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**COUNCIL OF MINISTERS**  
**Fifty-eighth Ordinary Session**  
**21 - 26 June, 1993**  
**Cairo, Egypt.**

**CM/1782 (LVIII)**  
**Original: English**

**REPORT OF THE SECRETARY-GENERAL ON THE**  
**DELIBERATIONS OF THE SIXTEENTH SESSION**  
**OF THE OAU LABOUR COMMISSION**



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

I. INTRODUCTION

In accordance with Rule 2 of the Rules of Procedure of the OAU Labour Commission, the Secretary-General is enjoined to submit a report on the deliberations of the Commission to the Council of Ministers for discussion, observation and onward transmittal to the Assembly of Heads of State and Government for consideration.

2. In this connection, therefore, the Secretary-General is, on behalf of the Commission, reporting on the outcome of the 16th Ordinary Session of the OAU Labour Commission that was held in Cairo, Arab Republic of Egypt from 19 to 25 April, 1993.

3. As is customary, the 16th Session of the Commission was held in two successive stages, namely: the Experts Meeting followed by the Ministerial Meeting.

II. EXPERTS MEETING

3. The Experts Meeting of the 16th Ordinary Session of the OAU Labour Commission was held from 19 to 22 April, 1993. For the first time, it considered a wide range of labour and related social issues not only falling within the competence of the Commission, but also discussed social issues that were previously handled by the erstwhile Conference of African Ministers of Social Affairs.

III. AGENDA

4. The Meeting of Experts considered the following agenda:

- (i) a) Opening Session
- b) Election of Officers
- c) Adoption of the Agenda
- d) Organization of Work.

- (ii) Report of the Secretary-General on Activities within the Competence of the Labour Commission and the Conference of African Ministers of Social Affairs. LC/2 (XVI)
- (iii) Report of the Secretary-General on the Socio-economic Aspects of the Treaty Establishing the African Economic Community. LC/3 (XVI)
- (iv) Report of the Secretary-General on the Situation of African Migrant Workers. LC/4 (XVI)
- (v) Report of the Secretary-General on the Protection of the Child and Elimination of Child Labour in Africa. LC/5 (XVI)
- (vi) Report of the Secretary-General on the Implications of the Merger of the Labour Commission and the Conference of Ministers of Social Affairs. LC/6 (XVI)
- (vii) Report of the Secretary-General on the Progress made in implementing Project RAF/87/042 concerning the strengthening of the Role of African Women in the Informal Sector: Production and Management. LC/7 (XVI)
- (viii) Report of the Secretary-General on Employment in Africa. LC/8 (XVI)

- (ix) Activity Reports of International and Inter-African Organizations on their cooperation with the OAU in the field of Labour and related Social Affairs. LC/9 (XVI)
- a) Report of the Secretary-General on the Organization of African Trade Union Unity (OATUU); LC/9a (XVI)
- b) Report of the Secretary-General of the Pan-African Employers' Confederation (PAEC); LC/9b (XVI)
- c) Report of the Officer-in-charge of the African Rehabilitation Institute (ARI); LC/9c (XVI)
- d) Report of the Secretary-General of the Supreme Council for Sports in Africa (SCSA); LC/9d (XVI)
- e) Report of the ACARTSOD Executive Director. LC/9e (XVI)
- (x) Report of African Members of the ILO Governing Body for the period 1992/93. LC/10 (XVI)
- (xi) Progress Report on ILO Structure and Constitutional Amendments. LC/11 (XVI)
- (xii) Report on the Presidency of the 80th Session of the International Labour Conference, the Chairmanship of its various Committees and that of the Governing Body for the period 1993/94. LC/12 (XVI)

- (xiii) Items proposed by Member States:  
Appeal for solidarity with workers of the Libyan Arab Jamahiriya (proposed by Libya).
- (xiv) Date and Venue of the 17th Ordinary Session of the OAU Labour Commission.
- (xv) Any Other Business.
- (xvi) Adoption of the Report.
- (xvii) Closing Session.

