workers' rights, fight precarious work and ensure sustainable industrial employment.

The following text presents the resolutions taken by the Conference.

### 1. YOUTH CONFERENCE

**Recognizing** the important role of young people in the development and political discourse in Sub-Sahara Africa, more so now than ever.

**Accepting** that young workers are the future of trade unions, and that they can innovate and transform unions to be more relevant entities, in the workplace and beyond.

IndustriALL affiliates resolve that;

- 1.1 The formation and strengthening of youth structures at union and national level, with the intention of effectively strengthening the integration of youth in union structures,

union work and addressing challenges confronting youth in work is an imperative priority.

- 1.2 The constituted IndustriALL SSA Youth Committee is recognized and that strong efforts will be undertaken by IndustriALL and its affiliates to strengthen and operationalize this Committee – with the intention to begin a process of ensuring youth structures are established at both the national level, and within IndustriALL’s regional and global structures, through undertaking the necessary institutional and statutory reforms.
- 1.3 IndustriALL and its affiliates will work to establish and strengthen a young feminist movement that will be critical in strengthening strong young women’s workers’ movements at the national and regional level.

## **2. MINING SUMMIT**

**Recognizing** the urgency and necessity of the labour movement to develop a progressive response to the challenges of mining-induced development and economic growth and noting the importance of the African Mining Vision to Africa’s economic development,

**Concerned** about the mining industry’s lack of appreciation for beneficiation and diversification policy on sustainable industrialization and manufacturing;

IndustriALL affiliates from the SSA region resolve that;

- 2.1 The IndustriALL affiliates in the mining sector must commit to calling on their African governments to ratify and domesticate the African Mining Vision through developing and implementing a robust national, regional and global campaign, including calling for the introduction of a developmental price on commodities
- 2.2 IndustriALL and its affiliates must strive to ensure that affiliates undertake national / country level mining visions based on “readiness assessments” for the domestication of the African Mining Vision, and to develop campaign and advocacy demands, including alternative parallel forums to the governments and regional bodies when they meet to discuss the African Mining Vision.
- 2.3 IndustriALL and its affiliates in the mining sector will strive to develop the necessary capacities and competencies to campaign for ratification and implementation of ILO Convention 176, monitor and report on country performances on ILO Convention 176 implementation in countries where it has been ratified.

- 2.4 **Concerned** about AngloGold Ashanti's withdrawal from the Global Framework Agreement (GFA), IndustriALL and its affiliates in the mining sector resolve to initiate and drive an effective campaign on AngloGold Ashanti at the regional level within the global campaign work of IndustriALL to push AngloGold Ashanti to sign the GFA.
- 2.5 IndustriALL and its mining sector affiliates to strengthen and intensify solidarity efforts in Lesotho for establishing and protecting the rights of mineworkers in the diamond sector.
- 2.6 To improve IndustriALL affiliates' comprehension of the challenges and the role of artisanal mining in Africa's development and develop trade union national responses, including demanding the recognition, formalization and organizing into unions of the artisanal mining sector.

### **3. INDUSTRIALIZATION CONFERENCE**

**Recognizing** the need to IndustriALL affiliates in SSA need to strengthen engagement with IndustriALL and trade policy at national, regional and global level;

SSA IndustriALL affiliates resolve on the following;

- 3.1 For IndustriALL affiliates to, establish and strengthen efforts to adopt, adapt and implement the Action Plan on IndustriALL's Industrial Policy.
- 3.2 For IndustriALL affiliates to establish and strengthen efforts to adopt, adapt and implement the IndustriALL's Action Plan Towards Trade for the Benefit of the People.
- 3.3 IndustriALL affiliates must strive to strengthen, support and implement the work of the Sub-Sahara Africa Energy Network, while working to ensure the network becomes sustainable, independent and is affiliate driven.

### **4. WOMEN'S CONFERENCE**

**Recognizing** the importance of establishing and operationalizing women's work in IndustriALL affiliates;

**Noting** the gender-based violence remains a huge challenge in the work of work, in trade union and in the community;

IndustriALL affiliates resolve that;

- 4.1 IndustriALL and its affiliates should prioritize undertaking regional (SSA) and national gender assessments / audits, which will inform women's work in the region and at national level.
- 4.2 IndustriALL affiliates resolve to intensify efforts to sign on and to adapt the IndustriALL Pledge in Sub-Sahara Africa.
- 4.3 IndustriALL and its affiliates will endeavour to campaign (at the national and regional levels) for the ratification and the domestication of the ILO Convention 190 on Violence and Harassment at Work.
- 4.2 The constituted IndustriALL SSA Women's Committee is recognized and that strong efforts will be undertaken by IndustriALL and its affiliates to strengthen and operationalize this Committee – with the intention to begin a process of ensuring women's structures are established at both the national level, and within IndustriALL's regional and global structures, through undertaking the necessary institutional and statutory reforms.

## 5. GENERAL RECOMMENDATIONS

**Recognizing** the need to strengthen trade union dialogue among IndustriALL affiliates on key development and institutional issues:

**Championing** the need to strengthen SSA IndustriALL affiliates capacities and competencies on policy engagement within IndustriALL on institutional, and socio economic and environment policy discourse

SSA IndustriALL affiliates resolve to;

- 5.1 Establish an IndustriALL leadership Committee / task team that will be responsible for identifying emerging (thematic) priority issues across the IndustriALL sector and develop responses and campaigns at the regional level.
- 5.2 To work towards undertaking research and developing a policy paper on mineral pricing, industrialization and value addition and beneficiation of the extractives industry in SSA.

- 5.3 To strengthen solidarity support for IndustriALL affiliates in Eswatini against the violation of trade union and workers' rights in Eswatini.
- 5.4 **Against the backdrop of continued attack on worker rights** by multinational companies across the continent, the conference recommits to develop programmes and campaigns on strategies to strengthen IndustriALL campaigns against multinational corporations (MNCs). The Conference notes and objects, to the actions of MNCs that are attempting to reverse the gains achieved by workers, through long struggles and undermine international solidarity.
- 5.5 **Noting with concern**, the rising violation of workers' rights in Chinese-owned companies across the SSA region, the Conference reaffirms its objection to Chinese companies' actions in collusion with African Governments, that work to undermine worker rights, and; recommits to developing programmes and activities to ensure that trade union abuse and abuse of worker rights by Chinese companies is stopped.
- 5.6 **Disappointed** with MNCs of African origins that violate the rights of African workers in SSA, the Conference reaffirms its position to build solidarity of workers in DANGOTE operations and support affiliates in organising workers.