

Regional Executive Committee Meeting (AFREC)
From 7th to 8th April 2016
Nairobi – Kenya

ITEM 1 – OPENING CEREMONY OF THE SESSION

- Welcome addresses
- Vote of thanks
- Introduction of Participants
- Announcements
- Obituary
- Presentation and adoption of the agenda

ITEM 2 – MINUTES OF THE LAST MEETING

- Adoption of the minutes

MINUTES OF THE REGIONAL EXECUTIVE (AFREC) MEETING
22 SEPTEMBER, 2016, AVANI HOTEL AND CONFERENCE CENTRE
GABORONE, BOTSWANA

Attendance List

Peters Adeyemi	Vice President of PSI
Ritta Msibi Thandeka	Vice President of PSI
Jean Marie-Ndi	Titular for French Speaking Africa
Nassira Ghozlane	Titular for Arab Speaking Africa
Irene Khumalo	Titular for WOC - Southern Africa
Elizabeth Bikim	Titular for WOC - French Speaking Africa
Anan Qadri	Titular for WOC - Arab Countries
Naomi Dedei Otoo	Titular for WOC – English Speaking Africa()
Everline Aketch	Substitute WOC-English Speaking Africa

Youth Representatives

Rhayem Nawfel	Youth Rep for Arab Countries
Boema Bato	Youth Rep for Southern Africa

Secretariat

David Dorkenoo	Regional Secretary
Sani Baba Mohammed	Sub-regional Secretary for English Speaking (East & West) Africa
Charlotte Kalanbani	Sub-Regional Secretary for French Speaking Africa
Sani Baba Mohammed	Assistant Project Coordinator for English Speaking (East & West) Africa
Patrick Malatji	Acting Sub-regional Secretary for Southern Africa
Fambisa Tichiona	Project Coordinator for Southern Africa
Percy Masuku	Project Coordinator for Southern Africa
Najwa Hanna	Finance and Administrative Secretary for Arab Countries
Evans Tsede	Financial and Administrative officer in the R.O.
Jackie Nalubega	Project Officer, English Speaking Africa
Valerie Malm	Secretary in the Regional Office
Lakshmi Vaidhiyanalha	PSI Regional Secretary Asia/ Pacific Region

Observers

Huiche Fatiha	SNAPAP, Algeria
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APOLOGIES:

Rosa Pavanelli	PSI General Secretary
Fatou Diouf	Titular Young Workers for Africa
Donald Gyimah	Titular, Young Workers English Speaking Africa

ITEM I - Opening and welcome

Announcements

The announcements were made by the Regional Secretary. The Regional Secretary informed AFREC on the place, venue and time for the registration of the Regional Conference.

Apologies: The Regional Secretary informed the AFREC in session that the General Secretary of PSI Rosa Pavanelli would not be able to join the AFREC meeting in session. Thus, she has directed him to convey her apologies to the meeting.

Apology was also made on behalf of Fatou Diouf and Donald Gyimah who could not attend due to visa acquisition challenges.

Obituary

There was a minute silence for our comrades and all those have lost their life over the 5 years period particularly those who died in course of performing their duties in the Ebola affected countries.

Welcome Address:

Peters Adeyemi, the Vice President of PSI welcomed all participants to Botswana and specifically to the AFREC meeting in session. He said he was glad that at long last the Regional Conference was coming on and entreated all leaders of the various sub-regions to work with the secretariat to ensure the success of the conference.

Presentation and adoption of the agenda

The agenda was presented and adopted without any amendments

ITEM II – General Briefing on the Regional Conference

Draft Regional Conference Agenda

The Regional Secretary took AFREC members through the Regional Conference Programme to ensure that every participant is conversant with the programme. He emphasised the role of the Chairpersons of the various session to ensure that we manage the time very efficiently to ensure the success of the programme.

The regional secretary provided participants with a check list to guide the various chairpersons who will be chairing the sessions. These guidelines indicated how to ensure that all delegates and all sub-regions fully participate in the deliberation. The essence of the checklist was to ensure that few people do not dominate the discussions during the conference

Programme of WOC and Youth Seminars

The secretariat once again took AFREC members through the two seminars for Women Committee and Young Workers. TWOC and the Young Workers were duly informed about the

venue and time for their respective seminars. Women and young people should be given opportunity to contribute to debates during the conference.

List of Participants

The secretariat informed the meeting in session about the details of participants who have confirmed their participation in the Regional Conference. The break down was given as follows:

List of AFRECON Participants

	Participants	Numbers
1.	Sponsored Delegates	100
2.	Non-Sponsored Delegates and Observers	90
3.	International Guests	10
4.	Special Guests (GUFs and RSs)	8
5.	PSI Staff	16
	Total	224

Voting Rights:

With regard to voting rights, the secretariat informed the meeting that the breakdown of the voting rights by sub-regions is as follows:

VOTING RIGHTS ACCORDING TO PAID UP MEMBERSHIP: (2010-2014)

	SUB-REGIONS	DELEGATES	OBSERVERS	VOTING RIGHTS
1.	English Speaking Africa	82	32	688,165
2.	Southern Africa	67	31	573,568
3.	French Speaking Africa	23	13	73,623
4.	Arab Speaking Countries	20	18	35,309
	TOTAL	192	94	1,370,665

AFRECON Committees:

There were discussions of the various committees of the conference and the following were confirmed as members of the various AFRECON Committees:

AFRECON 2015

Standing Orders Committee Members

English Speaking Africa Rev Richard Yeboah, (M) Ghana	French Speaking Africa Nadou Lawson-Oloukounle (F) Togo
Southern Africa Stevenson Clair(M) Rodrigues	Arab Countries Samah Al Arja, (F) Lebanon

Credentials Committee Members

English Speaking Africa Marcus Omokhuale, (M) Nigeria	French Speaking Africa Hélène Gnonsahe (F) Ivory Coast
Southern Africa ALICE MOTSHGWE (F) Botswana	Arab Countries Ali AL HADID (M), Jordan

Resolution Committee Members

English Speaking Africa Everline Aketch, (F) Uganda	French Speaking Africa Yves Gnélé (M) Bénin
Southern Africa Mamagadi Kgonodi (F) South Africa	Arab Countries Younes Es-Sarbout (M) Morocco

Tellers Committee

English Speaking Africa Mary Mukiri Ntombura (F) Kenya	French Speaking Africa Nafi Diagne (F) Senegal
Southern Africa DUMSANI NKUNA, (M) Swaziland	Arab Countries Fatiha HUICHE, (F) Algeria

ITEM III - Conference Resolution:

The secretariat informed the meeting in session about the resolutions that it has received as at the end of the deadline for submitting resolutions. The Regional Secretary indicated that following resolutions were received:

1. Resolutions on Palestine
2. Resolution on Tax Justice
3. Universal Access to Health
4. Community Healthcare Workers
5. Resolution on HIV/AIDS and Tuberculosis
6. Resolution on Ebola
7. Resolution on Young Workers