#### IV. MINISTERIAL MEETING

5. The Ministerial Meeting of the Commission was held from 23 to 25 April, 1993 and considered the following agenda items:

- (i)
  - a) Opening Ceremony
  - b) Election of Officers
  - c) Adoption of the Agenda
  - d) Organization of Work.
- (ii) Report of the Current Chairman of the Southern Africa Labour Commission (SALC).
- (iii) Consideration of the Report of the Meeting of Experts.
- (iv) Any other business.
- (v) Date and venue of the 17th Ordinary Session of the Labour Commission.
- (vi) Adoption of the Report
- (vii) Closing Ceremony

**V. ATTENDANCE**

6. The following 45 Member States attended the Fifteenth Ordinary Session of the OAU Labour Commission: Algeria, Angola, Botswana, Burundi, Burkina Faso, Cameroon, Chad, Central African Republic, Congo, Egypt, Comoros, Djibouti, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritania, Mauritius, Mozambique, Namibia, Niger, Nigeria, Rwanda, SADR, Libyan Arab Jamahiriya, Sao Tome & Principe, Senegal, Seychelles, Sierra Leone, Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Zambia, Zaire and Zimbabwe.

7. Also represented in observer capacity were the following International and Pan-African Organizations: ILO, OATUU, PAEC, ALO, ARI, FETAF, ACARTSOD, SCSA and WHO. The PAC participated as a Liberation Movement.

8. At the end of its deliberations, the 16th Session of the OAU Labour Commission adopted its report and 11 Resolutions thereon as well as a Declaration on the 30th Anniversary of the Commission. It is pertinent to recall, in this connection, that the First Conference of All-Africa and Malagasy Labour Ministers was held in Lagos, Federal Republic of Nigeria in March 1963. Thus, the 30th Anniversary of the Labour Ministers' forum coincided with the 30th Anniversary of the OAU itself.

**VI. DISTINCTIVE FEATURES OF THE 16TH SESSION OF THE OAU LABOUR COMMISSION**

9. It is significant to highlight the fact that the 16th Session of the Commission was also the 30th Anniversary of the Conference of African Labour Ministers which had its inception in Lagos, Nigeria in March 1963. In this way, the Labour Ministers' forum is older than the OAU. It is for this reason that the Secretariat has deemed it appropriate to underscore the coincidence of the commemoration of the 30th Anniversary of the OAU Labour Commission with the 30th Anniversary Celebrations of

the OAU itself. It should, in addition, be pointed out that the Organization of African Trade Union Unity (OATUU), which is a brainchild of the OAU, also commemorated the 20th Anniversary of its inception in Addis Ababa on 13 March, 1973. The events programmed for the celebrations of the 20th Anniversary of the OATUU were all held in Cairo in April prior to the opening of the Session of the OAU Labour Commission.

10. In order to mark the 30th Anniversary of the Commission meaningfully, the Sixteenth Session adopted a Declaration which highlights the history, achievements, problems encountered and future perspectives of action of the Commission in the 1990s and beyond. The current Chairman of the Commission, H.E. the Minister of Manpower and Training of Egypt will, on behalf of the Commission, present a comprehensive Memorandum thereon to the Anniversary Session of the Assembly of Heads of State and Government.

11. Another salient feature of the Session was the implementation of the Resolution and Recommendations of the OAU Committee on Conferences endorsed by the 27th Assembly of Heads of State and Government regarding the need for rational utilization of human, financial and material resources to avoid duplication or proliferation of meetings. To this end, it was decided that sectoral meetings dealing with similar issues should be merged. Hence, the 16th Session of the Commission discussed at length the implications of its merger with the erstwhile Conference of African Ministers of Social Affairs which had become paralysed and could not be convened under the joint auspices of the OAU and ECA because of political and financial reasons. The Commission recommended that in implementing the decision of the Assembly of Heads of State and Government to include social affairs in its areas of competence, the views of Ministries of Social Affairs, other social sectors and groups should be sought. The Commission also reiterated the importance of safeguarding tripartism as a sacrosanct principle which should never be compromised and reaffirmed its responsibility to uphold the aims, functions and objectives of the Commission in the labour and social fields.

12. The 16th Session of the Commission learnt with great shock and sorrow of the death of Comrade Oliver Reginald Tambo, National Chairman of the ANC and former Commander-in-Chief of Umkhonto We Sizwe, and sent a Message of Condolences to Mr Nelson Mandela, President of the African National Congress (ANC). The message requested Mr Mandela to extend deepest condolences and sympathy to other members of the Executive Committee of the ANC and the bereaved family.

#### VII. ANNEXURES

12. The following documents, as adopted by the Commission, are attached to this Report:

- (a) Annex I: Report of the Experts' Meeting;
- (b) Annex II: Report of the Ministerial Meeting;
- (c) Annex III: The Cairo Declaration of the 16th Ordinary Session of the OAU Labour Commission on the Occasion of its 30th Anniversary and Resolutions adopted by the Sixteenth Ordinary Session of the Commission.
- (d) Annex IV: Message of Condolences sent by the 16th Session of the Commission to Mr Nelson Mandela, President of the African National Congress (ANC) on the demise of late Comrade Oliver Tambo.

