

Mesfin Sileshi (Secretary General)

Membership. 370,000

History and character. The Confederation of Ethiopian Labour Unions (CELU) was founded in 1963 and developed with the assistance of western unions. Following the fall of Haile Selassie in 1974, the new Marxist military regime first purged the CELU leadership and then after sporadic strikes and disturbances dissolved CELU in Nov. 1975 and in Jan. 1977 set up a new All-Ethiopian Trade Union (AETU). At its third (1986) congress the AETU changed its name to the Ethiopian Trade Union (ETU). Following the change of regime, and in line with reform trends at that time evident in much of Africa, the seventh (1993) congress (which transformed the organisation into the Confederation of Ethiopian Trade Unions) proclaimed the complete independence and autonomy of the trade unions. It adopted positions critical of the government's economic policies and structural adjustment programme. From this point the CETU began to find itself the subject of hostile state attention. During 1994 it was excluded from its head office, its registration cancelled, and its accounts were frozen. There were raids on its property and its leadership was eventually driven into exile in Kenya. The lock-out continued in defiance of rulings in the CETU's favour by the Court of Appeal. Its former president Dawi Ibrahim and two executive council members fled the country saying their lives were in danger.

In April 1997 CETU was restructured, reportedly with government involvement; its registration was restored and headquarters and bank accounts reopened. In its current shape, CETU emphasises programmes around workers' job security and health, working with USAID on HIV education. It has an elected leadership and it is structured by sectors, rather than geographically. Unions are not required to affiliate to CETU. CETU is currently affiliated to the ITUC and the WFTU. There is a wide disparity in reporting of CETU membership: CETU claimed, as of 2012, a membership of 370,000 (of which over 150,000 female) within nine CETU federations representing 702

trade unions. In 2014, the ITUC reported a significantly lower membership figure of 204,000. Data from the Friedrich Ebert Stiftung estimated CETU membership at 'ca. 405,000' in 2014. International affiliation. ITUC-Africa; ITUC; WFTU

4 Other Trade Union Organisations

Ethiopian Teachers' Association (ETA)

Phone. +251 11 553 7227 / 552 4235 *Fax.* + 251 11 552 4141

Web. www.ethiopianteachers.org

Leadership. Yohannes Benti (President),

Tilahun Tarekegn (Secretary General)

History and character. The union that would later become the ETA was formed in 1948, and was officially registered in 1969. In 1993, the government recognised a compliant ETA branch as the official representative body for teachers in Ethiopia. In May 1996, Dr. Taye Woldeamayrat, the ETA Secretary-General, was arrested and subsequently accused of conspiracy against government officials and inciting an armed uprising. He was detained and in June 1999 sentenced to 15 years' imprisonment. Dr Woldeamayrat was released on May 10, 2003, after the Supreme Court ruled that he had been charged under the wrong article of the constitution. In May 1997 police shot dead Assefa Maru, the ETA vice president, while seeking to arrest him on terrorism charges for alleged involvement with the Ethiopian People's Patriotic Front (EPPF), an armed opposition group. The association has continued to be a particular target for repression and division. The ETA offices in Addis Ababa have been closed by the police and ETA officials have been detained. In 2007, five ETA members were arrested and charged with involvement with the EPPF. In 2008, the Supreme Court upheld the decision instructing the ETA to transfer all its assets and its name to the ETA branch that has government recognition. The ETA is not affiliated to CETU. As of 2015, the ETA website reports a membership of over 350,000 education workers organised from pre-primary to university level across nine regions and two city administrations.

International Affiliation. EI

Fiji

Capital: Suva

Population: 886,450 (2014 est.)

