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Thirty-third Ordinary Session

Monrovia, Liberia, July 1979

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

REPORT OF THE ADMINISTRATIVE SECRETARY-GENERAL ON THE PROCEEDINGS  
OF THE FOURTH 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 Fourth 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 salient resolutions and decisions which the Commission either adopted or made.

II. MEETING OF EXPERTS IN LABOUR ADMINISTRATION

2. Unlike previous years, a new element in the work of the Commission was added in that the Fourth Session was, for the first time, preceded by an institutionalised Preparatory Meeting of Experts in Labour Administration. It may be recalled that the first Conference of African Senior Labour Administrators was held in Addis Ababa, Ethiopia in November 1976. This Conference strongly recommended the institutionalisation of the Experts Meeting to precede and be preparatory to the formal opening of the Ordinary Session of the Commission.

III. ATTENDANCE

3. The meeting of Experts which was held in Mogadishu, Somali Democratic Republic was attended by 35 Member States. Also represented in observer capacity were the following Organizations: ILO, ALO, OATUU, ECA, UNHCR, UDEAC, OCAM, ILLS, UNDP and ISSA.

IV. AGENDA

4. The meeting of Experts in Labour Administration had before it the following agenda items for consideration:

1. (a) Opening Ceremony: 16.00 hours  
Inaugural Speech by Major General Comrade  
Mohamed Siyade Bare, Secretary-General of the Somali  
Socialist Revolutionary Party (SSRP) and President  
of the Somali Democratic Republic.  
  
(b) Election of the Bureau.  
  
(c) Adoption of the Agenda.  
  
(d) Organisation of Work.
2. Consideration and adoption of the Report and Recommendations of  
the First Session of African Senior Labour Administrators.
3. Report of the OAU Administrative Secretary-General on the  
activities within the competence of the Commission.
4. Progress report of the Administrative Secretary-General on  
Eventual Creation of an African Labour Organisation (AFLO).
5. Elaboration and approval of the Commission's Programme of  
Activities in the Field of Labour, Employment, Population  
and Related Social Questions.
6. Report of the Administrative Secretary-General on Afro-Arab  
Co-operation in the field of labour, employment, manpower and  
related social matters.
7. Portuguese as a working language of the OAU Labour Commission  
(Proposed by Angola).
8. Report of the Administrative Secretary-General on the Structure of  
the ILO.
9. Report of the Secretary-General on the establishment of an African  
Employers' Organization (AEO).

10. Problems of Vocational Training in Africa. (Proposed by Sudan)
11. Note on Co-operation among African States in the exchange of workers, (Proposed by People's Republic of Benin)
12. African Migrant Workers and Expulsion Measures taken against them in Africa. (Proposed by Mali)
13. Report of the Secretary-General of the Organization of African Trade Union Unity (OATUU).
14. Report on the Establishment of an OAU/OATUU Labour Consultative Committee.
15. Report of the African Members of the ILO Governing Body.
16. Report on the relations between the OAU and ILO by:
  - (a) The Regional Director of the ILO Regional Office for Africa;
  - (b) The Director of the International Institute for Labour Studies;
  - (c) The Director of the Turin Center for Vocational and Technical Training.
17. Chairmanship of the 210th, 211th and 212th Sessions of the ILO Governing Body. (June 1979 - June 1980).
18. Chairmanship of the various Committees of the 65th Session of the International Labour Conference. (Proposed by Tunisia)
19. Chairmanship of the 65th Session of the International Labour Conference.
20. Progress Report on preparation of the First Joint Conference of African and Arab Labour Ministers.
21. Question of Transnational Companies.

22. Date and venue of the Fifth Session of the Commission.

23. Any other business.

After accomplishing its work the Experts Meeting made the following recommendations:

The Preparatory meeting of African Senior Labour Administrators having considered the under/listed items of the Draft Agenda for the Labour Commission recommends to the Fourth Session of the Commission as follows:

Item 2 - Consideration and adoption of the Report and Recommendations of the First Session of African Senior Labour Administrators  
Document LAC/RAPT. RPT.1(I)

That the Commission take note of the report and that the OAU Secretariat should abstract those aspects of the report that were necessary for the work of the Conference of Senior Labour Administrators as and when the need arose. It was also recommended that in view of the fact that certain portions of the report were out-of-date, the document should be updated along the lines of the ILO Instruments on Labour Administration as adopted by the International Labour Conference.

Item 4 - Progress Report of the Administrative Secretary-General on the Eventual Creation of an African Labour Organization (AFLO)  
Document LC/38(IV)

That the OAU Labour Commission should consider the possibility of introducing flexibility in the attendance of the Ad Hoc Committee with a view to permitting non-Ministerial delegates to represent Member Countries in the Committee's meetings.

That Member States should send to the meetings of the Ad Hoc Committee those delegates who are conversant with the Labour subjects.

Item 5 - Elaboration and Approval of the Commission's Programme of Activities in the Field of Labour, Employment, Population and Related Social Questions - Document LC/EXP/3(II)

That the draft programme of work presented by the Secretariat should constitute the source of working material for the future activities of the Commission. This draft should be enriched with proposals from Member States and should be submitted to the next Session of the Commission.

That in order to implement this action programme, the Secretary-General should take necessary steps to procure and provide the necessary human and financial resources for that purpose, and report to the 5th Session of the Commission on the action undertaken.

That for 1979/1980 the Secretariat should undertake studies in the following areas:

- (a) Employment and Migration;
- (b) Worker's Education;
- (c) Social Security in Africa.

Item 6 and 20 - Reports of the Secretary-General on Afro-Arab Co-operation in the Fields of Labour, Employment, Manpower and Related Social Affairs - Document LC/EXP/2(II) and on the Preparation for the First Joint Conference of African and Arab Labour Ministers - Document LC/40(IV):

- (a) That an appeal be made to the Secretariat of the two Organisations of the OAU and the LAS to undertake urgently the necessary steps to conclude the basic agreement in the field of Labour, Employment and other related social matters.
- (b) That a request be made to the Secretariat to make available to the delegates the draft Co-operation Agreement between the OAU and ALO during the current Session.

- (c) That the preparation of the agenda of the Joint Conference be undertaken.
- (d) That the drawing up of a comprehensive and global Programme of Action in close consultations with Member States be undertaken.
- (e) That the preparation of reports and documents to be considered by the joint Conference be started.

Item 9 - Report of the Secretary-General on the Establishment of an African Employers' Organisation (AEO) - Document LC/EXP/4(II)

That the Niger Employer's representative, as spokesman of African Employers should be allowed to address the Commission on the matter of African Employers' Organisation.

Item 21 - Question of Transnational Companies

That a Standing Committee of the Commission should be established to, first of all, define Africa's understanding of transnational companies and then follow and study the subject in depth in close collaboration with the OAU Secretariat. The Committee would submit regular reports to the Commission. In view of the OAU crowded calendar of meetings, it was further recommended that the Standing Committee could hold its First such meeting in September/October 1979.

That Member States should forward their replies to the questionnaire on multinational companies as soon as possible to the General Secretariat, at any rate not later than the first meeting of the proposed Standing Committee.

Resolution LC/Res.38(II)

That the problem of the above mentioned resolution by which the Labour Commission would have in Geneva decided to transform the conference of its annual Labour Administrators into permanent committee on Labour Administration, and which has been endorsed by the Heads of State and Government of OAU be brought to the attention of the Ministers for consideration and final decision.

V. FOURTH ORDINARY SESSION OF THE OAU LABOUR COMMISSION

5. The Experts meeting in Labour Administration was immediately followed by the Ministerial meeting of the Fourth Ordinary Session of the OAU Labour Commission which also met in Mogadishu, Somalia from 26 to 29 April 1979. After having adopted the report and recommendations of the Experts meeting the Ministers started discussing those agenda items that had been referred to them for decision and those which the Experts meeting had not discussed.

6. Having accomplished its work the Fourth Session of the OAU Labour Commission adopted altogether 14 resolutions which are attached to this report as Annex III.

7. These resolutions 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 Administrative Secretary-General can proceed to implement them.

VI. CONCLUSION

8. In view of the fact that the Administrative Secretary-General is called upon by the Commission to implement these and other resolutions the Council is requested to pronounce itself on them with a view to giving the Administrative Secretary-General the green light or otherwise advise him on how to proceed to implement the contents of the resolutions. It is further requested that after considering the report, the Council submits it and the resolutions arising out of the proceedings of the Fourth Session of the OAU Labour Commission to the 16th Assembly of Heads of State and Government for further consideration and possible endorsement. For ease of action, the Reports, Recommendations and the Resolutions are annexed to this report.

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



VII. ANNEXURES

10. The following documents are attached to this report:

- (a) Report of the Rapporteur on the Proceedings  
of the Experts Meeting in Labour Administration - ANNEX I
- (b) Report of the Rapporteur and the Recommendations  
of the Fourth Ordinary Session of the OAU Labour  
Commission - ANNEX II
- (c) Resolutions adopted by the Commission at its  
Fourth Session - ANNEX III
- (d) Proposed resolution to be adopted by the  
Council with or without amendment(s) as  
appropriate - ANNEX IV

CM/975(XXXII)

ANNEX I

LC/EXP/Rapt.Rpt.(II)

COUNCIL OF MINISTERS  
33RD ORDINARY SESSION  
Monrovia - Liberia  
6 - 15 July, 1979

REPORT OF THE RAPPORTEUR OF THE MEETING  
OF EXPERTS IN LABOUR ADMINISTRATION

REPORT OF THE RAPPORTEUR OF THE MEETING OF EXPERTS  
IN LABOUR ADMINISTRATION

The Meeting of Experts in Labour Administration took place at the People's Hall in Mogadisho, Somali Democratic Republic, from 23 - 25 April, 1979.

