



**African Regional Organization of the International
Trade Union Confederation (ITUC-Africa)**

**2024 Progress Report for
ITUC-Africa General Council
[January 2024-July 2024]**

August 2024

Forward from the General Secretary



As we approach another year of relentless advocacy, strategic action, and unwavering commitment to improving the lives of workers across Africa, it is with a profound sense of duty and responsibility that I present this progress report. Our work at ITUC-Africa has never been more critical as we navigate a complex landscape marked by economic challenges, shrinking civic space, and the urgent need for social justice.

This year, our focus has been sharpened on key areas such as protecting human and trade union rights, advocating for economic and social transformation, and empowering the most vulnerable sectors of our society - women, youth, and informal workers. We have made significant strides, but

there is still much to be done. The recommendations and strategies outlined in this report are not just a reflection of our ongoing efforts but also a roadmap for the future.

Our successes this year are a testament to the collective strength of our affiliates, partners, and allies who have stood with us in this journey. Together, we have raised our voices louder, pushed for legislative reforms, and demanded accountability from those in power. As we look ahead, I am confident that with continued collaboration and commitment, we will achieve even greater milestones.

Let us continue to build on the momentum we have gained, forging ahead with the same resolve and determination that has brought us this far. Our vision remains clear: to create a fairer, more just Africa where every worker's rights are respected, and their dignity upheld.

In solidarity,
Akhator Joel Odigie.
General Secretary, ITUC-Africa

Executive Summary

The annual report of ITUC-Africa for the year under review highlights the organization's strategic initiatives and accomplishments across multiple domains, with a particular focus on safeguarding workers' rights, promoting social justice, and advancing economic transformation across the continent. In the area of **Human and Trade Union Rights, Migration, Peace, and Security**, ITUC-Africa has intensified its advocacy against the shrinking civic space and strengthened efforts to protect trade unionists from harassment and violence. The organization has also advocated for corporate accountability and the formalization of the informal economy, which are crucial for ensuring fair working conditions and protecting vulnerable workers.

Economic and Social Policy has been another key focus, with ITUC-Africa actively engaging in socio-economic dialogues to influence policy development. Capacity-building initiatives, such as participation in the ITUC-Africa New Year School and regional workshops, have been instrumental in enhancing trade union leadership and ensuring effective participation in the African Continental Free Trade Area (AfCFTA). The organization has also prioritized research and policy influence, with significant work done on topics such as AfCFTA awareness, sovereign debt crises, and digital social protection systems.

The report also underscores the ongoing efforts to **expand Social Protection** across Africa. Challenges such as the vast informal economy, political resistance, and weak institutional capacity have been identified, but ITUC-Africa remains committed to promoting gender-sensitive social protection mechanisms, enhancing monitoring and advocacy for fair wealth distribution, and advocating for the ratification of the AU protocol on social protection.

Gender Equality remains a critical area of focus, with ITUC-Africa working to mobilize financial resources for gender-focused initiatives, advocate for the ratification of key ILO conventions, and empower women's committees within unions. The implementation of a gender-transformative action plan from the first biennial ITUC-Africa Women Conference is also a priority. In the domain of **Occupational Safety and Health (OSH)**, the report calls for increased funding and resources to support OSH initiatives, capacity-building programs, and the establishment of regional agreements on OSH standards.

Finally, the report addresses the challenges and recommendations related to **Youth Empowerment** within the trade union movement. Key areas of focus include resource mobilization, capacity building, mentorship and leadership, advocacy for youth representation, and strengthening partnerships.

As stated, the report outlines a clear path forward, emphasizing the need for a multifaceted approach that addresses both internal union capabilities and external factors influencing economic and social policies in Africa. ITUC-Africa remains steadfast in its mission to promote the rights and well-being of all workers across the continent, driving towards a more just and equitable future.

Table of Contents

1	Introduction.....	4
2	Human and Trade Union Rights, Migration, Peace and Security	6
2.1	Context	6
2.2	Activity Report.....	8
2.3	Recommendations and Way Forward	21
3	Economic and Social Policy - ALREI.....	22
3.1	Context	22
3.2	Activity Report.....	23
3.3	Recommendations and The Way Forward	28
4	Social Protection.....	30
4.1	Context	30
4.2	Recommendations and Way Forward	32
5	Equality.....	34
5.1	Activity Report.....	35
5.2	Recommendations and Way Forward	37
6	Climate Change and Just Transition.....	38
6.1	Context	38
6.2	Activity Report.....	39
6.3	Recommendation and Way Forward	41
7	Occupational Safety and Health	43
7.1	Context	43
7.2	Activity Report.....	44
7.3	Recommendations and Way Forward	45
8	Youth Empowerment.....	46
8.1	Context	46
8.2	Activity Report.....	47
8.3	Activities in Perspective	49
8.4	Recommendations and Way Forward	49
9	Communication and Outreach.....	51
9.1	Context	51
9.2	Activity Report.....	52
9.3	Recommendation and Way Forward	54
10	Administration	55
10.1	Obituaries	55
10.2	The Organs and Structures of The Organisation	55
10.2.1	The Executive Bureau	55
10.2.2	The General Council.....	56
10.2.3	Ex-Officio Members of the General Council	56
10.2.4	ITUC General Council Reps also serve on ITUC-Africa GC	57
10.2.5	Subregional organisations on General Council	57
10.2.6	African GUFs on General Council	57
10.2.7	The Internal Auditors	58
10.2.8	The Women Committee.....	58
10.2.9	The Youth Committee.....	58
10.3	The ITUC-Africa Secretariat.....	59

1 Introduction

The report covered the period January- August 2024. The report highlights the strategic directions and critical interventions undertaken by ITUC-Africa in the past year, addressing some of the most pressing challenges facing workers across the continent. With a focus on human and trade union rights, economic and social policy, social protection, gender equality, occupational safety and health (OSH), climate change and just transition, youth empowerment communication & outreach, and administration report reflects ITUC-Africa's commitment to advancing the rights and well-being of workers in Africa, while navigating an increasingly complex and challenging environment.

In the area of human and trade union rights, ITUC-Africa has been at the forefront of advocacy against shrinking civic space and the protection of trade unionists from harassment and violence. ITUC-Africa has also championed corporate accountability, formalization of the informal economy, and capacity building, all aimed at securing fair and just working conditions for all African workers. These efforts are particularly crucial in a context where restrictive laws and practices threaten fundamental freedoms, and where the informal economy remains largely unregulated.

On the economic and social policy front, ITUC-Africa has played a pivotal role in advocating for economic transformation across the continent. Through initiatives like the ITUC-Africa New Year School and regional workshops on the AfCFTA. ITUC-Africa has also focused on capacity building for trade union leadership, research and policy influence, and the implementation of policies for sustainable development. These efforts are designed to ensure that economic growth translates into tangible benefits for all segments of society, particularly workers.

In terms of social protection, ITUC-Africa has faced significant challenges, including the vastness and unregulated nature of the informal economy, political resistance, and limited data availability. Despite these obstacles, the organization has continued to advocate for the formalization of the informal economy, gender-sensitive social protection mechanisms, and the ratification of the AU protocol on social protection. The report underscores the need for enhanced monitoring, increased fiscal space for social protection, and stronger social dialogue structures to ensure the effective implementation of these initiatives. The report also highlights ITUC-Africa's efforts in promoting gender equality, particularly through the mobilization of financial resources, the ratification of key ILO conventions, and the strengthening of gender mainstreaming strategies within organizations. The empowerment of women's committees and the implementation of a gender-transformative action plan from the first biennial ITUC-Africa Women Conference is also central to the organization's gender equality agenda. Occupational safety and health (OSH) remain a critical area of focus for ITUC-Africa, with the report calling for increased funding, capacity building, and collaboration on OSH research and data sharing. ITUC-Africa is also pushing for the ratification of core ILO conventions on OSH and the establishment of regional agreements or standards at the African Union level.

Finally, the report addresses the challenges and way forward for youth empowerment within the trade union movement. ITUC-Africa recognizes the importance of involving young workers in decision-making processes and has prioritized resource mobilization, capacity building, mentorship, and advocacy for youth representation. By strengthening partnerships and improving coordination among youth initiatives, the organization aims to foster a new

generation of trade union leaders who are well-equipped to navigate the complexities of the modern labour market.

The report ultimately reflects ITUC-Africa's comprehensive approach to addressing the multifaceted challenges facing workers in Africa. By focusing on key areas such as human rights, economic policy, social protection, gender equality, OSH, Climate change and youth empowerment, the organization continues to advocate for a fairer and more equitable future for all workers across the continent.

2 Human and Trade Union Rights, Migration, Peace and Security

2.1 Context

The African Regional Organisation of the International Trade Union Confederation (ITUC-Africa) plays a crucial role in advocating for and protecting labour rights across the continent. ITUC-Africa works to promote social justice, fair working conditions, and equitable economic development. The organization works with its affiliated trade unions in 52 African countries, civil society, and international partners to defend workers' rights, fight against exploitation, and ensure that African workers benefit from democratic processes and economic growth. However, in recent times the working and living conditions of African workers has kept on deteriorating. Below are some of the challenges that African workers face:

- **Shrinking Civic Space:** Civic space in Africa has been increasingly constrained, with governments enacting restrictive laws and employing force to suppress dissent. This shrinking space limits freedoms of expression, assembly, and association, hindering citizens' participation in democratic processes and their ability to advocate for rights. In Eswatini for example, unions are denied the right to assemble. In Malawi, the government passed a law restricting the right to strike.
- **Attack on Freedom of Association:** The right to freedom of association, vital for a functioning democracy, is under severe attack in many African countries. Governments use legislative measures, intimidation, and violence to prevent the formation and operation of groups, especially those perceived as oppositional. This undermines civil society's capacity to organize and advocate for societal change. In Nigeria, union leaders have been brutally beaten by state agents while demanding for better working conditions.
- **Attack on Trade Unionists:** Trade unionists face significant repression across the continent. In countries like Eswatini, Guinea Bissau, Nigeria, the Central African Republic, and Burkina Faso, just to mention a few, trade union leaders and members experience harassment, arbitrary arrests, and violence. These actions violate international labour standards and weaken workers' ability to collectively bargain and protect their interests. Severally trade union leaders in Guinea Bissau have been arrested for exercising their rights while a number of unionists in Eswatini are in exile for fear of persecution.
- **Business and Human Rights in Africa:** The relationship between business and human rights remains problematic. Multinational corporations operating in Africa often commit a lot of human rights violations, including exploitative labour practices, environmental harm, and community displacement. Although there have been efforts to promote corporate accountability, enforcement is generally weak, and affected communities frequently lack access to effective remedies.
- **Deregulation:** Policies aimed at deregulation, intended to attract foreign investment and stimulate economic growth, often erode labour protections. This has led to precarious working conditions for African workers, lower wages, and limited social protection. Deregulation disproportionately affects vulnerable groups, including women and informal sector workers, exacerbating inequality and exploitation.
- **Workers in the Informal Economy:** A large portion of Africa's workforce operates in the informal economy, characterized by a lack of formal contracts, social protection, and job security. Informal workers continue to endure hazardous working conditions, low pay, and limited access to essential services such as healthcare. Efforts to formalize the informal economy have been insufficient, leaving millions of workers without adequate protection or representation.

