

AFRICAN REGIONAL EXECUTIVE MEETING (AFREC)  
VIRTUAL Meeting 27<sup>th</sup>– 28<sup>th</sup> July 2022

Minutes

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## Item 1: Welcome of Participants

### Announcements

Daniel Oberko, PSI Tax and Trade Officer for Africa and Arab countries welcomed the participants (Appendix 1) and introduced the guidelines for the use of the Zoom platform. He stressed that only titulars are entitled to vote. The link to the background documents, that have been sent ahead of the meeting, were put in the chat box (<http://psishort.link/AfricaArabCountries>).

### Opening remarks

The opening remarks were delivered by AFREC Co-Chair Peters Adeyemi (NASU, Nigeria), AFREC Co-Chair Ritta Thandeka (DENOSA, South Africa), PSI Regional Secretary for Africa and Arab Countries (AAC) Sani Baba, and PSI General Secretary Rosa Pavanelli.

Peters Adeyemi, called on the affiliates to participate actively in the PSI World Congress that will take place in 2023, to raise the voice of African and Arab workers, to make their struggle visible in terms of fighting privatisation, and to have their own action plans adopted, to face the challenges encountered in the AAC, such as the loss of employment, loss of some rights, privatisation in the energy and water sectors as well as the continuing economic crisis exacerbated by Covid-19. He stressed the importance to submit resolutions from the Africa and Arab countries to the Congress and wished that PSI Secretariat at the Head Office will continue to intensify its activities in the region.

Sani Baba observed the serious economic downturn and the insecurity caused by the Russia-Ukraine war. On climate change, he noticed that even countries with cold weather, such as in Europe, are facing heat waves. Climate change is also affecting the whole world including the AAC region. In the face of degrading economic and social conditions leading to shortages of basic commodities, including foodstuffs, trade unions, as in Nigeria, have protested, as mentioned in the regional and sub-regional reports.

### Remarks by Rosa Pavanelli, PSI General Secretary

#### Condolence messages

Rosa sent solidarity words and condolences to the families and comrades of two PSI staff members in the African and Arab countries region, Minah and Evariste, who passed away respectively on 1<sup>st</sup> June 2022 and 9<sup>th</sup> July 2022.

#### Covid-19 Pandemic and TRIPS waiver

Rosa observed that the world continues to be in the midst of a pandemic with different mutations, and that those who had the opportunity to get vaccinated are more resistant, while many countries continue to lack vaccines and adequate medication. She informed the meeting that during the past two years, PSI has been advocating for a TRIP waiver in the WTO, together with other CSOs around the world, to facilitate equitable access to

vaccines access across the globe, especially for the global south. However, the TRIPS waiver in the WTO did not reach an agreement as the UK, Swiss and German governments vetoed the call for a TRIPS waiver. She noted that the call for a waiver will continue in the future to counter MNC pharma that make money on the suffering of the masses, as Covid-19 continues to mutate and other pandemics may emerge.

### **Climate change crisis**

Rosa observed that the whole world is suffering from many climate disasters, including drought and water scarcity, due to an increase in carbon emissions. Africa and other developing countries had been adversely affected, yet the biggest emitters were from the global North who host the biggest polluting corporations. She noted the need to accelerate the transition to green energy as the climate crisis worsens. The oil corporations responsible for the crisis cannot be the only players to address and dictate the solution for the future, when their aim is to make profits on the backs of workers and at the expense of the climate. She emphasised the important of engaging with the effects of natural disasters as public sector workers who are able to find solutions for the good of the community and lobby the governments to address the same challenges.

### **Economic and political crisis**

The food crisis particularly facing African countries due to the impact of the climate crisis, but also due to the persisting war in Russia-invaded Ukraine, has also expanding to the global north. Additionally, the fight for political supremacy and power is pushing Russia to strengthen its ties with China and to establish regimes with autocratic tendencies as opposed to democratic states. If the world is divided between the two blocs, armament, militarisation and discussions on the use of nuclear weapons, which are not at all encouraging, will continue. She also decried the low investment in the public sector, while governments around the world were undertaking more allocation towards military investment. She re-emphasised the importance of quality public service delivery as being the key to development, the tool for poverty alleviation and trade union movement.

### **Congress preparation and POA**

In order to address some of the global challenges highlighted, the delivery of quality public services and working for peace and solidarity, which is the DNA of the trade union movement, will be critical. She urged the affiliates to develop proposals that will be included in the POA to address the cited challenges in the forthcoming Congress. The POA should therefore include solid issues, a vision of the world, including a global and inclusive perspective of what affiliates face, tax justice reforms, the fight against PPPs and protection of workers, including FOA and CBA. The global challenges are a puzzle that brings more threats than solutions. If workers do not engage, they will miss out on alternative measures, she added.