I. OPENING SESSION:

The Meeting was opened by H.E. Mohamed Burale Ismail, Minister of Labour and Social Affairs of Somalia, under the Chairmanship of Ato Assefa-Biru (Ethiopia). In his opening address, the Minister welcomed all the participants and observers to Somalia and expressed the appreciation of his Government and the People of Somalia for the acceptance of the invitation to participate in the Meeting. He also welcomed and congratulated Mr. P. O. Etiang, new Assistant Secretary General of the OAU in charge of the Economic and Social Affairs Department. The Minister observed that the presence of the participants was eloquent testimony of their friendship and confidence in the Government and People of Somalia. The Minister then briefly referred to some items of the Agenda and expressed the hope that the Experts would, at the end of their deliberations, come out with realistic and practical recommendations.

2. Among other issues, he cited the programme of activity of the Commission, the question of migrant workers, employment, manpower and population questions, establishment of a Labour Consultative Committee and an African Employers' Organisation.

3. The representative of Senegal, Mr. Mamadou Cisse, Director of Labour of Senegal, replied to the Somali Labour Minister's inaugural address on behalf of the participants.

Thanking his colleagues for having mandated him to reply to the Minister on their behalf, Mr. Cisse expressed to the Minister and through him to H.E. Major General Siad Barre, President of the Somali Democratic Republic, to the Government and the People of Somalia, sincere thanks for all that they had done to make it possible for the Meeting to be held in Mogadisho. He thanked the Minister for the excellent working material facilities and conditions provided by the host country which would enable the Meeting to run smoothly. He assured the Minister that after the Experts Meeting, everything would be done to ensure that the recommendations and the resolutions adopted in Mogadisho would be put into action.

4. Mr. Etiang, Assistant Secretary General of OAU in-charge of ECOSOC Department, took the floor and underlined that the presence of the Minister in this opening ceremony was a testimony of the importance the Minister attached to the deliberations of the Experts Meeting. He thanked the President, the Government and the People of Somalia for the excellent conditions offered by the host Government, especially to the Members of the General Secretariat. He noted that the Mogadisho Meeting was not only historic but also memorable in the evolution of the history of the OAU Labour Commission. He emphasized the significance of some items on the Agenda such as: Afro-Arab Co-operation, Creation of an African Employers' Organisation, the Programme of Activity for the Commission and Labour Migration and the related question of establishing an OAU/OATUU Labour Consultative Committee to settle inter-state labour disputes.

5. Mr. Etiang assured the Meeting that the new OAU Policy Cabinet would spare no efforts to reactivate the Labour Commission so as to enable it play its role and fulfil the aims and objectives for which it was established. He further stated that by so doing, the OAU Labour Commission would occupy its rightful place within the institutions of the OAU family. He finally pledged to the Meeting the support of the Secretariat in ensuring the success of the Meeting.

## II. PARTICIPATION:

6. The following countries participated in the Meeting:

- |                   |                |                 |
|-------------------|----------------|-----------------|
| 1. Algeria        | 13. Kenya      | 25. Rwanda      |
| 2. Benin          | 14. Liberia    | 26. Senegal     |
| 3. Botswana       | 15. Libya      | 27. Seychelles  |
| 4. Cameroon       | 16. Madagascar | 28. Somalia     |
| 5. Djibouti       | 17. Malawi     | 29. Sudan       |
| 6. Egypt          | 18. Mali       | 30. Swaziland   |
| 7. Ethiopia       | 19. Mauritania | 31. Togo        |
| 8. Gabon          | 20. Mauritius  | 32. Tunisia     |
| 9. Ghana          | 21. Morocco    | 33. Upper Volta |
| 10. Guinea        | 22. Mozambique | 34. Zambia.     |
| 11. Guinea Bissau | 23. Niger      |                 |
| 12. Ivory Coast   | 24. Nigeria    |                 |

Also represented in observer capacity were the following organisations: International Labour Organisation (ILO), Arab Labour Organisation (ALO), Organisation of African Trade Union Unity (OATUU), Economic Commission for Africa (ECA), United Nations High Commission for Refugees (UNHCR), Customs Union of Central African States (UDEAC), International Institute for Labour Studies (IILS), United Nations Development Programme (UNDP), Organisation Commune Africaine et Mauritanienne (OCAM), International Social Security Association (ISSA).

## III. ELECTION OF BUREAU:

7. On the proposal of the delegate of Cameroon, the following officers were elected to form the Bureau of the Experts Meeting:

- |                   |   |                                            |
|-------------------|---|--------------------------------------------|
| Chairman          | - | Somalia - Mr. Mohamed S. Osman<br>"Jawari" |
| 1st Vice Chairman | - | Algeria                                    |
| 2nd Vice Chairman | - | Cameroon                                   |
| 3rd Vice Chairman | - | Benin                                      |
| Rapporteur        | - | Swaziland.                                 |

8. After the election of officers, the representative of Cameroon suggested that the Meeting should deal with technical items on the agenda and that a working group be set up to study the question of the Standing Committee on Labour Administration as reported by the Secretariat that it had been endorsed by the Heads of State and Government at the Khartoum Summit on the basis of a resolution passed by Labour Commission at its recent session in Geneva.

9. At this juncture, Mr. Jawary, Director General of Labour and Social Affairs took over from the outgoing Chairman, Ato Biru, representative of Socialist Ethiopia. In a short speech, the Current Chairman thanked all the delegates upon his unanimous election and hoped that the confidence bestowed on him was not an honour only to himself but also a mark of respect to his country. He also expressed the hope in the support and co-operation of all the participants and the Secretariat to help him accomplish his work.

#### IV. ORGANISATION OF WORK:

10. The Meeting agreed on the following working hours:

##### Morning

From 9:00 a.m. - 1300 hrs.

##### Afternoon

From 1600 hrs - 1900 hrs.

#### ADOPTION OF THE AGENDA

11. After a lengthy discussion on the agenda items originally drawn for the Commission and for Experts, the Meeting decided to combine all the items into one agenda. The combined agenda as adopted was as follows:-

1. (a) Opening Ceremony: 1600 hrs.  
Inaugural Speech by H.E. Major General Mohamed Siad Barre, President of the Somali Democratic Republic and Secretary-General of the Somali Socialist Revolutionary Party (SSRP).  
(b) Election of the Bureau.  
(c) Adoption of the Agenda.  
(d) Organisation of Work.
2. Consideration and adoption of the Report and Recommendations of the First Session of African Senior Labour Administrators.
3. Report of the OAU Administrative Secretary-General on the Activities Within the Competence of the Commission.
4. Progress Report of the Administrative Secretary-General on Eventual Creation of an African Labour Organisation (AFLO).
5. Elaboration and approval of the Commission's Programme of Activities in the Field of Labour, Employment, Population and Related Social Questions.
6. Report of the Administrative Secretary-General on Afro-Arab Co-operation in the field of labour, employment, manpower and related social matters.
7. Portuguese as a working language of the OAU Labour Commission (Proposed by Angola).
8. Report of the Administrative Secretary-General on the Structure of the ILO.

9. Report of the Secretary-General on the establishment of an African Employers' Organisation (AEO).
10. Problems of Vocational Training in Africa (Proposed by Sudan).
11. Note on Co-operation among African States in the Exchange of Workers. (Proposed by People's Republic of Benin).
12. African Migrant Workers and Expulsion Measures taken against them in Africa. (Proposed by Mali).
13. Report of the Secretary-General of the Organisation of African Trade Union Unity (OATUU).
14. Report on the Establishment of an OAU/OATUU Labour Consultative Committee.
15. Report of the African Members of the ILO Governing Body.
16. Report on the relations between the OAU and ILO by:
  - (a) The Regional Director of the ILO Regional office for Africa;
  - (b) The Director of the International Institute for Labour Studies;
  - (c) The Director of the Turin Centre for Vocational and Technical Training;
17. Chairmanship of the 210th, 211th and 212th Sessions of the ILO Governing Body. (June 1979 - June 1980);
18. Chairmanship of the various Committees of the 65th Session of the International Labour Conference (Proposed by Tunisia).
19. Chairmanship of the 65th Session of the International Labour Conference.



20. Progress Report on preparation of the First Joint Conference of African and Arab Labour Ministers;
21. Question of Transnational Companies;
22. Date and Venue of the Fifth Session of the Commission;
23. Any other Business.

Agenda Item No.2 - Consideration and adoption of the Report and Recommendation of the First Session of African Senior Labour Administrators - Document LAC/RAPT.RPT.1(I)

12. In the absence of the Rapporteur and Chairman of the first meeting, a representative of the General-Secretariat introduced this item contained in Document LC/RAPT.RPT.1(I). He informed the meeting that the 1st Session of African Senior Labour Administrators had been convened as a result of resolution MAT/Res.3(X) adopted by the Tenth Session of the former Conference of African Labour Ministers and endorsed by the Council of Ministers in Resolution CM/Res.274 (XIX). He also stated that because of lack of time at the end of the meeting and at successive sessions of the Commission, the report had not so far been adopted. He further observed that the question of Labour Administration had been discussed by the International Labour Conference at its 63rd and 64th Session under the ILO double discussion procedure and that a Convention and a Recommendation had been adopted along the lines of the recommendations contained in the report.

13. In view of the fact that the adoption of the report was long over due, the representative of the Secretariat invited the meeting to finalize the adoption of the report.

14. Many delegates took the floor to pronounce themselves on the report. After a protracted debate, a consensus was reached that the meeting take note of the report and that

the Secretariat abstract those aspects of it that were necessary for the work of the Standing Committee on Labour Administration as and when the need arose. It was also recommended that in view of the fact that certain portions of the report were out-of-date, the document should be updated along the lines of the ILO Instruments on Labour Administration as adopted by the International Labour Conference. This updating would make the report a relevant source of material for further study and research for the experts future meetings on the important issue of Labour Administration in Africa.

