4TH UNI WORLD INDABA
CAPE TOWN
SOUTH AFRICA
7-10 DECEMBER 2014
THE UNI FAMILY MARKED 20 YEARS SINCE THE FALL OF APARTEHID BY HOSTING ITS 4TH WORLD CONGRESS IN CAPE TOWN, SOUTH AFRICA. THE RESULT WAS A REMARKABLE FEAT OF ORGANISATION, CREATIVITY AND ENDEAVOUR THAT WAS A CREDIT TO ALL OF THOSE INVOLVED.

Thanks to outstanding support from UNI affiliates in South Africa as well as momentous efforts from staff across the globe, the Cape Town congress will be remembered as one of the most successful, vibrant and colourful gatherings in UNI’s history.

We took time to celebrate our collective achievements from the past four years but also laid down the structures needed to address the challenges facing the world’s service workers in the years to come.

Our Congress theme was Including You - a global push to address the needs of an increasingly inequitable world.

INCLUDING YOU IN TAKING BACK OUR ECONOMIES!
INCLUDING YOU IN A NEW WORLD OF WORK!
INCLUDING YOU IN WINNING UNION GROWTH!

As UNI General Secretary Philip Jennings urged in his Congress address, “Forward ever, backwards never.”

<table>
<thead>
<tr>
<th>TABLE OF CONTENTS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening Ceremony</td>
<td>4</td>
</tr>
<tr>
<td>Including you to win union growth</td>
<td>13</td>
</tr>
<tr>
<td>Including you in taking back our economies</td>
<td>22</td>
</tr>
<tr>
<td>Including you in building peace</td>
<td>37</td>
</tr>
<tr>
<td>Including you in the new world of work</td>
<td>42</td>
</tr>
</tbody>
</table>

Thumbs up means that the resolution was passed at Congress.
OPENING CEREMONY

WORLD CONGRESS OPENS TO A DIFFERENT BEAT

"Welcome to the first, the biggest, and, we hope, the greatest global union congress ever to be held on African soil," said MC Aminata Keita as she set the scene for the evening ahead.

In a colourful and ambitious spectacle, local singers, dancers and actors, including students from the Chris Hani Arts and Culture High School from the Khayelitsha Township, played out key moments from South African history. This included highlighting the important social and economic role played by trade unions during the anti-apartheid struggle. A praise singer traced the history of trade unions in South Africa back to the 1880s and explained how workers were one of the key driving forces in realising the transition to an inclusive and democratic government.

One year on from Nelson Mandela's death, the ceremony paid tribute to the former South African President. Performers acted-out Mandela's imprisonment on Robben Island, the Soweto Uprising and the unbanning of the ANC before culminating with his long walk to freedom and the birth of South African democracy in 1994.

South African and international speakers including Mandela's close friend and fellow Rivonia trialist Ahmed Kathrada filled the hall with emotion and brought the crowd to its feet. The stage had been set – the Congress had begun.

FROM TRIBAL DRUMS AND TRADITIONAL DANCERS TO THE MODERN HIP-HOP CULTURE OF THE BORN FREE GENERATION, THE 4TH UNI WORLD CONGRESS OPENING CEREMONY TOOK DELEGATES ON A JOURNEY THROUGH THE DRAMATIC AND FRACIOUS HISTORY OF SOUTH AFRICA.

THE LAND WITH TRADE UNIONISM IN ITS DNA

Celebrating UNI’s first ever global union congress to be held on African soil, Patel - South Africa’s Minister for Economic Development, himself a former union leader in the textile industry - declared to the 2,000-strong crowd that social justice is the foundation on which today’s free South Africa is built.


Paying tribute to Nelson Mandela, Patel said, “He was a fighter for his people and an inspiration for the world. His life embodied a positive globalisation - of social justice, of non-racialism and of solidarity.”

“His fight for freedom was inseparable from the fight for the rights of workers. He knew that freedom must embrace decent work and the right to a living wage.”

SOUTH AFRICA IS A LAND THAT INSPIRED STRUGGLE ACROSS THE WORLD AND HAS TRADE UNIONISM IN ITS DNA - THIS WAS THE DECLARATION OF EBRAHIM PATEL AS HE OFFICIALLY OPENED THE UNI WORLD CONGRESS IN CAPE TOWN.

AHMED KATHRADA LIGHTS UP OPENING DAY

One year on from Mandela’s death, Kathrada paid a touching tribute to his dearest friend – a man he regarded as his older brother.

“I miss him every day of my life. I literally grew up under him,” said the anti-apartheid campaigner and former Robben Island prisoner.

“We miss him for his humanity, for his companionship, for being a person who regarded all of us as equals - regardless of colour and regardless of age.”

Kathrada spent 26 years of his life in prison because of his role in the anti-apartheid struggle. After his release he was elected to serve as a member of parliament in South Africa.

MC Aminata Keita described him as “one of the few special people with the courage, bravery, determination and belief to change the course of a nation forever.”

“He had dared to stand up. He had dared to speak out against evil, and through his suffering, millions are now free,” Keita said.

UNI President Joe de Bruyn presented Kathrada, sometimes known by his nickname Kathy, with UNI’s Freedom from Fear Award for outstanding courage during the struggle against apartheid.
LIVESTREAMING

Thousands may have packed into the Cape Town International Congress Centre to watch the events unfold but thousands more were able to join online because the entire event was broadcasted by video live-stream.

Highlights of guest speakers are still available on the official congress website, where affiliates can even re-watch the entire Congress.

UNITUBE CORNER

A second stage, dubbed UNITube Corner, complete with microphone, branded lectern and backdrop was available for delegates to record speeches and video messages throughout the three days of the congress.

UNITube Corner saw almost 100 video messages recorded - all of them can be viewed on the UNI YouTube channel.

A MEDIA HIT

The World Congress made headlines throughout South Africa, the African continent, and across the wider world.

The congress and its “Including You” message were featured in more than 200 national and regional press outlets in South Africa on television, radio and print. UNI General Secretary Philip Jennings also took the message to the international press, notably CNN and CNBC.

CNBC hosted a one-off special recorded debate on the New World of Work which was syndicated by the entire CNBC global network.

SO LONG

and thanks, Joe

“I have enjoyed the role of President,” de Bruyn said. “It has been a great honour for me personally, for my union the SDA, and for my country, Australia.”

