



1st UNI-Africa Regional Conference

15-18 October 2003, Johannesburg, South Africa

Resolutions

&

Statements

Agenda Item No. 11

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REPORT OF THE RESOLUTIONS COMMITTEE

In accordance with the provisions of **Article 6 of the UNI-Africa Conference Standing Orders**, the Resolutions Committee was elected by the Regional Conference, and this Committee was mandated to perform the following functions:

- 6.1 *The Resolutions Committee shall be responsible for examining motions and amendments submitted in accordance with the provisions of Article 6 of the Statutes including any motions received which are considered by the Standing Orders Committee to be of an emergency nature.*
- 6.2 *The Resolutions Committee shall, where necessary, composite, re-draft and/or delete part or all of motions and amendments (but shall not introduce any new subject matter which was not originally present) with the aim of expediting the business of Conference.*
- 6.3 *Subject to any advice received from the Standing Orders Committee, it shall be the responsibility of the Resolutions Committee to present to Conference a written report in respect of all motions and amendments and the Committee may also recommend that certain motions/amendments be remitted to the UNI-Africa Executive Committee. Where practicable, a brief indication of the reasons for each decision will be given.*
- 6.4 *The report shall be put before Conference for approval.*

The Resolutions Committee, consisting of 12 members, having met on 16, 17 and 18 October considered 16 resolutions, five motions and two statements. The committee held three meetings which were chaired by Ms Joyce Nonde, Benson Okwaro and Gizelle Conradie respectively. The Secretary was John Musonda from the Regional Office.

The following resolutions and motions were adopted with no major amendments except for minor editing changes:

- **Resolution No. 2:** Action Plan on Bridging the Digital Divide
- **Resolution No. 5 (a):** Globalisation & Multinational Enterprises
- **Resolution No. 7:** Organising the Commerce Sector
- **Motion No. 1:** Amend the UNI-Africa Statutes
- **Motion No. 4:** Respect for Basic Human and Trade Union Rights in Zimbabwe.

The following resolutions and motions were combined with some amendments:

- **Resolution No. 1:** Action Plan on HIV/AIDS, and **Motion No. 2** on HIV
- **Resolution No. 3:** Action Plan on the PRSP and **Motion No. 6** on NEPAD
- **Resolution No. 5 (b):** Multinational Companies in the Telecoms and **Resolution No. 6:** Recruitment and Organising

Amendments were made to **Resolution No. 4** African Postal Sector and **Motion No. 5** on Yellow Unions.

Three statements were adopted by the Resolutions Committee for media release:

- (i) **On the Political Situation in Zimbabwe**
- (ii) **On Peace in the Middle East**
- (iii) **On the Campaign launched by the UNI Property Services sector against the U.S. security company Group 4 Falck.**

The following resolutions were noted but not adopted:

- **SACCAWU / Shoprite Checkers' Dispute**

The reason being that it was a premature resolution in that there is a further legal recourse in terms of the provisions of the South African labour legislation and the Resolutions Committee hereby submit that the involvement of UNI may not be conducive to a possible amicable resolution of the dispute.

- **International Policy**

Submitted by the Communications Workers' Union of South Africa, the reason being that the delegates did not receive this document timeously in order to peruse the resolution and further more all document proposing an international policy should be referred to the Executive Committee.

The following resolutions were referred to the Executive Committee for approval:

- **Health and Safety in the Media Industry**
- **Freedom of Association in the Media Industry**
- **Organising the African Security Sector**
- **Organising and servicing the Professional and Managerial Staff**

The Resolutions Committee decided to refer the above resolutions to the Executive Committee as they were excluded from the documentation distributed to delegates.