In conclusion, the state of human and labour rights in Africa faces numerous challenges, including a shrinking civic space, attacks on freedom of association and trade unionists, business-related human rights abuses, deregulation, and the precarious situation of informal economy workers. Addressing these issues requires a concerted effort from governments, civil

society, and the international community to ensure the protection and promotion of human and labour rights across the continent.

2.2 Activity Report

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027					
Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
<p>Output 1: Securing civil liberties for workers in Africa, focusing on freedom of association, collective bargaining, and the right to assembly and expression, notably in Liberia, Sudan, Guinea Bissau, and across Africa.</p>	<ol style="list-style-type: none"> To strengthen legal protections for workers' rights. To empower trade union leaders and members to advocate effectively for their rights. To enhancing research and awareness on labour laws and practices in African countries. 	<ol style="list-style-type: none"> Monitoring and documenting human and trade union rights violations and coordinating responses with affiliate organizations. 	ITUC-Africa Affiliates	<p>Since January, ITUC-Africa HTUR department has been monitoring human rights violations and responded by writing statements, letters to the concerned authorities.</p> <p>This has helped to highlight the infractions that workers on the continent face and led to strengthened protection of labour rights for workers. Statements released were on Nigeria, Zimbabwe, Kenya, Eswatini, Niger, Burkina Faso, ECOWAs, Ethiopia, Congo DRC, Rwanda, and many more.</p>	<p>More than 20 letters and statements written since January 2024.</p> <p>Human and Trade Union rights country reports.</p> <p>Copies of violation of rights reports from affiliates, protest letters, statements</p>

2024 PROGRESS REPORT

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027					
Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
		2. Providing legal assistance, in partnership with ITUC, to unions facing rights violations.	ITUC-Africa Affiliates	<p>Since January 2024, we have conducted 3 Legal clinics in Uganda, Tanzania and South Africa.</p> <p>This has helped to increased capacity of trade unions to advocate for members' rights. It has helped to improved understanding and application of labour laws in African contexts.</p> <p>There were improved interventions during the ILO i.e. during the Uganda case in the CAS.</p>	Workshop report for Uganda, Tanzania and South Africa.
		3. Establishing partnerships with civil society groups to bolster advocacy for workers' rights.	Africans CSOs	Since January, ITUC-Africa has forged a working relationship with the Zambia Debt	Reports of meetings and the debt campaign match in Zambia.

2024 PROGRESS REPORT

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027					
Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
				<p>Alliance – a coalition of CSOs in Zambia.</p> <p>The coalition came together to produce the joint debt campaign match which strengthened the understanding of how debt affects African workers and how trade unions and CSOs can jointly protect labour rights for workers.</p>	
		4. Mobilizing affiliates to engage with governments for the adoption and implementation of ILO conventions supporting workers' rights.	All ITUC-Africa Affiliates.	ITUC-Africa has advocated for the adoption of various conventions alongside its various campaigns, programme activities and also as recommendation of its various letters and statements that ITUC-Africa releases.	Campaign messages on banners, posters and also content of letters and various presentations.

2024 PROGRESS REPORT

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027					
Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
		5. Coordinating public awareness campaigns via media and social platforms to highlight the significance of workers' rights and the role of unions in safeguarding them.	All ITUC-Africa affiliates.	<p>ITUC-Africa in partnership with the Stop the Bleeding Campaign has championed a Debt campaign which was launched last year during the ITUC-Africa Congress in Nairobi. Since then, the campaign has been rolled out across the continent. Another major debt rally and symposium was undertaken in Zambia.</p> <p>In all these campaigns, workers have been highlighting the plight of workers and how debt is worsening the living and working conditions. Through these campaigns we aim to strengthen protection of labour rights for workers.</p>	<p>Copies of animated educational videos of the rights of migrant workers.</p> <p>Number of infographics designed and distributed.</p> <p>Feedback from the public.</p> <p>Debt campaign rally report for Zambia.</p>

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027					
Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
Output 2: Mount a comprehensive continental campaign to ensure that democracy and social dialogue effectively yield tangible benefits for workers and uphold socioeconomic rights.	1. To promote democratic governance structures and practices that prioritize the interests of workers. 2. To facilitate meaningful social dialogue between stakeholders to address workers' needs and rights.	1. Organizing advocacy events and forums to raise awareness about the importance of democracy and social dialogue in improving workers' lives.	All ITUC-Africa Affiliates and membership countries.	ITUC-Africa has sustained its campaign for democracy in Eswatini, Nigeria, Guinea Bissau and all the countries where the freedom of Association and collective is under attack i.e. Madagascar. This is leading to increased recognition of the role of democracy and social dialogue in advancing workers' rights and socioeconomic well-being.	CAS discussion on Eswatini and contributions of African Trade Unions and beyond. Number letters and statements denouncing the attack on Freedom of Association.
		2. Promote social dialogue and negotiations between governments, employers, and ITUC-Africa affiliated trade unions to address labour issues and promote socioeconomic rights.	All ITUC-Africa Affiliates.	ITUC-Africa is working on an MOU with Business Africa to improve social dialogue to increase the recognition of the role of democracy and social dialogue in advancing workers' rights and	A draft MOU with Business Africa is in place.

2024 PROGRESS REPORT

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027					
Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
				socioeconomic well-being. Enhanced cooperation between governments, employers, and trade unions in addressing labour issues and promoting inclusive policies.	
		3. Conducting research and analysis to assess the effectiveness of democracy and social dialogue in delivering tangible benefits to workers across different sectors and regions.	All ITUC-Africa affiliates.	During the reporting period, HTUR department worked with the institute to conduct a mapping study on Migrant workers in Ghana and Burkina Faso. The study will enhanced understanding of challenges that migrant workers face in Ghana and Burkina Faso and Africa at large!	A copy of the mapping research report.
		4. Collaborating with international organizations and civil society groups to leverage support and	All Pan-African organisations and like-minded ones i.e. the STB Consortium.	ITUC-Africa has joined hands with the STB consortium to enhanced recourses	MOU with the CSOs in the STB Campaign.

2024 PROGRESS REPORT

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027					
Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
		resources for the campaign.		<p>mobilisation to better implement campaigns.</p> <p>Number of joint projects instituted.</p>	
		5. Mobilizing workers and trade unions to actively participate in democratic processes and engage in social dialogue, demonstrations at local, national, and continental levels.	All ITUC-Africa affiliates and member states.	ITUC-Africa had a mission to Liberia to engage the government there on freedom of association and collective bargaining especially for public sector workers. Following the meeting, there is enhanced cooperation between governments, employers, and trade unions in addressing labour issues and promoting inclusive policies.	A mission to Liberia.
Output 4: Strengthened capacity of affiliated trade unions to effectively defend and	1. To enhance the ability of affiliated trade unions to advocate for and uphold democratic principles and	Organizing preparatory meetings before the International Labour Conference of the ILO to strategize and coordinate advocacy efforts.	All ITUC-Africa affiliates.	ITUC-Africa in partnership with ITUC conducted a pre-ILC preparatory meeting where we orientated the affiliates on the mechanisms of the	2 meetings – a pre and after the ILC meetings were conducted by the ITUC-Africa.

2024 PROGRESS REPORT

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027					
Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
<p>promote democracy, human, and labour rights, with improved reporting on the implementation of ILO International Labour Standards and Africa Charter on Peoples and Human Rights, Coalition for the Effectiveness of African Court for Human Rights, other human rights mechanisms.</p>	<p>human rights within their spheres of influence.</p>			<p>ILC and how unions can meaningfully participate.</p> <p>We also conducted the post ILC meeting to debrief the affiliates about the proceedings at the ILC and the actions to be undertaking moving forward.</p> <p>These meetings enhanced advocacy and lobbying skills among affiliated trade unions.</p> <p>There was improved reporting on the implementation of ILO International Labour Standards and human rights obligations by affiliated trade unions.</p>	<p>Zoom recordings of the meetings and meeting reports.</p>

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027					
Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
		Participating actively in UN and African Union Human Rights monitoring mechanisms, including submitting reports and engaging in dialogue with relevant bodies.	AU, RECs, UN	ITUC-Africa plans to participate in the regional meetings convened by regional and UN bodies to enhanced advocacy and lobbying skills among affiliated trade unions. Increased visibility and influence of trade unions in international forums and human rights monitoring mechanisms.	% of the level of knowledge and participation and engagement in UN and African Union Human Rights monitoring mechanisms. Number of reports (Quality and quantity of reports submitted by affiliated trade unions on the implementation of labour standards and human rights obligations.)
	1. To enhance the effectiveness of the South-South migration governance initiative by fostering collaboration and coordination among regional trade union organizations in the global south to address	1. Enhance protection and realization of rights for migrant workers in the global south through increased ratification and implementation of International Labour Standards.	Ghana and Burkina Faso	We conducted capacity building workshops in Ghana and Burkina Faso with migrant workers and their association to enhanced protection and realization of rights for migrant workers. 1 million individuals reached through the campaign on radio and TV, measured by	A mapping survey report Workshop reports Animation videos for awareness creation.

2024 PROGRESS REPORT

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027					
Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
	migration challenges and promote integration efforts.			online and offline engagement metrics.	
		2. Empower women migrant workers with increased protection and rights resulting from effective social dialogue initiatives championed in their favour.	Ghana and Burkina Faso	The workshops in Ghana and Burkina Faso have a gendered perspective and highlighted the disproportionate impact that women migrant workers face.	Workshop report and disaggregated gender registration form.

2024 PROGRESS REPORT

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027					
Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
		3. To advocate for informed and evidence-based advocacy efforts, driven by thorough data collection, analysis, and utilization, contributing to more targeted and impactful initiatives for migrant workers' rights.	Migrant workers in Ghana and Burkina Faso	The mapping study results highlighted a lot of information that shall be used to advocate for the rights of migrant workers in the two countries and beyond. Informed and evidence-based advocacy efforts, driven by thorough data collection, analysis, and utilization, will contribute to more targeted and impactful initiatives for migrant workers' rights.	Mapping study report.
Output 7: Proactive Mediation and Advocacy for Peaceful Conflict Resolution at Multiple Levels	1. To foster dialogue and reconciliation processes guided by Social Dialogue, aiming for peaceful conflict resolution on local, national, and regional scales.	1. To monitor, report and react to cases of security lapses/insecurities.	All African countries and beyond.	We have been monitoring issues of insecurity especially in the Great Lakes region and West Africa. In Southern Africa, we have focussed on Eswatini. We converged a meeting on Peace and Security on the	ILC Peace and Security meeting proceedings. Statements on Peace and Security in the Great Lakes Regions.

2024 PROGRESS REPORT

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027					
Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
				<p>margins of the ILC in Geneva.</p> <p>We have issued statement on matters of peace and security especially on developments in the Great Lakes region affecting Congo and Rwanda.</p>	
		2. To conduct an annual Conference on Peace and Security for the next four years.	Plans are underway to hold a Peace Conference in Africa, hopefully in Nairobi Kenya.	The planned conference aims to enhance knowledge on conflict resolution and peace building skills. Conference reports.	Conference concept note.
		3. To establish partnerships and collaboration through Memorandum of Understanding (MOUs) with organisation actively involved in Peace and Security.	Regional and Sub-regional organisations working on issues of Peace.	We have written the Institute for Security Studies (ISS) expressing our intent to forge a working partnership. We hope, through partnerships to have enhanced momentum in fostering peace and security through	Letter of intent to forge an MOU.

