

# 12<sup>TH</sup> AFRECON

**PUBLIC SERVICES INTERNATIONAL  
AFRICA AND ARAB COUNTRIES REGION**

**REGIONAL ACTIVITIES REPORT  
2010-2014**

**12<sup>TH</sup> AFRICA AND ARAB COUNTRIES  
REGIONAL CONFERENCE (AFRECON)**



**GABORONE, BOTSWANA  
22-25 SEPTEMBER 2015**

[www.world-psi.org](http://www.world-psi.org)

## INTRODUCTION

The 11<sup>th</sup> Africa and Arab Countries Regional Conference (AFRECON) was held in Tunisia on 25–27 March 2009 and adopted a work-plan focussing on the following areas:

1. Quality Public Service and Decent Work
2. Capacity Building and International Solidarity
3. Equality, Equity, Diversity, Gender and Youth
4. Advancing Human and Trade Union Rights
5. Public Health and HIV/AIDS

During the lead up to the PSI World Congress in Durban in 2012, there was a major discussion on the priorities of the organisation. The Congress subsequently adopted a new Programme of Action aiming at making the PSI more responsive to the needs of affiliates and improving its visibility on the global stage. Our region therefore re-organised its own priorities in the light of PSI's new focus and introduced the following new dimensions to the existing regional priorities:

1. Fighting Privatization
2. Influencing Global Policy
3. Organizing and Growth

Therefore, this Report covers regional activities undertaken since 2010 up until December 2014, focussing on issues pertaining to the major areas outlined above.

## SOCIO-ECONOMIC AND POLITICAL SITUATION OF THE REGION

The Africa and Arab Countries Region has been going through many socio-economic and political challenges in recent times. Since the wave of elections that brought multi-party democracy to Africa in the 1990s, significant advances have been made in consolidating this democracy.

We thought that Africa had parted ways with military rule but unfortunately on 18 February 2010 we learnt of a military intervention in Niger. On 22 March 2012, another military coup took place in Mali; and then in March 2013, rebels took over the Republic of Central Africa. This is to mention but a few of the cases of military intervention in the region.

In the Arab sub-region, where we were used to dictatorial political regimes which clung to power, the beginning of 2011 witnessed a wave of revolution, after years of corruption, mismanagement and repression of citizens. This revolution spread from Tunisia to other Arab countries in North Africa and other Arab nations, calling for the introduction of democratic systems guaranteeing freedom of expression and association for citizens.

This sub-region has also witnessed the emergence of new independent trade unions, some of which have applied for affiliation to the PSI. These new independent unions need support and capacity-building in order to play positive roles in the democratisation process which is currently unfolding.

In spite of the challenges outlined above, the region has continued to make some modest progress in a number of areas, including the rule of law and human rights, crisis recovery and some aspects of governance. There have been successful elections in Senegal, Zambia, Malawi and South Africa, for example.

However serious challenges - such as weaknesses in governance, corruption, military intervention, weak electoral process and mismanagement, amongst others - continue to undermine the progress achieved so far and are a threat to peace and stability in the region.

The unprecedented global economic crises which have affected the whole world over the past few years, with their origins in the advanced industrial economies of the West, has devastated economic activity in African countries. Based on the neo-liberal capitalist model and aggressively promoted by corporate forces and their allies over the past decades, these crises are sweeping away companies, farms, small businesses, mines, jobs, revenue and livelihood in the region.

Furthermore, the global financial crisis has resulted in decline in capital inflow from the advanced countries. Remittances from Africans working in those countries have reduced considerably and current accounts and fiscal balances in most African countries have been badly affected.

Consequently, the development of social infrastructure has been seriously affected, thus worsening poverty levels in many African countries. During the recent outbreak of the Ebola Virus Disease, it was clear that health delivery system in affected countries had been destroyed through lack of investment. This should be a wake-up call to governments in Africa: without adequate investment in social infrastructures, our countries cannot withstand these kinds of emergencies.

## MAJOR CHALLENGES IN THE REGION

The following are some of the major challenges facing affiliates in the region:

- 1. Inadequate Funding:** Some affiliates do not have access to check-off systems and have to collect union dues by going to members individually, making life extremely difficult for such unions. Some affiliates have also lost a number of resources due to decrease of membership. In many countries in the region there is an embargo on recruitment into the public sector because of lack of funding.
- 2. Splinter and small unions:** In some countries, splinter unions or multiple small unions in the same sector or skills area have become a big challenge. Many of these unions have less than 5,000 members and due to their small size are not able to generate the resources for managing the union, let alone paying affiliation fees to PSI.
- 3. Inadequate education and training provisions:** Many of our affiliates are not able to organise training programmes such as basic trade union education for their members. Members also require other leadership skills for effective leadership at various levels of the union movement. However limited resources at the affiliates' disposal have been one of the major causes of inadequate workers' education and training.
- 4. Privatisation and Outsourcing:** Governments are pursuing policies of privatisation and outsourcing which run counter to the survival of public services in our countries. In recent times, the focus has been on water, electricity, health services, to mention but a few, and many affiliates have lost huge numbers of members as a result of such policies.
- 5. Membership Recruitment and Empowerment:** Strengthening affiliates with low membership and empowering them to embark on the recruitment of new members can make them very viable unions and in a better position to pay PSI affiliation fees. We would like to acknowledge here that some affiliates have worked very hard to recruit more members.
- 6. Building Internal Democracy and Accountability:** The issue of internal democracy is contributing to internal crises within some PSI affiliates of the region. Accountability is equally becoming a challenge to some affiliates. As a result, during the past five years, unions in some countries have not been able to organise their own conference or officially renew the mandate of their respective leadership.
- 7. Labour Legislation:** In some countries, labour laws do not allow for unionisation of workers in the public sector, which has become a serious challenge to many affiliates. Hence, PSI needs to launch a regional and global campaign to ensure that public sector workers have the right to form or join unions with collective bargaining rights.
- 8. Weak Health Infrastructure:** In 2014, we witnessed the Ebola Virus Disease which severely affected some countries in the region. Liberia, Sierra Leone and Guinea could not deal with the epidemic because of the poor state of their public health delivery systems. We need to campaign for improvement of the basic infrastructure of public services delivery systems in the region.

## CONSTITUTIONAL MEETINGS

### **PSI Regional Executive Committee for Africa and Arab countries (AFREC):**

The regional leadership discussed various prominent issues affecting the region during the annual AFREC meetings, details of which can be found later in this report. See **Appendix 1** for a list of AFREC members and meeting dates.

### **PSI Sub-Regional Advisory Committees for Africa and Arab countries (SUBRACs):**

Prior to the AFREC each year, the four sub-regions held their SUBRAC meeting which then fed into the discussions at the AFREC. See Appendix 1 for a list of their meeting dates.

**PSI World Congress in 2012:** In 2012, the region was privileged to host the PSI World Congress in Durban, South Africa. We would like to use this opportunity to thank our South African affiliates for assisting the region in hosting this event. It was indeed a memorable World Congress for PSI, with the election of the first women General Secretary in PSI, Ms Rosa Pavanelli.

**PSI Executive Board:** Titular members of the various sub-regions as well as the regional Vice-Presidents and Young Workers' titular, Fatou Diouf, participated in the PSI Executive Board, held once a year in Geneva.

**PSI Steering Committee:** The region's two Vice-Presidents attended this meeting which is held annually in Geneva and reserved for the Vice-Presidents of PSI.

