



**Report of
1st African Trade Union Organising and Collective Bargaining Strategic Forum**

Theme:

“Organizing and Collective Bargaining: Collaborating to Improve Defence and Protection of Workers’ Rights and Drive Trade Union Regeneration”

Rwanda, October 3- 4, 2024

Slogan

“Building African workers power in our life time”

Forum Organizers:
ITUC-Africa & GUFs

October 2024

Page 1 of 20

The African Trade Union Organizing and Collective Bargaining Strategic Forum took place in Kigali, Rwanda, from October 3-4, 2024, under the slogan “***Building African Workers' Power in Our Lifetime,***” brought together 85 trade unionists from 28 African countries, including Belgium, Turkey and Ireland.

The forum focused on the theme: Organizing and Collective Bargaining: Collaborating to Improve Defence and Protection of Workers' Rights and Drive Trade Union Regeneration. It addressed the critical need to strengthen the power and unity of African workers through organizing, collective bargaining, and fostering collaboration between trade unions and civil society organizations (CSOs).

Opening session

The opening session of the 1st African Trade Union Organising and Collective Bargaining Strategic Forum started at 9:00 AM on October 3, 2024 at the Sainte Famille unity Conference Hall in Kigali, Rwanda.

The first speaker, Keith Jacobs from UNI Global Coordinator of Representatives of the African Global Trade Union Forum emphasized the vital role trade unions play as the most formidable force in CSOs, amidst unprecedented challenges such as senseless wars, attacks on living standards, and job insecurity. He highlighted that African trade unions are unevenly developed, with low density weakening their power in collective bargaining. Jacobs called for organizing young workers using social media and technology, and for unity among unions, as fragmentation undermines the labour movement.

The General Secretary of ITUC-Africa, Akhator Joel Odigie underscored that decolonization remains an unfinished project, with political, economic, and environmental systems failing to meet the aspirations of African workers. Odigie compared the urgency of the current situation to a “boiling frog on a steadily rising temperature” scenario (*the frog was comfortable in a cold temperature and failing to notice that the heat was steadily, gradually rising until it became too hot for the frog to jump out, and he was cooked*), urging immediate action to avoid further deterioration. He advocated for a renewed strategy to build strong trade union movements capable of mobilising workers, people and communities to further the African decolonisation agenda to ensure the attainment of aspirations, expectations and desires of the African workers and peoples for shared prosperity, development and social justice. He recalled the target to recruit and organise four million new members in four years, emphasizing sincerity and the use of technology.

Martha Molema, the President of ITUC-Africa in her opening remarks has drawn a picture of the challenges for trade union organizing in the African Labour market today. Declining union density, shrinking formal employment, and the overwhelming dominance of the informal economy among others are eroding the trade unions' power. She reaffirmed the need for collective bargaining as the engine of change, particularly in a continent where 85% of the workforce operates in the informal sector. She stressed the importance of unionizing workers employed under precarious conditions, especially platform workers in the digital economy. Molema called for engagement with young workers and women in union activities, noting that the fight for workers' rights is both a moral and practical imperative.

In closing her remarks, Martha Molema reaffirmed ITUC-Africa commitment: organising is the lifeline of trade unions, and collective bargaining is the engine that drives change. The Kigali forum marks the beginning of a new chapter in the African labour movement. A chapter where workers, formal and informal, young and old, men and women are united in their fight for dignity, justice, and equality in the workplace.

