

12TH AFRECON

GABORONE, BOTSWANA
22-25 SEPTEMBER 2015

PSI REGIONAL ACTION PLAN

FOR 2015-2018

AFRICA AND ARAB COUNTRIES



SOLIDARITY • STRENGTH • SERVICE

PRIORITY ISSUES	OBJECTIVES	CONTEXT	PRIORITY ACTIVITIES	RESPONSIBLE FOR IMPLEMENTATION, MONITORING AND EVALUATION
<p>1. FIGHTING PRIVATISATION AT REGIONAL, SUB-REGIONAL AND COUNTRY LEVELS</p>	<ul style="list-style-type: none"> • Use the various sector networks to fight privatisation in the region • Promote alternatives to privatisation • Use studies to support campaigns against privatisation 	<p>Privatisation remains one of the core threats to our rights and interests. PSI and its affiliates (along with a number of civil society allies) have slowed the attacks, notably in water and energy. In other sectors, such as health and municipal, we've met more difficulties; we need to increase our work on these fronts and therefore we should :</p> <ol style="list-style-type: none"> 1. Recognise that the agents promoting privatisation are well-coordinated, resourced and operate at local, national, regional and global levels. They use a variety of means to promote privatisation: free trade agreements; donor funding; pressure on public budgets; the work of national embassies; trade missions and more. 2. Block the 'privateers', by providing a range of tools available in a coordinated manner: strong local/national campaigns against privatisation; solid research on the negative impacts of privatisation, including corruption, and on the agents of privatisation and their behaviour in each sector, region and country; strong alliances with social movements; and political influence with key governments and international institutions. 3. Build our capacity and share good practices in fighting privatisation. 	<ol style="list-style-type: none"> a. Support unions' efforts to block privatisation through our sector networks, regional structures, and with additional support across regions. b. Invest in capacity to map sectors and issues and mobilise members and coalition allies. c. Establish resources and mechanisms for rapid campaign responses. d. Update regional, sub-regional and national work plans to specifically address the various levels of privatisation campaigns. e. Identify the major global research centres and civil society actors promoting public service provision. f. Continue to support the tax justice campaign globally national and regional campaigns for fair taxation, including of corporations, exposing tax evasion, and fighting to abolish tax havens. g. Address trade deals which promote privatisation and attacks on trade union rights h. Promote reskilling of workers to enhance employment opportunities in cases where redundancies are inevitable. 	<ul style="list-style-type: none"> • Affiliates • Networks • Sub-regional and regional offices • PSIRU

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<p style="text-align: center;">2. ADVANCING TRADE UNION AND HUMAN RIGHTS</p>	<ul style="list-style-type: none"> • ensure that rights of workers are fully protected • ensure ratification and application of International Labour Standards • work to minimize violations of TUR in the region • advocate for favourable Labour Legislations • report violations of TUR to the ILO 	<p>We will continue fighting violations of trade union rights by pressuring governments, and by exposing them in the media, at the ILO and in other institutions. We must quickly improve our responses in more urgent cases, including better use of the ILO reporting mechanisms to take up cases on behalf of our members and the need to take advantage of LabourStart to carry out TUR campaigns:</p> <ol style="list-style-type: none"> 1. Develop a positive agenda that is integrated into all our work, particularly in the sectors. 2. Promote the ratification and the implementation of the international labour standards in the public services, in particular Conventions 87, 98, 151, 154; 3. Follow-up on the complaints lodged with the ILO Expert Committee on Application of Standards. 4. Use regional and international agreements in order to promote the rights of workers in public services; 5. Fight for the promotion, equality and equal pay (for men/women) in the public services. 	<ol style="list-style-type: none"> a. Ask each union to appoint a contact person to respond to urgent trade union rights issues. b. Co-ordinate and assist PSI affiliates action at the annual International Labour Conference in Geneva focusing on Conventions 87, 98, 151, 154 supported by coordinating regional action in advance. c. Launch a trade union rights strategy for first responders as part of sectoral and regional work planning. d. Use the existing sector networks to promote and advance trade union rights e. Campaign for progressive labour legislation in countries where public sector workers are denied the right to form or join trade unions. 	<ul style="list-style-type: none"> • Affiliates • Networks • Sub-regional and regional offices