She reported that the influence of UN agencies has included tax justice, which has taken many years; however, countries are appreciating that the systems are broken and that effective action is needed. The global minimum tax is a step forward. Additionally, issues related to care work and health workers are being raised within the WHO, including calls for more staff, health

services and QPS. She noted that the recognition of the C149 document, in which PSI's position is mentioned 59 times, provides PSI the opportunity to bring the voice of health workers to the WHO and ILO, to promote the conditions and role of women in the family and society, and to rethink the care system, but also the climate crisis from a gender perspective. There is a need for more impact and advocacy and to work more closely with PSI partners for sustainable development for our people and workers.

### **PSI collaboration with UCLGA**

She acknowledged the work that the African region has done in terms of collaboration, with a good example of the MoU with the Local and Regional Governance sector and the many unions who have addressed letters to the President of South Africa on the TRIPS waiver. She hoped that the collaborations will extend to concrete and solid examples of work leading to a better life at the local level to make a difference.

### Obituaries

Obituaries were received from the PSI regional office (appendix 2).

## Item 2: Opening Items

### Adoption of the agenda

The agenda was unanimously **adopted**.

### Minutes of the last meeting

The minutes of the last meeting were **adopted** and **approved**.

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

- **Communication with WHO AFRICA**

AFREC was informed that the Head Office assisted in communicating with the WHO and that a workshop will take place in Lomé from 18<sup>th</sup> to 20<sup>th</sup> August to bring together participants from PSI health sector affiliates in Africa with the aim of preparing a common paper ahead of the WHO Africa Assembly to be held on the 22<sup>nd</sup> to 26<sup>th</sup> August and to activate PSI Africa's work with the WHO.

- **Regional Women Conference**

AFREC was informed that the preparation of the PSI Regional Women's Conference had started and that some regional staff have been assigned to handle the thematic and logistical procedures.

## Item 3: Regional and sub-regional situations and latest developments

### Regional developments

The main challenges facing the AAC region are as follows:

- At the national level, many countries have seen an alarming escalation in the cost of living across the region. The effects of the Russia-Ukraine war are exacerbated by the devaluation of currencies and the cut of essential subsidies. This is mostly seen in the rising cost of farming implements, fertilisers, wheat, fuel, and other food items.
- Low membership, loss of membership, retrenchment and retirement without replacement is posing financial challenges to many unions. Some unions have been forced to reduce their declared membership to PSI and have asked for reductions/exemptions due to non-remittance of union dues by some employers.
- The fight against privatisation is ongoing and through this AFREC, affiliates, especially in the health sector, are called to continue the fight against privatisation.
- Increasing unemployment rates: some of these unemployed are PSI members, which weakens the unions.
- Digitalisation seems to be happening at a faster pace than trade unions can cope with.
- The pandemic has further accelerated the pace and trade unions have not really found effective ways of organising, with fewer workers in the sub-region connected to the internet and very high data costs.

PSI AFRICA organised and participated to the following campaigns and events:

### **1. TRIPS Waiver Campaign and Health Equity**

As mentioned, PSI is leading a campaign to support the TRIPS waiver. As part of this campaign, we have called on public sector unions in Africa to endorse the letter to the South African President, to oppose the temporary waiver of intellectual property protections on Covid-19 health technologies at the WTO. Health Equity and the right to vaccine webinars have been organised.

### **2. The World Water Forum, Dakar, Senegal, 21-26 March 2022**

The 2022 World Water Forum was organised by the African Ministers' Council on Water (AMCOW) and the WWF Secretariat and, as usual, it was attended by all water operators. In parallel, the CSOs and trade unions organised an Alternative Water Forum that brought together many international organisations such as PSI, Blue Planet Project etc. in addition to national organisations such as Frappe-France Dégage, and peasant organisations fighting against the privatisation water in rural areas.

During this Forum, two important networks were established:

- The Senegalese Network for Water Justice and
- The African Network for Water Justice.