Joe de Bruyn gave a special message of appreciation to the UNI General Secretary, saying, “I would like to thank my great friend Philip Jennings for his unfailing help and support for me in my role as the President of UNI.”

Outlining some of the successes over the past four years, he said, “UNI today is vibrant and alive around the globe!”

“Over the past four years, we have indeed achieved many of our goals. Our organizing fund, which is in its 4th year has been an extraordinary success and the affiliates generous donations have been put to extremely good use.”
BONES SKULU REMEMBERS APARTHEID STRUGGLE

MARKING THE 20TH ANNIVERSARY OF FREEDOM IN SOUTH AFRICA, UNI AFRICA PRESIDENT BONES SKULU SAID, “THEY CAME AS OUR TEACHERS BUT IN REALITY THEY WERE OUR CHEATERS.”

“Our achievements in the struggle against Apartheid are not only ours, they are yours too. Here in Cape Town, we are celebrating the freedom of South Africa with you. Freedom from over 300 years of colonization, from decades of racial oppression and from the exploitation of the South African majority by the minority Apartheid regime.”

ILO CHIEF GUY RYDER:
It’s time to unite against inequality

Guy Ryder used his speech to call on UNI affiliates to grow and to work together to fight the global scourge of inequality.

The ILO Director General gave his full endorsement to UNI’s Including You push for a more inclusive world economy.

“Today, the struggle for social justice, for fairness at work, for decent jobs still requires that we show that same perseverance and the same determination to include everybody. And that is the challenge UNI picks up by ‘Including You’ in the movement and in the world of work we want to create.”
NDÈYE FOUNÉ
UNI central to a fairer future

“YOU ARE FUNDAMENTAL IN ALL OF OUR EFFORTS TO BUILD A JUST AND SUSTAINABLE WORLD. UNITED AS UNI, WE CAN CHANGE THE WORLD!”

UNI Africa Vice-President Ndèye Founé Niang told UNI affiliates.

“Here in Africa, where economic growth continues, the theme of Including You is particularly relevant. However, we must remember that there can be no sustainable growth without decent work, fair wages, social protection and collective bargaining.”

SHARAN BURROW
“We are breaking through”

ITUC General Secretary Sharan Burrow raised the roof with an impassioned speech that backed UNI’s Breaking Through global campaign for union growth.

“YOU ARE BREAKING THROUGH. YOU ARE ORGANIZING AGAINST INJUSTICE AND YOU ARE INSPIRING WORKERS EVERYWHERE TO HOPE, TO ACT AND TO ORGANIZE FOR RIGHTS SAFE WORK AND FAIR WAGES. YOU ARE INSPIRING WORKING PEOPLE TO FIGHT TO TAME CORPORATE POWER.”
JENNINGS
Forward ever, backwards never.

IN A RALLYING CALL, UNI GLOBAL UNION GENERAL SECRETARY, PHILIP JENNINGS, SAID UNI WAS STICKING WITH ITS “BREAKING THROUGH” MISSION “NO IFS OR BUTS”.

Jennings declared that “Breaking Through” would continue to be the road map UNI would follow all the way from Cape Town to Liverpool 2018.

Breaking Through is a call to action to change the rules of the game in the global economy, from financial regulation to supply chains.

“To commit to union growth in the growing services economy and to grow union rights and influence in business. Breaking through is about winning the fight for gender equality all over the world!”

RECLAMING
the spirit of sport

NFL Players Union Executive Director DeMaurice Smith, who was elected to the Executive Committee of the UNI World Athletes at the inaugural world assembly of UNI Sport on December 5 2014, urged UNI affiliates to help athletes reclaim the spirit of sport.

“WE NEED TO BE THE MORAL VOICE IN THE WILDERNESS – THE VOICE THAT RECLAIMS WHAT WAS ONCE OURS. WE NEED TO TAKE BACK THE BEAUTY AND THE HUMANITY OF SPORT…”

“There can be no beauty in sport when greed is the biggest winner. We need to move to a world where the integrity of sport does not tolerate migrant workers in Qatar who die building stadiums.”
BREAKING THROUGH AWARDS

AND THE WINNERS ARE...

Digi Employees Union and UNI Malaysia Liaison Council, Malaysia
In recognition of the brilliant election ballot win at Digi Malaysia as part of the Telenor company with which UNI has a global agreement. Facing large obstacles, the union still won recognition with overwhelming majority vote.

Kenya Liaison Council, Kenya
In recognition of the work of the Kenyan Affiliates in the build up towards the conference that was held last year. The Kenyan affiliates went on a concerted and successful effort to increase union density levels.

Commercial Industrial and Allied Workers Union of Malawi, Malawi
In recognition of steady increase in membership in the Commerce and Finance sectors. The union now represents close to 80% of workers at Shoprite, Pick n Pay and Massmart. They also gained recognition at First National bank and increased membership at Standard bank.

SINTRAPULCAR COLOMBIA, Colombia
In recognition of a successful new approach of organising in multi-national companies in a complex environment, including at Kimberley Clark and SCA. This has resulted in membership growth in the packaging sector in Colombia.

Unionen, Sweden
In recognition of a 20% increase in membership in less than 4 years.

INCLUDING YOU IN UNION GROWTH

This resolution sets forth our Breaking through action plan, which began life at the World Congress in Nagasaki 2010 and which will continue to be the road map UNI will follow all the way through to the World Congress in Liverpool in 2018. Workers need unions now more than ever and the weakening of unions is directly linked to rising income inequality across the globe. UNI will continue its work to prioritise union growth and therefore will continue UNI’s programme to:

1) ORGANIZE WITHIN GLOBAL COMPANIES
2) HOLD CORPORATIONS ACCOUNTABLE;
3) LEND SUPPORT TO AFFILIATES’ CAMPAIGNS AND DEVELOP OUR COLLECTIVE CAPACITY.

UNI SCORE has been and will continue to be a key component in implementing the Breaking Through plans.
UNI together with its affiliated organisations will continue to sign strong and effective global agreements in order to facilitate organizing.
UNI will ensure that our structures are dynamic and aligned in order to meet these goals and encourages all affiliates to contribute to the organizing fund.