Item 4: Progress Report of the Administrative Secretary-General on the Eventual Creation of an African Labour Organisation (AFLO). Document LC/38(IV)

15. A representative of the Secretariat presented document LC/38(IV) by underlining that the work of the Ad Hoc Ministerial Committee had been jeopardized by difficulties related to the questionnaire, the problems caused by the inability of Ministers participating personally in the work of the Committee and the lack of quorum to convene the meeting even at the OAU Headquarters.

16. Many delegates who intervened regretted that the Committee had been unable to go ahead with the task entrusted to it by the Labour Commission. They all recognized that the resolution requesting the Ministers to participate personally in the work of the Committee was too rigid and that it was necessary to introduce a certain amount of flexibility in order to enable the Ministers to be represented by their deputies or any other plenipotentiaries.

17. The Committee decided to recommend to the Ministers the possibility of amending the resolution in question along these lines. The Secretariat drew the attention of member states concerned to avoid sending those representatives who were not conversant with Labour matters.

18. Some delegates wanted to find out from the Secretariat whether a particular trend of opinion could be drawn from the replies which had been received on the questionnaire. The representative of the Secretariat explained that the replies received were few and even then most of those received provided incomplete answers. It was not, therefore, possible for the Secretariat to draw a valid conclusion concerning the position of the majority of member states in favour of or against the creation of an African Labour Organisation. The meeting then decided to refer the matter to the Ministers.

Item 5: Elaboration and approval of the Commission's Programme of Activities in the Field of Labour Employment, Population and Related Social Questions. Document LC/EXP/3 (II)

19. A representative of the Secretariat introduced the report and indicated that the draft programme of activities was prepared on the basis of resolutions and decisions adopted by various institutions of the OAU family as well as various regional and international meetings in which member countries participated. He invited the Commission to indicate the priorities on which the OAU Secretariat should work between then and the next session of the Commission.

20. During the debate on this item, all the speakers congratulated the OAU Secretariat for the initiative in presenting, for the first time, a draft Programme of Action for the Commission. However, underlining the importance of the draft Programme, they expressed the view that more time was required for the Commission to carry out an in-depth study before making a decision. They proposed that the final decision on the draft Programme be referred to the next Session.

21. Some representatives indicated that the draft Programme was based, on one hand, on the resolutions of the OAU and, on the other, on the Programme of Action adopted by the

first conference of Non-Aligned and other developing countries held the previous year in Tunis. The Programme, they emphasized, was also adopted by the Ministerial Non-Aligned Conference in Yugoslavia in 1978 and by the Conference on Technical Co-operation among Developing Countries held in August - September, 1978, in Buenos Aires. They went on to propose that since member states in other forums had approved the draft Programme of Action, there should be no objections from the Committee. The Committee was thus requested to come up with a list of priorities for the Secretariat to implement. Other speakers considered the programme of projects too ambitious and proposed that the list of projects be cut to a manageable and implementable number.

22. Some other delegations raised the problem of harmonization of work between various organisations dealing with the same problems. It was also proposed to submit the consideration of the draft Programme to a meeting of a group of experts which should deliberate between then and December. Mention was made of the lack of financial and technical means in the OAU Secretariat to be able to service such a meeting. It was also proposed that the projects contained in the draft Programme should be shared between the OAU, the ILO and other related International Organisations.

23. Finally, the meeting agreed that a working group be formed in the course of the present session to study the draft Programme and recommend some priorities for execution by the Secretariat.

#### Meeting of the Working Group

24. The Working Group, (as agreed above) composed of Algeria, Benin, Cameroon, Egypt, Gabon, Libya, Madagascar, Mali, Mauritania, Morocco, Mozambique, Niger, Nigeria, Senegal, Somalia and Zambia, was entrusted with the task of considering the problem of the Resolution from Geneva about the transformation of the Conference of Senior Labour Administrators into a Standing Committee on Labour Administration and that of the Draft Programme of Work. The Group met on

April 25, 1979, from 3 - 6:00 p.m. and had a long debate on the two items.

25. During the Group's deliberations, a number of proposals were suggested for incorporation into the work programme which would be presented to the Commission. Among the proposals, including those presented by Tunisia, were the following:-

- Promotion of Collective Bargaining;
- Establishment of African Regional Centre for transnational companies;
- Organisation of the 2nd Congress on the Prevention of occupational risks;
- Seminars on Social Security in Africa;
- Participation of Workers in Economic and social development;
- Assistance to African Liberation Movements, etc...

26. At the end of its deliberations, the Group decided that the question of the Resolution should be brought to the attention of the Ministers by the Rapporteur to enable them take the final decision on the matter. Concerning the draft programme of work, the Group decided that for the year 1979/1980, the General Secretariat should conduct studies on the following topics:

1. Worker's education;
2. Employment and Migration;
3. Social Security.

Item 6: Report of the Secretary General on Afro-Arab Co-operation in the Fields of Labour, Employment, Manpower and Related Social Affairs, LC/EXP/2(II)

27. A representative of the Secretariat presented document LC/EXP/2(II) by highlighting the following points:

28. That the document submitted for consideration summarised the joint efforts by the General Secretariat of the OAU and the General Secretariat of LAS within the framework of decisions and resolutions adopted by the first Afro-Arab Summit.

29. The Declaration and Programme of Action on Afro-Arab Co-operation adopted by the African and Arab Heads of State and Government states, inter alia, that in order to achieve better understanding between African and Arab peoples and countries, the two parties resolve to strengthen their ties particularly in the social fields through the conclusion of appropriate agreements concerning labour and trade unions' activities.

30. The implementation of the Afro-Arab Summit Declaration in this field had been implemented following various stages and levels by both the OAU and LAS' highest institutional bodies.

31. The report under consideration was thus highlighting achievements of joint activities undertaken so far by the institutional bodies of OAU and LAS on the one hand, and the progress made towards the convening of a joint Afro-Arab Ministerial Labour Conference on the other.

32. After this summary presentation of the report, several delegations took the floor to express their views.

33. It was pointed out that the OAU Secretariat had been requested by the Commission in its previous Sessions held respectively in Tripoli and Tunisia, to prepare a Draft Co-operation Agreement between OAU and ALO and to submit it to the current session for consideration. It had been understood that the Co-operation Agreement could be signed between the two Organisations after it had been approved by the OAU Labour Commission.

34. On this point, the Secretariat informed the Meeting of Experts that from the legal point of view, it was deemed necessary not to submit the draft agreement for consideration and approval by the Commission before the conclusion of the proposed basic Co-operation Agreement between the OAU and the Arab League as decided by the OAU Council of Ministers.

35. Some delegations were of the view that the consideration of the draft agreement by the Commission was not subject to the prior signing of the Co-operation Agreement between the OAU and the League of Arab States, and insisted that the draft Agreement be attached to the report for consideration by the Commission in accordance with the relevant resolutions taken during the previous Sessions of the Commission.

36. Other delegations expressed the concern as to the Commission's wisdom to consider and approve a document which might be revised later after the conclusion of a basic Co-operation Agreement between the OAU and the League of Arab States. For that reason, they proposed the postponement of considering the draft agreement but expressed concern about the delay by the Secretariat in undertaking the necessary steps to implement the resolutions adopted by the Commission in this respect.

37. After a considerable debate on this matter, the Commission decided:

- a) to appeal to the Secretariats of the two Organisations of the OAU and the LAS to undertake urgently the necessary steps to conclude the basic agreement;
- b) to request the OAU Secretariat to make available to the delegations the draft Co-operation Agreement between the OAU and ALO during the current Session.

Item 20: Report on the Preparation for the First Joint  
Conference of African and Arab Labour Ministers -  
Document LC/40(IV)

38. This document was considered in the light of document LC/EXP/2(II) on Afro-Arab matters, as cited above. After the introduction of the report by the Secretariat, the Chairman invited comments from the delegations on the various items calling for the Commission's decisions:

a) Period and Venue of the Joint Meeting

- Venue: Kenya and Senegal delegations stated that their respective Governments were not ready to host the proposed joint meeting. The Secretariat informed that in the absence of invitation from any Member State, the joint meeting would be held at the Headquarters of one of the two Organisations. (The report under discussion stated that the two Member States had indicated interest in hosting the proposed conference.)
- Period: The preparatory Committee had suggested April, 1980, as the most suitable period for the meeting, i.e. after the meeting of the Arab Labour Ministers and immediately after the OAU Labour Commission.

b) Financial Cost of Convening the Joint Meeting

39. Some delegations expressed serious concern about the high expenses involved in convening the meeting, compared to its expected results. They were wondering whether the meeting was necessary at all or whether small meetings on technical and experts' level would not serve the same objective.



40. It was pointed out that the Commission was not competent to question the principle of holding the conference since a decision on it had been taken by the Assembly of Heads of State and Government at the Khartoum Summit.

41. With regard to expenses, it was explained that they would be shared equally by the two Organisations, and that the figures presented were only estimates, since the final figures would be worked out after a decision on the venue for the conference had been taken.

c) Ministerial Committee of Eleven

42. It was pointed out that the Afro-Arab Ministerial Committee would be made up of 11 members:

- 5 from the Arab side (3 from the Asian region)
- 5 from the African side;
- 1 from the Host country.

43. After a long exchange of views on the proposed joint Committee, it was agreed that the Committee should:

- a) prepare the agenda of the Joint Conference;
- b) draw up a comprehensive and global Programme of Action in close consultations with member states;
- c) prepare reports and documents to be considered by the joint conference.