**3. PSI and UCLG Africa:** As part of the implementation of the cooperation agreement between PSI Africa and United Cities and Local Government (UCLG) Africa, a Memorandum of Understanding (MoU) was signed on 24 September 2021. PSI has employed a coordinator to handle the project for a 12-month period. The immediate assignment of the coordinator was to facilitate a PSI Africa session at the Africities – UCLG Africa Summit in Kisumu (Kenya), 17-21 May 2022. As per the MoU, PSI organised a public event that was attended by the General Secretary of UCLG Africa, the Mayor of Bangui and affiliates from Nigeria, Tanzania, Kenya, Uganda and Zimbabwe.

**4. PSIRU/UCL/PSI and TNI conference on Shifting Narratives - The Political Economy of Public Services, Spending and Production, 27 to 30 June 2022.**

The Region participated in this online conference and held discussions with some CSOs and academia partners to arrive at the final structure which will then be shared with the regional leadership and affiliates.

**5. COP27 in Egypt, November 2022:** COP27 will take place in Egypt in November 2022. PSI was invited by UNISON to speak at the trade union caucus of the COP26 Coalition (a UK-based coalition of labor and NGOs) to prepare for Egypt and to support African unions. PSI met with the Egyptian affiliates, who are eager to participate. However, their efforts so far to engage their government on national climate plans and activities has been met with blanket refusal. The unions clearly see the impacts of the climate crisis in their daily lives. PSI will share information from other unions in the MENA region and PSI climate materials prior to the next meeting.

**Trade Union Situation and Violations**

PSI affiliates in the Region are still suffering from some form of violation, as reported in the sub-regional updates to be presented at this meeting.

The regional office and sub-regional offices have issued statements of support to our affiliates and have called for widespread commendation of governments that keep violating workers' rights, like Eswatini, Zimbabwe, Nigeria, Chad, Malawi, Liberia, Congo DRC and Palestine.

Incessant arrests and intimidation of workers in the Arab sub-region are becoming so rampant. By the end of December 2021, 330 people were arbitrarily detained in Algeria, including women and men trade union members from PSI affiliates. They were detained due to their participation in the popular movement to demand democracy, political and socio-economic reforms.

The aggression perpetrated by the Israeli occupation forces continues on a regular basis. On the morning of 11 May, Palestinian journalist Shireen Abu Akleh, who worked for Al Jazeera Network for over two decades, was shot dead by Israeli soldiers while covering their raid on the occupied West Bank city of Jenin. AFREC in session is informed that Shatha Odeh, director of a public health

centre who was in detention, has now been released. PSI and other organisations, led by PSI Head Office, organised a series of webinars with trade unions and CSOs that mounted pressure on the Israeli government, which led to her release.

The most recent violation in Chad was the arrest on 16 May 2022 of three trade union leaders and some politicians who took part in the peaceful protest march organised by the WAKIT TAMMA coalition, even though it had been authorised. PSI and the unions in Chad have taken this complaint to the ILO through PSI's Trade Union Rights Officer, Camilo Rubiano, who is following this up. The detained comrades were sentenced to 20 months' imprisonment or a fine of 10,000,000 CFA francs.

#### **Item 4: PSI Union development Work**

Luis Monje, Project Officer in the Union Development department at the PSI head office and the project coordinators from the four sub-regions made a presentation of PSI projects and their geographical spread. There are around 50 projects worldwide with bigger and smaller initiatives in roughly 60 countries. More than 30 of these are in Africa, either at a regional, sub-regional or national level.

In the Africa and Arab region, the projects support affiliates in the region in areas such as trade union rights and the right to organise, health and social care, strengthening the capacity of trade unions to carry out successful campaigns and social dialogue, gender equity and gender-based violence. Affiliates are part of PSI global projects such as Climate Change and Tax Justice, and the Covid Recovery Plans.

#### **Item 5: Covid-19**

##### **Covid-19: The level of devastation in Africa and Arab Region - plans for post-Covid economic recovery"**

Patrick Bond, political economist and specialist in geopolitics, social mobilisation and author from South Africa & Dr Rene Loewenson, an epidemiologist, public health practitioner and Director of the Zimbabwe Training and Research Support Centre, presented to the AFREC in session the main findings of research papers on Covid-19 and its level of devastation in the AAC region, as well as proposed plans for post-Covid economic recovery.

Dr Rene Loewenson indicated that Africa had reported lower numbers of infected cases and mortality rates than other regions, but also lower vaccination rates, that reached 20% in July 2022. The pandemic has intensified existing inequalities for workers in the informal sector, discrimination against women, access to foodstuff, access to PPEs etc.

Part of the presentation was dedicated to the repercussion of Covid-19 on human health, such as coronary heart disease, respiratory insufficiency, kidney injury and mental health.

