MINUTES OF THE UNI AFRICA - ZAMBIA DECISIONS FOR LIFE PROJECT MEETING HELD ON
FRIDAY 5TH FEBRUARY 2010 AT 08:00HRS, AT COSMIC EXECUTIVE LODGE, LUSAKA

PRESENT:

Silvio Chimpempwe M  ZUFIAW  Country Coordinator  Lusaka
Michael P Wdzaanyi  ZUSAW  Organizing Member  Kitwe
Naomi Chikobwe  ZAGRAWU  Organizing Member  Lusaka
Adamson Chitembwe  ZUFIAW  Organizing Member  Lusaka
Astridah Phiri  NUCIW  Organizing Member  Lusaka

AGENDA

The meeting's agenda was agreed as follows:-

1. Welcome and Introductions
2. Understanding the DFL Project concept
3. DFL strategy for UNI - Africa Zambian affiliates
4. Links with DFL ITUC - Africa Zambian affiliates
5. Official launch of DFL Project
6. DFL activity budget
7. DFL Coordinators meeting in Maputo
8. Any other business
9. Closing.

AGENDA ITEM NO.1 WELCOME REMARKS

The members were welcomed to the second DFL meeting and urged to participate effectively so as to realize a sound activity plan at the end of the meeting. Astridah Phiri was especially welcomed to the meeting having not attended the first meeting. It was also noted that Chipa Mwiinga from ZAGRWAU was unable to attend the meeting following her retirement from employment and therefore ceased to be a member of the union.
AGENDA ITEM NO.2  DFL PROJECT CONCEPT

Silvia led the meeting through a power point presentation of the DFL project in the process domesticating several aspects of the Project to relate them to our country situation. For instance:

1. Target group of the project (15-29)

It was explained that this age group range was deemed as either about to be employed or recently employed, about to or recently married etc and therefore the decisions that women in this age range faced were sometimes detrimental to their careers and personal/family lives as most such decisions were made from an inexperienced and often uninformed position pressured by insecurity. An example was given that while for instance an older women having passed that age range would be better placed for instance to demand for maternity protection and other workplace rights enshrined in the conditions of service without fearing intimidation, a younger women may not be as "courageous" as often they are employed on contract, casual and probationary terms and so will feel that forfeiting their rights is a sign of loyalty.

2. Chosen sectors

It was explained that the chosen sectors were primarily service delivery oriented and although some unions present may not necessarily fall directly under any sector, it was the organizing and campaigning capacity that was required to deliver the Project message across.

3. Project objectives

The four defined objectives were discussed at length and each carefully analyzed.

(a) Future employment opportunities: mainly applied to the younger targets who could be in college or university. It was important to reach these young women as they needed to be informed on their rights in the workplace and not fall prey to sexual harassment and favor to secure employment. Additionally with the help of the Wage Indicator statistics they would be armed with prior knowledge on expected incomes against qualifications required that would enable them make informed decisions about their future employment.

(b) Career possibilities: it was noted that young women often find themselves opting to go into professions for which they had no passion and in the end get stuck at the same frustrating position in the job thereby inhibiting their dreams. The Project would attempt to give these young women hope that with the diversity of education opportunities around they could always move to better paying and satisfying jobs. For those sidelined in the workplace, the Project would seek to expose them to bargaining skills for gender balanced workplace policies that provided an equal chance to all for advancement in their chosen fields.
(c) Family building: this basically centered on maternity protection rights were young women are often forced to give up work to raise a family because the employer cannot guarantee paid maternity protection. The Project would in this case aim to ensure that young women firstly understand that child bearing is a national duty which is vital for continued existence and so maternity protection is not merely a privilege of the employer but a statutory requirement provided for in our Laws. The young women would also be advised to share responsibilities with partners and seek help from extended family and friends.

(d) Work-family balance: chosen as the ideal focus of the DFL Campaign, the meeting felt this encompassed all other three aspects of the Project and would provide an opportunity for the young women to be able to garner and master the art of finding equilibrium in both their work and family roles as many are often forced to eventually choose between the two when faced with pressure.

4. Project expectations

The meeting was agreed that the four sectors of economic, social, professional and personal were of critical importance in assisting those young adolescents make informed decisions. The four aspects were intertwined and one had consequences on the other for instance the economic situations adolescents found themselves in often determined how they managed their social and personal lives and ultimately the professional situation they ended up in.

5. Project funding/supervision and implementation

The meeting was informed that UNI –Africa through the regional coordinator Patricia Nyman of SACCWU in South Africa would oversee the project implementation and process all issues of budgets and funding at the same time receive progress reports.

6. Other information on the project could be sourced on the website which all members were encouraged to visit and update their knowledge further on the Project.

AGENDA ITEM NO.3 ACTIVITY PLANNING – ROLL OUT STRATEGY

This was broken down in stages:

(a) Theme

Our chosen theme was Work – Family Balance based on the following objectives:

1. Examining and evaluating effects of social, behavioral and cultural change among potential and working women in the target group

2. Decision making and participation in the workplace and at home – finding women’s voice
3. Analyzing impact of perceptions, attitudes and practices of adolescent women in shaping their future.

(b) Defined target

The adolescent group was aged 15 - 29 and the Project would aim to reach a minimum of 500 women countrywide.

(c) Approaches – Who and How?

1. Approach 1 - Offline
   - Target 400 adolescents
   - Limited accessibility to internet
   - Cost of ICT very high
   - Time constraint to access Internet

   - Workplace (workers)
     - Financial sector, banks & others (120)
     - Commercial, malls, call centres (120)
     - Typographers, printing (15)
     - Security (30)

   - Potential workers
     - Universities & colleges (50)

   - Local community
     - Markets & churches (35)

   Chosen sites
   - Lusaka, Livingstone, Kitwe & Chipata

   These sites were selected on the basis of their representative location touching all four corners of the country.

2. Approach 2 - Online
   - Target ±100 adolescents
   - Geographical aspect – along line of rail
   - Easy access to ICT
   - Target group easily accessible

(d) Campaign Strategies: this was further broken down into two on the basis of the SMART objectives which are specific, measurable, attainable, realistic and timely.
2. **Online Approach – ICT**

   Similarly to request UNI to assist with web page design and content input.

**AGENDA ITEM NO.6 DFL MAPUTO MEETING**

The meeting was informed that the UNI –DFL Coordinators meeting which had earlier been scheduled for South Africa had now been confirmed for Mozambique in the month of March 2010. The aim of the meeting would be to map the way forward in terms of implementation of the project and issues of organizing mechanisms.

**AGENDA ITEM NO.7 ANY OTHER BUSINESS**

The participants expressed eagerness to commence work on the project whose content they were now thoroughly familiar with and happy to be part of. Concern was however raised on the project duration considering time had elapsed and they hoped an extension would be considered for Zambia.

On the issue of funds for the Project, the meeting urged that the transparency that had been exhibited so far continue so that we avoid pitfalls of mistrust and misapplication of project funds which are common when finances are done in secrecy.

It was also the feeling of the meeting that we work together with the ITUC affiliate unions in areas were we have common programs because in the end our goal is but one.

**AGENDA ITEM NO.8 CLOSURE**

The meeting was closed at 21:30hrs. The participants were thanked for their contributions and urged that more informal meetings via email be harnessed so that the project strategy be solidified at every stage.

Minuted by:

Chimpampwe Silvia M

Country Coordinator