ITEM IV – Affiliation Issues:

AFREC 2015

**Applications for affiliation, Requests for reduction, exemption,
Re-indexation, Financial assistance and proposed expulsions**

REGION: AFRICA & ARAB COUNTRIES

APPLICATION FOR AFFILIATION

	COUNTRY	UNION	NUMBER OF MEMBERS	RECOMMENDATION
1.	Ghana	Federation of Universities Senior Staff Association of Ghana (FUSSAG)	1000	Recommended
2.	Liberia	National Trade Unions of Public SERVICES AND Allied Workers (NTUPAW)	500	Recommended
3.	Liberia	National Health Workers Association of Liberia (NAHWAL)	8000	Recommended
4.	Burundi	Syndicat National Du Personnel Paramedical et Aide-Soignant (SYNAPA)	3000	Recommended
5.	Nigeria	Judicial Services Union of	48356	Recommended

		Nigeria (JUSUN)		
6.	Kenya	Kenya Universities Staff Union (KUSU)	5000	Recommended

Affiliation Fee Payment

The Regional Secretary used the opportunity to encourage the leadership of the various sub-regions to follow up on their respective sub-region on issues of affiliation fees payment.

ITEM V - Date and Venue of next Meeting:

The Regional Secretary informed the meeting that the next AFREC meeting will be held in Nairobi, Kenya.

- **Matters arising from the minutes and follow-up**

ITEM 3 – PREPARATION FOR THE CONGRESS

- Constitutional Working Group Proposals

COMPOSITE DOCUMENT

Some Proposals on PSI Constitution Amendments towards World congress

	Areas to Focus		
Governance	Review General Secretary election procedures and explore alternative voting tools allowing large participation of all affiliates: At present, there are only basic rules regarding the election of President and of General Secretary under Annex 4: Congress Rules/Standing Orders. This issue may come up in case of contested elections in order to guarantee an equal representation of candidates leading to fair elections and respect of the choice of affiliates.		
		Yes or No	Comments
A	Are you in favour of the creation of such rules to be annexed to the constitution of the way this issue has been dealt with up to now?	Yes and No	The rules should be improved and it should be fair to everyone who wants to participate or context.
B	Are the affiliates in favour of introducing electronic voting for the affiliates unable to participate in Congress not to give a proxy?	No	Stick to current block vote and proxy voting instead of electronic voting. Block voting promotes regional, national and local unity. Electronic voting is not good for our region due to less usage of IT by affiliates
	Clarification of the function, election/nomination procedures of SUBRACs/RECs members in relation to the relevant regional conference. Please refer to the relevant constitutional articles (art. 12, 12.2 for RECs, 12.3 for Regional Conferences, 12.5 for Subracs and Annex 8). A general issue to have in mind is that the resources are limited and even		

	more scarce than in the past, so it is important not to propose increased expenses for constitutional meetings equivalent savings can be made or a new source of income is defined that will cover the new expenses.		
		Yes or No	Comments
C	Are the current regional bodies and structures satisfactorily reflected in the Constitution? How can we improve them?	No SUBRAC is not reflected	SUBRAC should be included as structure within PSI constitution and the meeting of the body should be held annually
D	In order to facilitate the debate, try to separate the level of representation (national – sub regional – regional), the election/designation procedures (how can they be clarified and improved?) and the scope of each body/articulation between the different levels (national, sub regional, regional)...	Status co ante	Regional Conference, AFREC, SUBRACs, NCCs should be constitutionalized with clearly defined improved functions.
E	The current constitutional language on Sub regional advisory bodies is quite open (see art. 12.5 5) however, most SUBRAC continued “business as usual” despite the new wording of the 2012 Constitution. What concrete improvements do affiliates suggest for meetings at sub-regional level?	No	<ul style="list-style-type: none"> • SUBRAC is the organ that is the closest to the affiliates at the various regions. • Use SUBRACs to undertake campaigns, lobbying and fight privatization. Besides, all sector networks should be represented at SUBRAC meeting. • Must have action plan which is to be followed regularly.
F	How can we gain more effective results from the meetings at the sub regional level?		<p>By disseminating the resolutions of SUBRAC to all affiliates through their NCC and also ensuring a follow up mechanism on the implementation by the Regional and Sub-regional offices.</p> <ul style="list-style-type: none"> • Used and device campaigns against

			<p>privatization</p> <ul style="list-style-type: none"> • Content and programme of SUBRAC should be reviewed to reflect PSI Action Plan.
G	Can we assure a more legitimate and larger representation of sub regions at the REC level and how? Can REC meetings partly or completely replace SUBRAC meetings?	NO	<p>REC can make room for affiliates that pay for their own participation should be allowed at REC meetings. SUBRAC and REC should co-exist and SUBRAC should formulate issues to REC</p>
H	Should (sub-) regional representatives be elected at each regional Conference, or at a precession meeting just before Congress? Would the election of REC members with the adoption of the regional plan of action during the Regional conference give more legitimacy to their mandate and bring closer geographic representation and sectors?	Some says Yes, and other says No	<p>Should maintain status quo of rotation that ensure fair representation, removes acrimony and helps avoid instability after elections.</p> <ul style="list-style-type: none"> • SUBRAC & REC leadership should be elected at AFRECON
I	How can PSI assure a proper follow-up on different issues between the annual sessions of (sub-) regional meetings?		<p>The region has never had a problem since all the activities and meetings are coordinated by Regional and sub-regional offices</p>
J	How can we involve and formalise better sectors at the different levels and bodies?		<ul style="list-style-type: none"> • Give it constitutional backing. • Development of monitoring tools to track progress • Strengthen networking among sectors
K	Should we establish a constitutional base for sectoral work and/or add sectoral representatives at the RECs	YES and NO	<p>Give sectorial network constitutional backing; this is because networks are a part of the larger global, regional and sub-regional affiliates. But if you add sectorial representatives at the REC, this would mean creating a parallel structure that causes segregation other than</p>