The Resolution Committee would now like to present the following Resolutions & Statements to be formally adopted by the 1st UNI-Africa Regional Conference taking place from 15-18 October at Randburg Towers Hotel in Johannesburg, South Africa:

ADOPTED RESOLUTIONS

Resolution No. 1: ACTION PLAN ON HIV

Adopted by the UNI-Africa Regional Conference

Noting that:

- reports from Health Institutions, NGO's etc across the continent suggest that the HIV/AIDS pandemic is on the increase on the continent,
- the disease has claimed many productive lives and continues to kill many of our youth, men and women in their prime ages and the productive labour force,
- there is need for governments and organisations working to combat the HIV/AIDS menace on the continent to come together, share their best practices/strategies to accelerate the continent's efforts in combating the disease.

Resolve that UNI-Africa and its affiliates shall:

- co-operate with governments and employers to put the "ILO Code of Practice on HIV/AIDS and the World of Work" into practice; Union shop stewards need to be trained to use this instrument in order to reduce infections through information and education programmes;
- strive to have HIV policies implemented in companies where they have members and ensure that such policies promote a rights-based approach to combat the impact of HIV/AIDS on the world of work. The HIV policies should also guard against AIDS-related discrimination such as screening for purposes of exclusion from work or promotion, breaches of confidentiality, or a refusal to adapt jobs and workplaces to the needs of workers with HIV/AIDS
- focus their efforts in particular on those population groups most vulnerable to contracting the virus: young people between the ages of 15 and 24, women and migrant workers;
- participate in efforts to address the need for gender equality and women's empowerment in order to begin to reverse the pandemic. Efforts must be made to remove existing cultural barriers, ignorance, and gender inequality, as well as the economic burdens which are placed upon women because of HIV/AIDS;
- continue the UNI campaign "Stop Violence" against women and girls as freedom from violence and sexual coercion is essential to both physical security and reduced vulnerability to HIV infection;
- educate their members about the link between HIV/Aids and child labour and about the impact of attitudes and sexual behaviour have on the exploitation of children;
- pressure their respective governments and employers to support the strengthening of occupational health and safety programmes for informing and protecting groups at work, eliminate the stigma and discrimination attached to HIV/AIDS, fight the culture of denial of HIV/AIDS, help remove the cultural prejudices and barriers related to HIV/AIDS, maintain HIV/AIDS affected workers in social protection systems, and develop social and labour programmes that can mitigate the effects of HIV/AIDS;

- call on the international community to intensify an internationally and regionally co-ordinated programme for curative research, prevention and treatment of the disease;
- support the campaign for the provision of low-cost life-saving drugs and for the elimination of any discrimination in access to insurance, medical and pension schemes for persons with HIV or AIDS;

Call on

- governments to put into their national developmental policies and programmes, special measures to bring together medical practitioners and recognised herbalists on the continent to research together in finding a cure for the disease.

RESOLUTION 2: ACTION PLAN ON BRIDGING THE DIGITAL DIVIDE

Adopted by the UNI-Africa Regional Conference

Noting that:

- ICT in Africa is increasing. Nevertheless there is a widening digital divide between Africa and developed countries and regions of the world. It is essential for economic and social development to bridge this divide.
- Africa should harness the new technologies to better the life of its people. ICT can make major contributions to reducing poverty on the continent because: it has the potential to overcome barriers of social, economic and geographical isolation; increase access to information and education; and enable poor people to participate in more of the decisions that affect their lives
- information technology, and the Internet in particular, offers great potential for trade unions in areas like:
 - online campaigns
 - solidarity actions
 - organising activities
 - networking
 - online research
 - membership data programmes e.g. the UNI Connect Membership Database
 - pamphlet, leaflet and poster production for campaigns
 - general and financial administration of unions, etc.
- for UNI affiliates in Africa, the use of ICT can help modernise trade unions, contribute to major savings in costs and increase efficiency, promote trade union democracy by making information accessible to many more members.
- the major priority for UNI-Africa is to ensure that all affiliates are online.

Resolve that UNI-Africa shall:

- support and promote the UNI online project;
- assist in equipping affiliates with IT equipment and skills
- encourage common use of facilities through Liaison Council structures
- promote digital partnerships through donations of computers and the running of IT training courses
- encourage affiliates to make better use of resources by the establishment of Local Area Networks (LANs)
- promote the UNI Bridge Project to assist unions to develop their own web sites

- support initiatives by affiliates to increase web presence.