44. The Experts Preparatory Meeting agreed to refer to the Commission the task of selecting the African Members of the Committee.

Item 9: Report of the Secretary General on the Establishment of an African Employers' Organisation (AFO):  
Document LC/EXP/4(II)

45. Introducing the report, a representative of the OAU Secretariat pointed out that the *raison d'être* and major objective of the First Conference of All-Africa and Malagasy

Labour Ministers which met in Lagos, Federal Republic of Nigeria, in March, 1963, and consequently the Conference of Labour Ministers (now the OAU Labour Commission) was to establish a common African position in order to present a united front in the defence of African interests both at the International Labour Conference and at any other International Meetings dealing with labour and related social matters. He recalled, in this connection, that whereas the African Group at the ILO was expected to present a cohesive and united front, the African Workers and Employers had not, over the years consistently sided with the African Government delegations in voting. Instead, the African Employers had often joined the ranks of the International Employers' Organisation while the African Workers also joined the ranks of other International Trade Secretariats.

46. He further observed that whereas the workers had been organised under the umbrella of the OATUU, had obtained observer status with the OAU and hence attended the meetings of the Commission under Rule (6)(d) of the Commission's Rule of Procedure, the African Employers were as yet not organised into a Pan-African Employers' Organisation. He, however, informed the meeting that the African Employers were in the process of forming an African Employers' Association.

47. Many delegates took the floor to pronounce themselves on the subject. Some wondered how the Employers representatives had come to attend the meeting, while others complained of the inadequate information contained in the English version of the report. In order to enable the meeting to discuss the desirability, practicability and modalities of eventually establishing an African Employers Organisation a view was expressed that the Niger Employers' representative, as spokesman of the African Employers, should address the meeting of Experts. After a cross-section of views on this suggestion, it was recommended that, because the Experts meeting was not competent to take a definite decision on the matter of Employers' Organisation, the employers' representative should instead address the Ministers when the Commission convened.

Item 21: Question of Transnational Companies

48. As there was no document prepared on this subject, the Secretariat was requested to give a verbal introduction to the debate on the subject. Accordingly, a representative of the Secretariat drew the attention of the meeting to the fact that, unlike other continents which had already defined their position on multinational companies, the African continent had not yet defined its position and found an exact definition as to what was meant by multinational companies. He recalled that at the OAU level, the Commission had been pre-occupied by this question from the 13th Session of the Conference of African Labour Ministers. He further stated that since then, the Commission had been seized with this question and that the Secretariat had regularly submitted reports on the matter.

49. The Meeting was further informed that consultations were well underway between the OAU Secretariat, the ECA, the UN Centre on Multinational Corporations and the Secretary-General of the OATUU as Chairman of the African Group on Multinational Companies. In view of the fact that an International Code of Conduct was due to be adopted in May, 1980, the representative of the Secretariat suggested the convening of an urgent meeting under the auspices of the Commission to formulate an African position on Multinational Companies.

50. After several speakers had expressed their views on this serious matter, it was recommended that a Standing Committee of the Commission should be established to, first of all, define Africa's understanding of transnational companies and then follow and study the subject in depth in close collaboration with the OAU Secretariat. The Committee would submit regular reports to the Commission. In view of the OAU crowded calendar of meetings, it was further recommended that the proposed Standing Committee could hold its First such meeting in September/October, 1979. Member States were also requested to forward their replies to the questionnaire on Multinational Companies as soon as possible, at any rate not later than the first meeting of the proposed Standing Committee.

Adoption of the Report of the Rapporteur:

51. At its last sitting, held on the 26th of April at 3:00 p.m., the Experts Meeting studied and adopted, with a few corrections and amendments, the report of the Rapporteur as well as the recommendations attached thereto.

RECOMMENDATIONS

The Preparatory Meeting of African Senior Labour Administrators having considered the under-listed items of the Draft Agenda for the Labour Commission recommends to the 4th Session of the Commission as follows:

Item 2 - Consideration and adoption of the Report and Recommendations of the First Session of African Senior Labour Administrators - Doc.LAC/Rapt!Rpt.1(I)

That the Commission take note of the Report and that the Secretariat should abstract those aspects of the Report that were necessary for the work of the Conference of Senior Labour Administrators as and when the need arose. It was also recommended that in view of the fact that certain portions of the Report were out-of-date, the document should be updated along the lines of the ILO Instruments on Labour Administration as adopted by the International Labour Conference.

Item 4 - Progress Report of the Administrative Secretary-General on the Eventual Creation of an African Labour Organisation (AFLO) - Doc.LC/38(IV)

That the OAU Labour Commission should consider the possibility of introducing flexibility in the attendance of the Ad Hoc Committee with a view to permitting non-Ministerial delegates to represent member countries in the Committee's Meetings.

That Member States should send to the meetings of the Ad Hoc Committee those delegates who are conversant with the Labour subjects.

Item 5 - Elaboration and Approval of the Commission's Programme of Activities in the Field of Labour, Employment, Population and Related Social Questions - Doc.LC/EXP/3(II)

That the draft programme of work presented by the Secretariat should constitute the source of working material for the future activities of the Commission. The draft should be enriched with proposals from Member States and should be submitted to the next Session of the Commission.

That in order to implement this action programme, the Secretary-General should take necessary steps to procure and provide the necessary human and financial resources for that purpose, and report to the 5th Session of the Commission on the action undertaken.

That for 1979/1980 the Secretariat should undertake studies in the following areas:

- a) Worker's Education;
- b) Employment and Migration;
- c) Social Security in Africa.

Item 6 and 20 - Reports of the Secretary-General on Afro-Arab Co-operation in the Fields of Labour, Employment, Manpower and Related Social Affairs. Doc.LC/EXP/2(II) and on the Preparation for the First Joint Conference of African and Arab Labour Ministers - Doc. LC/40(IV)

- (a) That an appeal be made to the Secretariat of the two Organisations of the OAU and the LAS to undertake urgently the necessary steps to conclude the basic agreement in the field of Labour, Employment and other related social matters.

- (b) That a request be made to the Secretariat to make available to the delegates the draft Co-operation Agreement between the OAU and ALO during the current Session.
- (c) That the preparation of the agenda of the Joint Conference be undertaken.
- (d) That the drawing up of a comprehensive and global Programme of Action in close consultations with Member States be undertaken.
- (e) That the preparation of reports and documents to be considered by the joint Conference be started.

Item 9 - Report of the Secretary-General on the Establishment of an African Employers' Organisation (AEO) - Doc.LC/EXP/4(II)

That the Niger Employer's representative, as spokesman of African Employers, should be allowed to address the Commission on the matter of African Employers' Organisation.

Item 21 - Question of Transnational Companies

That a Standing Committee of the Commission should be established to, first of all, define Africa's understanding of transnational companies and then follow and study the subject in depth in close collaboration with the OAU Secretariat. The Committee would submit regular reports to the Commission. In view of the OAU crowded calendar of meetings, it was further recommended that the Standing Committee could hold its First such meeting in September/October, 1979.

That Member States should forward their replies to the questionnaire on multinational companies as soon as possible to the General Secretariat, at any rate not later than the first meeting of the proposed Standing Committee.

Resolution LC/Res.38(III)

That the problem of the above mentioned resolution by which the Labour Commission would have in Geneva decided to transform the conference of its annual Labour Administrators into permanent committee on Labour Administration, and which has been endorsed by the Heads of State and Government of OAU be brought to the attention of the Ministers for consideration and final decision.



COUNCIL OF MINISTERS

Thirty-Third Ordinary Session

Monrovia, Liberia, 6 - 15 July 1979

CM/975(XXXIII)

ANNEX II

LC/RAPT.RPT.(IV)

RAPPORTEUR'S REPORT

ON THE FOURTH ORDINARY SESSION OF THE OAU LABOUR COMMISSION

RAPPORTEUR'S REPORT ON THE  
FOURTH ORDINARY SESSION OF THE OAU LABOUR  
COMMISSION

OPENING CEREMONY

The opening ceremony of the 4th Ordinary Session of the OAU Labour Commission commenced at 1600 hrs in the People's Hall (Mogadisho) under the Chairmanship of H.E. Mr. Mohamed Jomaa, Minister of Social Affairs of Tunisia, outgoing Chairman of the Commission.

2. The 2nd Vice President of Somali Democratic Republic, H.E. Mr. Hussein Kulmie Afrah, on behalf of H.E. Major General Mohamed Siad Barre, Secretary-General of the Somali Socialist Revolutionary Party (SSRP) and President of the Somali Democratic Republic, read the Presidential inaugural address to the Commission. The Vice President welcomed the honourable Ministers and the delegates to Mogadisho, Capital of the Somali Democratic Republic. He stated that their acceptance of the Somali invitation to attend the Fourth Session of the Commission was eloquent testimony of their faith and belief in African unity and co-operation. He, therefore, on behalf of the President, Government and People of Somalia, expressed thanks to the delegates for this act of solidarity and comradeship.

3. The Presidential Address (attached herewith as an annex) covered a wide range of important issues: the role of labour in socio-economic development, the Somali experience in the field of manpower development and social progress, the principles of social justice, freedom and self-determination, the question of liberation struggle against opposition and colonialist in South Africa, Zimbabwe and Namibia. The President emphasized the need for the unity and solidarity of African masses and called for the settlement of African conflicts by peaceful means through the application of universally accepted principles such as the right of self-determination. The President condemned foreign intervention in Africa which constitutes a threat to the peace and stability of the African Continent.

4. In reply to the Presidential inaugural address H.E. Mr. S.O. Williams, Federal Commissioner of Labour of Nigeria, moved a vote of thanks on behalf of the Commission. The Nigerian Labour Commissioner eloquently expressed thanks for the warm welcome, hospitality and excellent arrangements and facilities that had been accorded to delegates since their arrival in Mogadisho.