			<p>complementing the uniqueness of various sectors within the PSI family</p> <ul style="list-style-type: none"> • Improved sectoral participation without constitutionalizing it.
L	Should National structures (NCCs) be formalised and added to Art. 12?7	Yes	They are the first formal cohesion that brings affiliates at national levels together. In addition they are part of decision making body in terms of making recommendations on specific country issues
		Yes or No	Comments
M	Can we share the good practices reported in meetings at the national and sub-regional level? (NB. This is possible within the current wording of the Constitution and doesn't need constitutional amendments, but has been added to encourage sharing of information. For example, administrative procedures such as adoption of minutes could be carried out electronically between sessions.	Yes	All reports have an element of information-sharing and we should develop a procedure (template) to guide in PSI work. This calls for a broader systems boost for information-sharing
	Establish substitutes for vice-presidents: Currently PSI Vice-Presidents have no substitutes, so if a Vice-president cannot participate in a Steering Committee meeting, there is no official replacement option.		
N	Are you in favour of the establishment of substitutes to the PSI Vice-presidents?	Yes and No	Just as it is with the Women Committee to allow effective regional representation and taking into account contingent issues that may not permit the Vice-President to attend. It is prudent to have representation of all regions at all times.
Policy A	How can we enhance young workers' participation in PSI meetings and bodies?		By included it in the PSI constitution as a formal structure just as it is at some

			unions at national level.
B	Should we introduce quotas?	Yes	30% young workers representation.
	Explore how to enhance participation of young workers in PSI decision-making: The solution which has been proposed recurrently has been to create a youth forum. However, several Congresses' experience shows that the majority of PSI affiliates do not support this solution (one reason may be that many of them do not have youth structures at national level). Moreover, beyond the scarcity of available resources for such meetings, experience shows that integrating young workers within existing PSI governing bodies and meetings is more effective than creating ad hoc structures working in parallel. Based on the experience from WOC, we should consider the introduction of quotas.		
		Yes or No	Comments
C	Should we formalise and consolidate such alliances in the Constitution or maintain a strict definition of membership as it now stands?	Yes and No	<ul style="list-style-type: none"> • There is the need to formalize it • We should focus on building alliances with other organization rather than bring them under the umbrella of PSI
D	If we decide to open membership, how can we introduce this in the Constitutional wording? Associate membership?	Yes and No	
E	Shall we target Organising in other potential membership groups: self-employed, co-operatives, ...?	No	But PSI can target formal cooperatives but it would be dangerous to organize self-employed in the region
Procedu ral	Consider a solidarity contribution to PSI on top of the affiliation fees, to ensure that PSI's union development work be sustainably funded: Institutional resources for solidarity		

	<p>activities and projects remain limited and we have clear signs that available funds will be reduced in the future, while needs increase. Up to now some regions (Africa and Arab countries, Asia/Pacific) have been collecting funds for regional activities and solidarity support. At the Global level, the PSI Aid Fund responds to emergency situations and solidarity activities. Contribution to the regional solidarity funds remains on a voluntary basis and is an addition to the annual fees while the PSI Aid Fund makes specific calls to affiliates whenever it is needed.⁸ This issue is procedural but also fundamental for PSI's future in order to explore new ways of obtaining additional resources to maintain and increase resources for activities, campaigns, networking, research... that are not covered by traditional sponsors nor by the PSI core budget.</p>		
		Yes or No	Comments
A	Shall we create a Global PSI Fund to collect voluntary contributions?	Yes and No	Every region should decide for themselves
B	Should it be a voluntary contribution together with the annual call for fees to this fund?	No	This should never be a compulsory contribution otherwise it would be a burden for affiliation fees payment for some unions
C	Should it be based on calls for funds for specific activities?	Yes and No	
D	Should this fund replace the regional funds?	No	
E	Shall we create regional funds for the regions who do not have one (e.g. IAM)?		Should be left to the regions concerned to decide
	Reconsider the minimum fee rule: The minimum fee rule was established in order to cater for the general administrative cost of an affiliate, but also as a policy to encourage very small unions to regroup themselves if they		

	want to join PSI. Obviously, it creates at the same time some unfair treatment; with some small unions in low index countries paying proportionally much more than big unions. More than administrative and financial, the issue is highly political. Should PSI encourage membership of small unions independently of the size of their membership and of their financial situation? A rough estimate a few years ago has shown that if we suppressed the minimum fee there would be a “theoretical” loss of income of approximately €60,000. This is indeed “theoretical” because many of the unions concerned request exemption/reduction, and some are simply unable to pay, leading to their expulsion.		
		Yes or No	Comments
F	Shall we calculate the fees on the base of the actual membership declared and index (without any minimum fee)?	Yes and No	
G	Can we consider indexing the minimum fee? Currently a small affiliate in a 100% country is charged the same minimum of €500 as a small affiliate in a 10% index country. For instance, it could be set €2,000 for a 100% country and €200 for a 10% index country?	Yes	This would create equity both vertically and horizontally
	Affiliation Procedures		Affiliation of new members should pass through the REC for purpose of scrutinizing it

ITEM 4 – REGIONAL REPORT

- Latest developments in the region
- Implementation of PSI PoA and Regional Action Plan
- Education and Project Activities in the region

AFRICA AND ARAB COUNTRIES

Introduction

The report will cover the period from the beginning of 2015 up to date and also inform affiliates on the socio economic and political situation in some of the countries in the region. It will touch on activities that has been under taken in 2015 and what we intend doing in 2016. How we have been able to implement PSI Programme of Action and the Regional Action Plan will also be indicated in the report. The various types of project activities currently on going in the region will also be presented. We shall also touch on the challenges facing our partners who are now reducing resources with which they use to support our project work.

French Speaking Africa

The year 2015 through to the first quarter of 2016 has been a remarkable period in the political life of the sub-region. Indeed, several countries of the sub-region, namely Côte d'Ivoire, Guinea, Togo, Burkina Faso, Central African Republic, Benin, Niger and Chad, went to the polls to elect their political leaders. There was a constitutional referendum in Senegal, although the country was fraught with many electoral challenges.

It should be noted that Senegal and Benin have set a good example in terms of successful presidential elections marked by a change in political leadership. In Burkina Faso, the trade union organizations in synergy with the civil society succeeded in ousting a dictator in power for over 25 years

Arab Countries

The Arabic region which is the birthplace of the Arab Awakening, it is currently undergoing a difficult but critical transformation. Tunisia continues efforts to achieve the democratic promise of its 2011 revolution, even as it faces significant security and economic challenges. Libya continues to undertake a democratic transition following a successful revolution, yet confronts numerous challenges on the political, security, and economic fronts.

Morocco and Algeria have undertaken more gradual reform processes. They remain key regional sources of stability and have assumed increasingly important roles in the global effort to combat terrorism and extremism. At the same time, the strained relationship between Algeria and Morocco also limits regional cooperation and development, which is essential if any regional bodies are to evolve into credible forces for regional stability – in the Maghreb and the Sahel.

Egypt witnessed the reinforcement of the military power of President Sissi. A parliamentary election (with low participation rate of 26%) took place and brought back to power the followers of Mubarak as well as the “political business men”. The country has suffered from a wave of terrorist acts, most recently the assassination of the Italian researcher Giulio Regeni.

In Bahrain, clashes between political protesters and authorities continued. The country is burdened by Police brutality, including detention, torture, and arrests. In 2015 in Iraq the extremist group known as the "Islamic State in Iraq and Syria (ISIS) swept into northern Iraq and took Mosul, one of Iraq's most populous cities rich in Petrol. In Syria, following decades of dictatorship, the country is still plunged into civil war that led to ethnic and religious splits, and is subject to uncontrolled terrorism acts leaving behind thousands of refugees living in harsh conditions in the neighbouring countries (Lebanon, Jordan and Iraq). Libya still plunged in civil war, and subject to terrorism attacks, that affect the neighbouring countries (Tunisia and Morocco).

