

**ITUC/GUs/FES/IFC/ITUC-AFRICA CAPACITY BUILDING
REGIONAL WORKSHOP
Giraffe Ocean View Hotel, Dar es Salaam, Tanzania
13-14 March 2008**

BRIEF REPORT

1. Introduction

The ITUC- African Regional Organisation (ITUC-Africa) in collaboration with the Global Unions' Washington office and the Friedrich Ebert Stiftung (FES) organised a two day capacity building workshop for trade union leaders in Africa at the Giraffe Ocean View Hotel in Dar es Salaam, Tanzania from 13 – 14 March 2008. This workshop afforded participants an opportunity to deepen their knowledge about the International Finance Corporation (IFC) and its lending criteria. It also enabled them to critically analyse the IFC's Performance Standard 2 and to develop strategies on how to realise the goals of the ILO Decent Work Agenda within the framework of the IFC's Performance Standards.

The workshop brought together 35 participants from CONSAWU, GTUC, GFL, NLC, TUC-Nigeria, TUCTA, ZCTU-Zambia, EATUC, EI, ITF, PSI, BWI, UNI, ICEM, GUs' Washington Office, ITUC-Africa and the FES Offices in Namibia, Kenya and Tanzania.

2. Opening Ceremony

TUCTA representative, Dr. Titus Mlengeya, gave a welcome message and thanked the organisers for according TUCTA the privilege to host this all-important regional workshop.

ITUC-Africa General Secretary, Mr. Kwasi Adu-Amankwah, welcomed participants and officially declared opened the two-day capacity building training workshop on International Finance Corporation's (IFC's) Performance Standards. He informed the meeting that the neo-liberal policies of the IFIs have eroded welfare systems, impeded social progress and have also severely undermined unity and solidarity among working people.

Brother Kwasi noted that the IMF and World Bank structural adjustment programmes were designed to rescue the developing countries from years of stagnation and regression. These programmes however failed to attain this goal due to their inherent regressive social policy reform measures, including the elimination of subsidies on essential commodities and services, reduction in social spending, massive currency devaluations, decline in investment in education and health infrastructure, massive labour retrenchment, wage restraint, decline in real wages, non-payment of redundancy and other fringe benefits. In the face of growing

criticism, especially from trade unions, the World Bank and IMF acknowledged that a purely free-market growth model is not the most appropriate option for developing countries, he opined. Hence the policy shift that led to the adoption of the heavily indebted poor countries (HIPC) initiative and the PRSPs by the IMF and World Bank in September 1999 as well as the IFC's adoption of PS2 in 2006, he affirmed.

Brother Kwasi said the IFC's performance standard 2 is a tool that would guide the labour movement in Africa and elsewhere in their struggle for the emancipation of workers. He pointed out that the labour movement as a significant actor in the African civil society has a responsibility to contribute to policy development to ensure economic growth and socially oriented development on the continent. He reaffirmed the ITUC-Africa's support for the IFC's PS2, which he said must guide labour's struggle to carve out a satisfactory niche in the world of globalisation and for the realisation of the strategic objectives of the ILO Decent Work Agenda.

Finally, he appealed for support and assistance that could enable the ITUC-Africa, its affiliated unions and the GUFs that are active in Africa to develop the capacity of the African workers to effectively participate in the legitimate struggle for a new world order characterised by a fairer and more equitable international trade relations, better social and distributive justice, more democracy and more solidarity.

FES representative, Dr. Hubert Schillinger in his remark said the training over the next two days would build on the early work carried out by trade unions on PRSP with the assistance and support that was provided by the FES. He said the training would help unions in their campaigns, lobbying and organising work so that they can have positive impact on workers, especially at the enterprise level.

Global Unions (GUs) Washington office representative, Ms Molly McCoy congratulated the ITUC-Africa and FES for their efforts in holding the workshop. She explained how the IFC and World Bank policies finally came to incorporate the core labour standards requirements after serious labour problems relating to the abuse of human and fundamental workers' rights were first identified by trade unions in Haiti and Indonesia on IFC- and World Bank-funded projects.

