

RESOLUTIONS AND RECOMMENDATIONS OF AFRICA AND ARAB COUNTRIES WOC MEETING

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

The meeting discussed the following topics:

- ❖ **CARE WORK** : *Global Day of Action in Care and rebuilding the social organisation of care: women's committees' actions in the country and workplace levels*
- ❖ **C190: the #RatifyC190 Campaign and the National networking Experiences from countries that have ratified the convention in Africa and Arab Region**
- ❖ **UNCSW 66** : *An introduction to PSI policy on climate and gender: The positions taken at the 66th 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 committee resolved and recommends to AFREC as follows:

1. Resolution on the Fight Against GBV and campaign for ratification of C190

Understanding and recognizing the increase in GBV across the region, worsening 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.

Recognizing the importance of ILO Convention 190 in addressing violence and harassment at 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 organizations, 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 workplace needs to be revisited to include home as places of work. This should call for provision for equipment to undertake work at home. Importantly, consideration of safe workplaces MUST be extended to homes where GBV is prevalent to ensure violence has no place at home as part of provide a safe environment for work.

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 the countries to go back to normal way of operation, it is critical that all people across the global get vaccinated. However, current trend shows a glaring gap in terms of vaccine access with rich countries hoarding and stockpiling the vaccine at the detriment of the less developed countries including Africa. COVAX facility that was meant to secure for various countries vaccine are 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 the vaccines is escalated to end vaccine apartheid, 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 that are 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 insecurities greatly affected women and children, we as public sector workers condemn in the strangest terms the violations of human rights and atrocities committed during insecurities. In particular support the civil liberties, democracy, transparency and the right to organize and freedom of expression of all people, including women workers and activists. We also commit to providing QPS to all people irrespective of their gender, status, religion etc. and as a means of addressing the consequences of such insecurities.

4. Recommendation on Digitalisation

Considering that digitalization has become the new norm of undertaking work, we recognize the importance of capacity building and embracing of digitalization by all affiliates. It is recommended that PSI considers scaling up the training of affiliates on digitalization as well as support all efforts to ensure access to internet for all, and an end to cutting of access during moments of crisis.

5. Resolution on rebuilding social organization of care

Care works has been dominated by private actors, thus making it inaccessible and unaffordable to many people in the various countries. Research shows that women still bear the biggest brunt of unpaid care work. Appreciating the importance of care work, it is important that we shift from care economy that is profit oriented an exploitative in nature to social organization of care that brings on board the households, state, market and community. The meeting agrees to continue with the campaign for endorsing the manifesto on rebuilding the social organization of care as a critical step for the reforms of this sector and developing an action plan on how to implement the shift from care economy to social organization 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 both in public and private sector. This research may focus on issues such as increased burden of care work on women and girls, and changes in working conditions. The outcome will be used as tool for guiding the campaign strategy and actions with various Governments in the region.

7. Resolution on the Regional Conference for women

Commitment towards holding of Regional Conference for women by the end of the first quarter of 2022. Should COVID restrictions allow, on the conference will be hosted in Nigeria.

8. Recommendation on Building of alliances, feminist approaches to our work, and the fight for gender equality

Recognise the power of solidarity in working with various stakeholder, 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 organizations will be crucial in the fight for gender equality.

As part of building alliances, we need to work with organization in joint campaigns as well as to build 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 push for gender equality and address the impact of patriarchy and gender discrimination within our movements and with 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 address and building the gender equality fight and the power of knowledge an information, PSI will continue to educate, campaign, and lobbying for increased funding, staffing, resourcing, to achieve Gender-Responsive Quality Public Services (GRQPS).