To enhance digital development in Africa, UNI-Africa affiliates should demand for:

- the development of comprehensive national information and communication infrastructure policies by individual African governments and international institutions.
- increased political will from African governments to foster the development of ICT.
- support for the political objectives of universal access to telecommunications services and the internet at affordable prices
- greater international funding for research and development
- measures to attract private sector investors through policy and regulatory reform
- the creation of a human resource base, including engineering and software skills, and the development of effective financing mechanisms
- universal access to education and technical training as fundamental pre-requisites for the transition to the information society.
- differential pricing between rich and poor countries for essential high-tech products
- tax regimes to encourage, not hinder, access to computer hardware and software
- fair implementation of global intellectual property rights, including compulsory licensing of patents.
- research into low-cost computers, wireless telephone and Internet usage for poor people and isolated communities
- low-cost energy systems, including solar power, to bring electricity to the majority of our people who currently have no access to it.

RESOLUTION 3: ACTION PLAN ON THE PRSP PROCESS

Adopted by the UNI-Africa Regional Conference

Noting that:

- whilst the Poverty Reduction Strategy Papers (PRSP) process alone will not solve the problem of poverty in Africa, it will provide a unique opportunity for labour to become involved in the adoption and development of poverty alleviation programmes.
- the PRSP framework offers prospects for trade unions to force their governments to seriously address the poverty issue and thus allow trade unions full participation in regulatory reform in order to assist in mitigating the adverse impact of this ongoing problem. In addition thereto, it will mobilise the trade unions in entering into partnerships with private institutions and compel these institutions to adhere to corporate governance principles.
- if taken seriously, the PRSP marks a fundamental departure from being a benefactor/donor tool to a tool for evolving the principles of participation in poverty reduction. The future of trade unions and Civil Society Organisations (CSOs) to participate; not only in PRSPs, but also in other development issues will largely depend on initiatives to increase their participation and their capacity in the decision-making process.
- the PRSP has indeed contributed to greater transparency and improved policy dialogue between governments and many stakeholders on poverty-related issues. The forceful participatory process was particularly evident in public expenditure management.

- the PRSP has already effected the engagement of national governments, the World Bank and the IMF, and that in turn; will ultimately result in emerging partnership amongst all stakeholders, which could expedite the progress towards poverty reduction.
- the PRSPs have shown that there is an apparent need for on-going capacity building within trade unions at national level; should they effectively become engaged in policy dialogue.
- alliances with CSO's will contribute greatly in sharing experiences and assist in the monitoring of the implementation of the PRSP process, and that sound implementation, monitoring and evaluation criteria will be imperative to ensure that the PRSP process achieves poverty reduction outcomes.
- globalisation, coupled with the rapid scientific and technological advancements, is leading to capital flight in search of new investments and profits. This has impacted negatively on the world of work through low-wages and poor working conditions.

Resolve that the UNI-Africa regional office and its affiliates shall:

- continue to support national action plans for poverty reduction,
- strengthen the institutional capacities of affiliates when participating or attempting to participate in the implementation, monitoring and evaluation phases of the PRSP process,
- continue to support initiatives aimed at reinforcing continued social dialogue and reforming economic policies, including macro-economic policies,
- continue to support long term efforts aimed at developing expertise within unions on designing socio- economic policies,
- approach the World Bank Social Protection Unit to present courses to unions in respect of the design in socio-economic policies as well as the CSOs to offer training in capacity building,
- seek to build a common platform by promoting alliances with CSOs in order to participate effectively as the PRSP process enters the implementation stage.

