1. IUF Regional Activities:
   - Pesticide project launched in French-speaking West Africa
   - Women Workers activities
   - Transnational Company Activities
   - Roving Safety Reps in South Africa
   - IUF Global Heath, Safety and Environment Project
   - Sugar sector developments

2. News from Affiliates:
   - ICU, Ghana
   - FOBTOB, Nigeria
   - TOTAWUM/PAWU, Malawi
   - SINTIA, Mozambique
   - FESYNDER, Benin

3. Secretariat News:

   1. IUF REGIONAL ACTIVITIES
      PESTICIDE PROJECT LAUNCHED IN FRENCH-SPEAKING WEST AFRICA

A one-year pilot project to reduce the use and risks of pesticides was officially launched at a workshop held in Cotonou, Bénin, on 24-26 August 2009.

The workshop was hosted by the IUF affiliate FESYNDER and COPES-AOC (Community of Eco-health practices for West and Central Africa) with which the IUF has an agreement of co-operation.

COPES-AOC is led by Prof. Fayomi at the University of Cotonou.

Based on the experiences of the Global Pesticides Project, GPP, the pilot phase in French speaking West Africa will focus on two of the most pesticide intensive crops, i.e. cotton and sugar, in four countries: Benin, Burkina Faso, Mali and Senegal.

The workshop was updated about the ongoing IUF/ILO H&S program in the sub-region as well as of the Eco-health approach and experiences developed by COPES-AOC. It was agreed that the pilot project could benefit extensively from these two programs. In the reports concerning the current use of pesticides in the various countries, particular attention was drawn to the use of Endosulfan in Benin. The product will be finally withdrawn in October.

The case study presented on risk management and reduction of pesticides at SUCRIVOIRE, a sugar cane company in the Ivory Coast, will be closely followed and if possible used as the basis for a special pilot on alternatives to pesticides.

Participants reviewed and amended the project document; outlined the technical content of the two videos that will be developed on pesticide use/risks in cotton and sugar cane by the audio-visual center CPFACE in Ouagadougou; discussed their own contributions to the project and that of potential partners on national, regional and international levels.

Recommendations from the workshop include:

- Ratification strategies for ILO conventions 184, 183 and 129
- Integration of a module on pesticides in the ongoing IUF/ILO H&S program
- Reinforcement of labour inspections in agriculture taking into account the homes of the workers
- Integration of a pilot project on risk management (ex SUCRIVOIRE)
- Establishment of sectoral Safety Committees in agriculture
- Publication of the country reports on the current use of pesticides
- Pesticides to be included in the program of the 10 April, the IUF day of prevention (in French speaking West Africa)
The use of the network of traditional rural communicators in the pesticide project

The workshop was for IUF national co-ordinators and/or experts who will assist the IUF to implement the project in the four countries. Thanks to the cooperation with the ILO and its sub-regional expert, Dr Kalhoulé, in the workers education program on health and safety, the IUF affiliates are benefiting from technical support from the national social security funds and their H&S experts. In addition, representatives from the Ministry for agriculture in Benin took active part in the discussions.

In line with the recommendations from a strategic workshop held in Lomé in May, 2008 and from the Team Africa Workshop held in Johannesburg in October 2008, links between projects in English speaking and French speaking countries have been established and reinforced. The IUF H&S co-ordinator, Omara Amuko, who has longstanding experience from the GPP and has helped to provide the support for this project, participated as a resource person and so did the chair of the AWTG, Adwoa Sakyi.

SustainLabour is supporting the pilot project and was represented at the workshop by Judith Carreras.

**WOMEN WORKERS ACTIVITIES**

*Adwoa Sakyi, IUF Africa Women's Project Coordinator*

Field trip to five implementing countries (Uganda, Tanzania, South Africa, Zambia, and Malawi) aimed at sharing information on best practices with union leaders and encouraging women to participate in trade union activities. At the various meetings, the leadership expressed their appreciation to IUF secretariat for the support and affirmed their support to the project. Some of the major concerns were the effect of globalisation on workers within the IUF sectors. The challenges are complex and difficult for labour to comprehend particularly in the area of collective bargaining.