Southern Africa

Southern African countries are currently going through serious drought as a result of lack of rainfall in recent time. Almost all the countries in the SADC have been affected by this phenomenon. The socio-political situation in Southern Africa Countries is relatively stable as compared to other sub-regions in the region. Mauritius is a small island with about 1.2 million population. It has a stable political system of governance.

Swaziland has been under an Executive Monarchial dictatorship since 1973 to date, thus the new name of the government system adopted in 2013 is Monarchial Democracy. Swaziland benefitted from AGOA which is a Trade Agreement between some countries in Africa and United States of America. But due to non-observance of human and trade union rights Swaziland has lost its ability to access the United States Market through AGOA.

In Zimbabwe, currently there are succession disputes in the country. Thus instead of focussing the economic challenges facing the country, the leadership in the ruling party are fighting among themselves in terms of who will rule after Robert Mugabe. Many mining companies are closing thereby increasing the number of the unemployed in the country.

Botswana also had election which was quiet successful. So far it the country with the most stable macro-economic environment and with huge budget surplus. It is doing well economically, but with regard to trade union rights the country is facing some challenges as the government is declaring the entire public services as Essential Services contrary to the tenets of International Labour Standards.

South Africa is currently experiencing sharp depreciation in the rand which has raised a lot of concern among the both the business community and workers in the country. Furthermore, the front of the workers is also divided to signs of new emerging trade unions springing up in the country. We hear of a new national centre which will be launched on May 1, 2016. We are await to see what will be the implication for trade union activities in South Africa.

East and West Africa

In West Africa, the two big countries that are very influential within this sub-region are Nigeria and Ghana. Nigeria has its election in 2015, and there was a change in government through the ballot box. We saw the incumbent President willingly conceding defeat and congratulating its opponent. Ghana will also be having its generation elections in November 2016. We are hoping that this election will be free and fair just like the Nigerian election.

The challenge these two countries are facing is the fact that they run to the IMF and World Bank for support. Already, the two countries have started experiencing some socio-economic challenges due to pressure from the IMF and World Bank for them to introduce some unpopular policies which are affecting the citizens negatively. For example, privatization of electricity and the increases in the tariffs paid by citizens when the power situation has not improved significantly in the countries.

In Liberia and Sierra Leone, the Economic and Social Impact of Ebola Virus Disease (EVD) in Sierra Leone, released on 14 November, 2014, raises red flags in the wake of the epidemic. Most notably, the report warned that the socio-economic progress made over the last few years had reduced tremendously and in some cases, completely reversed.

Rwanda has maintained political stability since 1994. The last parliamentary elections held in September 2013 saw 64% of the seats taken by female candidates, and the Rwandan Patriotic Front maintain absolute majority in the Chamber of Deputies. President Paul Kagame is serving his second and last term, and presidential elections are due in 2017. However, in July 2015, Rwandan parliamentarians voted to support a change in the constitution that would allow the president to run for a third term.

Tanzania held its National General Elections on the 25th of October, 2015 out of which, Dr. John Joseph Pombe Magufuli from Chama cha Mapinduzi (CCM – the Ruling Part) emerged was elected to be the fifth President for the United Republic of Tanzania for five years. Zanzibar on its part also did the vote on the same day but the results concerning the President of Zanzibar were nullified by the Zanzibar Electoral Commission due to a number of procedural shortfalls. The re-run was conducted on Sunday 20th March 2016.

In Kenya the economy is experiencing some positive growth rates with stable macro-economic environment. However, the challenges and the threat of Al Shabab is real. Hence, the government would have to intensify its security to ensure that these terrorists are not able to penetrate to harm the people of Kenya thereby reducing the number of tourists who flood Kenya.

Regional Conference Held in Botswana:

The Regional Conference for Africa and Arab Countries was held in Gaborone, Botswana, from 22 – 25 September 2015. The conference brought together about 225 participants comprising of delegates, observers, visitors and international guests. In terms of gender representation, we had 56% participants being males and 44% female participants. The theme for the Conference was “Consolidate Working Class Trade Union Solidarity, Democracy, Social Justice and Quality Public Service Delivery”. A lecturer from the University of Botswana Dr. Trywell delivered a keynote speech on the theme of the conference.

The conference was preceded by a women seminar and a young workers seminar. Furthermore, the conference discussed tax justice, the Regional Solidarity Fund, and trade union development work in the Region. The regional Programme of Action adopted for the next 5 years focused on the following issues:

1. Advancing human and trade union rights

2. Fighting privatisation and outsourcing at regional, sub-regional and country level
3. Organising and recruitment
4. Influencing regional, sub-regional and national level policies
5. Promoting solidarity support between and among affiliates

The Conference decided to mandate the secretariat to re-draft the resolutions presented by affiliates and to submit them to the next AFREC meeting for discussions and approval.

Project Activities

The current economic instability in the Euro Zone and other major economies of the world countries continue to put pressure on the trading partners in the rest of the world particularly the developing countries. Most of PSI project activities are/were funded mostly by the western countries and therefore the impact has been felt by the PSI affiliates all of the world and our region is not excluded from this challenge.

Arab Countries

The following are the projects currently on-going in the Arab Countries:

1. “Trade unions building quality public services and democracy”, (2014 – 2016) covering Tunisia and Egypt;

Tunisia the affiliates continued to conduct two campaigns: one on developing women and youth participation, and one on fighting privatization and calling for quality Public Services. 2015 was characterized by pressure actions. All PSI affiliates adopted a quota of 30% that needs the vote of the national council (in 2016). The affiliates react also to the Private Public Partnership promoted by the government and organized mobilization activities to refuse it. In Egypt the project was a big support for the affiliates who are campaigning against the civil servant law, and for the freedom of association carrying out pressure actions, press conferences, set-ins, lawsuits, that leads to the voting down of the civil servant law by the newly elected parliament.

2. Regional project on “Capacity Building for women trade union leadership in North Africa and Middle East”, (2014 – 2016) covering almost all PSI affiliates in Arab countries. Two women conferences have been implemented, one for North Africa, and one for Middle East and Gulf Countries. The aim of the 2 conferences was to monitor the campaigns carried out by the affiliates to adopt the quota in the unions’ status.

English Speaking Africa:

In this English speaking sub region, these are the projects which are currently on-going:

1. LO/TCO-Project on Decent Work for Quality Public Services: This project is for East African countries and is in two folds:

1a. East Africa Community Project, “strengthening social dialogue and Quality Public Service in the East African Community” : Providing support towards the registration of East Africa Association Pubic Sector Unions to secure observer status at the level of East Africa

Community with the Headquarters in Arusha, Tanzania and also for Rwanda and Burundi to strengthen their Public sector Unions.