5. The Commission was then addressed by H.E. Edem Kodjo, the Administrative Secretary General of the OAU. On behalf of the General Secretariat and on his own behalf, the Secretary General paid a distinctive tribute to the President, Government and People of Somalia for the warm hospitality and welcome that had been accorded to him and the rest of the OAU Secretariat. He emphasized, among other things, the human factor as the object, subject and centre of development. He further observed that because of this great objective, the OAU Labour Commission was well placed to play a positive role in the attainment of social justice in Africa.

6. After the foregoing speeches, the Commission was then addressed by the Directors General of ILO and ALO, Messrs Francis Blanchard and Dr. Al Tayeb Lahdiri, respectively. While Mr. Blanchard explained in great detail the problems of and the issues that had been raised by the Commission with the ILO, Dr. Lahdiri dwelt more on the possible areas of co-operation between the Commission and ALO.

#### PARTICIPATION:

7. The following 36 Member States were represented at the meeting:

- |             |                   |                  |
|-------------|-------------------|------------------|
| 1. Algeria  | 12. Guinea Bissau | 23. Niger        |
| 2. Benin    | 13. Ivory Coast   | 24. Nigeria      |
| 3. Botswana | 14. Kenya         | 25. Rwanda       |
| 4. Cameroon | 15. Liberia       | 26. Senegal      |
| 5. Djibouti | 16. Libya         | 27. Seychelles   |
| 6. Egypt    | 17. Madagascar    | 28. Sierra Leone |
| 7. Ethiopia | 18. Mali          | 29. Somalia      |
| 8. Gabon    | 19. Mauritania    | 30. Sudan        |
| 9. Gambia   | 20. Mauritius     | 31. Swaziland    |
| 10. Ghana   | 21. Morocco       | 32. Togo         |
| 11. Guinea  | 22. Mozambique    | 33. Tunisia      |
|             |                   | 34. Upper Volta  |
|             |                   | 35. Zaire        |
|             |                   | 36. Zambia.      |

8. The following organisations were represented in observer capacity:

9. International Labour Organisation (ILO), Economic Commission for Africa (ECA), United Nations High Commission for Refugees (UNHCR), United Nations Development Programme (UNDP), International Institute for Labour Studies (IILS), Turin Centre, Organisation of African Trade Union Unity (OATUU), Arab Labour Organisation (ALO), International Social Security Association (ISSA), Organisation Commune Africaine et Mauritanienne (OCAM) and Customs Union of Central African States (UDEAC).

#### ELECTION OF THE BUREAU:

10. On the proposal of the delegation of Zambia, the new Bureau of the Commission was unanimously elected as follows:

Chairman:	Somalia
1st Vice Chairman:	Algeria
2nd Vice Chairman:	Cameroon
3rd Vice Chairman:	Benin
Rapporteur:	Swaziland

11. After the Out-going Chairman's farewell remarks, the new Chairman, on assuming the chair, addressed the Commission and expressed the hope that, with the delegates' co-operation, he

would be assured of guiding the deliberations of the Commission to a successful conclusion. On behalf of the Commission, the Chairman paid tribute to the outgoing Chairman for successfully guiding the affairs of the Commission during the previous year.

ADOPTION OF THE AGENDA:

12. The agenda was adopted with the inclusion of an item entitled: Strengthening of the Labour Commission Activities - (proposed by Algeria). The Agenda, as adopted, was as follows:

1. (a) Opening Ceremony: 1600 hrs  
Inaugural Speech by Major General Comrade Mohamed Siad Barre, Secretary General of the Somali Socialist Revolutionary Party (SSRP) and President of the Somali Democratic Republic.  
(b) Election of the Bureau.  
(c) Adoption of the Agenda.  
(d) Organisation of Work.
2. Consideration and adoption of the Report and Recommendations of the Second Session of African Senior Labour Administrators.
3. Report of the OAU Administrative Secretary General on the Activities within the Competence of the Commission.
- 8 4. Portuguese as a working language of the OAU Labour Commission (Proposed by Angola).
5. Report of the Administrative Secretary General on the Structure of the ILO.
6. Problems of Vocational Training in Africa (Proposed by Sudan).
7. Note on Co-operation among African States in the exchange of workers. (Proposed by People's Republic

of Benin).

8. African Migrant Workers and Expulsion Measures taken against them in Africa (Proposed by Mali).
9. Report of the Secretary General of the Organisation of African Trade Union Unity (OATUU).
10. Report on the Establishment of an OAU/OATUU Labour Consultative Committee.
11. Report of the African Members of the ILO Governing Body.
12. Report on the relations between the OAU and ILO by:
  - a) The Regional Director of the ILO Regional Office for Africa;
  - b) The Director of the International Institute for Labour Studies;
  - c) The Director of the Turin Centre for Vocational and Technical Training..
13. Chairmanships of:
  - a) The 210th, 211th and 212th Sessions of the ILO Governing Body, (June 1979 - June 1980).
  - b) The various Committees of the 65th Session of the International Labour Conference (Proposed by Tunisia).
  - c) The 65th Session of the International Labour Conference.
14. Strengthening of Activities of the OAU Labour Commission (Proposed by Algeria).
15. Date and Venue of the Fifth Session of the Commission.
16. Any other Business.

ORGANISATION OF WORK:

13. After adopting its agenda, the Commission decided on the following working hours:

Mornings: 9:00 - 13:00 hours

Afternoons: 16:00 - 19:00 hours.

Annual Report on Activities and Programmes Submitted  
by the Director of the International Institute for  
Labour Studies (Doc.LC/44(IV))

14. The Progress Report of the International Institute for Labour Studies was presented by the Institute's Director, Mr. Albert Tevoedjire. The Director of the Institute thanked all African delegates in the ILO Governing Body for the moral and political support they had given and continued to give to the Institute. He also recalled the financial difficulties that the Institute was facing and thanked, in this regard, Nigeria and Holland for the financial assistance they had given. He also congratulated the Secretary General of the OAU for his initiative in convening the Monrovia Colloquium in which he had closely associated the Institute. He highlighted the Institute's emphasis of study and research as the social aspects of the New International Economic Order and the principle of solidarity.

15. In conclusion, the Director stated that the Institute would organise two seminars on:

- a) Islam and Social Policy; and
- b) Protection of the Child in the World of Labour.

16. He finally stated that the two seminars would be held in Africa under the auspices of the UNDP and ECA under the Norwegian Technical Assistance Programme. He appealed for bilateral and multilateral assistance to enable the Institute accomplish its programmes.

17. All delegations who spoke thanked the Director for his address and paid glorious tributes to the Institute for the commendable work done so far. They expressed a common view that the Institute deserved strong support. At the end of the debate, the Commission noted with appreciation the report of the Director of International Institute for Labour Studies.

Item 3: Report of the Administrative Secretary General of the  
OAU on the Activities Withing the Competence of the  
Commission: (Doc.LC/37(IV))

18. Introducing the report, Mr. P. O Etiang, Assistant Secretary General for Economic and Social Affairs, pointed out that the Report was being submitted in conformity with Rule 18 of the Commission's Rules of Procedure.

19. To this end, he explained, the Report was divided into two parts: implementation of resolutions of previous Sessions and other activities of the Secretariat in the field of labour, employment, population and related social questions. He underlined the theme of unity and co-operation as important for the work of the Commission as in the case of the 32nd Session of the Council of Ministers whose deliberations were characterized by these very themes.

20. Having narrated the action undertaken to implement the resolutions of the 3rd Session of the Commission the Assistant Secretary General also informed the Commission that the Rapporteur's Report as well as the Resolutions were presented to and adopted by the 32nd Session of the Council of Ministers in its Resolution CM/Res.653(XXXI) and consequently endorsed by the 15th Assembly of Heads of State and Government.

21. On the important resolution LC/35(III) on intra-African Co-operation in the field of labour, employment, population, social/rural development and related social matters, he gave an account of how the Secretariat had presented document CM/946(XXXII) to the 32nd Session of the Council of Ministers which adopted resolution CM/Res.II(XXXII) by which the Council



strongly recommended the establishment of viable institutions for intra-African Co-operation in employment, labour and related social questions.

22. Concluding his statement, the Assistant Secretary General underlined the need for the Commission to adopt realistic and practical resolutions and recommendations that can easily lend themselves to possible implementation.

23. After the Assistant Secretary General's introductory statement, many delegates took the floor to congratulate the Assistant Secretary General for the comprehensive, succinct and illuminating report. They, however, pointed out that the Labour Administration Experts' Meeting and the report of the Secretary General on the activities within the Competence of the Commission were covering more or less the same subject. They further observed that it had become almost a matter of routine for the Commission to blame the Secretariat for submitting documents late and for the Commission to approach its work by improvisation.

24. It was the general view of many delegates that the Commission should streamline its methodology and systematize its programme of activities. In this connection, it was also suggested that the proposed item of strengthening the activities of the OAU Labour Commission should also be discussed as it was closely related to the question of methodology. After a lengthy debate on this question, it was suggested that the heads of delegations should first meet to harmonize their positions on the agenda, methodology and work programme for the next fiscal year of the Commission.

25. In order to avoid improvisation in the work of the Commission, the following suggestions were made and accepted by the Heads of Delegations:

- a) Discussion and approval of the Experts' Report on Labour Administration;
- b) Discussion of the Report of the Administrative Secretary General on Activities falling Within the Competence of the Commission;
- c) Programme of the Commission as recommended by the Experts' Meeting for April 1979 to April 1980:
  - i) Employment and Labour Migration, i.e. Labour Migration in Africa and Exchange of Workers;
  - ii) Workers' education and training; and
  - iii) Social Security.