In order to make an impact on the bargaining agenda, training in basic negotiating skills and on priority issues have been carried out in most of the countries.

Amongst recommendations resulted from the discussions was the need to develop new trade union tools for collective bargaining and effective negotiations in order to advance and defend workers rights, especially women’s rights.

**Women participation in decision making bodies**

The rules amendments made by 25th IUF Congress in order to guarantee women a fairer representation was presented and discussed in most of the union meetings which the project would continue to monitor.

**Maternity protection**

In view of the high maternal mortality rate in Africa, as well as discriminatory workplace practices due to pregnancy and maternity, the promotion of the ILO Convention 183 on maternity protection has become a priority for all the participants in the regional project and gained an important momentum with the developments in Mali and Burkina Faso to ratify the convention. In Ghana, a Stakeholders Forum was organized for fifty (50) participants of which twenty-two (22) were men representing Trade Unions, Women’s Rights Organizations and State Institutions. The forum issued a communiqué calling on Government to support the ratification of the convention to enable mothers to enjoy its full benefits.

**TRANSNATIONAL COMPANY ACTIVITIES**

**West, Central & Northern Africa**

*Simeon Tounde DOSSOU, WCN TNC Project coordinator*

From 5th to 6th June a seminar was organised in Tema (Ghana) which gathered trade union representatives from Ghana, Senegal and Nigeria with the collaboration of the IUF TNC project coordinator. The focus was labour relations in Nestlé in respective countries and globally in the Central, Western and Northern sub-region since the launch of the federation of Nestle unions in CWAR in January 2008 with IUF project support. This opportunity was used by participants to express their concerns about Nestlé’s refusal to recognize the WCAR federation trade unions, the use of casual workers, outsourcing and contract workers. As the result of the meeting affiliates decided to continue to press for recognition by the Nestle Regional Management, expressed their full solidarity with the workers at Unilever Khanewal, Pakistan and all signed CasualT solidarity postcards to be sent to Unilever management.

**Southern Africa**

*Cuana Angula, Coca-Cola/Nestlé Project Coordinator Southern Africa*

**South Africa June 1-2, 2009**

Meetings held with the FAWU Provisional Leadership and staff in Gauteng (Johannesburg), the CEPPAWU International Relations Coordinators Head Office (ICEM Affiliate organising at one of the Unilever plants in Durban), the General Secretary of NUFSBSAW Head Office (Johannesburg), the Education & Policy Coordinator and the Gender Coordinator of NACTU (Johannesburg), the COSATU deputy International
Relations Secretary at the COSATU Head Office (Johannesburg) and the personal assistant of the SACCAWU General Secretary at the SACCAWU.

The purpose of these meetings was to gain support for the IUF Unilever campaign and all organisations sent CasualT protest postcards and solidarity messages on behalf of the organisation to the CEO of Unilever.

**IUF Health and Safety Training Workshop Nelspruit South Africa:**

The coordinator also addressed the Nelspruit workshop organised by the IUF for the unions in East and Southern Africa. The meeting was attending by 16 delegates and two "Team Africa" members. They adopted a resolution in support of the Pakistan Khanewal workers which was forwarded to the workers in Pakistan and IUF Head Office.

Separate meetings were held with the delegates from Mozambique and Zimbabwe. The purpose was to brief them about the NCC and HUG Projects and how their unions can participate in these projects.

**Meeting with the Shop Stewards Simba (PepsiCo subsidiary), June 12, 2009:**

At a meeting with the shop stewards at the Simba plant in Isando (next to the airport) Cuana requested they provide him with the information concerning their company and the union for a new IUF initiative on PepsiCo.

