

AFRICAN UNION

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**EXECUTIVE COUNCIL
Twelfth Ordinary Session
25 – 29 January 2008
Addis Ababa, ETHIOPIA**

EX.CL/382 (XII)

**REPORT OF THE FIFTH ORDINARY SESSION OF LABOUR
AND SOCIAL AFFAIRS COMMISSION
16-21 APRIL 2007, ADDIS ABABA, ETHIOPIA**

INTRODUCTION

Rule 2 of the Rules of Procedure of the OAU Labour and Social Affairs Commission stipulates that the Chairperson shall submit a report on the deliberations of the Commission to the Executive Council for discussion, observation and onward transmission to the Assembly of Heads of States and Government for eventual approval.

Pursuant to this Rule, the Chairperson is hereby on behalf of the Commission submits the present report on the deliberations of the Fifth Ordinary Session of Labour and Social Affairs Commission held in Addis Ababa, Ethiopia, from 16-21 April, 2007.

As is customary, the Fifth session of Labour and Social Affairs Commission was organised in two Sessions, namely, an Expert and Ministerial Sessions. Among others, the Meetings discussed or considered: the status of implementation of the recommendations of the Fourth Ordinary Session of LSAC; Briefing on STCs as part of the Rethinking of LSAC; Report of the Chairperson on the Regional Workshops on Integrated Employment Policies; Report on Africa-EU Ministerial Meeting on Migration and Development; Labour Migrant in Africa, Treatment, Protection and Welfare; Report of the African Members of the ILO Governing Body; Report of activities of Regional Economic Communities and the briefing on the activities of AU Specialised Agencies and Inter-African Organisations. The Ministers Session adopted two Resolutions, one in support of Palestinian workers and People and the other one on Rethinking the decent work agenda to basic needs.

It is pertinent to recall that owing to disagreements between the delegates on the issue related to candidatures at the ILO post of the President of the 96th International Labour Conference, the Session could not finalize its work in Addis Ababa. The Report was therefore adopted by a Special Ministerial Meeting organized on the sidelines of the 96th International Labour Conference of the ILO held on 12th June 2007 in Geneva.

The conclusions, recommendations and proposals of the Fifth Ordinary Session of Labour and Social Affairs Commission are hereby submitted to the Executive Council for consideration and onward transmission to the Assembly of Heads of States and Government.

EX.CL/382 (XII)
ANNEX

REPORT OF THE MINISTERS' MEETING

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**FIFTH ORDINARY SESSION OF
AFRICAN UNION LABOUR AND
SOCIAL AFFAIRS COMMISSION
16 – 21 APRIL 2007
ADDIS ABABA, ETHIOPIA**

LSC/MIN/RPT(V)

REPORT OF THE MINISTERS' MEETING

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I. INTRODUCTION

1. The Ministers' Meeting of the 5th Session of the AU Labour and Social Affairs Commission (LSAC) of the AU was held at the AU Conference Centre, Addis Ababa, Ethiopia, from 20 to 21 April 2007. The Ministers' Meeting was preceded by the Experts' Meeting which took place on 16-19 April 2007, whose Report is annexed.

II. ATTENDANCE

2. The Minister Meeting was attended by delegates representing Government, Employers and Workers from the following AU Member States: Algeria, Angola, Benin, Botswana, Burkina Faso, Cameroon, Central African Republic, Congo Brazzaville, Cote d'Ivoire, Egypt, Ethiopia, Gabon, Ghana, Guinea, Kenya, Lesotho, Liberia, Libyan Arab Jamahiriya, Madagascar, Malawi, Mali, Mauritius, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sahrawi Arab Republic, Senegal, South Africa, Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Zambia and Zimbabwe.

3. The following Embassies accredited to the AU Commission were also represented at the opening ceremony: Embassies of China, Denmark, Iran, Russia, Portugal and the Embassy of the State of Palestine.

4. The following RECs, United Nations Agencies, Inter-Governmental and Non-Governmental and International Organizations and cooperating partners, and friends of Africa were also represented: SADC, Arab Labour Organization (ALO), League of Arab States, (OIF), UNFPA, WHO, IOM, ICFTU-AFRO, ACARTSOD, OATUU, PEC, ARI, PAPA, Secretariat of the African Decade on Disabled People, ARLAC, ILO, UNDP, ICRC, UNHCR, WFP, SATUC, EATUC, Pan-African Parliament, AU Commission.

