

1. What prompted you to join the Staff Union and become a full member?

I was driven by a deep conviction that the staff of our organization deserve a strong and unified voice. Joining the ILO Staff Union was a no-brainer for me, because I firmly believe that it is only through unity and solidarity that we can achieve lasting and meaningful change. Our union at the ILO provides us with structured and recognised mechanisms to defend staff rights and to fight against the injustices they face on a daily basis.

2. What does Staff union involvement mean to you?

Staff union involvement is more than just a duty, it's a vocation. It means dedicating yourself to protecting and improving the living and working conditions of all workers. For me, it means being a tireless defender of social justice, fighting for fairness and ensuring that every voice is heard. It's a commitment to the dignity of our colleagues.

3. How would you sum up the last few years as Africa Regional Representative?

The last few years have been marked by significant progress, despite many challenges. We have succeeded in strengthening our presence within the Africa region and in obtaining concrete improvements in working conditions for our colleagues. In collaboration with the Staff Union's committee in Geneva, we have organised enriching information sessions for our local representatives in all the offices in Africa, forged solid strategic alliances and fostered constructive social dialogue with the region's management teams. The results are positive and testify to the strength of our collective commitment.

4. Have you encountered any particular obstacles in your region?

Absolutely, we have encountered a number of obstacles. For example, some Directors in the Africa region have not always respected the application of collective agreements signed between the Administration and the Staff Union, which has led to tensions in relations between local Staff Union representatives and the management teams concerned.

In addition, there was, at one point, a lack of involvement by staff union representatives in processes concerning working conditions and staff welfare. This exclusion hampered our ability to effectively defend the interests of our colleagues and to promote fair and equitable working environments. We had to fight tirelessly to have our voices heard and our rights respected.

However, thanks to the formal framework for discussion established in conjunction with the new team at the Africa Regional Office in Abidjan, significant changes are beginning to be seen, demonstrating real progress towards improved working conditions for all.

5. What have been your greatest satisfactions since joining the Staff Union as Regional Representative for Africa?

Since I took on the role of Regional Representative for Africa in 2020, it has been a source of immense satisfaction to see the living and working conditions that we fought for improve for

staff. The successful information and awareness-raising sessions, the significant increase in staff union participation and the training of new local staff union representatives in the region are all achievements of which I am extremely proud. These successes demonstrate the tangible impact of our work and our ability to make a real difference. Each advance, each victory, is the fruit of our collective commitment and determination to promote justice and fairness for all.

6. What message would you like to pass on to all the colleagues in your Africa region?

My message is clear: there is strength in numbers. Together, we are invincible. Let's continue to fight for our rights, support our colleagues and promote a fair and equitable working environment. Let's never forget that every small step towards justice is a victory, and that our solidarity is our greatest weapon. Let us remain united, determined and committed to a better future for all ILO staff.

We must also remember that every challenge we overcome together makes us stronger and more resilient. It is by standing together that we can face adversity and turn obstacles into opportunities. The strength of our collective commitment is the key to building a working environment where everyone feels valued and respected.

We must continue to listen to each other, support each other and work hand in hand to achieve our common goals. Our unity is our greatest strength, and it is this that will enable us to make significant and lasting progress.

As an African proverb so aptly puts it: 'If you want to go fast, walk alone. If you want to go far, walk together'. Let's stick together for a fairer and more equitable future for all.