Call on UNI-Africa affiliates to:

- ensure that resources freed from debt relief through the PRSP initiative are channelled into job creation ventures.
- strengthen their union's research departments and ensure that they make meaningful contributions and, where necessary interventions on issues such as the PRSPs, the New Partnership for Africa's Development (NEPAD), the World Trade Organisation (WTO), the European Union/African, Caribbean & Pacific region (EU/ACP) Cotonou Agreement and many others where the contributions of NGO stakeholders are required.
- urge all African countries to support and implement the NEPAD initiatives with the bona fide commitment that such proposals will benefit the continent and its citizens.
- strongly resist and protest against coups and undemocratic governance on the continent that would jeopardise rapid economic development, political stability and good governance.
- intensify international solidarity when union rights are threatened by multinational companies and their political allies.

Demand that Governments:

- mobilise the large measure of resources on the continent and judiciously manage them for the development of the continent.
- Promote regional integration to foster cross-border trade on the continent.

RESOLUTION NO 4: AFRICAN POSTAL SECTOR

Adopted by the UNI-Africa Regional Conference

Noting:

- the Pan-African Postal Union's (PAPU) African initiative to realise the Beijing Postal Strategy as adopted at its 5th Ordinary Session of the Plenipotentiary Conference, Abidjan, 26-28 June 2000,
- that the African Postal sector plays a critical role in facilitating economic and social development,
- the need to organise workers in traditional postal areas, private multinational courier services, parcel delivery and allied services.

Calls upon:

- PAPU to involve all the social partners or key stakeholders to attain the expected results and raise the overall performance of the African postal services to levels commensurate to market conditions;
- African governments to develop an effective African postal strategy policy framework for creating efficiency and enhancing effectiveness in the sector; and to establish a legal and regulatory framework for the sector to facilitate its development and financial self-sufficiency;
- Postal unions in Africa to develop constructive relationship with the regional representatives of the World Bank in countries receiving major assistance in designing and implementing postal reform programmes;
- the World Bank regional representatives to provide postal unions with useful information about the Bank's activities and secure trade union input into its policy framework for creating efficiency and effectiveness in the sector;
- the African Postal Administrations to improve the institutional capacity of postal management, staff and regulators to ensure that the postal service is prepared to meet the challenges of a rapidly developing communications industry:
 - provide investments for operational equipment, network rehabilitation, service expansions, etc;
 - introduce private sector partnerships to expand new products or service areas and import specialised management expertise and investment capital;
 - introduce new technology to improve operational efficiency and quality of service;
 - that any new technology should only be introduced in agreement with the trade unions concerned and that all planning for change at the earlier stages, include consideration of the effects on employees;
 - that the introduction of new technology should not involve any reduction in the number of jobs and all staff should be given the opportunity through suitable retraining and reskilling to broaden and develop their abilities;

- that the aim of all measures by the Postal Administration must be to ensure that staff share in the benefits of the use of new technology and that all workers by suitable training and broadening of their range of duties shall enjoy full job security

Demands that:

- workers must take active part in the debates and changes in the postal industry to ensure that all the social implications are opportunities to negotiate the changes that are affecting their jobs, conditions of employment and the postal services of their countries.

RESOLUTION NO 5: GLOBALISATION & MULTINATIONALS ENTERPRISES

Adopted by the UNI-Africa Regional Conference

Noting

- that globalisation has become an integral part of the world economy, and that Multinational Enterprises (MNEs) or Trans-National Enterprises (TNEs) will form part of this process in order to globalise the world economy,
- that globalisation shall also affect the African continent, whose resources - both material and human - play a major role in the global economy,
- that Africa's resources, including its human capital, shall be exposed to globalisation and that the continent is becoming an Export Processing Zone (EPZ),
- that some foreign investors in the form of MNEs or TNEs are grossly violating workers' rights and seriously infringing upon human and trade union rights, especially in EPZs,
- the impact of MNEs on the African continent, and cognisant of the fact that trade union rights to freedom of association and collective bargaining are being eroded.

Resolves

- that though the globalisation process is unstoppable, there is need to govern it.
- that employers should not exploit workers by adopting policies enforcing the payment of extraordinary low or minimum wages, resulting in poor living conditions; or endorsing any policies that will eliminate or eradicate workers' entitlement to social security, fringe benefits and occupation health and safety; or promote inequality between men and women and/or disabled persons.