#### VIII. CONCLUSION

13. The Secretary-General has the pleasant duty of submitting to the Council of Ministers, the outcome of the Sixteenth Session of the OAU Labour Commission for any observations and comments. Thereafter, the Council is requested to transmit the Report, the Declaration and the Resolutions thereon to the 29th Ordinary Session of the Assembly of Heads of State and

**COUNCIL OF MINISTERS**  
**Fifty-eight Ordinary Session**  
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**CM/1782 (LVIII) Annex I**  
**ORIGINAL: ENGLISH**

**RAPPORTEUR'S REPORT OF THE EXPERTS MEETING**

**OAU LABOUR COMMISSION**  
**Sixteenth Ordinary Session**  
**19 - 25 April, 1993**  
**Cairo, Egypt**

**LC/EXP/RAPT.RPT (XVI)**  
**ORIGINAL: ENGLISH**

**RAPPORTEUR'S REPORT OF THE EXPERTS MEETING**

RAPPORTEUR'S REPORT OF THE EXPERTS MEETING

OPENING SESSION

Opening Ceremony

In the absence of the outgoing Chairman from the Libyan Arab Jamahiriya whose arrival was delayed because of the embargo on his country, the Out-going First Vice-Chairman from the Central African Republic chaired the Meeting of Experts of the Sixteenth Ordinary Session of the OAU Labour Commission held at the Cairo International Conference Centre on 19 April, 1993 at 14.00 hours in Cairo, Egypt.

2. The representative of the Minister of Manpower and Training of the host government delivered the opening address in which he welcomed the delegates and invited guests to Cairo, Egypt which, he noted, had been the venue of several tripartite meetings. He referred to the importance and timeliness of the meeting at a time when Africa is taking steady steps towards the implementation of the treaty Establishing the African Economic Community by way of socio-economic cooperation and integration of the Continent. He expressed the hope that the meeting would achieve its aims and contribute towards efforts at Africa's integration.

3. The representative then stressed the importance of the various items on the Agenda of the Meeting and hoped that the ensuing discussions would have direct effect on Africa's manpower development. He noted that the Continent was currently experiencing employment problems due to high population growth and hence the resultant lack of employment opportunities. He thus emphasized the need to create the right atmosphere in Africa for progress and development through, inter-alia, diversification of production; use of modern methods of agriculture; involvement of all segments of the population, particularly the women, employers and workers organizations; development of the informal sector as well as the effective management of human resources. In this connection, he also underlined the importance of establishing Centres of Excellence for human resources development. For this purpose, he proposed the establishment of a Regional Employment and Vocational Training Centre and a Regional Productivity Centre, for

the enhancement of economic integration. He then ceded the floor to the Assistant Secretary-general in-charge of ESCAS Department.

4. The Assistant Secretary-General expressed his appreciation and thanks, on behalf of the Secretary-General, for the high participation at the Sixteenth Ordinary Session of the Labour Commission. This, he noted, represented a positive step by Member States towards resolving Africa's socio-economic problems. He expressed his thanks to the people and government of Egypt for hosting the meeting and for the warm reception and hospitality that had been extended to the OAU staff and delegates since their arrival in Cairo.

5. The Assistant Secretary-General observed that the Session was being held against the background of the effects of the socio-economic crisis and recession of the 1980's which were still adversely affecting and stifling the African efforts at development and recovery. He emphasized that the Meeting was an opportunity to examine and take stock of the root causes of Africa's problems, especially the weaknesses in the educational systems in relation to the curriculum and training mechanisms. He stressed the necessity of accelerated technology and adoption of appropriate measures to ameliorate the situation so as to close the gap between training and employment in Africa.

6. With regard to the proposed merger of the OAU Labour Commission and Conference of Ministers of Social Affairs, the Assistant Secretary-General expressed the hope that the discussions would be geared towards a firm decision on this matter. He also stressed the importance of socio-economic matters before the Commission, especially in relation to the Treaty Establishing the African Economic Community.

7. Concluding his remarks, the Assistant Secretary-General noted the coincidence that the OAU and its Labour Commission were both celebrating the Thirtieth Anniversaries of their establishment and thus the need for solidarity between the two bodies.