Key Discussions and Themes

The forum highlighted several critical challenges facing African trade unions:

1. **Low Union Density and Fragmentation:** Low union membership in many sectors, and weak strategies to engage the informal economy, weakens the unions' bargaining power.
2. **Precarious Employment:** The rise of informal and platform work, characterized by short-term contracts, casualization, and lack of social protection, has eroded workers' security and posed greater challenges for trade unions on how to organise these categories of workers.
3. **Youth, Women and migrant workers Underrepresentation:** There is a notable underrepresentation of youth and women in unions, despite these groups making up a significant portion of the workforce. The demographic dividend talks about Africa's bulging youth population. Over 60-70 per cent are under the age of 35. We are also seeing a steady growth of migrant workers across the African continent and outside, especially those in the Middle East who are largely without voice and representation and suffering sundry egregious human and labour rights violations. It is critical to organise these categories of workers to booster the ranks of the trade union movement. What are union strategies to organize young workers.
4. **Political and Economic Pressures:** Neoliberal policies and "lawfare" and union bashing/busting (Madagascar, Swaziland & Zimbabwe) (ITUC Global Rights Index) aimed at discouraging unionization, as well as political leaders' reluctance to ratify international labour conventions, exacerbate union fragmentation and weaken collective action.

To counter these challenges, speakers like Rose Omamo (AUKMW, COTU-K, Deputy President, ITUC Africa and IndustriALL Vice President) and **Nazinigouba Kabore former General Secretary of Confédération Syndicale Burkinabè (CSB)** and Deputy regional coordinator of the International Transport Federation (ITF) for ECOWAS and Francophone countries called for innovative organizing strategies, emphasizing the need for unions to adopt new methods, such as organizing along supply chains and negotiating for workers in platform economies. Omamo urged unions to develop internal democratic governance and to prioritize inclusivity, particularly for women, youth, and migrant workers.

Innovative Approaches to Organizing and Collective Bargaining

Speakers discussed the importance of rethinking traditional organizing approaches. Pat Horn, who began organizing informal workers during apartheid, spoke about how laws have historically excluded informal economy workers. She noted the emergence of platform work in sectors like transport and food delivery, stressing that even these workers can be organized through innovative collective bargaining strategies.

Todd Brogan (ITUC) highlighted the decentralization of workplaces and the importance of involving platform workers in union activities. Migrant workers and those in isolated or informal work environments must be engaged through creative, decentralized and inclusive organizing efforts. Trade unions must be willing and ready to partner civil society organisations in the organising of informal workers because several progressive CSOs are close to and working with informal economy organisations, especially women's organisations.

Building Stronger Trade Unions

The forum recognized that trade unions must be strong, unified, and proactive to defend workers' interests effectively. **Stephen Faulkner** called for comprehensive assessments of African trade unions, acknowledging their strengths and weaknesses while addressing the conditions of the working class. Faulkner pointed out that without power, trade unions will cease to exist.

It was further discussed that unions must consider ways and means to participate in politics and policy platforms where job creation is discussed to remain relevant.

Are our unions truly democratic? A thorough democratic audit of our organizations is needed—examining who attends general meetings and how decisions are made. If we don't address these concerns, unions risk fading away, as only an independent workers' movement can genuinely defend labour interests.

Participatory democracy is important for trade unions. **The Sierra Leone Labour Congress** demonstrated this by engaging communities to protect democracy, showing that unions can be the foundation for democratic change. To build and strengthen ourselves, unions must become more democratic internally. We should focus on developing alternatives to austerity and investing in public services, especially when resources are made available senseless priorities like wars.

Trade unionists have made significant sacrifices for the movement, and while it can be hard to face criticism, they must remain open and accountable. Union leaders should not be defensive but instead move forward with transparency and a commitment to workers' power.

Saliem Patel, International Federation of Workers Education Associations, IFWEA, stressed the need for mass production of workers' educators and researchers to empower union members through knowledge. He called for workers' education to play a central role in strengthening unions, emphasizing the importance of building knowledge communities within unions to tackle the complex challenges within the world of work confronting workers and their prospects of inhibition against their joining trade unions.

The Future of Workers' Rights in Africa

The forum concluded with a clear call for action. African trade unions must open a new chapter by uniting and organizing workers across all sectors, especially in the informal economy. Trade union leaders recognized the need for innovative strategies to adapt to the rapidly changing nature of work in the digital economy. They reaffirmed their commitment to improving collective bargaining outcomes and defending workers' rights as a bedrock of social justice.