FAIR PLAY AND GOOD WORKING CONDITIONS AT SPORTING EVENTS

This resolution relates to organizing and improving conditions – this time at sporting and other international events. In the resolution, UNI commits to oppose sporting events such as the Qatar World Cup, which are held in countries which cannot guarantee decent labor standards.
We will seek to use these events as an opportunity to campaign for the rights of workers and we urge all UNI Sectors and affiliates to be actively involved.
FREEDOM FROM FEAR AWARDS

Ndèye Founé Niang and Babacar Sarr, SNTPT and SYSTS, Senegal in recognition of the important work they are doing on behalf of Orange workers in Senegal.

Fidel Alfonso, Sintravalores Prosegur, Colombia In recognition of the fight for freedom of association and collective bargaining in the face of years of intimidation and threats by Prosegur.

Sutragisa, Hugo Fernando Visosa, Ripley, Peru In recognition of their courage in the face of harsh anti-union behaviour by the company, which is seeking to destroy the union, which continues to grow in spite of this.

Metro Habib Employees Union, Tahir Mahmood, Pakistan In recognition of their bravery in facing up to union busting strategies. This bravery led to the recognition of the union by Metro in Pakistan and re-employment of terminated office bearers and other members.

François Laurent, UNI Europa Hair and Beauty, Belgium In recognition of their struggle against an unprecedented attack against the request by the Social Partners to give legal force to the European Framework Agreement on the protection of occupational health and safety in the hairdressing sector.

Babaulé Abraham, SNEGBEFCAM, Cameroon In recognition of the courageous stand against the National Social Security Fund of Cameroon in the face of prosecution of workers representatives. They were taken to court, called before a disciplinary committee and transferred for having defended the interests of their colleagues.

Cruzado Valverde, Cash and Transit Union Prosegur, Peru In recognition of their fearlessness when confronted by the Intimidation of workers and their families during a 5 day strike which the company sought to declare illegal. The company pursued this tactic with the aim of dismissing all those who took part in the strike. The company was then forced to the bargaining table, which led to a first collective agreement after 35 years without a legitimate union.

Lee Yong Deuk, former President of the Korean Banking Union and member of the UNI World Executive and now a Member of Parliament In recognition of his courage in the face of solitary confinement in jail as a political prisoner in 2000/2001, with a one and a half year sentence because he protested at the loss of his members’ jobs arising from the forced merger of two financial institutions.

RANA PLAZA Why we had to act

“WHEN RANA PLAZA HAPPENED, ENOUGH WAS ENOUGH. WE COULD NOT ALLOW BUSINESS AS USUAL. WE HAD TO ACT. SELF-POLICING, SELF-SERVING SO CALLED “AUDITS” WERE NO LONGER ACCEPTABLE. A BINDING AGREEMENT BETWEEN GLOBAL RETAILERS AND GLOBAL UNIONS WAS THE ONLY WAY FORWARD.”

UNI’s Head of Commerce, Alke Boessiger spelt out how UNI and IndustriALL were so moved by events that they felt compelled to act. The result is the Accord on Fire and Building Safety in Bangladesh.

Boessiger told Congress that the Accord launched on 15 May 2013 with 25 signatories now has around 200 brands covering 1600 factories that employ more than 2 million workers.

“Thanks to concerted efforts by UNI, IndustriALL and you, our affiliated unions, multinational global players of the likes of Adidas and H&M made an unprecedented pledge to support the Bangladeshi garment sector with continued sourcing commitments and support for remediation where needed,” Boessiger explained.

Boessiger detailed how the Accord has developed with more than 80,000 safety issues identified and a total of 17 buildings temporarily evacuated or completely closed, saving 30‘000 workers from highly unsafe buildings, and other potential Rana Plazas.

The General Secretary of IndustriALL, Jyrki Raina called for more companies to pay in to the compensation fund and reach the $30 million target before the second anniversary of the disaster on 24 April 2015.

Raina emphasised the significance of union organising in the Bangladesh garment sector and UNI and IndustriALL continuing the fight together for decent work and fair pay.

“Let’s make sure that we take the next steps towards a living wage in Bangladesh,” Raina added.

Boessiger and Raina joined together to thank the UNI affiliates for their unwavering support for the Bangladesh cause and urged them to continue to put pressure on companies such as Benetton to pay up.
When we talk about Rana Plaza we talk about the 1,138 people, mostly young women, that were killed. But when you go to Savar just outside of Dhaka and sit and talk with survivors, or the families of the deceased, you begin to understand that this is a tragedy that has impacted on hundreds of thousands of people. The networks of families left behind, the children psychologically scarred and unable to let their fathers out of their sight, the myriad of villages that lost young women and the mothers that wait in the remains of the collapse clutching tattered photos of children that were never found.

The added pain of this disaster was that it was not unexpected. Global labour had been warning that a catastrophe of this magnitude was possible, that the Bangladeshi garment industry was at breaking point. These warnings that big business ignored, too intent on reaping profits from the Global South. The warnings even went unheeded after fire swept through the Tazreen factory in 2012 and killed over 100 women. In the hours and days after Rana Plaza collapsed, I can only imagine that it must have been anger at being ignored as well as the sickening pain of being right that compounded Union determination for a global response the like of which we have not seen before.

As Philip Jennings explained to the TUC: “We said to our union affiliates in the retail sector, ‘Pick up the phone. Every one of you has a collective agreement, some of you are sitting on boards of directors – you get the companies to sign up.’” The stories of trade unionists demanding that big retailers like Marks & Spencer and Next sign the Accord to protect their brothers and sisters along the garment supply chain, remain moving to this day. “Our members are the ones that sell these clothes,” Fiona Wilson, USDAW’s head of research and economics, told me later. “They are linked with workers in Bangladesh; they care about what happens to these people and their families.”

The pressure campaign by the affiliates was a success. Within days 35 retailers signed a legally binding, worker led agreement that stated in black and white that they now had responsibility for the workers in their factories.

Today, the Bangladesh Accord contains the signatures of some of the most powerful brands in the world. The first round of inspections has been completed, eighteen highly unsafe buildings have been closed and many more given strict standards to adhere to. There are three more years of hard work left to do and more campaigning to ensure a decent compensation agreement for families of victims and survivors.