1 Political and Economic Background

Britain colonised Fiji in the late 19th Century. The indigenous peoples suffered from exposure to European diseases, which killed up to a third of the population. Rebellions against the British were repressed militarily. The British brought tens of thousands of Indian labourers to Fiji to work in plantation agriculture, cultivating primarily sugar. Fiji became a fully independent member of the Commonwealth on independence from the UK in 1970. As a result of prolonged periods of political turmoil, Fiji has been twice suspended from the Commonwealth: June 2000-Dec. 2001 and Dec. 2006-Sept. 2014. The country's post-independence politics have been dominated by tensions between the indigenous (Melanesian-Polynesian) Fijian population, comprising around 54% of the population, and the Indo-Fijians, (38%) the descendants of Indian contract labourers brought to Fiji by the British colonial authorities in the 19th Century. Traditionally, Indo-Fijians have dominated the private business sector, while the indigenous population have dominated the government and armed forces. The 1970 Constitution entrenched a system of land ownership and chieftainships, safeguarding the interests of indigenous Fijians, and

the Alliance Party – which represented the indigenous population – remained in power from independence until April 1987. Since then, the country has witnessed four military coups and a military mutiny, largely as a result of attempts to thwart parties supported by Indo-Fijians or multiracial political parties from gaining power. Two 1987 coups prevented the formation of a new government by parties drawing mainly on support from Indo-Fijians and restored power to representatives of the indigenous population. The country became a republic and the office of the President was created. In 1990, a new constitution was framed with the intention of giving indigenous Fijians a built-in majority in the legislature through reservation of seats on an ethnic basis. The Fijian Political Party (FPP) won the 1992 general election and Major-General Sitiveni Rabuka – the leader of the 1987 coups – was elected Prime Minister, serving until 1999. In 1997, a new constitution was adopted which ended the 1990 provisions entrenching the legislative dominance of the indigenous population.

Following the success of the Fijian Labour Party (FLP) in parliamentary elections in 1999, the FLP-leader Mahendra

Chaudhry – and former trade union leader – became the country's first Indo-Fijian Prime Minister. In May, 2000, George Speight, a businessman, and his supporters seized the Parliament and took the Prime Minister and 30 MPs hostage. Martial law was declared and military decrees were issued to remove Indo-Fijians from the public services. After 55 days, Chaudhry and other remaining hostages were released, but Chaudhry was deposed by the military and an interim government appointed, headed by Laisenia Qarase as Prime Minister. The 1997 constitution was suspended and a constitutional review commission set up dominated by indigenous Fijians. As leader of the Soqosoqo Duavata ni Lewenivanua (SDL or United Fiji Party), Qarase won two subsequent parliamentary elections (in 2001 and 2006) until being ousted as Prime Minister in Dec. 2006 in a military coup led by Commodore Voreqe Bainimarama. A naval officer, Bainimarama was opposed to proposed legislation which would transfer proprietary rights of coastal areas to indigenous Fijians – the Qoliqoli Bill – as well as the pardoning of those involved in the 2000 coup, and expressed his aspiration to rebuild Fiji as a multiracial meritocracy. In the eight years until the next elections, international human rights organisations frequently condemned the climate of fear and repression of civil and political rights in Fiji. In Jan. 2007, Bainimarama became interim Prime Minister. After the Court of Appeal ruled the 2006 coup illegal in April 2009, Bainimarama stepped down, but President Josefa Iloilo abrogated the constitution, dismissed all the judges, appointed himself as head of government and reinstated Bainimarama as Prime Minister. Iloilo retired in July 2009. A new constitution was adopted in Sept. 2013, including a bill of rights and providing for a unicameral legislature with 50 directly elected members. A general election held in Sept. 2014 was won by Bainimarama's FijiFirst Party (32 seats) and confirmed Bainimarama as Prime Minister. The SDL, reformed as the Social Democratic Liberal Party, secured 15 seats. In 2015, the Parliament elected George Konrote as President.