**Field to Kenya, Tanzania and Uganda, June 16-25, 2009:**

Purpose of the visit was to look at the Manual Distribution Centers (MDCs) set up by The Coca-Cola Company these countries. A meeting took place with the leadership of the KUCFWU (Kenya) and various MDCs around Nairobi were visited. Support for the Khanewal Lipton campaign was built and a meeting with the general secretary and shop stewards of the Kenya Chemical workers unions about Unilever allowed a discussion about how they might participate in the campaign. Courtesy visits were paid to the Deputy Secretary General of COTU and the General Secretary of the Bakery, Confectionery, Food Manufacturing & Allied workers Unions.

In Uganda the coordinator met the General Secretary and the deputy National Chairman of the Uganda Tobacco and Beverages Workers and visited MDCA around Kampala. The possibility of the union organizing workers employed in the MDCs was discussed.

In Tanzania the coordinator and the leadership of TUICO visited the union Unilever warehouse and distribution centre in Dar es Salaam. The union had been refused access to organise there after the Lipton Factory close down six years ago. The current manager (recently appointed from Kenya) refuted the allegation and undertook to rectify the situation. The union is currently recruiting members there. The Pepsi plant in Dar es Salaam was also visited where a meeting with the Human Resources manager and the shop stewards took place. Information on other company operations in Africa and the company future plans of setting new plants in Kenya and Togo were amongst things discussed.

**Namibia July 7-10, 2009:**

The President of NAFAU discussed re-affiliation to the IUF and the "casualisation" court case against Namibia Beverages (Coca-Cola). The case was still pending.

**Field visit to Mozambique 27th - 29th July 2009**

Meeting with leadership of the SINTIAB to discuss the follow-up on the issues discussed with the delegation in Nelspruit. A workshop planned for shop stewards and leadership next year.

**CEPPAWU and FAWU shop stewards meeting in Durban August 6-8, 2009**

This was a planning meeting with the Unilever shop stewards from CEPPAWU and FAWU in Durban to organize for a demonstration in support of the Khanewal Pakistan Lipton workers.

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**ROVING SAFETY REPS PROJECT**

Mopholosi Morokong, RSR project coordinator

In recent three months eight worker Roving Safety Representatives (RSR) were elected and trained in two selected pilot project sites – Tzaneen in the province of Limpopo and Inkomazi in the province of Mpumalanga. Twenty-four farms are taking part in the first phase of the pilot project. In the build-up to the election of the RSR most farms were not unionized. Now both FAWU and NUFBWSAW managed to organise six farms between them. This has led to suspicion that the RSR scheme is a smokescreen to unionize farms. As a result, farmers organizations such as AGRI-SA, that have long being participating in this tripartite project, are now becoming resistant.

On 17 June 2009 and 1 July 2009, respectively two Provincial tripartite committees were constituted to monitor the developments and implementation of the project. The strategy was to ensure smooth piloting of the RSR scheme. In order to consolidate the gains the project is making in the two pilot sites, trade union strategic workshop for the two provinces was held in Limpopo on the 17th -19th July 2009 to map out a strategy for supporting the elected and operational eight RSRs. It is worth noting that of the eight RSRs only two are non-union members. It is further worth noting that before their identification and final election only two were union members. The other four became union members in the process of election of RSRs.

The trade union technical committees met thrice since May 2009 to develop organizing recruitment strategies in the pilot project areas with an aim of avoiding conflict over membership (early in the year it was beginning to manifest itself in the project site of Limpopo) between the two participating agricultural unions (FAWU and NUFBWSAW). The spirit of cooperation and comradeship has improved. In one of the meetings, I distributed the "CasualT" postcards and explained the IUF's campaign against UNILEVER's Casualisation programme. All 10 organisers who attended that meeting signed the cards and committed themselves to post them.

In conclusion, the project is progressing well on a bumpy road. Farmers are uncomfortable about unionization of their...
workforce. Misled by disruptive Labour Consultants they are developing some resistance that together with government provincial Labour Inspectors we are busy breaking down by holding meetings with the farmers and Consultants. In the middle of July, we managed to allay the fears and concerns of most farmers participating in the project. The same programme is unfolding in the Mpumalanga province where there is no sign of resistance. In fact, in July, on the invitation of one Mpumalanga farmer, the coordinator addressed farm workers on the project. In the end, the workers elected four candidates RSRs for possible selection and training. On the other hand, the participating unions with the support of their national coordinator addressed farm workers on the project. In the process, they are experiencing membership growth.