Calls upon

- MNEs to allow trade unions to exercise their organisational rights, and not to undermine their bargaining powers, including the right to freedom of association and the right to organise freely.
- MNEs not to apply their own countries' rules, policies and procedures without entering into consultation with the relevant stakeholders; they should make every effort to understand the indigenous culture of a particular foreign country before adjusting the workplace environment and ethics according to their needs.
- African governments not to adopt and implement fiscal policies, regulations and laws to expedite the process of implementing privatisation and foreign investment at the expense of labour. Government should instead conduct formal investigations

into the viability and sustainability of MNEs before granting them investment licences and that the outcome of such investigations should be made available to all stakeholders.

- UNI to speedup the process of signing International Framework Agreements with all MNEs operating in its sectors.
- Trade unions to engage in dialogue with their respective governments in order to influence the enactment of legislation that will address the disparities that may arise as a result of the influx of MNEs on the African continent.
- Trade unions, through their respective Global Unions Federations, to enter into negotiations with MNEs with a view of negotiating and concluding Framework Agreements (or Codes of Conducts). These agreements must include the four Core ILO Labour standards:
 1. freedom of association and collective bargaining (**Conventions Nos. 87 and 89**)
 2. forced labour (**Conventions Nos. 29 and 105**)
 3. non-discrimination in employment (**Conventions Nos. 100 and 111**)
 4. and child labour (**Convention 138**).
- Trade unions to ensure that both their national labour laws and Framework Agreements contain the ILO Tripartite Declaration of Principles concerning MNEs, which principles will include the following: Freedom of association, collective bargaining and agreement, disclosure of information, terms and conditions of work, and dispute settlement.
- Trade Unions to communicate OECD principles and guidelines to MNEs to ensure the application thereof in the different African countries.
- Trade unions to improve their networking through the creation of Regional Works Councils in order to meet regularly and to consult on issues of mutual interest and concerns; and that such Works Councils be legalised with their role and functions clearly spelled out.
- Trade unions to influence their governments to enact worker-friendly national labour laws to address the deficiencies in governmental approaches towards MNEs. At regional level trade unions must encourage the African Union to promote socio-economic and political integration.
- Trade unions to equip themselves with knowledge on the impact of structures like the WTO, World Bank, IMF and GATS.

Recommend that:

- the judicial systems of the various African countries should be re-designed in such a way that foreign investors who damage the economy and infringe on human and workers' rights must be prosecuted at the International Court of Justice.

Demand that:

- the governments of Swaziland and Malawi who violate workers take steps to guarantee the protection and respect of workers rights and ILO Conventions and to also allow for a free democratic debate to take root in these countries,
- MNEs operating as strategic partners in Telkom SA, namely: SBC America and Malaysia Telecom, respect and honour all agreements, particularly the Security/Retrenchments Framework Agreement entered into with the Communications Workers' Union of South Africa.

RESOLUTION NO 6: MULTINATIONALS IN THE TELECOMS SECTOR

Adopted by the UNI-Africa Regional Conference

Noting

- the disturbing and unacceptable position being taken by the multinational telecom companies, France Telecom and Deutsch Telekom to oppose the legitimate efforts by unions in many countries to gain union recognition to recruit union members and to establish workers rights,
- that these companies are displaying this anti-union behaviour outside of their home countries and demands that they display the same standards of union recognition and tolerance that they afford in their home countries.
- the resolution passed at the last UNI Africa Telecom Committee Meeting, which established the UNI Africa France Telecom Alliance, the meeting expresses its serious disappointment at the lack of action and slow progress being made to establish other France Telecom Alliances and to establish a Global Framework Agreement at France Telecom.