III. OPENING CEREMONY

5. The Opening Ceremony was chaired by H.E. Mr. Chamel Nasser, the Permanent Representative of the Arab Republic of Egypt, representing the Minister of Labour and Migration of Egypt. The opening ceremony was addressed by the following personalities: General Secretary of OATUU, the worker representative, General Secretary of PEC, employer representative, Executive Secretary of ECA Mr. Abdoula Janneh, Director General of ILO, Juan Somavia, the Commissioner for Social Affairs, Adv. Bience Gawanas and H.E. the President of the Federal Republic of Ethiopia Girma Wolde Giorgis.

(i) Remarks by H.E. Mr. Chamel Nasser, Ambassador of the Arab Republic of Egypt, the Chairman of the Fourth Session of the AU Labour and Social Affairs Commission

6. Taking the floor at the opening of the Fifth Session of the AU Labour and Social Affairs Commission, H.E. Mr. Chamel Nasser, Ambassador of the Arab Republic of Egypt, Chairperson of the Fourth Session, thanked the government of the Federal Democratic Republic of Ethiopia for the warm and fraternal welcome granted to participants, and presented the excuses of H.E. Mrs. Aicha Abdelhadi, Minister of Manpower and Immigration of the Arab Republic of Egypt for not having been able to attend the present session. He called on participants to carry on with the work accomplished during previous sessions, the last of which was held in Cairo in April 2006.

7. After stressing the need to pursue and develop the activities of the Labour and Social Affairs Commission (LSAC) on a tripartite basis, especially as concerns the monitoring of the Ouagadougou Extraordinary Summit on Employment and Poverty Alleviation in Africa, the Ambassador underscored the need for cooperation between the various parties and social partners in order to improve the labour situation in Africa. With regard to training, he stated that his government was ready to share its experience in this domain with other African countries, and further said that it was necessary to draw on the experiences of the Organization of African Trade Union Unity (OATTU), the Pan-African Employers' Confederation (PEC) and of other labour-sector stakeholders.

8. As concerns migration, the Ambassador appealed to Member States for studies to be conducted on policies dealing with this issue so that a world-wide guiding framework can be established to face up to this phenomenon from which no African country is spared. He added that such an approach should highlight the advantages of international migration, taking account of regional specificities.

9. Lastly, Ambassador Chamel underscored the importance of human capital comprised of migrant workers as well as the absolute need to protect their rights. In conclusion, he wished total success to the meeting.

(ii) Statement by Mr. Hassan Sumonu, the Representative of Workers

10. Mr. Hassan Sunmounu, the Secretary General of OATUU, expressed the appreciation of the Workers for the hospitality extended to all delegations. He also expressed the satisfaction of the Workers about the tripartite composition of the LSAC, which has strengthened social dialogue amongst the social partners.

11. He recalled the decision about the decision of the African Head of States and Government at the Ouagadougou Extraordinary Summit on Employment and Poverty Reduction in September 2004, which calls to put employment at the center of national development plans. He further emphasized the importance of social dialogue as a pre-requisite for progress in the implementation of the Ouagadougou Summit outcomes. He

urges African Union Member States to link the Decent Work Agenda with Basic Needs development Agenda for the achievement of sustainable socio-economic development and eradication of poverty.

(iii) Statement by Mr. Azad Jeetun the Representative of Employers

12. Mr. Azad Jeetun, the Secretary General of Pan-African Employers Confederation (PEC) expressed the appreciation of Employers group, for the warm hospitality extended to them since their arrival to Addis Ababa. He commended the LSAC for recognizing the importance of social dialogue, which provided stakeholders a forum for sharing experiences and expertise. He recalled the cordial relationship the Employers group has with ILO and commented the good work done by the ILO Regional Director for Africa. He noted that more remains to be done for economic growth, improving the living standard of people, social security, migration, education and social development. In this regard, he noted that the AU Labour and Social Affairs Commission should be strengthened as labour and social issues were linked.

13. He recalled that the private sector has an important role to play in development and therefore needed to be reinforced. He reminded the meeting of the Higher Level Panel of the Employers, which would be held on the margin of the ILO African Regional Meeting in Addis Ababa and invited all delegates to participate in the meeting schedule for the 22 April 2007. He finally commended the Commissioner for Social Affairs for her dynamism in steering the labour, employment and social agenda of the AU Commission. He called for collaboration among the social partners and between the AU Commission and social partners.

