

Report of the International Union of Pensioners and Retired people Trade Union activities in DRC

The outcome of the first Conference hosted in Barcelone (Spain) in January 2014 led to the creation of the International Union of Pensioners and retired people Trade Unions.

Since then, several activities have been organized in Africa and particularly in DRC in order to meet the Conference goal.

This idea appeared to be new and strange to some Trade Unions because pensioners and retired people have always been neglected. To help and be concerned with them required a high awareness Campaign which resulted in bringing them together in a specific organization in order to address the critical issues they experience and remove legal barriers to their welfare to their welfare. In fact, WFTU has always been fighting against the capitalist's barbarism which attack not only workers interests but also pensioners and retired people's rights and acquired advantages or benefits.

Hence the first mission carried out thanks to Comrade SG Quim's help aimed to the awareness of WFTU Bureau in regions and countries in order to organize pensioners and retired people. These had to be awared of the danger represented by the capitalism in crisis leading to the loss of pensioners and retired people's rights by applying drastic and inhuman measures on both workers and pensioners.

Through WFTU regional Bureau Francophone Africa, we firmly set up and successfully implemented the different already existing but abandoned, and non organized action groups of pensioners and retired people.

A meeting was held in Dakar (Senegal) thanks to WFTU regional Bureau of Francophone Africa. Only pensioners and retired people were admitted to that meeting.

As a result, a joint committee was created on the Francophone Africa Level. It's goal was to coordinate and promote pensioners and retired people's sustainable rights.

It's main task was to takle the problem of loss of advantages and benefits allocated to pensioners and retired people.

Taking into account the preceeding idea, In Lubumbashi, we also decided to bring together and organize pensioners and retired people coming from different sectors even from the public sector service.

Since, CTP One of Trade unions member of WFTU is willing to contribute its best experiences and knowledge to help further the cause of pensioners and retired people by setting up and supporting the functioning of the committee.

Moreover, several meetings with other Trade unions members and Friends to WFTU were organized in Lubumbashi to urge the latter to subscribe to the new policy for a productive and efficient union.

Since 2014, 1st October has been devoted to pensioners and retired people as world Day of awareness for advocacy around the globe.

CTP is the only Union which pays attention to this world Day gathering these people and supporting them on this occasion. With respect to the target CTP plays a critical role as promoter of innovation, Cooperation for common pensioners benefits.

The General Secretary of the Union has decided the setting up of a branch of pensioners and retired people to allow its good follow up.

Comrade Lazare KIMANKATA KYONTO who is at the time Vice-president of the International Union of pensioners and retired people Trade Unions in Africa and National Secretary of CTP is also in charge of this branch.

The National Labour work ministry is already informed about it.

On National Level, there is not yet an organization as such because members of the WFTU are not fully committed and involved. This needs and requires a meeting on National Level, in Kinshasa, the capital of DRC.

In the mean time, in Katanga, the present Committee fonctions and fights, advocating, demanding and claiming for the enhancement and respect of pensioners and retired people rights.

It also trains its members for their capacities reinforcement and their empowerment.

Here are some of the claims submitted to the following Companies :

- GECAMINES, A mining Company in Katanga Province : Discriminatory and Partial payment of pensioner, some gains reducing or cutting off.
- SNCC, The National Railway Company having its head quarters in Lubumbashi : Non payment of salary arrears to pensioners already out of the company.

Calculations which do not comply with conventional arrangements (clauses).

Difficulties in allowing and relieving aged workers for their pension which involves the risk of losing possibility to benefit total rights in case of death.

- REGIDESO, The water supply Company : Bad valuation or assessment of retirement allowances.
- Groupe Forrester International, Road building and multipurpose Company : Breach of unilateral arrangements referred to retired people rights.
- For ASCO Papers, towards "SESOMO" A paper making industry : Early retired people registered as beneficiaries of retirement rights by the National health and pensions organization.
-Fight against man layoff or dismissal and revocation/or job withdrawal of pensionable people in order to make them lose retirement rights on allowances.

Some employers and Trade Unions badly and negatively reacted to CTP'S actions in some Companies pleading that their concern is only active workers or workers on duty.

Due to poor conditions offered by the National health and pensions organization in the country, some permanent Trade Unions were recommended to insert within collective Labour agreements of different companies some new arrangements or agreements allowing a honorable retirement for workers.

In fact, only a hundred dollars every three months is allocated by the National health and pension organization in DRC and some steps have been carried out to improve retired people conditions.

Approaches should still be carried out locally to obtain the involvement and commitment of other members of WFTU on one hand and to obtain from the local government a substantial budget and financial aid and investment to be allocated to pensioners and retired people on the other hand. Because these have also to enjoy life after good and faithful services to the Nation.

Nowadays, IMF (International Monetary Fund) and the World Bank have imposed some structural adjustments plans and this remains a serious Challenge for Trade Unions. The private sector, in accordance with some scab

Unions Capitalize on this situation and reduce or simply withdraw some acquired rights in pensioners and retired people's favour.

Our hope is to bring upon efficient and effective contribution to firmly solidify the implementation of the regional joint committee which still has problems of getting off the ground or starting up. The great task being that of carrying out organized actions and not calling meetings only.

This should be done locally and also in Africa to make pensioners and retired people's voice understood world wide.

Our Trade Union (workers and Peasants Conscience) is planning a successful, effective support and participation to the 2019 pensioners and retired people second Congress.

It starts by organizing the International Day of pensioners and retired people on October 1st, 2018.

Members of WFTU/DRC will be interested and invited to take active part to this great event.

On behalf of (retained) Comrade Lazare KIMANKATA KYONTO

KAPENGA KANDOLO

Member of PC of WFTU