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It will remain unforgivable that 1,138 people had to die before big business would take some responsibility for its supply chains. I do believe, however, that in the history not just of the fashion industry, but also of the global labour market and indeed of the world, that the Bangladesh Accord will be judged as a momentous achievement and a testimony to international solidarity amongst organised working people. It was therefore an honour to come and speak with the UNI affiliates in Cape Town - to meet many of the people who stood up to be counted and ensured that we are not gathered here to mourn yet another building collapse, but rather to mark a historic achievement and pledge to keep fighting until the garment industry is made fully fair and safe for its millions of employees.
This resolution puts the spotlight on global inequality and the threat that this presents to our world. In the action plan, UNI demands global justice, job creation, formal work, wage-led growth and social protection for all. This will require a more active role for the state, regulation of our financial systems and strengthened collective bargaining. UNI commits to reassert our core values and to fight for more equitable distribution policies and sustainable development.

At the core, the action plan reflects our belief that unions are a key political force to drive the change that the world needs. It identifies the values and the reforms necessary to create an economy that includes you.

In a barnstorming address, author and journalist Owen Jones delivered a stinging critique of global capitalism, oppression and injustice. In what UNI General Secretary Philip Jennings described as “one of the all-time great UNI congress speeches” Jones offered hope in the face of adversity, urging “If Apartheid can fall, then all other oppression can fall as well.” He also issued a rallying call to workers around the world: “The cry of our movement must ring loud and clear: an injury to one is an injury to all! We must overcome our divisions and become ever more coordinated, ever more united, to build a different world.”

“We face powerful people who do not want to give up their power and their wealth, but think of our ancestors and think of those alive today who fought for freedom from colonial oppression. Those who fought for the rights of women to vote, those who fought for democracy, those who fought against racial oppression, those who fought for social security.”

“We stand on the shoulders of giants, and we owe it to our ancestors and all those who fight today, at such cost and such sacrifice to themselves, to keep fighting for a better world! Jones urged delegates to unify in their push for inclusive economies and societies. “Whether we are Argentinian or Malian, French or Malaysian, Nigerian or Japanese, we are one people. We have one struggle. Together we will build a world of justice, of equality, of dignity.”

“WE STAND TOGETHER, WE FIGHT TOGETHER, AND WE WILL WIN TOGETHER!”
Chairperson of the Resolutions Committee Benson Okwaro presented motions throughout Congress.

Denise McGuire urged affiliates and delegates to eliminate gender discrimination and disparity all over the world.

President of UNI Apro Naoto Ohmi spoke about the effect of “Abenomics” – the economic policies of Japan under Shinzo Abe.

Adriana Rosenzvaig, UNI Americas Regional Secretary was accompanied by Prosegur worker and President of SINTRAVALORES Fidel Alfonso to update affiliates on the campaign against Spanish security giant, Prosegur.

Congress heard of the need to stand up to racism all over the world from US and Canadian affiliates in the wake of the death of Eric Garner, who was killed by a police officer in New York. Quoting Bob Marley’s Haile Selassie-inspired song, “War”, Mark Brown of the Canadian Union of Postal Workers said, “until the philosophy that holds one race superior and another inferior is finally and permanently discredited and abandoned, everywhere is war.”

Former UNI World Executive member Lee Yong Deuk received a Freedom from Fear award in recognition of his courage in the face of solitary confinement as a political prisoner in 2000-2001.

Treasurer Michel Gobet gave affiliates the overview of UNI’s financial affairs.

President of UNI Americas President Ruben Cortina presided over Congress proceedings as one of the Co-Chairs.

Over 2000 delegates from all corners of the globe attended Cape Town, making it one of the richest and most diverse UNI World Congresses in history.

Deputy General Secretary of UNI Christy Hoffman told Congress: “UNI is engaged at different levels with about 100 multinational companies, many of them household names. We are a responsible and credible partner, but where necessary, a very tough adversary.”

Workers from around the world took to the stage to demand international solidarity for the campaign against Walmart, one of the world’s largest and most powerful employers.

Adriana Rosenzvaig, UNI Americas Regional Secretary was accompanied by Prosegur worker and President of SINTRAVALORES Fidel Alfonso to update affiliates on the campaign against Spanish security giant, Prosegur.
A special edition UNI Global Union postage stamp was commissioned to mark the Congress taking place in Cape Town.

Mariama Penda Diallo sent Congress a video message from Guinea imploring the trade union world to fight Ebola with a mass mobilization of resources on a global scale. The World Congress adopted a statement promising a strong collaborative approach to combating the threat of Ebola.

President of RWSDU/UFCW’s Stuart Appelbaum expressed his outrage over the treatment of poverty-wage workers in the car wash industry in New York and increasing income inequality in the US.

Rajendra Acharya of UNI Aprio and Rocio Saenz (pictured below) co-presented the Breaking Through session.

Syndic de Nyon, Daniel Rosselat and the Mayor of Nagasaki, Tomihisa Taue, pictured here with Gymnase de Nyon students at the Nagasaki Congress in 2010, both sent video messages of support and solidarity to the Cape Town Congress.

Dutch Ambassador to South Africa Marisa Gerards joined Carla Kiberg of FNV Bondgenoten to speak about the Dutch Signs of Solidarity exhibition which is devoted to the anti-apartheid struggle.

UNI MLC President Mohamed Shafie BP Mammal told the World Congress: “We have an expression in Malaysia that represents strength, unity, solidarity and including you – it is UNI Boleh!”
Zakari Koudougou opened the “Africa Rising” session saying, “WITH INTERNATIONAL SOLIDARITY AND WORKING PEOPLE FROM ALL OVER THE WORLD, WE WILL BUILD A NEW AFRICA!

President of the Shoprite Checkers trade union alliance Mike Tau spoke about his pride in the Global Framework Agreement with Shoprite Checkers.

William Coker President of the Orange trade union alliance thanked UNI for helping to establish a global trade union alliance at France Télécom.

Joe Kukela UNI Africa Finance President told Congress: “WE BELIEVE THAT AFRICA IS RISING, DESPITE ALL THE CHALLENGES IT FACES.”

Lebogang Keabetswe, General Secretary of the Botswana Bank Employees Union told Congress about the UNI Barclays Alliance, saying:

BARCLAYS RECENTLY COMBINED ITS AFRICAN BUSINESSES TO CREATE BARCLAYS AFRICA LTD. IF THE BANK CAN CHANNEL ALL ITS RESOURCES INTO ONE GROUP WHY CAN’T WE ALSO FIGHT AS ONE VOICE? WE WANT TO SPEAK AS ONE VOICE TO THE EMPLOYER.
ZWELINZIMA VAVI
The importance of upholding union values

COSATU GENERAL SECRETARY ZWELINZIMA VAVI CALLED ON UNIONS TO UPHOLD THE DEMOCRATIC PRINCIPLES OF THE LABOUR MOVEMENT AT ALL COSTS.