Agriculture dominates the Fijian economy, with sugar cane as the principal cash and export crop. An estimated 70% of the workforce was engaged in commercial or subsistence agriculture in 2001. The development of the tourist industry has been hindered by political instability, but is the largest foreign exchange earner; the number of tourists fell by 70% in 2006. There are also gold-mining, fishing and timber industries and a small manufacturing sector. After a period of stagnation, the economy has been growing steadily at an estimated 2-4% in the period 2010-2015. There has been significant emigration from Fiji with an estimated 20% of the current population size having permanently left since 1970 to resettle in the other Pacific Rim countries. Historically, the largest proportion of emigrants (some 90%) came from Indo-Fijian population fleeing for reasons of political instability and discrimination. An estimated 31% of the population lives below the poverty line, according to the Asian Development Bank.

GDP (purchasing power parity) \$7.43bn. (2014 est.);
GDP per capita (purchasing power parity) \$8388 (2014 est.).

2 Trade Unionism

Fiji ratified ILO Convention No. 98 (Right to Organise and Collective Bargaining, 1949) in 1974 but did not ratify Convention No. 87 (Freedom of Association and Protection of the Right to Organise, 1948) until 2002.

Union activity developed following the Industrial Associations Ordinance of 1942, but was affected by racial divisions between Fijians, Indians and Europeans. When racially based unionism declined in the 1960s, the Fiji Trades Union Congress (FTUC) emerged as the dominant central organisation. Its main base of

support remained in the Indo-Fijian population. Other than for restrictions in the government sector, most workers enjoyed the right to form and join unions of their own choosing. In 1985, the Fiji Labour Party (FLP) was created as a multi-racial party (although it drew most of its support from the Indo-Fijian community), closely linked to the FTUC as the prime mover. After elections in April 1987 the FLP formed the government in alliance with the National Federation Party (NFP), but this was almost immediately overthrown in the 1987 coups. Afterwards, union rights were severely curtailed provoking international protests from ICFTU affiliates in Australia and New Zealand. The military regime opened negotiations with the ICFTU-affiliated FTUC and gave assurances that rights would soon be restored; Australian and New Zealand unions dropped a threatened air traffic ban, and an ICFTU delegation visited Fiji the following year. But unions continued to suffer legal adversity, detentions of leaders and an arson attack on the FTUC head office. Continued representations from the FTUC itself for re-establishment of formal industrial relations institutions were made without effect, and the government proceeded towards the establishment of racially based unions.

The 1997 constitution eased restrictions on the unions and reversed legalised discrimination against Indo-Fijians. As a result of elections in May 1999, Mahendra Chaudhry – then general secretary of the Fiji Public Service Association (FPSA) and a former FTUC national secretary – became Prime Minister as leader of the Fijian Labour Party (FLP). However, Chaudhry was taken hostage in May 2000 and subsequently deposed by the military (see above). Throughout the 2000s, Chaudhry remained leader of the FLP and in 2006, Felix Anthony was elected national secretary of the FTUC. Soon after the 2006 coup, the military regime appointed Chaudhry as Finance Minister and Anthony as board member of both Fiji Telecom and the country's largest financial institution, the Fiji National Provident Fund. A growing rift between the Chaudhry and Anthony began to emerge, until in 2013 the FTUC launched a new political party, the People's Democratic Party (PDP).

Between 2009 and 2013, the political situation deteriorated, with a series of decrees banning public meetings without police authorisation and curtailing labour and trade union rights. According to the ITUC, the sugar industry came effectively under military control in 2009. In 2011, under the Essential National Industries Decree (ENID), collective agreements were voided, strikes banned and freedom of association severely restricted in a number of essential sectors. An ILO Decent Work Country Programme was initiated in 2010, but in 2012, the ILO was prematurely forced out of the country. The FTUC national secretary Anthony and President Daniel Urai have been subject to arrest, threats and intimidation, including charges of sedition. In Jan. 2013, the government issued a decree banning elected or appointed trade union officers from applying for, holding office in, or even being a member of a political party. All of these actions were widely condemned: in late 2012, the FTUC and international unions lobbied for Fiji's removal from the list of eligible countries of the US General System of Preferences. The ILO mission finally returned to Fiji in Oct. 2014, a concession which was allowed by the Fijian government only in order to quell growing demands for an ILO Committee of Inquiry. According to the ITUC, in March 2015, FTUC leader Anthony signed a tripartite agreement (with the Minister for Employment, Productivity & Industrial Relations and Fiji's Commerce & Employers Federation) making the Employment Relations Promulgation 2007 (ERP) the central basis for industrial and labour relations in Fiji, with a view to reviewing the country's labour laws under the purview of the Employment Relations Advisory Board. As of Jan. 2016, a number of amendments to the ERP – requested by the FTUC and supported by the ILO mission – were still yet to be implemented.