**PSI World Women's Committee:** The Women's Committee titulars from the four sub-regions participated in the annual PSI World Women's Committee held in Geneva, as well as Fatou Diouf since she became the region's Young Workers' representative.

## OTHER MEETINGS

**Regional Think-Tank Meetings:** The AFREC meeting in Cotonou, Benin, in April 2010 noted with concern that many affiliates were unable to meet their financial obligations to the PSI, which has impacted negatively on their ability to participate actively in PSI activities at all levels. AFREC therefore decided to set up a Regional Think-Tank to deliberate on the challenges facing affiliates and develop a strategic direction, with its recommendations to be submitted to AFREC for consideration.

### **The objectives of the Think-Tank**

- Analyse the challenges facing public sector unions in the region
- Develop strategies to address these challenges
- Promote good practice in terms of developing strong and democratic unions
- Identify regional priorities aligned with the aspirations of affiliates
- Explore how to make affiliates more sustainable, better involve union members and improve PSI services to affiliates.
- Examine strategies to reduce affiliates' over-dependence on external funding for project activities
- Develop guidelines to strengthen regional solidarity and to regulate the Regional Solidarity Fund
- Make recommendations on the way forward, for the consideration by AFREC.

These meetings have facilitated decision-making in the region, allowing the leadership to discuss issues during AFREC meetings and make quick decisions to move the region forward.

For financial reasons, it was proposed that affiliates should be consulted to host the meeting. Hence, NASU from Nigeria hosted the first meeting in December 2010 and other affiliates then followed. The Regional Office is very grateful to affiliates who have voluntarily hosted the meetings and taken care of accommodation and meals for all members of the Think-Tank.

## ANNUAL MEETING OF THINK-TANK AND HOSTING AFFILIATES

|   | Name of Affiliate                    | Country      | Date of Meeting              |
|---|--------------------------------------|--------------|------------------------------|
| 1 | Non-Academic Staff Union             | Nigeria      | 7-9 December, 2010           |
| 2 | South Africa Municipal Workers Union | South Africa | 19-21 September, 2011        |
| 3 | Health Services Workers Union        | Ghana        | 21-23 August, 2012           |
| 4 | Union of Kenya Civil Service         | Kenya        | 29 August – 1 September 2013 |
| 5 | Health Services Workers Union        | Ghana        | 14-16 April, 2014            |

## VIOLATIONS OF TRADE UNION RIGHTS

PSI has been working very hard to expose violations and defend and protect the rights of public sector workers across the region during the period under review. Here are some of the most serious violations and what PSI has done to expose them and defend the rights of the workers:

**Botswana:** During the period, five public sector workers' unions in Botswana embarked on strike action on 29 April 2011 as a result of fall-out with the Government on wage negotiations. The unions claimed a 16% increase in wages after 3-year wage freeze in the public sector. The Government proposed only 5% which the workers refused. The strike lasted for about 8 weeks.

Furthermore, the Government of Botswana introduced a new Essential Services Law to restrict public sectors workers from embarking on strike action in the future. The Government also terminated employment of many public sector workers who participated in the strike.

PSI organised several missions to Botswana to support its affiliates and to assist in the resolution of the impasse. Financial support was also provided to affiliates to defray part of their legal expenses. We are glad to note that in recent times the situation has improved, although there are still outstanding issues to deal with concerning the issues of public sector workers.

**Algeria:** PSI's affiliate in Algeria, the SNAPAP, is periodically subjected to attacks and threats. There have been several attempts to kill the President of the union, Rachid Malawi, by cutting his car brakes, and many union members have been arrested. Union properties have also been destroyed by the state security agents working in the interest of the Algerian Government.

PSI continued to campaign for trade union rights in Algeria in support of SNAPAP, by mobilizing the European Parliament, the ILO, PSI affiliates and national trade union centres, to ensure that Rachid Malawi's dismissal by the Government of Algeria be withdrawn. Although the Government initially refused the seriousness and consistent nature of the campaign, it was finally compelled to reinstate Rachid back to his work.

**Palestine:** PSI has been working closely with its affiliates in Gaza and the West Bank during the period under review. In 2013 after the Palestine and Israel conflict, PSI sent a mission to Gaza and the West Bank, to assess the situation of our affiliates in Palestine. PSI provided resources to help them pay for their rented offices and also to address some of the very important challenges facing them after the conflict with Israel.

**Egypt:** Since the overthrow of the regime of Mubarak, there was an emergence of new, independent trade unions that are not under State control. These independent unions are often attacked and are also prevented from collecting union dues from their members or from doing their union work. In all cases of violation of their freedom of association, PSI took a stand by condemning the violations and supporting the independent unions. PSI also showed its support by affiliating them and providing them with skills to take an active part in the democratization processing unfolding in their country.

**Chad:** Despite the ratification of the ILO Convention 87, freedom of association is yet to be a reality and this has become a major challenge for unions in the country. The period of 2009-2014 was very intense for the Chadian working class. Due to strikes in the public administration in 2011, union leaders were victims of arbitrary arrest, imprisonment and other kinds of threats. To succeed in its mission, the government used the judiciary system to jail many unionists. Currently, the national centres, unions and other workers' associations continue to fight for access to frank social dialogue and respect of fundamental human and trade union rights. PSI has sent many solidarity and support messages on behalf of its affiliates to the Chadian Government.

**Cameroon:** The Government introduced a directive preventing senior officers from participating in union activities. Furthermore, union officials were threatened and their phones and e-mails tapped continually by the state operatives. The Government is victimizing union officials by transferring them without following any laid-down procedures, whilst others are wrongfully dismissed without being paid their entitlement or benefits.

**Swaziland:** The royal family in the Kingdom of Swaziland continues to trample on the rights of workers and citizens. In 2011, a Public Sector Bill was introduced to prevent public sector workers to come together to defend, promote and protect their rights. The unions in Swaziland do not have the right to freedom of expression and association. This is preventing the effective mobilization of workers to demand fair working conditions for their members.

PSI supported its affiliates in Swaziland through campaigns, projects and missions, as well as mobilizing the international solidarity support organisations to periodically visit the country and provide support to the unions. PSI affiliates in South Africa have also been supporting the union movement in Swaziland with financial, human and material resources.

**Jordan:** In 2014 the leaders of the General Trade Union for Workers in Electricity were arrested while supporting strike action against the privatization of electricity in the country. PSI issued a solidarity message and also organized an international campaign that led to the release of these leaders detained by the Government, which finally led to their release.

**Tunisia:** The Tunisian National Trade Union Centre, the UGTT, and its headquarters came under serious pressure and attack from the Islamic Government which came into power after the Spring Revolution. This was because the UGTT had played a crucial role in the campaign for a constitutional referendum and also in ensuring that the tenet of democracy was achieved in Tunisia. Furthermore, in 2013, after the assassination of the main opposition leader, the country entered into a political crisis which led to a new independent government and the adoption of a new constitution. PSI sent messages of solidarity to the Government of Tunisia, assisted its affiliates in mobilizing and campaigning for democracy and ensuring that the rule of law was respected and organized capacity-building programmes to enable PSI's affiliates to play an active role in the democratization process.

## SPECIAL MISSIONS

**Mission to Zimbabwe:** At its meeting in Nairobi, Kenya, in April 2011, AFREC resolved to send a five-member delegation to Zimbabwe with the aim of assessing their needs, assist unity building among PSI affiliates and lastly to analyse the context in which the affiliates operate, before deciding on how to provide the agreed financial support to them.