1b. East Africa Project, “Strengthening social dialogue for development in East Africa”: covering Tanzania, Uganda, Kenya and Zanzibar which supports our affiliates towards creating conducive environment for negotiations and collective bargaining in the Public Sector.

2. FNV/ABVAKAVO Water Project in Kenya, Nigeria, Ghana and Tanzania:

This project provides support towards building the capacity of our unions to influence government policy in the water sector and also for them to develop strategic plans for the promotion of PUPs and to defend public control of water and sanitation services.

3. FNV Project on Migration and Health in Ghana, Nigeria and Sierra Leone: The project which was initially for Ghana only has now been expanded to include Health sector Unions in Nigeria and Sierra Leone.

4. SASK project support WAHSUN in West Africa: This project which started in 2014 will be ending by 2015 and through this project we have been able to reach out to the Head Quarters of West Africa Health Organisation (WAHO) in Burkina Faso, held about 2 WAHSUN Conferences, carried out recruitment of other ECOWAS member countries into the fold of WAHSUN and it assisted in the areas of interpretation and translation during meetings.

5. FNV Tax Justice Pilot Project in Ghana: The pilot project is for a two year pilot from 2014-2016 and is aimed at supporting unions in Ghana towards building their capacity in the areas of tax justice and to propose alternatives to public sector restructuring under the expected IMF conditions. The project will also assist PSI affiliate Unions in Ghana to promote alternatives to public sector restructuring based on tax justice.

Southern Africa Sub-Region:

With the Southern Africa Sub-Region we currently have four countries benefitting from PSI projects.

Namibia:

- Public Sector Restructuring, which included the issues of State-Owned Enterprises (SOEs) and Public-Private Partnerships (PPPs)
- Strengthening the capacity of shop stewards, now known as Workplace Union Representatives (WUR) in Namibia.

Mozambique

2014 was a milestone for Mozambican trade unionism as, I may add, through our efforts in the project among other efforts, the Mozambican Government passed a law that allowed the formation and functioning of trade unions in the public sector. Following this development, we then set out to achieve the following:

- That the Public Sector Union (SINAFP) is registered with the Ministry of Labour.
- Union constitution should be amended to conform to the legislation.
- That the union should be able to create and renew its Provincial structures as well as the union Committees.

- Union should be able to create a system of collecting union fees.

Swaziland

We designed the project so that it could focus on the following issues:

- Gender-Based Violence
- Trade Union Rights, with a specific focus on the Public Service Bill.
- Public Sector Restructuring
- Occupational Health and Safety, with a specific focus on TB and HIV/AIDS.

South Africa

Currently, there are two projects in South Africa namely:

a. “The Decent Work and Social Protection for Migrant Workers in the Public Services in South Africa”, otherwise known as the “Migration Project” (June 2014 – December 2016), and the

b. “Strengthening the Role of Young Workers in Public Sector Trade Unions in South Africa” (July 2015 – December 2017).

Strengthening the Role of Young Workers in the Public Sector Trade Unions in South Africa Project

This is a project intended to enhance the continuity, consistency and sustainability of public service unions in South Africa. It also seeks to increase the number of unions participating within PSI, and to increase the role of young workers within unions.

Botswana

The name of the project in Botswana is called “Promoting Quality Public Services for All”, This project involves all the three affiliates that we have in Botswana.

French Speaking Africa Sub-Region

1. Year 2016 is the final year for implementation of the Three-Year (2014-2016) ISP/LO-TCO/ST project for enhancing quality public services and Pay Equity in Francophone Africa for Burkina Faso, Mali, and Chad.

From 2014 to date, PSI affiliates in these three countries conducted serial of activities to address issues affecting the workers of the Public. The issue of re-introduction of the check off and integration of young workers to TUM is across the 3 countries. Mali particularly worked on the building of TUM Unity for common fight and Women Activists contributing to Peace Building while Chad focused on the issues of PAY Equity, building Alliance with CSOs to fight against Human and Trade Union’s Rights Violations and Introduction of Social Dialogue.

2. PSI/IMPACT/SOLSICO (2015-2017) Trade Union Intervention Strategy Project for combatting the Ebola virus epidemic in the DRC.

This project aims to touch on issue of QPS specifically the Quality health Care for all in DRC through:

- Build alliances and network with other unions and organizations of civil society;
- Getting the government to increase the budget allocated to health

- Ratifying of the core conventions relating to conditions of life and work of health personnel (C 149 and recommendation 157);
- Involving SOLSICO, other trade union organizations, Civil Society and Community organizations in the process of eradicating the Ebola Virus epidemic;

3. Within the framework of the PSI/FES partnership, funding for a one-year project for the promotion of Tax Justice in Africa and Benin is one of the countries benefitting>

PSI Ebola Response Project:

This human disaster which unfolded in West Africa following the outbreak of Ebola Virus Disease (EVD) has exposed to world the structural and systemic weaknesses of the health systems of the countries affected. But not only this, the weaknesses in the health systems of Liberia, Guinea and Sierra Leone have a direct impact on surrounding countries and even countries much further away with trans-border infections.

As of the beginning of October 2014, more than 3,000 people have been confirmed killed by EVD, although many more are suspected. The tragedy has been compounded by the fact that around 10% of deaths have been health workers themselves treating people infected by EVD.

The primary reasons for the deaths of health workers have been inadequate personal protective equipment (PPE), inadequately safe working environments, substandard infrastructure, over-exposure to hazardous environments (consequence of understaffing) and a complete lack of adequate resources to deal with the scale of infections.

IMPLEMENTATION OF PSI PROGRAMME OF ACTION AND REGION ACTION PLAN

With regard to the implementation of PSI Programme of Action and Regional Action Plan, the following are the activities that have been implemented since the beginning of 2015 to date:

1. Fighting Against Privatisation and Outsourcing

During the period under review we have been working with some of our affiliates to stop privatization of some public services:

Lagos Water (Nigeria): PSI has supported its affiliates in Nigeria, Amalgamated Union of Public Corporations, Civil Service, Technical and Recreational Employees of Union of Nigeria (AUPTURE) who are working with The African Women Water, Sanitation and Hygiene Network (AWWASHN) to call on the Lagos State government to reject the privatization of water. This campaign has been very successful due to the collaboration work between Amalgamated Union of Public Corporations, Civil Service, Technical and Recreational Employees of Nigeria (AUPTURE) and the AWWASHN. This is very good example of how trade unions working together with civil society organisations can bring about positive change in the lives of people in our communities and countries.