(iv) Statement by Prof. Israel Sembajwe, Representative of the Executive Secretary of the ECA

14. In his address on behalf of the Executive Secretary of ECA, the Director for Human Resource of ECA thanked the AU Commission for inviting ECA to participate in the conference. He dwelt on issues related to migration, the informal sector and youth employment as among of the major challenges facing the continent. He stressed the need to find sustainable ways of harnessing the entrepreneurial part of African economies with the goal of stimulating economic growth, reducing income inequalities, breaking the cycle of intergenerational poverty, moving people out of social exclusion and creating more decent job. He further encourage the Member states to pay more emphasis to youth employment creation for the youth of Africa. The statement also reaffirmed ECA's commitment to AU Commission and to Africa at large.

(v) Statement by Madam Regina Amandi-Njoku, Representative of, Mr. Juan Somavia the ILO Director General

15. In her address on behalf of the Director General of International Labour Organization (ILO), Mr. Juan Somavia, the Regional Director for Africa, express gratitude to the Commissioner for Social affairs for partner with the ILO and stressed the

fact that ILO, stressed that the ILO had great respect and trust in the President Konare's vision and leadership. She informed the meeting that ILO had succeeded in taking the decent work agenda from an internal ILO concept to global goal and made it is an African priority. She stressed that tripartism should be a contributing factor to make decent work agenda work at national level. She also informed the meeting that the ILO was committed following up the recommendations by the LSAC on the recruitment of qualified Africans in the ILO system at all levels.

16. She informed the meeting of the African Regional Meeting which would take place the following week in Addis Ababa. She assured the meeting that, in close partnership with the AU Commission and its NEPAD programme, the ECA, AfDB, RECs, other UN system and NGOs, the ILO would succeed in carrying out its mandate.

(vi) Statement by Adv. Bience Gawanas the AU Commissioner for Social Affairs Department

17. In her statement she welcomed every one to the 5th LSAC and to Addis on behalf of the AUC Chairperson Prof Alpha Omar Konare. She particularly extended a special word of welcome to all Ministers for having made time available to attend annual continental gathering of labour leaders in Africa. She highlighted the activities undertaken in 2006 by the LSAC. The AUC organized five consultative meetings on integrated employment policy framework at regional level aimed at providing member states with various strategies to develop or enrich national employment policies. She emphasised the importance of the informal sector as an economic backbone of Africa, and that the AU Commission planned to carry out a study of the informal sector during this year, which will address the challenges in the sector.

18. She underscored the fruitful relations that the AUC had enjoyed with the ILO and other International partners in particular the Government of Sweden and Norway. She finally stressed the essential contribution of tripartism in improving the effectiveness and accountability of governments, and calls that the AUC will stand beside African workers and employers to defend their rights and to promote the freedom of association and to addressing challenges related to youth employment, and social protection.

(vii) Remarks by the Guest of Honour, H.E. Girma Wolde Giorgis, President of the Federal Democratic Republic of Ethiopia

19. The President of the Federal Republic of Ethiopia, in his keynote address, warmly welcomed the delegations to Ethiopia and noted that the holding of this regular session was quite important as African Ministers of Labour and Social Affairs could use the opportunity to work out strategies to address the challenges of unemployment and poverty. He also pointed out that despite the growing challenges facing Africa, opportunities such as the Millennium Declaration and other international agreements exist and could be exploited to alleviate poverty and improve the living conditions of Africans. At the same time, he underlined that economic in Africa should take the role of agriculture into account since the employment creation potential of this sector is high.

20. The President further stressed that due consideration be given to the informal sector since the greater part of African population, especially in the urban areas, is engaged in this sector. Finally, the President urged the Labour and Social Affairs Commission to play vigorous role to place the employment issue high on the public agenda to ensure that development is accompanied by jobs and incomes for all.

(viii) Reply by H.E. Mr. Bunawaree, Minister of Labour of Mauritius

21. In his vote of thanks statement the Minister of Labour of Mauritius, expressed his gratitude to the Federal Republic of Ethiopia for their hospitality accorded to all delegates since their arrival. He commented the Chairperson of the AUC as well as the Commissioner for social Affairs for their input to the organization of the meeting. He finally requested all stakeholders attending the meeting for the effective implementation of the decisions and recommendations adopted by the LSAC.