Climate threats could be one of the root causes of pandemics, mainly loss of land and biodiversity, intensive animal farming creating breeding pools, supply chains attuned more to export than local production and consumption. She sounded the alarm on the threat caused by the “Capitalocene”<sup>1</sup>.

The presentation was concluded with recommendations to trade unions and civil society organisations to advocate for social and public health investment, to incubate and invest in innovation, and to challenge global/national tax rules that undermine public revenue.

Dr. Patrick Bond tackled the financial impact of the Covid pandemic in Africa and the proposed recovery plans. Northern governments relied on fiscal expansions and the IFIs dealt with the crisis by increasing the debts in the African countries imposing more austerity in the public sector. Rising prices for some commodities such as fossil fuels, metals and agriculture have worsened the situation in terms of climate threats. The popular uprising in the Middle East has not yet achieved the goals of the Arab Spring but has created a dynamism among the civil society organisations and during the last year we have witnessed many uprisings in different countries of the African Continent and the Middle East.

### **Vaccine Access in the Region and PSI TRIPS Waiver Campaign**

Justin Hunyepa, PSI Health Equity Project Coordinator for Africa, introduced to AFREC the development related to the Vaccine Access Campaign and the TRIPS Waiver Campaign, with focus on the African trade unions who raised their voices on many occasions, confronting CEOs Pharma in Davos, in addition to the petition signed by at least 40 African trade unions to pressure President Ramaphosa to maintain his support to the TRIPS waiver.

He encouraged unions to shift their intervention to other forums, and to the national level, after the disappointing position of the WTO that did not discuss the letters of India and South Africa and proposed another document on Covid-19 during its ministerial meeting on 12-16 June 2022. However, PSI’s campaign has achieved some gains, such as raising public awareness of the WTO’s role in hindering the access to health care for all. PSI advocated with other GUFs and CSOs and organised press releases, rallies and issued a statement rejecting the WTO’s document based on individual treatment of each virus-related case.

### **Item 6: Updates and Reports on Gender**

#### **PSI Gender Policy Brief**

Verónica Montúfar, PSI Gender Equality Officer, presented a brief on PSI’s policy towards **gender justice**. The presentation focused on the process PSI adopted to ensure gender equality and

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<sup>1</sup> a **distinct geological epoch** in which the capitalist formula of “accumulation for accumulation’s sake” has penetrated into every nook and cranny of the planet’s biophysical environment, to the point where the survival of the capitalist system has come to constitute an existential threat to the survival of humanity as a whole.”



gender mainstreaming since decades, as well as PSI's response to the impact of Covid-19 on women who are the main group that suffered from unpaid care work, gender-based violence, including domestic violence, sexual and reproductive health and the undervaluation of women's paid work. The presentation also tackled the macro causes of gender inequality, such as neoliberalism, capitalism, patriarchal societies and climate change. PSI's strategy is based on these realities and considers that rebuilding of the social organisation of care is and will remain to be the pillar of PSI Policy.

PSI will use three main events in 2023 to advance its policy: The ILO report that will be issued in February 2023 and discussed during ILC 2023 in June; the United Nation Commission on the Status of Women that will be held in March 2023, and the discussion and adoption of the PSI plan of action on gender justice at the PSI World Congress in October 2023.

### **Report from WOC meeting**

Comrade Irene Kumalo, PSI Regional Women Committee Chairperson presented the proposed resolutions from the Women's Committee for AFREC consideration and adoption (**appendix 1**).

## **Item 7: Congress Preparations**

### **Updates on the review of PSI Constitution**

Daniel Bertossa, PSI Assistant General Secretary, gave an overview on the state of preparations for Congress, including the nomination of the Standing Order Committee that will be formalised at the next EB (November 2022). Regarding the Constitution, that was reviewed almost 2 years ago and circulated in the AAC region, and for which the Steering Committee and the Executive Board have acted as a working group, it is recommended to maintain the same fundamental structures, except for the part that could create ambiguity, conflict or legal problems. The main changes are: Firstly to include provisions to deal with circumstances that could lead to a delay of Congress. Secondly, to limit the powers of the President in dealing with credentials at the opening of Congress and to create a committee of the Presidents' with the Standing Orders Committee to deal with any credentialing disputes. Thirdly, to include the power of the Executive Board to remove people from positions. Another modification is related to the inclusion of young workers in the WOC at the global level and maintaining the rule to ensure a quota of at least 50% women in all PSI governing bodies. The final draft will be submitted to the EB later this year.