Consequently, a high-level PSI delegation, led by the PSI General Secretary, visited Zimbabwe in July 2011 and met with all the PSI affiliates. The delegation also met with Professor Madhuku who briefed the delegation on the political situation in Zimbabwe.

The delegation met with the leadership of the Zimbabwe Congress of Trade Unions (ZCTU) to discuss their impending Congress. PSI provided support to its Zimbabwean affiliates to enable them participate in this event, and resources raised by the region and from its Solidarity Fund were donated to them, according to the decision of AFREC.

**Mission to Côte d'Ivoire:** During the AFREC meeting in April 2011, AFREC pledged its solidarity support to PSI affiliates and committed to sending a mission when the current situation improved. The report-back from this mission emphasized the challenges faced by our affiliates, as well as the destruction of infrastructure and loss of many lives. The delegation also visited the office of Secretary General of the UGTCL, one of the national trade union centres where majority of PSI members are affiliated. The region also donated some resources from the Regional Solidarity Fund to the affiliates in Côte d'Ivoire

## QUALITY PUBLIC SERVICES AND DECENT WORK

One of the important objectives of PSI is to assist its affiliates through capacity-building, research and advocacy, to ensure that public sector workers all over the globe enjoy decent work. Many of the project activities supported by the PSI and its Solidarity Support Organisations are geared towards strengthening our affiliates so that they will be in a better position to negotiate and engage with governments and public authorities for improved working conditions for their members. PSI has also placed the issue of Quality Public Services on its global agenda and is pushing the international financial institutions on the need for governments to increase public expenditure on public services to improve the lives of citizens, workers and union members.

**Quality Public Services – Action Now! Campaign:** Prior to the PSI World Congress in 2012, the organisation adopted a Quality Public Services (QPS) Campaign and the city of Durban was selected as a pilot city to launch this campaign. A consultative workshop took place where relevant stakeholders were invited to participate, such as unions (mainly PSI affiliates), civil society organizations, the local EThekweni municipalities, representatives from other global union federations (GUFs), private sector unions and the residents of the city, as well as consumers of public services. The parties endorsed the Geneva QPS Charter that was adopted by the GUFs in Geneva 2010. The QPS campaign was launched with a march through the city of Durban on Public Services Day, 23 June 2011, where all the parties signed the declaration and gave a public commitment to the campaign.

**Quality Public Services Award for 2011:** We are proud to announce that in 2011, one of our affiliates in the region, the Health Services Workers Union of Ghana, won the PSI "Quality Public Services Award". The purpose of this award is to raise awareness of the values of Quality Public Services. It was instituted by the PSI in 2010 to be presented on an annual basis to a PSI affiliate which has taken initiatives contributing to the improvement and extension of quality public services.

## ORGANISING AND GROWTH

PSI's power to make positive change for our members grows with each worker who joins the struggle. Our ability to project our power relies crucially on how we organise ourselves and mobilise our members and allies. We have devised the strategy of focussing on our sector work as the foundation for a drive towards increasing membership as well as fighting privatization in the region.

### **Sector Networks in the Region**

Sector work has become a bigger focus for PSI activity and during the period under review, the region has organised a number of sector networks, as outlined below. These have been used in some sub-regions to help target and address issues affecting affiliates operating in these sectors.

### **West Africa Health Sector Network (WAHSUN)**

This was the first network to be established in the region, at the initiative of Nigerian (MHWUN and NANNM) and Ghanaian (HSWU and GRNA) affiliates operating in the health sector. To form this network they brought on board unions from Liberia (NPSHWA) and the Sierra Leone (SLEHSWU).

The Network holds annual meetings discussing issues affecting the health sector and its workers in West Africa. In recent times, WAHSUN has expanded its activities to include health sector unions in Burkina Faso, Niger, Rwanda, Mali etc.

It is currently engaging the West Africa Health Organisation (WAHO) with the view of influencing its policies and to amplify the major challenges facing health sector workers in the sub-region. PSI has encouraged WAHSUN members to celebrate the annual WAHO Day on 9 July since the network was formed.

WAHSUN was the first organisation to raise the alarm on the seriousness of the Ebola Virus Disease. With the support of PSI, WAHSUN campaigned for support for the workers in the affected countries and worked very hard to raise workers' concerns through the development of a documentary on the situation.

#### **Africa Municipal and Local Government Unions' Network (AMALGUN)**

PSI's affiliated municipal unions reached the conclusion that there was a pressing need for a network of unions to organise and campaign around the threats of certain governments' policies and to promote Quality Public Services throughout the region.

On 8 November 2012, PSI affiliates officially launched AMALGUN in Abuja, Nigeria, and adopted a constitution for the network. The inaugural meeting was attended by PSI affiliates from Nigeria, South Africa, Tanzania, Ghana, Kenya, Zanzibar, Sierra Leone and Cote D'Ivoire.

With the support of PSI, AMALGUN members participated in the World Mayors' Conference held in Rabat, Morocco on 1-4 October 2013, which offered AMALGUN the opportunity to outline the challenges facing workers in the sector.

#### **Public and Civil Services Unions' Network (APACSUN)**

The meeting to establish APACSUN took place on 27 March 2013 at the National Secretariat of the Nigeria Civil Service Union (NCSU) in Abuja, Nigeria, with representatives from Sierra Leone, Ghana, Kenya and Nigeria. Participants realized that unions in the region were faced with similar serious challenges as the other sectors and they resolved to address some of the challenges facing these public administration and civil services workers via this network.

#### **African Electricity Unions' Network (AEUN)**

The African Electricity Unions' Network was founded on 26 February 2013 in Abuja, Nigeria, where representatives of energy sector unions from English-Speaking (East and West) sub-region declared the urgency to create a network of electricity unions to advance the rights and interests of all workers, both unionised and non-unionised. PSI affiliates from Nigeria, Ghana, Uganda, Kenya, Rwanda and Tanzania participated in the event. The meeting declared that access to electricity is a prerequisite to the attainment of all human rights, and this is the responsibility of our elected governments, at all levels.

With the support of PSI, this network has resisted the policies of privatisation of energy in countries like Nigeria, Uganda and Ghana. The Public Services International Research Unit (PSIRU) in the United Kingdom has provided research documents to equip the network to fight privatisation.

#### **Non-Academic, Academic and Research Union Network:**

This network's launching meeting, which took place in Abuja, Nigeria on 5-6 November 2013, was attended by representatives from the following founding unions: NASU-Nigeria, TEWU-Ghana, LUNAST-Liberia, UNRISK-Kenya, NUEI-Uganda, RAAWU-Tanzania and TUGHE-Tanzania. It was created following the resolution adopted at the PSI World Congress in 2012 regarding affiliates working in the education, media and cultural sectors. Currently, it is the only network which has formalized its global structure which was launched in Argentina in November 2014.

## **MAJOR CAMPAIGNS AND FIGHTS AGAINST PRIVATIZATION AND**

### **OTHER POLICIES**

The following campaigns were carried out in the region under the period reviewed:

**Ghana:** PSI supported the Public Utility Workers Union in Ghana to engage the Government and Aqua Vitens company on water privatization. The unions wanted the management contract



signed earlier with Aqua Vitens to be abrogated, because the company could not manage the water delivery system in the country. Consequently, PUWU with the support of PSI put pressure on the Government not to renew the contract. The Government terminated the contract and the management of the system returned to the State, where water is now being handled by the Ghana Water Company Limited and Ghana Urban Water which are both public institutions.