**IUF GLOBAL HEALTH, SAFETY AND ENVIRONMENT PROJECT**

*Omara Amuko, IUF Global HSE Coordinator*

Global Strategies in Health and Safety (GHS) project-Africa pilot are being implemented by six affiliated agricultural trade unions in Africa- NFFPAI-Ethiopia, AEWUN- Nigeria, TOTAWUM, SPAWUM and PAWUM-Malawi and NUPAWU-Zambia. The overall objective of the project is to build capacities of affiliated national unions and IUF’s regional and international networks to tackle occupational hazards, establish sustainable health and safety structures and strengthen the unions at grassroots. At the Evaluation and planning meeting of the project- 23-26th February, 2009, the unions reported that:

- There is improved workplace health and safety conditions due to the project activities and the project helped the unions recruit new members, despite the challenges of casualisation and outsourcing of labour
- Some unions have concluded Collective Agreement with clauses on HSE, while others are still engaged in the negotiations with the support and contribution from the trained Health and Safety Representatives and/or HSE Committee members
- The project has strengthened IUF HSE networks by sharing knowledge, experiences through exchange of project reports and other documents, such as findings of HSE-related studies

The Global Health and Safety Project also interfaces the RSR project in South Africa, the IUF Women project, the Global Sugar Program, the HSE project in the French Speaking, West Africa to creating synergies to promote Health and Safety knowledge with the goal of improving health and safety standards in workplaces.

Unions continue to organize on a regular basis workplace education and training.

**SUGAR SECTOR DEVELOPMENTS**

*Jorge Chullen, IUF Global Sugar Coordinator*

The second annual OHS workshop on the sugar sector of **Kenya** was held in February in Mumias and South Nyanza (SONY) estates. The Global Sugar project has resulted in positive outcomes in Nzoia and Chemelil, venues of the 2008 activities: Nzoia is building new sanitary facilities benefiting some 1,200 factory workers, and Chemelil redesigning the cane delivery process, making entering into the factory safer for about 800 workers.

In **Malawi**, the sugar workers union **SPAWUM** reported that the sugar project has supported the unionisation of some 600 women workers in Dwangwa Estate, most of them hired as casual workers in field operations. SPAWUM also reached an agreement with Kasinthula Outgrowers to organise a union branch.

The company is one of only two faire trade certified sugar producers in Africa and currently hires some 500 workers. It plans to expand production and attract another 400 workers.”

IUF global sugar coordinator Jorge Chullen also recently visited **South Africa** and had the chance to attend a meeting between unions and the management of Pongola sugar mill because Illovo Sugar had sold the mill to TSB Sugar. One comment was that Illovo is increasingly investing outside South Africa throughout Africa. In fact, the week before the visit to Pongola, Jorge Chullen was in Maragra Sugar, Illovo’s operation in Mozambique, and management was quite optimistic with the expansion program about to start.

This news also relates to the sale of the Polish sugar operation owned by ABF/British Sugar Overseas to the German Pfeiler & Langen, after having acquired the sugar business of the Spanish Azucarera Ebro. The logic is that by October this year - as the article below describes - LDC sugar would be coming in greater quantities to the EU and Spain offers a better position than Poland to take advantage of this opening...

**Illovo to raise Africa sugar output 50 pct**

*Wed Aug 12, 2009 12:52pm GMT*

*By Ed Cropley, African Investment Correspondent*

JOHANNESBURG (Reuters) - Durban-based Illovo Sugar, Africa's biggest producer, plans to raise output by 50 percent to nearly 3 million tonnes in the next five years to cash in on new tariff-free access to the European Union.

"Currently we produce just under 1.9 million tonnes of sugar. We're hoping to bring on another 900 (thousand) to a million tonnes over the next five years," managing director Graham Clark told Reuters in an interview.
Illovo, 51 percent owned by Associated British Foods (ABF), announced a rights issue in July to raise up to 3 billion rand to finance growth, which will see it expand operations in Zambia, Mozambique, Swaziland, Malawi and Tanzania.