Promoting PUP as alternative to PPP in Kenya:

Public sector unions in Kenya, namely Kenya County Government Workers Union (KCGWU) and Union of Kenya civil servants (UKCS) are organizing workers in the water sector with the support of PSI have been able to raise the awareness of their members and other members of the public

on the implication of water privatisation through a proposed bill to the parliament without inputs from all major stakeholders in the sector.

The Unions have carried out series of campaigns against the passage of the bill by sponsoring another private bill proposing PUP as alternative to PPP which attracted a meeting with the parliamentary committee on water who did not only became interested in the proposal but wanted to be trained by our water project team in order to fully understand this new concept which appeared to them as a model capable of sustaining provision of safe affordable portable water to the populace. This process had therefore slowed down the passage of the bill until another round of public hearing is conducted to incorporate inputs from all stakeholders in the sector.

PSI has been working with our affiliates in Kenya who operate in the water sector to stop the privatisation of water in Nairobi, Kenya. Actually, the process was far advanced before PSI drew its affiliates attention to what is happening in their country. Our affiliates came together and they managed to stop the process.

2. Advancing Trade Union Rights

Liberia: Dismissal of the President and General Secretary of National Health Workers Association of Liberia (NAHWAL), and acts of anti-union discrimination and, Refusal to grant NAHWAL a Trade Union Certificate to enable it function as trade union organisation in Liberia.

Rwanda: Retrenchment of 600 workers in the Energy Company as a result of restructuring of which 70% of those retrenched are union members in the energy sector. In addition six (6) out of nine (9) officials of the union were among the victims despite having the required qualifications for the various posts previously held.

Swaziland: The situation hasn't improved as yet; there exist constant violation of human and workers' rights. Trade unions members or leaders are still not allowed to make any political statement on any issue and party formation is still not allowed. Currently there is the proposed Public Service Bill which is anti-workers. The government is supporting splinter unions in a bid to try to weaken the current trade unions in the public sector. As PSI we are currently working with affiliates with the strategies to lobby against the continued violation of worker rights; which instead promotes royal supremacy.

South Africa: There have been a lot of attacks on the mechanism and provision of the collective bargaining. Private capital, with the assistance of their friends in crime, the Free Market Foundation, is on the rampage with their attempts to curtail the enforcement of wage agreements through bipartite processes, and the legislative proposals by the National Employers Association of South Africa to reverse the gains made by trade unions. This is one variant of the attack on the right to strike.

Zimbabwe: The rights of workers to freedom of expression and association remains threatened in that country by state security agents, particularly on government policies. In addition, PSI notes the absence of equity-based and favourable platforms for negotiations and effective collective bargaining, and this continues to affect the bargaining coverage of public sector unions. Unions merely become consulted as parties with no grounds for mandatory negotiation with the government. Job losses due to policies like the Indigenisation Policy continue unabated, and in turn this also adversely affects the membership figures of unions.

Botswana: Currently the government is trying to amend the labour law in order to put in clauses that will prevent trade unions and workers' rights by declaring all public services Essential. We

are working to place Botswana on the list of countries to be discussed the 2016 ILC in the Application of Standard Committee.

Iraq: Civil servants are prevented from forming unions, pluralism is banned, but a new labour law is born. Upon request from affiliates and in all cases where trade union rights were violated, Public Services International has supported its affiliates in Iraq with statement condemning the issue of trade union violations in the country.

Algeria: SNAPAP and SNATEG reported that the independent unions are still under constant pressure from security forces: threats, arrests, beatings, violation of the “house of unions”, prevention of meetings etc. (6 February and 22 March 2016). This violence is carried out also by the General Secretary of a pro governmental union.

Egypt: the government is supporting the old pro-government central, and attacks independent unions. Very recently the prime minister declared the old TUC as the only and legal representative of workers and asked the ministers to work against independent unions.

Morocco: PSI affiliates informed about trade union violations with relation to the right to strike and freedom of association. They were main actors in the general strike carried out in the country (24 Feb 2016) to protest against the anti-social policy of the government and the lack of trade union freedom, they called the government to launch the social dialogue that respects all the components of the society.

Tunisia: Trade unionists have been arbitrary suspended from work, in addition to the dismissal of three directors who refused to collaborate with the military.

Chad: There are violations of human and trade union rights in the country. Throughout the year, workers have not been paid their wages and other allowances on time. Government has also stop payment of hospitals’ subvention so many hospitals stopping workers in the various health institutions to give health care to their citizens. Early January 2016, the government took a decree to stop employment in the Public administrator during the next three years. The trade union and CSOs came together to call on the government to stop such unfair decisions and attitude. Due to that, 4 leaders of the trade union were arrested and jailed. PSI has sent a solidarity letter to our affiliates and all the workers in Chad.

Cameroon: Many trade union members and leaders were sacked due to demonstrating for fair wages and working conditions. Furthermore, the government and the private employers are not paying social security contribution of workers. When workers went on demonstration to demand their rights where victimized and sacked without benefits. Some of them are taken to court. The Government of Cameroun passed a bill stopping officers from Public Administration to be union members.

3. Influencing Global Policy

Some affiliates from the region have participation in several global fora where issues which are of interest to the PSI are being discussed. Participants from our region who have participated in these meetings outline issues that are affecting our region through policies suggested and imposed on our government by international organisation like the International Monetary Fund, the World Bank, the United Nations, World Trade Organisation and other important global gathering where issues of the public sector is discussed. Examples of these fora are:

- Development Financing Seminar which took place in Canada
- Privatization Seminar which took place in Washington DC
- United Nations Commission on the Legal and Social Status of Women (UNCSD)
- World Trade Organisation Ministerial Meetings

WAHSUN and WAHO Day Celebrations: On 9th July of every year is the day set aside by West Africa Health Organisation to commemorate this day by high lighting some of the major challenges facing the health sector in West Africa. PSI affiliates in East and West Africa who operate in the health sector organise activities and campaigns to issues that affect health workers in West Africa. They have made several policy interventions on issues of health affecting both their members and the citizen of West Africa as whole. Thus, the motivation for these programmes is to ensure Quality Public Services for the citizens with the West Africa sub-region and beyond.

Working with Southern Africa Trade Union Coordination Council (SATUCC): We are currently working with SATUCC with the aim of having access to the Southern Africa Development Community (SADC) so as to position ourselves to influence policies emanating from SADC.

Ebola Campaigns

PSI also participated in the United Nations Conference on Ebola which was held in New York from 8-10 July 2015. Our representatives from the region took part in many pre-conference activities to push for the opportunity for trade unions in the region and particularly in the affected countries to be engaged by their government in discussing issues about how to contain the EVD and to ensure issues of concern to workers are addressed. Furthermore, a positive development from this conference is the collaboration with SEIU 1199 after PSI showed the video it had development on Ebola. Currently the SEIU is doing fundraising to support the work of PSI in the affected countries.

We have employed a Regional Ebola Response Coordinator who is currently working with our affiliates in the affected countries. The coordinator is working with a work-plan that has been developed for implementation under the EVD strategy which also involves the countries that have been affected by Ebola.