IV. PROCEDURAL MATTERS

a) Election of the Bureau

22. After due consultations Member States and the five AU Regions; and based on the Rules of Procedure of the LSAC, the following Bureau was elected to Office:

| | | |
|-----------------------------------|----------|-------------------------------------|
| Chairperson: | Ghana | - Government Representative (West) |
| 1 st Vice Chairperson: | Sudan | - Government Representative (East) |
| 2 nd Vice Chairperson: | Gabon | - Workers Representative (Central) |
| 3 rd Vice Chairperson: | Zimbabwe | - Employers Representative (South) |
| Rapporteur | Libya | - Government Representative (North) |

b) Adoption of the Agenda

23. The provisional Agenda was adopted as submitted.

c) Organization of Work

24. The Meeting adopted the following working hours:

20 April 2007

| | |
|-----------|-----------------------|
| Morning: | 10:00 hrs - 13:00 hrs |
| Afternoon | 15:00 hrs - 18:30 hrs |

21 April 2007

| | |
|-----------|---------------------|
| Morning | 08:30hrs - 13:00hrs |
| Afternoon | 14:00hrs - 18.00hrs |

V. CONCLUSIONS AND RECOMMENDATIONS OF TECHNICAL DISCUSSIONS

Agenda Item 3: Report of the Activities of Regional Economic Communities

25. Under this item, the experience of the Southern African Development Community (SADC) was presented by the Hon Minister of Zambia, on behalf of the Ministers of Labor and Social Affairs of the Region. In his presentation, the Hon Minister outlined the challenges faced by the Region including poverty, unemployment, HIV/AIDS, lack of access to social services particularly by children, and brain-drain. However, he informed the Meeting that the SADC Ministers of Labor and Social Affairs have made considerable efforts to work out ways and means of addressing these challenges. To address the problem of poverty, the Region tried to adopt the use of labor intensive schemes and employment creation programmes, focusing on youth employment through the promotion of small and medium scale enterprises as well as vocation and professional skills building.

26. The Hon Minister further noted that strategies adopted to enhance employment creation include, among others, strengthening tripartite cooperation, providing protection and security for vulnerable groups, and increasing labor intensive and human absorptive capacity of different sectors. On the issue of children and youth, he informed the Meeting that efforts are being made to address the plight of children and the youth through policies and plans of action for protection and code of conduct on child labor. These strategies are adopted or are being adopted and their successful implementation is believed to alleviate the problems faced by children and youth in the Region.

27. He added that in response to the challenges posed by the HIV/AIDS pandemic, the Region has identified five priority areas: prevention, social mobilization, improving access to VCT services, accelerating integration of services, and strengthening monitoring and evaluation of performances. It is therefore hoped that even if it is difficult to eradicate the pandemic, this would be possible to mitigate its impact on society and economy.

28. Concerning action on the Ouagadougou Declaration on Employment and Poverty, the Hon Minister further pointed out that efforts had been made to develop national plans of action and establish appropriate institutions to address the impact of unemployment and poverty in the Region.

29. Finally, the Hon Minister concluded by raising some other issues of main concern for consideration by LSAC. These include:

- The Presidency of the International Labour Conference. In this connection the Hon Minister expressed the Region's support for the Candidacy of Nigeria as was agreed one year back;
- The need for a Common Position on:

- Communication and improvement of coordination on ILO's activities;
- Succession plans in the AU, and ILO Regional Offices as well as strengthening of the field posts,
- Quota system in filling AU positions at the Headquarters and sub-regions.

30. During the discussions that ensued, the SADC was commended for the report and the activities accomplished. However, a question was raised as to why the other regions did not report on their respective activities. The Hon. Minister indicated that he would find out why and report back to the Meeting. On this note, the AU Commissioner for Social Affairs informed that invitation was sent to all the Regional Economic Communities but only few responded.