3. Workshop Programme

Below is an outline of the programme that was mastered by participants at the two days regional workshop:

- Basic information about the IFIs and their activities in the region;
- Labour standards in IFC and World Bank loans – origins, content and scope of the standards;
- Current World Bank and IFC projects – global and regional lending trends (sectors and countries) and sources of information about IFC and World Bank projects;
- How to use the World Bank/IFC standards in an organising campaign or as a grievance mechanism;
- Case study: Bujagali dam, Uganda;
- Consultation with IFC representative;
- Monitoring IFC/World Bank projects and using the standards to combat violations of workers' rights;
- Regional strategy of the new ITUC-Africa on IFIs issues and projects and sources of support and information available from ITUC and GUFs for IFIs issues.

4. Proceedings

The GUs' Washington office representative, Ms Molly McCoy, made a presentation on IFC's Performance Standard 2. She pointed out that the PS2 came into existence in May 2006 after much pressure from organised labour demanding the inclusion of core labour rights in the IFC lending policies. She informed the participants that the IFC approved PS2 entails observance of the ILO core labour standards, basic labour conditions on human resources practices, retrenchment, occupational health and safety, and supply chain management in their lending policies to the private sector enterprises. She explained that the World Bank also adopted similar conditions in 2007 to its own project lending, requiring the observance of the core labour standards in all World Bank-financed large-scale infrastructure projects involving 10 million dollars or more.

Ms McCoy said that with the IFC's Performance Standard 2, trade unions now have another tool that they can use for organising and grievance handling when IFC-funded companies violate workers' rights. She challenged the ITUC-Africa and its affiliated unions to lobby and/or pressurise both the African Development Bank and NEPAD to emulate the good example of the IFC by adopting similar standards.

The PS2 requires clients of the IFC loans to adopt a human resource policy that informs their employees of salary and benefits requirements and their rights under law; promote the principles of non-discrimination, freedom of association and collective bargaining; implement a retrenchment policy; put in place an effective functional grievance procedure for workers and their organisations; prohibit child labour and forced labour; ensure a safe and healthy workplace and deal with health and safety issues in a manner consistent with industry standards and best practices; and use commercially reasonable methods to ensure that sub-contractors and intermediaries apply the performance standards' requirements.

She informed the meeting that the PS2 applies automatically to all new IFC loans that came into force with effect from May 2006 onwards and that the World Bank standards only apply to large-scale construction projects (generally \$10 million or more). She noted that the World Bank has committed to sponsoring the harmonization of all multilateral development banks (including the AfDB) standards to include the core labour standards requirement in 2008 and that the World Bank was also moving towards "country systems" for procurement contracts.

The IFC Environmental and Social Specialist Mr. Justin Pooley highlighted the work of IFC in Africa. He said the IFC is currently funding 160 projects. He presented the contents of the PS2, implementation tool kit and challenged unions to work closely with the GUs' Washington office to highlight areas of concern in IFC funded projects to ensure compliance.

5. Questions and Answers

Question	Answers
What will the IFC do in the event its client fail to meet its obligation as defined	It will send a mission to investigate the situation. If the mission establishes that an aspect of the agreement on PS 2 has been violated, the IFC will put pressure on the client concern to immediately correct the anomaly. To the extreme

<p>under the PS2 loan conditionality?</p>	<p>the IFC will threaten to suspend or cancel the loan until the company finally complied with the provisions of the PS2.</p> <p>The IFC is in syndicate with other institutions and as such it will urge these institutions to take necessary action against the defaulting IFC client.</p>
<p>If labour standards were violated by the IFC's clients, where should unions be compliant?</p>	<p>Written complaints can be directed to the IFC Social and Environment Development Department and to the local IFC offices.</p> <p>Complaints can also be submitted to the Executive Directors of the World Bank, who approve the loans.</p> <p>The GUs' Washington Office has been responsible for submitting complaints.</p>
<p>Who determines IFC's approach to labour standards?</p>	<p>The standards were developed in consultation with unions and other stakeholders. Overarching labour issues are addressed by the IFC Labour Advisory Council.</p>
<p>How can trade union leaders take advantage of the IFC PS2 into their line of duty?</p>	<p>Unions can use the PS2 to insist on IFC client companies to adopt a human resource policy, adhere to the principle of non-discrimination, freedom of association and collective bargaining and design retrenchment policies in consultation with the local union.</p> <p>Use the PS2 as an instrument to promote health and safety at the workplace, prohibit child labour and forced labour and to compel subcontractors and intermediaries to apply the PS2 requirements.</p> <p>Unions can use PS2 as grievance</p>