The privatization of public services is pushing workers into the hands of private capitalists who often disregard workers' rights. This trend is particularly concerning for young workers involved in digital and platform-based jobs, where virtual work dominates the new economy.

As trade union leaders, it is crucial to reassess our roles and the purpose of unions. Workers' education must be prioritized to enhance the understanding of trade unions' significance and their role in protecting labour rights. Although unions played a vital part in the fight for democracy during the colonial era, their relevance has diminished, requiring a renewed focus. Trade unions must redefine their roles, balancing policy advocacy with militant action when necessary. Organizing and collective bargaining remain essential tools in building workers' power and safeguarding their rights.

Responding, participants emphasized the need to reignite the fighting spirit of trade unions, noting that their relevance is fading. It was pointed out that the growing prevalence of informal contracts and the declining interest in unionism, particularly among young workers likened to a "sleeping giant". A strong reaffirmation of trade union rights as human rights and women's rights rang firmly. Sadly, the erosion of pension funds, medical aid, and the persistence of poverty wages and undermining of the rights to form and join trade unions are challenges in stark contradiction to the assertion and enjoyment of the human rights of workers. Participants affirmed that trade unions collective bargaining engagement must shift their focus include the struggle for retirement benefits. Importantly, trade unions must devise effective strategies to enforce collective bargaining agreements. Development of trade union strategies on organising and collective bargaining can be furthered within sundry ITUC-Africa spaces such as the New Year School.

Participants also highlighted the legislative challenges that hinder public sector unionization, calling for greater visibility and political engagement to defend trade union policies. It was proposed that trade unions should consider the utilisation of social media tools to reach a cross-section of diverse categories of workers in organising and mobilisation drive.

Jessie Chingoma from the Malawi Congress of Trade Unions highlighted the exploitation faced by workers in the tea industry, Malawi's third-largest foreign exchange earner. She noted that despite its economic significance, workers endure poverty wages and child labour remains a pressing issue. Approximately 40,000 small-scale farmers with family plots are in competition with large tea estates, where sexual harassment and other forms of abuse are rampant.

While wages in the tea estates are above the minimum wage, other serious challenges persist, including the high prevalence of HIV and AIDS among workers. Many employees are subjected to casualization employment relations, with most working on a seasonal or short-term basis, leading to a lack of long-term job security and inadequate social protection.

Crecentia Mofokeng (BWI) regional representative called for expanding collective bargaining to include migrant workers, construction workers, and workers in informal sectors. She emphasized that readiness, preparedness, and solidarity across borders are essential to achieving success in collective bargaining.

In closing, **Kwasi Adu-Amankwah, former general secretary ITUC-Africa**, spoke about the need and urgency for African trade unions to consider trade union unity and mergers as tools to advancing working class power. He recalled and x-rayed the unity history of trade unions in Nigeria to buttress his point. He concluded that the Nigeria Labour Congress, as one of

Africa's biggest and most formidable trade union centres was formed on account of the realisation of the trade union leaders of the time to build a fighting workers' organisation to advance the rights and interests of Nigerian workers.

Comrade Kwasi stressed the need to consciously, genuinely and collaboratively drive unity and merger at the enterprise, sectoral, national and continental level. particularly for the continent, he affirmed that the situation where two regional organisations exist with a combined 98% shared membership is akin to one trade union movement with one body but two heads, and the chances of moving, avoidably, in different and contrary directions is possible. He urged participants and African trade unions to urgently rethink avoidable and unnecessary fragmentation through mergers and unity of action approaches. He concluded by affirming that a well-organised and united trade union movement is the last frontier for workers' power in Africa.

Day 2: Action, Roadmap and Commitment

The Day 2 of the 1st African Trade Union Organizing and Collective Bargaining Strategic Forum started with the report of Day activities and outcomes. Five unions representatives drawn from the participants shared their reflections and take away from the discussions of the first day. All speaker highly appreciated the clarity and sincerity of the discussions on the issues regarding the decline of trade union density in Africa, the challenges faced by unions to organize and collectively bargaining and the crucial need to organize young workers, women, informal economy workers and the digital economy platform workers that are emerging in many sectors in Africa.