Demands that:

- France Telecom and Deutsche Telekom immediately enter into discussions with UNI to establish Global Framework Agreements guaranteeing fundamental workers rights and trade union rights wherever these companies operate in the world.
- UNI takes measures to publicise all incidents of this unacceptable anti union and anti worker behaviour by telecom multinationals.
- UNI takes all steps necessary to accelerate this process and to inform other affiliates of their serious concern.
- all UNI affiliates join in a campaign to urgently establish Global Framework Agreements at the telecom multinationals; France Telecom, Deutsche Telekom and Vodafone.
- UNI affiliates support the establishment of UNI Multinational Alliances, virtual committees and Global Framework Agreements with these companies.

Resolves that:

- there is need for recruitment in the mobile phone companies where rapid growth and quick expansion of the telecommunications sector has been recorded across Africa.

Calls upon

- UNI-Africa affiliates to develop a good strategy of recruitment, particularly focusing on the youth. This policy would focus on the necessity to mobilise resources essential for the success of this operation, such as:
 - Identification of the needs
 - creation of adequate structures with a budget
 - training the recruiters
 - organisation of recruitment campaigns
 - follow up and evaluation

RESOLUTION NO 7: MULTINATIONALS IN THE COMMERCE SECTOR

Adopted by the UNI-Africa Regional Conference

Noting that :

- South African companies such as Metro, Shoprite Checkers, Edgars etc are spreading their tentacles to the rest of Africa, more visibly in Southern Africa.
- some progress has been made so far by the international labour movement, including UNI, through interaction and co-operation with such institutions such as the ILO and the OECD, and as well as by identifying allies through union partnerships,

Resolve to:

- come up with an inventory of MNCs in Africa, country by country, study the scope and behaviour of these companies, and develop counter union-busting strategies to those perpetrated by notorious MNCs.
- engage multinationals in dialogue with the objective of obtaining recognition and the right to organise and bargain collectively as an instrument upon which to improve the lot of workers.
- engage both governments and MNCs on labour standards at national and regional levels for example SADC and ECOWAS.

Calls upon UNI-Africa regional office and affiliates to:

- establish a database of MNCs active in Africa. Work in close collaboration with labour service organisations and research institutes including universities on cost effective basis. Send circulars to all unions seeking more relevant information and support of the project.
- share and distribute collective agreements concluded with MNCs to all commerce unions. Agreements should be sent to UNI-Africa Secretariat who would facilitate the process of dissemination and feedback as a basis for a coherent strategy to engage MNCs on crossborder negotiations.
- use the UNI-Africa website as a means to communicate this vital information. We should work towards getting all affiliates computerised and connected to the internet by using the already existing IT project as a base or by utilising alternative sources such as computer or internet cafes.
- increase protection and benefits for members through a comprehensive bargaining strategy for the region both in multinational companies and the traditional commerce sector
- increase membership through an intensive and comprehensive regional organising campaign to facilitate greater membership influence in MNCs and entire commerce sector
- organise the informal commerce by building on existing draft projects and seeking the co-operation of organisations active in informal labour.

RESOLUTION NO. 8: AMENDMENT OF THE UNI-AFRICA STATUTES

Adopted by the UNI-Africa Regional Conference

The following amendments to the UNI-Africa statutes are being proposed:

Article 3.1 (l) representing affiliates in the work of governments, non-governmental organisations and institutions in the region, whose activities affect the social, economic and cultural conditions of affiliates and their members.

Article 6.10 Decisions of the Regional Conference shall be referred to the World Executive Board.

Article 9.4 The number of representatives for each area shall be determined by the fully paid-up membership in accordance with the following scale:

| | |
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| Areas with up to 25,000 members; | 1 representative |
| Areas with 25,001 to 30,000 members; | 2 representatives |
| Areas with 30,001 to 50,000 members; | 3 representatives |
| Areas with 50,001, to 100,000 members; | 4 representatives |
| Areas with 100,001 to 300,000 members; | 5 representatives |

And one additional representative for every additional 100,000 members or part thereof provided this is not less than 50,000 members.