Agenda Item 4: Briefing on Migration and Development

31. This agenda item was introduced by the AU Commissioner for Social Affairs, Adv Bience Gawanas, who said that a topic on migration was presented to the Experts Meeting but on a more specific aspect of the subject. She further stated that migration has become one of the development challenges of the continent. Recalling previous Decisions of the Ministers of Labour and Social Affairs, she indicated that a Migration Policy Framework for Africa was elaborated and that regional fora are to be organized to sensitize Member States on the Policy Framework. Since migration is a complex phenomenon, she argued that greater multi-sectoral cooperation was needed to address the grave nature of migration. The Commissioner further informed the Meeting that the African Common Position on migration has been accepted by the European Union and that this Common Position be fully utilized by Member States. She underlined that even though bilateral consultations and actions may be undertaken between EU and individual countries, but Africa should speak with one voice.

32. The Commissioner also informed the Meeting that the Plan of Action on Human Trafficking, after a delay of three years had been adopted. This was relevant to theme of this year's Day of the African Child, on 16th June: "*Combating Trafficking of Children*". This was also relevant to the Ministers of Labor and Social Affairs since trafficking of children is closely associated with child labour.

33. She then invited the Deputy Director General of the International Organization for Migration (IOM) to brief the Hon Ministers on the forthcoming Global Forum on Migration to be held in Brussels from 9 to 11 July 2007.

34. The Deputy Director of IOM Ms. Ndioro Ndiaye thanked the AU Commission as well as the distinguished delegations for the opportunity to address them. She noted that the Global Forum on migration and development is a continuation of the UN High Level Dialogue on International Migration and Development (HLD) that took place in New York in September 2006. The HLD explicitly recognized the link between migration and development with a strong commitment to further examine this link. The HLD also

recognized the human rights dimension of migration and the role of the Diaspora in socio-economic development of the countries of origin and destination. In connection with this, remittances are believed to foster development.

35. The Global Forum on International Migration, will be “informal, voluntary, non-binding and state-owned”. The Global Forum aims at concrete deliverables in terms of proposals for concrete action, workable models, pilot programmes, multi-stakeholder partnerships and actions. The twin themes of the Forum are: ***“Migration and Socio-economic development”*** and ***“Best way to strengthen the links between migration policies and development policies”***. In addition, such cross-cutting issues as migrant’s human rights, gender, In addition, such cross-cutting issues as migrant’s human rights, gender, and capacity building will be discussed by the Forum. The Deputy Director concluded her briefing by inviting all delegations to the Forum.

36. In the discussions that followed, the delegations commended both the AU Commission and IOM for the coordinated efforts to address the challenges of migration and for recognizing the link between migration and development. The complex nature of migration was acknowledged and it was suggested that the African delegations to the Global Forum be adequately prepared by involving all stakeholders on the issue. Some speakers questioned the motive behind the Forum and stressed that the African delegations to the Forum should involve the Ministries of Labour and Social Affairs since migration is about labour mobility. Moreover, they also cautioned that remittances should not be capitalized too much since it is not clear as to who remits to whom and also difficult to ascertain that remittances off-set losses from the brain-drain. Delegations also remarked that migration is an unstoppable human phenomenon which takes place either voluntarily or by force, as in the case of the slave trade. Migration may even be regarded as a triumph, a force and there is a need to distinguish between the different types of migration. It is also essential to provide decent work with decent income if Africa wants to reduce the magnitude of migration. Among others, delegations stressed that there is a need to develop the rural areas to reduce rural-urban migration.

37. Finally the Chair commended the two presenters on migration and summarized the debate by saying that migration is, indeed, a serious issue and need debate that the question of remittances should be thoroughly examined and the various implications of migration should be understood.

Agenda Item 5: Overview on the Informal Sector in Africa:Doc. LSC/MIN/2 (V)

38. This item was introduced by a representative of UNECA who outlined that the informal sector: represents a sizeable proportion of output, employment and new job creation; enterprises are generally small-scale and labour intensive; workers have lower educational levels, earn lower wages and work longer hours than their counterparts in the formal sector; the informal and formal sectors have forward and backward linkages; and women play an increasingly important role in the informal economy;

39. On the rationale for addressing the informal sector, the presenter argued that "... informality should neither be ignored nor condoned because it has huge economic and social costs". He further pointed out that a holistic and comprehensive policy framework is needed to deal with informality which is an outcome of economic, social and political processes that interact with and reinforce each other. He added that addressing the challenges in the informal sector is addressing poverty, which in turn, is in line with the attainment of the MDGs.