8. In his contribution, the Head of the ILO Office in Cairo welcomed delegates to Cairo noting that the ILO was looking forward to the Commission's conclusions which, he emphasized, would help Africa to develop more interest in its affairs. He informed the meeting that the Director-General of ILO would be personally attending and addressing Ministerial Meeting of the Commission. He ended his speech by congratulating and thanking the OAU and its Labour Commission for inviting the ILO to participate in the deliberations of the Commission.

## II. ELECTION OF OFFICERS

9. Pursuant to regional consultations, which took place prior to the meeting and bearing in mind the spirit of the tripartite nature of the OAU labour Commission, the Bureau was proposed and elected as follows:

- |                      |   |                           |
|----------------------|---|---------------------------|
| 1. Chairman          | - | Egypt (Government)        |
| 2. 1st Vice-Chairman | - | Burkina Faso (Government) |
| 3. 2nd Vice-Chairman | - | Kenya (Employers)         |
| 4. 3rd Vice-Chairman | - | Burundi (Workers)         |
| 5. Rapporteur        | - | Swaziland (Government)    |

## III. ADOPTION OF THE AGENDA

10. Item 9 (c) was deleted from the proposed Agenda for the direct consideration by the Labour Commission's Ministerial meeting. Regarding the item that Libya wanted to have inscribed on the Agenda of the Experts' Meeting, it was suggested and agreed that this item should come up under Agenda Item 13 - Items Proposed by Member States. With these amendments, the Agenda was adopted as follows:

1. (a) Opening Session  
(b) Election of Officers  
(c) Adoption of the Agenda  
(d) Organization of Work.
  
2. Report of the Secretary-General on Activities within the Competence of the Labour Commission and the Conference of African Ministers of Social Affairs

3. Report of the Secretary-General on the Socio-economic Aspects of the Treaty Establishing the African Economic Commission LC/3 (XVI)
4. Report of the Secretary-General on the Situation of African Migrant Workers LC/4 (XVI)
5. Report of the Secretary-General on the Protection of the Child and Elimination of Child Labour in Africa LC/5 (XVI)
6. Report of the Secretary-General on the Implications of the Merger of the Labour Commission and the Conference of the Ministers of Social Affairs LC/6 (XVI)
7. Report of the Secretary-General on the Progress made in implementing Project RAP/87/042 concerning the strengthening of the Role of African Women in the Informal Sector : Production and Management LC/7 (XVI)
8. Report of the Secretary-General on Employment in Africa LC/8 (XVI)
9. Activity Reports of International and Inter-African Organizations on their cooperation with OAU in the field of Labour and related Social Affairs LC/9 (XVI)
  - (a) Report of the Secretary-General on the Organization of African Trade Union Unity (OATUU); LC/9a (XVI)
  - (b) Report of the Secretary-General of the Pan-African Employers' Confederation (PAEC); LC/9b (XVI)

- (c) Report of the Officer in-charge of the African Rehabilitation Institute (ARI); LC/9d (XVI)
- (d) Report of the Secretary-General of the Supreme Council for Sports in Africa (SCSA); LC/9e (XVI)
- (e) Report of the ACARTSOD Executive Director LC/9f (XVI)
- 10. Report of African Members of the ILO Governing Body for the period 1992/93 LC/10 (XVI)
- 11. Progress Report on ILO Structure and Constitutional Amendments LC/11 (XVI)
- 12. Report of the Presidency of the 80th Session of the International Labour Conference, the Chairmanship of its various Committees and that of the Governing Body for the period 1993/94 LC/12 (XVI)
- 13. Items proposed by Member States. Appeal for solidarity with workers of the Libyan Arab Jamahiriya (Item proposed by Libya)
- 14. Date and Venue of the Seventeenth Ordinary Session of the OAU Labour Commission
- 15. Any Other Business
- 16. Adoption of the Report
- 17. Closing Session.

**IV. ORGANIZATION OF WORK**

11. According to established tradition, the following working hours were adopted:

Morning	-	9.30 a.m.	-	1.00 p.m.
Afternoon	-	4.00 p.m.	-	7.00 p.m.

**V. CONSIDERATION OF AGENDA ITEMS**

**Agenda Item 2: Report of the Secretary-General on Activities within the Competence of the Labour Commission and the Conference of African Ministers of Social Affairs (Doc. LC/2 (XVI) and Doc.LC/2 (Part I))**

12. This report had two parts. Part one dealt with activities within the competence of the Labour Commission and Part two with activities of the Conference of African Ministers of Social Affairs. Introducing the report, the representative of the Secretariat gave a run down of activities undertaken by the two conferences since the last sessions, namely the Fifteenth Ordinary Session of the Labour Commission held in May 1992 and the Fifty Ordinary Session of the Conference of African Ministers of Social Affairs held in October, 1989. He indicated that those activities which concerned mainly the implementation of resolutions, the organizing of meetings as well as the participation in conferences, workshops, etc., were carried out in conjunction with Member States and/or with inter-African and international organizations.