Article 9.5 Affiliates with more than 20,000 paid-up members shall be entitled automatically to at least one seat on the Regional Executive Committee. Such members elected under these provisions for automaticity shall be included in and form part of the total entitlement for seats in the area/s concerned.

RESOLUTION NO. 9: RESPECT FOR BASIC HUMAN AND TRADE UNION RIGHTS IN ZIMBABWE

Adopted by the UNI-Africa Regional Conference

Noting that:

- the basic human rights of Zimbabwean trade union leaders and officials are being grossly infringed i.e.,
- their right to freedom of movement and their right to freedom of speech, and that international labour standards and basic worker rights of members belonging to the trade unions in Zimbabwe are being flagrantly ignored and/or violated, thereby suppressing *inter alia* the right of freedom of association and the right to organise,

Resolve to:

- support and offer solidarity to our colleagues in Zimbabwe by appealing to all African and other trade unions to write to the Zimbabwean Labour Minister urging him to ensure that international labour standards and basic workers' rights are honoured, upheld and respected in Zimbabwe.

RESOLUTION NO. 10: ON YELLOW / NON-GENUINE UNIONS

Adopted by the UNI-Africa Regional Conference

Noting

- That employers and governments are using devious means of organising their staff as a counter measure in an attempt to destabilise strong trade unions movements.
- That governments use unethical ways to register unions that are intended to undermine other unions that are legitimately registered, and by using unsuspecting union activists against their own organisations thereby leading to the creation of non-genuine unions,

Resolve that UNI should call upon all its affiliates to:

- educate their members in trade union democracy and to ensure transparency and accountability in the administration of their trade unions.

Call upon UNI and other Global Unions Federations to:

- continue the process of scrutinising new applications in order to identify genuine unions in order to forestall the intrusiveness and mushrooming of non-genuine unions on the continent.

SOLIDARITY STATEMENTS

Statement No. 1: ON THE POLITICAL SITUATION IN ZIMBABWE

Adopted by the UNI-Africa Regional Conference

Noting that:

- the workforce of Zimbabwe are suffering acute shortages of basic goods and services including money in circulation and local cash,
- a country that was once Africa's bread basket has now become a basket where 5,5 million people; half of the country's population required food handouts during this year alone, and that many more are starving,
- Zimbabwe are being made victims of their own revolution,
- 80% of the Zimbabwean economic active population is now unemployed,
- 450 000 farm workers have been displaced from their homes without being paid terminal benefits or compensation.
- human rights and trade union rights are being violated using recently promulgated draconian laws, i.e. Public Order and Security Act (POSA) that severely restricts the freedom of association and expression and was used to arrest trade union leaders on 8 October 2003, and the Access to Information and Protection of Privacy Act (AIPPA) which is being used to prosecute journalists and resulted in the closure of the country's only independent newspaper *The Daily News*.

Resolve that UNI-Africa and its affiliates:

- put pressure on Mr Mugabe to urgently restore the peoples' democratic rights and freedoms through free and fair elections that will allow Zimbabwean people to choose a leadership that will deliver them from the current crisis. This is imperative in the name of African sanity.
- in the interests of the success of NEPAD, call upon African workers to strongly deplore the lack of good governance and state engineered chaos leading to a general breakdown of law and order in Zimbabwe.
- call upon all stakeholders, including African countries to continue to place pressure on the government of Zimbabwe to cease the exploitation of its people to the benefit of the government.

Calls upon UNI-Africa

- To demand for Mr Mugabe's immediate resignation in order to retain his liberation credentials otherwise history will rank his name with those of some of Africa's infamous leaders like Vorster, Mobutu, Amin and Taylor who sought to destroy the African soul.

Statement No. 2: ON PEACE IN THE MIDDLE EAST

Adopted by the UNI-Africa Regional Conference

UNI and its affiliates deplored and demonstrated against the war in Iraq. The international trade union movement repeatedly stated that the decision to go to war in the absence of United Nations authority was unjustified and contrary to international law.

