

RESOLUTION

Solidarity with Oumar BA
General Secretary of the Autonomous Union of Water Workers of Senegal (SATES).

**EB 167 of Public Services International (PSI),
meeting in Geneva, Switzerland, on 2-3 December 2025**

NOTES the repressive measures implemented by the management of SEN'EAU against Comrade Oumar BA, General Secretary of the Autonomous Union of Water Workers of Senegal (SATES).

DEPLORES the initiation of disciplinary procedures against him as a result of public statements made strictly within the framework of his trade union responsibilities, which referred specifically to:

1. The attempt by management to sign multi-year agreements with union representatives from a coalition of three other unions in SEN'EAU, without a representative from SATES - something SATES considers illegitimate;
2. The fact that these union representatives were elected through a contested digital voting process, which is currently under review before the Labour Court.

FURTHER notes that such comments fall fully within the normal and lawful exercise of freedom of speech and his representative mandate as a union leader.

UNDERLINES that such statements and actions constitute legitimate trade union activity, protected under Senegalese labour law as well as international labour standards.

URGES SEN'EAU to:

1. Immediately cease all unjustified disciplinary actions against Comrade BA;
2. Ensure full respect for trade union freedoms and the independence of workers' representatives;
3. Refrain from any form of retaliation against union leaders in the exercise of their mandate;
4. Engage in transparent and lawful social dialogue, particularly regarding the recognition and status of workers representatives.

REAFFIRMS its full readiness to support any constructive process aimed at restoring and strengthening social harmony within SEN'EAU, in accordance with fundamental workers' rights and best governance practices.