	<p>mechanism to bring complaints against a company for violating the standards even after a loan has been approved.</p>
<p>How does the IFC get feedback on the enforcement of PS2 in the implementation of its funded projects?</p>	<p>Through periodic reports sent by the IFC local offices and reports submitted by the GUs' Washington office.</p>
<p>How does the World Bank intend to repair its damaged reputation, especially in the public domain?</p>	<p>Through the following measures, among others:</p> <ul style="list-style-type: none"> “Reduction” of conditionality; Cancellation of debts for the poorest countries; Emphasizing investment projects instead of policy reform; Increased technical assistance programmes, especially to strengthen the private sector; Renewed effort to develop infrastructure projects; Adoption in 2007 a policy that compels all clients of World Bank large-scale infrastructure projects to respect the core labour standards of the ILO.
<p>Why the magic u-turn? Yesterday unions were</p>	<p>May be! But it is the World Bank and IMF that can authoritatively shed more light on this matter.</p>

<p>wrong in the eyes of the IFIs but today they are right – why the sudden shift by the IFIs? Is it as a result of new the challenge triggered by China, DFID, Bill Gates Foundation, which have rendered the World Bank role shaky?</p>	
<p>Does the government have to be a guarantor between the IFC and its clients?</p>	<p>No</p>
<p>How can we use the IFC's PS2 as leverage tool for trade union organising and collective</p>	<p>The PS2 can provide support to campaign if the local union is ready to:</p> <ul style="list-style-type: none"> - organise workers - be in communication with the national centre or GUF - work with allied organisations or other partners when necessary.

bargaining ?	
How can trade unions present a practical complaint against the IFC's client who violates the rights of workers?	<p>Trade unions can submit a complaint in writing to the IFC Social and Environments Development Department or to the Executive Directors of the World Bank. The unions can submit complaints either direct or can go through the Gus' Washington Office.</p> <p>The written complaint must specify the nature of the grievance and the type of settlement desired.</p>
How do we get to know about the IFC loans before they are approved?	<p>The IFC will disclose information about a loan 30 to 60 days before the actual commencement of the approved project.</p>

6. Comments

Below are some of the comments that were made during the question and answer session:

- There is need for policy space to be provided in order for the governments of developing countries to determine their own priorities.
- It is necessary to improve the capacity of workers and their trade unions so that they can contribute to meaningful policy development.
- It also important to strengthen the research capacity of ITUC-Africa's affiliates so that they are able to effectively monitor the enforcement of PS2 in the IFC funded project.

- The incorporation of the core labour standards into the IFC's PS2 is a sign of progress in raising the profile of workers' rights.
- It is important for the IFC officials to consult trade unions at the pre-loan assessment period as this will enable them to get labour's views about the potential clients of the IFC with respect to their past record on labour standards and other related issues.
- To ensure effective workers representation in the IFC Labour Advisory Council.
- Trade unions to renew their traditional mandate of promoting and defending the interests of working people.
- IFC PS2 provides trade unions a unique opportunity to work together and effectively impact on the development process.
- The IFC is in syndicate with other institutions – the action of any member of the syndicate has an effect on the rest of the other institutions that constitute the syndicate.
- IFC project disclosure period is from 30 to 60 days before the actual commencement of the approved project.
- The war against terror is a waste of time and resources and it is being pursued at the expense of human rights and development.

7. Case studies

(a) Bujagali IFC Dam Project (Uganda)

The BWI presented a success story on how greater cooperation between GUs, IFC, Unions and Government led to the successful organising of 400 workers at the Bujagali IFC funded dam construction project in Uganda. The project contractor BEL has sub-contracted an Italian sub-contractor Sallani who have now signed a collective agreement with BWI affiliate the Uganda Building Union (UBU).