### **Updates on the Draft Programme of Action**

On the Programme of Action, Daniel Bertossa explained that the feedback from the Executive Board is that the political priorities in the previous plan of action are still valid and that we should include a sort of analysis, where there is a change of policy position, and we should be focusing on what the new post-Covid circumstances mean for our work, in the framework of People over

Profit. The main areas of the POA are the injustices of the globalised economy, the need to have a well-funded public services, the impact of the economic downturn on working conditions, the increase in privatisation of the public services that have undermined the ability of governments to respond adequately to the inequalities, the attacks on trade union rights across the world, and most importantly, the climate chaos that we're witnessing. The Programme of Action will involve young workers in the struggle. A chapter on the multilateral system and organisations will be included, the review of global corporate taxation and the World Trade Organizations, debts, digitalisation, rethinking of social and health care, climate change that is affecting Africa and Arab countries and which has dramatic consequences. In addition to these areas, AFREC was invited to make any other contribution that the region is interested in.

The final version, which will include all comments and inputs, will be endorsed and sent out to the affiliates for formal amendments at that point and for the submission of resolutions.

### Item 8: Membership Matters

All applications were approved as submitted and recommended – see **appendix 2** for details.

#### **Update on payment of affiliation fees by sub-region**

Members NOTED the update and agreed to follow-up on affiliates with outstanding balances.

**Requests related to affiliation fee payments: reduction, exemption, payment in instalments and deferral**

### Item 9: Any other business, date and venue of next meeting

No other business was presented. The date of the next venue will be communicated after consultation with the regional leadership.

### Item 10: Conclusions and closing of the meeting

The chairperson thanked the AFREC members and all participants for finding the time to be part of the meeting and for their contributions. There is a need for the regional leadership to start getting involved in the preparation of the PSI World Congress and to submit action plans that satisfy the demands of their workers.

## Appendix 1



### RESOLUTIONS AND RECOMMENDATIONS OF AFRICA AND ARAB COUNTRIES WOC MEETING

The AF-WOC meeting took place virtually on the 21 July 2022.

The meeting discussed the following topics:

- ❖ **CARE WORK** : *Global Day of Action in Care and Rebuilding the Social Organisation of Care: Women Committee Actions in the Country and in the Workplace*
- ❖ **C190**: *The #RatifyC190 campaign and the national networking experiences from countries that have ratified the convention in the Africa and Arab region*
- ❖ **UNCSW 66**: *An introduction to PSI's policy on climate and gender: The positions taken at the 66<sup>th</sup> session of the UN Commission on the Status of Women by Gloria Mills, PSI Global WOC Vice Chair*

Following the discussions and conclusions on the above, the Women's Committee resolved and recommends to AFREC as follows:

#### **1. Resolution on the Fight Against GBV and Campaign for Ratification of C190**

Understanding and recognising the increase in GBV across the region, which has worsened during the Covid-19 pandemic. It is recommended that affiliates continue the fight against GBV both at the world of work and at the domestic level.

Recognising the importance of ILO Convention 190 in addressing violence and harassment in the world of work and the provision of addressing the impact of domestic violence on workers' productivity. Affiliates will campaign for the ratification of C190 in all countries, and form coalitions with other CSOs, feminist movements and organisations, progressive men and stakeholders. Affiliates should begin incorporating the provisions of C190 in their CBAs and social dialogue.

Considering that remote working is becoming the new norm, the definition of the workplace needs to be revisited to include the home as a place of work. This should call for the provision of equipment to enable work to be carried out at home. It is important to note that the consideration of safe workplaces MUST be extended to homes where GBV is prevalent, to ensure that violence has no place in the home, as part of the provision of a safe working environment.

Finally, ongoing education, training, advocacy and social dialogue must continue to support affiliates in their efforts to fight GBV and implement C190.

## **2. Resolution on the Campaign for TRIPS waiver**

In order for countries to go back to normal operation, it is critical that all people across the global get vaccinated. However, the current trend shows a glaring gap in access to vaccines, with rich countries hoarding and stockpiling vaccines to the detriment of less developed countries, including Africa. The COVAX facility, that was meant to secure vaccines for various countries, is not in capacity to undertake the same due to interference from rich countries. This meeting supports PSI's ongoing efforts to ensure a TRIPS waiver for vaccines to end vaccine apartheid and ensure equal access to vaccines for all people and countries.

## **3. Recommendation on the Fights against Insecurities and Violation of Human Rights**

Our region has many countries facing occupation, civil war or political instability through insurgency and religious extremism. We must ensure that we support all people facing insecurity in countries like Palestine, the DRC and Afghanistan, among others.