2024 PROGRESS REPORT

STRATEGIC OBJECTIVE 1 (SO1): IMPROVE THE DEFENCE, PROTECTION AND UPHOLDING OF HUMAN AND LABOUR RIGHTS, PEACE AND SECURITY IN AFRICA BY DECEMBER 2027

Outputs	Objectives	Activities	Target Groups	Outcomes/Impacts	Indicators
				networking with like-minded organisations.	

By implementing these strategies, ITUC-Africa continues to play a critical role in defending and promoting the rights of workers across the continent.

2.3 Recommendations and Way Forward

1. **Advocacy against Shrinking Civic Space:** ITUC-Africa should intensify advocacy efforts to counteract restrictive laws and practices that limit freedoms of expression, assembly, and association. This could include strategic partnerships with civil society organizations and international bodies to push for legislative reforms and greater respect for human rights.
2. **Protection of Trade Unionists:** ITUC-Africa should strengthen its efforts to protect trade unionists from harassment, arrests, and violence. This could involve expanding legal support programs, establishing rapid response mechanisms for emergencies, and engaging with international human rights bodies to apply pressure on governments where necessary.
3. **Promotion of Corporate Accountability:** ITUC-Africa should advocate for stronger regulatory frameworks and enforcement mechanisms to hold multinational corporations accountable for human rights abuses. This might include supporting initiatives for mandatory human rights due diligence, enhancing transparency in supply chains, and facilitating access to justice for affected communities.
4. **Formalization of the Informal Economy:** ITUC-Africa should increase advocacy efforts to promote policies that formalize the informal economy. This could involve advocating for inclusive labour laws that recognize informal workers' rights, providing technical support to informal worker organizations, and collaborating with governments to develop social protection programs tailored to informal sector realities.
5. **Capacity Building and Awareness:** ITUC-Africa should continuously enhance capacity building initiatives for unions and civil society organizations on human and labour rights. This includes training on international labour standards, social dialogue, collective bargaining, and strategic advocacy techniques.
6. **Engagement with Regional and International Bodies:** Strengthen collaboration with regional bodies like the African Union and international organizations such as the ILO to amplify advocacy efforts, share best practices, and coordinate actions to protect workers' rights across Africa.

By focusing on these recommendations, ITUC-Africa can further advance its mission of ensuring fair and just working conditions for all African workers, despite the challenging landscape of labour rights in the region.

3 Economic and Social Policy - ALREI

3.1 Context

In the face of profound socio-economic challenges across Africa, the urgency for evidence-based advocacy and campaigns on critical issues such as trade (particularly the African Continental Free Trade Area, AfCFTA), debt, governance, and economic transformation cannot be overstated. The continent is at a pivotal juncture, where the stakes are high, and the need for strategic intervention is paramount. One of the most significant obstacles to trade union engagement on these issues is the fragmented nature of unions across different countries. This fragmentation weakens our collective bargaining power, hindering our ability to exert cohesive influence on regional policies. Without a unified voice, the capacity of unions to advocate effectively for policies that promote fair trade, sustainable industrialization, and economic justice is severely diminished. Moreover, many unions are hampered by limited access to reliable data and information, which is essential for informed policy advocacy. In an era where data-driven decision-making is crucial, the lack of robust research and evidence-based insights leaves unions at a disadvantage in negotiations and policy dialogues. This gap must be bridged to empower unions to champion the interests of workers effectively. The situation is further complicated by political instability, corruption, and weak governance in several African countries. These systemic issues create an environment where unions struggle to engage meaningfully in economic reforms. The political and governance landscape often undermines the potential for unions to influence economic transformation agendas, leaving workers' rights and interests at risk.

The dominance of the informal economy in many African countries adds another layer of complexity. The informal sector, characterized by precarious and unregulated employment, poses significant challenges for unions in terms of organizing and representing workers. This sector's fluid and fragmented nature makes it difficult for unions to build the collective power necessary to advocate for policies that ensure decent work and fair wages. In addition, the rapidly evolving global trade dynamics and technological advancements require unions to continuously adapt to remain relevant and influential. As the global economy shifts, so too must the strategies of unions if we are to play a central role in shaping economic policies that benefit workers and foster sustainable industrialization. This requires not only adaptation but also innovation in advocacy approaches. ITUC-Africa's new strategic plan for 2024-2027, rooted in the resolutions adopted during the 2023 5th ITUC-Africa Congress in Nairobi, Kenya, under the theme "Amka Afrika," is a clarion call to the African trade union movement. It urges unions to lead the collective struggle for economic and social development that prioritizes the well-being of African people. Yet, this strategic plan also presents a challenge: ITUC-Africa and its affiliates must not only advocate but also take concrete and concerted actions that advance the interests of African workers through evidence.

This report is focused on the first-year work plan aligned with the strategic objective "*Contribute effectively to the attainment of sustainable socio-economic development for workers in Africa,*" which outlines the activities carried out from January to August 2024 at the Africa Labour Research and Education Institute (ALREI) of ITUC-Africa. These activities are directly tied to the strategic outputs derived from the overarching objective, demonstrating a commitment to not just respond to challenges but to actively shape the socio-economic landscape in favour of African workers.

In sum, the path forward requires a unified, informed, and adaptive trade union movement that can navigate the complexities of Africa's socio-economic landscape. By embracing evidence-based advocacy, fostering unity among unions, and addressing the structural barriers that impede progress, ITUC-Africa and its affiliates can lead the charge toward a more equitable and prosperous future for all African workers.

3.2 Activity Report

Output	Activities	Target Groups	Outcomes/Impacts
<p>OUTPUT 1: Building the capacity of trade unions for active participation in social dialogue processes related to socio-economic development issues in Africa</p>	<p>ITUC-Africa New Year School - 14th Edition on the theme “Advancing Africa’s Transformation Agenda: Mobilising for Tangible Trade Union Collective Action” (19–22 March 2024, Lusaka, Zambia) - This year’s New Year included a practice advocacy exercise of campaigning by way of matching the streets of Lusaka to advocate for the rising debt crises and making key demands to the Government of Zambia and the international financial community.</p>	<ul style="list-style-type: none"> - Affiliates, trade union leaders (national, sub-regional, and continental) - ITUC-Africa General Council Members - African Members of the Governing Body of the ILO - Women in trade union leadership structures - Youth in trade union leadership structures - Labour researchers and educators - Global union federations (GUFs) - ILO and Solidarity Support Organisations representatives - ITUC-Africa Staff -Zambia Government and International Financial Community 	<ul style="list-style-type: none"> - Enhanced trade union leadership skills in addressing sovereign debt crises, managing social protection financing, promoting trade union unity, empowering local industries, and advocating for decent job creation within the framework of AfCFTA. - Improved skills to foster unity among trade unions, emphasising the importance of organisational strength and collaborative action. - Strengthened networking and consolidated experience-sharing between trade unions and other social movement allies. - Increased commitment of trade unions in policy debates on economic and social development issues in Africa and beyond.
	<p>Trade Unions Actors Capacity Building on the AfCFTA at National, Sub-regional, and Regional Levels - 9-10 April 2024, Yaoundé, Cameroon - 4-5 August 2024, Cotonou, Benin - 14-15 August 2024, Kigali, Rwanda (EATUC workshop)</p>	<ul style="list-style-type: none"> - Trade union leadership - Members of ITUC-Africa women and youth committees - AfCFTA project coordinators from the participating countries 	<ul style="list-style-type: none"> - Increased awareness among workers about AfCFTA and their participation in AfCFTA-related processes at national, sub-regional, and continental levels.

2024 PROGRESS REPORT

OUTPUT 2: Research and studies that support the capacity building and policy influence actions of trade unions on socio-economic development issues in Africa	Publication of a Research Report on “Awareness, Knowledge and Challenges of the African Continental Free Trade Area (AfCFTA) among African Workers”	- ITUC-Africa Affiliates and workers in the formal and informal sectors across Africa	- Improved awareness, knowledge, and understanding of AfCFTA among trade union leaders, experts, women, and youth.
	Publication of a Research Report on “Africa’s Continuing Sovereign Debt Crisis: What Can Trade Unions Do?”	- ITUC-Africa Affiliates, African workers in the formal and informal sectors across Africa, Academia and Practice	- Greater focus on the implications of rising public debt on workers, particularly in the labour market, employment, and wages. - Analysis of the impact of public debt on inflation and the distinction between real and nominal wages.
	Publication of a Research Report on “Digital Social Protection (DSP) Implementation in Ghana and Kenya: Perspectives, Challenges, and Experiences of Migrant Workers”	- Africa Trade Union Migration Network (ATUMNET), ITUC-Africa, UN Migration Offices, Aid Agencies in the Migration space, Social Protection Experts, Researchers, Practitioners	- Greater awareness about challenges affecting migrant workers. - Analysis of Digital Social Protection in Select countries - Greater Awareness about the need to for African governments to ratify the “Protocol on the African Charter on Human and Peoples’ Rights on the Rights of Citizens to Social Protection and Social Security”
	Retreat for ITUC-Africa Staff and subsequent Development of Strategic Plan for ITUC-Africa	-ITUC-Africa New Year Retreat on strategic management and change management. - Development of ITUC-Africa 2024-2027 Strategic Plan	- Internal Development of Strategy Document to lead the organization through a 5-year cycle.
	Development of Needs Assessment Manual “Training Needs Assessment ITUC-Africa Staff: An	-ITUC-Africa Staff Needs Assessment to determine training needs	- Training Assessment Manual that seeks to target training needs of the organisation.

	<p>Organizational, Occupational and Individual Assessment Approach”</p>		
<p>OUTPUT 3: Better implementation of policies that sustain the ongoing development process of Africa</p>	<p>Implementation of the 3rd Phase of the CARES Project for the Benefit of 8 West African Countries on:</p> <ul style="list-style-type: none"> - Budget analysis - Extension of social protection to actors in the informal economy (<i>Current phase of the Project ending December 2024</i>) - National capacity building seminars in: Senegal (January 2024), Benin (March 2024), Guinea (April 2024), and Togo (May 2024) - Regional Seminar in Lome and action seminars in regional networks - National CARES campaigns and advocacy on topics related to both themes - Finalisation of research on the high cost of living and production of the sub-regional summary paper on the subject - Production of sub-regional position paper on high cost of living (5 June 2024 as a sideline of the ILC 2024, Geneva) 	<ul style="list-style-type: none"> - Affiliated Organisations from Benin, Burkina Faso, Côte d’Ivoire, Guinea, Mali, Niger, Senegal, and Togo 	<ul style="list-style-type: none"> - Enhanced involvement of trade unions in unifying action in debates on: - Improving state budget governance - Extending social protection to actors in the informal economy and state budget analysis - High cost of living studies at CARES country and regional levels - Capitalisation on advocacy actions and sustainability strategies implemented by National CARES - Assessment of the project’s implementation across the different CARES countries and an update on activities at the regional network level.
	<p>Implementation of the Trade Union Project on AfCFTA with SASK Support for the Benefit of 9 Countries: Chad, Ghana, Rwanda, Namibia, Tunisia, Nigeria, Kenya, Senegal,</p>	<ul style="list-style-type: none"> - Affiliates from 9 countries: Chad, Ghana, Rwanda, Namibia, Tunisia, Nigeria, Kenya, Senegal, and South Africa, and sub-regional organisations (EATUC, SATUCC, OTUWA) 	<ul style="list-style-type: none"> - Advanced decent work and workers’ rights in AfCFTA negotiations and implementation at national, sub-regional, and continental levels.