(b) United Bank of Africa IFC Loan (Nigeria)

UNI affiliate in Nigeria, ASSBIFI, highlighted how the United Bank of Africa (UBA) is violating workers rights. The UBA is a recipient of an IFC loan but is failing to adhere to the requirements of the PS2. Among the anti-labour practices the bank is accused of are:

- Blocking check off systems to the union;
- Refusing unions the right to organise and bargain collectively;
and
- Divide and rule tactics.

8. Workshop in small groups – monitoring IFC/WB projects and using the standards to combat violation of workers’ rights

The participants were divided into five small working groups. The groups were asked to discuss and report on a case study each. Below are the various reports that were presented on each of the case studies at the report-back stage:

(a) Group One

Project number: 25305

Company name: Finatrade Holdings Limited

Country: Ghana

Sector: Wholesale and Retail

Environmental category: B

Department: Agribusiness

Status: Pending Approval

Date disclosed: November 1, 2007

Projected board date: December 3, 2007

Hypothetical Case Study:

An international NGO recently undertook an investigative mission to cocoa growing areas in Ghana, where it documented many cases of child labour including children participating in spraying pesticides and using machetes to harvest cocoa pods. Many of the photos were taken during school hours, suggesting that the children were not attending school. The NGO also contends that some of the children were not working on family farms, but had instead been trafficked into the region to work on cocoa farms. Finatrade denies knowledge of any child labour in its supply chain,

and insists that the problem of child labour is endemic to the region and is not the company's responsibility.

The Director
IFC Social and Environmental
Department

November 7, 2007

Dear Sir/Madam,

Our office has established that your client, Finatrade Holdings Limited, Ghana is acting in violation of the following IFC's PS2:

- (a) human resource policy – 6
- (b) non-discrimination – 11
- (c) child labour – 14
- (d) forced labour – 15
- (e) occupational health and safety – 16

Human resource policy – 6

Human resource policy has not been adopted by your client herein Finatrade Holdings Limited. The union demands that the above policy be adopted and implemented in accordance with IFC's Performance Standards 2.

Non-discrimination

Your client has not adopted a non-discrimination policy. The union demands immediate adoption of the policy and ensure its publication and implement in accordance with your PS2.

Child labour

Child labour is employed with its supply chain in violation of PS2. To make it worse, Ghana has not ratified convention 138 thereby making children totally vulnerable despite the existence of other existing laws protecting children. Evidence is herein attached containing photographs showing children harvesting cocoa during school time. The union demands that the IFC compels its clients and their sub-contractors and intermediaries to adopt anti-child labour policy which should be published and enforced throughout its supply chain to meet the PS2 requirements.

Forced labour and child trafficking

Trafficked child labour is being used in your client's supply chain in which case it is forced labour. The union therefore demands that you compel your client to adopt, publicise and enforce a policy against child labour trafficking and forced labour throughout the supply chain. Training and sensitization in the supply chain against child labour trafficking and forced labour be implemented.

Occupational safety and health

Children are working under hazardous conditions in your client's supply chain. Evidence is that they spray pesticides and use machetes to harvest cocoa pods. The union demands the IFC to compel the client to adopt, publicise and enforce occupational safety and health procedures in accordance with PS2.

Arising from the above, it is our sincere hope that your good office will find time to act on the above and ensure prompt compliance of the standards by your client.

Yours faithfully,

General Secretary – Wholesale and Trade Workers' Union

Cc: Global Unions' Washington DC Office
IFC Local Office, Ghana

(b) Group Two

Project number: 26410

Company name: Derba Midroc Cement

Country: Ethiopia

Sector: Nonmetallic Mineral Product manufacturing

Environmental category: A

Department: Global Manufacturing and Services

Status: Pend PDS-IR

Date disclosed: January 28, 2008

Projected board date: March 28, 2008

Hypothetical Case Study:

Residents from the community surrounding the plant have reported that the company maintains a dormitory within a fenced enclosure where construction workers are living. The construction workers appear to be from China and have limited contact with anyone outside the construction site. The local union sent a representative to try to talk to some of the workers, but a security guard denied him the right to meet or talk to them.

The company did agree to hire on some local workers and it has fulfilled its promise. A small number of local workers were hired to work on the site. Because the local workers are not trained in construction, most of them were assigned to unskilled jobs for which the company did not provide any training. Since construction began, two local workers were injured and one was killed in workplace accidents.

