

**RESOLUTION #4: PROTECTING PUBLIC SERVICE WORKERS IN CONFLICT  
AND CRISES ZONES**

**The 14<sup>th</sup> Africa and the Arab Countries Region Conference (AFRECON)  
Meeting in Accra, Ghana, 11-14 November 2025**

**WHEREAS** the intensification of armed conflicts in several Francophone African countries, particularly in the eastern part of the Democratic Republic of Congo, has resulted in health workers regularly becoming victims of attacks, kidnappings, threats and targeted violence;

**CONSIDERING** that these personnel are essential for affected populations and their protection is a humanitarian and trade union imperative;

**ACKNOWLEDGING** the collapse of health facilities, which forces health workers to operate without safety, support or basic resources;

**RECOGNISING** that attacks on health workers violate international humanitarian law (IHL) and constitute war crimes.

**RESOLVES** to:

1. Firmly condemn targeted violence against health personnel in conflict zones, particularly in the DRC and Cameroon.
2. Call for special protection for health and public sector workers under international humanitarian law.
3. Call on PSI to launch an international trade union solidarity campaign in support of health workers operating in war zones or areas of insecurity.
4. Encourage affiliates to document and report on unionised victims, and to support them through trade union partnerships, psychological and legal support programmes, and solidarity funds.
5. Encourage PSI to strengthen its monitoring and alert capacities in these areas through a regional mechanism dedicated to human and trade union rights in crisis zones.

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