26. Towards the end of the Heads of Delegations' Meeting, the Assistant Secretary General summarised the issues that had been raised in the debate to be the following:

- a) Delay in forwarding documents to Member States was regretted by the Secretariat but that the recent restructuring of the Secretariat was expected to improve its efficiency;
- b) The need to adopt an appropriate methodology of organising the work of the Commission appeared to be a proposal to amend the Rules of Procedure. Since that was not what various speakers meant, it could only be understood that the proposal to re-examine the work and functions of the Commission can best be undertaken by an ad hoc Committee.

27. After the Assistant Secretary General's summary, it was decided that the Heads of Delegations meeting should be adjourned and resume in plenary in the afternoon when the agenda would have been re-drafted to eliminate those items that had already been discussed by the Experts and which were, in any case, incorporated in the Experts Report to the Ministers.

Report of the Meeting of Experts in Labour  
Administration -(Doc.LC/EXP/Rapt.Rpt.)

28. The Report was introduced to the Commission by the Rapporteur who surveyed the typographical errors, the paragraphing as well as matters of substance that needed to be acted upon by the Commission.

29. Many delegates took the floor to make their remarks, observations and comments on the Experts' Report. They congratulated the Experts for the able manner in which they had not only seriously addressed themselves to the agenda items of their meeting but also for the precise report that had been submitted to the Commission for approval.

30. After a long debate on this item, the Commission adopted the Report of the Experts.

Item 4: Portuguese as a Working Language of the OAU Labour  
Commission (Proposed by Angola)

31. In the absence of Angola which had sponsored the item, a representative of the Secretariat referred to the relevant provisions of the OAU Charter and the Rules of Procedure of the Commission which provided only for the use of African languages if possible, otherwise English and French. On the intervention of the representative of Mozambique, however, it was recommended that the matter be referred for consideration to the Council of Ministers.

Item 5: Report of the Administrative Secretary General on  
the ILO Structure (Doc.LC/41 (IV))

32. A representative of the General Secretariat introduced the subject by elaborating the following fundamental issues:

- a) Amendment of Article 7 of the ILO constitution  
"Composition of the Government Group of the  
Governing Body".

- b) Amendment of Article 17 of the Standing Orders of the Conference "Presentation of Draft Resolutions on Matters not included in the Agenda".
- c) Amendment of Article 36 of the ILO Constitution, "Veto Power".
- d) The Quorum Rule of the Conference.
- e) Non-Governmental Groups.

33. The representative of the Secretariat informed the Meeting of the new developments on the above-mentioned issues. He specifically requested the honourable Ministers to agree to the request made by the Working Party on Structure to extend its mandate for another year to enable it complete its work on the remaining questions on which agreements had not been reached. In conclusion, the representative of the Secretariat invited the African Members of the ILO Governing Body and the African Members of the Working Party to complement the information given in his report.

34. Consequently, a Nigerian delegate suggested the inclusion of paragraphs 53-61 of the report of African Members of the ILO Governing Body in this report. He also gave additional information to be included in the report. The Nigerian delegation proposed a draft resolution on Structure which was accepted by the meeting.

35. The Meeting expressed its satisfaction at the work done by the African Members of the Governing Body and the Working Party on Structure, in collaboration with the Group of 77 which led to successes in some fundamental issues. It also called upon them to continue their efforts in co-operation with other regional groups to strive for final solutions on the remaining fundamental questions.

Item 6: Problems of Vocational Training in Africa -  
Doc.LC/EXP/1(II) Add.

36. The delegate of Sudan explained that the Government of Sudan had forwarded a working document on this subject to the General Secretariat. The Secretariat, however, stated that it had not received the document in question. The delegate of Sudan added that since the Expert who prepared the document was not present, the item should be postponed for consideration at the Fifth Session of the Commission. It was so decided.

Item 7: Co-operation among African States in the Exchange  
of Workers (Proposed by Benin) Doc.LC/EXP/6(II)

37. Introducing the item, the delegate of Benin informed the Commission that this serious issue was being presented in conformity with Rule 3 of the Rules of Procedure of the OAU Labour Commission. He proposed that a committee composed of representatives of Mali, Algeria, Upper Volta, Benin, OATUU, Employers Association and OAU Secretariat should be established to draft a standard agreement on inter-African Co-operation on labour migration. These views were supported by the representative of Mali who had proposed the inscription of the problem of expulsion of workers in Africa. After a protracted debate, it was unanimously agreed that three committees as proposed by Benin be established as follows:

- a) Committee on Multinational Corporations to be held in Addis ababa;
- b) Inter-African Co-operation in Labour Migration to be hosted by Benin;
- c) Committee on Strengthening the Activities and Improvement of Methodology in the Work of the Commission to be hosted by Algeria.

Item 8: African Migrant Workers and Expulsion Measures  
taken against them in Africa (Proposed by Mali)

38. Presenting the item on migrant workers and their expulsion, the Mali representative drew the Commission's attention to the dramatic consequences resulting from expulsion measures taken in defiance of the principles of the UN and OAU Charters and on the moral and material prejudices suffered by the workers in such circumstances. He strongly endorsed Benin's stand, that measures be taken to work out bilateral and multilateral agreement to end such expulsions. To this end, he suggested that the OAU Social Affairs Department set up a structure to handle problems of migrant workers and also an ad hoc Committee of representatives of the migrant workers' countries of origin and the host countries.

39. This item was discussed jointly with item 7 above and the issue will be considered by the Committee responsible for inter-African co-operation in matters of workers' migration. (See paragraph 37 (b).

Items 9 and 10: Report of the Secretary-General of the Organisation  
of African Trade Union Unity (OATUU) and Report  
on the Establishment of an OAU/OATUU Labour  
Consultative Committee - Docs.LC/EXP/8(II)  
respectively

40. In view of the related nature of these items, the Commission decided to discuss them at the same time. Introducing the items, the Secretary General of the OATUU thanked the Commission for the moral and political support it had given to his Organisation. In this regard, he thanked the 20 Member States who had introduced a check-off system and efforts made to establish a Pan-African Workers Institute. He referred to the continued problem of interference by Western and Eastern Trade Unions in the affairs of African Trade Union Organisations, and observed that whereas the OATUU recognised the principle of international trade union solidarity, interference in and splitting of the African Trade Union movement was not acceptable.

41. Regarding the activities of his Organisation, the OATUU Secretary General informed the Commission of the good relations existing between the OATUU and ILO; OATUU's contribution to the Liberation struggle in Southern Africa; Afro-Arab Co-operation and OATUU's contribution to the Lome Convention.

42. Concluding his introduction, he appealed to the Commission not to interpret trade union action in boycotting goods to or from South Africa as a deliberate act of sabotage, excepting those countries in Southern Africa which the Council of Ministers had exempted. Secondly, he appealed for observance of trade union rights and for the need of facilitating the transfer of affiliation fees to the OATUU account in Accra.

43. Many delegates congratulated the Secretary General of the OATUU for the comprehensive report and assured him of their respective material and political support.

44. Discussing the document on the establishment of an OAU/OATUU Labour Consultative Committee, the meeting accepted the proposal in principle.

Item 11 - Report of the African Members of the ILO  
Governing Body - Doc.LC/EXP/42(IV)

45. This report was introduced by the delegate of Tunisia who proposed the withdrawal of annexes one to five of the document. After brief interventions, the Commission decided to take note of the report, and submit a new resolution on the matter.

Item 12 - (a): Report on the relation between the OAU and ILO  
by: the Regional Director of the ILO Regional  
Office for Africa Doc.LC/43(IV)

46. This report was presented by the Regional Director of the ILO Regional Office for Africa, who referred to the financial

difficulties that the ILO was experiencing as a result of the withdrawal of the United States from the Organization. In spite of that, however, he informed the Commission that the ILO was able to run some of its activities as a result of bilateral and multilateral financing and through the financial support of the UNDP. He appealed to the Commission that in view of the fact that the UNDP was reluctant to finance projects of a purely social character, **Ministries of Labour** should closely consult with the Ministries of Planning and Finance to ensure that such social projects could be funded. He also emphasised the importance of availing Ministries of Labour with adequate financial, material and human resources to enable them accomplish their duties and responsibilities.

47. The Director was highly commended for his informative report, which the Commission decided to take note of.

Item 12 - (c): The Director of the Turin Centre for Vocational and Technical Training - Document LC/45(IV)

48. Introducing the report, the representative of the Turin Centre informed the Commission that the Turin Centre was increasingly intensifying its efforts to vocational training of African managers, professionals and technical personnel. He further pointed out that the Centre's action was focussed on the countries which had recently achieved independence, liberation movements in Southern Africa, and those countries which were seriously affected by natural disasters and calamities. In this regard, he pointed out that 60% of the Centre's courses and seminars were in Africa.

49. Concluding his introduction, the representative of the Turin Centre invited the OAU General Secretariat to be actively involved in and closely associated with the activities of the Centre and to attend the meetings of the Advisory Board of the Centre. The representative of the Turin Centre was congratulated for his informative report which the Commission decided to take note of.

Item 13 - (a): Chairmanship of the 210th, 211th, and 212th Session of the ILO Governing Body, (June 1979 - June 1980)

50. As Chairman of the African Members of the ILO Governing Body, the delegate of Tunisia informed the Commission that nomination for the Chairmanship of the



Governing Body, the following principles should be taken into consideration:

1. The country of the nominee
2. The profile of the nominee (curriculum vitae)

Item 12 - (b): Chairmanship of the various Committees of the International Labour Conference (Proposed by Tunisia)

51. As this was an important item affecting the African interest during the 65th Session of the International Labour Conference, the delegate of Tunisia suggested that the Commission should agree in advance on the most important Conference Committees to be chaired by Africa. After a lengthy debate, it was agreed that during its second part in Geneva, the Commission should endeavour to procure African Chairmanship in the following Committees:

- i) On Structure;
- ii) Employment;
- iii) Aged Persons; and
- iv) Inland transport.

