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Addis Ababa

COUNCIL OF MINISTERS

Thirty-Seventh Ordinary Session

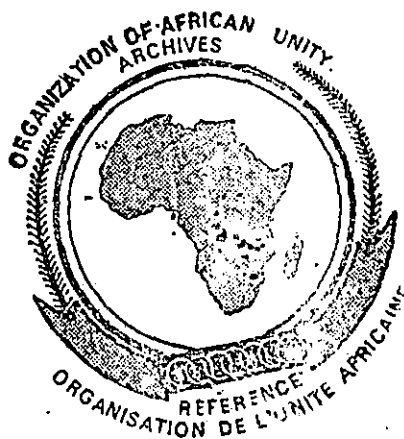
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CM/1140 (XXXVII)

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REPORT OF THE SECRETARY-GENERAL OF THE OAU ON THE PROCEEDINGS
OF THE FIFTH ORDINARY SESSION OF THE OAU LABOUR COMMISSION



REPORT OF THE SECRETARY-GENERAL OF THE OAU ON THE PROCEEDINGS
OF THE FIFTH ORDINARY SESSION OF THE OAU LABOUR COMMISSION

I. INTRODUCTION

In conformity with Rule 2 of the Rules of Procedure of the OAU Labour Commission, the Commission will submit the results of its work to the Council of Ministers for discussion, observation and onward transmittal to the Assembly of Heads of State and Government. Accordingly, the report of the Fifth Ordinary Session of the Commission is presented to the Council of Ministers under cover of this report, which draws the Council's attention to the resolutions and decisions which the Commission either adopted or made.

II. MEETING OF EXPERTS IN LABOUR ADMINISTRATION

2. It will be recalled that the Fourth Ordinary Session of the OAU Labour Commission adopted Resolution LC/Res.52(IV) by which the Commission set up a Standing Committee of Experts in accordance with Rules 37 and 38 of the OAU Labour Commission. In conformity with the Commission's Rules mentioned above, the Commission established a Sub-Committee which met simultaneously with the Plenary. The former dealt with technical and general matters while the latter dealt with political and other matters relating to the ILO.

III. ATTENDANCE

3. The Meeting of Experts which was held in Addis Ababa, Ethiopia, from 13 to 15 April, 1981, was attended by delegates from a record 46 Member States, namely: Algeria, Angola, Benin, Botswana, Burundi, Cameroon, Central African Republic, Congo, Chad, Djibouti, Egypt, Ethiopia, Equatorial Guinea, Gabon, Gambia, Ghana, Guinea-Bissau, Guinea, Ivory Coast, Kenya, Liberia, Libya, Madagascar, Mali, Mauritania, Morocco, Mauritius, Mozambique, Nigeria, Niger, Rwanda, Sao Tome et Principe, Seychelles, Senegal, Sierra Leone, Somalia, Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Upper Volta, Zambia, Zaire and Zimbabwe.

4. Also represented in observer capacity were the following Organizations: Arab Labour Organization (ALO), Organization of African Trade Union Unity (OATUU), African Social Studies Programme (ASSP), International Social Security Association (ISSA), Association for Social Work Education in Africa (ASWEA), International Labour Organization (ILO), International Institute for Labour Studies (IILS) and the Economic Commission for Africa (ECA).

IV. AGENDA

5. The Meeting of Experts considered the following agenda items:

1. Report of the Secretary-General of the OAU on the Activities within the competence of the Commission. LC/EXP.2(V)
2. Report of the Committee on Methodology and Strengthening the Services of the OAU Labour Commission. LC/EXP.3(V)
3. Report of the Ad-hoc Committee on Inter-African Co-operation in the field of Labour Migration in Africa. LC/EXP.4(IV)
4. Report of the Secretary-General of the OAU on Workers' Education in Africa. LC/EXP.6(V)
5. Report of the Secretary-General of the OAU on Social Security in Africa. LC/EXP.7(V)
6. Report of the Secretary-General of the OAU on the Employment and Population Activities. LC/EXP.8(V)
7. Report of the Secretary-General of the OATUU on the Activities of Organization of African Trade Union (OATUU). LC/EXP.9(V)
8. a) Report of the African Members of the ILO Governing Body. LC/EXP.10A(V)
b) Report of the African Government Members of the Working Party on Structure. LC/EXP.10(V)
9. Report on the Co-operation between the OAU and the ILO:
 - a) The Assistant Director-General responsible for ILO Activities in Africa for the period 1979/1980 - LC/EXP.11(V)

- b) The Director of the International Institute for Labour Studies. LC/EXP.12(V)
 - c) The Director of the Turin Centre for Vocational and Technical Training. LC/EXP.13(V)
10. Strengthening of the ILO Regional Office for Africa in Addis Ababa (Resolution of the 36th Session of the Council of Ministers)
11. Report of the Secretary-General on the Social Implications of the Lagos Plan of Action. LC/EXP.14 (V)
12. Chairmanship of:
- a) The 67th Session of the International Labour Conference
 - b) The various Committees of the 67th Session of the International Labour Conference.
13. African candidatures to the ILO Governing Body.
14. Country Paper presented by Sudan on Vocational Training. LC/EXP/13 A(V)
15. Date and venue of the 6th Session of the OAU Labour Commission
16. Any other business.

V. MINISTERIAL MEETING OF THE FIFTH SESSION
OF THE OAU LABOUR COMMISSION

6. The Ministerial Meeting of the Fifth Ordinary Session of the OAU Labour Commission met from 16 to 18 April, 1981 to consider the same agenda items, particularly those items of a political nature. The Commission also considered and adopted the reports and resolutions as originally drafted by the Experts' Meeting.

VI. SALIENT FEATURES OF THE FIFTH SESSION
OF THE OAU LABOUR COMMISSION

7. Among the most important items discussed was the status of the ILO Regional Office in Addis Ababa as a result of Resolution CM/Res.846(XXXVI) adopted by the Thirty-Sixth Session of the Council of Ministers on the Strengthening of the ILO Regional Office in Addis Ababa. It will be recalled that the resolution, inter-alia, called upon the Secretary-General of the OAU not only to include this item on the agenda of the Fifth Session of the OAU Labour Commission but also to report to this Session of the Council on the implementation of this resolution.
8. The issue was discussed at length by the Experts and by the Ministers who were all agreed that the issue should not be considered in isolation but within the framework of decentralization and the strengthening of other Area Offices in Africa. Having considered the Report of the Secretary-General of the OAU, on the matter, and having heard the statements by the Deputy Director General of ILO and the representative of the Government of Socialist Ethiopia, the Commission was of the consensus that whereas the decentralization policy of the ILO should be fully supported, the ILO should concretely proceed to strengthen the African Regional Office and the Area Offices in Africa in order to enable them to play a more effective role in the decentralization process.
9. It was also unanimously agreed that although the Assistant Director-General for African Affairs could have a Co-ordinating/liaison Office in Geneva, he should move to and operate from the Regional Office in Addis Ababa. It was again the consensus of the Commission that whereas there should also be delegation of powers and authority to the African Region, the Assistant Director-General for African Affairs should be fully associated with policy and decision-making processes in the ILO. The Commission adopted a comprehensive resolution LC/Res.64(V) on this matter.

10. Another important feature of the Meeting was the endemic problem of Strengthening the Methodology and Servicing of the OAU Labour Commission. In order to enable the Commission to play its role in future more effectively, the Commission decided to create a Division with three Sections: Human Resources Section, Labour and Social Security Section and International and Regional Labour Organizations Section. The Commission strongly recommended the importance and necessity of recruiting officers with basic social training supplemented by adequate experience in the labour and social field.
11. In view of the fact that the question of reinforcing the services of the Conference of African Labour Ministers (now the OAU Labour Commission), has pre-occupied the deliberations of the African Labour Ministers for the last 18 years, the Commission called upon the Secretary-General of the OAU to use the existing emergency procedures which would release the necessary means for the establishment of the new structures as soon as possible. The Commission adopted resolution LC/Res.59(V) on the matter.
12. The Commission then discussed another endemic problem of effective implementation of decisions, recommendations and resolutions adopted by the Commission, the Council and then by the Assembly of Heads of State. It emphasized the duty incumbent upon Member States to implement resolutions and decisions they freely adopted. It was proposed that a System to control and monitor the implementation of decisions adopted by the Commission should be devised. To that effect, questionnaires would be prepared and Member States would have to reply them as well as the Notes Verbales of the General Secretariat. It was strongly recommended that, thenceforth, it would be desirable that the progress report of the Secretary-General would mention the names of the defaulting States.
13. The Commission also considered the question of establishing or strengthening the structures within Ministries of Labour of Member States responsible for following up all matters and activities related to the Commission, the ILO, OATUU, CRADAT, ARLAC, Turin Centre and the International Institute for Labour Studies.

14. At the opening of its deliberations, the Commission learnt from the Secretariat that the Black auto workers were waging industrial action in Pretoria. Having been informed of the industrial unrest, the OAU Labour Commission issued a statement in which it expressed its firm support to the working class of the majority of the black population of South Africa at their continued and legitimate refusal to accept the dictates of the white minority regime directed at not only refusing to respect the principle of equal work but also at refusing to respect their basic human rights and needs as workers.

15. The full text of the statement was communicated to the Chairman of the United Nations Special Committee Against Apartheid and to the Secretary-General of the League of Arab States. The Commission also sent a message, along these lines, to the Director-General of the ILO and appealed to him and the ILO to mount international pressure on the racist regime of South Africa so that the regime may reconsider and abolish its abhorrent labour policies and legislation as applied to the black majority workers.

16. Having accomplished its work, the Fifth Session of the OAU Labour Commission adopted altogether 17 resolutions which are attached to this Report as Annex IV.

17. The Report and the resolutions thereon either directly or indirectly call for the attention and action of the Council at the level of Member States and seek the express authority and benediction of the Council before the Secretary-General of the OAU can proceed to implement them. The Statement and a Motion of Support for Southern African Countries are attached at Annex IV.

VII. CONCLUSION

18. In view of the fact that the Secretary-General of the OAU is called upon by the Commission to implement these resolutions, the Council is requested to pronounce itself on them with a view to giving the Secretary-General the green light or otherwise advise him on how to proceed to implement the contents of the resolutions.

19. It is further requested that after considering the report and the resolution arising out of the proceedings of the Fifth Session of the OAU Labour Commission, the Council submits them to the 19th Assembly of the Heads of State and Government for further consideration and possible endorsement. For ease of action, the Reports and the Resolutions are annexed to this report.

20. With these few remarks and suggestions, the Secretariat commends the Report to the Council for consideration.

VIII. ANNEXURES

21. The following documents are attached to this Report:

- (a) Report of the Rapporteur of the Experts' Meeting (Plenary) - Annex I.
- (b) Report of the Rapporteur on the Proceedings of the Sub-Committee of the Experts' Meeting - Annex II.
- (c) Report of the Rapporteur of the Fifth Session of the OAU Labour Commission - Annex III.
- (d) Resolutions adopted by the Commission at its Fifth Session - Annex IV.
- (e) STATEMENT OF THE OAU LABOUR COMMISSION ON THE INDUSTRIAL UNREST IN SOUTH AFRICA - ANNEX V.
- (f) Motion of support for Southern African States. (Annex VI)
- (g) Proposed resolution to be adopted by the Council with or without amendment (s) as appropriate. (Annex VII)

CM/1140(XXXVII)

Annex I

LC/EXP/PLEN.RAPT.RPT(V)

ORIGINAL: FRENCH

LABOUR COMMISSION

Standing Committee of Experts

Fifth Ordinary Session

Addis Ababa, 13 - 18 April 1981

REPORT OF THE RAPPORTEUR OF THE PLENARY SESSION
OF THE MEETING OF EXPERTS

CM/1140(XXXVII)

Annex I

LC/EXP/PLEN.RAPT.RPT(V)

ORIGINAL: FRENCH

REPORT OF THE RAPPOREUR OF THE PLENARY SESSION

OF THE MEETING OF EXPERTS

ADDIS ABABA - ETHIOPIA, APRIL 13-15, 1981

1. The meeting of the Committee of Experts preparatory to the 5th Ordinary Session of the OAU Labour Commission was opened by H.E. Comrade Kaissa Kebede, Minister of Labour and Social Affairs of Socialist Ethiopia on April 13th 1981 at Africa Hall at 17.45 hours.
2. In his speech, the Minister welcomed the delegation of Zimbabwe to have attended the meeting for the first time after Zimbabwe's independence. He reminded the meeting of the backward socio-economic situation in which Africa was, as a result of colonial plunder of the African raw materials. The economic growth of the continent over the last two decades remained low in the face of rising high population growth. Underemployment and unemployment were rampant. Africa had the greatest number of the least developed countries (LDCs) in the world.
3. The Minister stressed the need for developing human resources in Africa so as to raise the standard of living of the peoples of the continent and for promoting social security schemes as well as workers education programmes. He informed the meeting of the steps Socialist Ethiopia was taking to promote these objectives. Such steps included the nationalization of land and its distribution to the tiller, the introduction of the proposed universal and compulsory education, the eradication of illiteracy and the expansion of pension and other social security schemes.
4. The Minister said that this required regional co-operation in the building up of the necessary data, creating employment opportunities and strengthening of the OAU Secretariat with competent staff.

5. While appreciating the existing cooperation between Africa and ILO the Minister drew the attention of the Committee to the fact that the ILO Regional Office which was established in Addis Ababa in 1964 was understaffed. Against this trend, he pointed out that the OAU Council of Ministers during its 36th Ordinary Session adopted a resolution calling on the ILO Director-General to reconsider his position.

6. In conclusion, the Minister urged the Committee to adopt resolutions on workers' education and Apartheid.

7. The OAU Acting Secretary General, Ambassador Nouredine Djoudi, informed the Committee that due to the structural changes which were recently introduced in the General Secretariat, all matters relating to the Labour Commission were brought to his department. Due to this factor and other unavoidable circumstances, it was not possible to convene the Commission in April 1980.

8. The Acting Secretary General said that the 5th Session of the Labour Commission was taking place at a time when the Lagos Plan of Action and the Final Act had been adopted by the Lagos Economic Summit to coordinate and to spearhead the economic development of the continent up to the year 2000.

9. He added that the Plan focussed on man and science and technology, among other important goals. The OAU and ECA had worked in close collaboration in preparing the document and its implementation. He appealed to the Committee to take into consideration the provisions of the Lagos Plan of Action during its deliberation.

10. He also drew the attention of the Committee to the report presented to the Ad hoc Committee meeting held in Algiers on the Methodology of the Work of the Labour Commission and appealed to the Commission to make available to the General Secretariat competent candidates who would strengthen the labour section currently manned by one officer.

11. The Commission was also reminded of the report of the sub-committee meeting on migrant workers which took place in Cotonou, Benin. He pointed out that African workers outside the continent were living under humiliation and low labour conditions and constituted a great brain drain for their countries of origin.
12. The Acting Secretary General said that the OAU attached great importance to workers education and that the OAU had established a Pan African Institute for Workers Education to promote this objective.
13. The Acting Secretary General commended the appointment of Mr. Eilmane Kane as the Assistant Director-General of the International Labour Office and called upon the African Working Party to report to the Commission on the decentralisation of the ILO.
14. Regarding the question of strengthening of the ILO Regional Office in Addis Ababa, the Acting Secretary General reminded the Committee of the OAU Council of Ministers' resolution CM/Res.846 (XXXVI) and appealed that discussion on this matter should enhance cooperation with the ILO.
15. The Acting Secretary General said that the creation of an Organisation of African Employers was a very important matter which required careful study and exercise of precaution so as to promote dialogue instead of confrontation in industrial relations on the continent.
16. The Acting Secretary General concluded by supporting the adoption of a resolution on Apartheid and strongly rejected the statement by Sri Lanka at the ILO that conditions of workers in Apartheid South Africa had improved.
17. Speaking in the name of all participants and in his own name, the Minister of Labour of the Gambia, thanked the Government and people of Socialist Ethiopia for hosting the 5th Session of the Commission and said that the speech of the Minister of Labour

and Social Affairs of Ethiopia would be considered as working document, by the Commission. He welcomed Zimbabwe to the Meeting and extended the same invitation to Namibia and Azania to join the Commission in the near future.

18. In his brief report, the Outgoing Chairman of the Commission, the Representative of Somalia, informed the Committee of Experts that during his tenure of office, the issue of Apartheid had been raised at the ILO and the Tripartite Committee, and that he was in contact with the Frontline States to study the problem of Apartheid; opposition to the settlements in Jerusalem had been expressed; Mr. Elimane Kane of Mauritania had been elected Assistant Director General of the ILO and the OATUU Congress had been held in Mogadishu, Somalia. Due to certain difficulties, the proposed Afro-Arab Labour Ministers Conference had yet to meet. He inquired as to why the Labour Commission had not been consulted in the making of the Lagos Plan of Action. He finally urged the General Secretariat of the OAU to expedite the distribution of documents to Member States in time.

Election of the Bureau

19. The 5th Ordinary Session of the OAU Labour Commission elected the following Member States to the Bureau:

Chairman:	Ethiopia	East African Region
1st Vice Chairman:	Nigeria	West African Region
2nd Vice Chairman:	Burundi	Central African Region
3rd Vice Chairman:	Zimbabwe	Southern African Region
Rapporteur:	Socialist People's Libyan Arab Jamahiriya	North African Region

Organization of Work

20. The Commission agreed on the following working hours:

Morning: 10.00 A.M. - 1.00 P.M.
Afternoon: 4.00 P.M. - 7.00 P.M.