Despite this turbulent history, historically most workers had been generally free to join unions and in 2009 the unionisation rate was estimated at 35% of the total workforce, having declined from around 45%. Organisation has been traditionally strongest in the major foreign exchange earning sectors, sugar and tourism, as well as the public sector. Unions have yet to make headway in the newer economic sectors such as the garment industry. In practice unions are usually successful in preventing discrimination against workers for union activities, although the law does not require that workers dismissed for union activities must be reinstated. While some unions remain ethnically based, both Indo-Fijians and ethnic Fijians hold leadership roles, and the FTUC has also sought to emphasise its multi-ethnic base. However, unions have also been formed outside the FTUC fold, primarily recruiting the indigenous population. A rival to the FTUC, the Fiji Islands Council of Trade Unions (FICTU) was created in 2002. The FTUC initially accused the government of sponsoring the FICTU as a breakaway union organisation.

The ERP and related legislation accords freedom of many private sector workers to unionise. A range of restrictions however remains in place. Police, prison staff and military personnel are prohibited from joining or forming a union. The 2011 Employment Relations (Amendment) Decree removed around 15,000 public sector workers from the protection of provisions of the ERP, which covers not only trade union rights, but a wide range of labour protections. Unions must be registered and under the ERP, the Registrar enjoys wide discretion to deny registration. Under the ENID 2011, may deregister unions in essential services. This category is determined administratively, and there are 11 corporations in four sectors (finance, telecommunications, public sector and the airline industry), which have been designated essential. There are citizenship and employment restrictions on who may hold union office, and a 2014 Electoral Decree provides for the administrative regulation and supervision of union elections. In practice, public sector workers have been too intimidated to participate in union activities, and the ITUC report that public sector membership rates have been severely effected. Functioning of unions in sectors covered by the ENID has become practically impossible.

Civil servants are not covered by the ERP but the equivalent regulations (the State Services Decree) do not provide for the right to collectively bargain. Private sector workers in non-essential industries may enter into collective negotiations if they have more than six members. In essential industries, unions must apply to the Prime Minister for recognition as a bargaining agent and at least 75 workers are required to form a bargaining unit. The Prime Minister has authority to determine the size and composition of collective bargaining units, which are not designated as trade unions and do not enjoy the same rights or protections.

Strikes require over 50% support of union members by ballot. A notice period is required, of 21-days, or 49-days in certain essential services. Workers in industries covered by ENID are effectively barred from striking: negotiations (which can endure for years) must first be exhausted and strike approval from government is required. The ERP and ENID both provide for compulsory arbitration to be imposed, and the Minister of Labour may declare strikes unlawful. Strikers who persist may face fines or imprisonment.

3 Trade Union Centre

Fiji Trades Union Congress (FTUC)

Address. 32 Des Voeux Road, G.P.O. Box 1418, Suva
Phone. +679 3315 277 / 3315 402 / 9997 755
E-mail. ftuc1@connect.com.fj / ftuchq@hotmail.com / daniel@ftuc.org / felix@ftuc.org *Web.* www.ftuc.org

Leadership. Daniel Urai (National President), Felix Anthony (National Secretary)

Membership. 33,000 in 26 affiliated unions

History and character. The FTUC was officially established in 1973. It was originally founded in 1952 as the Fiji Industrial Workers Congress, with sugar workers' unions its main affiliates. Under its present name since 1966, the FTUC has steadily broadened its base among Fijian unions.

