

**African Regional Organisation of the  
International Trade Unions Confederation – ITUC-Africa**



**5<sup>th</sup> ORDINARY CONGRESS**  
*Nairobi, (Kenya), 28-30 November 2023*

**“ AMKA Afrika!”**

**SUMMARY REPORT**

According to Article VIII (b), Ordinary Congress shall be convened every four years. Article VIII (c) states that the Congress shall be convened to consider and decide on the following – (i) Reports on activities of the Regional Organisation, including financial reports; (ii) General trade union policy questions and resolutions; (iii) General questions of interest to working people which call for policy to be formulated to guide the Regional Organisation and member organisations; (iv) Proposals for the activity of the Regional Organisation during the period to follow; (v) Proposals for amendments to the Constitution; (vi) Any other proposal submitted by member organisations; (vii) Nominations for the election of the General Council, the General Secretary and the Internal Auditors; (viii) Ratify applications for affiliation; (ix) ratify sanctions.

In fulfillment of these constitutional provisions, ITUC-Africa convened its 5<sup>th</sup> Ordinary Congress on 28-30 November 2023 at the Safari Park Hotel in Nairobi, Kenya.

203 numbers of delegates were registered by the affiliates. As of the time of preparing this report, 75 affiliates have presented complete credentials and partook in the activities of the congress, including contributing to debates, moving motions, and voting.

We had 12 affiliates with partial credentials who participated in the activities of Congress, but would not vote in line with our rules (Article XI (e)).

Analysis of the delegates' registration shows that 40 % (39.83) are women, 60 % (60.17) are men, and 10.8 % are youth.

We also have 172 observers and guests that registered and attended the Congress.

The meeting proceeded to the following Agenda:

**Day 1 : Opening**

- Welcome REMARK BY COTU Chairman-General
- Address by President ITUC-Africa
- Address by General Secretary ITUC

- Virtual address by Her Excellency Mia Amor Mottley, Prime Minister of Barbados
- Address by AUC (TBC)
- Address by Special Guest, Director General, ILO
- Welcome address by SG of COTU-(K)
- Short message by the Cabinet Secretary of Labour, Republic of Kenya.
- Musical Interlude
- Keynote Address by Guest of Honour, President of the Republic of Kenya
- Awards

### ***Reception***

COTU-Kenya hosted all Congress participants to a welcome dinner in the night of 28<sup>th</sup> November 2023.

### **Day 2:**

- Credentials Committee - 1<sup>st</sup> report
- Standing orders Committee – 1<sup>st</sup> report
- Messages:
  - ACTRAV
  - OATUU
  - TUCA
  - ITUC AP
  - AFL-CIO
  - CBTU/GAWI
- Activity report
- Financial report
- Delivery of the Theme document and reactions by various speakers led by Prof. PLO Lumumba.
- Launch of election of General Council, General Secretary, Internal Auditors
- Lunch
- Commissions working group.
- Launch of the debt cancelation campaign

### **Day 3:**

- Report of the Standing Order and Credentials Committee.

The agenda was adopted as presented.

### **OPENING CEREMONY**

The first speech was by the Secretary General of COTU-K, who was the event host and greeted all participants with a warm 'Welcome!' to Kenya. He was followed by the speech of the ITUC General Secretary, Brother Luc Triangle. His communication was followed by a virtual address by H. E. Mia Amor Mottley, Prime Minister of Barbados, who gave a very inspiring video-recorded message challenging delegates on the congress theme. So was the keynote address presented by H. E. William Samuel Ruto, President of the Republic of Kenya.

The opening ceremony was also the opportunity to give awards to past trade union leaders and individuals who contributed to the growth and development of ITUC-Africa.

The recipients were presented the awards by the President of the Republic of Kenya, Dr William Sameoi Ruto.