Tax Justice Campaigns:

Tax Justice has been one of the issues that the region is dealing with. We have had affiliates trained on the issue of Tax Justice so that they will be able to undertake serious campaigns in their home countries. Affiliates in Ghana have organised series of activities to emphasise the importance of Tax Justice. We understand there are increases in revenue in Ghana as a result of the Tax Justice campaigns that the trade union is undertaking.

Campaigns on Women Issues in the Region:

Affiliates of PSI in the region have organised themselves and therefore are able to utilize 8th March of every years to highlight challenges facing women in the region. African Women's Day Celebration which falls on 31st July of every year is also used by our affiliates to highlight the following issues affecting women:

- Violence against women
- Women in Leadership issues
- The multiple roles of women in our society
- Capacity Building for Women empowerment.

From 25th November to 11th December which is 16 Days set aside to deal specifically with issues of violence against women. The women in our region have been actively involved in the commemoration of these days in the region.

4. Solidarity Support in the Region

The various sector network that had their meeting in 2015, had some affiliates in the network paying for the participation of other affiliates who are weak financially. Their airfare, hotel accommodation and meals are paid for by the strong unions in the region.

5. Organising and Recruitment of New Affiliates

During the period under review, we have been able to recruit the following new members in the region:

AFFILIATED UNIONS IN 2015

	NEW AFFILIATES	DATE	MEMBERSHIP
1.	Civil and Local Government Staff Association of Ghana	EB 2015	50,000
2.	Federation of Universities Senior Staff Association of Ghana	SC 2015	1,000
3.	National Trade Unions of Public SERVICES AND Allied Workers (NTUPAW)	SC 2015	500
4.	National Health Workers Association of Liberia (NAHWAL)	SC 2015	8,000
5.	Syndicat National Du Personnel Paramedical et Aide-Soignant (SYNAPA)	SC 2015	3,000
6.	Judicial Services Union of Nigeria (JUSUN)	SC 2015	21,642
7.	Kenya Universities Staff Union (KUSU)	SC 2015	5,000
8.	General Federation of Bahrein Public Sector Trade Union (GFBTU)	SC 2015	400
	TOTAL		89,542

Staff Situation in the Region:

The following are the staff currently working in the Region:

David Kwabla Dorkenoo.....	Regional Secretary
Sani Baba Mohammed.....	Sub-Regional Secretary ESA
Charlotte Kalanbani.....	Sub-Regional Secretary FSA
Patrick Malatji.....	Acting Sub-Regional Secretary SASRO
Najwa Hanna.....	Finance and Admin. Officer, Beirut Office
Tichiona Fambisa.....	Project Officer, Johannesburg Office
Percy Masuku.....	Project Officer, Johannesburg Office
Jackie Nalubega.....	Project Officer, ESA
Evans Tsede.....	Finance Officer, Regional Office
Valerie Kafui Malm.....	Bilingual Secretary, Regional Office
Evariste Komi Adetsu.....	Office Assistant, Regional Office

Wendy Verheyden..... Ebola Project Coordinator
Rita Arthur..... Regional Communication Officer
Minah Thwala..... Secretary Johannesburg Office

I would like to inform the meeting in session that Ghassan Slaiby has decided to resign from PSI effective 29th February 2016. We are yet to advertise and fill in the position.

We conducted an interview for the position of Sub-Regional Secretary for the Southern Africa Sub-Regional Office and selection has been made and we are in the process of processing the work and resident permit of the new Sub-Regional Secretary who comes from Zambia.

We have also currently advertised for a Regional Tax Justice Officer, the advert will be closed on 20th April 2016. I hope all affiliates have seen the advert.

Address of PSI Offices in the Region:

1. Regional Office, Togo:

Internationale Des Services Publics (Public Services International)
36. Avenue Du RPT, Tokoin Casablanca,
B P 8473,
Lome, Togo
E-Mail: david.dorkenoo@world-psi.org
Telephone: +228-22231260/61/ Fax: +228-22212852

2. Sub-Regional Office, South Africa

Public Services International
Office No 105, First Floor
28 Melle street, North City Building
Braamfontein,
Johannesburg, South Africa
E-Mail: Patrick.Malatji@world-psi.org
Telephone: +27 11 403 7765/Fax: +27 11 403 5166

3. Sub-Regional Office, Lebanon

Public Services International
Yachoui Center, 6th floor
Jal El Dib
Beirut, Lebanon
E-mail: najwa.hanna@world-psi.org
Telephone: +961 4717738 /Fax: +961 4712954

ITEM 5 – REGIONAL WOC AND YOUNG WORKERS REPORTS

- Report from Regional Women Committee meeting
- Report from Regional Young Workers Committee meeting

ITEM 6: AFFILIATION

AFREC 2016

AFFILIATION PAYMENT TABLE

Applications for affiliation, Requests for reduction, exemption,

Re-indexation, Financial assistance and proposed expulsions

REGION: AFRICA & ARAB COUNTRIES

- *Affiliation table will be produced at the meeting*

ITEM 7 – DISCUSSION OF RESOLUTIONS OF AFRECON

12th REGIONAL CONFERENCE FOR AFRICA AND ARAB COUNTRIES (AFRECON)

23-25 September 2015

DRAFT RESOLUTIONS

RESOLUTION ON TAXATION JUSTICE

We note:

- ❖ We note with concern that the continent of Africa is endowed with so much natural resources which can be tapped for the benefit of its people.
- ❖ Revenue generation through taxation in our countries is not able to generate sufficient resources to finance the services that people requires

Our tax system is very weak and flawed with inefficiency and corrupt officials who on many occasions connive with business owners to deprive the state with resources with which to finance quality public services.

- ❖ Multinational Corporation (MNC) operating in our countries do not pay the correct taxes that are due the state. Although, many of these MNC are making very huge profits in Africa
- ❖ These MNC use under invoicing mechanisms to deny our government of the necessary and the required tax resources to finance services that the people may need

- ❖ Many of our government officials are also engaged in corrupt practices which also undermine the capacity of the government to raise resources

Therefore we resolve that:

- ❖ PSI should assist its affiliates to wage serious campaign on tax justice issues across the region.
- ❖ PSI and its affiliates must embrace and organise campaigns against acts of corruption in the region
- ❖ PSI must develop educational materials on tax justice which can be used by affiliates for education purposes
- ❖ PSI must equip its affiliates on the various strategies that can be used for various campaigns
- ❖ Affiliates must also negotiate for improved wages working condition of affiliates after waging campaigns for more revenue for the government

RESOLUTION ON UNIVERSAL ACCESS TO HEALTH

Noting that:

- ❖ Health is a fundamental human right and should be accessible to all citizens.
- ❖ There is an increasing burden of diseases across nations especially in the developing countries. Africa being hardest hit.
- ❖ Health has become a commodity that is sold to the highest bidder and therefore marginalizes the poor.
- ❖ Health is fast becoming a privatized commodity and therefore its accessibility has become a privilege and no more a fundamental right.