**Kenya:** The Government of Kenya had submitted a bill to the Parliament supporting the privatization of water in Kenya, without informing the trade unions who are important stakeholders. PSI found out about this and immediately informed its three affiliates organising in the water sector, Kenya County Government Workers Union (KCGWU), Union of Kenya Civil Servants (UKCS) and Kenya Union of Commercial Food and Allied Workers (KUCFAW), sensitizing them on the proposed bill and its implications for both the unions and the people of Kenya.

PSI supported its affiliates to bring together NGOs and other civil society organisations for a training programme on the importance of the Public-Public Partnership (PUPs) concept, as the alternative to Public-Private Partnerships (PPPs) pushed by the IMF and World Bank.

The coalition of PSI affiliates, NGOs and other CSOs, with the support of PSI, made a successful presentation of the PUPs concept to Kenyan parliamentarians on 13 July 2014. PSI's support enabled the unions and NGOs to advocate strongly for the adoption of PUPs, which is a more sustainable concept in management of provision water and sanitation for the citizens of Kenya. The interest from the members of parliament was evident from their myriad of questions and resulted in them stopping the proposed new water bill from being passed.

**Tanzania:** PSI's affiliate the Tanzania Union of Industrial and Commercial Workers Union (TUICO), with the support of PSI, played a big role in lobbying members of parliament to stop the Government from privatizing water in that country. The Dar es Salaam Water Supply and Sewerage Authority (DAWASA) and Dar es Salaam Water Supply and Sewerage Company (DAWASCO), which are both public institutions, are working together to generate, treat and supply water and sanitation services in the capital and other areas in coastal region.

**Nigeria:** Currently, PSI has engaged a consultant to assist its affiliate AUPCTRE to work with other civil society organisations in Nigeria to stop the privatization of Lagos water. This effort has yielded positive results, as citizens and civil society organisations have joined the campaign to halt the process.

Furthermore, PSI has been very instrumental in supporting the Nigeria Union of Electricity Employees to stop the privatization of electricity in the country. PSI also sent a high-level delegation to meet the Vice-President of Nigeria in order to point out the negative effects of the proposed privatization and how it has failed in other countries which have pursued the same line of action.

## TRADE UNION DEVELOPMENT ACTIVITIES (PROJECTS)

During the period under review, PSI Trade Union Development work has supported various types of activities in the region. From 2010 to 2014, **€2,641,000** has been made available to the region to support project activities. The table below shows the resources that have flowed into the various sub-regions for the purposes of project activities which were aimed at the following:

|   |                                |    |  |
|---|--------------------------------|----|--|
| 1 | Capacity Building              | 9  | Ebola Virus Disease                    |
| 2 | Advocacy and Campaigns         | 10 | Quality Job and Sustainable Livelihood |
| 3 | Policy Intervention Strategies | 11 | QPS and Health                         |
| 4 | Ensuring Pay Equity            | 12 | HIV/ AIDS                              |
| 5 | Migration Project Activities   | 13 | Campaign for Trade Union Rights        |
| 6 | Organising and Recruitment     | 14 | Decent Work and Social Dialogue        |
| 7 | QPS and Decent Work            | 15 | WAHSUN Activities                      |
| 8 | Solidarity and Decent Work     |    |  |

## ANNUAL PROJECT ACTIVITIES SUPPORT IN THE REGION (in Euros)

| Sub-Regions             | 2010             | 2011             | 2012                 | 2013             | 2014                 |
|-------------------------|------------------|------------------|----------------------|------------------|----------------------|
| <b>English-Speaking</b> | 288,500          | 110,000          | 165,500              | 164,500          | 285,000 <sup>1</sup> |
| <b>Southern Africa</b>  | 226,000          | 191,000          | 295,000              | 144,000          | 167,000              |
| <b>French-Speaking</b>  | 168,500          | 151,500          | 147,000              | 46,500           | 131,000              |
| <b>Arab Countries</b>   | 145,000          | 116,500          | 156,500 <sup>2</sup> | 25,000           | 117,000              |
| <b>Total</b>            | <b>€ 828,000</b> | <b>€ 569,000</b> | <b>€ 764,000</b>     | <b>€ 380,000</b> | <b>€ 700,000</b>     |

<sup>1</sup> Includes project funds for English- and French-speaking Africa under the WAHSUN project and Ebola Response

<sup>2</sup> Includes Arab spring project (single-year funding from outside the normal project-funding stream)

We have also experienced many positive results from some of these projects which have contributed strengthening affiliates and enabling them to engage with public authorities on issues of interest to their members. Some affiliates have also been able to increase their membership to PSI as a result of project work.

The region has been working with the following international solidarity support organisations: SASK, FNV, IMPACT, UNISON, LO TCO, ABVAKABO, ST, FES and PSI's Swedish affiliates.

See Appendix 2 for a detailed breakdown of project activities by sub-region.

## REGIONAL SOLIDARITY FUND

The proposal for setting up the existing Regional Solidarity Fund was discussed and adopted at the 1994 Regional Conference held in Abidjan, Côte d'Ivoire. This conference approved the annual contribution of €70 per affiliated union to the fund. The table below shows affiliates' contributions from 2010- 2014:

### Regional Solidarity Fund Contribution from 2010-2014

|          | SUB-REGION                            | Number of Affiliates | AMOUNT (€) |
|----------|---------------------------------------|----------------------|------------|
| <b>1</b> | English Speaking East and West Africa | 40                   | 6,624.00   |
| <b>2</b> | Southern Africa                       | 38                   | 5,790.98   |
| <b>3</b> | Arab Countries                        | 36                   | 4,165.00   |
| <b>4</b> | French Speaking Africa                | 17                   | 3,282.45   |
|          | Total                                 | 131                  | €19,862.43 |

During the period under review, this fund has been used to support affiliates in Zimbabwe, Mali, Côte d'Ivoire, Cameroon and Botswana. It is important to point out that in 2014 the total contribution from affiliates in the region to the fund was **€4,585**. The overall total available money in the fund as at the end of 2014 was **€44,629**. Out of this, the regional leadership asked the Regional Office to use part of these resources to support 12 affiliates, 3 from each sub-region, to attend AFRECON.

## SOLIDARITY SUPPORT IN THE REGION

Our region is well noted for receiving solidarity support from PSI affiliates in Europe and other parts of the world, as well as from other international solidarity support organisations. It is also very important to note the tremendous solidarity support going on amongst affiliates within our region, of a financial, human and material nature which in financial terms total a huge amount. PSI needs to encourage affiliates to continue this kind of solidarity support and also to find ways and means of consolidating and delivering this support efficiently and effectively where needed. Below are some examples of solidarity support in concrete terms:

### **Southern Africa Sub-Regional Solidarity:**

- 1. Mozambique Public Sector Union (SINAFP):** Several affiliates of PSI in South Africa (NEHAWU & SAMWU), in Brazil and STAL in Portugal have supported SINAFP, a union which is not yet fully functional. Funds were raised under the coordination of the PSI Sub-regional Office to allow the union to hold its elective Congress in 2010. This support has made it possible for the union to grow from strength to strength.
- 2. Zimbabwe Solidarity:** The affiliates in this country have gone through a very difficult period and funds were raised by affiliates in the region to meet the operational costs of the union offices. PSI supported them to pay their office rent and other administrative expenses.
- 3. Southern Africa Network of Nurses and Midwives:** This network comprises of national nursing associations in all the SADEC countries as well as in the Democratic Republic of Congo, Tanzania and Seychelles. It was established mainly to tackle HIV/AIDS, however it has since grown to include other aspects of health care challenges in the region. The PSI affiliate DENOSA houses the network's offices and the members meet at least twice in a year, with very close working relations with PSI.
- 4. Support for Swaziland:** The Swaziland Democracy Campaign, with the active engagement of affiliates in the sub-region, supports Swaziland in its struggle for democracy. PSI affiliates in South Africa have consistently contributed huge financial, material and human resources to support our comrades in Swaziland and several campaigns and capacity-building programmes have been provided.