	<p>and South Africa (<i>July 2022–December 2025</i>)</p>		
	<p>Extension of the Trade Union Project on AfCFTA to Affiliates in Cameroon for 2 Years (Jan 2024–Dec 2025): - National training workshop for trade union actors in Cameroon on effective participation in the implementation of trade and investment processes related to AfCFTA (9-10 April 2024, Yaoundé, Cameroon)</p>	<p>- 4 ITUC-Africa Affiliates in Cameroon</p>	<p>- Enhanced capacity of affiliates in Cameroon to advance decent work and workers’ rights in AfCFTA negotiations and implementation at national, sub-regional, and continental levels. - Strengthened capacities of trade union actors to engage and effectively influence the implementation of AfCFTA and safeguard workers’ interests in Cameroon and Central Africa.</p>
	<p>ITUC-Africa Representation in Policy: - UNECA meeting on SDGs in Addis Ababa, Ethiopia - AGOA Forum (<i>July 24-26, 2024, Washington, DC</i>)</p>	<p>- Trade union leaders, policymakers, and key stakeholders in the African and U.S. trade and economic sectors</p>	<p>- Advanced trade union advocacy on the role of AGOA in promoting job creation, enhancing productive capacity in Africa, and contributing to the development of an inclusive and equitable workforce. - Strengthened partnerships between African trade unions and global actors to influence AGOA policies that align with the continent’s socio-economic development goals.</p>
	<p>Closing the Divide: from Minimum to Living Wages - Meeting held in Brussels and online, May 29, 2024, - Participants included ITUC-Africa representatives, ITUC Affiliates, ILO representatives, Wage Indicator Director, and other key stakeholders</p>	<p>- ITUC-Africa, ITUC Affiliates, National Centres, CARES Members, ATUNET Coordinators</p>	<p>- Strengthened understanding of the transition from minimum to living wages, reinforcing international cooperation, collective bargaining, and social dialogue. - Enhanced capacity of trade unions to advocate for living wages, supported by ILO’s conceptual framework and principles. - Development of methodologies for wage-setting, including technical</p>

2024 PROGRESS REPORT

			assistance and continuous research on living wage trends. - Integration of CARES members into ATUNET for training on living wage estimations, particularly in Francophone countries.
--	--	--	---

3.3 Recommendations and The Way Forward

ITUC-Africa is increasingly playing a pivotal role in advocating in Economic Transformation process across of the continent. Recognizing the importance of economic development and equitable growth, we are actively engaging in shaping policies that promote fair trade practices, foster industrialization, and drive economic transformation across all regions of Africa. By advocating for worker rights, fair wages, and sustainable development practices, we are not only aiming to enhance the economic landscape but also seek to ensure that the benefits of trade and industrialization reach all segments of society. Based on the activities undertaken so far in the year, a multifaceted approach is required, focusing on the following key areas:

1. Capacity Building for Active Participation in Socio-Economic Dialogue
 - Participation in events such as the ITUC-Africa New Year School and regional workshops on the AfCFTA is essential. These initiatives strengthen trade union leadership skills in addressing key issues like sovereign debt crises, social protection financing, and decent job creation within the AfCFTA framework. Improved networking and experience-sharing among unions and social movement allies are also vital for fostering unity and collaborative action.
 - *Trade union leadership* should be actively involved in national, sub-regional, and continental AfCFTA-related processes. This will increase workers' awareness and participation in the trade area, ensuring that their interests are adequately represented.
2. Research and Policy Influence
 - Publishing research reports on topics such as AfCFTA awareness, the sovereign debt crisis, and digital social protection systems in specific countries has been very critical to generating new knowledge and stating the trade union position. These studies focus on the implications for workers, particularly in terms of labour market dynamics, inflation, and wage trends. Moreover, the research highlights challenges faced by migrant workers and advocate for the ratification of relevant protocols to ensure their protection.
 - The findings from these research reports must inform trade union strategies going forward, enabling national centres to engage more effectively in policy debates and influence socio-economic development policies in respective countries.
3. Implementation of Policies for Sustainable Development
 - Projects like the CARES initiative and the Trade Union Project on AfCFTA should be fully implemented and supported by leadership at National Centres to benefit multiple countries. These initiatives focus on improving state budget governance, extending social protection to informal economy actors, and addressing the high cost of living.
 - National training workshops and policy representation at forums like UNECA and the AGOA Forum are crucial for enhancing the capacity of trade unions to influence AfCFTA negotiations and implementation. We should deepen our participation in these forums. This will ensure that trade unions can safeguard workers' rights at all levels, contributing to inclusive and equitable socio-economic development.
4. Advocacy for Living Wages
 - Trade unions should prioritize advocating for living wages through international cooperation, collective bargaining, and social dialogue. They should also develop methodologies for wage-setting, supported by ongoing research and technical assistance. Through ATUNET, which works on issues of trade, debt and economic transformation in general, we can help build capacity in diverse areas in Anglophone, Francophone, and Lusophone countries in Africa.

In sum, sustaining trade union actions on economic development issues in Africa requires a multifaceted approach that addresses both internal union capabilities and external factors influencing economic policies. Trade unions must focus on key areas such as: (1) *Skills Development and Training*; (2) *Organizational Development*; (3) *Research and Policy Analysis*; (4) *Strategic Partnerships and Alliance Building*; (5) *Lobbying and Advocacy Campaigns*; and (6) *Communication and outreach*.

4 Social Protection

4.1 Context

Social protection in Africa remains a critical challenge, particularly in terms of financing, governance, and accessibility. Despite the growing recognition of its importance in promoting well-being and reducing poverty, social protection systems across the continent are often underfunded, fragmented, and inaccessible to the most vulnerable populations, especially those in the informal economy. This inadequacy results in millions of individuals being left without basic safety nets to protect against risks such as unemployment, illness, and old age.

The situation is further complicated by Africa's heavy reliance on informal employment, where traditional social protection mechanisms tied to formal employment do not apply. In this context, the informal sector, which constitutes the largest portion of the workforce, is largely excluded from social protection schemes. This exclusion perpetuates cycles of poverty and vulnerability, particularly among women and rural populations.

Efforts to expand social protection coverage are often stymied by limited fiscal space, weak institutional frameworks, and governance challenges. Governments struggle to mobilize sufficient domestic resources to finance comprehensive social protection systems, leading to a reliance on external funding and short-term donor projects. This lack of sustainable financing undermines the ability of African countries to deliver on the promise of universal social protection for all.

To address these challenges, there is a growing push for trade unions and civil society organizations to play a more active role in advocating for increased investment in social protection. One of the key strategies involves building the capacity of trade unions to monitor and advocate for social protection financing. By organizing regional webinars and training sessions, unions aim to equip their members with the knowledge and skills necessary to engage in social dialogue and influence national and international policies on social protection.

A significant aspect of this advocacy focuses on promoting the ratification of the African Union (AU) Protocol on social protection. Ratifying this protocol would commit governments to investing at least 15% of national budgets into social protection programs, while also ensuring that these funds are directed towards effective and equitable initiatives, rather than wasteful projects. Moreover, the push for domestic resource mobilization and the creation of social protection funds specifically for the poorest countries are central to this agenda.

We also emphasize the need for a social and solidarity economy as a means to extend social protection to the informal sector. This involves formalizing the informal economy and ensuring that marginalized groups, including women and rural populations, are covered by inclusive social protection measures. At the same time, strengthening the role of unions in monitoring governance and ensuring a fair distribution of wealth is vital to achieving sustainable and equitable social protection systems.

In summary, the key contextual problem of social protection in Africa revolves around the challenges of financing, accessibility, and governance. Addressing these issues requires a multi-pronged approach that includes advocacy for fiscal space, the ratification of key protocols, and the formalization of the informal economy. Trade unions play a critical role in this process by raising awareness, building capacity, and engaging in social dialogue to ensure that social protection becomes a reality for all Africans, especially the most vulnerable.

1. Strategic Objectives 1 (SO1): Build the capacity of trade unions to advocate for financing social protection for all in Africa

Outputs	Objectives	Activities	Outcomes
Output 1: Development of educational programs and campaign under the six demands of the ITUC in particular Universal social protection with a Social Protection Fund for the poorest countries.	To train individuals on trade union on social protection and financing Social Protection Fund.	<ol style="list-style-type: none"> 1. Organize 3 “regional webinar training on financing social protection: 2. 6th meeting of the Social Protection, Freedom and Justice for Workers Network/ Expanding social protection financing at national and international level 3. Meeting of the Trade Union Coordination Group on the United Nations Global Accelerator for Employment and Social Protection “Social dialogue as leverage for access to, and extension of social protection” 4. Financing of social protection systems, sharing of best practices: FROM ITUC- 5. Africa with CGSLB/MIS /BIS 6. Participation on two board meetings of African platform social protection (APSP) 7. Participation with FAO support Regional Policy Dialogue on Social Protection for Rural Populations in Africa 8. Specialized technical committee on social development labour and employment STC -STCDT 	<p>Trade unions capacities to monitor social protection financing, governance and management to provide high standard of living, quality of life and well-being for all citizens are enhanced.</p> <p>Increased awareness and understanding on how to finance social protection</p> <p>the trained of financing social protection are available participants/target 100 trained.</p>

4.2 Recommendations and Way Forward

Efforts to formalize the informal economy and expand social protection face significant obstacles. The informal economy remains vast, unregulated, and difficult to integrate into formal structures, with limited data making targeted interventions challenging. Political resistance to alternative economic models, such as the social and solidarity economy, further hampers progress. Additionally, there is a pervasive gender bias in policymaking, compounded by insufficient gender-specific data, which obstructs the creation of gender-sensitive social protection mechanisms. Weak institutional capacity and governance infrastructure also limit the ability of national organizations to effectively monitor wealth distribution and oversee social protection systems, while corruption and a lack of transparency undermine these efforts.

Furthermore, ratifying the AU protocol on social protection is slowed by political inertia and inadequate understanding of its benefits, requiring sustained advocacy and diplomatic engagement. The creation of fiscal space for social protection is equally challenging in many African countries, where high debt levels, economic instability, and tax evasion constrain public resources. Expanding fiscal capacity requires overcoming deeply entrenched issues like illicit financial flows and poor resource management, both of which hinder investments in critical social protection programs.