To: IFC Local Office in Ethiopia

From: Union of Mines and Minerals, Ethiopia

Date: 13th March 2008

Dear Sir/Madam,

The Union of Mines and Minerals, Ethiopia which was registered in 1967 and whose registration number is TU/136 pursuant to the Trade Unions' Act Cap 402, the laws of Ethiopia is convinced that Derba Midroc Cement, Ethiopia has grossly violated the known principals of IFC's Performance Standards 2 as follows:

- (i) That the Company does not have in place, a human resource policy.
- (ii) That the Company practices bonded labour by confining construction workers from China in a dormitory thus violating their migrant labour rights.
- (iii) That trade union activity are curtailed as union leaders are totally banned from entering the Company premises and have therefore no access to workers.
- (iv) That there is no health and safety policy hence so far two of its workers were injured and one killed in workplace accident.

Consequently, the union demands that the IFC puts pressure on its client Company to do the following:

- (i) The Company must allow the union leadership access to the workers so that the union can organise the workers and collectively bargain on their behalf.
- (ii) The IFC must insist that the Company includes the Performance Standards 2 in the human resource policy in consultation with the union.
- (iii) The IFC must pressurise the Company to put in place a health and safety policy.
- (iv) That a monitoring plan be worked out in consultation with the union.
- (v) The Company must be pressurised to free the bonded labourers immediately.

If the above complaints are not addressed comprehensively, we demand that the IFC Board of Directors withholds the approval of the funding been sought by Derba Midroc Cement, Ethiopia. It is our understanding that by IFC doing this, it would be a demonstration to its stated commitment to quality workplace practices and as amply outlined in ILO's core labour standards.

Thank you.

For and on behalf of the Union:

David Nkojjo, President
Wanyouji Buteyo, Secretary General
Fabian Nkomo, National Treasurer
Alguin Senga, National Organising Secretary

(c) Group Three

Project number: 26410

Company name: Tanzania Railway Corporation

Country: Tanzania, United Republic of

Sector: Transportation and Warehousing

Environmental category: B

Department: Infrastructure

Status: Pending Disbursement

Date SPI disclosed: June 22, 2007

Projected board date: July 26, 2007

Previous Events: Signed: September 15, 2007
Approved: July 26, 2007

Hypothetical Case Study:

Several months into the project, it appears that the company is not following the retrenchment programme it negotiated with the union. Union members complain that the company eliminated the jobs of the highest-paid workers first, and that some permanent jobs have been replaced by contract workers. They say that under the new system, the best jobs have gone to foreign workers. The company claims these expatriate employees are “experts” whose skills are unmatched by local workforce, but the union says that many of its members have the needed skills.

Union
Tanzania Railway Corporation
Dar es Salaam
Tanzania

March 14, 2007

The IFC Board of Directors
Washington DC
USA

Dear Sir/Madam,

Re: IFC Project No. 25151 – Complaint on Violation of Performance Standards 2

Refer to the above project being handled by your client, the Tanzania Railway Corporation (TRC) in Tanzania. We on behalf of the labour force in the Tanzania Railway Corporation Union have observed some violations of labour laws vis-à-vis IFC’s Performance Standards 2.

Consequently, we hereby make complaints as follows:

The TRC which is supposed to build on existing systems within the TRC, has not just sanctioned such but also failed to adopt policies contrary to the norms and practices in the labour laws and IFC’s Performance Standards 2 including:

- (i) Elimination of jobs being performed by highly paid workers contrary to ILO convention number 111 on non-discrimination.
- (ii) Replacement of workers in permanent jobs with contract workers.
- (iii) Engagement of foreign workers at the expense of locals.
- (iv) Denial of training opportunities.

In the light of the above, we recommend the following:

- (i) That the IFC compels its client to strictly comply with IFC's PS2 and ILO conventions concerning FoA, collective bargaining and occupational health and safety.
- (ii) That the IFC urges its client to re-absorb all its workers that were summarily retrenched and to fully respect the collective agreement.
- (iii) That the IFC ensures client observance of ILO convention number 111 on non-discrimination and equal opportunity.
- (iv) That the IFC supports its client to put in place a training opportunity for all employees that would enable them perform their jobs more effectively and efficiently under the new dispensation.