In 1985, the FTUC launched the Fiji Labour Party (FLP) to challenge government policy (the FTUC having previously been politically unaffiliated). Although the FLP was nominally separate, several trade union leaders took top posts in the FLP: Mahendra Chaudhry, the FTUC assistant national secretary became FLP assistant secretary-general; the FTUC treasurer Robert Kumar became FLP treasurer; FTUC vice-president Krishna Dutt became the party's secretary-general; and Public Service Association president, Timori Bavadra, became FLP president. Bavadra briefly became Prime Minister before his government was overthrown after a month in the 1987 coups.

After civilian government was restored, the FTUC operated thereafter for some years under severe constraint. Its offices were burned down and a number of union leaders were imprisoned. In 1988, Chaudhry, was arrested and interrogated by police, accused of attempted arms shipments. A further ICFTU visit produced another report critical of the government's failure to recognise the FTUC or to re-establish the country's Tripartite Forum. In 1992, Chaudhry – who held office in two FTUC affiliates as well as his national post – was brought before a Fijian court, charged with holding dual trade union office, an offence against 1991 legislation which also banned industrial associations (formed mainly among indigenous Fijian workers) from participating in disputes and introduced mechanisms to facilitate the formation of employer-sponsored unions. The case against him was adjourned on technical grounds. The FTUC still continued to function, however, criticising restrictions on collective bargaining, deregulation, the creation of free trade zones, and the government objective of registering racially based unions.

In 1997 the FTUC warmly greeted the new constitution, which reversed legalised discrimination against Indo-Fijians and eased restrictions on unions. In May 1999, Chaudhry became Prime Minister. Following Chaudhry's seizure and subsequent ousting, the FTUC called for the return of the 1997 constitution. The FTUC also condemned the establishment of a constitutional review commission dominated by indigenous Fijians and with a minority of Indo-Fijians allegedly motivated by financial greed. After the restoration of civilian government (with Chaudhry leading the opposition) relations between the government and the FTUC remained strained. The FTUC charged the government with sponsoring the breakaway of unions to form the Fiji Islands Council of Trade Unions (FICTU).

Soon after the 2006 coup, Chaudhry took a post as Finance Minister in the Bainimarama government and Felix Anthony (the newly elected national secretary of the FTUC) was appointed to the boards of Fiji Telecom and the Fiji National Provident Fund. The FTUC suffered from the deteriorating political situation and from these developments. In 2012, Anthony denounced the FLP in a press statement entitled Fiji Labour Party no longer represents workers, claiming that the FLP had become the personal property of Mahendra Chaudhry, and accusing Chaudhry of cronyism and seeking to promote his son (Rahendra Chaudhry) as successor. In 2013, the FTUC formed a new party – the People's Democratic Party – to contest the 2014 elections, and Anthony was elected its leader. Anthony and FTUC President Daniel Urai resigned from their union posts in order to run in the

elections. The PDP failed to win any seats. An Australian-led Multinational Observer Group deemed the elections credible and broadly reflecting the will of the Fijian people. The FTUC condemned the results and the ITUC declared the election deeply flawed. In August 2015, Anthony was elected President of ITUC-AP (Asia Pacific).

International affiliations. ITUC

FCTU Affiliates:

1. Fiji Maritime Workers Association (FMWA)

Address. PO Box 14616, Suva. Phone: 357 7607

Leadership. Inoke Ratotodro (President),

Tomasi Kete (General Secretary)

Membership. 1,010

International affiliation. ITF

2. Fiji Public Service Association (FPSA)

Address. PO Box 1405, Suva

Phone. 331 1922 *Fax.* 330 1099

E-mail. fpsags@connect.com.fj

Leadership. Judith Kotobalavu (President),

Rajeshwar Singh (General Secretary)

International affiliation. PSI

3. Fiji Sugar & General Workers Union (FSGWU)

Address. PO Box 330, Lautoka

Phone. 666 0746 *Fax.* 666 4888

E-mail. fsgwu@connect.com.fj

Leadership. Indar Raj (President),

Felix Anthony (General Secretary)