21. The Standing Committee of Experts in Labour Matters heard an announcement from Ambassador N. Djoudj, Assistant Secretary-General (ESCAS) and Ag. Secretary General of the OAU. The announcement concerned a strike by a group of South African workers against the oppression and repression suffered by the South African Workers under the abominable system of Apartheid. The Committee of Experts of the OAU Labour Commission then authorized the Ag. Secretary-General of the OAU to send a message of support to the UN Committee against Apartheid, the Director General of the ILO, the representatives of the ANC and the PAC and through them to the Workers' representatives of South Africa and to the Secretary General of the ALO.

22. Many delegates expressed their support for the legitimate action undertaken by the South African Workers and associated themselves with the initiative of the Secretariat in the light of the recommendations of the Meeting on Apartheid held in Geneva in May 1980. A question was raised, regarding the possibility of sending a message of protest to Pretoria and another one in support of the striking workers. The Ag. Secretary-General explained that as it was a decision of the highest authorities of Africa (the African Heads of State) to have nothing to do with Apartheid South Africa, the press communique or cable would be sent to the UN Committee against Apartheid, the Director-General of the ILO, the representatives of ANC and PAC and through them to the representatives of the workers of South Africa and also to the Secretary General of the Arab Labour Office.

Adoption of the Agenda

23. Before the agenda was adopted, a suggestion had been made to the effect that political issues be considered by the Ministerial Meeting of the Commission while only technical issues should be discussed by the experts. After a protracted debate, it was agreed that all items should be discussed by the Committee of

Experts in conformity with Resolution LC/52(IV) adopted by the Fourth Session in Mogadishu which established the Standing Committee of Experts to convene preceding and preparatory to the Ordinary Ministerial Meeting of the OAU Labour Commission.

24. The Committee dwelt at length on Item II of the agenda, namely, the Strengthening of the JLO Regional Office for Africa in Addis Ababa in conformity with Resolution CM/Res.846(XXXVI) adopted by the 36th Ordinary Session of the OAU Council of Ministers. Several delegates were of the view that Item II could not be discussed in isolation without discussing also the important question of decentralisation and the Status of other JLO Area Offices in Africa. The other school of thought was of the convinced opinion that the Commission could not possibly alter the wording of an Item already approved by the Council of Ministers in operative parts 1 and 3 of the Resolution. It was later agreed to keep the wording of the item as it was, it being understood that any other related issues relating to the decentralization of the JLO activities could be raised and discussed under the cover of the item.

25. The Committee then adopted its agenda and decided to approach its work in two working groups: the Plenary and a Committee which should be open-ended. It was also agreed that items 2, 3, 4, 5, 6, 7, 8, 12 and 15 would be discussed in the Committee while items 9, 10, 11, 13, 14, 16 and 17 would be dealt with in the Plenary.

AGENDA

- I. a) Opening ceremony
- b) Election of the bureau
- c) Adoption of the agenda
- d) Organization of work

2. Report of the Secretary-General of the OAU on the Activities within the competence of the Commission LC/EXP.2(V)
3. Report of the Committee on Methodology and Strengthening the Services of the OAU Labour Commission LC/EXP.3(V)
4. Report of the Ad-Hoc Committee on Inter-African Co-operation In the exchange of workers LC/EXP.4(V)
5. Report of the Secretary-General of the OAU on Workers' Education In Africa LC/EXP.6(V)
6. Report of the Secretary-General of the OAU on Social Security in Africa LC/EXP.7(V)
7. Report of the Secretary-General of the OAU on the Employment and Population Activities LC/EXP.8(V)
8. Report of the Secretary-General of the OAU on the Activities of the Organization of African Trade Union Unity (OATUU) LC/EXP.9(V)
9. a) Report of the African Government Members of the Working Party on Structure LC/EXP.10(V)
b) Report of the African Members of the ILO Governing Body LC/EXP.10A(V)
10. Report on the Co-operation between the OAU and the ILO:
a) LC/EXP.11(V)
b) The Director of the International Institute for Labour Studies LC/EXP.12(V)
c) The Director of the Turin Centre for Vocational and Technical Training LC/EXP.13(V)
11. Strengthening of the ILO Regional Office for Africa in Addis Ababa (Resolution of the 36th Session of the Council of Ministers)
12. Report of the Secretary-General on the Social Implication of the Lagos Plan of Action
13. Chairmanship of:
a) The 67th Session of the International Labour Conference.
b) The various Committees of the 67th Session of the International Labour Conference.

14. African candidatures to the ILO Governing Body
15. Items proposed by Member States. Document presented by the Sudan on Vocational Training.
16. Date and venue of the 6th Session of the OAU Labour Commission
17. Any Other Business.

26. After adopting its agenda, the Committee agreed that it could hear the introduction to the Report of the Secretary-General of the OAU on the Activities within the Competence of the Commission, Document-LC/EXP.3(V). The rationale of this decision was the fact that the Secretary-General's Activity Report gave a comprehensive account as to how the Secretariat had endeavoured to implement the resolutions of the previous session (s) and even covered other activities of the Secretariat falling within the competence of the Commission.

27. In making the introduction to the report of the Secretary-General, Ambassador N. Djoudi, Ag. Secretary-General underlined, inter alia, the following issues: submission of the proceedings of the Fourth Session of the Commission to the OAU Council of Ministers and Summit; implementation of resolutions of previous session (s); the OAU/ILO Labour and Population Project; sending curricula vitae of African consultants in Labour matters- the forth-coming Tripartite International Meeting on Apartheid to be held in Livingstone, Zambia, in May 1981; the activities of the OAU in the 1981 Year for the Disabled Persons; the training, rehabilitation and employment of African Refugees; inclusion of Trade Union freedoms in the OAU Charter on Human Rights; the social implications of the Lagos Plan of Action; Afro-Arab Ministers Conference and Co-operation in labour matters; the need for availing the Secretariat with competent and qualified personnel to be recruited in the Labour and employment Section.

28. Many delegates congratulated the Ag. Secretary-General for the comprehensive, lucid and precise report he had presented to the Committee.

29. The Committee decided to take note of the report and that delegates would discuss its contents in depth, when discussing the different items of the Agenda.

30. The Plenary continued its deliberations under the chairmanship of Mr. MAHARI, Permanent Secretary of the Ministry of Social Affairs and Labour of Socialist Ethiopia.

31. Although it was decided that the discussion on the report which covered all the agenda items be closed, some delegations recalled the resolution on multinationals adopted by the Fourth Session of the Commission in Mogadishu, Somalia, in April 1979 and insisted that an ad hoc meeting be convened on multinationals as early as possible. Other delegations also suggested that the Secretariats of the Organization of African Unity (OAU) and the Arab Labour Organization (ALO) undertake consultations so as to define the fields of practical co-operation which could be immediately achieved since there existed ample possibilities in that area.

Report on Co-operation Between the OAU and the ILO

32. This report was composed of three parts each dealing with one aspect of the subject discussed.

I. Report of the Assistant Director-General Responsible for ILO Activities in Africa (Doc. LC/EXP. II (V))

33. Introducing his report, the Assistant Director-General responsible for ILO activities in Africa, Mr. Elimane KANE, gave a detailed account on the activities of the ILO in Africa. Those activities covered different areas such as employment, vocational

training, workers' education, occupational, health and safety etc... as well as co-operation between the OAU and the ILO, and between the ILO and certain sub-regional organizations. The Assistant Director-General recalled the decision taken in Mogadishu aiming at intensifying actions of the ILO against Apartheid. In this connection, the ILO had convened an Ad hoc meeting on Apartheid and set up a Standing Committee to study the problem of racial discrimination and to make suggestions on how to put an end to that scourge. It was for that purpose that the Governing Body of the ILO decided, at its Two Hundred and Fourteenth Session in November 1980, that a tripartite meeting be held in one of the Frontline States to map out a joint international strategy of the struggle against Apartheid in conjunction with the Organization of African Unity and the UN Special Committee against Apartheid.

34. The Assistant Director-General then spoke on the OAU/ILO Tripartite Co-operation and Technical Co-operation, in the field of human resources. That co-operation involved an amount of about US\$36 million in 1980 and was intended for vocational training, rural co-operatives, workers' education, social security etc...

35. Finally, the Assistant Director-General of the International Labour Office spoke of his pleasure in working with the OAU for, he said, "together we can do much for the workers of this Continent". Many speakers took the floor to congratulate the Assistant Director-General of the International Labour Office on his report and on the contribution of his Organization to the development of Africa. A delegation raised the issue of the ARLAC, African Regional Labour Administration Centre in Nairobi, which had been training an increasing number of qualified personnel from English-speaking countries. Another delegation proposed that assistance given to national and regional centres should be strengthened to enable them to better meet national and regional

needs in training in view of the high cost of training abroad. Giving additional information, on the activities of the International Labour Office in Africa, another delegation referred to the recommendations made by the African Advisory Commission which met in Libreville to consider the issue. It then expressed its satisfaction at the activities undertaken and recommended that those activities be increased. Participants requested among others:

1. that the CRADAT (African Regional Centre for Labour Administration and the CIADEFOR (Inter-African Training Centre) be strengthened and opened to all countries.

2. that the OAU should submit a brief report giving quantitative and qualitative account of the activities of the International Labour Organization in Africa. A delegate informed the Commission of the contribution of the ILO to the reconstruction of his country by recalling the meeting held recently in Salisbury at which the contribution of the International Labour Office was very effective.

36. The Assistant Director-General for Africa, again took the floor to inform delegates that he had taken note of their comments and suggestions which would be taken into consideration in future activities of his Organization, and in the report his Organization would submit to the next session of the OAU Labour Commission.

Report of the Director of the International Institute for Labour Studies (Doc. LC/EXP.12(V))

37. Mr. Albert TEVOEDJERE, Director of the International Institute for Labour Studies and Deputy Director-General of the ILO introduced this report. In his brilliant statement, Mr. TEVOEDJERE gave the historical background of the activities of the Centre which paid more attention to the suggestions and

the needs of Africans. He laid special emphasis on some of the projects which the Centre had implemented in collaboration with the OAU in spite of its meagre resources. MR. TEVOEDJERE said that since its establishment, the Institute initiated a complex programme of research, training, publication and exploration of ideas. That programme was designed with the New International Economic Order in view.

38. All the delegates who took the floor congratulated the Director of the International Institute for Labour Studies on his clear and comprehensive report. They suggested that in planning its activities, more emphasis should be laid on the rural areas and that in the present economic situation, the Institute should concentrate its research activities on the social implications of the Lagos Plan of Action while stressing the need for a closer participation of social partners (governments, employers and workers) to development. Some delegates expressed reservations on paragraphs 12 and 29 and asked that those paragraphs be simply deleted from the report.

39. In his reply, Mr. TEVOEDJERE expressed his thanks to the members of the Commission and assured them that in future he would take their relevant comments and observations into consideration.

40. The meeting of the Committee took note of that report with the appropriate amendments and, especially, the deletion of paragraphs 12 and 29 and decided to adopt a resolution on it.

Report of the Director of the International Centre for Vocational and Technical Training (Doc. LC/EXP.13(V))

41. That report was presented by Mr. DEREK LOCKWOOD who represented the Director of the Turin Centre.

42. After expressing his gratitude on behalf of Mr. Francis BLANCHARD and the Director of the Centre, Mr. Andre ABOUGHANEM for the invitation extended to them to participate in the present meeting, Mr. Lockwood, reviewed the activities of the Turin Centre during the period between April 1979 and April 1981. He first explained that his report bearing symbol number LC/EXP.13(V) which was prepared a year ago should be brought up to date. He then pointed out that the Turin Centre had, since its establishment in 1965, concentrated efforts on training and skill development. These efforts which mainly entailed the organization of courses on vocational training, technical development, managerial staff training and management etc. yielded satisfactory results particularly with respect to the African Continent. In this context, the representative of the Centre provided relevant statistics on the participation of African countries in its programmes.

43. Delegates who took the floor, in turn congratulated the Director of the Turin Centre on his useful and fruitful action. They assured that in spite of the numerous difficulties facing the Centre, it had done a serious work in that vital area of training which was of a great concern to Africa. They hoped that the resources of the Centre would be strengthened and its financial means increased to enable it to carry out its task more effectively. Taking note of the report, the committee recommended that the training activities of the Centre should be carried out as much as possible, in Africa for them to be closer to the realities. It was then decided that a resolution be adopted on this item.

44. It should be recalled here that the Assistant Secretary-General of the OAU informed the meeting that workers of one of the factories in South Africa were on strike. That incident which created a conflicting situation between the black workers and the multinationals established in Africa and which was taking place at the very moment of the 5th Session of the OAU Labour Commission was being held, the Commission authorised the General

Secretariat to draft a text expressing its solidarity with and support for the workers of South Africa. Consequently, the General Secretariat drafted a telegramme to be sent to the black workers and a press release. The meeting requested that copies of the message and the press release, be appended to the final report of the 5th Session of the OAU Labour Commission and that some copies be sent to the Secretariats of the Arab League and the Arab Labour Organization. The Commission further suggested that the support of the ILO be sought on that crucial problem. However, while supporting that initiation, the delegation of Nigeria insisted that it should be included in the report that the Committee of Experts had to send those messages without waiting for the meeting of the Ministers on account of the urgency of the situation prevailing in South Africa.

Report submitted by the African Members to the Governing Body of the ILO (Doc. LC/EXP.LOA(V))

45. The representative of Cameroon, in his capacity as Chairman of the African Group in the Governing Body of the ILO for the year 1979/80 submitted an exhaustive report on the activities of the African Government representatives in the Governing Body.

46. Talking about the first period from April 1979 to April 1980, he stressed that that period was marked by the appreciable results achieved by Africa in the Governing Body of the ILO.

47. In that respect, his report on that period covered eight points:

I. Election of the Chairman of the Governing Body and the holding of the 65th Session of the General Conference of the ILO. He noted with satisfaction the active support given to Cameroon by other African members during the difficult period of its chairmanship of the Governing Body. He also informed participants that Mr. Georget Henri of Niger was the Vice Chairman of the 65th Session of the General Conference on behalf of employers'

group. Besides, he stressed that the achievements of Africa during the Session were shown by the fact that three among the most important Commissions namely Structure, Road transport and Employment Commissions were entrusted to African countries.

2. The International Centre for Advanced Technical and Vocational Training (Turin). Speaking of the Turin Centre, he observed that the lack of response to the special appeal made for voluntary contributions to ensure the operation of the Centre had brought its activities to a stand still. It was again Africa which sought and obtained subventions from the ILO whose mission among others was to contribute to vocational training.

3. He then referred briefly to the International Institute for Labour Studies since the Director of that Institute had already dwelt at length on the importance of its activities. He simply expressed the wish that present efforts be kept up and activities increased.

4. Dealing with the 1982/87 Medium Term Plan formulated by the ILO, he told the participants that he and the African Group agreed on the essential part of that plan. It was however their wish that its implementation at regional level be marked by a specific African vision which would lay emphasis on two major themes: employment and training oriented essentially towards the development of the rural sector.

5. As a result of the problem raised by Apartheid it was necessary to convene a meeting of a Tripartite Commission, whose report was submitted to the Conference. The conclusions of that report encouraged the ILO to take actions towards the solution of the problem.

6. Speaking on the question of the decentralization of the ILO, he said that the policy advocated by the Director-General was first dictated by efficiency and representation. As a result,

some offices would become more important than others. Thus no provision had been made in the budget for some centres including the sub-regional office in Ivory Coast. A joint strong reaction on the part of African members was necessary to postpone the measure and improve the situation of that office. In that connection, he also observed that Africa was under represented quantitatively and qualitatively on the staff of the ILO. He expressed the wish that the situation would improve. After considering the issue, it appeared that there were few African experts serving in Africa and in the absence of qualified Africans it would be advisable to send to Africa experts acquainted with the realities and specific needs.

7. The representative of Cameroon informed the participants that like other groups of affiliated trade unions of other regions of the world, the Organization of African Trade Union Unity (OATUU) had been granted advisory status. That he pointed out was another achievement of Africa.

8. He finally, laid emphasis on the positive and determining action of the representative of the OAU in Geneva. That, he said, improved to a very great extent the co-operation between the Organization of African Unity and the International Labour Office. That was why he expressed the wish that the OAU Office in Geneva could be provided with increased means to enable it carry out that particular task more efficiently.

48. The part of the report submitted by the representative of Cameroon covered the second period April 1980 - April 1981 and dealt particularly with three Sessions of the Governing Body of the ILO.

49. The Two Hundred and Thirteenth Session concentrated on the problem of replacing the United States of America and

maintaining Brazil within the group of the ten States made up of countries with considerable industrial importance. The number of countries constituting the group was increased to eleven. At the same session the Director General was asked to follow closely the question raised by the resolution adopted on occupied Arab territories.

50. The Two Hundred and Fourteenth Session was followed by the successful meeting of the Advisory Commission held in Libreville, Gabon. A tripartite mission of the Governing Body composed of three African members went to Senegal to study the impact of the ILO Technical Cooperation Projects on that country. The report which was prepared at the end of that mission on the exceptional situation prevailing there, has been presented and would be discussed at the next session of the Governing Body in November 1981.