### **East and West Africa Sub-regional solidarity:**

The Unions through their networks have been able to carry out the following:

APUCTRE Nigeria provided computers and printers to the Electricity Union of Sierra Leone;

NASU Nigeria provided the Municipal and Local Government Employees Union of Sierra Leone with a computer and other office equipment;

NULGE Nigeria provided Zanzibar Local Government Workers Union with a computer and a printer;

MHWUN of Nigeria provided the Private Sector Health Workers' Association of Liberia with funds for vehicle repairs, office rent/furniture and computers; and MHWUN and NANNM also supplied them with tickets to attend WAHSUN meetings, as well as supporting health unions in Burkina Faso and Rwanda;

HSWU of Ghana provided Sierra Leone Health Services Workers' Union with a computer and a printer. HSWU and GRNA supplied them with tickets for attending WAHSUN meetings;

NASU of Nigeria supported Liberia, Kenya and Uganda by providing them with tickets and logistics to attend meetings of the Non-Academic, Academic and Research Union Network;

NUEE of Nigeria provides tickets and logistics for Electricity Union of Sierra Leone and Uganda to attend the African Electricity Unions' Network meetings.

### **Arab Countries Sub-Regional Solidarity:**

We have also experienced some solidarity support in the Arab Countries sub-region, where affiliates in Kuwait have been helping other affiliates in other parts of the region with affiliation fee payment, particularly in Egypt.

## **WOMEN'S COMMITTEES ACTIVITIES**

PSI Women's Committees (WOCs) have been very active in the region. The Committees usually hold their meeting a day prior to SUBRACs at the sub-regional level. They also hold their meetings a day before the Regional Executive Committee where they discuss reports from the national, sub-regional to the regional level.

One of the priority issues in the region and which has featured prominently during their meetings is the issue of Violence Against Women. Violence against women remains a serious problem in Africa and the Arab countries. WOC members in the region gave several examples on what has been happening and the activities of both PSI affiliates of PSI and other civil society organizations to address this scourge.

## CAUSES OF VIOLENCE AGAINST WOMEN

- 
- *Cultural Norms:* a deeply entrenched belief that women are inferior to men continues to prevail in the region as well as stigma related to being a single woman. This leads women to remain in abusive relationships. Assertive women are also victims of violence. While some progress has been made and numerous educational programmes have been implemented, the root causes of inequality persist.
- *Employment conditions:* Women are often employed in lower-paid, precarious jobs, which expose them to a higher risk of being victims to violence and occupational hazard.
- *Social issues:* In many countries tax and social legislation gives prevalence to the man or head of the household, even when both are employed. In case of divorce, this can lead to the rights of the children to education and health care to be infringed. At the same time not enough support for women that are victims of violence is available.
- The Committee members also noted that many women suffer in silence, including out of fear for the arrest of the perpetrators (husbands) who in most cases are the breadwinners.

## LEGISLATIONS AND POLICIES DEALING WITH VIOLENCE AGAINST WOMEN

There are laws and policies in many countries geared towards addressing violence against women. Examples of these countries are Ghana, Nigeria and South Africa. In some other countries like Uganda and Tanzania the issue of violence against women is not given the attention it deserves. Many countries that have adopted legislation and policies do not implement and enforce these policies. In addition, impunity for the perpetrators of violent crimes against women is widespread, letting criminals roam free and preventing victims from seeking justice. It was also noted that very few unions have a policy that addresses violence against women, both in the workplace and in society.

## VIOLENCE AGAINST WOMEN CAMPAIGN

PSI WOC in the region developed a campaign with a slogan “**Ending violence begins with me**”.

### Priorities with Regard to Violence against Women

1. Trade unions need to work with other NGOs and Civil Society Organizations to fight against violence perpetrated against women.
2. Appropriate legislation and policies need to be adopted and implemented in all countries in the region, and impunity for those who commit violence against women should end.
3. PSI should assist its affiliates to develop work place policies to address violence against women at the workplace.
4. Trade Unions should advocate and lobby their governments for the creation of centres that can provide counselling to women who suffer violence either at the workplace or in the home.

**Women in Leadership:** During the period under review, we have seen the emergence of women in leadership position of many of our affiliates in the French speaking countries. In 10 countries in Francophone Africa, 10 women have been elected as General Secretaries in their respective unions. This positive evolution has partly been attributed to the education and training programmes that PSI has organised in the sub-regions through project activities. Also in the MENA region, PSI is implementing a project related to women in leadership, which has raised the issue of a quota in management structures of unions of 30% as an important tool to give women a voice in their own organizations. In many trade unions in public services there is a critical lack of women in leadership, this has an important impact on the priorities of the organizations.

**Women and Migration:** Southern Africa and English speaking East and West Africa sub-regions which benefitted from the Migration and Social Care Services project have praised the project for its success in their respective sub-regions. According some of our affiliates the project continues to yield results in areas of membership increase through advocacy for the rights of migrant workers.

**Sustainability of Women's Committees:** WOC is concerned about the need to strengthen the women's committees from the affiliate level through the NCC level to the regional level.

**Implementation of PSI 50/50 policy on gender equality:** Women Committee members continue to appeal to affiliates to make sure the PSI 50/50 policy is observed right from the NCC level through SUBRACs and at the regional level.

**Funding for Women Activity in the Region:** Women Committee members call on PSI to ensure project funding to assist in the capacity building of women in the region. Financial allocation for women's activities in the region remains a challenge.

## YOUNG WORKERS' ACTIVITIES

During the period under review, we have witnessed a tremendous improvement in the activities of young workers in the region. These have now been integrated into the sub-regional and regional activities. In 2011, a Young Workers Leadership Training Programme took place in Accra, Ghana, with representatives of all the sub-regions participating.

The region has also encouraged many affiliates to change their constitutions to integrate young workers into their structure. There have been exchange programmes across the sub-regions for young workers and many unions, especially in Nigeria and Ghana, have also organised national conferences for young workers, bringing together all young people in the unions to share ideas and experiences.

## INFLUENCING GLOBAL POLICY

The region has participated in many international fora at global, regional and sub-regional level, with the aim of placing issues of concern to public sector workers on the agenda and to share first-hand experiences of the negative impact of some policies emanating from the international financial institutions. Issues included:

1. Sustainable Development Goals
2. Ebola Virus Disease
3. International Migration, Health and Social Care Issues
4. Financing Development
5. Women and Development
6. Trade in Services Issues

## TAX JUSTICE ACTIVITIES

The region has taken special interest in tax justice issues because we believe that, through the tax justice campaign, if we can force multinational corporations and other big companies operating in our countries to pay their correct taxes, this would provide our governments with sufficient resources to support and finance quality public services such education, public health, housing and infrastructure activities, and also be in a position to offer improved working conditions to public sector workers.