We would appreciate your prompt action as this would ensure good and conducive working environment and also successful completion of the project.

Thank you

(d) Group Four

Project number: 26071
 Company name: Teylium International
 Country: Senegal
 Sector: Accommodation and Tourism Services
 Environmental category: B
 Department: Global Manufacturing and Services
 Status: Pending
 Date SPI disclosed: December 17, 2007
 Projected board & date: January 17, 2008

Hypothetical Case study:

After the hotel was built, a local union tried to organise the hotel workers by sending a representative to talk to them and ask them to sign union cards. The following day, a hotel manager called

several small meetings of workers to discourage them from joining the union, saying that they did not need a union because the company already had workers committees to address employee grievances. Some employees have also complained about the hotel's hiring practices: they say that only very young and attractive employees have been hired to work at the front desk, whereas older workers have been offered maintenance and clearing jobs.

Workers

Union of Senegalese Hotel

P. O. Box 00124
Dakar, Senegal

14th March 2008

IFC Regional Office
P. O. Box 51525
Ghana

Dear Sir,

Re: LABOUR COMPLAINT REGARDING PROJECT No. 26071

We bring you greetings from the Union of Senegalese Hotel Workers and would like to acquaint you with some problems concerning serious violations of aspects of the core labour standards by the SAS Radissin hotel in Dakar, Senegal, a beneficiary of IFC project number 26071.

As you maybe aware, majority of the hotel workers in Senegal are unionised and have enjoyed recognition by their employers over years. During the construction of the SAS Radissin hotel, the Construction workers enjoyed some amount of freedom. Although there were few lapses in the observance of the core labour standards by the Company, the union continued to show some degree of understanding and cooperated until the hotel was finally constructed.

In recent time however, attempts by our union to organise and register workers have proved futile due mainly to Management's intimidation and reluctance to have the workers unionised. This we believe is a blatant violation of workers rights to freely associate and to bargain collectively as provided for in ILO conventions 87 and 98 respectively as well as the IFC's PS 9 and 10.

Besides workers have complaint about discrimination in the hiring procedure in which only young people, especially young women are given priority to work at the front desk and are accorded more attractive conditions of service as well as permanent contracts. Those workers from the age group 30 years onwards who constitute about 60 per cent of the work force are assigned to daily wage menial jobs. This constitutes another violation of IFC's PS 11 and ILO convention 111.

We therefore like to draw your attention to these complaints so that you can intervene by ensuring that your client adheres to the core labour standards. We assure of our cooperation in having this matter amicably resolved.

Yours faithfully,

Secretary General

(c) Trade union responses to the IFIs policies

- The trade union movement consistently challenged the policies of liberalisation, privatisation, deregulation and the unsound package of macro-economic policies imposed through structural adjustment conditionality by the IFIs;
- Organised labour throughout the 1980s and 90s vehemently criticised the SAPs, describing it as an ineffective policy instrument for development;
- Trade unions and their allies have gathered enough evidence to show that the SAPs imposed by the IMF and the World Bank have done more harm than good.

(d) Policy shift of the IFIs

- The IMF and World Bank acknowledged that a purely free-market growth model was not the best option;
- In 1999 the IMF and World Bank announced the HIPC's Initiative and also stated that the PRSPs would govern lending to the 80 poorest countries of the world. But the PRSP process too has not salvage the situation.
- Adoption of the IFC's Performance Standards Agreement as a legal requirement for private sector lending.

(e) ITUC-Africa's strategy on IFIs issues and projects

The ITUC-Africa in concert with the ITUC has been:

- Campaigning against the neo-liberal policies of the IFIs and putting forward alternative policy proposals.
- Organising mass protests and demonstrations in demand for the reform of the IFIs policies, programmes and projects;
- Demanding that trade unions are consulted on IFIs issues and projects as well as on decisions such as privatisation or the changing of social protection laws;
- Engaging in constructive dialogue with stakeholders with a view to ensuring that the concerns of workers are incorporated into the IFIs programmes and projects;
- Building workers solidarity and effective networking strategy at the domestic and regional levels in order to influence and shape the IFIs policies so that they reflect the aspirations of working people;
- Consistently building concerted pressure on the IFIs to adopt a broader view of development that will ensure that economic growth goes hand in hand with social progress and environmental sustainability;
- Exposing the negative effects of the IFIs policies and demanding the adoption of policies that tackle poverty and respect human rights;
- Instating that the IFIs operations are environmentally friendly and consistent with the core labour standards;
- Building the capacity of trade unionists on IFIs issues such as the IFC's Performance Standards requirements;
- Disseminating information among trade unions and allied organisations throughout the African region on the IFIs issues and projects using multiple channels and networks;
- Encouraging experts at all levels of the trade union movement to create new information products out of the ITUC's Guide on IFIs e.g. training modules, posters, pamphlets explaining relevant sections using simple terminologies and language;
- Facilitating dialogue and exchange of experiences among affiliates and allied organisations on IFIs issues and projects;
- Monitoring of progress in the implementation of the IFIs programmes and projects;
- Gathering facts on the impact of affiliates' participation in the IFIs programmes and projects;
- Encouraging and supporting affiliates to expose and report violations of any aspects of the IFC's PS2;
- Mobilising funds to support the above-mentioned activities.

10. Recommendations

At the end of the workshop, participants recommended as follows:

IFC, World Bank and Allied Institutions

- a. **IFC stakeholder consultations:** The 30 day timeframe for releasing projects information is inadequate for effective consultations. IFC should consult stakeholders, including trade unions, at least 60 days prior to the approval of all projects, including categories B, C, and FI.
- b. **IFC country offices:** IFC should decentralise PS2 monitoring mechanisms to speed up reporting and institute corrective measures.
- c. **Policy consistency:** IFC should raise PS2 requirements with client companies for loans approved prior to the adoption of the performance standards in May 2006.
- d. **Compliance:** IFC should demand PS2 compliance in outsourced operations; sub-contractors and intermediaries such as labour brokers and temporary work agencies.
- e. **World Bank:** Should be actively promoting the observance and monitoring of ILO's core labour standards in its infrastructure development projects and other lending activities.
- f. **Other lending institutions:** Should also ensure compliance with ILO's core labour standards for all lending in both the private sector and public domain.
- g. **IFC clients:** Companies in the sectors in which the IFC lends should be pressured to observe the requirement on freedom of association and collective bargaining in their companies (e.g. United Bank of Africa, Celtel, MTN, etc).

Trade Unions

- h. **Monitoring:** Unions, National Trade Union Centres, GUFs in Africa, Sub-regional Trade Union Organisations, ITUC-Africa and GUs should be actively involved in monitoring all approved IFC loans and projects and report any violations of PS2 requirements.
- i. **Information sharing:** GUs Washington office should make available to unions current and future loan portfolios in Africa to allow for timely reporting of problem areas. A culture of bottom to top and vice versa system of communication as well as horizontal communication among peers should be nurtured within the trade union movement.

j. **Training to enhance competences:** ITUC-Africa should conduct capacity building training programmes for trade unions to better prepare them to understand and monitor implementation and adherence to IFC PS2 requirements.

k. **Collaboration:** GUs, ITUC-Africa, Sub-regional trade union organisations and trade unions should establish greater collaboration, better communication and information sharing networks on issues of concern regarding IFC loans and projects.

l. **Case studies:** Unions and GUs should share success stories, such as the BWI's Bujagali dam construction project in Uganda to learn how PS2 can be used as a tool for organising workers in MNEs and defending workers' rights.

m. **ITUC-Africa** should enhance its capacity on IFIs issues, set standards, ensure timely monitoring, coordinate activities and develop feedback systems related to IFC PS2 requirements.

n. **Unions and National Centres** should apply pressure at national level on IFC PS2 related violations and report such issues to GUFs and the ITUC-Africa. Focal persons should be appointed for better networking on issues related to IFIs.

11. Conclusion

During the close of the workshop, participants expressed profound appreciation to ITUC, Gus, FES and ITUC-Africa for the invaluable support and assistance with respect to the funding of the workshop. They gave the assurance that this contribution will guide their intervention on current and future IFC supported projects and other labour related matters. They expressed the hope that the cordial relationship between FES and the ITUC-Africa will continue to grow from strength to strength.