13. Among the activities undertaken, mention should be made of those that encompassed several labour sectors as well as all social categories. Regarding more particularly the Labour Commission, the representative of the Secretariat also mentioned the different reports submitted for consideration by the sessions, which contained detailed information on the various activities carried out by the Secretariat. They included reports on:

- the implications of the merger of the Labour Commission and the Conference of African Ministers of Social Affairs;

- the situation of African Migrant Workers;
- the role of women in development;
- the elimination of child labour.

14. The Representative of the Secretariat expressed satisfaction at the holding in Algiers in February 1993 of the colloquium on Afro-Arab migration by ALO in cooperation with the OAU. He, however, deplored the fact that the Secretariat could not organize a seminar on the Employment Crisis in Africa as recommended by the Fifteenth Ordinary Session of the Labour Commission.

15. In conclusion, he informed the meeting that due to lack of financial resources, it had not been possible to implement all the projects and programmes adopted during the last sessions of the two conferences.

16. Before introducing Part II of the Document (LC/2/2 (XVI)), the representative of the Secretariat highlighted a number of reasons culminating in the non-convening of the Sixth Conference of African Ministers of Social Affairs (AMSA VI) which should have been held in May 1992 under the joint auspices of the Economic Commission for Africa (ECA) and the OAU. He briefly informed the meeting of the proposed merge of the Labour Commission and AMSA as recommended by the Committee on Conferences, adopted by the OAU Council of Ministers and endorsed by the Assembly of Heads of State and Government in Abuja, in 1991. He reminded the Commission that a separate report on the merger of the two meetings as recommended by the Fifteenth Session of the OAU Labour Commission would be submitted for consideration.

17. The OAU representative then introduced the document and indicated that it was in two parts, namely, the Implementation of the AMSA V decisions and resolutions of the Conference; and the activities undertaken in the field of social affairs by the OAU Member States and other organizations. He indicated that some of the activities were undertaken at the level of the OAU while others were undertaken at the level of the ECA since AMSA was a joint endeavour.

18. In highlighting the major activities undertaken at the level of the OAU, the representative of the Secretariat stated that these included, among others:

(a) The Situation of Refugees and Displaced Persons in Africa:

19. The representative of the Secretariat stated that this matter was very serious in the OAU Member States given that the current refugee population is estimated at more than 6 million persons while that of displaced persons stands at 12 million. He emphasized that the root causes of the refugee problems required to be seriously tackled in order to alleviate the suffering of the people in Africa.

(b) Implementation of the Regional Plan of Action on Youth: Participation, Development and Peace

20. The representative of the Secretariat informed the meeting that, in the field of youth, the General Secretariat of the OAU, working closely with the Pan-African Youth Movement (PYM) and other organizations, organized the Expert Group Meeting in Nairobi, Kenya, in January 1991 on the follow-up of the Implementation of the Regional Plan of Action and Guidelines for further planning in the field of youth since the declaration of the International Youth Year (IYY) in 1985. He also informed the meeting that the Preparatory Meeting for the convening of a Conference to mark the end of the decade since the declaration of the IYY will be organized towards the end of 1993 to prepare for the Conference to be convened in 1995.

(c) Women in Development

21. The representative of the Secretariat informed the meeting of the steps made in efforts to strengthen the established Women Unit at the OAU Secretariat while citing meetings convened and those the OAU had participated in the field of women and development. In particular, he referred to the two meetings held in Addis Ababa in March 1991 on Women and the Informal Sector, and

in March 1993 on Drawing up Strategies to Strengthen the Women's Unit. On gender issues, he stated that the OAU was involved in the First Brainstorming meeting on Gender Training and Research: Strategies for Mainstreaming held in Abidjan, Cote d'Ivoire, in October 1992. He underscored the need to coordinate the women issues for the benefit of the Member States through strengthening institutional capacity of the established Women's Unit at the OAU.

**(d) Establishment of the African Rehabilitation Institute for Disabled Persons in Africa (ARI)**

22. While emphasizing the need to support this Institution, the representative of the OAU Secretariat underscored its importance in the rehabilitation of the disabled persons. He urged all Member States to continue their support both morally and financially so as to make ARI a viable institution in the continent.