51. The Two Hundred and Fifteenth Session for its part was mainly devoted to budgetary matters.

52. The budget which would be proposed amounted to US\$231,746 million representing an increase of about 9.05%. It would be advisable that the OAU Labour Commission adopted the budget in view of its impact on the Turin Centre for Vocational and Technical Training.

53. On the question of Apartheid, the representative of Cameroon informed the participants that a meeting of the Governing Body was scheduled to be held in Zambia from 4-8 May 1981 to bring up to date the ILO Declaration of 1964 on Racism and Apartheid. The meeting would be attended by ten member States of the ILO including three African countries and all the Frontline States. Namibia would also attend in its capacity as a member of the ILO.

54. The representative of CAmeroon, Chairman of the Governing Body of the ILO, was congratulated on his concise and clear report.

55. In his capacity as Rapporteur of the African Governmental Group of the Governing Body of the ILO, the Representative of Tunisia, however, completed the report presented by the Chairman of that Group. To that end, he pointed out that the African Group supported the inclusion in the Agenda of the 68th Session of the International Labour Conference of the items relating to the vocational rehabilitation, review of the convention No. 110 and recommendation No. 110 concerning conditions of employment of plantation workers in the same way as it contributed to the inclusion in the agenda of the 67th Session of the ILC (1981) of items relating to the rights of migrant workers on matters of social security and job creation on the initiative of the employer. He further pointed out that the African Group had contributed to the implementation of the Resolution on Assistance to Zimbabwe.

He pointed out that the Governing Body had adopted certain amendments to the Rules and Regulations of the ILC relating to the participation of Women in the Conference and to the implications of the non-payment of contributions. Furthermore, he said that the Governing Body had included three items on the agenda of the 6th African Regional Conference (1982) relating to the implementation of the Programme of Action of the World Labour Conference, working conditions and environment and the Director General's report.

Finally, he recommended that the Commission expresses its condolences on the death of Mr. Alberto Francisco Cassimo, Minister of Labour of the People's Republic of Mozambique and Member of the Governing Body.

56. The delegates mentioned above, gave the list of the members who attended the International Tripartite meeting on action against Apartheid and drew the attention of the Commission to the fact that the Governing Body had adopted a Recommendation enabling other Governments to attend as observers. If accommodation facilities in

Zambia permit, the participation would be a glaring proof of Africa's solidarity with the brotherly peoples of South Africa and the Frontline States.

57. The delegations unanimously supported the idea of increasing African presence within the ILO and called upon African States to release their qualified nationals for more important and technical posts within that Organization. They also felt that efforts should be made to recruit African experts for ILO projects on the Continent. The Representative of Togo pointed out that the question of ratification of ILO norms and conventions was discussed at length at the African Advisory Commission in Libreville and that members of the commission had unanimously undertaken to take the necessary steps to ensure the ratification of their respective countries.

58. On the question of election of officers to the Governing Body of the ILO, it was deemed advisable to maintain the criteria based on efficiency and follow up adopted in 1966, as well as the system of rotation which had always given satisfaction.

59. Many delegations expressed appreciation for the OAU Office in Geneva which regularly gave information on the activities of the OAU and deployed much effort to facilitate the task of the African Group. In view of the important role played by that Office, the Commission recommended that it be strengthened to enable it to perform with the maximum efficiency.

60. The Acting Secretary-General then took the floor and said that owing to the serious financial crisis faced by Africa and the inadequate human and financial resources of the OAU, it was not possible to comply with the wish of the Commission to strengthen the OAU Office in Geneva.

61. It was pointed out that the problem of staff was not one of quantity but quality. The OAU Office in Geneva should therefore communicate its needs for submission to the Advisory

Committee on Budgetary Matters. A paragraph reflecting delegates' concern to see the office function with maximum efficiency should be included in the report.

62. The Commission further decided to draft a resolution on the maintenance of the Anti-Apartheid Commission of the ILO.

B) Report submitted by the African Members of the Working Party on the Structure of the ILO (Doc. LC/EXP/IOA(V))

63. The report presented by the representative of Nigeria, spokesman of the African Group on the Working Party on Structure dwelt mainly on the timeliness of requesting for further instructions from the OAU Labour Commission on the principles to be applied in the distribution of the 13 seats allotted to Africa. Such instructions would facilitate the task of African members on the Working Party on Structure in the on-going negotiations on paragraph 5 of the compromise text with regard to the proposed amendment to Article 7 of the ILO Constitution.

64. During presentation of the report, and the discussion which ensued, it appeared that one of the issues to be settled was in connection with the additional seat which was allotted to Africa, since the existing 12 seats did not pose any problem.

65. Most of the representatives were of the opinion that it was too early to discuss the matter and that in any case it would be advisable at the appropriate time to apply the present criteria namely: the principle of geographical distribution of seats at the level of the African regions defined by the OAU and the rotation of seats in each of those regions, taking into consideration the position of the Sudan in the North African Sub-Region for the purpose of elections to the Governing Body of the ILO.

66. To that end, the General Secretariat suggested that the question of harmonizing regional demarcations as recognized by the OAU and the ILO be included in the agenda of the meeting of the OAU Labour Commission to be held in Geneva, taking into account the fact

that Namibia which is a member of the ILO was not a member state of the OAU while the Gambia and São Tomé which are independent African countries and members of the OAU, were not members of the ILO.

67. During discussions a consensus was reached that examination of the issue of the application of paragraph 5 of the compromise text should be postponed until a report is submitted on how the other regions propose to deal with the matter. It was further pointed out that the compromise text had been noted by the previous sessions of the Labour Commission. However, it was finally reflected that each sub-region should be left free in the meantime to apply the present arrangement in force for selecting members of the Governing Body, having regard to the application of paragraph 5 of the compromise text at the continental level.

CHAIRMANSHIP OF:

68. a) The Sixty Seventh Session of the International Labour Conference.

Participants approved by acclamation the candidature of Senegal for the Chairmanship of that session of the Conference.

b) The Various Committees of the Sixty Seventh Session of the Conference.

With regard to this item a delegate pointed out that if the African candidature for the Chairmanship of the Conference were accepted according to the practice Africa would be entitled to only two Commissions. He then proposed that Africa stand for the chairmanship of:

- i) the Committee on Apartheid, which would be entrusted by Zambia.
- ii) the Committee on the conservation of the rights of migrant workers. That proposal was supported by other delegations.

69. Some delegates, however, felt that those two options did not prevent Africa from trying to obtain the chair of a third Committee.

70. Finally, it was agreed that other consultations on that issue be held in Geneva, a few days before the opening of the Sixty Seventh Session of the General Conference of the ILO.

African Candidatures to the ILO Governing Body

71. It was deemed wise to hold consultations at regional and sub-regional levels in accordance with the principles agreed upon within their regions before submitting concrete proposals to the Ministers in this Session.

Strengthening of the ILO Regional Office for Africa in Addis Ababa (Resolution CM/Res.846(XXXVI) of the OAU Council of Ministers)

72. In the introduction to the consideration of that item which was the substance of the above mentioned resolution, the Acting Secretary-General of the OAU made a brief statement on the issue and gave the reasons which led to its inclusion in the agenda of the Commission. A full text of the statement is appended to the report.

73. The Assistant Director General of the ILO in turn took the floor to offer explanations. A full text of his statement is appended to this report.

74. Following those explanations, the representative of Ethiopia took the floor. The text of his statement is appended to this report.

75. All the delegates who then took the floor pointed out that, in the light of the explanations given by the Acting Secretary-General of the OAU and the Assistant Director General of the ILO, there was in fact no major problem on the substance of the resolution of the Council of Ministers. Some delegates commended the wise steps taken by the Council of Ministers to request the inclusion of the resolution in the agenda of the OAU

Labour Commission before its submission to the Assembly of Heads of State and Government for adoption, since the OAU Labour Commission was the most competent body to deal with the issue.

76. They all endorsed the decentralization policy and agreed that the Regional Office of Addis Ababa should be given the same importance. Besides, it was noted that an Assistant Director General in charge of the African Region had recently been appointed.

77. Finally, it was proposed that a resolution reflecting the consensus be adopted, which would in addition recommend that all the sub-regional offices and programmes in Africa be strengthened. It would stipulate that the Assistant Director General should operate from Africa, even if he should have an office in Geneva.

78. That resolution would be appended to that adopted by the Council of Ministers and would be submitted to the next session of the OAU Council of Ministers.

LABOUR COMMISSION

Fifth Ordinary Session

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Addis Ababa, Ethiopia

CM/1140 (XXXVII)

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Annex II

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Report of the Rapporteur on the Proceedings of the
Sub-Committee of the Experts' Meeting

Report of the Rapporteur on the Proceedings
of the Sub-Committee of the Experts' Meeting

The Meeting of the Sub-Committee was called to order at 16.45 hours under the Chairmanship of Mr. Williams of Nigeria while the Rapporteur was the delegate of the Socialist People's Libyan Arab Jamahiriya. The Agenda of the Meeting is reproduced below:

1. Report of the Committee on Methodology and Strengthening the Services of the OAU Labour Commission. LC/EXP/3(V)
 2. Report of the Ad-hoc Committee on Inter-African Co-operation in the field of Labour Migration in Africa. LC/EXP/4(V)
 3. Report of the Secretary-General of the OAU on Workers' Education in Africa. LC/EXP/6(V)
 4. Report of the Secretary-General of the OAU on Social Security in Africa. LC/EXP/7(V)
 5. Report of the Secretary-General of the OAU on the Employment and Population Activities. LC/EXP/8(V)
 6. Report of the Secretary-General of the OATUU on the Activities of the Organization of African Trade Union Unity (OATUU). LC/EXP/9(V)
 7. Report of the Secretary-General on the Social Implications of the Lagos Plan of Action. LC/EXP/14(V)
 8. Document on Vocational Training submitted by the Sudan. LC/EXP/13(V)
2. The Sub-Committee then proceeded to discuss item 1 of the agenda concerning the report of the Ad-hoc Committee on Methodology and Strengthening the Services of the OAU Labour Commission. Document LC/EXP/3(V).

3. Introducing the document, the representative of Algeria informed the meeting that the Ad-hoc Committee which met in Algiers, focussed its attention on assessing weaknesses that existed within the OAU Labour Commission with a view to proposing measures which would remedy the situation and on the restructuring of the OAU Labour Commission and its Secretariat. The representative said that the Ad-hoc Committee, by consensus, made a number of priority action measures and recommendations which were contained in the document before the Meeting for consideration.
4. During the debate on this item, the meeting thanked the Algerian Government and people for hosting the Ad-hoc Committee's Session and the latter for the excellent report presented. The meeting pointed out that in adopting the recommendations of the Ad-hoc Committee, the provisions of the Lagos Plan of Action should also be taken into account to enable the Sub-Committee to determine the priority areas.
5. On a request for a point of clarification, the Algerian delegate informed the meeting that the latter should pay more attention to paragraphs 21 through 40 of the Report of the Ad-hoc Committee. It was also suggested that the meeting should recommend to the Plenary more frequent meetings of the Commission or its Committees; that replies and return of questionnaires should be expedited by the Member States to the Secretariat; that the Commission puts more emphasis on African, instead of international issues, e.g. from ILO and other international organizations; that the OAU should give urgent priority to the recruitment and staffing of the Section dealing with labour, employment and related issues; that the Commission and its Secretariat should be given adequate human, financial and material resources to enable it to carry out its tasks.
6. The meeting was also informed that if requested, a number of African countries could second their nationals to the OAU Secretariat to help with the heavy work of the Commission. The Sub-Committee then adopted the report of the Ad-hoc Committee as enriched by the proposals and suggestions made by delegates during the debate on the report. It was then proposed that the Ad-hoc Committee, with the help of the Secretariat including the delegations of Nigeria and Kenya, should draw up an appropriate resolution based on the recommendations of the meeting for submission to the Ministerial Meeting, taking into account the following considerations:

- i) How should the Agenda be drawn?
- ii) Who should draw it up?
- iii) Who should prepare the documents?
- iv) Who should convene the meeting (s)?
- v) Who should implement the resolutions and how?

After debating the issue, it was decided:

- a) to enrich the report of the Committee in the light of the proposals and suggestions made by the delegates;
- b) to submit a resolution on the matter to the Ministerial Meeting of the Commission;
- c) to adopt the report in toto and to prepare a draft resolution on the item.

7. The Meeting then considered the report of the Ad-hoc Committee on Inter-African Co-operation in exchange of workers, document LC/EXP/4(V). The document was presented by the delegate of Benin who recalled that the Ad-hoc Committee met in Cotonou from 20 to 22 December, 1979 at the invitation of the Government of the People's Republic of Benin.

8. The delegate of Benin then declared that the meeting of the Ad-hoc Committee preceded a colloquium during which papers covering various themes on Labour Migration were presented.

9. Papers presented included International Migration in Africa (Algeria), the Protection of Migrant Workers as regards Social Security, Migrant Workers, Case of the People's Republic of Benin, Migrant Workers and Human Rights, Difficulties encountered in the Implementation of Convention 143 of the International Labour Organization, document presented by Benin, Brain Drain, Advantages of Inter-African Co-operation in the field of Exchange of Workers presented by Upper Volta. The delegate of Benin then dealt with the recommendations made on co-operation in the field of exchange of workers.

10. Many delegates took the floor to congratulate the delegate of Benin for the relevant and lucid analysis of the labour migration situation that contextually obtained in and outside the Continent. Other delegates referred to the unique and special labour migration phenomenon obtaining in the Southern African sub-region in that it was not a two-dimensional incidence vis-a-vis Apartheid South Africa although labour migration took place among the independent African countries of the Sub-region. It was further pointed out that racism was the root cause of racial discrimination be it in Southern Africa or in Europe and regardless of whether the racial discrimination was practised on people from Northern or elsewhere in Africa. The Secretary-General of the OAU was called upon to help the Southern African Labour Commission in its efforts directed to creating employment so as to stem and alleviate labour migration to Apartheid South Africa.

11. The Meeting was of the divided opinion as to whether Member States should ratify Conventions 143 and 87 on Migrant Workers. In view of the varying contextual circumstances, it was suggested and agreed that the OAU Secretariat should elaborate a draft flexible instrument.

12. The Secretary-General of the OAU emphasized the need and importance of elaborating a standard or model African Convention regarding the treatment of migrant workers, particularly as mass expulsions of African workers by sister states had become a serious matter. He cited in this regard that the ECOWAS Member States were about to conclude such a Convention and further referred to the OAU/OATUU Labour Consultative Committee for settlement of inter-State labour disputes.

13. On the extra-African level, the meeting was informed that whereas European Trade Unions had given the OATUU false assurances, African workers had been maltreated in London and even expelled from France. In order to contain this situation, it was recommended that African and European Ministers of Labour should try to reach an agreement regarding the conditions of life and work of African workers in Europe, who, compared with their European counterparts in Africa, the latter were living like barons.

14. It was also pointed out that the question of migrant workers in Africa was such an important issue because of its economic and political implications and hence the host country had to take such remedial measures to protect the national interest if circumstances warranted and even dictated so. It was also recommended that the host country had also to ensure that the necessary measures were taken guaranteeing and respecting the rights of the migrant workers.

15. After a short debate on the matter, it was unanimously agreed to institute a Committee composed of the delegates of Benin, OAUU, Zimbabwe and Mali to draft a resolution on the issue for consideration of the sub-Committee.

16. As the document on Workers' Education in Africa was not yet ready for distribution, the meeting proceeded to item 4 regarding the report of the ILO on Social Security in Africa. As the document was not an OAU document, it was suggested that the report should be treated as a "Communication on the Activities of ILO on Social Security in Africa". Because of the importance of the social security question in Africa, it was suggested and accepted that an Ad-hoc Committee or Working Party on Social Security in Africa should be constituted.

17. The Committee or Working Party on Social Security was to work with the ILO Social Security Branch, the ISSA and its Regional Office in Lome (Togo). It was then decided that a resolution constituting the Committee of Working Party on Social Security should be drawn up for presentation to the Commission. The Members of the Ad-hoc Committee were to be Algeria, Mali, Gabon, Mozambique and Ethiopia. The Committee would present its report to the Sixth Session of the Commission. This report should be a correct image of the social security systems existing in Africa, giving the perspectives of action to the Commission in social security matters in order to develop in a concrete manner the exchange of ideas and experiences in order to promote inter-African co-operation in this regard.

18. The sub-Committee Meeting of the Committee of Experts then proceeded to deliberate on the Report of the Secretary-General of the OAU on the Employment and Population Activities. Document LC/EXP/8(V).

19. Introducing the report, the representative of the OAU Secretariat recalled the resolution adopted by the 32nd Session of the OAU Council of Ministers which called on the Secretary-General to present a report on the OAU/ILO Labour and Population Programme to the Fifth Session of the OAU Labour Commission. He further recalled the resolution adopted by the 13th Session of the Conference of African Labour Ministers which met in Libreville, Gabon, in March 1975, which called on the OAU and ILO to work out a tangible project in the field of Labour and Population.