Key Recommendations:

1. Strengthen Social Protection Platforms and the Informal Economy Initiatives
 - Continue enhancing existing platforms that focus on social protection and the informal economy. Engage national organizations to play a more active role in advocating for the formalization of the informal economy.
 - Encourage the adoption of the social and solidarity economy as a viable approach to expanding social protection and formalizing informal work sectors.
2. Promote Gender-Sensitive Social Protection
 - Expand research capacity in social protection and promote gender-sensitive mechanisms. This will involve creating more gender-inclusive programs, incentivizing participation, and addressing the specific challenges faced by women in the informal economy.
3. Increase Awareness and Advocacy
 - Continue developing and disseminating educational and awareness-raising materials on social protection, particularly targeting national organizations. Ensure these materials are actively used to mobilize public support and influence policy at both national and international levels.
4. Enhance Monitoring and Advocacy for Fair Wealth Distribution
 - Engage national organizations in monitoring mechanisms that ensure equitable wealth distribution. Advocate for a significant investment in social protection, targeting at least 15% of national budgets. This includes resisting non-priority or “white elephant” projects that divert funds from essential services.
5. Promote Vigilance in Social Protection
 - Strengthen oversight mechanisms in social protection to ensure transparency, accountability, and the effective use of resources. Encourage stakeholders to take an active role in monitoring these mechanisms to safeguard the rights of workers and ensure proper investment in social protection.
6. Advocate for the Ratification of the AU Protocol
 - Sensitize participants in African Union meetings on the AU protocol, which emphasizes human rights, domestic resource mobilization, and social

protection. Push for the ratification by at least 15 countries to create a significant impact on the continent.

7. Expand Fiscal Space for Social Protection

- Advocate for the creation of fiscal space at the national level to finance social protection initiatives. This could involve policy changes, improved taxation, and better resource management to ensure sustained funding for social protection programs.

8. Strengthen Social Dialogue Structures

- Reinforce social dialogue structures to ensure the inclusion of unions and workers' organizations in all social protection boards. This representation is crucial to influencing decision-making and promoting the interests of workers across different sectors.

9. Focus on Digital Social Protection Platforms

- Target digital platforms to enhance social protection services while ensuring internet security, digital rights, and data protection. This involves investing in secure digital infrastructure and advocating for policies that protect users' data in social protection systems.

5 Equality

The contextual problem of equality in Africa, centres on the persistent gender disparities that limit women's participation in decision-making and leadership roles. ITUC-Africa and other forward looking organizations have shown that the African society has been historically male-dominated, which reflects broader societal and gender inequalities. These disparities are exacerbated by limited access to gender-based education and awareness programs, which are crucial for empowering women to take active roles in leadership and advocacy within trade unions.

Gender-based violence (GBV) in the workplace further complicates efforts toward equality, as it undermines the safety and security of women workers, limiting their ability to fully participate in economic and social life. Additionally, the lack of integration of gender-responsive and age-sensitive social protection measures contributes to the economic vulnerability of women, especially in the informal sector.

Despite some progress, such as the ratification of international labour standards like ILO Convention 190 (C190), which addresses violence and harassment in the workplace, challenges remain in the implementation and enforcement of these standards. The gap between policy and practice often leaves women in precarious situations, especially in sectors where informal work is prevalent.

To address these issues, activities such as organizing women-focused conferences, seminars, and webinars, as well as mobilizing resources to support gender equality initiatives, are crucial. These efforts aim to increase awareness and understanding of the links between gender equality, decent work, and social justice, ultimately leading to greater participation of women in trade unions and leadership positions.

The expected outcomes of these initiatives include enhanced capacities for women to participate in decision-making, increased awareness of gender equality issues, and stronger mobilization for social change within the trade union movement across Africa. These efforts contribute to the broader goal of achieving social justice and economic empowerment for all workers, regardless of gender.

5.1 Activity Report

Outputs	Activities	Outcomes
<p>Output 1: Development of gender-based education and awareness programs for better mobilisation and participation in action for social change</p>	<p>Organise women’s conferences and academies on gender equality to enhance the capacities of women to participate in decision-making and leadership positions:</p> <ul style="list-style-type: none"> ➤ Webinar on strategies for integrating the fight against gender-based violence into occupational health and safety on the work floor with MIS/BIS. ➤ Preparatory meeting for the Continental Seminar on Gender and ILO C190. ➤ Continental Seminar on Gender and ILO C190: Women, Trade Unions, and the New Social Contract in Africa. ➤ Webinar on the Gender-Responsive Age-Sensitive Social Protection (GRASSP) programme, in partnership with the Foreign, Commonwealth and Development Office (FCDO) of the United Kingdom, UNICEF - Global Office of Research and Foresight, and UNICEF. ➤ Participation in the meeting of the Women’s Committee in Brussels. ➤ Organise the first biennial women’s conference for ITUC-Africa. ➤ Regional seminar on the convergence of actors for safer mobility for women. 	<p>1. Increased awareness and understanding gender equality linking on decent work and social justice</p> <p>Ongoing</p>
	<p>Mobilisation of resources to support affiliates at the national level in training on tools for women’s participation in decision-making positions and leadership.</p>	
	<p>Celebration of various equality-related days:</p> <ul style="list-style-type: none"> • 8th March: International Women’s Day. • June: Celebration of the Convention on Domestic Workers. • 31st July: African Women’s Day. • 18th September: International Equal Pay Day. 	

--	--	--

5.2 Recommendations and Way Forward

1. Mobilize Financial Resources for Activities and Continuity in Information Sharing and Digitalization
 - It is essential to prioritize resource mobilization efforts to ensure the sustainability of gender-focused initiatives. This involves securing funding from international partners, governments, and private sector stakeholders to support continuous information sharing and the digitalization of gender equality initiatives. Leveraging digital platforms can enhance the reach and impact of these initiatives, ensuring that all stakeholders, including those in remote areas, are engaged and informed.
2. Ratification of Key Conventions (183, 189, and 190)
 - Advocate for the ratification of International Labour Organization (ILO) Conventions 183 (Maternity Protection), 189 (Domestic Workers), and 190 (Violence and Harassment) by member states. Trade unions should work closely with governments to push for these ratifications, as they are critical to protecting workers, particularly women, in various sectors. The ratification of these conventions should be accompanied by national campaigns to raise awareness and educate both workers and employers on the rights and obligations under these conventions.
3. Strengthening Gender Mainstreaming Strategies in Organizations
 - Trade unions must adopt more vigorous strategies for gender mainstreaming. This includes integrating gender perspectives into all policies, programs, and activities within the organization. Unions should establish and maintain gender mainstreaming performance indicators, ensuring that gender-disaggregated data is consistently collected, analysed, and used to inform decision-making processes. Additionally, unions should provide regular training on gender issues to all members to deepen understanding and commitment.
4. Empowerment of Women's Committees and Budget Allocation for Their Activities
 - Women's committees within unions should be empowered with both the authority and resources necessary to carry out their mandate effectively. This includes allocating specific budgets for their activities, ensuring they can implement gender-related programs, organize events, and advocate for women's rights within the union and broader society. Furthermore, the development, dissemination, and application of gender policy documents should be prioritized to guide the work of these committees and ensure alignment with broader organizational goals.
5. Synergy of Union Forces for Successful Initiatives
 - Unions must collaborate to create synergies that amplify their impact on gender equality and social development. This includes fostering partnerships between unions, sharing best practices, and engaging in collective advocacy efforts. Social dialogue platforms should be strengthened to include gender perspectives, ensuring that the voices of women are heard, and that gender equality is a key component of negotiations and agreements.
6. Implementation of a Gender-Transformative Action Plan from the First Biennial ITUC-Africa Women Conference
 - The outcomes and action plans developed during the first biennial ITUC-Africa Women Conference should be actively implemented across all affiliates. This requires commitment from leadership at all levels, the allocation of necessary resources, and regular monitoring and evaluation to track progress. The action plan should focus on transforming gender relations within unions, promoting women's leadership, and ensuring that gender equality is embedded in all aspects of union work.

6 Climate Change and Just Transition

6.1 Context

In response to the current ecological crises and severe climatic impacts around us, ITUC-Africa, identified climate change as a key priority area of work within its strategic plan 2023-2027. The strategic pillar has four key objectives:

1. Strengthen Africa Trade Unions to Shape and Advance Global and Regional Just Transition Agenda in line with climate reduction targets and developmental aspirations of Africa
2. Produce Cutting Edge Research for Effective Policy Engagement and Climate Action
3. Deepen Lobbying and Advocacy Initiatives at Global, Regional and National levels To Advance the Africa Just Transition Agenda
4. Campaign on Just Energy Transition for Economic Growth in Africa
5. In order to meet the outlined objectives, a number of activities have been implemented in line with objectives 1 and 3 over the period under review, 2023 - 2024. The matrix below presents the activities and outcomes achieved during this period.

6.2 Activity Report

Output	Activities	Target Involved	Groups	Outcomes/Impacts [Short run & Long run]
Strategic Objective 1: Strengthen Africa Trade Unions to Shape and Advance Global and Regional Just Transition Agenda in line with climate reduction targets and developmental aspirations of Africa				
Output 1: Improve the knowledge and capacity of affiliates on Environmental Impacts, Climate and Just Transition	1. ITUC-AFRICA New Year School, March 2024	ITUC-Africa including women and youth	Affiliates leaders,	Strengthened capacities of at least 100 Trade Union leaders and cadre on the concept of Just Transition for deepened advocacy, during the 11th edition of ITUC-Africa New Year School.
	2. East Africa Climate Change Manual Validation Meeting, April 2024	EATUC affiliates – COTU (Kenya), CESTRAR (Rwanda), NOTU (Uganda), COSYBU (Burundi), TUCTA (Tanzania), ZACTU (Zanzibar)		Strengthened capacities of about 30 EATUC affiliates on climate and just transition in climate change manual validation workshop. Long-term goal of strengthening several 100s of trade unions on the fundamentals of climate change and just transition with adopted manual.
	3. NLC Post COP Meeting, May 2024	NLC Affiliates		At least 60 participants debriefed on COP28 outcomes and plan developed on deepened advocacy for Just Transition in Nigeria
	4. ILO Africa Regional Webinar on SDGs: Progress with the achievement of SDG 13, May 2024	ITUC-Africa participants enrolled in program		At least 100 participants briefed on progress on achieving SDG13 and guidance provided in developing national plans for action
	5. IndustriAll Workshop on Outcomes from COP28 and Trade Union Actions Towards COP29, July 2024	IndustriAll Affiliates		At least 40 participants debriefed on COP28 outcomes and plan developed for COP29.
	6. Presidential Climate Commission, July 2024	COSATU, FEDUSA, SAFTU and affiliates		At least 100 participants from South Africa briefed on climate impacts and trade union best practices for a Just Transition in Africa

2024 PROGRESS REPORT

Strategic Objective 3: Deepen Lobbying and Advocacy Initiatives at Global, Regional and National levels To Advance the Africa Just Transition Agenda			
Output 3: Lobbying and Advocacy initiatives at Global, Regional and National levels	1. Ford Foundation Just Energy Transition Co Creation Meeting, Accra, March 2024	ITUC-Africa, ITUC Just Transition Centre, Environmental NGOS	Africa Trade Union position and interests adequately reflected in project proposal and strategic document Strategic partnership formed with key organisations
	2. 6th Session of the United Nations Environment Assembly (UNEA-6), February 2024	COTU (Kenya)	Africa Trade Union position and interests adequately reflected in adopted resolutions
	3. International Energy Agency Global Summit, April 2024	CNTS (Senegal), COSATU (South Africa)	Africa Trade Union position and interests adequately reflected in discussions and adopted conference outcomes
	4. SB 60, Bonn, June 2024	COTU (Kenya), COSATU (South Africa), CNTS (Senegal)	Africa Trade Union position and interests adequately reflected in strategic documents

6.3 Recommendation and Way Forward

Over the past few years, significant progress has been made in addressing climate change at regional, national, and sectoral levels. African trade unions have increasingly recognized the critical role they must play in this global challenge. However, while this engagement has laid a solid foundation, there is an urgent need to intensify climate action across all levels – regional, national, and sectoral – to ensure a Just Transition for workers and communities.