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<p>3. ORGANISING AND RECRUITMENT</p>	<ul style="list-style-type: none"> • Build strong, democratic and independent trade unions in the region • Increase union power and revenue base • Ensure high union density in member countries 	<p>Making a positive change through our organising and membership recruitment drive in order to make our affiliates to become self-sustaining and independent. Through this :</p> <ol style="list-style-type: none"> 1. Sector work will become a bigger focus for PSI activity, coordinate work within sectors and ensure that cross-cutting work including gender and youth equity and influencing the International Financial Institutions (IFIs) are integrated into sector work plans. 2. We will link our activities directly to PSI's Quality Public Services campaign, and the specific promotion of public services in health and social services, water, energy, education and waste. These sectors must be at the heart of our efforts not only to improve our effectiveness, but also to recruit more affiliates and organise more members 3. Mainstreaming equality remains a central pillar of PSI. All sectoral work plans must have a gender component 4. PSI's focus on privatisation and precarious work in the health and social services sectors will specifically focus on the disproportionate effects on women. PSI's migration programme priorities will include outreach to and organising of migrant workers, 	<ol style="list-style-type: none"> a. Work on mapping potential affiliates and their issues, identify strategies for recruitment and organizing b. Identify opportunities for regions and sub-regions to strengthen sectorial structures c. Prepare national, sub-regional and regional sector work plans to implement PSI priorities, d. Identify lead unions in each country and sub-region, within sectors who can provide specific assistance and guidance e. Attend the United Nations Committee on the Status of Women and coordinate various activities in the effort to end violence against women f. Ensure youth representation at NCCs, SUBRACs and AFREC meetings g. Gather data and, if necessary, commission research to ensure better understanding of young workers and their issues including mapping their membership, activist and leadership profiles in our affiliates and their employment patterns in the public sector workforce h. Develop a proposal for a youth network built on current local and regional networks and integrate into sectors 	<ul style="list-style-type: none"> • Affiliates • Networks • Sub-regional and regional offices

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		<p>promoting ethical recruitment and the regulation of recruitment agencies. This positive experience in the health and social services sector can help PSI in other sectors where migrant workers are a significant part of the workforce, such as energy, water and waste management.</p> <p>5. Young workers are similarly over-represented in precarious work and therefore strategies should be developed in providing them with formal appointment and recruiting them in the unions.</p> <p>6. SUBRACs and AFREC should continue to monitor and evaluate affiliates development strategies.</p> <p>7. The labour movement is under attack in many countries. Public service unions are often the strongest and are being particularly targeted. Our strength is in our numbers, and we must help all unions grow, both in size and capacity. We will include organising new members in all of our work. Our target for next five years is at least 500,000 new members in the region through growth in our affiliates' memberships, increasing affiliation levels to PSI, and by attracting unions which are not yet part of our family.</p>	<p>i. Working towards the development of a recruitment and organising Manual for the region</p> <p>j. Encourage small and weak unions to begin to work together towards the ultimate goal of merger</p> <p>k. Map out strategies to mitigate the activities of recruitment agencies which are inimical to trade union organising initiatives.</p>	

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<p>4. PROMOTING SOLIDARITY SUPPORT</p>	<ul style="list-style-type: none"> • Help affiliates to understand and accept the concept of solidarity • Imbibe the culture of solidarity and assisting one another in the region • Identify various forms of solidarity 	<p>The region needs to improve the coordination of regional solidarity actions and activities and sharing these among affiliates. Hence we require interventions, bilateral and trilateral agreements in the region in order to identify gaps and strengthen existing initiatives.</p> <p>However, in an attempt to address these gaps, we need to improve with and among affiliates. Some office bearers of the affiliates do not have the time to study and quickly respond to solidarity requests from other affiliates and this is weakening solidarity.</p>	<ol style="list-style-type: none"> a. Develop a model of solidarity that goes beyond financial aid packages to a model that strengthens the basics of trade unionism rather than create a notion of dependency and highlight the different forms of solidarity from Rapid Response to bilateral and trilateral exchanges b. Create effective means of communication to ensure that affiliates respond quickly to solidarity requests c. Assess the communications capacity of affiliates with the view to identify gaps and address them. The region needs to further explore the extent to which affiliated can utilize social networks, magazines and websites d. We propose revision of our existing regional solidarity fund to make it more responsive to the needs of our affiliates. 	<ul style="list-style-type: none"> • Affiliates • Networks • Sub-regional and regional offices

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<p>5. INFLUENCING REGIONAL AND SUB-REGIONAL POLICIES</p>	<ul style="list-style-type: none"> • Be conversant with the system of policy formulation of regional institutions • Seek for representation as stakeholders within these institutions • Influence policy making in the region. 	<p>The region has observed that the various sub-regional and regional institutions play a major role in policy formulation which affects unions and their members in the region. Hence, the need for the region to lobby and put pressure on the representatives of the governing bodies of these institutions through a coordinated manner with the view to influencing their policies.</p> <p>We hope to continue our current work on tax justice campaign to ensure availability of public funds to finance quality public services for the citizenry.</p>	<ol style="list-style-type: none"> a. Map out the meeting/events calendar of Heads of States, Ministers and regional blocks within the region to launch and step up solidarity work and campaigns, including campaign on Trade and Tax Justice issues b. Build alliances with other regional Trade Union Organisations like ITUC-Africa, Organisation of Africa Trade Union Unity to influence policy changes at the African Union level c. Monitor the negotiations and discussions on Economic Partnership Agreements (EPAs), WTO and other trade agreements. 	<ul style="list-style-type: none"> • Affiliates • Networks • Sub-regional and regional offices • PSIRU