On 9-11 September 2014, the PSI Regional Office in collaboration with the Friedrich Ebert Foundation (FES) organised a Tax Justice Programme in Accra, Ghana, which brought together over 50 participants from across the region, as well as representatives from other Global Union Federations such as EI, BWI and IUF.

The region also sponsored six affiliates to participate in a Tax Justice Academy Training Programme in Nairobi, Kenya, on 30 November-6 December 2014. Currently, we have a team of trade unions in the region that will assist in launching the campaign on tax justice issues.

## CONFRONTING THE EBOLA VIRUS DISEASE

One of the major reasons that the countries affected by the Ebola Virus Disease (EVD) could not cope with the situation was because the health delivery systems in those countries have deteriorated considerably, due to IMF and World Bank policies which have restricted the flow of government resources into the health and social sectors. We believe that through tax justice campaigns some resources could be released to improve the health delivery system.

Since March 2014, when the first case of Ebola was reported in West Africa, the disease has claimed over 11,000 lives in the region. PSI was the first organisation to take an active interest in how to deal with the EVD and the devastation of people's lives in the region. PSI developed a documentary of workers in the affected countries telling their own story, as well as showing the names of health sector workers who had died in course of doing their job. This video really captured the attention of the international community, as people were able to see and hear from the workers directly affected by the EVD. PSI has been active in promoting the urgent need for dialogue between trade union organisations and governments, considering the huge number of health and ancillary workers who have died from the EVD.

On 27-28 November 2014, PSI with the support of other partners, organised a Regional Conference on the Ebola Virus Disease in Accra, Ghana, which brought together all the PSI regional leadership. PSI affiliates with membership in the health sector across West Africa were all invited to participate in the conference.

This conference offered participants the opportunity to listen directly to our affiliates in Liberia, Guinea and Sierra Leone, through Skype, and via the documentary produced by PSI, on how the EVD has impacted upon them and what support could be offered to them. It also provided PSI the opportunity to discuss and adopt the PSI EVD Policy Strategy aimed at supporting its affiliates in the region.

A fund has also been set up by PSI to which many affiliates from all over the world have already contributed.

## MEMBERSHIP AND AFFILIATES IN THE REGION

At the end of 2014, the Africa and Arab Countries region had 131 affiliates in 41 countries, with the breakdown between its four sub-regions as follows:

### AFRICA AND ARAB COUNTRIES MEMBERSHIP AS AT 31 DECEMBER 2014

|   | SUB-REGIONS                           | No. of Affiliates | Membership | %     |
|---|---------------------------------------|-------------------|------------|-------|
| 1 | English-Speaking East and West Africa | 40                | 925,661    | 52.0% |
| 2 | Southern Africa                       | 38                | 651,852    | 36.7% |
| 3 | French-Speaking Africa                | 17                | 113,980    | 6.4%  |
| 4 | Arab Countries                        | 36                | 86,855     | 4.9%  |
|   | Total Membership                      | 131               | 1,778,348  | 100%  |

During the period under review, the following unions have affiliated to PSI:

### AFRICA AND ARAB COUNTRIES NEW AFFILIATES: 2010 – 2014

|   | Name of Affiliate  | Country      | Membership |
|---|--|--------------|------------|
| 1 | Civil and Local Government Staff Association of Ghana (CLOGSAG)    | Ghana        | 50,100     |
| 2 | Uganda Nurses and Midwives Union                                   | Uganda       | 1,400      |
| 3 | Energy, Water, Sewage and Gas Workers Union                        | Rwanda       | 535        |
| 4 | Syndicat National des Sages-Femmes et Maïeuticiens du Burkina Faso | Burkina-Faso | 4,500      |
| 5 | Egypt Trade Union for Electricity & Energy Workers                 | Egypt        | 5,100      |
| 6 | General Trade Union of Sales Workers                               | Egypt        | 1,000      |
| 7 | Trade Union of Petroleum Commercial Services                       | Egypt        | 5,200      |

|    |  |              |         |
|----|--|--------------|---------|
| 8  | Public Services Union  | Iraq         | 2,700   |
| 9  | Union of Engineering and Technical Professions   | Iraq         | 2,075   |
| 10 | Kuwait Municipal Labour Trade Union  | Kuwait       | 500     |
| 11 | Sindicato Nacional Dos Enfermeiros Angola  | Angola       | 6,086   |
| 12 | Sindicato Dos Trabalhadores da Educacao, cultura, desporto e Communicao social de Angola | Angola       | 12,809  |
| 13 | Nurses and Midwives Union of Malawi  | Malawi       | 6,815   |
| 14 | National Union of Public Services & Allied Workers                                       | South Africa | 25,000  |
| 15 | Health Workers Union of Zambia   | Zambia       | 6,000   |
|    | TOTAL  |              | 129,820 |

## INCREASED MEMBERSHIP OF EXISTING AFFILIATES

We have also encouraged and supported existing affiliates in the region to increase their membership level during the period under review. This has achieved an increase of around 175,000 members from existing affiliates, more than the new affiliations. We are also pleased inform AFRECON that since the PSI World Congress in 2012, due to the increase membership of the region, we have secured an additional seat on the PSI Executive Board. Hence, we now have five representatives at the Executive Board, compared to four prior to the 2012 Congress.

Furthermore, the region is now the second largest region in terms of paid-up membership within the PSI, having overtaken the Inter-Americas region. This is a challenge and we need to continue to work hard to maintain this position.

It also important to mention those affiliates which have significantly increased their membership over the period: In Nigeria, the Non-Academic Staff Union, Medical and Health Worker Union, National Union of Local Government Employees and National Electricity Employees Union; in Ghana, the Health Services Workers Union and Public Services Workers Union; in Tanzania, the Local Government Workers Union; and in Botswana, the Public Employees Union, to mention but a few

We would also like to acknowledge the National Education, Health and Allied Union of South Africa (NEHAWU), which has maintained its membership at 188,392 members over the period and is still the biggest PSI affiliate in the region.

It is also important to indicate that we have also lost some affiliates over the period under review. The biggest affiliate to lead PSI was POPCRU in South Africa with 104,969 members, despite our best efforts to maintain them within the PSI.

## GLOBAL UNION FEDERATIONS FORUM

The Regional Office has been participating actively in the annual Global Union Federations (GUFs) Forum in Africa. This forum allows the GUFs to share ideas and information on how to assist affiliates through capacity-building and campaign programmes, as well as working together to strengthen the union movement in the region. On behalf of the GUFs in the region, PSI would like to express its appreciation for the support provided to the GUFs Forum by the Friedrich Ebert Foundation in South Africa.

## ITUC-AFRICA ACTIVITIES

During the period under review, the Regional Office has been working with the ITUC-Africa on a number of issues, has participated in the General Council of ITUC-Africa as an observer, and has also participated actively in the annual ITUC-Africa New Year School since its inception. PSI has also been working together with the ITUC-Africa on a number of issues such as:

1. Tax Justice
2. Young Workers

3. Human and Trade Union Rights
4. Labour Education and Research issues.

It is our hope to continue to this work with the ITUC-Africa to strengthen the union movement on the continent of Africa and beyond. The ITUC-Africa will be holding its next Congress on 25-26 November 2015 in Dakar, Sénégal, and we hope to encourage our affiliates to participate actively in this event.