The following are recommendations that can be followed:

1. Broaden Sensitization and Capacity Building

- It is essential to expand sensitization efforts to ensure that all affiliates, especially those in vulnerable regions, understand the science of climate change, its direct and indirect impacts on workers, and the broader implications for the world of work. This requires targeted educational campaigns and training programs that equip trade union leaders and members with the knowledge and tools to advocate effectively for climate action.
- Particular emphasis should be placed on building the capacity of affiliates in countries that are most susceptible to climate change impacts, such as small island developing states. These regions face unique challenges that require tailored responses, and empowering trade unions in these areas is critical to safeguarding the livelihoods of workers.
- There is a recognized gap in climate action focus within Lusophone (Portuguese-speaking) African countries. ITUC-Africa should prioritize efforts to bring these countries to the forefront of climate action, ensuring that they receive the necessary support and resources to participate fully in regional and global climate initiatives.

2. Strategic and Coordinated Policy Responses

- ITUC-Africa must continue to push for coordinated policy responses at the regional, national, and sectoral levels. This involves advocating for the integration of climate action into national development plans, labour policies, and sectoral strategies. A unified approach will strengthen the collective bargaining power of trade unions, ensuring that climate policies prioritize worker rights and social justice.
- To inform these policy responses, ITUC-Africa will conduct and support research on the socio-economic impacts of climate change, focusing on its effects on workers and industries. Empirical evidence will be crucial in shaping robust, informed advocacy strategies that can influence policy decisions at all levels.

3. Deepening Strategic Alliances

- ITUC-Africa recognizes the importance of forging and strengthening alliances with social movements, environmental organizations, and international bodies committed to climate action. By working together, these alliances can amplify the voice of labour in climate debates, ensuring that the interests of workers are central to global and regional climate policies.
- Through these alliances, ITUC-Africa will seek to enhance its influence in key policy forums, ensuring that African workers have a seat at the table in discussions on climate change, economic transformation, and social justice. This will involve active participation in international climate negotiations, regional economic communities, and multi-stakeholder platforms.

4. Commitment to a Just Transition

- The Regional Office reaffirms its unwavering commitment to supporting all affiliates in their efforts to achieve a Just Transition. This includes providing technical assistance, facilitating knowledge exchange, and ensuring that affiliates have the resources

needed to advocate for policies that protect workers' rights while addressing the challenges posed by climate change.

- ITUC-Africa will continue to champion sustainable development practices that align with the goals of a Just Transition. This involves advocating for the creation of green jobs, promoting renewable energy initiatives, and ensuring that the transition to a low-carbon economy is inclusive and equitable for all workers.

7 Occupational Safety and Health

7.1 Context

The COVID-19 pandemic highlighted significant deficiencies in workplace health and safety across Africa. Reports indicate that trade unions played a crucial role in addressing these issues, supporting both workers and communities. In response to the urgent need for improved working conditions and to enhance trade union efforts, ITUC-Africa established the Africa Trade Union Network on Occupational Safety and Health (ATUNOSH) in 2020. The 5th ITUC-Africa Congress subsequently adopted a resolution aimed at enhancing health and safety in the workplace. To effectively implement the recommendations from this resolution, the ITUC-Africa Strategy Document 2023-2027 outlines the following strategic objectives within the priority area of Occupational Safety and Health:

1. Strengthen the ITUC-Africa OSH Network through capacity-building and training initiatives.
2. Collaborate on OSH research and data sharing to identify regional trends and common issues.
3. Advocate for regional agreements or standards related to OSH at the African Union level, where they do not exist, and push for full implementation where they do.
4. Support the ratification of core ILO Conventions on Occupational Safety and Health, including Convention C187 on the Promotional Framework for Occupational Safety and Health.

In furtherance of the outlined strategic objectives, the Regional office has implemented the following activities during the period under review. These activities have been implemented in conjunction with affiliates and partners and the outcomes can be seen in the matrix below.

7.2 Activity Report

Output	Activities	Target Groups Involved	Outcomes/Impacts [Short run & Long run]
Strategic Objective 1: Strengthen ITUC-Africa OSH Network Through Capacity Building and Training Initiatives			
Output 1: Improve the knowledge and capacity of affiliates on health and safety issues and instruments	1. Regional Workshop on OSH, October 2024	ATUNOSH members	The capacities of at least 50 members from the ITUC-Africa OSH network expected to be strengthened on OSH trends, best practices and tools for enhanced advocacy.
Strategic Objective 3. Advocate for regional agreements or standards related to OSH at the level of the African Union, where it does not exist/ push for full implementation of agreements where they exist			
Output 3: Deepened Lobbying and Advocacy initiatives at Regional and National levels	1. Participation in Africa Regional Forum on Investment Charter of Health Workforce	ITUC-Africa PSI	Over 100 delegates informed about ITUC-Africa position on retention strategies of health workforce through panel discussion.
	2. Commemoration of International Workers Memorial Day, April 2024	ITUC-Africa, Affiliates, GUFs	Public awareness of safety and health through various activities conducted by affiliates at national level. Call for Government ratification and implementation of core ILO Conventions on OSH made through ITUC-Africa statement in commemoration of IWMD 2024.
	3. Development, validation and dissemination of ITUC-Africa OSH Advocacy Toolkit	ITUC-Africa affiliates	Deepened advocacy and policy influence at national level with guidance from adopted toolkit

Progress in Occupational Safety and Health (OSH) has been hampered by limited funding, a challenge that has been observed both globally and nationally. Despite these constraints, the importance of OSH initiatives has been underscored by the recognition of the Occupational Safety and Health Convention (C155) and the Promotional Framework for Occupational Safety and Health Convention (C187) as fundamental conventions.

7.3 Recommendations and Way Forward

To address the slow progress in OSH, it is crucial to secure increased funding and resources. This will enable comprehensive support for OSH initiatives and strengthen the capacity to implement effective safety and health measures.

1. Invest in capacity-building and training programs to reinforce the ITUC-Africa OSH Network. This will improve the ability of trade unions and affiliates to address OSH issues effectively.
2. Foster collaboration on OSH research and data sharing to better understand regional trends and common issues. This will support evidence-based advocacy and policy development.
3. Push for the establishment of regional agreements or standards related to OSH at the African Union level where they are lacking, and work towards the full implementation of existing agreements.
4. Advocate for the ratification of core ILO Conventions on Occupational Safety and Health, including C187, to promote a robust framework for OSH across Africa.

8 Youth Empowerment

8.1 Context

Young people are Africa's primary asset. The youth population of the continent is rapidly growing and is projected to double, reaching over 830 million people by 2050. If this growth is properly harnessed, the increase in the working-age population could lead to productivity gains and stronger, more inclusive growth across the continent. However, African youth face challenges on social, economic, political, and environmental fronts. They are threatened by severe political and environmental crises and high unemployment rates and are often forced to make a living in the informal economy, characterized by significant decent work deficits, particularly a chronic lack of basic social protection and reduced access to quality public services. As a result, the reality for the majority of young people in Africa is one of systematic marginalization, with limited access to economic and employment opportunities, stemming from their exclusion from political discourse and governance structures.

It is difficult to separate the issue of youth participation—or even equitable and fair representation of youth—from the broader decision-making processes within trade unions. Equally challenging is isolating the exclusion of youth by unions from their broader struggles for equality and social justice in societies and workplaces. This is largely because what happens within unions at any given time reflects what is occurring in the broader societal, economic, and political landscape at national, regional, and global levels.

Trade unions, as worker advocacy organizations, play a critical role in promoting youth employability by facilitating access to vocational training, defending the rights of young workers, and negotiating favourable working conditions. The youth strategic plan of ITUC-Africa was formulated based on Congress resolutions, particularly Resolutions No. 10 and 11 on youth inclusion and the promotion of youth employability.

8.2 Activity Report

Output	Activities	Target Groups Involved	Outcomes/Impacts (Short run & Long run)
Strategic Objective 01: "Enhancing the capacity, participation, and inclusion of young people for the revitalization of the African labour movement."			
Output 1: Youth skills and capacities improved	1. Trade union workshop in Togo on: Mobilization of youth for labour movement revitalization and ensured transition	The youth from Togo's trade unions affiliated with ITUC-Africa (CNTT, UNSIT, CSTT, and UGSL)	Participants will gain a better understanding of workers' rights and the role of trade unions. Mobilization strategies taught during the workshop will lead to an increase in young union members. Young members are more engaged in union activities and programs.
	2. Trade Union Awareness in Niger Universities	Members of the youth committee of CNT Niger. Representatives from CDTN and USTN youth committees. CNT trade union leaders. Representatives from youth civil society organizations. Students from Niger's universities and vocational training schools.	The activity established initial contacts between trade unions and students, laying the groundwork for creating university union cells. The roadmap developed during the three days provides a clear direction for establishing union cells in Nigerien universities with specific goals and planned actions.
	3. Youth Participation in the international trade union school of the ITUC and the OGB	Two full members of the youth committee of ITUC-Africa (CESTRAR-Rwanda and ZCTU-Zambia) and two other representatives from TUCTA-Tanzania and CSTP-Mauritius.	This intensive training program focused on developing youth leadership skills to build workers' democratic power through campaign work. Topics included global issues, international union priorities, leadership and management skills, strategic organizing and campaigns, introduction to Austrian industrial relations, and more.
	4. Youth Participation in ITUC-Africa Trade Union Forum	Members of ITUC-Africa's General Council, ALREI's Board of Directors, ILO's Board members, women and youth in union leadership structures, labour researchers, and educators. Representatives from Global Trade Union Federations (GTUF), the ILO, solidarity support organizations, and ITUC-Africa staff.	The forum aimed to discuss and reflect on contemporary social, economic, and political issues affecting Africa. Topics included African emancipation, regional integration, sustainable development, union renewal, and unity, among others. The NYS was also an opportunity for the newly elected ITUC-Africa Youth Committee to meet in person for the first time.