Participants also appreciated and learnt from the history on trade union unity in Nigeria shared by Kwasi Adu Amankwa the former General Secretary of ITUC-Africa that is inspiring for unions in countries where trade union unity is still a challenge.

The ITUC-Africa organizing committee recall the objectives of the day that is focused on developing and clear and realistic action plan for the future of Organizing and collective bargaining in Africa. Participants were set in Four (4) groups lead by experienced facilitators to develop a road map on organizing based on the good experiences and knowledge shared during the first day.

Research and data collection

- Use trade unions' research institutes to assess the potential workforce for organizing, the needs and services expected by specific groups of workers or sectors (formal economy, informal economy, digital platform workers, youth and women).
- Collection of data for the specific groups to lead strategic actions.
- Research on sectoral and national living wages to inform national campaigns on living wages and negotiations of collective bargaining.
- Research on the deficit of social protection and decent work in the informal economy and the digital platform workers.

Education and training

- Critical assessment of what currently exist.
- Identifying education gaps and key facilitators.
- Strengthen what currently exist in terms of training and education programmes.
- Need to be mindful in Mobilizing resources.
- Develop priority programmes and implementation plans.
- Trainings on key labour standards applicable at national and international levels.
- Training in Occupational Safety and Health (OSH) for informal workers.
- Training on social protection for informal workers and migrant workers.
- Training on collective bargaining negotiation skills.
- Training of new generation of union organisers.

Campaigns and communication

- Map the sectors and areas of unorganised workers' presence.
- Identify the issues confronting workers and devise inclusive and broad framing of them to attract potential workers to fight for change.
- Improve communication with union members and structures.
- Use of appropriate social media for education, information and communication with members.
- Effective use of social media platforms for education, awareness and mobilisation campaigns on issues of workers concerns.
- Campaigns on youth and women inclusion on trade union activities and decision-making structures.
- Campaigns on the ratification, application and enforcement of ILO cores conventions and specific conventions on Labour migration, Domestic work, violence and harassment and discrimination in the world of work.
- Sustain the campaign to achieve progressive labour law reforms to adapt to current situation and remove the shackling and shrinking of civil liberties and the spaces for their enjoyment, especially Freedom of Association, Assembly and Expression, right to strike, etc.
- Campaign for the promotion of ILO Recommendation 203 on protection of work in conflict zones and Recommendation 204 on formalisation of informal work.
- Intensify solidarity support to trade unions on struggle /action for human and trade unions rights or responses to emergent issues.
- Mass meetings, rallies, statements and press conferences that connect trade unions, the people, communities and streets for collective actions for change.
- Intensive use of campaign materials (flyers, brochures, booklets, merchandize, billboards, posters etc.)

Specific focus actions for informal economy

- Mapping of the informal actors (identification, listing, recruitment, unionization);
- Develop an action plan for organizing the informal sector by country
- - Setting up a national unions' platform to support organizing in the informal sector
- Skills and Capacity building of the informal workers in their work areas

- Develop specific projects to support informal actors to improve their living and working conditions (Income Generating Activities, health mutuels, cooperatives, saving and loans services etc.)
- Negotiate sectoral agreements for the informal sector workers
- Create a think tank framework on informal economy (national level /regional level)
- Encourage the sharing of experience with other countries on the organization of the informal sector