20. The representative of the Secretariat further informed the meeting that the two Organizations had jointly drawn up a project which would be financed by the United Nations Fund for Population Activities (UNFPA) with the ILO as the executing agency. The meeting was also informed that the ILO and OAU had already signed the Project Agreement and the UNFPA was considering it for eventual financing. It was also indicated that under the project a Labour, Population and Family Welfare Unit would be established in the Secretariat.

21. A number of delegates congratulated the Secretariat for the report and its contents. The meeting wanted to know whether it was in order for the Secretariat to set up the unit manned by labour and population experts without consulting the OAU-Labour Commission. The Secretariat informed the meeting that it was well in order because both the Commission and the Council had given their approval and that besides, other OAU Departments had set precedents by using experts/consultants and advisers in their work.

22. Many delegates spoke in favour of the Labour and Population Project as necessary for the socio-economic development of their respective countries. The meeting then decided to submit a draft resolution to the Plenary on the matter.

23. The Meeting went on to discuss the Report of the Secretary-General of the OATUU on the Activities of the African Workers' Organization - Document LC/EXP/9(V). The report was presented by the Secretary-General of the OATUU who explained that the report should have been presented to the Commission in 1980. He outlined the role and contribution of the OATUU to the liberation struggle; diplomatic, political and economic action against racist South Africa; its reappointment to the Committee on ^{the} Code of Conduct on TNCs; bringing together ACP Trade Unions against European trade unions; Acquisition of Functional Status with the ILO and functional status with the FAO; staging of series of Symposia and Seminars including those on women; to mention but some.

24. Many delegates congratulated the Secretary-General of OATUU for the brilliant and comprehensive presentation of his report. They also took the floor to exchange views on the question of disaffiliation from and affiliation to international trade Secretariats; establishment of one national trade union Centre; the check-off system and training levy. They further congratulated him for the efforts being made by the OATUU in defending the rights and interests of the African workers. An appeal was made to all African countries to provide the OATUU with material, financial moral and political support to enable the Organization to accomplish its worthy tasks.

25. After a lengthy exchange of views for and against these issues, it was agreed that a comprehensive resolution should be submitted to the Plenary marshalling the full range of major issues raised on the item. The delegate of Togo, however, pointed that the report of the Secretary-General of the OATUU had not mentioned the contribution, in kind, made by the Government of Togo. The Secretary-General of OATUU confirmed this observation and apologized that the report had not mentioned the contribution of the Government of Togo.

26. The Meeting proceeded to tackle the Country Paper prepared by Sudan on Vocational Training. The paper was presented by the delegate of Sudan who gave the experience of the Sudan in the field of vocational training as regards the system, the types, the legislation and the difficulties encountered in expanding the activities of vocational training in this respect.

27. Many delegates took the floor to congratulate the delegate of Sudan for the good presentation of the report. It was also observed that vocational training was such an important issue in the socio-economic development of Africa and hence long-term perspectives of vocational training should be envisaged. It was suggested that the meeting needed all the relevant literature on the Lagos Plan of Action before it could meaningfully pronounce itself on the matter. This literature was said to be even more important to enable the Committee to make an evaluation of the implementation of the Declaration and Programme of Action of the World Employment Conference.

28. After a brief debate, it was recommended that the item should be re-submitted to the 6th Session of the OAU Labour Commission encompassing vocational training in all its ramifications. The OAU Secretariat in close collaboration with the ILO, ECA and UNESCO should make an in-depth study. All Member States were expected to forward a document on the Vocational Training System to the Secretariat which would synthesize them into a composite report. The Secretariat would write to Member States reminding them to prepare and forward their respective contribution on vocational training.

29. The sub-Committee thence deliberated on the Report of the Secretary-General of the OAU on Workers' Education in Africa - Document LC/EXP/6(V). The report was presented by a representative of the Secretariat who emphasized the serious pre-occupation of African Labour Ministers with the question of Workers' Education. In this regard, he cited the resolution CM/Res.708(XXXII) calling for the establishment of a Pan-African Workers' Education Institute and LC/Res.46(IV) inviting the Secretariat to make a study of Workers' Education in Africa.

30. The representative of the Secretariat outlined the priorities in Workers' Education; the ways and means of financing it; the need for self-reliance by Trade Unions in Workers' Education; and the future role of the OAU Secretariat in the framework of the Monrovia Strategy, the Lagos Plan of Action and the Final Act of Lagos.

31. Many delegates congratulated the Secretariat for the presentation of the report on such an important subject. While discussing the report it was emphasized that Workers' Education should not be in the hands of foreigners, cater for national interest through a training levy and should have an authentically African curriculum. It was also pointed out that the workers as the interested party should be knowledgeable about labour and social legislation under the auspices of Workers' Education which should also include Trade Union Research. It was suggested that co-operation between the Arab Labour Organization and the OAU should be developed in the field of Trade Union Research. The Meeting agreed to submit a resolution to the Plenary and requested the Secretariat to take note of the corrections and of the remarks made.

Item 7: Report of the Secretary-General on the Social
Implications of the Lagos Plan of Action

32. A representative of the Secretariat introduced this item by informing the Commission that, as some of the delegations had rightly pointed out, the process that led up to the formulation and adoption of the Lagos Plan of Action and the Final Act did not involve the Labour Commission nor the African Ministers of Social Affairs. As such, the Lagos Plan of Action contained practically very little on labour and social affairs programmes and projects.

33. The representative of the Secretariat explained that this state of affairs compelled the General Secretariat of the OAU to prepare document AMSA/III/WP.8 embodying proposals which the OAU and the Labour Commission could undertake to implement the Lagos Plan of Action with regard to social and labour questions. The document was presented to the Third Conference of African Ministers of Social Affairs which met in Addis Ababa from 4 to 10 October 1980. The Conference commended the document and adopted a resolution endorsing it. The resolution was, in turn, endorsed by the 36th Ordinary Session of the Council of Ministers which met in Addis Ababa in February 1981.

34. The representative of the Secretariat said that, among other things, the Council called upon the ILO and other international organizations to support the establishment of an African Rehabilitation Institute for the Disabled Persons (ARI), a project which was jointly proposed by the OAU and ILO and for which the Council approved a sum of US\$160,000 to enable the OAU Secretariat to make its token contribution to its (ARI's) establishment.

35. The representative of the Secretariat informed the Meeting that the ILO, on its part, sent a team of experts to carry out the necessary consultations with the OAU in Addis Ababa and that this team had presented a draft agreement of co-operation which was under study by the parties concerned under the leadership of the OAU.

36. The representative of the Secretariat further informed the Meeting that as the document was in the process of being handed out, the Meeting could in the meantime be listening to the introduction of the document by the consultant who had prepared it and to the Director of the International Institute for Labour Studies (IILS) who had submitted a specific project proposal on the social implications of the Lagos Plan of Action. He concluded by expressing the OAU support to the project presented by the IILS.

37. Introducing this document on the project proposal, the Director of the IILS, Dr. A. Tevoedjere, recalled that within the framework of the New International Economic Order, the Monrovia Strategy, the Lagos Plan of Action and the Final Act of Lagos, the proposed project was drawn-up with a view to attaining self-reliance in the social, economic and cultural development of Africa. The Lagos Plan of Action laid emphasis on economic strategies and objectives, but economic growth that was not based on an equitable social policy would lead to explosive political and social situations. The long-term objective of the pluri-annual programme was the harmonization of the development of economic growth targets with the goals of greater social justice.

38. The Director added that the Programme had identified priority areas for research, training and publication activities; had proposed a methodology which would among other things, rely on local African consultancy and skills; and had envisaged a follow-up action which would make the whole endeavour effectively co-ordinated to produce the needed results.

39. The meeting then dealt at length on whether it should proceed to discuss the IILS proposed project paper and the other one of the consultant in the social implication of the Lagos Plan of Action which had yet to be distributed. Some interventions expressed the view that the Meeting should approve the IILS project whereas others were of the considered opinion that the issue needed ample time for the Commission to make the necessary study and evolve its own position on its role and contribution to the implementation of the Lagos Plan of Action and the Final Act. The proponents of the latter view were convinced that only after looking at the issue globally, could the Commission draw up meaningful priority projects for the Commission's support and implementation. The meeting strongly expressed the view that the Commission should not be relegated to the background.

40. The consultant who had prepared the document on the Social Implications of the Lagos Plan of Action advised the Meeting in his intervention that, since the document, had, for logistics problems, not yet been distributed and since it had serious typographical errors in the statistical data tables, the document should be deferred to a later session of the Committee or the Commission. The Meeting agreed with this advice and postponed discussion of this document.

41. On the IILS proposed project, the Meeting finally unanimously agreed that, since the project was a joint OAU/IILS/UNDP undertaking, a resolution on it should be submitted containing the following points:

- a) The Committee expresses its support to the initiatives taken by the OAU to collaborate with the IILS in trying to study the social implications of the Lagos Plan of Action and the Final Act.
- b) Before endorsing the IILS proposed project, a study of the specific social implications of the Lagos Plan of Action should be undertaken by the Commission with a view to identifying the position of and role the Commission should play in implementing the Plan. All relevant documents on the Lagos Plan of Action and its Social Implications should be sent to the Member States for study and that the latter should communicate their written views on the issue to the Secretariat before the 6th Ordinary Session.
- c) The Secretary-General of the OAU should urgently convene a special meeting of experts in Addis Ababa to make an in-depth study of the whole issue and prepare, together with the help of ILO, IILS, etc, a comprehensive paper detailing the required inputs of the Commission. This paper should be submitted to the 6th Ordinary Session which will consider it and come out with a list of priority projects the Commission should support towards the implementation of the Lagos Plan of Action on labour, employment and social development programmes and projects. The choice of African Experts to participate in the Meeting should be left to the initiative of the Secretary-General of the OAU.

42. The sub-Committee lastly was presented with the Report on Recent Activities of the ILO in the field of Social Security in Africa contained in Document LC/EXP/7(V). In presenting the document, the representative of the ILO explained that the document had been prepared by the ILO as a result of the resolution of the Fourth Session of the Commission and in the light of the Co-operation Agreement between the OAU and ILO. Secondly, the ILO representative elaborated on the Relations with Sub-Regional Organizations including OCAM, CEPGL, CEAO, UDEAC and ECOWAS in the field of Social Security. Lastly, he outlined the technical co-operation activities of the ILO in social security at the national level.

43. As the Meeting had previously agreed to establish an Ad-hoc Committee of Experts to make an in-depth Study of Social Security in Africa, and given the fact that the document was not an OAU one, the Meeting merely took note of the report and agreed to submit a resolution on Social Security.

LABOUR COMMISSION

Fifth Ordinary Session

16 - 18 April, 1981

Addis Ababa, Ethiopia.

CM/1140 (XXXVII)

Annex III

LC/RAPT.RPT (V)

Original: FRENCH

REPORT OF THE FIFTH ORDINARY SESSION OF THE
OAU LABOUR COMMISSION

Report of the Fifth Ordinary Session

of the OAU Labour Commission

Addis Ababa, Ethiopia, 16-18 April, 1981

Official Opening

The Fifth Ordinary Session of the OAU Labour Commission was opened on 16 April, 1981 at the Africa Hall by His Excellency Comrade Fikre Selassie Wogderess, Secretary-General of the Provisional Military Administrative Council (PMAC) of Socialist Ethiopia and Member of the Executive Committee of the Commission for Organising the Party of the Working People of Ethiopia (COPWE).

2. In his address, Comrade Fikre Selassie Wogderess expressed satisfaction at the fact that the OAU Labour Commission was being held in Addis Ababa for the first time since the revolution. He then spoke of the workers situation and the social problems which seemed particularly crucial today because of a certain economic injustice prevailing in the World. Consequently, backward countries should put up a great struggle for the promotion of their development and for the establishment of a New International Economic Order which they could not achieve through dialogue and negotiation.

3. Each State had to plan its own development on a national and continental basis.

4. Comrade Fikre Selassie Wogderess laid particular emphasis on under-employment, unemployment, creation of job opportunities for millions of people who were yearly swelling the ranks of the unemployed in Africa and on workers' education.

5. He further recalled the achievements of Socialist Ethiopia in the field of mass education. He added that the rate of illiteracy fell from 93% in 1979 to 65% to-day. He laid emphasis on the need to develop the human resources of Africa so as to raise the level of living.

6. However, he said, although we should rely on our forces, we should not forget the assistance given by Organizations such as the ILO which contributed actively to the development of Africa. Consequently, it was necessary to increase co-operation with the ILO and strengthen the OAU Labour Commission.

7. Finally, Comrade Fikre Selassie Wogderess expressed the wish that the Conference would adopt concrete resolutions.

8. His Excellency the Minister of Labour of Senegal, on behalf of his colleagues, thanked Comrade Fikre Selassie Wogderess for his presence and his inspiring speech and asked him to convey the gratitude of the Commission to the Government and people of Socialist Ethiopia. He continued by saying that work was the justification for man's existence, for, it was by working that man satisfied his needs and became useful to the

society and humanity, hence, he emphasised, the importance of the field of competence of the Labour Commission. Finally, he recalled that the economic and social development of African countries was greatly influenced by the decisions of the OAU Labour Commission.

9. The Assistant Secretary-General of the OAU then took the floor to describe the social and economic situation prevailing in Africa. He deplored the high rate of under-employment, unemployment and illiteracy and the tragic situation in the rural sectors.

10. He recalled the particularly active role played by the OATUU which although recently established, had done useful work in the defence of the workers' rights.

11. He referred to the Lagos Plan of Action which he said, "was a historic turn in the development strategy of Africa" development for which the Plan set clear and precise targets. The Plan further aimed at bringing Africa to rely first on its own resources, thereby encouraging the mobilization of African workers. The success of the task depended on combined efforts and co-operation. The Assistant Secretary-General then evoked the problems of migrant workers and the advantages derived from Inter-African and international cooperation.

12. He once more drew the attention of the International Community to the serious danger that the Apartheid regime represented.

13. He expressed his sincere gratitude to the ILO Director General for all that his Organization had done for the development of Africa and to Comrade Fikre Selassie Wogderess whose presence enhanced the opening ceremony.

14. In his intervention the Deputy Director-General of the International Labour Office observed that the meeting was being held at a critical period for international co-operation. He expressed the wish that the Lagos Plan of Action be translated into a reality and that it was with that end in view that the International Labour Organization had made proposals to the OAU, the ECA and the UNDP on the implementation of the Plan which his Organization took into account in formulating its development programmes.

15. He informed participants that the ILO expenditure had increased from 22.4% in 1979 to 32% in 1980. He also recalled the important role played by such Centres as ARLAC, CRAOAT, CIADFOR and JASPA towards the realization of self-reliance. Furthermore, since development could not be achieved without the active participation of employers and employees, regional advisers were helping the two parties to set up viable institutions.

Furthermore, the ILO, the OAU and the OATUU organized a seminar in Mogadishu at which educators and employers were able to exchange views. The 1982/87 Medium Term Plan aiming at reducing the number of difficulties and should therefore vary according to the region and actualized. The programme which would be based on the budget approved by the last Governing Body would be strengthened and would require the support of institutions in the field.

16. He also informed the Commission that the adjustments made by the Director-General in the present structure responded to two major concerns, namely the rational use of available resources and the need to provide the continent with the best possible services.

17. The Deputy Director-General assured the Commission that the ILO Regional Office in Addis Ababa would not be closed down but would remain the Office for Africa with increased functions and would be responsible for the overall planning of programmes for the region. He stressed the fact that for reasons of efficiency, the International Labour Organization should not work in isolation but co-ordinate its activities with the OAU, the ECA and the OATUU to assist various African Groups and improve the lot of workers.

18. The representative of the Arab Labour Organization reiterated the wish of his Organization to establish cultural, economic, social and other ties with Africa. The ALO had since its establishment in 1972, been trying to lay the foundation of a fruitful cooperation with the Continent and establish structures for co-ordinating activities with African trade unions through the OATUU, within a legal framework. If delays have been experienced, they were due to questions of procedure. However, those delays had not prevented the establishment of institutes, the holding of conferences, etc.

19. Furthermore, ALO would do its utmost best to see to it that Afro-Arab Cooperation lead to the emergence of an Arab or an African who would be able to serve his country and his continent.

Election of Officers

20. The 5th Ordinary Session of the OAU Labour Commission elected the Bureau composed of the following Member States:

Chairman - Ethiopia - East African Region

1st Vice-Chairman - Nigeria - West African Region

2nd Vice-Chairman - Burundi - Central African Region

3rd Vice-Chairman - Zimbabwe - Southern African Region

Rapporteur: Socialist People's

Libyan Arab - Northern African Region

Jamahiriya

Organization of Work

21. The Commission agreed on the following working hours:

Morning: 10 a.m. - 1 p.m.

Afternoon: 4 p.m. - 7 p.m.