International affiliation. IUF

4. Fiji Teachers Union (FTU)

Address. 1-3 Berry Road, PO Box 2203, Government Buildings, Suva

Phone. 331 4409 *Fax.* 300 5962

Leadership. Muniappa Goundar (President),

Agni Deo Singh (General Secretary)

E-mail. ftu@is.com.fj

Membership. 3,945

International affiliation. EI

5. National Union of Factory & Commercial Workers (NUFCW)

Address. Unity House, 82 Robertson Road, PO Box 989 SUVA

Phone. 331 1155/ 331 1150 *Fax.* 330 3021

Leadership. Elisabeta Copeland (President),

John Mudaliar (General Secretary)

E-mail. nufcw@connect.com.fj

International affiliation. Industriall

6. National Union of Hospitality Catering Tourism Industries Employees (NUHCTIE)

Address. PO Box 9426, Nadi Airport

Phone. 670 0906 *Fax.* 670 0181

E-mail. nuhctie@connect.com.fj

Leadership. Mere Railala (President),

Daniel Urai (General Secretary)

International affiliation. IUF

4 Other Trade Union Organisation

Fiji Islands Council of Trade Unions (FICTU)

Leadership. Attar Singh (General Secretary)

History and character. FICTU was established in August 2002 as a breakaway from and rival to the FTUC, apparently with government support. It attracted nine of the 35 unions in Fiji, which were led by opponents of the Labour Party. However, although favoured by the government, it failed to dislodge majority support for the FTUC and the government has been obliged to continue consulting the FTUC on industrial relations matters. FICTU reportedly has 20 affiliates.

Finland

Capital: **Helsinki**

Population: **5.46m. (2014, est.)**

1 Political and Economic Background

Until 1809, Finland was part of Sweden, but it was absorbed into the Russian Empire for more than one hundred years, issuing the Finnish Declaration of Independence in 1917 (following the October Revolution in Russia), breaking away to establish an independent state under a monarchy. By 1919 the monarchist project was abandoned, and Finland became an independent presidential republic. In the early years of Finland's independence the Finnish Civil War saw conflict between pro and anti-Bolshevik factions. During the 1920s and 30s, political power rested mostly with the Suomen Sosialidemokraattinen Puolue (SDP, English: Finnish Social Democratic Party) but swung at times to right-wing coalitions. Membership of the Suomen Kommunistinen Puolue (SKP, English: Communist Party of Finland) was an offence, punishable by imprisonment (and remained so until 1944). In 1939 the Soviet Union invaded Finland, being ultimately repelled but capturing significant territory. During World War II, when German forces attacked the Soviet Union, Finland fought against the Soviets for three years before joining the Allied war effort in 1944. After 1944 the communists could start to organise legally, and over the next 30 years they regularly polled second or third in

legislative elections in an alliance with other left groups, the Suomen Kansan Demokraattinen Liitto (SKDL, English: Finnish People's Democratic League). In 1958 the SKDL was the highest polling party, but other parties took power in a coalition. Support for the SKDL fell into the 1970s and from the 1980s onwards the communists were a minority presence in Finnish politics. From 1966 to 1991 the SDP led a series of centre-left governments, though in recent years it has faced a surge in electoral support for conservative and liberal parties. In 1991 a centre-right coalition came to office, headed by the Suomen Keskusta (KESK, English: Centre Party). In 1995, elections restored the SDP's position and its leader Paavo Lipponen became Prime Minister of a five-party 'rainbow coalition' government also including conservative, liberal, left-wing and green parties. This coalition was confirmed in office as a result of elections in March 1999. In elections in March 2003 KESK regained its position as the largest party, again leading a coalition government, which pattern has essentially repeated in 2007 and 2015, interrupted by the 2011 victory for the liberal / conservative Kansallinen Kokoomus (KoK, English: National Coalition), in which election KESK lost 16 seats and polled fourth. During the 1990s the Left Alliance regularly polled