Action plan for Building workers' Power in our lifetime 2025 - 2028

Action Areas	Specific Activities and Timeframe	Resources and Responsible Lead	Outcomes/Results
<p>1. Operationalise and institutionalise the Organising Campaigns through the Africa Organising Academy (AOA) by assisting the affiliates in increasing their representativity and union protection impact through strategic organising-recruitment projects and support specially among precarious, temporary, informal, vulnerable and digital platform workers.</p>	<p>Research and data collection (January to June 2025)</p> <ul style="list-style-type: none"> - Use Trade unions' research institutes to assess the potential workforce for organizing, the needs and services expected by specific groups of workers or sectors (informal economy, digital platform workers, youth and women) - Collection of data for the specific groups to lead strategic actions - Research on sectoral and national living wages to inform national campaigns on living wages and negotiations of collective bargaining - Research on the deficit of social protection and decent work in the informal economy and the digital platform workers 	<p>Unions funds + SSOs AKO + Unions leadership</p>	<ul style="list-style-type: none"> - 4,200 000 new union members are organized by 2027 (1,400 000 per year) - 1,680,000 new paying members to unions by 2027 (560,000 per year) - 840,000 new paying members to ITUC-Africa by 2027 (280,000 per year) - At least 5 francophone countries have adopted trade union Unity of action for decent work - At least 15 unions are organizing in the informal economy sector, the value chain of industries. - At least 5 Corporations

Commenté [MK1]: I assume this part of the action plan covers this time frame: 2025-2028? Suggest to add it here. I also suggest to clarify to affiliates - when sending the report and action plan - what the distinction is between this part of the action plan and the 2025 action plan.

Commenté [MK2]: Since this might be a question coming from affiliates anyway - suggest to clarify what the difference is between the two targeted numbers.

Action Areas	Specific Activities and Timeframe	Resources and Responsible Lead	Outcomes/Results
	<p>Education and training (January 2025 to September 2027)</p> <ul style="list-style-type: none"> - Critical assessment of what currently exist - Identifying education gaps and key facilitators - Strengthen what currently exist in terms of training and education programmes - Develop priority programmes and implementation plans - Trainings on key labour standards applicable at national and international levels - Training in OSH for informal workers - Training on social protection for informal workers and migrant workers - Training on collective bargaining negotiation skills - Training of new generation of union organisers 	<p>Unions funds + SSOs AKO + Unions leadership</p>	<p>networks are functional in Africa</p> <ul style="list-style-type: none"> - At least 500 new organizers have been trained in new ways and tools of organizing -

Commenté [MK3]: Just for clarity (since affiliates might ask anyway) to clarify what is meant with this - or does it mean: networks for cooperation? On what?

Action Areas	Specific Activities and Timeframe	Resources and Responsible Lead	Outcomes/Results
<p>2. Assist the affiliates in creating or sustaining collective bargaining spaces for their members and target industries/trades including the expansion of the Valuing Women's Work campaign to more countries as guide for gender fair bargaining.</p>	<p>Campaigns and communication</p> <ul style="list-style-type: none"> - Improve communication with union members and structures - Use of appropriate social media for education, information and communication with members - Effective use of social media platforms for campaigns on issues of workers concerns - Campaigns on youth and women inclusion on trade union activities and decision-making structures - Campaigns on the ratification of ILO core conventions and specific conventions on Labour migration, Domestic work, violence and harassment and discrimination in the world of work - Campaign for the promotion of ILO Recommendation 203 on 	<p>Unions funds + SSOs AKO + Unions leadership</p>	<ul style="list-style-type: none"> - 300 New CBAs signed covering 10,000,000 workers. - At least 15 affiliates unions are focusing on strategic organising in the digital economy industries (Transport, online trade platforms, Mobile Money. etc) - At least 15 unions have organized campaigns for democracy, against Corruption, Illicit Financial Flow, Deficit of Trade Union and Human

Action Areas	Specific Activities and Timeframe	Resources and Responsible Lead	Outcomes/Results
	<p>protection of work in conflict zones and Recommendation 204 on formalisation of informal work</p> <ul style="list-style-type: none"> - Campaign for the reform of labour legislations to adapt to current situation - Intensify solidarity support to trade unions on struggle /action for human and trade unions rights or responses to emergent issues. - Mass meetings, rallies, statements and press conferences - Intensive use of campaign materials (flyers, brochures, booklets, merchandize, billboards, posters etc.) 	/	Rights, Dept management
3. Conduct recruitment, integration and mainstreaming activities for young and women workers in the informal economy at the national levels and Campaign to encourage more women participation in	<p>Specific focus actions for informal economy (January 2025 to September 2027)</p> <ul style="list-style-type: none"> - Mapping of the informal actors (identification, listing, recruitment, unionization); 	SSO + Unions funds AKO + Unions leadership	<ul style="list-style-type: none"> - At least 200 women leadership are trained and have capacity to contribute in unions' actions and management