The workshop came to a close at about 5 .30 p.m.

12. Workshop programme

DRAFT PROGRAMME
**Strategy and Training Session:
 Core Labour Standards and IFI Projects
 13 –14 March 2008**
 Giraffe Ocean View Hotel, Dar es Salaam
13 March

08.30- 09.00	Arrival of participants
09.00- 09.30	Introductions Welcome: ITUC-Africa Representative Molly McCoy, Global Unions Washington Office
09.30- 09.45	Presentation of objectives
09.45- 10.15	Presentation 1: Basic information about the IFIs and their activities in the region
10.15- 10.30	Break
10.30- 12.30	Presentation 2: Labor standards in IFC and World Bank loans: -Origins of the standards -Content and scope of the standards
12.30- 14.00	Lunch
14.00- 16.00	Presentation 3: Current WB and IFC projects - Global and regional lending trends (sectors, countries) - Sources of information about IFC

	and WB projects
16.00-16.15	Break
16.15-	<p>Presentation 4:</p> <p>-How to use the WB/IFC standards in an organizing campaign or as a grievance mechanism</p> <p>- Case example: Bujagli dam, Uganda (Presentation from BWI Uganda affiliate)</p>

14 March

09.00-11.00	Consultation with IFC or WB representative
11.00-11.15	Break
11.15-12.30	<p>Continuation of Consultation</p> <p>“Roundtable” between IFC and BWI representative on trade union-IFC cooperation</p>
12.30-14.00	Lunch
14.00-15.30	<p>Workshop in small groups:</p> <p>- Monitoring IFC/WB projects and using the standards to combat violations of workers’ rights</p>
15.30-15.45	Break
15.45-17.15	<p>Discussion: Regional strategy of the new organization on IFI issues and projects (ITUC-Africa representative). Sources of support and information available from ITUC and GUFs for IFI issues.</p>
17.15-17.45	Conclusion of the Activity

13. List of participants

Name	Organi sation	Country
Mr. Anthony Yaw Baah	GTUC	Ghana
Ms Doris Elorm Soku	GFL	Ghana
Ms Chidinmma Ejim	NLC	Nigeria
Mr. Adeshina Lasisi Sanni	TUC	Nigeria
Mr. Wanyonyi Buteyo Ms Dalphine Mukonyo Muunde	COTU- K COTU- K	Kenya Kenya
Ms Relebogile Jacqueline Matshego	CONS AWU	South Africa
Mr. David Nkojjo Ms Toe Sentong	NOTU NOTU	Uganda Uganda
Mr. Austin Muneku Ms Beatrice Musowa	ZCTU ZCTU	Zambia Zambia
Mr. Nestory Kilala Ngulla Mr. Gonza J. Makongolo Ms Margaret Mandago Ms Siham S. Ahmed	TUCTA TUCTA TUCTA TUCTA	Tanzania Tanzania Tanzania Tanzania
Mr. John Musonda	UNI- Africa	Zambia
Ms Thembi Mngomezulu	PSI	South Africa
Inviolata Chinyangarara	BWI	South Africa
Mr. Fabain Nkomo	ICEM	Zimbabwe
Mr. Joseph Kevin Katende	ITF	Kenya
Mr. Kwasi Adu- Amankwah Mr. Paul Derick	ITUC- Africa ITUC-	Kenya Kenya Kenya

Pauline Mr. Mban Kabu	Africa ITUC- Africa	
Ms Molly McCoy	Global Unions	Washington, USA
Mr. Justin Pooley	WB/IF C Office	USA
Mr. Alcquin Senga	TUICO	Tanzania
Dr. Titus Mlengeya	CHOD AWU	Tanzania
Mr. Makame Launi Makame	ZATUC	Tanzania
Mr.Emmanuel Nzunda	EATUC	Tanzania
Mr. Emmanuel Fatoma	EI	Togo
Mr. Fritz Kopsieker	FES	Kenya
Dr. Hubert Schillinger	FES	Namibia
Ms Claire Lwehabura Mrs. Adda Schmidt-Ehry Mr. Alexis Malefakis	FES FES FES	Tanzania Tanzania Tanzania