Noting that insecurity greatly affects women and children, we as public sector workers condemn in the strongest terms the human rights violations and atrocities committed during times of insecurity. In particular, we support civil liberties, democracy, transparency, the right to organise and freedom of expression of all people, including women workers and activists. We also commit to providing QPS to all people, regardless of gender, status, religion etc. and to address the consequences of these insecurities.

## **4. Recommendation on Digitalisation**

Considering that digitalisation has become the new norm of undertaking work, we recognise the importance of capacity building and embracing of digitalisation by all affiliates. It is recommended that PSI considers scaling up the training of affiliates on digitalisation and supports all efforts to ensure internet access for all and to end access cuts in times of crisis.

## **5. Resolution on Rebuilding the Social Organisation of Care**

Care work has been dominated by private actors, thus making it inaccessible and unaffordable to many people in various countries. Research shows that women continue to bear the brunt of unpaid care work. Recognising the importance of care work, it is important that we shift from a profit exploitation driven care economy to a social organisation of care that involves households, the state, the market and the community. The meeting agreed to continue the campaign to endorse the manifesto on rebuilding the social organisation of care as a critical step for reforms in the sector and to develop an action plan on how to implement the shift from the care economy to the social organisation of care.

## **6. Recommendation on Research on the impact of Covid-19 pandemic on Women**

Acknowledging that the pandemic has greatly impacted women and has affected the labour market, research should be undertaken to document the experiences and impact of Covid-19 on women in both the public and private sector. This research can focus on issues such as the increased burden of care work

on women and girls and changes in working conditions. The outcome will be used as a tool to guide the campaign's strategy and actions with the various governments in the region.

#### **7. Resolution on the Regional Conference for Women**

Commitment towards holding a regional conference for women by the end of the first quarter of 2022. If Covid restrictions allow, the conference will be hosted in Nigeria.

#### **8. Recommendation on Building of Alliances, Feminist Approaches to our Work, and the Fight for Gender Equality**

Recognising the power of solidarity in working with various stakeholders, building alliances with progressive partners and feminist movements, to amplify our voice, including within trade unions, civil society NGOs and grassroots movements, as well as among informal workers and their organisations, will be crucial in the fight for gender equality.

As part of building alliances, we need to work with organisations in joint campaigns and develop more radical and feminist approaches on all issues, including care work, taxation, debt and illicit financial flows.

We also need to ensure the ongoing education, training and awareness-raising for all workers to promote gender equality and address the impact of patriarchy and gender discrimination within our movements and in all spaces and structures of society and the world of work.

#### **9. Resolution on Gender-Responsive Quality Public Services**

Understanding the importance of gender-responsive quality public services as a means of addressing and building the fight for gender equality and the power of knowledge and information, PSI will continue to educate, campaign, and lobby for increased funding, staff and resources to achieve Gender-Responsive Quality Public Services (GRQPS).

**Appendix 2****AFRICA & ARAB COUNTRIES****Recommendations on applications for affiliation and for lapsed membership  
Requests for reduction, payment in instalments and exemption; increase in membership****APPLICATIONS FOR AFFILIATION**

<b>COUNTRY</b>	<b>UNION</b>	<b>MEMBERS &amp; INDEX</b>	<b>AREAS OF ORGANISATION</b>	<b>TRADE UNION CENTRE</b>	<b>DETAILS/COMMENTS</b>	<b>SUBREGIONAL RECOMMENDATION</b>	<b>AFREC 2022 RECOMMENDATION</b>
EGYPT	Trade Union Committee of the Adult Education General Authority Workers	400 25%	Education	Independent union	This union has a total membership of 2,667 with 400 eligible for PSI membership.	Recommended	Recommended
EGYPT	Trade Union Committee of Mabarrat Kafr al-Dawwar Hospital Workers	164 25%	Health	Independent union	60 members are male, 104 members are female.	Recommended with the hypotheses that the membership will increase in the future.	Recommended
GHANA	Construction and Building Materials Workers Union	9,200 15%	Construction and Maintenance	Ghana Trade Unions Congress (TUC)	NCC Recommended their application to SUBRAC	Recommended	Recommended
SENEGAL	Syndicat National des Travailleurs de la SAED (SNTS)	1,004 25%	State workers in agriculture institutions	Confédération Nationale des Travailleurs du Sénégal (CNTS)	Documents were sent in. Other PSI affiliates in Senegal have given a favourable opinion.	Recommended	Recommended
UGANDA	Uganda Scientist Researcher and Allied Workers Union (USRAWU)	581 10%	National and LRG, health and social services	Central Organisation of Free Trade Unions (COFTU)	NCC Recommended their application to SUBRAC	Recommended	Recommended
UGANDA	Uganda Farm and Agro-Based Workers Union (UFABWU)	1,000 10%	Government Workers in Ministry of Agriculture	Central Organisation of Free Trade Unions (COFTU)	NCC Recommended their application to SUBRAC	Recommended	Recommended