2024 PROGRESS REPORT

	5. Youth active participation in the African debt and illicit financial flows campaign	The youth from ITUC-Africa-affiliated trade unions.	Increased awareness among youth. Youth are more engaged in economic and financial issues that affect their future.
Output 2: Improved youth representation in trade unions	Youth participation in trade union activities at the national, sub-regional, and regional levels.	The youth from ITUC-Africa-affiliated trade unions.	Numerous activities were organized at national, regional, and international levels. Notably, these meetings recorded a significant increase in youth participation. Many union leaders in Africa have become aware of the role and importance of effective youth participation in the labour movement.
Output 3: Better youth participation and representation in union decision-making bodies	Meeting of the ITUC-Africa Youth Committee	Members of the ITUC-Africa Youth Committee	Activity reports were presented. Discussions around youth union-related issues. Recommendations were formulated.
	ITUC Youth Committee meeting	Members of the ITUC Youth Committee, including 4 African representatives, and the regional coordinator of the ITUC-Africa youth program.	
Output 4: Use of technology for information dissemination and education	Use of online platforms for communication and collaboration among young trade unionists.	Youth from all ITUC-Africa-affiliated trade unions.	Increased visibility of youth work. Significant improvement in the use of available communication tools by young people. Strong online mobilization and campaigns.
Strategic Objective 02 (SO2): Improve youth employability in Africa by enhancing skills, access to education, and vocational training.			
Output 1: Reduced youth unemployment rate	Participation in the Skills Fair on quality apprenticeships.	Youth union representatives, ILO constituents	The overall objective of the Skills Fair was to promote the 2023 Recommendation on Quality Apprenticeships (No. 208) and to share best practices related to the regulation and promotion of quality apprenticeships.

8.3 Activities in Perspective

Activity/Dates	Objectives
ITUC-Africa Colloquium on "Skills Development Initiatives for the Creation of Decent Jobs for Youth in Africa" August 12, 2024	1. Highlight the importance of skills development in combating youth unemployment. 2. Provide a platform to share successful skills development initiatives and programs. 3. Facilitate discussions between youth, policymakers, and employers on collaboration strategies to improve youth employability. 4. Develop actionable recommendations for policymakers and stakeholders to implement effective skills development programs.
Regional Workshop on "Strengthening Trade Union Power for Better Youth Employability in Africa" August 12-13, 2024	Strengthen the capacities of young Africans in employability and empowerment through the exchange of best practices and experiences.
Follow-up on the Trade Union Outreach Action Plan in Senegal September 2024	Monitor the implementation of the action plan.

8.4 Recommendations and Way Forward

Challenges in Implementing Youth Activities

- **Insufficient Funding:** Youth activities often require significant financial resources for implementation. A lack of funding can limit the scope and impact of these initiatives.
- **Access to Funds:** Young organizations face difficulties in accessing grants and funding, often due to complex procedures and high competition for available funds.
- **Inadequate Support:** Weak support from established institutions and union leaders to mentor and promote youth initiatives.
- **Low Representation:** Youth are often underrepresented in decision-making bodies, which limits their influence on policies and decisions affecting their activities.
- **Limited Collaboration:** Difficulty in establishing effective partnerships with other youth organizations, unions, government institutions, and international bodies.
- **Political Instability:** In some countries affected by political crises (e.g., coups), the implementation of youth activities has been delayed and access to resources has been limited.

The Way Forward

The involvement and participation of young workers in the trade union movement are crucial developments that give young people a sense of belonging. Despite the many measures taken by governments, the current labour market situation remains concerning, given the precarious nature of jobs and the high unemployment rate. Today, more than ever, unions are called upon to play their role by effectively participating in the various processes of developing and monitoring employment programs and policies at all levels.

In the future, the youth action plan's activities will focus more on the following points:

1. **Resource Mobilization:** Seek funding from various sources, including international organizations.
2. **Capacity Building:** Provide training and skill development programs for young leaders and union members.

3. **Mentorship and Leadership:** Establish mentorship programs to offer continuous support and guidance to young people.
4. **Advocacy for Representation:** Promote youth representation in decision-making bodies and advocate for their active inclusion.
5. **Improved Coordination:** Create platforms for coordination and collaboration between different youth initiatives.
6. **Strengthening Partnerships:** Establish strong partnerships with governments, NGOs, educational institutions, and international organizations.

To address the challenges in implementing youth activities effectively, several strategic actions are necessary. Firstly, resource mobilization should be prioritized to secure funding from diverse sources, including international organizations, to overcome the financial constraints often faced by youth initiatives. Capacity building through targeted training and skill development programs will equip young leaders and union members with the necessary tools to drive change. Establishing mentorship and leadership programs is crucial to provide ongoing support and guidance to young individuals. Advocacy efforts should focus on promoting youth representation in decision-making bodies to ensure their active inclusion in policy-making processes. To enhance collaboration, creating platforms for improved coordination between various youth initiatives will facilitate more effective partnerships. Additionally, strengthening partnerships with governments, NGOs, educational institutions, and international bodies will help to build a supportive network for youth activities. These measures will collectively address the current challenges and significantly advance the involvement of young workers in the trade union movement.

9 Communication and Outreach

9.1 Context

In most African countries, unionization rates remain low, and the number of union members is decreasing due to the rapid growth of the informal economy and precarious employment. The decline in membership has been further exacerbated by the reduced influence of unions on decisions affecting their members and workers in general, whether at the sectoral or national level. Union finances have also diminished alongside membership, making it increasingly difficult for unions to provide tangible services and benefits to their members. African unions are aware of these challenges and are seeking ways to address them. They are enhancing their capacities to negotiate more effectively and secure better working conditions for their members through bargaining. Moreover, the advent of new technologies has revolutionized communication within the labour movement and holds the potential to increase membership and workers' engagement. Social media now offers the possibility of sustained social interaction and dialogue with potential members and the public. It enables interactivity that old static websites could not provide. Social media serves as a space for discussion on issues, campaigns, and organizational matters.

Union mobilization involves organizing workers, building solidarity, and mobilizing resources to advance workers' interests. Effective communication is the foundation for successful mobilization efforts. Effective communication is essential to the success of any movement, particularly in the context of unions in Africa. Due to the diversity of cultures, languages, and socio-economic contexts on the continent, unions face unique challenges in mobilizing and engaging their members as well as advocating for their rights and interests.

Communication is a crucial tool that enables workers to discover each other. It is also a means by which unions provide information to their members and express the views and interests of their members to other concerned parties. Communication is a collective necessity and a social right for every organization, as well as a key factor in development. The Communication Department of ITUC-Africa has the essential tasks of informing staff, affiliates, and partners about activities, establishing effective communication with them, and increasing the visibility and presence of ITUC-Africa. Its activities aim to strengthen communication between trade union organizations and their members at national, sub-regional, and regional levels.

9.2 Activity Report

Output	Activities	Target Groups Involved	Outcomes/Impacts [Short run & Long run]
Strategic Objective: Strengthen the visibility, credibility, and impact of ITUC-Africa as a regional leader in the labour movement while enhancing member mobilization.			
Output 1: Improved Visibility and Online Presence	1. Regular sharing of information and news.	• ITUC-Africa Secretariat • Affiliated Organizations • General Council and Executive Bureau • Women’s Committee • Youth Committee • Sub-regional organizations • Workers • CSOs	→ ITUC-Africa’s values, image, and vision are well developed and communicated. → Increased website traffic and social media followers. → Growth in social media subscribers and interactions. → Regular and timely communication between ITUC-Africa, its affiliates, and the public.
	2. Regular creation of content for social media.		
	3. Production and publication of electronic newsletters.		
	4. Publication of activity reports, news, and multimedia on the website.		
Output 2: Strengthening Institutional Visibility	Periodic updates on the message board at ITUC-Africa headquarters.		
	Publication of statements and press releases.		
	Commemoration of symbolic events and dates for the labour world.		
Output 3: Establishment of Media Alliances	1. Identification and establishment of relationships with local and international media.	Press outlets in Togo, Côte d’Ivoire, Guinea, and Nigeria; international media such as BBC Africa, Vox Africa, and Africa Rendez-vous	→ Increased positive media coverage. → Enhanced visibility of the organization. → Establishment of a network of journalists friendly to ITUC-Africa.
	2. Participation of journalists in ITUC-Africa activities.		

2024 PROGRESS REPORT

Output 4: Better Member Mobilization and Engagement	1. Creation of periodic newsletters to inform members about ITUC-Africa's initiatives and actions.	• ITUC-Africa Secretariat • Affiliated Organizations • General Council and Executive Bureau • Women's Committee • Youth Committee • Sub-regional organizations • Workers • CSOs	Strengthened member involvement in the organization's activities. Member feedback on newsletters and internal communication. Increased public awareness of trade union issues.
	2. Development of awareness campaigns on trade union and social issues.		
	Time for 8 Campaign	All affiliates	Workers' and trade unions' voices were heard loudly during the Forum. Their numerous contributions were fundamental in maintaining a strong presence on social media dedicated to the HLPF.

9.3 Recommendation and Way Forward

To address the challenges faced by African trade unions in digital communication, several strategic measures are recommended. Improving internet access and network coverage is crucial. This can be achieved through collaboration with internet service providers and governments, and by exploring cost-effective solutions like community Wi-Fi and affordable mobile data plans. Leveraging digital platforms is essential for effective communication. Trade unions should utilize social media platforms such as Facebook, Twitter, Instagram, and LinkedIn to share information, organize campaigns, and engage with members. Additionally, maintaining a dynamic website with updated sections for news, events, resources, and member testimonials, and regularly publishing blog articles on labour issues can enhance online presence and engagement.

Enhancing digital skills among union members is also important. Organizing workshops and seminars to train members and leaders in digital tools, and providing practical guides and video tutorials, will improve their ability to use digital technologies effectively. Awareness and mobilization efforts should include email marketing and instant messaging. Electronic newsletters can keep members informed about union activities, while messaging apps like WhatsApp can be used for quick updates and notifications. Webinars and virtual conferences provide valuable platforms for communication. Hosting online sessions to discuss labour-related issues and organizing large-scale meetings through platforms such as Zoom, Microsoft Teams, or Google Meet can facilitate broader engagement and discussions.

Creating multimedia content, including explanatory videos, podcasts, and infographics, can make complex information more accessible and engaging. Developing a union web TV channel could further enhance visibility and interaction.

Finally, forming strategic partnerships with media outlets and journalists can help expand communication networks and increase message reach.

Key Points:

- Collaborate on improving internet access and explore affordable connectivity solutions.
- Leverage social media, maintain a dynamic website, and publish blog articles.
- Offer training sessions and create practical guides and tutorials.
- Use email marketing and instant messaging for updates and notifications.
- Organize webinars and virtual conferences for broader engagement.
- Produce videos, podcasts, and infographics, and consider a web TV channel.
- Collaborate with media outlets to expand communication networks.

