

UNI-Africa

MEMORANDUM OF UNDERSTANDING

1. UNI-Africa will be the regional structure of UNI for Africa.
2. The principles of the UNI Memorandum of Understanding apply to all levels of the organisation. The UNI-Africa Statutes together with this Memorandum of Understanding govern the functioning of UNI-Africa until the 1st UNI-Africa Regional Conference.
3. UNI-Africa will be functioning as of 1 January 2000. The 1st UNI-Africa Regional Executive Committee meeting will be held in Nairobi on 21 and 22 January 2000.
4. The 1st UNI-Africa Regional Conference will be held in 2002 at a place and date to be determined. Representation at the Regional Conference will be according to Article 7 of the UNI-Africa Statutes.
5. The UNI-Africa regional office will be located in Lusaka with sub-offices in Abidjan and Harare.
6. The President of UNI-Africa will be Shangwa Chifamba. There will be two Vice-Presidents, one from Afro-FIET and one from CI-Africa, to be determined by the 1st UNI-Africa Executive Committee.
7. The Regional Secretary will be Fackson Shamenda. He will be responsible for the general direction, management and administration of UNI-Africa in accordance with Article 12 of the Statutes.
8. Communication shall be in the most efficient and cost-effective way. All offices have internet access and e-mail addresses. The CI African website presently based in Ndola shall be further developed as UNI-Africa website.
9. Publicity and publications shall promote the presence and work of UNI-Africa.
10. The expenses of UNI-Africa will be covered by a budget. The UNI-Africa budget for the year 2000 has been drafted by the merger partners and will be confirmed by the UNI Joint Management Committee in London, 8 and 9 December 1999.
11. The transfer of allocated funds, finance reports and audits of the regional office and sub-offices will be subject to internal rules to be established by UNI and UNI-Africa.
12. The use of credit cards, transport, per diem and hotels and other expenditure during missions and participation in activities outside the home base of the UNI-Africa Regional Secretary and staff as well as assigned officials will be subject to internal rules to be established by UNI and UNI-Africa.
13. The existing staff of CI and FIET in Africa will continue to be employed. Their responsibilities will be determined in job descriptions.

14. All affiliates of the CI and FIET African regional organisations and the IGF and MEI affiliates in Africa will be members of UNI-Africa. The UNI-Africa Executive Committee will, however, during one of its sessions prior to the 1st UNI-Africa Regional Conference, revise the membership using payment of affiliation fees as one criterion. In line with Article 4 of the UNI-Africa Statutes, a union cannot be a member of UNI-Africa without being affiliated to UNI.
15. The Vice-Presidents of the Afro-FIET Executive Committee and the members of the CI African Committee as well as the women co-ordinators and representatives will be members of the UNI-Africa Executive Committee until the 1st UNI-Africa Regional Conference. IGF and MEI will each nominate one member to this UNI-Africa Executive Committee.
16. In line with the UNI Memorandum of Understanding, UNI area 1, Africa, will have five members (3 from FIET and 2 from CI) on the UNI World Executive Board. IGF and MEI will nominate members to the UNI World Executive Board in accordance with paragraph 2. b) of the UNI Memorandum of Understanding.
17. UNI-Africa will have the following sectors:
 - Commerce
 - Finance
 - Graphical
 - Media and Entertainment
 - Postal
 - Property Maintenance and Security Services
 - Social Security and Private Health Care
 - Telecommunications
 - Beauty & Hair Dressers'
18. UNI-Africa will have the following inter-professional groups:
 - Women
 - Youth
 - Professional and Managerial Staff
19. Regional sector and inter-professional activities shall be developed in close co-operation with the respective UNI Heads of Department. Funding of these activities shall be with the budget of UNI-Africa and, to the extent possible, also with funding from donor organisations.
20. The CI African Women Committee and the three Afro-FIET Women Co-ordinators as well as the woman on the Afro-FIET Executive Committee shall form the UNI-Africa Women Committee until the 1st UNI-Africa Regional Conference.
21. The trade union development and education work will be done through projects sponsored by funding organisations. Priorities will be determined and applications, implementation and reporting and accounting will be done in close co-operation with the UNI Trade Union Development Department.