Item 12 - (c): Chairmanship of the 65th Session of the International Labour Conference

52. This item was also introduced by the delegates of Tunisia in his capacity as Chairman of the African Members of the ILO Governing Body. He informed the Commission that in accordance with the principle of geographical rotation, it was Asia's turn to assume the Chairmanship of the 65th Session of the ILC. According to reliable information, availed to the Government Group in the ILO Governing Body, India was bidding for Chairmanship of the 65th Session of the ILC and hence was seeking Africa's support. The Commission agreed to support the candidature of India for the Chairmanship of the 65th Session of the ILC, subject to this support being concurrent with that of the Asian Group.

Item 14 - Strengthening of Activities of the OAU Labour Commission  
(Proposed by Algeria)

53. This item was amended to read: Strengthening of the activities and Improvement of Methodology of work of the Commission. The delegation of Algeria agreed to play host to a small working group composed of five or six countries and the OAU Secretariat.

CREATION OF PAN-AFRICAN EMPLOYERS' ORGANIZATION

54. The representative of the African Employers' Organization addressed the Commission on the necessity, desirability and modalities of establishing a Pan-African Employers' Organisation. He recalled that a working Committee composed of 15 representatives of employers (5 Arabophone, 5 Anglophone and 5 Francophone) had met to examine the matters in the light of the above criteria. He further appealed to the Commission to accord similar treatment to the proposed Employers' Organization as it did to the Workers' Organisation, by giving the employers' access to the deliberations of the Commission. He congratulated the Secretary-General of the OAU for the initiative he had taken in having this item inscribed on the agenda of the Commission.

55. The Employers' representative's introduction was taken not of by the Commission who recommended that this item should continue to be examined by the Commission at its future session.

Item 15 - Date and Venue of the Fifth Session of the OAU Labour Commission

56. As no Member State had indicated interest in hosting the Fifth Session of the Labour Commission, it was decided in conformity with the Rules of Procedure of the Commission, to hold the Fifth Session at the Headquarters unless the session was eventually invited by a Member State.

Item 16 - Any other business

57. There was no other business transacted.

CM/975(XXXIII)

ANNEX III

LC/Res.41 - 54(IV)

COUNCIL OF MINISTERS

Thirty-Third Ordinary Session

Monrovia, Liberia, 5 - 16 July 1979

RESOLUTIONS ADOPTED BY THE FOURTH ORDINARY SESSION OF THE OAU

LABOUR COMMISSION

Resolution on Afro-Arab Co-operation in the Field of Labour and Employment, Manpower and related Social Affairs

The CAU Labour Commission meeting in its Fourth Ordinary Session in Mogadishu, Somalia, from 26 to 29 April 1979,

Reiterating its determination to strengthen the ties of co-operation and solidarity among the African and Arab peoples in matters of Labour and Social Affairs, in conformity with the spirit and the provisions of the Declaration and Programme of Action on Afro-Arab Co-operation adopted by the First Afro-Arab Summit in March 1977;

Determined to spare no effort to promote Afro-Arab Co-operation in the field of Labour and Social Affairs,

Having considered carefully the Progress Report of the OAU Secretary-General on the above subject:

1. NOTES with satisfaction, the Secretary-General's Report;
2. COMMENDS the Secretary-General's efforts to implement the Declarations of the First Afro-Arab Summit particularly in the field of Labour and Social Affairs;
3. INVITES the two Secretaries-General of the OAU and the Arab League to undertake, in co-operation with the Specialised African and Arab institutions, the necessary action and consultations to strengthen joint Afro-Arab activities in the field of Labour and Social Affairs;
4. CALLS UPON the Secretary-General of the OAU:
  - a) to get in touch with his counterpart of the League of Arab States with a view to examining the possibility of drawing up medium and long term co-operation programmes within the framework of the Arab Fund for Technical Assistance to African and Arab countries;

- b) to begin immediately consultations with the Director-General of Arab Labour Organisation with a view to convening the Ad Hoc Ministerial c Conference of 11 members entrusted with technical and material preparation of the First Afro-Arab Conference of Labour Ministers;
5. DECIDES that the African Group be represented on the Afro-Arab Ministerial Committee of eleven by the following countries:  
(2 from West, 1 from Central, 1 from East and 1 from South);
6. CALLS UPON the Secretary-General of the OAU to make the necessary arrangements, in consultation with his counterpart of the League of Arab States so as to accelerate, on the one hand, technical and legal formalities for the conclusion of a basic co-operation agreement in matters of labour, employment and social affairs with the Arab Labour Organization without prejudice to the provisions of the resolutions already adopted by the higher authorities of the OAU in this field;
7. REQUESTS the OAU Secretary-General to report to the next Session of the Commission on the implementation of this resolution.

Resolution on the Structure of the ILO

The OAU Labour Commission meeting ~~in~~ its Fourth Ordinary Session in Mogadishu, Somalia, from 26 to 29 April 1979,

Recalling the previous resolutions adopted by the Commission on the structure of the ILO in Libreville (1975), Freetown (1976), Tripoli (1977) and Tunisia (1978), as endorsed by the OAU Assembly of Heads of State and Government,

Having examined the report of the Administrative Secretary-General on structure of the ILO, and the report of the African Members on the Governing Body of the ILO, and having noted the observations and representations of the African Members on the Working Party on structure of the ILO:

1. REAFFIRMS the need to democratise and reform the structure of the ILO keeping in mind the principle of equity of States, to reflect contemporary international political and social realities and the deep aspirations of the peoples of the Third World for a New and fairer International Social order;
2. WELCOMES the progress made on various issues by the Working Party on Structure; and endorses the recommendation of the Working Party that its mandate be renewed for another year;
3. SUPPORTS the position of the Group of 77 on the Working Party on Structure on,
  - (a) Article 7 of the ILO Constitution, including the question of the composition of the non-Governmental Groups;
  - (b) Article 17 of the Standing Orders of the International Labour Conference; and
  - (c) Various other issues on structure, especially the equitable re-distribution of seats within the Regions:

4. REQUESTS the African members of the Working Party on Structure to ensure that the interests of the African Region are fully protected in the Working Party on Structure and that the African Region does not suffer any disadvantage as a result of the distribution of seats in the Governing Body of the ILO;
5. AFFIRMS that there should be no reduction in the number of seats presently allocated to each region. Decides however, that in order to maintain the unity of the Group of 77 and to ensure equitable regional distribution, the total number of Government seats in the Governing Body could be increased from 46 to 50, and the additional 4 seats should be distributed to maintain proper regional balance. If the total number of Government seats in the Governing Body is increased beyond 50, in the interest of further regional balance, the African Region should benefit proportionately from such additional increase;
6. REAFFIRMS that:  
If no final agreement is reached on the fundamental questions by the Working Party on structure or at the 66th Session of the International Labour Conference in 1980, African Member States should examine within the Group of 77, other ways and means of resolving the issues, including the possibility of convening a special International Labour Conference on Structure;
7. REQUESTS the Administrative Secretary-General of the OAU to place the question of the structure of the ILO on the Agenda of the Fifth Ordinary Session of the OAU Labour Commission;
8. REQUESTS the African members of the Working Party on Structure to submit a report on the activities of the Working Party on Structure during 1979/80 to the Fifth Ordinary Session of the OAU Labour Commission.

Resolution on African Refugees

The Fourth Session of the Labour Commission of the Organisation of African Unity, meeting in Mogadishu, Somalia, from 26 to 29 April 1979,

Recalling the various OAU Resolutions on the question of African Refugees and in particular resolution CM/489(XXVII), CM/586(XXVIII) and CM/547(XXIX),

Recalling further the previous recommendation of the OAU Labour Commission to Member States to pay due attention to the importance of giving African Refugees access to wage earning employment and the need for co-operation with the Bureau for the Placement and Education of African Refugees (BPEAR) and the United Nations High Commissioner for Refugees (UNHCR) in finding solution to African Refugees' employment problems,

Deeply concerned about the rapidly increasing number of refugees in Africa and conscious of the need to alleviate the sufferings and frustrations of African refugees by providing them with gainful and productive employment,

Noting with concern that the BPEAR and UNHCR continue to face difficulties in the placement of qualified African refugees,

Aware of the positive potential of qualified African refugees in contributing to the economic development of the African Continent:

1. URGES Member States to give a more liberal treatment to refugees seeking employment in their respective countries of asylum;
2. FURTHER CALLS upon Member States to provide active support for the BPEAR and UNHCR in the placement of African refugees and in resolving their employment problems;
3. APPEALS to Member States to continue to provide facilities for the training education, placement and employment of African refugees.
4. REQUESTS all Member States, especially those not directly affected by the large influx of refugees, to share the burden of accepting and assisting African refugees.