AFREC is asked to NOTE the name of *Le Syndicat Autonome des Infirmiers du Burkina (SAIB)*. As the *Fédération des Services Publics du Burkina (TU14630)*, of which SAIB was a member, was dissolved on 31/12/2021, SAIB will be listed again under its own name. AFREC TOOK NOTE

### APPLICATIONS FOR REDUCTION, EXEMPTION, PAYMENT IN INSTALMENTS

COUNTRY	UNION	MEMBERS & INDEX	DETAILS/COMMENTS	(SUB-)REGIONAL RECOMMENDATION
ALGERIA	Syndicat National Autonome des Personnels de l'Administration Publique (SNAPAP) TU09507	3,000 25%	Requesting <b>exemption of 2022 fees</b> due to the security situation and the arrest of unionists.	Recommended
ESWATINI	Swaziland Democratic Nurses Union (SWADNU) TU04785	1,117 50%	Requesting <b>exemption of 2020 and 2021 fees</b> and payment in <b>5 instalments of 2022 fees</b> (110 euros to be paid: 30 June 2022, 31 July 2022, 31 August 2022, 30 September 2022 and 31 October 2022). This request is due to 1) the cash flow crisis that has engulfed the union's finances over the past three years. 2) the effects of the Covid-19 pandemic.	Recommended
KENYA	Kenya National Union of Nurses (KNUN) TU16646	12,926 15%	The union requests <b>exemption of 2020 and 2021 fees</b> following 1) loss of members due to Covid-19, 2) members sacked for participating in nationwide strike and 3) government stopping remittance of union dues. They have fully paid the 2022 fees.	Recommended
LEBANON	Syndicat des Employés Electricité Nord du Liban-Kadisha TU16457	651 50%	Requesting <b>exemption of 2021-2022 fees</b>	Recommended
LEBANON	Syndicat des Employés et Ouvriers du Port de Beyrouth TU00167	178 50%	The union requests <b>exemption of 2021-2022 fees</b> following 1) the explosion that hit the Port of Beirut August 2020, resulting in destruction of the port and the union's headquarters, causing the union to incur massive expenses. 2) The economic and financial situation in Lebanon, which led to the collapse of the Lebanese currency, and to the loss of the union's financial capacity. Note <b>membership reduction</b> from 800 to 178 as of 2022.	Recommended

COUNTRY	UNION	MEMBERS & INDEX	DETAILS/COMMENTS	(SUB-)REGIONAL RECOMMENDATION
COUNTRY	UNION	MEMBERS	DETAILS/COMMENTS	(SUB-)REGIONAL RECOMMENDATION
LEBANON	Syndicat des Ouvriers et Employés de l'Electricité du Liban TU12255	1,000 50%	The union requests <b>exemption of 2021-2022 fees</b> : the union is still suffering from the financial and logistic difficulties caused by the explosion that hit the port of Beirut August 2020, where the union's headquarters were destroyed.	Recommended
LEBANON	Middle East Airlines and affiliates companies Syndicate TU16183	750 50%	Requesting <b>exemption of 2022 fees</b> due to the financial and economic situation. Note <b>membership reduction</b> from 900 to 750 members as of 2022.	Recommended
MALI	Fédération des Syndicats de Service Public (FSSP) TU14634	7,000 10%	The union requests <b>exemption of 2020 and 2021 fees</b> . The insecurity in the whole country, the embargo and the Covid-19 pandemic have prevented the federation from mobilizing funds for the payment of dues. However, an effort was made by the workers in 2022, which enabled the federation to pay the full dues for 2022.	Recommended
PALESTINE	General Union of Municipality Workers - Gaza TU16459	350 10%	The union has paid 2020, 2021 and 2022 fees. 2018-2019 fees are partly outstanding. They are requesting a <b>reduction</b> to the amounts actually paid. Note <b>membership reduction</b> from 2,600 to 350 as of 2022.	Recommended
SIERRA LEONE	Sierra Leone Health Services Workers' Union TU00071	3,500 10%	The union has partly paid its 2021 fees and requests a <b>reduction</b> to the amount actually paid, and <b>exemption for 2022</b> .	Regional and Sub-regional Secretaries recommend
TOGO	Fédération Nationale des Syndicats du Secteur Public (FENASSEP) TU13556	6,337 10%	The union requests <b>reduction to the amount already paid for 2020, exemption for 2021 dues and reduction to the amount due for 2022 fees</b> . The Covid-19 pandemic interrupted all activities, as it was almost impossible to mobilize funds.	Recommended