It is also reaching beyond its southern African footprint with a new plantation and mill in the West African country of Mali that will produce 200,000 tonnes of sugar a year, as well as electricity via a spin-off biomass power unit.

Clark said the impetus for the growth was a shake-up, unveiled in 2005, of the European Union's heavily regulated sugar sector that will allow the world's poorest countries quota- and tariff-free access from October 1 2009.

"For the first time ever, the restrictions on who you can supply and what you can supply have been removed. It's tariff-free and quota-free for those qualifying suppliers," Clark said.

The improved access does not apply to wealthier sugar producing countries such as Brazil, Australia and Thailand, whose exports will still be subject to EU duties.

South Africa, where Illovo produced nearly half its sugar in 2008, also fails to qualify as a least developed country.

Clark said the new regime would also allow sugar producers in sub-Saharan Africa to supply higher-value refined products to Europe, rather than the basic raw sugar to which they were restricted in the past.

"If we choose to produce sugar, pack it and put it straight into the supermarkets in the UK or France, we are able to do it. So it's a completely new playing field for everybody," he said.

In April, Illovo announced a joint venture with ABF's British Sugar to provide it with a route into the EU market come October.

The first phase of the expansion, a two-year project to boost output in Zambia from 200,000 to 450,000 tonnes of sugar a year, was complete, Clark said.

The company is also doubling output in Mozambique to 150,000 tonnes and adding another 100,000 tonnes to its Swaziland production.

Its expansion plans for Malawi and Tanzania, where the company made 266,000 tonnes and 127,000 tonnes of sugar respectively in 2008, also included spin-off biomass power generation, Clark said.

2. NEWS FROM AFFILIATES

ICU, Ghana

The union have resolved the variable salary issue, trying to organise the manual distributors or street vendors of Coca-Cola product in Tema and Accra. This union reported that the Pepsi-Cola workers union is affiliated to ICU.

Food, Beverage and Tobacco Senior Staff Association (FOBTOB), Nigeria
Abdulrahman Tunde M, President, FOBTOB

The Food, Beverage and Tobacco Senior Staff Association (FOBTOB), an umbrella body for senior staff in the Food, Beverage and Tobacco industry in Nigeria came into existence as industrial union and received its certificate of registration in 1978. Our membership is drawn from fifty-five (55) companies in the private sector. The Association is affiliated to Trade Union Congress of Nigeria (TUC); UNI Global Union and the International Union of Food (IUF).

Since its existence, the Association has made it a culture to be holding the meetings of its various organs to deliberate on matters of general interest as it affects the union viz. National Delegates’ Conference, National Executive Council (NEC), Central Working Committee, Zonal Councils, Branch and Units.

The Association held its 11th National Delegates’ Conference on 30th May, 2009 and Mr. Tunde Abdulrahman of Nigerian Bottling Company Plc (Coca Cola) was elected National President for a three-year term in the first instance with the possibility of re-election for a second and final term. Adwoa Sakyi (IUF AWTG president) represented the IUF.

The Association places priority on the education and training of its staff, Officers and members in its effort to ensure that capable hands are trained to direct the affairs of the Association. We have our secretariat located in Lagos State at NO 32 Isaac john street Fadeyi Lagos.

Malawi: Tobacco Tenants And Allied Workers Union Of Malawi (TOTAWUM) and the Plantation, Agriculture Workers Union (PAWU)
Raphael C. B. Sandram, Project Co-ordinator.

These two unions as a result of training and education have been actively lobbying for ratification of ILO Convention 184 and Recommendation 192 on Safety and Health in Agriculture.

Since the training project began 5,863 workers have been organised into the two unions. Of these 1,700 were recruited in PAWU's tea section 4,163 were recruited into TOTAWUM. Each union has trained 10 organisers to focus on building union membership.