N°	Name
1	<b>Maria Fernanda Francisco Carvalho</b>
2	<b>Jean Oulatar MBAITOUJJI</b>
3	<b>Emmanuel ZOUNON</b>
4	<b>Pascal TODJINO</b>
5	<b>Mamounata CISSE GUIRA</b>
6	<b>Nobila Paul KABORE</b>
7	<b>Augustin Blaise HIEN</b>
8	<b>Angélique KIPULU</b>
9	<b>Cunniah KHEMRAZE</b>
10	<b>Mamadou SAKO</b>
11	<b>Ayuba Philibus WABBA</b>
12	<b>Ibrahim Omar ABDULWAHED</b>
13	<b>Insa DIA</b>
14	<b>Mamadou DIALLO</b>
15	<b>Beki Zacharia NTSHALINTSHALI</b>
16	<b>Yaovi Adrien Beliki AKOUETE</b>
17	<b>Austin MUNEKU</b>
18	<b>Peter Gift MUTASA</b>

Some were absent but were sent their awards through their countries' representatives at the Congress:

1	<b>Ravane MBAYE</b>
2	<b>Cosmas MUKUKA</b>

During this ceremony, **Brother François Adjia Djondang**, former Secretary General of UST/Chad and Member of the ITUC-Africa General Council, was honoured posthumously.

On day two, the General Secretary of ITUC-Africa, Com. Kwasi ADU-AMANKWAH presented the congress statement "Amka Afrika!" which provoked healthy and exciting reactions from participants, notably Prof P. L. O. Lumumba, who, among other charged and challenged the African trade unions to deepen their engagement and utilisation of social dialogue to resolve conflicts and wars on the continent (Sudan, Niger, Mali etc.) He also challenged trade unions to organise better to fight for recovering welfare for people. The Congress document is available in our official working languages on the ITUC-Africa website. Hopefully, this document will serve as a reference document, at least for the next quadrennial.

## CONSTITUTIONAL AMENDMENTS

The Secretariat has proposed for the attention of the congress delegates the following list of constitutional amendments which were adopted:

No.	N° ARTICLES PROPOSED	AMENDMENTS proposed
1.	<p><b>President</b>  <b>ARTICLE XXIX:</b>            The General Council shall, immediately following its election by the Congress, elect one Deputy President from among the seven Vice Presidents who will act in the absence of the President.</p>	<p>The Secretariat is making this proposal ...that two positions of Deputy Presidents should be created, and for the constitution to read, <i>“The General Council shall, immediately following its election by the Congress, elect two Deputy Presidents from among the seven Vice Presidents. Any one of the Deputy Presidents will act in the absence of the President. Each of the Deputy Presidents shall be assigned to chair a Committee that oversees a broad area of work of ITUC-Africa.</i></p>
2.	<p><b>Article XIX: Composition</b></p> <p>The General Council, elected by the Congress, shall be composed as follows:            All African members on the ITUC General Council.  <b>Twelve</b> members to be selected by the Congress not already represented above and in accordance with the following area of distribution:</p> <p>North Africa: <b>two</b> members            East Africa: <b>two</b> members            Southern Africa: <b>three</b> members            Central Africa: <b>two</b> members            West Africa: <b>three</b> members</p> <p>Two members elected by the ITUC-Africa Women’s Committee from among its members.            One member elected by the ITUC-Africa Youth Committee.            The General Secretary and his/her Deputies.</p>	<p>The Secretariat is making this proposal to expand the General Council in a more representative manner.</p> <p>It is seeking to list as part of the criteria, to include Bullet point two, which will bring the criteria bullet points for the composition of the General Council to three as against the initial two...</p> <p>All African members on the ITUC General Council.  <i>“Any affiliate organisation with 500,000+ members shall automatically become a member of the General Council.”</i></p> <p><b>Twelve</b> members to be selected by the Congress not already represented above and in accordance with the following area of distribution:</p> <p>North Africa: <b>two</b> members            East Africa: <b>two</b> members            Southern Africa: <b>three</b> members            Central Africa: <b>two</b> members            West Africa: <b>three</b> members</p>

		<p>Two members elected by the ITUC-Africa Women's Committee from among its members.</p> <p>One member elected by the ITUC-Africa Youth Committee.</p> <p>The General Secretary and his/her Deputies.</p>
3.	<p><b>Article XXVIII: THE DEPUTY GENERAL SECRETARY</b></p> <p>Two Deputy General Secretaries shall be elected, and their duties defined, by the General Council. The Deputy General Secretaries shall remain in office for as long as each's conduct of affairs is deemed by the General Council to be satisfactory.</p>	<p><i>Specifically, it seeks the amendment of Article XXXVIII of the ITUC-Africa Constitution to revert to one Deputy General Secretary...</i></p> <p>A Deputy General Secretary shall be elected, and his or her duties defined, by the General Council. The Deputy General Secretary shall remain in office for as long as his or her conduct of affairs is deemed by the General Council to be satisfactory.</p>
4.	<p><b>Article XXVII: GENERAL SECRETARY</b></p> <p>(h) In the event of the office of General Secretary becoming vacant between two congresses, the General Council shall appoint the Deputy General Secretary to act for the remaining period until the next Congress.</p>	<p><i>(h) In the event of the office of General Secretary becoming vacant between two Congresses, the General Council shall appoint an acting General Secretary for the remaining period until the next Congress.</i></p>