**SUBRCA ESA request that AFREC should NOTE the increase of membership of Public Services Workers' Union of TUC of Ghana (PSWU – TU00029). The union increases its registered membership from 7,000 to 15,000 as from 2022. AFREC TOOK NOTE**



**PROPOSALS FOR LAPSED MEMBERSHIP DUE TO NON-PAYMENT OF AFFILIATION FEES**

<b>COUNTRY</b>	<b>UNION</b>	<b>MEMBERS &amp; INDEX</b>	<b>DETAILS/COMMENTS</b>	<b>SUBREGIONAL RECOMMENDATION</b>	<b>AFREC 2021 RECOMMENDATION</b>
GHANA	Civil and Local Government Staff Association of Ghana (CLOGSAG) TU16556	50,100 15%	Three years of outstanding fees (2020-2022).	Head Office and NCC reached out to the affiliate and reminded them of their obligation to pay outstanding affiliation fees. A time frame was provided to them to clear outstanding dues or to contact PSI with a concrete proposal for settlement. This has not happened, the union's membership should therefore lapse.	Recommended by AFREC
MAURITIUS	Federation of Parastatal Bodies and Other Unions TU06657	975 50%	Three years of outstanding fees (2020-2022).	Head Office and NCC reached out to the affiliate and reminded them of their obligation to pay outstanding affiliation fees. A time frame was provided to the union to clear outstanding dues or to contact PSI with a concrete proposal for settlement. This has not happened, the union's membership should therefore lapse.	Regional and Sub-regional Secretary recommend
NAMIBIA	Namibia Public Workers Union TU07646	11,000 50%	Three years of outstanding fees (2020-2022).	Head Office and NCC reached out to the affiliate and reminded them of their obligation to pay outstanding affiliation fees. A time frame was provided to the union to clear outstanding dues or to contact PSI with a concrete proposal for settlement. This has not happened, the union's membership should therefore lapse.	Regional and Sub-regional Secretary recommend
NIGERIA	Judiciary Staff Union of Nigeria (JUSUN) TU16632	21,642 15%	Six years of outstanding fees (2017-2022).	Head Office and NCC reached out to the affiliate and reminded them of their obligation to pay outstanding affiliation fees. A time frame was provided to them to clear outstanding dues or to contact PSI with a concrete proposal for settlement. This has not happened, the union's membership should therefore lapse.	Recommended by AFREC
ZIMBABWE	Zimbabwe Rural District Councils Workers' Union TU15541	4,000 10%	Three years of outstanding fees (2020-2022).	SRS tried several times to reach out to the union, but this was unsuccessful. Affiliation should therefore lapse.	Regional and Sub-regional Secretary recommend

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

- ✓ The 72nd session of the WHO Regional Committee for Africa was held in a hybrid format in Lomé, Togo, from 22nd to 26th August, 2022. The Public Services International was represented by two officers in the persons of Ms. Ritta Thandeka Mbisi, Titular, PSI Africa & Arab Countries and Ms. Perpetual Ofori-Ampofo, President of Ghana Registered Nurses and Midwives Association and Chairperson of the West African Health Sector Union's Network.

The WHO regional Committee was preceded by the PSI All Africa Health Sector Union meeting held in Lome from 19th to 20<sup>th</sup> August 2023. **Report by Ritta Thandeka**

- ✓ **Regional Women Conference:** AFREC was informed that the preparation towards PSI Regional Women Conference in Abuja, Nigeria had started, and some regional staff were assigned to handle the thematic and logistical procedure. **Report by the Regional Secretary**
- ✓ **COP27 in Egypt, November 2022:** COP27 took place in Egypt in November 2022. PSI was invited by UNISON to speak at the trade union caucus of the COP26 Coalition (a UK-based coalition of labor and NGOs) to prepare for Egypt, and support African unions. PSI met with the Egyptian affiliates, who were eager to participate. However, their efforts so far to engage their government on national climate plans and activities met with blanket refusal. **Report by Sandra Van Niekerk Climate Change Project Coordinator.**