Adoption of the Agenda

22. The Commission adopted the following agenda:

1. a) Official Opening
- b) Election of Officers
- c) Adoption of the Agenda
- d) Organization of Work
2. Report of the Standing Committee of Experts of the OAU Labour Commission on the following Agenda items:
 - a) Report of the Secretary-General of the OAU on the Activities within the competence of the Commission. LC/EXP.2 (V)
 - b) Report of the Committee on Methodology and Strengthening the Services of the OAU Labour Commission. LC/EXP.3 (V)
 - c) Report of the Ad-Hoc Committee on Inter-African Co-operation in the field of Exchange of Workers. LC/EXP.4 (V)
 - d) Report of the Secretary-General of the OAU on Workers' Education in Africa. LC/EXP.6 (V)
 - e) Report of the Secretary-General of the OAU on Social Security in Africa. LC/EXP.7(V)

- f) Report of the Secretary-General of the OAU on the Employment and Population Activities. LC/EXP.8 (V)
- g) Report of the Secretary-General of the OAU on the Activities of the Organization of African Trade Union Unity (OATUU). LC/EXP.9 (V)
- h) a) Report on the structure of the ILO. LC/EXP/10A (V)
b) Report of the African Members of the ILO Governing Body. LC/EXP.10B (V)
- i) Report on the Co-operation between the OAU and the ILO:
 - a) The Assistant Director of the ILO Regional Office for Africa. LC/EXP.11 (V)
 - b) The Director of the International Institute for Labour Studies. LC/EXP.12 (V)
 - c) The Director of the Turin Centre for Vocational and Technical Training. LC/EXP.13 (V)
- j) Strengthening of the ILO Regional Office for Africa in Addis Ababa. (Resolution of the 36th Ordinary Session of the Council of Ministers).
- k) Report of the Secretary-General on the Social Implications of the Lagos Plan of Action.
- l) Chairmanship of:
 - a) The 67th Session of the International Labour Conference.
 - b) The Various Committees of the 67th Session of the International Labour Conference.

- m) African candidatures to the ILO Governing Body
 - n) Items proposed by Member States. Document on Vocational training submitted by the Sudan.
3. Date and venue of the 6th Session of the OAU Labour Commission.
 4. Any other business.

Report of the Standing Committee of Experts of the OAU Labour Commission

23. That report was the result of the deliberations of the Standing Committee of Experts of the OAU Labour Commission which met from 13 to 15 April, 1981. It was presented by the Committee's Rapporteur, namely, the Representative of the Socialist People's Libyan Arab Jamahiriya, who gave a brief but precise summary of the work of the Experts Committee's meeting and stated that the report and the attached draft resolutions had been considered in detail and unanimously adopted by the members of the Committee. He therefore recommended that the Ministers adopt the report and the resolutions proposed by the Experts.

24. After a short debate, the Commission decided to examine the report of the Standing Committee of Experts paragraph by paragraph before considering the draft resolutions.

25. After improving on the report and the draft resolutions by proposing relevant amendments which were taken down one after the other by the Secretariat, the OAU Labour Commission finally adopted the report and the resolutions presented by the Standing Committee.

Date and venue of the 6th Ordinary Session of the OAU Labour Commission (Agenda Item 3)

26. Referring to the Rules of Procedure of the Commission, the Chairman intimated that in the absence of an invitation from a Member States, the Labour Commission would meet at the Headquarters of the OAU in Addis Ababa. He then called on the Secretariat to propose at the appropriate time and in consultation with the Current Chairman of the Commission, the dates for the next session and to ensure that those dates did not fall on Easter Friday.

Any Other Business

27. Under that Item, some delegations made short general statements to register their satisfaction at the excellent manner in which the deliberations were conducted and to express their wishes of success to the new officers of the Commission. On proposal by a delegation, the Commission decided to send a message of condolence to Ambassador Nouredine Djoudi, Acting Secretary-General of the OAU, following the death of his mother

in Algeria at the time he was participating in the deliberations of the Commission.

28. Furthermore, a message of support for the people of South Africa who continued to suffer under the yoke of Apartheid was read out to the Commission. The message expressed the support and appreciation of the Commission to the Frontline States in their efforts to help South Africa and Namibia to liberate themselves from the colonial and racist domination.

Closing Session

29. To close the 5th Session of the Labour Commission, the Minister of Labour and Social Affairs of Socialist Ethiopia, and Current Chairman of the Commission, Comrade KASSA KEBEDE made a statement in which he first expressed satisfaction at the success of the deliberations and their outcome. The Minister of Labour of Benin, for his part, took the floor to thank, on behalf of all his colleagues, the people and Government of Socialist Ethiopia for the hospitality extended to them and to congratulate the Minister of Labour and Social Affairs of Ethiopia, Comrade KASSA KEBEDE on the brilliant and competent manner in which he directed the discussions.

30. In conclusion, a vote of thanks addressed especially to the Chairman of the Provisional Military Administrative Council of Socialist Ethiopia for his interest in the work of the Commission was read out and approved by all the participants.

The same vote of thanks was also addressed to the people and the Government of Socialist Ethiopia for their warm hospitality, to the Ministers of Labour and Social Affairs, Comrade KASSA KEBEDE for his effective contribution to the success of the Commission's work, to the OAU General Secretariat and its technical staff for their devotion to duty.

31. The 5th Session of the OAU Labour Commission was brought to a close on 18 April, 1981 at 9 p.m.

COUNCIL OF MINISTERS

Thirty-Seventh Ordinary Session

Nairobi, Kenya

15 - 21 June, 1981

CM/1140 (XXXVII)

LC/Res.55 - 72(V)

Annex IV

RESOLUTIONS ADOPTED BY THE FIFTH ORDINARY SESSION

OF THE OAU LABOUR-COMMISSION

RESOLUTION ON INTER-AFRICAN CO-OPERATION IN THE
EXCHANGE OF WORKERS (LC/EXP/4(V))

The Labour Commission of the Organization of African Unity meeting in its Fifth Session in Addis Ababa, Ethiopia, from 13 to 18 April 1981,

Considering the purposes of the Organization of African Unity stated in Article 11 of its Charter,

Considering the provisions of Article XX of the Charter of the Organization of African Unity establishing an Economic and Social Commission whose function, among others, is to make an in-depth study of the social and labour problems in Africa,

Considering that the Labour Commission of the Organization of African Unity was established with the view to "bringing about and developing co-operation between African countries in the fields of labour and related social affairs",

Considering Resolution LC/Res.54 (IV), CM/975(XXXII) establishing an ad-hoc Committee to consider the conclusion of a general agreement on co-operation on the migration of workers in Africa,

Having considered report LC/EXP/4(V) on the Activities of the ad-hoc Committee on Intra-African Co-operation in Exchange of Workers,

Conscious of the importance of the migratory movements of African workers and the serious problems arising there from namely:

- in human treatment of migrant workers,
- humiliations, repressions, arbitrary expulsion with loss of property, rights and savings,

Considering that the Labour Commission of the Organization of African Unity has established the need for a general agreement on co-operation on the migration of workers in Africa and that the Commission should be authorized to consider the conclusion of such an agreement,

Considering that the Labour Commission of the Organization of African

Unity was established with a view to... CM/1140 (XXXVII) LC/Res.55 (V) page 2

1. CONGRATULATES the Government of the People's Republic of Benin on having hosted the Ad-hoc Committee on Inter-African Co-operation in the exchange of workers and expresses its thanks to it for the successful deliberations of the Committee;
2. ADOPTS the Report of the Ad-hoc Committee as a whole;
3. RECOMMENDS the preparation and establishment of appropriate mechanisms at national, regional and continental levels to the Member States of the OAU with the view to boosting, standardizing and rationalizing exchange of migrant workers;
4. INSTRUCTS the General Secretariat of the OAU to take into consideration the Lome Convention, ILO international instruments and bilateral agreements, and to draft a model agreement for African migrant workers. This convention which would cover all migrant workers (ordinary independent and expert workers) should be submitted to the Sixth Session of the OAU Labour Commission for discussion;
5. URGES the OAU/OATUU Consultative Committee to do its utmost best to draft the African Convention on migrant workers for discussion;
6. CALLS UPON the OAU General Secretariat in consultation with the ILO to organize joint meetings of: African and European Ministers of Labour, with the active assistance of the Organization of African Trade Union Unity (OATUU) and European Groups of affiliated trade unions if possible in June 1981 to look into the situation of migrant workers in Europe and negotiate instruments governing their status;
7. CALLS UPON the General Secretariat of the OAU to intervene with European Governments particularly the French and British Governments so that they give the same treatment to African migrant workers like OAU Member States do to the European expatriates;

Considering that the Labour Commission of the Organization of African Unity was established with a view to...

Considering that the Labour Commission of the Organization of African Unity was established with a view to...

8. CALLS UPON the Member States and the General Secretariat of the OAU to give priority to the problem of migrant workers in Africa.
9. CALLS UPON the OAU Member States and the ILO to assist financially and technically the Southern African Labour Commission in its efforts of creating employment for its workers within their own countries in an endeavour to bring to an end the present system of migratory labour.



RESOLUTION ON WORKERS EDUCATION IN AFRICA

The OAU Labour Commission meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 to 18 April 1981,

Having received and considered the report of the Secretary-General of the OAU on Workers' Education in Africa in document LC/EXP.6 (V).

Aware of the importance and necessity of African Workers' Education in Africa towards the social, political, economic and cultural development,

Cognizant of the fact that the Monrovia Strategy, the Lagos Plan of Action and the Final Act of Lagos attach great importance to education in general, and of African workers in particular,

Recalling Resolution LC/Res.46(IV) adopted on Workers' Education in Africa by the Commission in its Fourth Session in Mogadishu, Somalia, in April 1979,

Recalling also the previous resolutions adopted by successive Congresses of the OATUU on Workers' Education,

Further recalling Resolution CM/Res.708(XXXII) adopted by the Council of Ministers on the urgency of establishing a Pan-African Workers' Education Institute;

1. CONGRATULATES the Secretariat for the comprehensive report on African Workers' Education;
2. REITERATES its decision that a Pan-African Workers' Education Institute should be established to cater for the authentic workers' education activities;
3. WELCOMES the initiative of the Secretariat directed to the establishment of the Institute with the financial support of the UNDP under the framework of the Lagos Plan of Action;

4. CONGRATULATES the Organization of African Trade Union Unity (OATUU) on its efforts in the field of workers' education and encourages it to do its utmost best to strengthen the Research and Documentation Centre of Lome and the African Institute for Advanced Studies in Trade Unionism in Dakar;
5. INVITES the Secretary-General of the OAU, in close collaboration with the OATUU, ILO, the UNESCO and the ECA, to work out the modalities of establishing the project;
6. REQUESTS the Secretary-General of the OAU to submit a progress report on Workers' Education as well as the efforts made towards the establishing of a Pan-African Workers' Education Institute.

RESOLUTION ON VOCATIONAL TRAINING

The OAU Labour Commission meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 to 18 April, 1981,

Having considered the country Paper by Sudan on Vocational Training in Africa,

Appreciative of the importance of vocational training for the socio-economic development of Africa within the framework of the Lagos Plan of Action;

1. CONGRATULATES the Sudan Delegation for having brought up and presented the important question of vocational training in Africa;
2. REQUESTS the Secretary-General of the OAU in collaboration with the ILO, UNESCO, the ECA and other international organizations whose work has a direct bearing on vocational training to co-operate and be associated in the in-depth study on vocational training in Africa.
3. APPEALS to Member States to co-operate positively and facilitate the study by forwarding their country papers embodying their experiences in Vocational Training to the Secretariat;
4. CALLS UPON the Secretary-General to submit a report on this subject to the Sixth Session of the OAU Labour Commission.

RESOLUTION ON SOCIAL SECURITY IN AFRICA

The OAU Labour Commission meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 to 18 April 1981,

Having considered the Communication of the ILO on Social Security,

Conscious of the positive role of social security programmes in Africa,

Recalling resolution LC/Res.46(IV) on Social Security in Africa adopted by the Fourth Session of the Labour Commission in Mogadishu, Somalia, in April 1979:

1. DECIDES that an Ad-hoc Committee composed of Algeria, Swaziland, Burundi, Mali and Ethiopia be set up to make an in-depth study of Social Security in Africa;
2. REQUESTS the Secretary-General of the OAU to convene the Meeting of the Ad-hoc Committee on Social Security in Addis Ababa;
3. INVITES the Secretary-General of the OAU to associate closely the ILO and ISSA in the work of the Ad-hoc Committee;
4. APPEALS to Member States to co-operate positively and facilitate the study by forwarding their respective country papers embodying their experiences in Social Security to the Secretariat;
5. CALLS ON the Ad-hoc Committee in collaboration with the ILO to provide the necessary expertise directed towards converting provident funds into social security schemes;
6. FURTHER REQUESTS the Secretary-General of the OAU to submit a report to the Sixth Session of the OAU Labour Commission.

RESOLUTION ON THE METHODOLOGY AND STRENGTHENING OF THE
ACTIVITIES OF THE LABOUR COMMISSION OF THE ORGANIZATION
OF AFRICAN UNITY

The Labour Commission of the Organization of African Unity meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 to 18 April, 1981,

Considering Resolution LC/Res.53(IV) adopted by the OAU Labour Commission meeting in its Fourth Session in Mogadishu, Somalia from 26 to 29 April, 1979,

Considering Report LC/EXP.3(V) of the Ad-hoc Committee set up in accordance with the above resolution,

Considering the conclusions of the meeting of Experts meeting in Addis Ababa from 13 to 15 April 1981 on the methodology, strengthening of the activities, means and structure of the OAU Labour Commission,

Paying tribute to the Government of the People's Democratic Republic of Algeria for having hosted the meeting of the Ad-hoc Committee and created conditions ensuring the success of its deliberations,

Expressing appreciation for the quality of work accomplished by the Ad-hoc Committee,

Expressing satisfaction at the conclusions reached by the meeting of Experts following the consideration of the Report of the Ad-hoc Committee:

DECIDES TO:

1. ADOPT the report LC/EXP.3(V) of the Ad-hoc Committee enriched by the meeting of Experts;

2. REQUEST the Secretary-General of the Organization of African Unity to take all necessary steps for the implementation of the conclusions contained in the above Report;
3. STRESS the need to resort to emergency measures obtaining in the OAU regarding the adoption of the Budget with a view to find the necessary means for establishing, as soon as possible, the new structure of the OAU Labour Commission;
4. CALL UPON the Secretary-General of the Organization of African Unity to report on the matter to the next session of the OAU Labour Commission.

RESOLUTION ON THE ORGANIZATION OF AFRICAN TRADE UNION UNITY (OATUU)

The OAU Labour Commission meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 to 18 April 1981,

Noting with satisfaction the report so ably presented by the Secretary-General of the OATUU regarding the Organization's activities for the 1979/80 period,

Aware of the resolutions adopted by the Commission in its previous sessions on behalf of the Organization:

1. **COMMENDS** the excellent work of the OATUU has accomplished in close collaboration with the OAU Secretariat particularly in the following fields:
 - (i) Harmonising relations between the OAU Member States and Trade Unions;
 - (ii) Educating workers on the new role of trade unions as responsible partners in the field of political, social, economic and cultural development;
 - (iii) Providing the material and active support to the Liberation Movements in their struggle against Apartheid, Colonialism and Racism;
 - (iv) Projecting the personality of the African Working Class effectively and internationally at the United Nations, the ILO and in all international fora;
2. **CALLS UPON** the OAU Secretariat to give all the necessary support to the OATUU to enable it to fulfill its mission of uniting the African Workers and mobilizing them for the political, social, economic and cultural liberation of Africa;

3. APPEALS to all OAU Member States to support the activities of the OATUU in Africa and at international fora;
4. URGES Member States to favourably consider implementing the previous resolutions of the Commission on the OATUU aimed at strengthening the OATUU and its national trade union affiliates by:
 - a) Introduction of the check-off system;
 - b) Introduction of education and training levy;
 - c) Making grants to the young Organization;
 - d) Providing facilities to national trade unions to enable them to transfer funds to the OATUU Head Office in Accra.
5. INVITES the Secretary-General of OAU to assist the Secretary-General of OATUU to enable the latter to convene the following meetings during the 1981/1982 period:
 - (i) The Second Pan-African Women Workers' Congress to evaluate the implementation of the 1976 African Women Workers' Charter in Accra, Ghana;
 - (ii) High level Meeting of Senior Labour Administrators and senior trade union officials to discuss the role of the African Trade Union Movement towards the development of Africa within the framework of the Lagos Plan of Action.
6. REQUESTS the OAU Secretariat to assist in the preparation and servicing of the OAU/OATUU Meeting and the host country to provide maximum facilities;
7. APPEALS to Member States to facilitate the attendance of the meeting by providing the necessary means;
8. CALLS UPON all OAU Member States to support the OATUU and its affiliates' decision to exert maximum pressure on South Africa and her Western supporters of Namibia by signing a petition and holding mass rallies and peaceful demonstrations from May 1, 1981 against South Africa and her allies, in conformity with the resolutions of the Liberation Committee and the OAU Council of Ministers adopted in February, 1981.