40. He concluded his presentation by highlighting some of the key issues that would require further consideration. These include: job and income generation potential of the informal sector; mainstreaming informal sector development strategy; generating a high level, pro-poor growth; addressing the existing urban-biased development strategy; addressing the problem of uncommitted or unaware governments; tackling the specific issue of the extreme feminization of the sector; enhancing implementation of decisions and strategies; and establishing a mechanism for peer learning and experience sharing.

41. In the ensuing discussions, the delegations welcomed the presentation and made the following observations and recommendations:

- It would be essential to identify the efforts needed to transform the informal sector to the formal (e.g., credit, training, etc.);
- The informal sector is central to Africa's development but we should not believe that it will fully lift Africa out of poverty;
- Some of the data are old and need updating; the document needs to adopt the AU terminologies;
- The informal sector is incompatible with a rapidly globalizing economic context; hence the need to devise strategies to transform it;
- Sustained government interventions and resource transfers with the view to ensure: education and training; capital and business development; information and communication flow; marketing; security for persons and economy are required.
- It is necessary to facilitate sharing of good practices in the sector;
- Need to recognize the duality of African economies with the view to promote complementarities, and to ensure that the informal sector gradually respects business rules;

Agenda Item 6: Consideration of the Report and Recommendations of the Experts Meeting - Doc No. LSC/EXP/RPT(V)

42. The Rapporteur presented the Report and Recommendations of the Experts' Meeting. He announced that the Experts Meeting was attended by forty AU Member States, a number of UN Agencies Inter-Governmental and Non-Governmental Organisations and Cooperating Partners, and friends of Africa. He commended the Experts for the professional way they had handled issues and come up with the Report.

Agenda Item 3 of the Experts Meeting: Report of the Chairperson of the AU Commission on Labour and Social Affairs Activities:

43. After the extensive deliberation, the Ministerial Meeting recommended the following:

- a. The AUC should remind Member States to submit their reports and give deadlines;
- b. Ministries of Labour and Social Partners be included in the forthcoming Meeting of Social Development Ministers scheduled for October 2007. One of the main issues to consider will be the Social Policy Framework (SPF). In this regard, the finalization of the SPF should ensure that the input of all concerned sectors is taken into consideration.
- c. The Plan of Action on the implementation of the Strategic Framework on Migration for Africa be developed;
- d. The Bureau should be involved in activities of the LSAC, including the drafting of the Agendas for Sessions.

Agenda Item 4 of the Experts meeting: Briefing on STCs as part of re-thinking of Labour and Social Affairs Commission:-

44. This important and serious matter which involves many other sectors was discussed thoroughly and the following recommendations were recommended:

- It would not be advisable to separate Labour and Employment issues from Social Development and Social Protection issues;
- The LSAC is an outstanding model of fruitful social dialogue that showcases Africa to other continents and must function as such;
- Reconfiguration of the Labour and Social Affairs Commission should take account of the tripartite composition of the LSAC, which should be upheld;
- The Commission should also consider the implications on human resource requirements in the proliferation of STCs in addition to the financial implications highlighted;
- It was underscored that any proposal calling for a biennial meeting of the LSAC would not be practical as the current practice of annual meetings was designed to provide preparations for a common position for Africa at the annual International Labour Conference.

- Given the broad mandate of the LSAC, there was need to rationalize the annual Agenda of the Commission with a view to achieving equity . Prioritization will also be necessary;
- The Ministers of Labour and Social Affairs had not been involved in preparing the current proposals relating to STCs;
- The current proposals rather militated against the process of accelerating integration of the continent;
- Internal consultations on the reconfiguration of STCs had not yet been conducted in Member States
- The Member States of the Labour and Social Affairs Commission should, through their Foreign Affairs Ministries, forward their views and observations to the African Union Commission for consideration by the next session of the Executive Council. In addition, the Report of the current session of the Labour and Social Affairs Commission, reflecting its position on the proposed STCs should be submitted to Council;
- The Working Group set up in Johannesburg and the current Bureau should urgently finalize the study on the rethinking of the roles and functions of the LSAC as requested by the 3rd and 4th Sessions of the LSAC held in Johannesburg and Cairo respectively and submit this for consideration at the next session of the LSAC as this study would be an in put into the process of reconfiguring the STCs and the study should be disseminated to Member States early;
- The composition of the STCs that affects Labour and Social Affairs should not compromise the principle of tripartism;
- All forms of reconfiguration should manifest the principle of accelerating continental integration;
- In future, the Agenda of the LSAC should ensure equity between and amongst issues of the Labour and Social Affairs Commission;

Agenda Item 5 of the Experts: Status of implementation of recommendations of the 4th AU Session of the Labour and Social Affairs Commission

45. It was finally recommended as follows:

- The AUC should disseminate the revised Implementation Matrix to Member States immediately after the Session;

- AUC should remind Member States on the deadlines for submission of reports.