## ADMINISTRATION OF THE REGION

PSI has three offices located in the region. The Regional Office is located in Lomé, Togo. The Southern Africa Sub-Regional Office is based in Johannesburg, South Africa and the Arab Countries Sub-Regional Office is located in Beirut, Lebanon. See Appendix 3 for office contact details.

### Staff Situation

Currently, we have 12 staff members in the region. During the period under review, the regional offices as well as the sub-regional offices have been involved in multiple activities aimed at providing services to our numerous affiliates in the region.

Below are the names of the staff and their respective positions:

| Name                  | Position                           | Location                |
|-----------------------|------------------------------------|-------------------------|
| David Kwabla Dorkenoo | Regional Secretary                 | Regional Office         |
| Sani Baba Mohammed    | Sub-Regional Secretary             | English-speaking Africa |
| Charlotte Kalanbani   | Sub-Regional Secretary             | French-speaking Africa  |
| Valerie Malm          | Bilingual Secretary                | Regional Office         |
| Evans Kossi Tsede     | Finance Officer                    | Regional Office         |
| Evariste Adetsu Komi  | Office Assistant                   | Regional Office         |
|                       |                                    |                         |
| Ghassan Slaiby        | Sub-Regional Secretary             | Arab countries          |
| Najwa Hanna           | Finance and Administrative Officer | Arab countries          |
|                       |                                    |                         |
| Patrick Malatji       | Finance Officer                    | Southern Africa         |
|                       |                                    |                         |
| Tichiona Fambisa      | Project Coordinator                | Southern Africa         |

### Staff Retirements and Resignations

We have experienced a high turnover of staff in the region, particularly in the Southern Africa Sub-regional Office. Half of this turnover is due to retirement of staff, while the other half is due to some difficulties to offer permanent contracts. In spite of these challenges, the staff members have worked very hard to respond to needs and challenges of our affiliates in the region.

- Teko Kpodar – retired at the end of February 2010
- Ntokozo Mbhele – resigned at the end of December 2011
- Khadija Mohammed – retired at the end of December 2011
- Cyprain Che – contract terminated at the end of January 2012
- Tsitsi Mariwo – resigned at end of April 2012
- Kamisa Dembele – retired at the of March 2013
- Virginia Setshedi – resigned at the end of October 2014
- Thembi Mngomezulu – retired on 31 December 2014





## APPENDIX 1: REGIONAL LEADERSHIP

**AFREC and Regional Women's Committee** meetings took place as follows during the period:

26–28 April 2010 Cotonou, Benin  
6–8 April 2011 Nairobi, Kenya  
2–4 April 2012 Durban, South Africa  
23–25 April 2013 Amman, Jordan  
25–26 November 2014 Accra, Ghana

**SUBRAC meetings took place as follows during the period:**

### **French-Speaking Africa**

Abidjan, Côte D'Ivoire 16–18 February 2010  
Lome, Togo 15–16 February 2011  
Bamako, Mali 14–6 February 2012  
Dakar, Senegal 26–28 February 2013  
Doula, Cameroon 18–20 February 2014

**Southern Africa** -All meetings took place in Johannesburg, South Africa

8–9 March 2010  
7–9 March 2011  
27–29 February 2012  
11–13 March 2013  
12–13 March 2014

### **Arab Countries**

Kuwait City, Kuwait 21–23 March 2010  
Amman, Jordan 1–3 March 2011  
Amman, Jordan 7–9 March 2012  
Amman, Jordan 5–7 February 2013  
Tunis, Tunisia 25–27 March 2014

### **English-speaking East and West Africa**

Accra, Ghana 2–3 March 2010  
Dares Salaam, Tanzania 17–18 January 2011  
Kampala, Uganda 7–8 February 2012  
Tema, Ghana 12–14 February 2013  
Abuja, Nigeria 25–27 February 2014

## LIST OF ELECTED MEMBERS FOR AFRICA AND ARAB COUNTRIES 2012–2017 (AS AT 31/12/2014)

**Vice-President: Peters Prince ADEYEMI** - Non Academic Staff Union of Education and Associated Institutions (Nigeria)

**Vice-President: Ritta Thandeka Msibi** - Democratic Nurses Organization of South Africa (replacing Priscilla Mantashe, NEHAWU, South Africa, from November 2014)

**WOC Chairperson: Anan QADRI** - Health Services Union (PGFTU), Palestine

**Young Workers' Chairperson: Fatou Diouf** - Syndicat des Travailleurs de la Société des Eaux du Sénégal

| TITULARS  | SUBSTITUTES  |
|---|--|
| <b>ENGLISH-SPEAKING AFRICA</b>  |  |
| <b>AFREC</b>  |  |
| <b>Peter ADEYEMI (M)</b><br>Non Academic Staff Union of Education and Associated Institutions (Nigeria)                       |  |
| <b>Adelgunda Michael MGAYA (F)</b><br>Researchers, Academicians and Allied Workers Union (Tanzania)                           | <b>Joseph AJAERO (M)</b><br>National Electricity Employees Union (Nigeria)   |
| <b>WOC</b>  |  |
| <b>Naomi OTOO (F)</b><br>Public Utilities Workers' Union (Ghana)  | <b>Everline AKETCH (F)</b><br>National Union of Educational Institutions (Uganda)  |
| <b>YOUNG WORKERS</b>  |  |
| <b>Donald GIMAH (M)</b><br>Health Services Workers Union (Ghana)  | <b>Pauline Jepchumba NGETICH (F)</b><br>Kenya Electrical Trades and Allied Workers' Union (Kenya)                              |
| <b>SOUTHERN AFRICA</b>  |  |
| <b>AFREC</b>  |  |
| <b>Ritta Thandeka MSIBI (F)</b><br>Democratic Nurses Organization of South Africa   | <b>Ernest PIENAAR (M)</b><br>Namibia Public Workers Union  |
| <b>WOC</b>  |  |
| <b>Irene KHUMALO (F)</b><br>Swaziland Democratic Nurses Union   | <b>Ntsoaki RAPEANE (F)</b><br>Lesotho Police Staff Association   |
| <b>YOUNG WORKERS</b>  |  |
| <b>Bato BOEMA (F)</b><br>Botswana Land Board & Local Authorities & Health Workers Union                                       | <b>Gopaul GHEEREESING (F)</b><br>Government Services Union (Mauritius)   |
| <b>FRENCH-SPEAKING AFRICA</b>   |  |
| <b>AFREC</b>  |  |
| <b>Jean-Marie NDI (M)</b><br>Fédération syndicale des employés de la santé, des pharmacies & assimilés du Cameroun (Cameroon) | <b>Dadore ANN KOITA (F)</b><br>Federation Nationale des Services Publics du Mali   |
| <b>WOC</b>  |  |
| <b>Florence BENAÛ (F)</b><br>Federation des Syndicats du Secteur Public du Burkina Faso                                       | <b>Elizabeth BIKIM (F)</b><br>Fédération syndicale des employés de la santé, des pharmacies & assimilés du Cameroun (Cameroon) |
| <b>YOUNG WORKERS</b>  |  |
| <b>Awa DIOUF (F)</b><br>Syndicat des travailleurs de la Société des Eaux du Sénégal   |  |
| <b>ARAB COUNTRIES</b>   |  |
| <b>AFREC</b>  |  |
| <b>Nassira GHOSLANE (F)</b><br>SNAPAP (Algeria)   | <b>Ali HADDID (M)</b><br>Electricity Workers Union (Jordan)  |
| <b>WOC</b>  |  |
| <b>Anan QADRI (F)</b><br>Health Services Union – PGFTU (Palestine)  | <b>Mirna MNEIMNEH (F)</b><br>Syndicat des Employés et Ouvriers de la Régie Libanaise des Tabacs et Tombacs (Lebanon)           |
| <b>YOUNG WORKERS</b>  |  |
| <b>Naoufel RHAÏEM (M)</b><br>Federation Generale de la Sante (Tunisia)  | <b>Houiche FATIHA (F)</b><br>SNAPAP (Algeria)  |