RESOLUTION ON THE SOCIAL IMPLICATIONS OF THE LAGOS PLAN OF ACTION

The OAU Labour Commission meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 to 18 April, 1981,

Considering the Lagos Plan of Action which aims at implementing the "Monrovia Declaration of Commitment by the OAU Assembly of Heads of State and Government on the guidelines to be respected and measures to be taken for achieving national and collective self-reliance" of African countries,

Considering that the attainment of the objectives of this Plan is vital for Africa and will help the governments of the region to achieve a self-reliant and self-sustained economic development,

Considering that the formulation and implementation of social policies for full employment and a fairer distribution of income is imperative,

Considering the report of the Secretary-General on the "Pluriannual Programme on the Social Implications of the Implementation of the Lagos Plan of Action",

Referring to the resolution of its Second Session (Tripoli, April, 1977), reaffirmed in Tunis in 1978 on the role of the International Institute for Labour Studies in the social and labour fields,

Considering Resolution 35/64 of the UN General Assembly requesting the specialized bodies and agencies of the UN System to assist the OAU in the implementation of the Lagos Plan of Action;

1. GIVES its full support to the OAU/IILS co-operation within the framework of the Pluriannual Programme on the social implications of the implementation of the Lagos Plan of Action;
2. CALLS UPON the Secretary-General to take the necessary steps with the United Nations Development Programme to obtain all the necessary means for the early implementation of this project;
3. REQUESTS the Secretary-General of the OAU to circulate to all the Member States of the OAU the documents on the Lagos Plan of Action;

4. CALLS UPON the OAU Secretary-General to convene in Addis Ababa before the next session of the Labour Commission, a meeting of a restricted group of African experts who, together with the General Secretariat, the International Institute for Labour Studies and the ILO, will see how best the Commission can contribute to the realization of the social objectives contained in the Lagos Plan of Action;
5. CALLS UPON the Secretary-General to submit the contribution project to Member States for consideration before the next session of the OAU Labour Commission;
6. CALLS UPON the Secretary-General to include this item in the Agenda of the 6th Session so as to adopt the contribution project of the Labour Commission of the OAU to the realization of the social objectives contained in the Lagos Plan of Action;
7. RENEWS its full confidence in and support for the International Institute for Labour Studies whose programmes and action for social development it appreciates.

RESOLUTION ON MANPOWER, EMPLOYMENT, PLANNING, DEVELOPMENT
AND UTILIZATION OF AFRICAN MANPOWER

The OAU-Labour Commission meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 to 18 April, 1981,

Aware of the great importance attached to Manpower, Employment, Planning, Development and Utilization of African Manpower by the African Heads of State as enunciated in the Lagos Plan of Action,

Appreciative of the interest shown by African Labour Ministers in development and utilization of African manpower resources,

Convinced that in order to develop and attain self-reliance one of the instruments is the training, planning of African manpower both in quality and quantity;

1. INVITES the Secretary-General of the OAU in consultation with the Executive Secretary of the ECA, the Director-General of the ILO, to work out joint programme projects and activities in the field of Manpower, Development, Employment and Utilization of African Manpower in close collaboration with the OAUU, African Institute for Vocational Training, African Universities and other African Institutes of Higher Learning;
2. APPEALS to Member States to co-operate positively and facilitate the evolvement of programmes and projects in Planning and Utilization of African Manpower by forwarding their proposals, problems and experiences to the Secretariat;
3. REQUESTS the Secretary-General of the OAU to submit the draft project to the 6th Session of the OAU Labour Commission for consideration and approval.

RESOLUTION ON THE INTERNATIONAL YEAR OF THE DISABLED PERSONS
(IYDP)

The OAU Labour Commission, meeting in its Fifth Ordinary Session, in Addis Ababa, Ethiopia, from 13 to 18 April 1981,

Mindful of the importance of the observance of the IYDP to the realization of the principles of the Declaration of the Rights of Disabled Persons, the Rights of Mentally Retarded Persons and its contribution to the drafting of a long-term programme of action,

Recalling Resolution CM/1095(XXXVI) ANSA/III/RPT Sec.3(III) of the Third Conference of African Ministers of Social Affairs, meeting in Addis Ababa, Ethiopia, from 8 to 10 October 1980,

Cognizant of the intrinsic relationship between the activities of Member States in the fields of Labour and Social Affairs,

Aware of the importance attached to the problem of disabled persons by the Lagos Plan of Action,

Recalling resolution CM/Res. 834(XXXVI) adopted by the 36th Ordinary Session of the OAU Council of Ministers calling upon the ILO and other international organizations to support the establishment of an African Rehabilitation Institute (ARI) for the disabled persons:

1. ENDORSES the recommendations, decisions and resolutions of the Third Conference of African Ministers of Social Affairs;
2. DECIDES to participate effectively and to contribute towards the full success of the IYDP;
3. APPEALS to Member States to make conscious effort towards the training and placement of disabled persons;

4. RECOMMENDS that Member States exchange their experiences with regard to the care, training and placement of disabled persons with a view to making the assistance rendered meaningful and effective;
5. REQUESTS the General Secretariat of the OAU, in co-operation with the UN, ECA and the IYDP Secretariat, to co-ordinate the activities in the region and to periodically report on the progress achieved in the implementation of the short medium and long-term objectives of the IYDP;
6. APPEALS to the ILO to contribute by providing the necessary human, material and financial support towards the establishment of the African Rehabilitation Institute for the disabled persons.

CM/1140 (XXXVII)
LC/Res.64 (V)
Annex IV

Resolution on the Decentralization of the Activities
of the ILO in Africa and the Strengthening of the
Regional Office of the ILO in Addis Ababa

The Labour Commission of the OAU meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 - 18 April, 1981,

Recalling Resolution CM/Res.346(XXXVI) on the strengthening of the Regional Office of the ILO adopted by the Thirty-Sixth Ordinary Session of the Council of Ministers of the Organization of African Unity,

Bearing in mind Article 3, paragraph (a) of the Rules of Procedure of the OAU Labour Commission which stipulates that one of the tasks of the Commission shall be to study any question concerning the activities of the International Labour Organization,

Having heard the introductory reports of the Acting Secretary-General of the OAU and of the Deputy Director-General of the ILO respectively,

Noting with satisfaction:

- a) the commitment of the Director-General of the ILO to strengthen the African Regional Office;
- b) the appointment of a qualified and competent Assistant Director-General for Africa;
- c) that the Assistant Director-General for Africa will operate from Africa;

Reaffirming its full support for the decentralization policy of ILO activities in Africa:

1. EXPRESSES satisfaction with the report of the Acting Secretary-General of the OAU and the statement of the Deputy Director-General of the ILO;
2. DECIDES that the report of the Acting Secretary-General of the OAU and the statement of the Deputy Director-General of the ILO to be annexed to its final report;
3. WELCOMES the commitments of the Director-General of the ILO:
 - a) to strengthen the African Regional Office and the Area Office of the ILO in Africa to enable them to play an effective role in the decentralization policy in Africa;
 - b) that the Assistant Director-General for Africa will operate from the Regional Office in Addis Ababa.
4. REQUESTS the Director-General of the ILO to take appropriate measures to fully associate the Assistant Director-General for Africa with policy and decision-making processes in the International Labour Office;

5. REQUESTS the Governing Body and the Director-General of the ILO to provide the African Region with adequate resources with a view to:

- a) strengthening the technical presence of the ILO in Africa through the establishment of teams of advisers and experts judiciously and equitably distributed in the region and through the consolidation of existing regional centres, an early implementation of current projects and the establishment of additional centres;
- b) decentralizing to the maximum the authority and decision-making by granting more autonomy, wider responsibility and powers to ILO Offices at national and sub-regional levels;

6. CALLS UPON the Secretary-General of the OAU to follow closely this issue and submit a report thereon to its Sixth Session scheduled for April 1982.

CM/1140 (XXXVII)
LC/Res. 65 (V)
Annex IV

RESOLUTION ON ILO ACTIVITIES IN AFRICA AND
CO-OPERATION WITH THE ORGANIZATION OF AFRICAN UNITY

The OAU Labour Commission meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 - 18 April 1981,

Having considered the Report of the Secretary-General - document LC/EXP.2(V) and the Report of the ILO Assistant Director-General, in-charge of African Affairs - document LC/EXP.11 (V),

Having heard the statement of the ILO Assistant Director-General and comments made thereafter by the delegates concerning the ILO activities in Africa and the need for ILO/OAU co-operation in the fields of mutual interest to the two organizations,

Inspired by the decisions of the special OAU Economic Summit held in Lagos 28 - 29 April, 1980, which produced the declarations embodied in the Lagos Plan of Action,

Recalling Resolution of the Labour Commission Fourth Ordinary Session held in Mogadiscio, Somalia from 26 to 29 April 1979,

Further recalling OAU and African States views expressed at various Regional and International meetings, including International Labour Conference, ILO Governing Body, and recent African Advisory meeting held in Libreville, Gabon, as well as the OAU Council of Ministers held in Addis Ababa,

1. CONGRATULATES the OAU Secretary-General and the ILO Assistant Director-General for African Affairs for their most comprehensive reports;

2. TAKES NOTE of the report of the ILO Assistant Director-General for African Affairs and WELCOMES ILO's planned activities in Africa as outlined by the ILO Assistant Director-General for African Affairs;
3. CALLS UPON the ILO Governing Body to increase financial allocation to meet the urgent technical assistance needed of African Member States;
4. FURTHER CALLS UPON the OAU Secretary-General to initiate immediate discussion with the ILO on ways and means of the two organizations co-operating in implementing the relevant parts of Lagos Plan of Action, particularly in the fields of development, of trained manpower, employment, rural development workers' education, co-operatives, vocational rehabilitation and improvement of conditions of work and life of workers;
5. APPEALS TO UNDP, EEC and other multilateral organizations to generously assist technical co-operation programmes in Africa; in particular activities of JASPA, ARLAC, SATEP, CRADAT and Vocational rehabilitation;
6. FURTHER APPEALS to Member States to take full advantage of the ILO technical assistance programmes in Africa;
7. INVITES Member States to ensure that social issues should be given due attention when formulating their development Plans in accordance with the Lagos Plan of Action.

RESOLUTION ON THE INTERNATIONAL INSTITUTE FOR LABOUR
STUDIES (I I L S).

The Labour Commission of the Organization of African Unity meeting in its Fifth Session in Addis Ababa, Ethiopia, from 13 to 18 April 1981;

Having considered the report of the Director of the International Institute for Labour Studies,

Considering the increasing importance of the activities of the Institute in the areas of its competence particularly in Africa,

Considering the close co-operation which should exist between the Organization of African Unity and the ILO, and the efforts made by the Institute to make this co-operation more fruitful,

Considering the means placed at the disposal of the Institute by the ILO and other International Organizations and the UNDP in particular,

Considering the present composition of the Governing Body of the International Institute for Labour Studies:

1. TAKES NOTE of report LC/EXP/12 (V) of the Director of the Institute;
2. CONGRATULATES the International Institute for Labour Studies and its Director on the positive development of the activities of this centre;

3. ENCOURAGES the Organization of African Unity and the International Institute for Labour Studies to strengthen their co-operation so as to do research into and make in-depth studies on social matters in Africa;
4. SUPPORTS the initiative taken by the General Secretariat of the OAU to co-operate with the International Institute for Labour studies with a view to undertaking a comprehensive study on the social implications of the Lagos Plan of Action;
5. EXPRESSES satisfaction at the efforts made by the ILO and other International Organizations to provide the Institute with increasingly important means enabling it implement its programme of activities particularly in training and research;
6. FURTHER RENEWS its call for increased assistance from International Organizations and Donor Agencies to enable the Institute to respond adequately to the ministries of African Countries for further training;
7. EXPRESSES the wish that the Governing Body of the Institute be enlarged to include highly qualified Independent Africans;
8. RENEWS its full confidence in the International Institute for Labour Studies.

RESOLUTION ON THE TURIN CENTRE

The OAU Labour Commission meeting at its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 to 18 April 1981,

Having considered the Report of the Director of the Turin Centre for Vocational and Technical Training - Document LC/EXP/13 (V),

Having taken note of the report on the present activities of the Turin Centre in respect of its service to Africa,

Inspired by the Charter of the Organization of African Unity the purposes of which include the promotion of understanding and co-operation among African people,

Recalling the "Lagos Plan of Action" adopted in the Meeting of Heads of State and Government in April 1980,

Further recalling the Resolution on Inter-African Co-operation in Labour, Employment, Population, Social and Rural Development Fields - Document CM/Res.708(XXXII) adopted by the Council of Ministers of the Organization of African Unity, Thirty-second Ordinary Session 1979, (Item 5 refers to Turin Centre) :

1. TAKES NOTE of the Decision taken by the ILO Governing Body to provide suitable measures for the improvement of the financial viability of Turin Centre's activities;
2. CALLS UPON the OAU through its Secretary-General to support the African Members of the Governing Body in their efforts to further ensure the allocation of resources for Turin Centre from the ILO regular Budget;

3. FURTHER APPEALS to the Turin Centre to initiate and promote training activities in African countries;
4. REQUESTS the Director of the Turin Centre to promote and extend an active policy for the provision of training expertise and advice to OAU Member States according to their goals;
5. TAKES NOTE of the work already carried out by the Turin Centre for the least developed countries and Liberation Movements in Africa and enjoins the UNDP, World Bank, EECA, bilateral agencies and Member States to increase their financial contributions to the programmes organized by Turin Centre to meet these urgent needs.

RESOLUTION ON THE STRUCTURE OF THE ILO

The OAU Labour Commission meeting at its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 12 to 13 April 1981,

Recalling the previous resolutions adopted by the Commission on the Structure of the ILO in Libreville, Gabon (1975), Freetown, Sierra Leone (1976), Tripoli, Libya (1977), Tunis, Tunisia (1978) and Mogadishu, Somalia (1979) and endorsed by the OAU Assembly of Heads of State and Government;

Having considered the report by the African Members of the Working Party on the Structure of the ILO :

1. WELCOMES the progress made on various issues by the Working Party on Structure;
2. NOTES the decision of the Sixty-sixth Session of the International Labour Conference 1980 to extend the mandate of the Working Party for a further year to enable it to complete its work;
3. SUPPORTS the consensus reached by the Working Party on structure on all the fundamental questions of structure including the proposal to increase the number of Government seats in the Governing Body of the ILO to 54, and that the African Region should have 13 seats;
4. DECIDES that election of African members to the Governing Body shall be on the basis of 5 sub-regions;
5. RECOMMENDS that the selection of African Government Members of the Governing Body of the ILO shall be left to each sub-region in accordance with the existing practices or any other arrangements enabling the application of the compromise text;

6. CALLS UPON the African Members of the Working Party on Structure to continue their close collaboration with the other members of the Group of 77 with a view to arriving rapidly at a final agreement on the outstanding issues, and to make any other proposals, including the possible holding of a Special Conference of the ILO on the reform of the Structure of the ILO;
7. REQUESTS the OAU Secretary-General to place the question of the Structure of the ILO on the agenda of the Sixth Session of the OAU Labour Commission.

CM/1140 (XXXVII)
LC/Res. 69 (V)
Annex IV

RESOLUTION ON AFRO-ARAB CO-OPERATION IN THE FIELD OF
LABOUR, EMPLOYMENT AND RELATED SOCIAL AFFAIRS

The Labour Commission of the Organization of African Unity meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 to 18 April 1981,

Reiterating its determination to strengthen the ties of co-operation and solidarity existing between the brotherly African and Arab peoples in matters of labour and related social affairs,

Taking into account the spirit and the provisions of the Declaration and Programme of Action on Afro-Arab Co-operation adopted by the First Afro-Arab Summit held in March 1977,

Recalling previous resolutions adopted by the Conferences of African Ministers and the OAU Labour Commission concerning relations between the OAU Labour Commission and the Arab Labour Organization (ALO) and Afro-Arab Co-operation in matters of labour and related social affairs,

Expressing its satisfaction at the efforts made by the two Secretariats of the OAU Labour Commission and ALO with the view to convening the first Afro-Arab Conference of Labour Ministers:

1. TAKES NOTE of the report of the Secretary-General concerning the implementation of Resolution LC/Res. 41 (IV) on Afro-Arab Co-operation in the fields of Labour Employment, Manpower and related social matters;

2. REQUESTS the OAU Secretary-General acting on behalf of the OAU Labour Commission, to follow up with the Director-General of the International Labour Organization the preparations for the holding of the First Conference of Afro-Arab Ministers of Labour and to take joint measures necessary for the convening of the ministerial Ad Hoc Committee of Eleven, by involving the OATUU for this purpose;
3. REQUESTS the OAU Secretary-General, acting on behalf of the OAU Labour Commission, to hold consultations with the Director-General of the Arab Labour Organization so as to define the conditions of co-operation between the two Organizations in the fields of labour, employment and related social affairs;
4. REQUESTS the OAU Secretary-General to report to the next Session of the Commission on the implementation of the present resolution.