10 Administration

10.1 Obituaries

N°	NAMES	FUNCTION	ORGANISATION/ COUNTRY	DATE
1	Mademba Sock	Secretary General	UNSAS, Senegal	15 June 2025
2	Blaise Maliem Basse	Deputy Treasurer	UDTS, Senegal	August 2024

10.2 The Organs and Structures of The Organisation

The fifth ITUC-Africa Congress held in Nairobi, Kenya on 28 – 30 elected a new leadership to govern the organisation until 2027. The composition of this new team is as follows:

10.2.1 The Executive Bureau

NAME	POSITION
Martha Tinny Molema BFTU Botswana	President
Mamadou Soro Humanisme, Côte d'Ivoire	Deputy president
Rose Omamo COTU, Kenya	Deputy president
Amar TAKDJOUT UGTA, Algeria	Vice president representing Northern Africa
Helena Isabel Generosa DACOSTA UNTA Angola	Vice president representing Southern Africa
Jean-Marie NDI CSAC Cameroun	Vice president representing Central Africa
Chutoo Raez CTSP Mauritius	Vice president representing East Africa
Germaine RAMDE CSB, Burkina Faso	Vice president representing West Africa
Gladys B. BRANCHE SLLC, Sierra Leone	Chairperson, Women Committee
Yoio Joao CORREIA UNTGB-CS, Guinée Bissau	Chairperson, Youth Committee
Akhator Joel ODIGIE NLC, Nigeria	General Secretary
Anselme Coovi AMOUSSOU CSA Benin	Deputy General Secretary

10.2.2 The General Council

N°	REGION	TITULAR/ TITULAIRE		SUBTITUTTE/SUPPLEANT	
		NAME	Org/ Country	NAME	Org/ Country
1	North Africa	Mohamedu Rabani	CNTM Mauritania		
2		Hind Mouttou-	UGTM Morocco		
3	West Africa	Ms Germaine Ramde	CSB Burkina Faso	Senouvo Menoukon	UNSI, Togo
4		Yakouba Katile UMT Mali	UNTM Mali	Claire Marcelle KOUASSI	UGTCI, RCI
5		Joshua Ansah	TUC Ghana	Ms Sarah Thomas	SLLC Sierra Leone
6	Central Africa	Jean Marie Ndi	CSAC Cameroon		
7		Ivette Aziza Ouaddaye	UST Chad	Woman	Open
8	East Africa	Omar Faruk Osman	FESTU Somalia	Christine Kavata	NOTU Uganda
9		Chutoo Raez	CTSP Mauritius	Henry Mkunda	TUCTA Tanzania
10	Southern Africa	Martha Molema	BFTU Botswana	Florence Tavirunga	ZCTU Zimbabwe
11		Gina Mduduzi	TUCOSWA Eswatini	woman	TUCNA Namibia
12		Helena Isabel Generosa Da Silva Franca	UNTA-CS Angola	Woman	MCTU Malawi

At the 5th Congress, ITUC-Africa decided to include affiliates with at least 500.000 members as ex officio members of the General Council.

10.2.3 Ex-Officio Members of the General Council

N°	Name – Organisation
1	Mamadou Soro – CSH Cote d'Ivoire
2	Godfrey Selematsela - FEDUSA South Africa
3	Rose Omamo – COTU Kenya
4	Nuhu Toro - TUC Nigeria
5	Amira Monaem UGTT Tunisia
6	Mabutho Cele South Africa
7	Kassahun Follo – CETU Ethiopia
8	Emmanuel Ugboaja – NLC Nigeria
9	Nabilla Belkacem - UGTA Algeria
10	SWTUF Sudan

ITUC-Africa representatives at the ITUC General Council are also members of the General Council of the Organisation

10.2.4 ITUC General Council Reps also serve on ITUC-Africa GC

N°	TITULAR	SUBSTITUTES
1	Ms Joaquina Maria Almeida (Cape Verde – UNTC-CS)	Mr Agui Palanga (Togo – CNTT)
2	Mr Mody Guiro (Senegal – CNTS)	Mr Bachabi Moudachirou (Benin – CGTB)
3	Ms Bridget Mutambo (ZCTU – Zambia)	Helena Isabel Generosa Da Silva França (UNTA-CS Angola)
4	Mr Francis Atwoli (Kenya – COTU)	Osman Nur Farouk (FESTU – Somalia)
5	Mr. Joe Ajaero (NLC Nigeria)	Mr Joshua Ansah (TUC – Ghana)
6	Ms Rafenoarimanana Mbolanomena (Madagascar – USAM)	Ms Koulouthoume Assoumani (Comoros – CTTC)
7	Mr Noureddine Taboubi (Tunisia – UGTT)	Ms Bintou Ghassoum Mara– (Mauritania – CLTM)
8	Mr Amar Takdjout (UGTA – Algeria)	
9	Losi Zingswa (COSATU South Africa)	Butale Thusang (BFTU Botswana)
10	Ajam Riefdah (FEDUSA, SA)	Ms Florence Taruvinga (Zimbabwe – ZCTU)
11	Sabin Kpokolo CSTC, Centrafrica Rep.	Ms Ada Patricia Ebougou (Gabon – CGSL)

10.2.5 Subregional organisations on General Council

N°	Names	Organisations
1	Steven Mwaiko	Executive Secretary, East Africa trade Union confederation (EATUC)
2	Mavis Anna Koogotsitse	Executive Secretary, Southern Africa Trade Union Coordination Council SATUCC
3	John E. Odah	Executive Secretary, Organisation of Trade Unions of West Africa (OTUWA)
4	Sabin Kpokolo	General Secretary, Organisation Syndicale des Travailleurs de L’Afrique Centrale (OSTAC)
5	Kassahun Follo	Président, Horn of Africa Confederation of trade Unions (HACTU)

10.2.6 African GUFs on General Council

N°	Names	Organisations
1	Mr Daniel Oberko	Regional Secretary, Public Services International (PSI)
2	Mr Louis Thomasi	Regional Director, International Federation of Journalists Africa Region (FAJ)
3	Mr Keith Jacobs	Regional Secretary, UNI Africa
4	Mr Dennis Sinyolo	Regional Representative Education International (EI)
5	Ms Paule France Ndessomin	Regional Secretary, IndustriALL Sub Saharan Africa
6	Ms Crecentia Mofokeng	Regional Representative Building and Wood Worker’s International (BWI), Africa & Middle East Region

2024 PROGRESS REPORT

7	Mr Mohammed Safiyuna	Regional Secretary, International Transport Workers' Federation (ITF) Africa
8	Mr Simeon Tounde Dossou	Regional Secretary, Uniting Food, Farm and Hotel Workers (IUF) Africa

10.2.7 The Internal Auditors

Joy Beene (Mr), ZCTU Zambia

Twagirayezu Sylvie Kévine (Ms), CESTRAR, Rwanda

Jean Bernard Malouka (Mr), COSYLAC, Congo Brazzaville

10.2.8 The Women Committee

	Titulars		Substitutes	
	NAMES	ORGANISATION/ COUNTRIES	NAMES	ORGANISATION/ COUNTRIES
1	Morgiebala Gladys BRANCH	SLLC – Sierra Leone	Rebecca Rebeca Kwashi	TUC-GHANA
2	Irène Jeanne Ayivi	CGTB - Bénin	KODJO Adjowa Rose	UNSI
3	Fatima conceicao Da costa Ribeiro	UNTG/CS – Guinea Bissau	Nfinda virginie Samuel	UNTA-CS - Angola
4	Clemémentine Zintsem	CSAC - Cameroun	Estelle Blanche LEPANDA	COSYGA Gabon
5	Ritta MSIBI	COSATU, SA	Tawile BOKO	MCTU - Malawi
SY6	Priyadarshini Gupta GUEDOU privag O7@hotmail.com	MTUC - Mauritius	Koulouthoume Assoumani	CTTC Comoros
7	Oury Baillo Diallo	CNTG - Guinea	Aissata GARBA	USTN-Niger
8	CIMPAYE Valentine	COSYBU-Burundi		NOTU Uganda
9	Sumeya Musa Mohammed	NCEW-Eritrea		SSWTUF – South Sudan
10	RAYASSA Samira	UMT - Morocco	Salem Amimetou	CNTM Mauritanie

10.2.9 The Youth Committee

Titulars		Substitutes	
NAMES	ORGANISATION/ COUNTRIES	NAMES	ORGANISATION/ COUNTRIES
YOIO JOAO CORREIA (M)	UNTG-CS/ GUINEE BISSEAU	DJIDJI DENIS (M)	HUMANISME / COTE D'IVOIRE

KHADY SENE (F)	CNTS/ SENEGAL	ADOUM BANKANO ABDOUL (M)	USTN/NIGER
MARGARET BOIMA	SLLC/SIERRA LEONE	TBC	
PERSEVERANCE MULAMBA YOWA (F)	CSC / DRC	TBC	
ROMAINE KAKERO (F)	TUCNA/NAMIBIA	RAHARINIRIKO ARMAND HILAIRE (M)	USAM/ MADAGASCAR
PETRONELLA SIBUSISO MPOFU (F)	ZCTU / ZIMBABWE	TBC	
EZRA ZULU (M)	ZCTU/ZAMBIA	TBC	
AKAMPWERA RITAH DITAH (F)	NOTU/UGANDA	NYONI DOMINICUS (M)	TUCTA / TANZANIA
BANANEZA DOUCE SABINE (F)	CESTRAR /RWANDA	ABDULRAZAK MOHAMED IBRAHIM (M)	FESTU/ SOMALIA
DRIDI ZIED (M)	UGTT/TUNISIA	TBC	
BASTA Yasmina (F)	UGTA/ALGERIA	TBC	

10.3 The ITUC-Africa Secretariat

There has been a few changes at the secretariat too due to retirements and recruitments of new staff. Brother Kwasi ADU-Amankwah who served the organisation as General Secretary from 2008 to 2023 retired from his position ta the 5th Congress held in Nairobi. Akhator Joel ODIGIE, who used to be his deputy took over the position of General Secretary at the same Congress. Earlier in 2023, Brother Eric Manzi, also a Deputy General Secretary of the ITUC-Africa left his position and is now representing Africa in the ITUC. In October 2023, ITUC-Africa recruited Dr Hod Anyigba as Executive Director for the African Labour Research and Education Institute in preparation of Brother Kouglo’s retirement which occurred in December 2023. On 30 June 2024, ITUC-Africa also bid farewell to Brothers Joseph TOE, (Organising Coordinator since 2012) and Amouzou Folly Gagnon Raoul who was in charge of the Bar/Restaurant of the Conference Centre. Brother Abdoukarim Ouedrago took over the position of the Organising Coordinator in July 2024.

As at today, the staff of the Secretariat is composed of:

N°	NAMES	FUNCTION
1	ODIGIE Akhator Joel	General Secretary
2	Anselme Coovi Amoussou	Deputy General Secretary
3	AMEGNAGLO H. Rodrigue	Head of Finance
4	AMEKOTOU Enyonam Marceline	Cashier
5	Dr. ANYIGBA Hod Kwadzo	Executive Director ALREI & Chief Economist
6	BOATENG Buor Rhoda	Climate change and OSHE Programme Coordinator

2024 PROGRESS REPORT

7	BOTOKRO Kodjo Faith	Accountant
8	Dr. BROOHM-SAIZONOU Ghislaine	Equality and Social Protection coordinator
9	CISSE Dieynaba Victoire	Administrative Assistant
10	D'ALMEIDA-MENSAH ASSIAKOLEY Adjélé Fafa Georgia	Journalist, Youth Prog. Coordinator
11	EKOUE K. KOUMAKO Edith Akuvi	Administration Manager
12	GANYO Koffi Mensanh	Logistician
13	HOMEVOH Etsri Jules	Programme Coordinator, ALREI
14	HUNT Senam Guy	IT and System Manager
15	KIZA Kapangula Sylvain	Liaison Officer Nairobi Kenya
16	NKOSI Alex Richard	HTURs programme Coordinator
17	OUEDRAOGO Abdou Karim	Organising programme Coordinator