## APPENDIX 2: UNION DEVELOPMENT ACTIVITIES (PROJECTS)

### ENGLISH-SPEAKING EAST AND WEST AFRICA 2010-2014

| No | Name of SSO & Project                                    | Countries   | Organisation   | Period                              |
|----|--|---|--|-------------------------------------|
| 1  | LOTCO<br>Decent Work &<br>Social Dialogue                | Kenya, Tanzania,<br>Zanzibar, Uganda and,<br>later in 2013, Rwanda<br>and Burundi | All East African<br>Countries  | 2006-2016                           |
| 2  | ABVAKABO<br>Pilot on Public-Public<br>Partnership (PUPs) | Kenya   | UKCS, KLGWU &<br>KUCFAW  | 2011-2012                           |
| 3  | FNV<br>(Migrant Health)                                  | Kenya & Ghana   | HSWU & GRNA  | Ongoing -<br>Run by G.<br>Gencianos |
| 4  | SASK<br>WAHSUN-WAHO<br>Collaboration                     | Burkina Faso, Ghana,<br>Liberia, Nigeria &<br>Sierra Leone                        | WAHSUN ( MHWUN,<br>NANNM, HSWU, GRNA,<br>SLHSW, NAPHSWUL,<br>Burkina Health Union) | 2014                                |
| 5  | FNV<br>Capacity Building                                 | Ghana   | LGWU-TUC   | 2014                                |
| 6  | FES<br>Network Support                                   | South Africa, Tanzania,<br>Zanzibar, Kenya, Sierra<br>Leone, Ghana and<br>Nigeria | AMALGUN (SAMWU,<br>NULGE, TALGWU,<br>ZAPSU, KLGWU,<br>GHLGWU & MALGEU)             | 2014                                |

### FRENCH SPEAKING AFRICA 2010-2014

| No | Name of SSO & Project  | Countries                                      | Organisation  | Period        |
|----|--|--|---------------|---------------|
| 1  | Quality Public Services in<br>French Speaking Africa                   | Burkina, Guinea, Mali,<br>Niger, Chad and Togo | FNV/LO-TCO/ST | 2007-<br>2009 |
| 2  | Capacity building and<br>retractable syringes                          | SOLSICO-DRC                                    | IMPACT        | 2008-<br>2011 |
| 3  | Pay Equity and Quality Public<br>Services in French-Speaking<br>Africa | Burkina Faso, Chad,<br>Mali, Niger and Togo    | LO-TCO/ST     | 2010-<br>2012 |
| 4  | Quality Public Services in<br>French-Speaking Africa                   | Chad, Guinea and<br>Togo                       | FNV           | 2010-<br>2012 |
| 5  | Pay Equity and Quality Public<br>Services in French-Speaking<br>Africa | Burkina Faso, Chad,<br>Mali                    | LO-TCO/ST     | 2013-<br>2016 |
| 6  | Quality Public Services and EVD<br>outbreak preparedness               | SOLSICO, DRC                                   | IMPACT        | 2014-<br>2017 |

## ARAB COUNTRIES SUBREGION 2010 – 2014

| No | Name of SSO & Project  | Countries   | Organisation   | Period      |
|----|--|---|--|-------------|
| 1  | FES<br>Promoting quality public services   | Tunisia, Algeria and Morocco  | All North African Countries                          | 2008-2010   |
| 2  | FNV<br>Campaigning for workers rights in the Middle East   | Jordan, Lebanon, Palestine and Egypt  | All affiliates in the Middle East                    | 2009- 2011  |
| 3  | FES<br>Campaigning for quality public services in the Middle East Region                                     | Egypt, Jordan, Lebanon and Palestine  | All affiliates in the Middle East                    | 2011-2013   |
| 4  | FES<br>Networking for quality public services in the health sector   | All Arab countries  | All health unions                                    | 2012        |
| 5  | LO-TCO<br>Strengthening unions capacities to build democracy and social justice in their countries           | Tunisia, Lebanon, Egypt and Jordan  | ALL AFFILIATES IN Tunisia, Lebanon, Egypt and Jordan | 2012 - 2013 |
| 6  | Swedish affiliates<br>Capacity Building for Women Trade Union Leadership in North Africa and the Middle East | Algeria, Egypt, Tunisia, Morocco, Jordan, Iraq, Kuwait, Lebanon, Palestine, Yemen | All affiliates in Arab countries                     | 2014 – 2016 |
| 7  | Swedish affiliates<br>Trade Unions Building Quality Public Services and Democracy                            | Egypt, Tunisia  | PSI affiliates in Egypt and Tunisia                  | 2013 - 2016 |

## SOUTHERN AFRICA SUBREGION 2010 – 2014

| No | Name of SSO & Project                              | Countries                | Period                               |
|----|--|--------------------------|--------------------------------------|
| 1  | FNV(Quality Jobs & Sustainable Livelihoods)        | South Africa             | 2010-2012                            |
| 2  | SASK&LOTCO(Quality public Services for All)        | Namibia & Swaziland      | 2010-2012                            |
| 3  | FNV (Migrant Health)                               | South Africa             | Ongoing - Run by Genevieve Gencianos |
| 4  | SASK & LOTCO(Campaigning for QPS and Quality work) | Botswana & Mauritius     | 2010-2012                            |
| 5  | LOTCO&SASK(Solidarity for Decent work)             | Angola & Mozambique      | 2010-2012                            |
| 6  | FNV(Capacity Building for Decent Work)             | Malawi, Zambia, Zimbabwe | 2010-2012                            |
| 7  | FNV(Quality Jobs & Sustainable Livelihoods)        | South Africa             | 2013                                 |
| 8  | SASK&LOTCO(Quality public Services for All)        | Namibia & Swaziland      | 2013                                 |
| 9  | LOTCO&SASK(Solidarity for Decent work)             | Angola & Mozambique      | 2013                                 |
| 10 | SASK & LOTCO(Campaigning for QPS and Quality work) | Botswana & Mauritius     | 2013                                 |

## APPENDIX 3: PSI REGIONAL AND SUBREGIONAL OFFICES

### **Regional Office, Togo**

International Des Services Publics (Public Services International)  
36 Avenue Du RPT, Tokoin Casablanca,  
B P 8473  
Lome, Togo

E-Mail: [david.dorkenoo@world-psi.org](mailto:david.dorkenoo@world-psi.org)

Telephone: +228-22231260/61

Fax: +228-22212852

### **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](mailto:Patrick.Malatji@world-psi.org)

Telephone: +27 11 403 7765

Fax: +27 11 403 5166

### **Sub-Regional Office, Lebanon**

Public Services International  
Yachoui Center, 6th floor  
Jal El Dib  
Beirut, Lebanon

E-mail: [ghassan.slaiby@world-psi.org](mailto:ghassan.slaiby@world-psi.org)

Telephone: +961 4717738

Fax: +961 4712954