RESOLUTION ON THE REPORT OF THE AFRICAN MEMBERS OF
THE GOVERNING BODY OF THE ILO

The OAU Labour Commission, meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 to 18 April 1981,

Having considered the report presented by the African members of the ILO Governing Body,

Taking note of the remarks made on the different issues raised by this report;

1. PAYS high tribute to His Excellency Mr. Paul DONT SOP, Minister of State for Foreign Affairs of the United Republic of Cameroon for his efforts when he was Chairman of the ILO Governing Body during the period between 1979-80, which enhanced the prestige of Africa within the Governing Body;
2. CONGRATULATES the Chairman of the African Group (Cameroon) the spokesman (Tunisia) and all the other African members of the ILO Governing Body on the manner in which they presented and defended the points of view of Africa within this Body;
3. REQUESTS the Director-General to take the necessary measures to strengthen the presence of Africa on the decision-making posts at the Headquarters by appointing Africans at the head of technical departments and increasing the number of the African staff within the ILO taking into account the balance between the sub-regions and to appoint a Deputy Director General following the example of other continents;

4. EXPRESSES SATISFACTION at the appointment of Mr. Elimane Kane to the post of Assistant Director-General of the ILO for Africa and assures him of its full support;
5. REQUESTS the Director-General to speed up the implementation of the process of the decentralisation of ILO activities in Africa in close co-operation with the African members of the ILO Governing Body and the OAU Labour Commission;
6. REQUESTS the Director-General to develop the technical co-operation activities to the benefit of Zimbabwe in accordance with the views expressed by the Inter-Labour Conference regarding assistance to Zimbabwe;
7. FURTHER REQUESTS the Director-General to follow with special attention the implementation of the resolution adopted by the Sixty-sixth Session of the International Labour Conference relating to the implications of the Israeli settlements in Palestine and other occupied Arab territories in relation with the situation of Arab workers;
8. EXPRESSES SATISFACTION at the decisions taken by the ILO Governing Body to henceforth establish a special commission of the Conference to examine the question of Apartheid and convene a special conference on Apartheid in Zambia from 4 to 8 May 1981;

9. REQUESTS the Governing Body, its African members and the Director-General of the ILO to intensify their efforts for the elimination of Apartheid;
10. REQUESTS the Director-General of the ILO to take appropriate measures to convene more frequently the African Advisory Commission of the ILO;
11. REQUESTS the African members of the ILO Governing Body to initiate the necessary consultations with other regional groups of the said Body so as to obtain their supports for appointment to the Chairmanship of the major commissions of this Body;
12. THANKS the ILO for its assistance to African members of the Governing Body, assistance which contributed to a large extent to the success of its meetings;
13. EXPRESSES satisfaction at the co-operation and the assistance which the OAU Office in Geneva lent to the African Group of the Governing Body and REQUESTS the Secretary-General of the OAU to take the necessary measures to strengthen this Office;
14. REQUESTS the OAU Secretary-General to communicate this resolution to the Director-General of the ILO and report to the next Session of the OAU Labour Commission on the implementation of this resolution.

RESOLUTION ON THE ORGANIZATION OF A DAY OF SOLIDARITY WITH
THE PEOPLES AND WORKERS OF PALESTINE AND OTHER OCCUPIED
ARAB TERRITORIES WITHIN THE CONTEXT OF THE INTERNATIONAL
LABOUR CONFERENCE.

The OAU Labour Commission, meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 to 18 April 1981,

Expressing satisfaction at the Resolution on the implications of the Israeli settlements and on the status of Arab workers in Palestine and in other occupied Arab territories adopted at the Sixty-sixth Session of the International Labour Conference held in June 1980,

Expressing deep concern at the deteriorating situation of the brotherly Arab workers and those in other occupied Arab territories resulting from the policy of discrimination of the Israeli usurper and the social and economic impact of Israeli settlement policy in these territories :

1. REQUESTS the OAU Secretary-General, in collaboration with the Secretary-General of the League of Arab States to take the necessary steps with the Director-General of the ILO to organise a Day of solidarity with the peoples and workers in Palestine and in other occupied Arab territories within the context of the International Labour Conference;
2. REQUESTS the OAU Secretary-General to submit a report on the outcome of these steps to the next session of the Commission.

VOTE OF THANKS

The Labour Commission of the Organization of African Unity meeting in its Fifth Ordinary Session in Addis Ababa (Ethiopia) from 13 to 18 April, 1981,

Deeply touched by the warm hospitality of the Government and people of Socialist Ethiopia;

Convinced that this hospitality as well as the material and technical organization has significantly contributed to the success of the meeting,

Having noted with great satisfaction the interest shown by the Chairman of the Provisional Military Administrative Council (PMAC) of Socialist Ethiopia, Comrade MENGISTU HAILE MARIAM in the activities of the Labour Commission of the Organization of African Unity,

Recalling the particularly encouraging words and guidelines given by the Secretary-General of Provisional Military Administrative Council (PMAC) and Member of the Executive Committee of the Commission for Organizing the Party of the Working People of Ethiopia (COPWE) in his address at the official opening of the present Session:

1. EXPRESSES its profound gratitude to the Chairman of the Provisional Military Administrative Council of Socialist Ethiopia for his interest in the present meeting;
2. EXPRESSES its thanks to the people and Government of Socialist Ethiopia for their warm welcome;
3. Particularly EXPRESSES its thanks to Comrade Kassa KEBEDE, Minister of Labour and Social Affairs of Socialist Ethiopia for the brilliant manner in which he conducted the discussions;
4. CONGRATULATES the OAU Secretary-General and Technical Staff on their diligence and devotion.

CM/1140(XXXVII)
LC/Rapt. Rpt. (V)
Annex V

COUNCIL OF MINISTERS
Fifth Ordinary Session
Addis Ababa, Ethiopia
13 - 18 April, 1981

STATEMENT OF THE O.L.U LABOUR COMMISSION
ON THE INDUSTRIAL UNREST IN SOUTH AFRICA

STATEMENT OF THE OAU LABOUR COMMISSION
ON THE INDUSTRIAL UNREST IN SOUTH AFRICA

The OAU Labour Commission meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 to 18 April, 1981, expresses its firm support to the working class of the majority of the black population of South Africa at their continued refusal to accept the dictates of the white minority regime directed at not only refusing to respect the principle of equal and just pay to equal work but also at refusing to respect their basic human rights as workers.

The OAU Labour Commission firmly denounces the ignominious and brutal regime of Pretoria for its total disregard for the welfare of the Black South African workers upon whose labour the white South African affluence depends and for its repeated refusal to heed with the international norms dealing with labour matters.

The OAU Labour Commission views the industrial action of the auto workers currently taking place in Pretoria as a further demonstration of the oppressed workers determination to fight to the bitter end to ensure that an acceptable resolution to the existing master-slave relationship of South African Labour is attained.

The OAU Labour Commission wishes to draw the attention of the Western Multinational Corporations having capital interests in racist South Africa to the fact that their investments directed either through the Code of Conduct of the European Economic Community or the Sullivan Principles are being regarded as mere cosmetic dressings by the wave of industrial unrest being unleashed to the economy of the racist regime.

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LC/Rapt.Rpt.(V)

Annex IV

page 2

The OAU Labour Commission while expressing its militant solidarity to the Black workers of South Africa for their heroic acts wishes to serve a resolute warning to the racist regime of Pretoria that free Africa shall continue to be on the side of the oppressed workers of South Africa until final victory.

The OAU Labour Commission while condemning strongly the racist regime of South Africa for its purported and its outrageous labour system appeals to the international community to assist the oppressed workers of South Africa in their just struggle for a just cause.

The OAU Labour Commission has sent a message, along this lines, to the Director-General of the International Labour Organization and appealed to him and the ILO to mount international pressure on the racist regime of South Africa so that the regime may reconsider and abolish its abhorrent policies of labour as applied to the black majority workers.

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LC/(V)

Annex VI

Motion in support of the States of Southern Africa

Considering the constant aggressions perpetrated by the racist regime of South Africa against African workers in South Africa, in its neighbouring States and particularly in Namibia,

Considering the continuous struggle, the States of Southern Africa are compelled to wage against the retrograde regime of South Africa,

Considering the hostile policy adopted by the present United States Government with respect to these States,

We, African Ministers of Labour meeting in the Fifth Ordinary Session of the OAU Labour Commission in Addis Ababa;

EXPRESS our full support to the States of Southern Africa, particularly to Angola, Mozambique, Zambia and Namibia;

FIRMLY renounce without reservations the United States Government's policy of connivance with the racist regime of South Africa.

Addis Ababa, 18 April, 1981.

CM/1140 (XXXVII)
CM/Res.....(XXXVII)
Annex VII

DRAFT RESOLUTION ON THE PROCEEDINGS OF THE FIFTH
SESSION OF THE OAU LABOUR COMMISSION

The Council of Ministers of the Organization of African Unity meeting in its Thirty-Seventh Session in Nairobi, Kenya, from 15 to 21 June, 1981,

Having considered the Report, document CM/1140 (XXXVII), of the Secretary-General on the Proceedings of the Fifth Ordinary Session of the OAU Labour Commission:

1. ADOPTS the report and its annexures;
2. DECIDES to submit the report and the annexures to the Nineteenth Assembly of Heads of State and Government;
3. CALLS UPON the Secretary-General of the OAU to take the necessary steps and implement the decisions and resolutions arising out of the Fifth Session of the OAU Labour Commission;
4. REQUESTS the Secretary-General of the OAU to report to the next Session of the Council on the implementation of Resolutions LC/Res.64(V) on the Strengthening of the ILO Regional Office and LC/Res.59(V) on the Methodology and Strengthening the Services of the OAU Labour Commission.

COUNCIL OF MINISTERS

Thirty-Seventh Ordinary Session

Nairobi, Kenya

15 - 21, June, 1981

CM/1140 (XXXVII) Add.1

Original: French

REPORT ON THE STRENGTHENING OF THE ILO REGIONAL OFFICE

FOR AFRICA IN ADDIS ABABA

CM/1140(XXXVII)Add.1

REPORT ON THE STRENGTHENING OF THE ILO REGIONAL
OFFICE FOR AFRICA IN ADDIS ABABA

At its Thirty-sixth Ordinary Session held in Addis Ababa from 23 February to 1 March 1981, the Council of Ministers of the Organization of African Unity adopted Resolution OM/Res.846(XXXVI) on the "strengthening of the ILO Regional Office for Africa in Addis Ababa, Ethiopia",

The Resolution called, in particular for the convening of the Fifth Ordinary Session of the Labour Commission in April 1981 and for the inclusion of this item in its Agenda.

The Fifth Ordinary Session of the Labour Commission met in Addis Ababa from 13 to 18 April 1981. The above-mentioned point was also put on its Agenda and the text of the resolution was communicated as a working document of the Commission.

During the debate on this point, the acting Secretary-General, Ambassador N. Djoudi gave the background to the question and the reasons why it had been included in the agenda of the Fifth Session of the Labour Commission. The text of the statement he delivered on that occasion is reproduced in Annex I to this report.

After the item was introduced by the OAU Acting Secretary-General, the ILO representative to the Fifth Session of the Labour Commission, Mr. S.K. Jain, Deputy Director-General of ILO, spoke in turn and provided certain details. The text of his statement is reproduced in Annex II to this Document.

After the statements by the Acting Secretary-General and the ILO Deputy Director, the delegation of Socialist Ethiopia gave his country's opinion on the question. The text of his statement is in Annex III.

The three texts in the Annexes to this report sum up the problem accurately and they do not require any special remarks.

After listening to the three statements, the participants in the Fifth Session of the OAU Labour Commission clearly pointed out that they had not observed any major problem in connection with resolution CM/Res.846(XXXVI) submitted to them by the OAU Council of Ministers. Some delegations even expressed satisfaction that the Council of Ministers had been wise to request the inclusion of the resolution in the Agenda of the Labour Commission the competent OAU body to deal with the matter, before referring it to the Assembly of Heads of State and Government for adoption.

In conclusion, the OAU Labour Commission :

- a) Noted with satisfaction that an Assistant Director-General in-charge of the African region had recently been appointed and should operate from Africa while having an office in Geneva;
- b) Approved the policy of decentralization of ILO activities in Africa as recommended by the ILO and as requested by the African States;
- c) Reaffirmed its desire to see the ILO Regional Office in Addis Ababa strengthened and reiterated that reducing its size was out of question;

- d) Expressed the hope that all the area offices and programmes in Africa would be strengthened;
- e) Decided to adopt a resolution reflecting as much as possible the consensus reached during the debate which, it should be said, was held in an atmosphere of frankness and mutual understanding.

A resolution reflecting this consensus was adopted and the text is reproduced in Annex IV.

The OAU Labour Commission considered in depth, this question which is fully within its competence.

It reached the conclusion that there was no major problem and that it would be advisable to recommend a number of measures responding to the common desires of the OAU and ILO to ensure the effective decentralization of the ILO activities in Africa.

In the light of the foregoing, the OAU Council of Ministers would no doubt wish to recommend to the Heads of State and Government, the adoption of the resolution proposed by the OAU Labour Commission at its Fifth Ordinary Session.

E. I. O. (INTERNATIONAL LABOR ORGANIZATION)

COUNCIL OF MINISTERS CM/1140 (XXXVII) Add.1

Thirty-Seventh Ordinary Session Annex I

Nairobi, Kenya

15-21 June, 1981

REPORT OF THE SECRETARY-GENERAL ON THE
CURRENT STATUS OF THE ILO REGIONAL OFFICE FOR
AFRICA LOCATED IN ADDIS ABABA

BACKGROUND

I. Decentralization within the UN Specialized Agencies

The policy of decentralization in the specialized agencies of the UN has been pursued as an effective tool for the implementation of the objectives for which the agencies are set up. WHO, FAO, ICAO, UNESCO, WMO, ILO and so forth have undertaken large scale decentralization measures by establishing regional and area offices to which the management of many operational activities are transferred.

For instance, WHO (World Health Organization) has a structure that permits the delegation of considerable power to the regional offices, with less direct and central control over the activities of the regions. It has regional offices for Africa (Brazzaville, Congo), Americas (Washington D.C.), Eastern Mediterranean (Alexandria), Europe (Copenhagen), South East Asia (New Delhi) and Western Pacific (Manila).

Similarly, FAO has regional offices for Asia, Africa, Far East, Europe, Latin America, and Near East. ICAO (International Civil Aviation Organization) has also effective regional offices in the various geographical areas.

UNESCO whose aim is to promote collaboration among nations in the fields of education, science and culture has its headquarters in Paris, and co-ordination offices for Education, Science, Culture and Communications in various regions of the world.

UNESCO Regional Co-ordination Office for Latin America and the Caribbean is based in Caracas (Venezuela). UNESCO Regional Offices for Education are found in Latin America and the Caribbean (Santiago, Chile), in Asia and Oceania (Bangkok), in Africa (Dakar and Nairobi) and Arab States (Beirut). Furthermore, UNESCO has Regional Offices for Science and Technology for Science and Technology for Africa, Latin America and the Caribbean, the Arab States, South and Central Asia, and for South East Asia. Similar offices are set up for UNESCO Culture and Communications. WMO (World Meteorological Organization) has also regional associations in Africa, Asia, South America, North and Central America, South-West Pacific and Europe.

Hence, it is evident that the United Nations systems of which the specialized agencies like the ILO are an integral part, carries out its activities in a decentralized manner based on a regional approach.

Decentralization with the ILO

The ILO's main objective is to promote social justice, employment and sound industrial relations, improve labour conditions and living standards and reinforce the efforts being

made by other United Nations Organizations. Since the Second World War the ILO has established a chain of field and regional offices in Asia, Latin America and the Caribbean, and in Africa where it carries most of its operational activities. The Middle East is served by ILO Area Offices located in Istanbul and Beirut.

The most important objective of decentralization was to strengthen the links between the ILO and its constituents in all regions to improve ILO's knowledge of the needs and problems of member states and the effectiveness of its action to provide more prompt and realistic on the spot assistance and advice to them, and to strengthen co-operation with other regional organizations.

This decentralization of activities has enabled the ILO to enjoy direct contact with governments and organizations of workers and employers. Further, the Regional Offices transmit essential information to ensure that the office in Geneva is fully aware of current social problems, developments and policies in distant countries. Among the main responsibilities of these regional offices is the over-view of the effective operation of the technical co-operation programmes. The staff of the organization is also engaged in discussions with governments, often at the highest level, concerning matters within the competence of the ILO including important subjects as International Labour Standards, improvement of working conditions and workers education etc..

Following the in-depth review on decentralization by the Governing Body at its 199th Session (February-March 1976), a series of decisions have been taken in order to carry out the decentralization of the ILO further so as to improve programming, execution, evaluation and follow-up of technical co-operation programmes. The Draft Programme and Budget (1978-79) adopted by the Conference in 1977 reflects a determined attempt to accelerate decentralization in order to make it more effective.

The setting-up of the Regional Office for Africa, as stated in the Headquarters Agreement signed between the Ethiopian Government and the International Labour Office on December 10 1964 was to "exercise functions assigned by the Director-General of the ILO in relation to the activities of the Organization in Africa and ensure liaison between the Organization and other International Bodies, in particular the United Nations Economic Commission for Africa".

The establishment of the ILO Regional Office was a result of the struggle waged by Member States of Africa for decentralization of ILO's activities over a considerable period of time. They had recognized the importance of the establishment of institutions that would adequately cover their interests. They had also held as a matter of policy that institutions of any kind had to be logically located in Africa itself to be able to efficiently operate within the African context.

Since the setting-up of the Regional Office for Africa, ILO activities have been intensified. The Second African Regional Conference in 1964 adopted a resolution calling upon the Governing Body of the ILO to assist African countries in development generally, and in particular, to promote schemes for Workers' Education and Vocational and Technical Training. Since then technical co-operation with International Organizations and agencies was maintained to assist in the development efforts of Africa. Accordingly, the ILO Regional Office has collaborated with ECA, OAU, UNDP, UNICEF, UNESCO and other related Organizations in the preparation and conducting of seminars, courses and studies in the fields of Labour Relations, Labour-Management, Vocational Training and others. The Regional Office for Africa has carried out its activities over a decade and a half without major problems, and the host government has in no time failed to give continued assistance and unfailing support.