ZweliniZima Vavi spoke emotionally about the struggle for equality and social justice, saying “One day we shall triumph, and this will all be behind us!”

“Democratic centralism is only revolutionary if it is truly democratic and principled.”

GLOBAL TAX PACT

This resolution commits UNI to fight for a global tax pact.

Tax cuts have played a significant part in the redistribution of wealth away from the vast majority of the population and also have caused resources available for public services to shrink.

The resolution calls for proper company reporting and for effective minimum, company, and financial transactions taxes.

It calls for a global crackdown on tax evasion and avoidance.

SOCIAL PACT FOR SUSTAINABLE BANKING

This resolution set forth UNI’s demand for a Social Pact for Sustainable Banking in order to create a strongly regulated, sustainable and accountable financial services sector, where the rights of finance workers are upheld.

THE WORLD NEEDS A PAY RISE

This resolution addresses our fundamental demand: The World Needs a Pay Rise.

We all know the wealth of the 1% has surged and it is time for this to change.

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THE PITCHFORKS ARE COMING

Global inequality in numbers

The pitchforks symbolise revolutions of the past where the peasants, battered and downtrodden, took up all sorts of arms, and took back their economies from the greed and excesses of the rich.

These are the numbers that tell the story of modern inequality:

- **85** individuals own as much wealth as the poorest 3.5 billion people in the world.
- **1.25** 18.5% of the world’s workers earn less than 1.25 US dollars a day.
- **500,000** the wealth of the richest 85 in the world increased by 500,000 US dollars every minute in 2013.
- **86%** 86% of garment workers in Bangladesh are women. Out of the world’s richest 30 people, only 3 are women.
- **1** for every $1 received for aid in developing countries, $25 is paid by those same countries on debt repayments.
- **7/10** 7 out of 10 workers live in an economy where the gap between rich and poor is wider than it was 30 years ago.
- **30 million** jobs have been lost in the current financial crisis.
- **40%** 40% of workers are in jobs in the so-called informal sector with no rights and no minimum wage.
- **25** women on average earn 25% less than men.
- **23 million** lives could be saved through healthcare by a 1.5% increase in tax on the richest 85.
- **50%** of women in the sub-Saharan region of Africa give birth alone and in unsafe conditions.
- **20 million** there are 20 million voices of UNI fighting against inequality and injustice.
MAMA EMMA HONOURED

TRADE UNION HERO EMMA MASHININI RECEIVED THE UNI GLOBAL UNION FREEDOM FROM FEAR AWARD AFTER SHE WAS HONOURED IN CAPE TOWN.

The South African trade unionist and political leader brought the crowd to their feet in song when she received the prize in recognition of a lifetime of bravery and her role in building the South African trade union movement.

Mashinini said, “I want to say thank you for this honour and for the recognition given to me because all my life I’ve been fighting for recognition – the recognition of trade unions and other organisations.”

President of the Communication Workers of America Larry Cohen said “What does ISDS mean? It means that multi-national corporations can sue governments if those governments improve the conditions for workers by raising minimum wages or improving the rights to organize.”

“We need to embrace a global economy but we must say to President Obama and his allies: TTIP, ISDS – No way! No secret tribunals where cigarette companies can sue governments for placing health disclaimers on cigarette packs! No secret deals for corporations!”

General Secretary of First Union New Zealand Robert Reid urged for global unity in the face of a unified attempt by corporations around the world to implement trade agreements saying “these agreements promote the irreversibility of private property, the expansion of markets and the minimization of the role of the state.”

“They seek to skew the rules and tilt the playing field in their favour, away from workers and towards themselves. Today, we add our voice of opposition to TTIP and urge all of you to join us in a global, unified campaign against these pernicious so-called trade agreements.”

During an era when political organisations were banned and union leaders were forced to go underground, Mashinini or “Mama Emma” as she is known in South Africa, was elected to the national executive committee of the National Union of Clothing workers. She was arrested in 1981 under section 6 of the Terrorism Act and spent the next six months in solitary confinement at Pretoria Central prison.

She was a key figure in the formation of the Congress of South African Trade Union (COSATU) as well as AFRO FIET, the forerunner of UNI Africa.

“The first time I voted, it was three generations - myself, my daughter and my granddaughter. Believe it or not, when I put the cross on my first ever ballot paper, I used a FIET pen.”

TRADE UNION LEADERS UNITE

Against threat of trade agreements

Three influential trade union leaders urged Congress to unite against the deceptive threat of neo-liberal trade agreements such as the Investor-State Dispute Settlement, Trans-Pacific Partnership Agreement and Transatlantic Trade and Investment Partnership agreements.

President of the Communication Workers of America Larry Cohen said “What does ISDS mean? It means that multi-national corporations can sue governments if those governments improve the conditions for workers by raising minimum wages or improving the rights to organize.”

“We need to embrace a global economy but we must say to President Obama and his allies: TTIP, ISDS – No way! No secret tribunals where cigarette companies can sue governments for placing health disclaimers on cigarette packs! No secret deals for corporations!”

Assistant General Secretary of Unite the Union Gael Cartmail insisted that the global labour movement needed to look beyond the bureaucratic language of trade agreements to see their insidious nature, saying, “Talking about trade agreements can be like talking about pensions – people know that they are very important, but they still switch off. Our job is to switch people on about TTIP.”

“These trade agreements are about selling off our public services to corporate giants, greedy for profits. Their plan is the irreversible privatisation of public services and a permanent lock-in to private enterprise. Already, in the UK, thousands of people have rallied to protect essential public services such as the NHS from the greedy vultures of capitalism.”

“TTIP threatens our democratic right to bring back essential public services into public ownership, so let’s get switched on, and switch TTIP off!”

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GLOBAL TRADING FRAMEWORK

This resolution promotes the need for a global trading framework that puts the needs of the world’s people above those of global capital.

The core message of the resolution is that UNI and its affiliates will not support any so-called “free trade agreement” which limits national sovereignty over regulation, forces privatisation or does not respect labour rights.