## RESOLUTIONS

Thirteen (13) resolutions were debated and adopted:

1. Defending and Promoting Democracy and Human Rights.
2. Migration governance and Africa's integration agenda.
3. Resolution on social protection – addressing the expansion, coverage and financing challenges.
4. Contributing to the dismantling of debt bondage.
5. Resolution on Digitalization and Digital Rights in Africa.
6. Occupational Safety and Health
7. Equality
8. Trade, Africa's industrialization and economic transformation
9. Resolution on Unionization – Organising
10. Youth inclusion in trade unions into the Trade Union Movement in Africa
11. Youth employment and employability
12. Working-class solidarity
13. Resolution on green jobs, just transition and climate action.

The thirteen resolutions were divided and assigned to the six commissions created by Congress to discuss and report their positions on the resolutions to the plenary of Congress. The various Commissions made inspiring reports based on the robust debates they had and called on Congress to adopt the resolutions. All the resolutions were adopted with the necessary suggested amendments. Notably, the Commission that discussed the resolutions on Human and Labour Rights, Democracy, Migration, Peace and Security highlighted the need for ITUC-Africa to remain seized with the issue of the humanitarian crisis that the Israeli-Hamas war is causing to the Palestinian people and communities. It was also agreed that our organisation would continue to denounce the humanitarian situation and pursue genuine efforts to contribute to attaining the two-state solution.

## **ELECTION OF OFFICIALS**

The congress elected the following officials:

- ✚ A team of three (3) auditors:
  - Joy Beene (Mr)
  - Twagirayezu Sylvie Kévine (Ms)
  - Jean Bernard Malouka (Mr)
  
- ✚ A General Secretary
  - Akhator Joel Odigie (Mr)
  
- ✚ A General Council:

N°	TITULAR	SUBSTITUTE
<b>West Africa</b>		
1.	Ms Germaine Ramde (CSB Burkina Faso)	Senouvo Menoukon UNSIT (Togo)
2.	Anselme Amoussou (CSA Benin)	Yakouba Katile UMT Mali
3.	Joshua Ansah TUC Ghana	Ms Sarah Thomas SLLC Sierra Leone
<b>East Africa</b>		
1.	Omar Faruk Osman – FESTU Somalia	Christine Kavata (NOTU Uganda)
2.	Chutoo Raez - CTSP Mauritius	Henry Mkunda (TUCTA Tanzania)
<b>Central Africa</b>		
1.	Jean Marie Ndi (CSAC Cameroon)	Olga Kabalo (CDT RDC)
2.	Ivette Aziza Ouaddaye (UST Chad)	Jean-Claude Bekale (Gabon)
<b>North Africa</b>		
1.	Mohamediu Rabba Rabiani (CNTM Mauritania)	Bintou Mara CLTM Mauritania
2.	Hind Mouttou- UGTM Morocco	CDT Morocco
<b>Southern Africa</b>		
1.	Martha Molema – BFTU Botswana	Florence Tavirunga (ZCTU Zimbabwe)

2.	Gina Mduduzi- TUCOSWA Eswatini	TUCNA Namibia woman
3.	Helena Isabel Generosa Da Silva Franca – UNTA-CS Angola	MCTU Malawi
<b>Organisation with 500,000 and above members</b>		
1.	Mamadou Soro – CSH Cote d'Ivoire	Sole representation.
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.	Sirrakhatim Alamin Abdiulgadir Mohammed - SWTUF Sudan	
<b>African organisations in the ITUC General Council</b>		
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 Tadjout (UGTA – Algeria)	
9	Losi Zingswa (COSATU South Africa)	Butale Thusang (BFTU Botswana)

The meeting of the General Council held just after the 5<sup>th</sup> Congress elected the following officials:

- ✚ President:
  - **Martha Tinny Molema (Ms), BFTU/Botswana**
- ✚ 2 Deputy Presidents
  - **Mamadou Soro (Mr), Humanisme/Côte d'Ivoire**
  - **Rose Auma Omamo (Ms), COTU-Kenya**
- ✚ Vice Presidents
  - Southern Africa : **Helena Isabel Generosa Da Silva Franca – UNTA-CS Angola**
  - Central Africa: **Jean Marie Ndi – CSAC/Cameroun**

- North Africa: Amar Tadjout – UGTA/Algeria

-  Deputy General Secretary
  - Anselme Coovi Amoussou (Mr)

### ELECTION OF YOUTH AND WOMEN'S COMMITTEES

Prior to Congress, the conferences of the Youth and Women's Committees of the ITUC-Africa were held in line with the rules setting up the two committees. Both conferences took place virtually. The Youth Conference took place on 9<sup>th</sup> and 10<sup>th</sup> November 2023. The conference ended with the election of a new Youth Committee for the period running for 2023 to 2027/ the committee is composed as follows:

N°	TITULAR	SUBSTITUE
1.	ROMAINE KAKERO (TUCNA Namibia) Titular (F) Vice Chairperson	RAHARINIRIKO Armand Hilaire (USAM Madagascar) Substitute (M)
2.	PETRONELLA SIBUSISO MPOFU (ZCTU Zimbabwe) Titular (F)	
3.	Ezra Zulu (ZCTU Zambia) Titular (M)	
4.	BANANEZA Douce Sabine (CESTRAR Rwanda) Titular (F)	NYONI DOMINICUS (TUCTA Tanzania) Substitute (M)
5.	AKAMPWERA RITAH DITAH (NOTU Uganda) Titular (F)	FESTU Somalia
6.	PERSEVERANCE MULAMBA YOWA (CSC Democratic Republic of Congo) Titular (F)	Handout Prosper (UST Chad) Substitute (M)
7.	BASTA Yasmina (UGTA Algeria) Titular (F)	UMT Morocco
8.	DRIDI ZIED (UGTT Tunisia) Titular	UGTM Morocco
9.	KHADY SENE (CNTS Senegal) Titular (F)	DJIDJI DENIS (CSH Cote d'Ivoire) Substitute (M)
10.	YOIO JOAO CORREIA (UNTG-CS Guinea Bissau) Titular (M) Chairperson	Bonkano (Niger) Substitute M
11.	SLLC Sierra Leone	LLC Liberia

This conference was followed on 13<sup>th</sup> and 14<sup>th</sup> November 2023 by the Women's Committee conference which also concluded on the election of a new Women's Committee:

N°	TITULAR	SUBSTITUE
1.	Ms Gladys Branche (SLLC – Sierra Leone)	Ms Rebecca Rebeca Kwashi (TUC – Ghana)



2.	Ms Irène Ayivi (COSI /CGTB – Benin)	Ms. KODJO Adjowa Rose (UNSIT – Togo)
3.	Ms Fatima Conceicao Da Costa Ribeiro (UNTG/CS- Guinea Bissau)	Ms Nfinda virginie Samuel (UNTA-CS- Angola)
4.	Ms Clemémentine Zintsem (CSAC Cameroon)	To be provided
5.	Ms Ritta MSIBI (COSATU South Africa)	Ms Tawile BOKO (MCTU Malawi)
6.	Ms Priyadarshini Gupta GUEDOU (MTUC Mauritius)	Ms Koulouthoume Assoumani (CTTC – Comoros)
7.	Ms Oury Baillo Diallo (CNGT – Guinea)	Ms Aissata GARBA (USTN – Niger)
8.	EAST AFRICA TO BE PROVIDE (COSYBU - Burundi) a part COSYBU no women from this subregion during the two days meeting	East Africa to provide a name
9.	North African affiliates to provide a candidate	North African affiliates to provide a name
10.	Horn of Africa to provide a name	Horn of Africa to provide a name

**SIGNED**

**Martha Tinny Molema**  
**President, ITUC-Africa**

**Photos gallery:**

[https://drive.google.com/drive/folders/1zp8XADaozLfVjY6HqHXHHcseayq3iGx1?usp=drive\\_link](https://drive.google.com/drive/folders/1zp8XADaozLfVjY6HqHXHHcseayq3iGx1?usp=drive_link)