Action Areas	Specific Activities and Timeframe	Resources and Responsible Lead	Outcomes/Results
<p>leadership and decision-making roles within union structures.</p>	<ul style="list-style-type: none"> - Develop an action plan for organizing the informal sector by country - - Setting up a national unions' platform to support organizing in the informal sector - Skills and Capacity building of the informal workers in their work areas - Develop specific projects to support informal actors to improve their living and working conditions (Income Generating Activities, health mutuals, cooperatives, saving and loans services etc.) - Negotiate sectoral agreements for the informal sector workers - Create a think tank framework on informal economy (national level /regional level) - Encourage the sharing of experience with other countries on organizing in the informal sector - Women leadership training for women committee members 		<ul style="list-style-type: none"> - At least 200 youth are trained and have capacity to contribute to unions' actions and management - At least 100 women and youth organizers have been trained for effective organizing drive

Action Areas	Specific Activities and Timeframe	Resources and Responsible Lead	Outcomes/Results
	- Training of women and youth organisers in the informal economy		

New suggestion for Year One (2025)

Action plan for Building workers' Power in our lifetime 2025

First year: 2025				
Goal 1: Organising - At least doubling the membership of ITUC-Africa by 2027				
Action 1: Regional campaign on organising workers for stronger agreements				
Activities	How	Who leads	When	Outcomes
Materials for affiliates: Commitment form and guide for the call to action. Affiliates to indicate their commitments on organising targets and in which sector(s) and to share their action plan	Commitment form and Guide for the Call to Action ready for distribution with actual membership -(in ENG and FR) Animated videos developed in different (10-20) African languages	ITUC Africa, supported by GUFs, ITUC	January 2025	Tools are sent to affiliates to indicate their commitments for organising targets/ campaigns

<p>Awareness and education social media tool (video in 10-20 African languages) targeting the public and potential trade union members to know and appreciate the roles, relevance and essence of the trade union organisation and call to join.</p>		<p>ITUC-Africa, GUFs, ITUC, Affiliates</p>	<p>March – May 2025</p>	<p>Public and potential members developed positive views/understanding of trade unions/affiliates securing possible mapped recruitment constituencies/workers.</p>
<p>Call to action by ITUC Africa, supported by the GUFs, to commit to organising targets for stronger agreements</p>	<p>ITUC Africa Action Plan: online meeting to present the action plan 2025-2027 to affiliates, GUFs and SSO's</p> <p>ITUC Africa to send a letter, guidance notes and template to all affiliates</p> <p>ITUC Africa General Council adopts action plan and officially shares its call for action</p>	<p>ITUC Africa, supported by the GUFs</p> <p>ITUC Africa</p> <p>ITUC Africa</p>	<p>February 2025</p> <p>February 2025</p> <p>February 2025</p>	<p>All affiliates, GUFs and SSOs attended the meeting</p> <p>At least 25 affiliates committed to (realistic) organising targets and with a national organising action plan in place by April 2025.</p> <p>25 affiliates organised a minimum of 25,000 new members by 10 December 2025</p>
<p>Call to action by ITUC Africa, supported by the GUFs, to commit to organising targets for stronger agreements</p>	<p>ITUC Africa + GUFs to promote the call to action at all trade union key meetings with affiliates and in communications with</p>	<p>ITUC Africa + GUFs</p>	<p>February To October 2025</p>	<p>Agenda with key meetings to promote the call to action and generate a maximum response from affiliates to commit to organising targets/ action plans</p>