THE CURRENT STATUS OF THE ILO REGIONAL OFFICE
FOR AFRICA (ADDIS ABABA) AND ITS STRENGTH

During the proceedings of the 36th Ordinary Session of the OAU Council of Ministers, a delegation has raised the issue of the fate reserved to the ILO Regional Office in Addis Ababa.

Stressing at the outset that the Office was of particular importance to the whole of Africa, the delegation considered it his duty to inform the Committee "B" of the concern raised by news of possible down grading of the Regional Office in Addis Ababa, a plan which was to be fully implemented in 1982-1983.

It further argued that the argument to the effect that the Assistant Director-General of ILO being stationed in Geneva to execute the work of the Organisation in Africa "more efficiently" was not acceptable. Furthermore Africa should be subjected to equal treatment with other continents whose problems are not different from that of Africa.

Lastly he stated that there was a de facto weakening of the Office which cannot be attributed to the allegation that serious problems of communications made it better to coordinate the work of the Office from Geneva.

Subsequently, Committee "B", after a short debate, adopted unanimously a resolution on this issue.

It is to be noted that the Deputy Director of the Office based in Addis Ababa requested the floor to give the point of view of the ILO.

Whilst he was absent during the debate on the issue his request was formulated during the process of adoption of the resolution, request which could not be granted since no observer can participate in the decision making process.

Subsequently the Plenary of the Council of Ministers adopted unanimously and without debate the resolution which calls upon the Governing Body of ILO to take urgent and appropriate measures to strengthen the existing ILO Office in Addis Ababa. The Council of Ministers also requested the Director-General of ILO to appoint a highly qualified African to head the Office in the capacity of Assistant Director-General similar to other Regional Offices of the Organization.

Furthermore the Council of Ministers' resolution recommended that this item should be put on the Agenda of the forthcoming 5th Labour Commission due to meet in Addis Ababa in April 1981.

Conclusion

In view of the seriousness of this matter which needs to be examined by the Ministers of Labour, the Commission is requested to pronounce itself on this item with the view to strengthening the ILO Regional Office in Addis Ababa. As the Secretary-General was

further requested to submit a report on the progress made to resolve the matter to the 37th Session of the OAU Council of Ministers which would be based on its examination by the Labour Commission, the General Secretariat has taken the three following steps:

- 1) To put the item of "the strengthening of the ILO Regional Office for Africa in Addis Ababa" on the agenda of the 5th Labour Commission,
- 2) to communicate the text of the resolution to the Director-General of ILO who subsequently sent to the General Secretariat a letter and his own reaction to the resolution,
- 3) The General Secretariat urges the Commission to study thoroughly this problem and to formulate its views and recommendations to be submitted to the forthcoming Council of Ministers and the 18th Assembly of Heads of State and Government to be convened in June 1981 in Nairobi for adoption.

COUNCIL OF MINISTERS

Thirty-Seventh Ordinary Session

Nairobi, Kenya

15-21 June, 1981

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Annex II

STATEMENT BY MR. S.K. JAIN, DEPUTY DIRECTOR
GENERAL OF THE ILO TO THE MEETING OF EXPERTS
ON 15 APRIL 1981

Statement by Mr. S.K. Jain, Deputy Director
General of the ILO to the Meeting of Experts
on 15 April 1981

Mr. Chairman,

May I first of all congratulate you on your elections as Chairman of the present meeting. May I also thank the Acting Secretary-General of the OAU, Ambassador Djoudi, for his introductory remarks about the background which has led to the present item being placed on your agenda. He has briefly summarized the evolution in the establishment by various organizations in the UN system of regional offices in Africa, including, of course, the ILO Regional Office in Addis Ababa. I do not want to enter into a discussion on the specifics of the letter which the Director-General of the ILO has addressed to the Secretary-General of the OAU about which Ambassador Djoudi has spoken. The Director-General's letter is self-explanatory.

We are very glad in the ILO that it has been a regular practice for the OAU Labour Commission to review the activities of the ILO in Africa. During the present session there has been a systematic review of ILO action, including the activities of the International Institute for Labour Studies, the Turin Centre and more generally of ILO technical co-operation in Africa. These discussions have been carried out in an

atmosphere of cordiality and constructive criticism. Many tributes have been paid to the ILO, to the Director of the International Institute for Labour Studies and to the Assistant Director-General in-charge of ILO Programme in Africa, and I should like to acknowledge them on behalf of the Director-General and to thank all participants for their contribution to the discussion.

From these discussions it has become clear that the ILO's programmes in Africa are solid and have continued to grow steadily over the years. This would not have been possible without the full support which all the constituents of the Organization have extended to it. In the development and implementation of these programmes the ILO's field structure in Africa has played a critical role by maintaining a continuous dialogue with everyone concerned at the regional, sub-regional and national levels. It has followed closely economic and social developments in the region. The situation in Africa is a dynamic one and the ILO's network of offices must keep pace with developments so that they can serve the region efficiently and effectively. What has been said about the quality of staff in relation to the OAU Secretariat during the discussions is equally valid for the quality of staff in the ILO.

The concern for a dynamic response to the changing conditions has been reflected in the evolution of the ILO field structure in all parts of the world. Thus, for instance, in Asia, where I had the privilege as Regional Director to organize the field structure, we began by setting a centralized strong regional office in Bangkok with a network of small offices elsewhere. The major regional projects of the ILO were also located in Bangkok. However, we soon discovered that some of our offices serving the Pacific area and South Asia had to be strengthened and the corresponding resources redeployed. Two of the major regional projects of the ILO have had to be moved out of Bangkok: the project concerning vocational training has been transferred to Islamabad in Pakistan and the project concerning Labour Administration is to move soon to Manila in the Philippines. Similarly in the case of the Americas, changes have had to be made to re-inforce the ILO offices serving the sub-regions of the Caribbean and Central America. Technical Staff in the fields of employment and training has been transferred to Santiago and Montevideo respectively to be able to work in close coordination with the ILO major regional projects in those two fields, which are located there.

To come to Africa, the same criteria of efficiency and effectiveness are being applied. In the first place, it is necessary to recall that the total resources earmarked for the network of ILO offices in Africa have continued to expand over the years.

Secondly it is important to ensure that the technical substantive presence of the ILO is strengthened to enable the organisation to make an enhanced technical contribution to the solution of the problems of Africa. For this purpose pools of substantive staff covering the major ILO fields are being established, suitably located in different parts of the region from where they can be rapidly deployed whenever and wherever they are needed.

Thirdly the process of decentralisation is being pushed as far down the line as possible so that responsibility and authority can be exercised as near to the scene of action as possible. This means that ILO chief technical advisers and directors of ILO offices have increased powers.

Fourthly, lines of communication are being streamlined so that communications can be addressed directly to wherever effective action can be taken to resolve the problems that may have arisen.

Fifthly, the Regional Office is being maintained in Addis Ababa. It will continue to play an essential role in the development of ILO programmes on Africa. It will remain responsible for closely following developments in the region, for policy analysis, for long and medium term programme planning - a sort of "think tank" of the ILO for Africa. It will continue

to be responsible for relations with the OAU, the ECA and other regional institutions and regional offices of the U.N. System in Africa. It will have a large responsibility for serving ILO's regional organs such as the African Advisory Committee and the African regional Conference. It will have over all responsibility for supervising ILO's major regional projects for Africa.

Finally, it is clear, Mr. Chairman, that in all of this the Assistant Director General for Africa must play the role of leadership and policy direction. He should clearly be based in Africa. He should be highly mobile throughout the region and should have an office in Geneva as well as is indeed the case for the other Assistant Directors General in charge of ILO programmes in Asia and Latin America.

Such then is the ILO regional structure in Africa. It is not being weakened - on the contrary it is being strengthened. I hope that this will help to disipate any confusion which may have been caused by lack of sufficient information.

COUNCIL OF MINISTERS

Thirty-Seventh Ordinary Session

Nairobi, Kenya

15-21 June, 1981

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Annex III

INTERVENTION OF ETHIOPIA

ON THE STRENGTHENING OF THE ILO REGIONAL OFFICE

IN ADDIS ABABA

Mr. Chairman,

The purpose of my delegation's intervention on agenda item 11 is to present the background that led to the consideration of the matter by the Council of Ministers of the OAU at its 36th Session and the consequent decision made thereon.

Although the cardinal principle of ILO's administrative policy, like those other Specialized Agencies of the UN; was based on decentralization at regional and sub-regional levels, there has been observed in recent years certain deviations from that cardinal principle in the running of ILO operations. That tendency to deviate from the principle prompted the Council of Ministers to take pre-emptive measures by way of adopting a resolution on the matter at its 36th Session.

The Council of Ministers of the OAU, in taking the course of action that it did, was guided by three major considerations. First, the Council of Ministers had to consider the reports of the OAU Regional Offices one of which happens to be located in Geneva. In the course of the consideration of the report of the OAU Office in Geneva that apparently submitted to the Council a detailed account, inter alia, of the activities of the Governing Body of ILO, it was considered opportune by the Council of Ministers to assess the political implications of the level of ILO representation in Africa. The debate in the Council on the report of the OAU Office in Geneva reflected the

concern that ILO activities in Africa are being increasingly directed and controlled from outside the continent of Africa unlike past practices. There was a consensus in the Council that the African continent, like the other continents of Asia, Latin America and the Middle East, should have as a matter of right a machinery charged with the responsibility of co-ordinating ILO activities at policy level in Africa from headquarters in the continent itself. It was also recognized by the Council of Ministers that the level of ILO representation in Africa had been reduced and the continent did not enjoy any longer the privilege of having a resident senior official at policy-making level on its own soil.

The Council of Ministers of the OAU, in taking a decision on the restoration of the level of ILO representation in Africa to its previous status, was perturbed by the dangerous precedent that the ILO had set in according low priority to Africa. The Council also recognized that one of the symbols of African Independence, which had been won by waging a bitter struggle at a tremendous human and material cost over many years, was the degree of constitutional autonomy it enjoyed in running its affairs in its own way to satisfy its own needs and requirements. At a crucial period of time when the abhorrent policies of racism and Apartheid continue to prevail in Africa with ever greater intensity and at a time when workers' rights are being

trampled by the racist minority regime of South Africa, the progressive withdrawal of ILO from the continent cannot but indicate the Organization's intentions on the problems that Africa is facing today.

Having cast the issue in a political perspective the Council of Ministers thought it wise to adopt a decision on the matter before the ILO Governing Body, that was scheduled to take place in March 1981, had occasion to take budgetary measures affecting the ILO Regional Office. It was also the decision of the Council of Ministers to place this item on the agenda of this Labour Commission for its consideration in as far as the implications of ILO's recent tendencies will have on the socio-economic activities of the African continent in the decade of the 1980's.

It was in the light of the foregoing development that the Council of Ministers adopted a resolution on the strengthening of the ILO Office in Addis Ababa and referred it accordingly to this session of the Commission. It may not be the intention of this Commission to put into question the collective wisdom of our Ministers of Foreign Affairs, who have appropriately referred the matter to the Commission for approval and endorsement.

This Commission may wish to consider the expansion of ILO's role in the socio-economic development of Africa in the decade of the 1980's with a concomittant increase in the number of professional staff employed in the service of Africa.

As we all know, the First Economic Summit of the OAU Heads of State and Government, proceeding from the Monrovia Strategy for African Development, had adopted the Lagos Plan of Action in 1980 whose objectives on the development and utilization of human resources have to be translated into action on a continent-wide basis. This broad continent-wide programme calls for increased ILO assistance in its field of competence as a complementary support to the efforts that African governments are making in training and manpower development. This support activity to deliver projects; to over-view their implementation; to evaluate and follow-up requires an ILO presence in Africa through a strengthened regional office and other sub-regional offices as required.

Secondly, Mr. Chairman, the continent of Africa contains the vast majority of the least developed countries whose economies are characterized, among other things, by low per capita income with the bulk of the population far below the minimum standard of social needs; a relatively high proportion of the population living in the subsistence sector; limited development of manufacturing industry and acute scarcity of skilled personnel at all levels.

The international community, including the United Nations system, has adopted a comprehensive New Programme of Action for the Least Developed Countries for the decade of the 1980's. The Substantial New Programme of Action for the 1980's envisages measures that should be taken to provide financial, technical and material support for the improvement of nutrition, health, housing, education, and employment, as well as support to such sectors as rural development in each of the Least Developed Countries to bring about needed employment and income to the rural population and the urban poor.

An institution like the ILO has a significant role to play in the realization of the New Programme of Action in favour of the LDCs in the decade ahead and that is why its physical presence in Africa becomes an essential factor.

Third, the 1980's constitute the Third United Nations Development Decade over which period the policy measures envisaged to be taken in the various sectors of the economies of the developing countries including the sector of social services and human resources development will achieve the goals and objectives set by the end of the decade.

In adopting the strategy, the General Assembly has invited all international development institutions and specialized agencies to accord a high priority to the special measures for the Least Developed Countries within the overall framework

of the Strategy. ILO, as one of the Specialized Agencies, is no exception to this. Consequently, it is expected that ILO's activities in Africa will be intensified over the years ahead and to carry out its activities in a meaningful way, it has to make its presence felt on the continent.

Mr. Chairman,

At this point, I would like to state that Ethiopia's long history of diplomatic record has been one of struggle for independence on the national and continental level. My delegation deemed it necessary to go to a great length to adumbrate the far-reaching political and socio-economic implications of the change of the status of the ILO Regional Office for Africa.

Ethiopia, as one of the oldest and senior members of ILO, had the privilege to host the Regional Office in Africa. The Regional Office enjoys the privileges and immunities extended to other international organizations. My Government's support and commitment to the ILO remains wholehearted and firm.

Ethiopia recognizes the role that the ILO had played in the development of Africa over the past decades and it is our belief that the ILO will play a more dynamic role in the development of Africa in the years ahead.

It is in that light that my delegation commends the resolution of the Council of Ministers to the Commission for its adoption and endorsement by the Ministerial Session.

COUNCIL OF MINISTERS
Thirty-Seventh Ordinary Session
Nairobi, Kenya
15 - 21 June, 1981.

CM/1140 (XXXVII)Add.1
Annex IV
LC/Res.64 (V)

Resolution on the Decentralization of the Activities
of the ILO in Africa and the Strengthening of the
Regional Office of the ILO in Addis Ababa

CM/1140 (XXXVII)

Add.1

Annex IV

Resolution on the Decentralization of the Activities
of the ILO in Africa and the Strengthening of the
Regional Office of the ILO in Addis Ababa

The Labour Commission of the OAU meeting in its Fifth Ordinary Session in Addis Ababa, Ethiopia, from 13 - 18 April, 1981,

Recalling Resolution CM/Res. 846 (XXXVI) on the strengthening of the Regional Office of the ILO adopted by the Thirty-Sixth Ordinary Session of the Council of Ministers of the Organization of African Unity,

Bearing in mind Article 3, paragraph (a) of the Rules of Procedure of the OAU Labour Commission which stipulates that one of the tasks of the Commission shall be to study any question concerning the activities of the International Labour Organization,

Having heard the introductory reports of the Acting Secretary General of the OAU and of the Deputy Director-General of the ILO respectively,

Noting with satisfaction:

- a) the commitment of the Director General of the ILO to strengthen the African Regional Office;
- b) the appointment of a qualified and competent Assistant Director-General for Africa;
- c) that the Assistant Director-General for Africa will operate from Africa;

Reaffirming its full support for the decentralization policy of ILO activities in Africa:

1. EXPRESSES satisfaction with the report of the Acting Secretary-General of the OAU and the statement of the Deputy Director-General of the ILO;
2. DECIDES that the report of the Acting Secretary-General of the OAU and the statement of the Deputy Director-General of the ILO to be annexed to its final report;
3. WELCOMES the commitments of the Director-General of the ILO:
 - a) to strengthen the African Regional Office and the Area Offices of the ILO in Africa to enable them to play an effective role in the decentralization policy in Africa;
 - b) that the Assistant Director General for Africa will operate from the Regional Office in Addis Ababa.
4. REQUESTS the Director-General of the ILO to take appropriate measures to fully associate the Assistant Director-General for Africa with policy and decision-making processes in the International Labour Office;
5. REQUESTS the Governing Body and the Director-General of the ILO to provide the African Region with adequate resources with a view to:
 - a) strengthening the technical presence of the ILO in Africa through the establishment of teams of advisers and experts judiciously and equitably distributed in the region and through the consolidation of existing regional centres, an early implementation of current projects and the establishment of additional centres;

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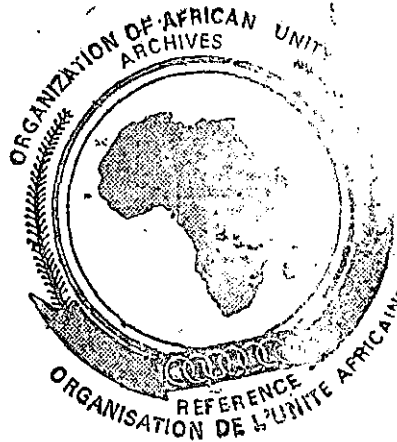
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Annex IV

Page 3

b) decentralizing to the maximum the authority and decision-making by granting more autonomy, wider responsibility and powers to ILO Offices at national and sub-regional levels;

6. CALLS UPON the Secretary-General of the OAU to follow closely this issue and submit a report thereon to its Sixth Session scheduled for April 1982.



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