**Agenda Item 6 of the Experts meeting- Report of the Chairperson of
the AU Commission on
Regional Workshops on
Integrated Employment Policies**

46. Finally, the following recommendations were made:

- (i) Follow up on the Implementation of the Ouagadougou Declaration and Plan of Action should regularly be on the Agenda of the LSAC Sessions;
- (ii) Member States were urged to set up Inter-Ministerial and Institutional Committees to coordinate the implementation of the Ouagadougou Extra-Ordinary Summit outcome. They should also submit reports to the AU Commission;
- (iii) The AU Commission and Member States should utilize the available Reporting Mechanism to prepare and submit the second biennial report to the LSAC in 2008 and the comprehensive analytical report for the LSAC in 2009;
- (iv) RECs should be asked to participate in this process as they were requested to play a coordinating role at regional level, and International Organisations and partners should also report on their activities in support of the Ouagadougou Declaration and Plan of Action.

**Agenda Item 7 of the Experts meeting: Report on Africa-EU Ministerial Conference
on Migration and Development: -
Doc. No. LSC/EXP/6 (V)**

47. In the ensuing debate, the delegates noted the following:

- The declaration did not cover the rights of the migrant workers which should be upheld wherever they are;
- Actions should focus on dealing with the root causes of migration. This should be done through organizing programmes and development projects for the unemployed youth in the continent in order to prevent them from migrating to other continents.

48. In conclusion the meeting recommended that:

- The rights and dignity of migrant workers be respected by receiving ;
- Member State should ensure the implementation of the Declarations;

- AUC should ensure coordination with and information dissemination to Member States;
- Member States should strive to address the “push factors” as well as the “pull factors” on immigration in Africa as a long term solution to the problem.

Agenda Item 8: Report of the Chairperson of the AU Commission on the Activities of the African Group in Geneva:- Doc. No. LSC/EXP/7 (V)

49. After a lengthy debate, the meeting recommended as follows:

- All proposals of candidatures for the ILO's High Offices, Chairs of Committees and Conferences be submitted by the African Group, Members of the Governing Body, through the AU Office in Geneva to the LSAC for consideration;
- The Committee on Application of Standards should ensure greater transparency in the selection process regarding the list of countries appearing before it;
- The engagement of the African Group with other regions and the social partners for the expansion of the Committee of Freedom of Association be intensified;
- Plans for the replacement of retiring African staff should be made and communicated to Member States;
- A proactive stance be taken in increasing training and recruitment opportunities for young Africans;
- Africa should have at least two permanent seats in the ILO – GB; and
- African countries should pay their dues to the AU Commission and the ILO;
- South Africa's candidature to chair the Conference Committee on Work in the Fishing Sector be supported.

Agenda Item 9: Brief by the AU Commission on Activities Related to Youth and Development

50. **The following recommendations were adopted:**

- support development of policies and programmes for youth ;
- provide Member States with a framework on the rights, freedom and duties related to youth in Africa;

- facilitate the development of comprehensive and effective youth policies and strategies;
- ensure effective participation of youth in decision making and development in Africa.
- improve communication and coordination of all ILO Technical Cooperation Projects through the proper channel;
- elaborate proper succession planning. In this regard, information should be gathered on people retiring from the AU Commission, the ILO Headquarters and its Sub-Regional Offices;
- strengthen the field offices of ILO in the SADC region;
- ensure that the quota system is respected when filling vacant posts at the AU Commission.

Agenda Item 10: Report on the Activities of Regional Economic Communities (RECs)

51. After a lengthy discussion, the meeting, SADC was commended for its report and it was highlighted that other RECs could learn from the experience of SADC. The meeting took note of the report.