The dictatorship has now fallen and the most urgent priority must now be the democratic and economic construction of Iraq, under the auspices of the UN.

Immediate action is needed to restore order and address the humanitarian crisis, accompanied by urgent measures to start rebuilding Iraq's economy and infrastructure, restore desperately needed services and tackle the massive problems concerning the environment.

Peace, freedom, democratic civilian rule, social rights, civil rights and security are an indivisible whole. The objective now is to establish as quickly as possible democracy and sovereignty of the Iraqi people. Mass unemployment is a critical challenge for the reconstruction of Iraq, it is estimated that 50% of the work force is unemployed with one fifth of those employed working in state owned enterprises, we are opposed to the immediate privatisation of these enterprises. We reaffirm that it is the Iraqi people who must have control over their destiny and of the vast resources of their country.

We will continuously uphold the primacy of international law and the role of the UN and the multilateral system concerning human rights, disarmament, sanctions and the use of military force.

Only the UN has the legitimacy and credibility to support and guide the process of building democracy in Iraq. The withdrawal of foreign military troops must take place at the earliest possible opportunity. We underline the necessity for ILO involvement to ensure that international labour standards are respected.

The fundamental rights of the Iraqi people must be fully guaranteed. The development of a free and democratic trade union movement is essential for this and for the future of democracy and UNI must play its part to support those efforts.

Central to the quest for peace in the Middle East is the necessity to resolve the Israel/Palestine conflict. The dramatic interruption of the peace process, begun ten years ago in Oslo, has resulted in thousands of innocent victims and has thrown Palestinians and Israelis into despair and a terrible spiral of hatred. UNI and the global unions have called upon the international community to help bring about a comprehensive, just and lasting solution through the full

implementation of UN resolutions. Respect for the commitments agreed upon in the context of the Oslo agreements, particularly those dealing with the termination of Israeli occupation of Palestine territories and of the settlements policy, must be part of this process.

We reaffirm our desire for two states, Israel and Palestine, living side by side, in peace and democracy, within secure and recognised borders.

We condemn all acts of terrorism and call for the cycle of violence to stop.

We call upon the political leaders, the social forces of the two communities to assume their responsibility and engage in the re-launching and bringing the peace process to a successful conclusion. A roadmap for peace has been published and we call for the practical implementation of the three phases by 2005.

The 1st UNI-Africa Regional Conference meeting in Johannesburg, 16-18 October 2003:

- calls upon UNI and UNI-Africa to work to represent in all international bodies the will of Africans workers to bring a just and durable peace in the Middle East and in other crisis zones where peoples' lives are devastated by war.
- calls upon UNI and UNI Africa to develop a plan of action to build union co-operation and solidarity through the middle East and north Africa.

Statement No. 3: ON THE UNI PROPERTY SERVICES CAMPAIGN AGAINST GROUP 4 FALCK

Adopted by the UNI-Africa Regional Conference

The UNI-Africa Regional Conference has learned of the ongoing campaign against Group 4 Falck, launched at the UNI Property Services Conference in Nyon on October 2. The campaign was launched to support the effort of our North American affiliate, SEIU (Service Employees International Union) to raise the standards in the U.S. security industry and to organise the workers at Wachenhut, a subsidiary of Group 4 Falck, the Danish-based multinational which is the world's second largest security company.

Group 4 Falck is the leading security company in Africa and claims over 20,000 employees on the African continent in the following countries:

- Morocco – 1,500 employees
- Egypt – 350 employees
- Central African Republic – 100 employees
- The Gambia – 850 employees
- Sierra Leone – 400 employees
- Ivory Coast – 1,300 employees
- Cameroon – 4,500 employees
- Mozambique – 1,300 employees
- South Africa – 8,000 employees

The company may operate under the following brand names in Africa: Group 4; Falck; Group 4 Falck; Wackenhut.

The UNI-Africa conference fully supports the ongoing campaign and urges affiliates in all countries where the company operates to establish contact with national management and demand that the company resolves its dispute with the SEIU and UNI immediately.