Resolution on OATUU

The OAU Labour Commission meeting in its Fourth Ordinary Session in Mogadishu, Somalia, from 26 to 29 April 1979,

Noting with satisfaction the report presented by the Secretary-General of the OATUU on behalf of the Organization,

Considering the previous resolutions adopted by the Commission in its previous sessions in support of the activities of the OATUU:

1. CONGRATULATES those Member States who have in different ways assisted the OATUU in accomplishing its mission successfully by way of political, moral and financial support;
2. URGES Member States to favourably consider the previous resolutions of the Commission appealing to them to facilitate the transfer of dues by National Trade Union Centres to the OATUU Headquarters in Accra (Ghana) by giving standing instructions to their financial institutions in this respect,
3. FURTHER URGES Member States to:
  - a) Seriously consider implementing the previous resolutions of the Commission calling for direct financial grants and assistance to the OATUU to enable it expand its operational activities in the continent at this crucial and infant stage of its development,
  - b) Assist national trade Unions to become financially self-sufficient by introducing check-off legislation and education levies where they do not exist, so as to be free from external influences,
  - c) Consult with and encourage the OATUU in its efforts to reconcile trade union centres in Member States where a multiplicity of national trade union centres still exists,

4. REQUESTS all African Member s of the Governing Body of the ILO to support and assist the OATUU to obtain functional status within the ILO Structure commensurate with the status offered to the European-based International Trade Union Organizations;
5. INVITES the Administrative Secretary-General of the OAU and the OATUU Secretary-General to organise as early as possible the joint OAU/OATUU Symposium on the Role of Trade Unions in the political, economic, social and cultural development in Africa which was approved by the Commission in its Second Ordinary Session held in Tripoli (Libya) in 1977;
6. FURTHER reminds the OAU Member States the need to meet the subsistence and travelling expenses of the two participating trade unionists from their countries in this important Symposium as was requested in the aforementioned.

Resolution on the Eventual Creation of An African Labour  
Organization (AFLO)

The OAU Labour Commission meeting in its Fourth Ordinary Session, in Mogadishu, Somalia, from 26 to 29 April 1979,

Having heard the report of the Secretary-General of the OAU on the problems encountered in convening the Ad hoc Committee entrusted with the task of carrying out an in-depth study to determine the feasibility of creating an African Labour Organisation (AFLO),

Concerned about the rigidity that only the Ministers should attend the proceedings of the Ad hoc Committee,

Convinced that only delegates conversant with labour matters could contribute efficaciously to the deliberations of the Ad hoc Committee:

1. DECIDES that:

- (a) Member States may, when not possible to send Ministerial representations, appoint alternative plenipotentiaries to the proceedings of the Ad hoc Committee;
- (b) Member States should send to the meetings of the Ad hoc Committee those delegates who are conversant with labour

2. APPEALS to Member States to send in their replies as soon as possible to the questionnaire on the Creation of an African Labour Organization.

Resolution on the Commission's Programme of Activities  
in the Field of Labour, Employment, Population and related  
Social Questions

The OAU Labour Commission meeting in its Fourth Ordinary Session in Mogadishu, Somalia, from 26 to 29 April 1979,

Having considered the draft Work Programme presented in document LC/EXP/3(II),

DECIDES:

1. To ~~congratulate~~ the Secretary-General for the welcome initiative he has taken to present for the first time to the Commission a draft of its programme of work;
2. That the draft programme of work presented by the Secretariat shall constitute the source of working material for the future activities of the Commission. This draft should be enriched with proposals from Member States and it should be submitted to the next Session of the Commission;
3. That in order to implement this action programme, the Secretary-General should take necessary steps to procure and provide the necessary human and financial resources for that purpose, and report to the 5th Session of the Commission on the action undertaken;
4. That for 1979/1980 the Secretariat will undertake studies in the following areas:
  - (a) Employment and Labour Migration;
  - (b) Worker's Education;
  - (c) Social Security in Africa.

Resolution on the Establishment of a Pan-African  
Employers' Organization

The OAU Labour Commission meeting in its Fourth Ordinary Session in Mogadishu, Somalia from 26 to 29 April 1979,

Considering the objectives in Article I of the Charter of the Organisation of African Unity,

Considering the provisions of Article XX of the Charter establishing the Economic and Social Commission whose task, among others, is "to make an in-depth study of the Social and Labour problems in Africa",

Considering that the OAU Labour Commission was established with a view to "stimulating and developing co-operation among African countries in labour and other related social matters",

Considering that for this purpose the participation of social partners in the formulation of objectives of the Labour Commission in matters of economic and social development is a necessity,

Considering the establishment of the Organization of African Trade Union Unity (OATUU) whose aims and objectives tend to make more consistent the actions of the OAU Labour Commission towards a greater effectiveness,

Considering that under these conditions the establishment of a Pan-African Employers' Organization can also be included in these same objectives with a view to establishing a greater justice and social peace,

Considering that the need to encourage African Employers' to organise themselves independently of any foreign influence with a view to acting as social partners for a continuous dialogue among governments', employers' and workers' representation:

1. TAKES NOTE of the initiative taken by African Employers' to set up a joint and independent Pan-African Organisation in view of their closer participation in the objectives assigned to the OAU, more

specifically to the OAU Labour Commission, for the purpose of making a positive contribution to the economic and social development of the African Continent and initiating an era of social justice and peace;

2. CALLS UPON the OAU Secretary-General to follow closely developments on this question and to report to the next Session of the Commission on the results of the steps taken by African Employers.

Resolution on Transnational Companies

The OAU Labour Commission meeting in its Fourth Ordinary Session in Mogadishu, Somalia, from 26 to 29 April 1979,

Having heard the statement made by the Secretariat of the OAU on the question of Transnational Companies,

Aware of the need for Africa to consider indepth the whole question of transnationals with a view to defining them and evolving a firm African stand on the Code of Conduct:

DECIDES:

1. To establish a Standing Committee of the Commission consisting of 14 members composed of 2 from the North, 4 from the West, 3 from the Central, 3 from the East and 2 from the South, inter alia, to define for Africa the meaning of transnational companies and, in close collaboration with OATUU Secretariat to follow the activities of those companies;
2. that, in view of the OAU crowded calendar of meetings, the Standing Committee should hold its First Session in September/October 1979;
3. that Member States should forward their replies to the questionnaire on multinationals as soon as possible to the General Secretariat at any rate not later than the first meeting of the Standing Committee.

CM/975(XXXIII)

ANNEX III

LC/Res.49(IV)

Resolution on the ILO Action on the Suppression of  
Apartheid in Southern Africa

The OAU Labour Commission meeting in its Fourth Ordinary Session in Mogadishu, Somalia from 26 to 29 April 1979,

Considering the ILO Declaration unanimously adopted on 8 July 1964 on the policy of Apartheid in the Republic of South Africa,

Considering that the above-mentioned Declaration urges, among others, the Director-General of the ILO to include in his special report on apartheid every recommendation on all useful measures it would be proper to adopt with a view to putting a stop to the policy of apartheid,

Considering the will expressed by the ILO several times to co-operate with the OAU and the United Nations so as to seek and guarantee freedom dignity, economic security and equal chances for all in the Republic of South Africa,

Considering that the international community as a whole actively participated in the manifestation of solidarity recommended for the International Year of Struggle against Apartheid and that the ILO on this occasion devoted two special meetings at the Sixty Fourth Session of the International Labour Conference to the discussion of the problem of Apartheid and its evil consequences,

Considering the evolution and the worsening of the situation in Southern Africa observed by the Director-General of the International Labour Office in his annual reports and the urgent need to re-examine and adopt the ILO programme of action in this area:

1. WELCOMES all actions already taken by the ILO with a view to contributing to the suppression of Apartheid and to mobilizing public opinion, thanks in particular to the International Trade Union Conference against Apartheid convened during the Sessions of the International Labour Conference;



2. FURTHER WELCOMES the initiative taken by the Governing Body of the International Labour Office to devote henceforth a special session of the Committee on Discriminations to the study of the special report of the Director-General of the International Labour Office on apartheid and to transmit the observations and recommendations of this Committee to the International Labour Conference,

While taking cognizance of these activities, the Commission

3. REQUESTS the Governing Body of the International Labour Office to ask the Director-General of the ILO to convene, in co-operation with the OAU and the United Nations Special Committee against Apartheid, a meeting of experts with a view to stating the ILO action on this painful issue and to exploring all other forms of action likely to give rise to new initiatives which would concretely strengthen the ILO contribution to the suppression of apartheid,
4. FURTHER CALLS UPON the OAU Member States to intensify the campaign against South Africa by supporting the activities of the Anti-Apartheid Committee and Trade Union boycott against South Africa,
5. INVITES the OAU Administrative Secretary-General and the African Members of the Governing Body of the International Labour Organisation to promote the implementation of the present resolution and to report to the next session of the OAU Labour Commission.

Resolution on the Turin Centre

The OAU Labour Commission meeting in its Fourth Ordinary Session in Mogadishu, Somalia from 26 to 29 April 1979,

Noting the full report of the Director of the Turin Centre,

Recalling the resolutions adopted in Tunisia and Tripoli on the Turin Centre,

Conscious of the essential role of managers, qualified technicians and workers for the success of economic and social development policies in African countries,

Convinced that the Turin Centre is an effective instrument in the training of African managers, technicians and specialists:

1. TAKES NOTE of the decision taken by the Governing Body to take appropriate measures enabling the institution to discharge its mission to all developing countries in general and Africa in particular;
2. CALLS UPON the OAU Administrative Secretary-General and the Director of the Turin Centre to pursue their efforts in drawing up appropriate training programmes for Africa;
3. INVITES the Governing Body of the International Labour Office to request the Director-General to consider allocating adequate resources in the regular budget of the ILO for the administrative and operational activities of the Turin Centre related to its fixed costs in order to assure its financial viability;
4. ENJOINS all Member States, the UNDP, the EEC and other international agencies to intensify their solidarity by contributing to the financing of training programmes for the benefit of:

- a) - countries stricken by natural disasters;
- b) - liberation movements recognized by the OAU;

5. REQUESTS the OAU Administrative Secretary-General and the Director-General of ILO to combine their efforts to implement this resolution.

1979-07

# Report of the Administrative Secretary-General on the proceedings of the Fourth Ordinary Session of the OAU Labor Commission

Organization of African Unity

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