32 OHS Committees have been established at work places in the tobacco sector and 12 in the tea sector. OHS representatives exist in most work places where organising took place.

Helena Francisco Bene/Baptista B. Tivane, SINTIA

July 27-30 at SINTIA's national headquarters, the Annual Workshop on Electronic Communication supported by the IUF Global Sugar project took place. Its aim was to contribute towards the strengthening of communication among the structures of the SINTIA, its locals, its committees and the IUF globally.

Mozambican bananas to be shipped from Nacala port

Some 50 containers of bananas will be exported weekly from the northern port of Nacala from December, says the
CEO of the Northern Development Corridor (CDN), Fernando Couto.

Cited by daily newspaper Noticias, Couto said the drive to export bananas is the result of a project that has seen more than 1.5 million banana trees planted in the Namialo region of Nampula province.

Export of bananas through Nacala is part of the CDN's strategy to develop the region. The CDN, said Couto, was created in the 1960s to essentially serve Malawi's interests and 70% of freight passing through the CDN until 1997 was from or bound to the neighbouring state.

**Domestic Workers in Benin finally covered by labour code**

Barbro Budin, IUF secretariat

Domestic workers in Benin will finally be recognized as workers under the labour code. This news was brought to representatives of the Domestic and Restaurant Workers' National Union, SYNEMB and its local from the Northern part of Benin, the Hotel and Domestic Workers Union of Borgou-Alibori, SEHM/BA at a meeting held at the national center CSA on Friday 28 August.

The meeting was organized by the IUF affiliate FESYNDER in order to give the African regional co-ordinator for domestic workers, Vicky Kanyoka, and the co-ordinator of the regional women's project, Adwoa Sakyi, a possibility to exchange experiences with members of SYNEMB / SEHM/BA. Vicky Kanyoka also informed the union about the International Domestic Network and the preparation for the 2010 ILO discussion on a convention for domestic workers.

FESYNDER and the national center CSA have been actively supporting the Domestic Workers' Union which was formed eight years ago and now have approximately 500 members. Due to the lack of coverage in the labour legislation and the harsh repression by many employers against those who join the union, it has been extremely difficult to recruit new members, particularly among women domestic workers. So far, the union therefore counts more males than female members. The male members are carrying out the same tasks as female workers, i.e. cooking, cleaning, ironing, looking after children, etc.

In November 2008, FESYNDER organized a training seminar for SYNEMB/SEHM/BA within the framework of the IUF regional women's project. It focussed on domestic workers rights and responsibilities, health and safety issues and the forthcoming discussion on an ILO Convention on Decent Work for Domestic Workers. As a result of the seminar, a letter was addressed to the national center CSA stressing the lack of basic labour rights for domestic workers. The CSA consequently brought this up as an urgent matter in the national commission, which is revising the labour code.

On another note, at least two of the participants in the seminar were dismissed by their employers when they learnt about the meeting in the media.

The experiences that the representatives of the domestic workers union shared with the IUF delegation last Friday include: lack of job contracts, non recognition of multi-skills, non regulated working hours, non payment of overtime, no social security or medical insurance, no right to maternity leave, abusive dismissals, non respect of freedom of association, violence, sexual harassment, racism, not to speak of wages which in the best of cases is USD 3/day.

The news that one their request from the November seminar had been translated into the revision of the labour code was therefore met with great satisfaction. A few days earlier, the union and CSA sent in their answers on the ILO questionnaire which will be the basis for next year’s discussion on Decent Work for Domestic Workers at the International Labour Conference.

But privatisation of the CDN in 2005 meant this situation was reversed and Mozambique now accounts for 70% of shipments through the zone. Couto said a major hurdle to the CDN's operation is lack of investment in Malawi's rail link but negotiations are in progress with the Malawian government to get funding to modernise the railway.

3. SECRETARIAT NEWS

The IUF regional office in Johannesburg was closed in June 2009. Hella Alikuru has re-located to Uganda.

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Email your union's news NOW to iufafrica@iuf.org or write to us and we will include it in our future "Africa Updates"