Investor state dispute settlement mechanisms should be rejected completely. UNI demands a moratorium on the trade agreements currently under negotiation.
Africans must rise together

“ITUC Africa Regional Secretary, Kwasi Adu Amankwah, issued a rallying cry to the African contingent.

“60% of the 1 billion in Africa are under 25, and yet, according to the ILO precarious work accounts for 77% of Africa’s jobs, and we know that the effect of precarious work is felt particularly sharply by both young people and women.

“The answers lie in our hands. They lie in our readiness to speak truths to each other, and to work together to bring much needed benefits to our members and our people.

“Africans must rise together

“Africa Rising” has become a popular slogan for the continent, and it is one that Kwasi described as important, “because of the optimism and hope that it generates.”

However, Kwasi warned that inequality is also on the rise. “This narrative needs to be informed by a fuller appraisal of the African condition and the efforts we need to undertake to realise the hopes of a sustainable future.”

“We pose the question as to how inclusive “Africa Rising” is for the large portion of workers around Africa. How inclusive is it for young people? For women?”

Public Service Broadcasting

This resolution highlights the role of public service broadcasting as a cornerstone for an inclusive and democratic global media and rejects the worldwide trend of public broadcasting cuts.

Peace

Together we shall overcome!

“The peace movement and the workers movement belong together – and together we shall overcome!” These were the rousing words of the International Peace Bureau’s Reiner Braun during his speech on peace and war.

The trade union movement has been a long-time voice for peace and Braun warned delegates of the need to unite again in the face of growing militarism.

“In 2013, the governments of the world spent 1.74 trillion dollars on arms alone. This equates to roughly $5,000 dollars per second on military arms. This madness cannot continue.”

“805 million people are going to bed hungry and millions of children are undernourished around the world, yet still military spending remains unchecked and ever-increasing.”

“The billions wasted on military expenditure should go to meaningful and decent employment for all the workers currently working in the arms industry. When war is eliminated, all those currently working for death, can work for life and help to shape a new and peaceful world.”

Climate Change

This resolution calls on the trade union movement to step up for climate change. It calls upon governments to reach a new climate change agreement in 2015 and for all stakeholders to reduce carbon emissions.

We must mobilise for green jobs, campaign for state ownership and regulation of the renewable energy sector and advocate for action. A new economic model, which puts a real value on people’s rights and nature is the true solution to the climate catastrophe on our horizon.”
CONGRESS PASSES MIDDLE EAST RESOLUTION


Just one month after the ceasefire of the war in Gaza, UNI Global Union sent a top-level mission to Palestine and Israel in October, including President of UNI Joe de Bruyn, General Secretary Philip Jennings, Deputy General Secretary Christy Hoffman, President of UNI Africa, Bones Skulu, incumbent President of UNI Ann Selin and Deputy-Director of Communications, Mike Sunderland. Over an intensive 5 day period of morning to night meetings with affiliates from both Palestine and Israel, the labour party in Israel and UN, ILO and NGO officials, the delegation were able to observe some of the complexities of a conflict that has spanned over 3000 years of history.

"IT IS AN ENDLESS CONFLICT – A CONFLICT OVER LAND, IDENTITY, NARRATIVE, HISTORY, DENIAL AND RELIGION.”
- Dr Mahdi Abdelhadi, Palestinian Academic Society for the Study of International Affairs.

What the mission encountered was a sense of anger, frustration and anxiety due to the omnipresent threat of conflict and the high cost of human life, but also an overwhelming yearning for a continuous and meaningful solution.

The mission witnessed the hardships of Palestinian workers and civilians who have been subjected to checkpoints, separation walls and increasing numbers of illegal Israeli settlements in Occupied Palestinian territories. This is in addition to witnessing the unimaginable suffering of the people of Gaza in the aftermath of the 2014 Gaza War – the most deadly Israeli-Palestinian conflict in recent history. The mission also saw communities in Israel who had been subjected to daily rocket attacks during the third war in Gaza in six years. UNI’s high-level mission to Israel and Palestine concluded that the two state solution remained the only meaningful and constructive option for a continuous peace.

In Cape Town, General Secretary Philip Jennings told the congress, “It would be understandable, perhaps, to lose hope for a two-state solution. Yet, we cannot and must not lose hope. We must campaign and hope with new vigour for a two state solution.”

The adopted resolution called for an impediment to the expansion of illegal settlements and to restrict financial access for companies who advocate for the growth of settlements. It does not aim to hurt Israeli businesses; it aims to knock down any barrier to peace. These barriers also included the insecurity of Israeli citizens and the mission wholeheartedly condemned any act of terror on civilians.

The two-state solution that the UNI mission and affiliates from all over the world adopted at Congress included the universal recognition of Israel’s right to exist, in conditions of security, alongside an independent and viable Palestinian state.

In the resolution, UNI expresses the belief that the “two-state solution” is essential to achieving a lasting peaceful solution between Israel and Palestine. UNI echoes the ITUC’s denouncement of the occupation of Palestine by Israel and the call for an end to the construction of illegal Israeli settlements. It supports the call for divestment from companies which finance the construction and development of the illegal settlements. UNI also asks that consumers boycott goods produced in the settlements.

The resolution calls for both the Israeli and Palestinian governments to show responsible and brave leadership and commit to a peace process immediately and for as long as it takes to find peace.

GLOBAL PEACE

It calls for a world free of weapons of mass destruction, regulation of the arms trade and a reduction in military spending. UNI denounces the violation of women’s rights in armed conflicts and supports ambitious UN post 2015 sustainability goal.

PEACE IN THE MIDDLE EAST

This resolution concerns Peace between Israel and Palestine. The resolutions reflects the recommendations of the delegation from UNI’s recent mission to Israel and Palestine.

In conclusion of his Congress address on the situation in Israel-Palestine, Jennings urged “It was Mandela himself who said: ‘We know too well that our freedom is incomplete without the freedom of the Palestinians.’ Let us help to complete his legacy.”

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IMPASSIONED
Debate over Middle East Resolution

THE MIDDLE EAST RESOLUTION LED TO A REASONED AND IMPASSIONED DEBATE OVER THE SUPPORT OF POSSIBLE SANCTIONS ON ISRAELI COMPANIES THAT SEEK TO PROFIT FROM ILLEGAL SETTLEMENTS IN THE OCCUPIED WEST BANK.