Agenda item 11: Briefing on the activities of AU Specialized Agencies and Inter-African Organizations:

a) The Organisation of African Trade Union Unity (OATUU)

52. The Ministers' Meeting took note of the Report.

b) The Pan-African Employers' Confederation (PEC)

53. The Ministers' Meeting took note of the Report.

c) The International Confederation of Free Trade Unions-Africa Regional Organisation (ICFTU-AFRO)

54. The Ministers' Meeting took note of the

d) Pan-African Productivity Association (PAPA)

55. Ministers requested PAPA to intensify efforts to increase its membership in other regions. And to extend its activities to Trade Unions and Employer Organizations.

56. The meeting took note of the report.

e) The African Rehabilitation Institute (ARI)

57. The following recommendations were finally made:

- a) the AU Commission should accelerate the restructuring process of ARI;
 - b) contributions received from ARI Members should be utilized first and foremost to pay the salary arrears of the staff of ARI before any other activities are undertaken;
 - c) Member States who are not yet members of ARI should consider to become Members and those who are already members should fulfill their financial obligations to the Institute;
 - d) Member States should be sensitized on the benefits of ARI in order to encourage them to be party to ARI;
 - e) Member States should include the employment of people with disabilities in their employment programmes.
- f) The Supreme Council for Sport in Africa (SCSA):
Doc No. LSC/EXP/8f (V)**

58. The Ministers took note of the report.

- g) The African Centre for Applied Research and Training in Social Development (ARCARTSOD): Doc No. LSC/EXP/8g (V)**

59. The following recommendations were made:

- a) All Member States should support the activities and programmes of ACARTSOD;
- b) ACARTSOD Member States should regularly pay up their contributions to the Centre and those who are not yet members of ACARTSOD should join the Centre;
- c) The AU Commission should continue to support and work in close collaboration with ACARTSOD in the implementation of its activities;
- d) The AU Commission and all Member States should support the Al-Ghaddafi Initiative on African Youth, Children and Women in the 21st Century. In this regard, the AU Commission should work very closely with ACARTSOD in the implementation of the strategies adopted by the Roundtable on the Initiative.

60. The meeting took note of the report.

**Agenda Item 12: Items Proposed by Member States (Egypt)
Migrant African Labour: Treatment, Protection and
Welfare - Doc No. LSC/EXP/12 (V)**

61. The meeting articulated the rights and dignity of migrant workers as a major area of concern for Africans. Attention was drawn to the problems related to the Cotonou Agreement, with specific reference to article 13 on repatriation of illegal migrants. It was noted that if the repatriation is done, it must be done in humane manner that complies

with United Nations Charter on Human rights and ILO Conventions that protect the rights of migrants. The meeting took note of the report.

Agenda Item 13: Date and Venue of the 6th Ordinary Session of the AU Labour and Social Affairs Commission

62. The delegation of Niger informed the meeting of its country's desire to host the next session of the LSAC. The Ministers welcomed the offer.

Agenda Item 14: ANY OTHER BUSINESS

a) **Draft Resolutions:**

i) **Resolution on Palestinian Workers:**

63. The Ministers unanimously adopted the Resolution in support of Palestinian workers.

ii) **Resolution on decent work agenda to be linked to Basic Need Agenda**

64. The Ministers unanimously adopted the Resolution on Decent work Agenda.

Follow-Up to the Ouagadougou Summit:

65. The Ministerial meeting took note of the information.

c) **Preparations for the ILO Meetings**

66. The Ministers took note of the information.

e) **Meeting Facilities**

67. Ministerial Meeting took note of the information.

f) **Themes for LSAC Sessions**

68. The ministers took note and agreed with the report and tasked the Bureau, in consultation with Niger, the host of the 2008 Session, should develop the theme for the next Session.

g) **Distribution and Provision of Documents**

69. The Ministers agreed with the Experts report on the issue.

Agenda Item 7: **Date and Venue and of the Sixth Ordinary Session of the AU Labour and Social Affairs Commission**

70. The delegation from Niger Minister of Labour informed the meeting of its country's desire to host the next session of the LSAC. The proposal was unanimously welcomed.

Agenda Item 8: **Any Other Business**

71. No item was proposed.

Agenda Item 9: **Adoption of the Conclusions and Recommendations of the Ministerial Meeting**

72. The Ministerial Meeting adopted the Experts Report as amended.

Agenda Item 10: **Closing Ceremony**

73. The speakers called for unity and solidarity amongst the African group and that we must learn from our past mistakes.

2008

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