	<p>affiliates to continuously engage affiliates to commit to organising targets</p> <p>To share campaign updates regularly with affiliates via a social media tool</p>			
Consultations with affiliates	<p>ITUC Africa and in coordination with the ITUC and the GUFs / allies plan consultations with those committed to targets/ organising action plans to:</p> <p>1) identify needs for support and networking, 2) document case studies/ good practices, 3) monitor and assess progress</p>	ITUC Africa, supported by ITUC	<p>April – May</p> <p>Online training focused on specific groups of workers to develop strategic organising plans in a selected number of countries</p> <p>September - October</p> <p>online training for informal workers organizers for selected countries</p>	<p>At least 25 platform work organizers from 6 countries have been trained and sharing experience through established networks</p> <p>At least 25 informal workers organizers have been trained online, National focal points and networks have been established by country and implementing organizing campaigns</p>

<p>Sub-Regional Organising Academy for Platform workers</p> <p>Platform workers strategic organizing forum after the ILC on Platform economy</p>	<p>Sub-regional workshop on the platform economy as way forward after ILC (Nigeria, Ghana, Kenya, Tanzania, Uganda, South Africa, Senegal and Côte d'Ivoire)</p>	<p>ITUC Africa, supported by GUFs and SSOs + ITUC</p> <p>ITUC Africa, supported by GUFs and SSOs + ITUC</p>	<p>April – May 2025</p> <p>October 2025</p>	<p>At least 25 organizers from the platform economy have been skilled for organizing networking and campaigning</p> <p>At least 5 affiliates started effective organizing drive in the platform economy</p>
<p>Regional Organising Academy for Young workers (men and women) during the Regional Youth Conference</p>	<p>Dedicated organising campaigns to be defined with the Women's Committee and Youth Committee / during the Youth Conference</p>	<p>Meeting Women's Committee – or build forward on the outcomes of the Women's Conference.</p> <p>Meeting Youth Committee or build a youth led</p>	<p>March-April 2025</p>	<p>At least 25 youth organizers have been trained and engaged in organizing campaigns</p>

		campaign during the Youth Conference early 2025		
Action 3: Strengthen capacity of trade unions for organising campaigns				
Actions	How	Who leads	When	Outcomes
Capacity building workshops	Training workshops for organisers for 10 affiliates – focus includes platform workers, the informal economy (Senegal, Benin, Guinea, Togo, Cameroon, Nigeria, Ghana, Kenya, Tanzania and Uganda)	Africa Organizing Academy, supported by GOA, GUFs, CSOs and SSOs	March – December 2025	At least 25 organisers are trained and follow up guidance for campaign plan provided.
Responding to young people and workers' issues and their trade union involvement (membership and participation).	Continental Youth Conference <i>"The African socio-economic and political situation in Africa: young people and their trade union organisations' responses"</i>	ITUC-Africa, GUFs, ITUC, SSOs, CSOs, ILO/ACTRAV	March/April 2025	Numbers of national young organisers increased. Youth and socio-economic issues tracked and inserted in national response policies and programmes.
Education and training materials	Assess available materials and share with affiliates in an accessible way (to define best ways to do this)	ITUC Africa, supported by GUFs and SSOs	March – December 2025	

	<p>Identify gaps with a view to developing additional materials</p> <p>Make existing tools available to affiliates and in an accessible way</p>			
Action 4: Renewed commitment to trade union unity and merger at the national and continental levels				
Actions	How	Who leads	When	Outcomes
Giving genuine expression/commitment and support to trade union strength through unity of action and mergers.	<p>Compile and disseminate stories of successful mergers; Identify and support willing affiliates towards national merger processes; continue the education and relevance of ensuring one strong, united and influential trade union voice and representation on the continent.</p>	<p>Affiliates, ITUC-Africa, GUFs, SSOs</p>	<p>March 2025- November 2027</p>	<p>At least 10 mergers at the sectoral/enterprise level; five mergers at the national level and one at the continental level.</p>