John Douglas of Ireland’s Mandate Trade Union was the first to offer his full support to the resolution and confirmed that it was completely in line with the Irish Congress of Trade Union’s position on Israel-Palestine.

Douglas urged all delegates not to lose hope and to look to history for examples of finding peace in seemingly impossible circumstances. “I’m asking you now, from a country that has seen 800 years of struggle with its nearest neighbour, and where we inflicted the most horrific violence on each other,” Douglas said, “to see that we are now at peace.”

“The leaders from both sides went into a room and did not come out until they had found peace. This is what needs to happen in Israel and Palestine.”

Rafiq Moussa of Unite the Union in the UK and Ireland echoed calls for tougher action on Israeli companies operating in settlements. “Unite believes that to be true to our trade union principles of solidarity, justice and equality we can no longer ignore the social and economic injustices faced by the Palestinian people.”

PALESTINE CAN’T BREATHE. FOR SOME THIS ACTION WILL BE TOO LITTLE, FOR OTHERS TOO MUCH, BUT THIS IS THE FIRST STEP TO CREATE SPACE FOR PALESTINE TO BREATHE. THAT IS THE ONLY WAY WE WILL BE ABLE TO OPEN THE PROCESS FOR NEGOTIATIONS – FOR PEACE, JUSTICE, DIALOGUE AND RECONCILIATION.

Mike Abrahams from South Africa’s SACCAWU concluded the debate.

“UNI is absolutely right to call on us to support actions that impede the expansion of illegal settlements.”

Avital Shapira, speaking on behalf of the Israeli trade union centre The Histadrut said her union was in full support of the push for peace and a two-state solution “A Palestinian state alongside the Israeli state,” she said.

“However, the only solution to the current situation is to build trust and compromise, dialogue, deep mutual recognition and engagement,” Shapira argued.

“The solution is not boycotting. It is counter-productive, creates the sense of a siege, a gift to the Israeli hardliners and great damage to the dwindling Israeli peace camp.”

John Douglas, Mandate Trade Union. Rafik Moussa, Unite the Union. Avital Shapira, Histadrut.
Naidoo thanks unions for anti-apartheid struggle

FORMER COSATU GENERAL SECRETARY JAY NAIDOO THANKED UNI TRADE UNIONS FOR THEIR ROLE IN THE ANTI-APARTHEID STRUGGLE.

DO WE HAVE POWER? ARE WE ON THE DEFENSIVE? DO WE UNDERSTAND WHAT ORGANIZING IN THE 21ST CENTURY IS?

“The knowledge revolution has been captured by the rich. It has created marginalization. We need a new global political narrative.”

TRADE UNIONS
Shaping the digital revolution

The President of ver.di, Frank Bsirske, vowed that the trade union movement would help shape the digital revolution and the new world of work and avoid a potential jobs’ massacre. Bsirske warned that if we do not there is a grave risk that the Amazon model could be the norm. He said that would mean serious pay cuts, repressive management, the proliferation of casual jobs and more psychological stress and illness for workers.

Bsirske said, “Amazon is using its power against workers and their trade unions. Amazon is against collective agreements, against any form of collective negotiation of conditions of work or pay... at Amazon, people are treated like robots - as long as they can’t be replaced by cheaper machines.”

The Head of ver.di praised the labour movement for taking the fight to Amazon with a series of actions across Europe, including Germany, France, and networking in Poland, the Czech Republic and the United States.

Bsirske said Amazon was not only responsible for high-handed wage setting, it was also a protagonist of the digitisation of our working lives. This second machine age presented trade unions with multiple challenges including digital fragmentation. With self-employed workers looking for contracts worldwide, moving from job to job, exposed to constant undercutting competition, Bsirske also drew attention to the challenge of digital transparency and control, citing again the example of Amazon.

What was now required was trade union solidarity, explained Bsirske. “We must exert our influence on training and further training, on data protection for employees and consumers, on occupational health and safety, on the inclusion of the self-employed in social security systems, on ergonomic research, on the creation and development of new fields of employment, and on ensuring democratic participation structures.”

In conclusion, the President of ver.di said trade unions had a duty to shape the digital revolution and would not surrender to market forces.

“What is critical to understand is that we needed your solidarity at the most desperate time in our history, where apartheid had stolen our dignity and we were robbed of our identity,” said Naidoo on the final day of the UNI World Congress in Cape Town.

“The trenches in the battle for dignity and human justice were in the factory floors. We had to carry that struggle. Your actions meant the difference between life and death in the battle. I want to honour and thank you for that.”

Naidoo urged unions to innovate and adapt to fight inequality in an ever-changing modern workplace.

INCLUDING YOU IN THE NEW WORLD OF WORK

FORMER COSATU GENERAL SECRETARY JAY NAIDOO THANKED UNI TRADE UNIONS FOR THEIR ROLE IN THE ANTI-APARTHEID STRUGGLE.

NAIDOO THANKS UNIONS FOR ANTI-APARTHEID STRUGGLE

DO WE HAVE POWER? ARE WE ON THE DEFENSIVE? DO WE UNDERSTAND WHAT ORGANIZING IN THE 21ST CENTURY IS?

“The knowledge revolution has been captured by the rich. It has created marginalization. We need a new global political narrative.”
The Conference saw Denise McGuire re-elected as the President of UNI Equal Opportunities and all five resolutions passed unanimously.

Among the topics up for debate across two days included the global gender wage disparity, health, equal societies and equal pay, as well as domestic and workplace violence.

Head of UNI Equal Opportunities Veronica Fernandez Mendez welcomed delegates with a call to action. “For 4 years we have not stopped working to eliminate discrimination, gender wage gaps and gender inequality.”

“Women across the world - join hands and stand up for fair and just societies. It is time for women to take up their rightful positions in the workplace, to enjoy equal pay and to live with freedom from fear.”

The list of speakers included UNI Deputy General Secretary Christy Hoffman, CWU’s Annie Hill and SACCAWU President Louise Thipe, who each included notes on their experiences of being a woman in the labour movement.

New UNI Global Union President Ann Selin told the Conference “Women must have freedom from fear, and cannot feel intimidated at their workplace.”
UNI YOUTH
Include young people in decision making or face the consequences!

UNI Youth issued a bold statement to include more youth participants in future congresses. Although half of the world’s population is under 25, the representation of under 35s at the Congress was only 5%.