We further note that:

- ❖ Socio economic status of societies is on a continuous basis negatively influenced by the gruesome effects of lack of accessibility to healthcare.
- ❖ The dilapidated state of healthcare in the developing countries where skilled healthcare workers are migrating from developing to developed countries has worsened the state of health care delivery system in Africa.

We believe that:

- ❖ The state of chronic health in the developing countries in particular is mainly aggravated by extreme shortage of human resources and other health delivery infrastructure.
- ❖ The cost of pharmaceuticals and medicine for developing countries is extremely high which makes it a challenge for the working class to access these.

- ❖ Lack of sufficient funds to train healthcare professionals in developing countries further worsens the state of healthcare in the face of chronic pandemics.
- ❖ Patient nurse and doctors ratio is very terrible in developing countries

We resolve that:

- ❖ PSI Affiliates should develop a campaign that advocates for the universal access to healthcare for all irrespective of their political, social and economic standing.
- ❖ Develop mechanisms for support towards promotion of healthcare for all across the nations especially in developing countries.
- ❖ Develop a campaign that advocates for non-privatization of health.
- ❖ Health human resource development should be the key priority and migration of health professionals should be discouraged.

RESOLUTION ON HIV/AIDS AND TB

Noting that:

- ❖ The HIV and AIDS Virus is continuing to kill thousands in the African Continent.
- ❖ Opportunistic diseases like TB are also on the rise as more and more people get infected with the HIV Virus. Research shows that most people with HIV/AIDS die of TB
- ❖ Access to Anti Retro Viral Treatment is still a problem in most African Countries
- ❖ Governments are still battling with resources for treatment for HIV and AIDS
- ❖ Stigma and Discrimination is still rife in the workplace and it needs to be addressed.
- ❖ There are other illnesses like Diabetes, Hypertension, Cancer etc. that also need equal attention

We resolve that:

- ❖ PSI affiliates to establish an HIV and AIDS Committee for each country whose main work to coordinate all HIV and AIDS matters with special emphasis on infection, treatment and care for union members.
- ❖ The issue of HIV and AIDS to be in line with post 2015 global development agenda
- ❖ Resources to be channelled where the pandemic is concentrated e.g. rural and underdeveloped areas.
- ❖ As Human Rights is a fundamental right, so confidentiality, security of people with HIV and AIDS + TB.
- ❖ The HIV and AIDS program must be linked to Poverty alleviation and women empowerment.
- ❖ Attention must also be given to other chronic illnesses such as Diabetes because it is now the most killer disease
- ❖ The PSI Research must Develop programs to address all above issues is key and these programs must be informed by data collected

RESOLUTION ON COMMUNITY HEALTH CARE WORKERS

Having noted that:

- ❖ Due to escalation of diseases like HIV and AIDS, Tuberculosis Cancer etc. , and the problems of overloaded healthcare institutions, there is a need for community healthcare workers
- ❖ These workers work on voluntary and unpaid situations, are subjected to poor working conditions and precarious work

We resolve that:

- ❖ Unions must fight for the community health care workers to be afforded equal opportunities including benefits
- ❖ These workers must be fully trained and be further capacitated
- ❖ They must be protected against the infections and injuries, as they are one of the vulnerable groups.
- ❖ Unions must advocate for improved and decent working conditions, such as wages, working hours etc. for these workers
- ❖ Mechanism must be in place for them to be accommodated by the professional bodies through collective bargaining processes

RESOLUTION ON EBOLA VIRUS DISEASE (EVD)

Noting that:

Countries in West-Africa have been hit hard by EVD. Mostly Guinea, Sierra Leone and Liberia were involved, but also other countries such as Senegal, Mali, Nigeria and further away Congo have suffered from the disease.

Noting further that:

- ❖ Our countries were not prepared. Health care sectors are often weak and health care workers are not properly trained to face a crisis such as Ebola, causing 28,331 people to get infected by the disease of which 11,310 died.
- ❖ Facing the crisis, it became clear that unions play an important role in the fight against Ebola: in countries where unions could work together with their governments, such as Nigeria, on the formulation of a response, the disease was isolated and defeated
- ❖ In the three most affected countries, unions got totally put aside by their governments. Guinean unions managed at first to make some life-saving improvements to the Ebola Treatment Units. But once the government started a national platform for the elaboration of a response, unions found themselves outside the consultations. In Liberia, public sector workers cannot join a union and union leaders are being harassed by their government when trying to improve the working and safety conditions in the Ebola Treatment Units.
- ❖ Inside PSI, a Trade Union Ebola Response Strategy was elaborated, aimed at collaboration and exchange between unions, strengthening their capacities to have an impact on government policy and promoting universal access to quality public health systems.

We resolve that Governments in the Region be called upon to do the following:

- ❖ Invest in strong public health care systems, accessible to all.
- ❖ Carry out extensive education activities to reduce the vulnerability of citizens and increase countries' preparedness.
- ❖ Establish a compensation package to take care of health care providers and their families.
- ❖ Respect the freedom of association and Trade Union rights
- ❖ Include unions in the elaboration of (on-going) work plans to face crises such as Ebola Virus Disease.
- ❖ Stop applying neoliberal policies that enhances the vulnerability of our countries and citizens, such as privatisation of and disinvestment in health care systems.

We also called on trade unions

- ❖ To elaborate a union work plan, aimed at collectively raising awareness of workers and communities.
- ❖ To join campaigns for the expansion of public health systems with universal access that is free at the point of delivery

RESOLUTION ON YOUNG WORKERS

Noting that:

- ❖ We note with concern that the population of young people in Africa is increasing.
- ❖ This is also leading to increasing of young people in the labour market in almost every African country
- ❖ Many of these young people have found themselves in many workplaces but most are not active in the trade union movement
- ❖ Many of them are also outside the labour market due to inability of African government to develop policies that will create job for these teaming young people
- ❖ Meanwhile, we also acknowledge that these young people hold the future of the trade union movement in Africa
- ❖ Unions must in line with PSI resolutions establish young Workers structures.

Resolving that:

- ❖ PSI should create a constitutional structure for young people so as to encourage them to play active role within the organisation
- ❖ Annual budgetary allocation should be made to support activities of young people
- ❖ All PSI affiliates should also create constitutional structure to support the participation of young people in the activities of the union
- ❖ PSI should advocate for policies and programmes that will create more jobs for young people so that the high unemployment rate among young people will be minimized.
- ❖ PSI and its affiliates to lead campaign for job creation for young people on the continent

ITEM 8 – DATE AND VENUE OF THE NEXT MEETING

ITEM 9 - ANY OTHER BUSINESS