Lee Fishwick, President of UNI Youth said, “Look around this room, if we do not act to include youth, it would be empty in twenty years. Young people are the future, but we must act now to include young people in the decision making bodies of our unions.”

The issues facing young workers in the labour market today, such as short-term contracts, unpaid internships and precarious work, are all issues which trade unions around the world need to tackle.

UNI Youth’s goal for Liverpool in 2018 is to have 20% representation of under 35s – recognition and dialogue on the issues young workers face in a changing global labour market is crucial if the trade union movement is to be able to reach young people.

CALL CENTRES
This resolution focuses on call centres. Two-thirds of all interactions today between companies and their customers take place in call centres. Where there is no union to represent the workers, outsourcing is common and the jobs are typically highly pressurized and precarious.

Call centres are now a priority for three UNI sectors and the resolution contains an action plan to organise call centre workers, raise standards across the globe and protect workers’ against the negative effects of outsourcing.

including you in the new world of work

This resolution focuses on the themes of including you in the New World of Work, gender discrimination and youth employment.

The resolution examines the challenges and opportunities of a new world of work as globalisation, technology-led innovation, neoliberal policies and demographic shifts transform jobs and labour markets.

Our action plan calls for an innovative, involved and solution oriented labour movement. Trade unions need to prepare for a more fragmented jobs landscape. Decent jobs must be created or converted in order to achieve fair work for all skill levels. There must be opportunities for youth to train and progress.

The resolution calls for an end to the gender pay gap, the elimination of all kinds of discrimination and the organisation of professionals and managers. Additionally, they assure representation and protection for both mobile and migrant workers. Finally, the resolution urges the labour movement to prepare for the changing nature of work in the digital age.

BY WORKING TOGETHER, WE CAN BE STRONG!

TARJA HALONEN
Labour movement more important than ever

On the closing day of Congress, Tarja Halonen, former President of Finland and trade union official said, “Our involvement and our contribution to the future is both relevant and necessary!”

“Some claim that the labour movement is a thing of the past. They are simply wrong!”

She also called for inclusivity, reminding delegates of the close roots of the political labour movement and trade union movement, “The political labour movement and the trade unions are like sisters.”

“The birth and consequent efforts to fight for justice and equality have been a struggle, but we have been fairly successful.”

Halonen spoke of the challenges that lay ahead, “Some old challenges persist and today’s globalized world has also brought new challenges.”

“Urbanisation, unemployment, gender disparity, climate change and environmental degradation shake the foundations of our societies and hinder sustainable development.”

By working together, we can be strong!”

Halonen finished by stressing the importance of a collaborative and inclusive response to shared economic and social issues, “Trade unions need the political movement and vice-versa. This has been the case since trade unions and political labour movements joined forces in the very beginning of industrialization. By working together, we can be strong!”

Lothar Schröder of ver.di and Larry Cohen of CWA told the Congress about the Transatlantic union struggle for decent working conditions at T-Mobile saying “One day longer, each day stronger!”
FINLAND’S ANN SELIN ELECTED UNI GLOBAL UNION PRESIDENT

On accepting the Presidency of UNI, Ann Selin thanked Congress for their confidence in her saying, “To be elected president of a huge international organization is both humbling and exciting.”

Ann Selin, the President of PAM the biggest union in Finland, went on to outline the challenges facing the movement in the future: “Although we have accomplished so much, there is still so much to do. The same idea of inclusiveness must be built from the bottom up!”

“We need to listen to what workers need their unions to do for them. We need to make participation easy. We need to organise, organise, organise!”

PHILIP JENNINGS RE-ELECTED AS GENERAL SECRETARY ON FINAL DAY OF CONGRESS

Philip Jennings was re-elected as General Secretary of UNI Global Union on the final day of the UNI World Congress in Cape Town. Jennings, the founding General Secretary of UNI, will preside over a fourth term at the helm of the 20 million-strong global union.

“I promise to bring all that I have to the task. My energy, industry, commitment, creativity and desire,” he said in his acceptance speech.

“I am proud to be your General Secretary. I never forget the mandate that you have given me.”

Reflecting on what has been the largest and most ambitious global union congress ever to be held on African soil, Jennings praised his South African hosts for their work.

“Thank you South Africa. Thank you for the work we have done together. You have inspired us. The Mother Continent and Mother City have changed us,” he said.

“We know why we are UNI Global Union. We know what job needs to be done. We will not leave the task to others. We assume the responsibility.”

With Cape Town 2014 now at a close, Jennings was already looking ahead to 2018, when the Congress will head to one of the world’s great union cities.

“I look forward to Liverpool. We will celebrate together with our UK affiliates the 150th anniversary of the first Trades Union Congress,” he said.

“From Mandela’s ‘Long Walk to Freedom’ to Liverpool’s ‘You’ll Never Walk Alone’. We shall walk together.”
SPECIAL THANKS TO SASBO AND SACCAWU

Outgoing UNI President Joe de Bruyn closed proceedings at the Congress by awarding a special plaque to SACCAWU General Secretary and UNI Africa President, Bones Skulu, SASBO General Secretary Joe Kokela, Farieda Mayet of SASBO and Keith Jacobs, Director of the UNI Africa offices in Johannesburg, in recognition of their outstanding organization, creativity and tireless industry in putting together such a successful event.

Joe de Bruyn also thanked all UNI staff, singling out Sally Chablais-French for all of her inspiration, hard work and determination.

HELLO, GOODBYE SEE YOU IN LIVERPOOL!

Skulu then handed over to two born-and-bred Liverpoolians, General Secretary of UNITE, Len McCluskey and General Secretary of CWU, Billy Hayes, to introduce the UNI World Congress in Liverpool in 2018.

McCluskey said, “We are very proud of our city. It’s a trade union city – a city that has a reputation for militancy, where the people are not afraid to stand up and fight for their rights.”

“We look forward to welcoming you to our warm, friendly and beautiful city in four years’ time!”

Hayes added, “It’s a huge honour for Liverpool to host the next World Congress for UNI. Liverpool is a very diverse city, full of sport and culture.”

The World Congress came to a close with a talented local South African choir giving their unique version of two Liverpool classics: John Lennon’s “Imagine” and Gerry and the Pacemakers’ “You’ll Never Walk Alone”.

Red paper hearts featuring the message “See you in Liverpool” fluttered across the Congress Hall while delegates rose to applaud what had been a truly exceptional UNI World Congress in Cape Town!