**(e) The Decade of the African Child**

23. The representative of the Secretariat informed the meeting that the OAU, working closely with the UNICEF, WHO and African Network for the Prevention and Protection Against Child Abuse (ANPPCAN) has strengthened and intensified programmes on children in support of the efforts that Member States are making to implement the objectives of the Decade of the African Child. These efforts culminated in the convening of the OAU International Conference on Assistance to African Children (ICAAC) in Dakar in November, 1992, as a follow-up of the World Summit Declaration and Plan of Action for Survival, Protection and Development of Children and the African Charter on the Rights and Welfare of the Child.

**(f) Institutional Cooperation in the Field of Social Development**

24. The representative of the Secretariat briefly highlighted a number of both continental and United Nations agencies which have cooperated with the OAU in the field of social development. In particular, he referred to the Pan-African Youth Movement (PYM) in the field of youth; the Supreme Council for Sport in Africa (SCSA),

in the field of sport; the African Union of the Blind (AFUB) for the concern to improve the situation of over 50 million blind persons in Africa; the United Nations African Institute for Prevention of crime and Treatment of Offenders, Organization of African Trade Union Unity (OATUU); the Pan-African Women Organization (PAWO); African Centre for Applied Research and Training in Social Development (ACARTSOD). Of the UN Agencies which have worked very closely with the OAU in the field of social development, particular mention was made of ILO, UNICEF, WHO, ECA and UN Centre for Social Development and Humanitarian Affairs (UNCDHA).

25. In the ensuing debate, delegations which took the floor expressed satisfaction at the quality and contents of the reports. They commended the General Secretariat for the efforts deployed to implement the decisions of the Fifteenth Ordinary Session of the Labour Commission and the African Ministers of Social Affairs.

26. Specific and relevant observations were made by delegations regarding the desirability of a follow-up and evaluation mechanism which should be put in place by the OAU, on issues pertaining to the merger of the OAU Labour Commission and the Conference of African Ministers of Social Affairs, as well as the outcome of the Colloquium on Afro-Arab Migration in the face of a single Europe of 1993. Concerning the issues referred to above, the Commission recommended that OAU establish a follow-up and control mechanism for the effective implementation of the decisions taken by the Labour Commission.

27. Some delegations recommended that the OAU General Secretariat should reflect over questions relating to the strengthening of the role of women in the informal sector, cooperation between the OAU and OATUU Women's Committee, as well as OAU's participation in some regional meetings.

28. The Commission reiterated its recommendation of the Fifteenth Ordinary Session on the need to reduce the items on the Agenda and to produce very concise reports with a section devoted to the evaluation of past achievements.

29. At the end of the debate, the meeting took note of the report of the Secretary-General.

**Agenda Item 3: Report of the Secretary-General on the Socio-Economic Aspects of the Treaty Establishing the African Economic Community (AEC) - Doc.LC/3 (XVI)**

30. The report on this item was introduced by a representative of the Secretariat who stated that the provisions of the AEC Treaty authentically emanate from the OAU Charter in which the founding fathers recognized that freedom, equality, justice and dignity are essential objectives for the achievement of the legitimate aspirations of the African peoples. To that end, the architects of the Charter committed themselves to harness the natural and human resources of the African Continent for the total advancement of African peoples in all spheres of human endeavour. The OAU representative also recalled that since the adoption of the OAU Charter, many decisions, declarations and resolutions had been adopted calling for the establishment of the AEC as the only guarantee for ensuring not only sustainable development, structural transformation and modernization but also of human-focused recovery and development, since it was recognized that man is the agent, subject, object, centre and raison d'etre for development and hence should be the prime beneficiary.

31. The representative of the OAU further indicated that the centrality of social and human development to Africa's development and recovery was adequately reflected in the Lagos Plan of Action and its Final Act, APPER, and in the treaty Establishing the AEC which devotes specific Chapters, Articles and Protocols dealing with Human Resources Development, Employment, Education and Training, Health and Development, Women and Development, and Environment and Development. He concluded by underlining the importance of popular participation in development, tripartite consultations at all levels, and of providing the support and education of African children, youth and women to ensure a strong foundation for health, hygiene, sanitation, environmental protection, peace education as well as population and nutrition education in the 1990s and beyond.



32. In the debate that ensued, many delegations congratulated the Secretariat for its succinct but detailed report on the matter. They also reaffirmed the importance of and need for the African Economic Community, at a time when economic groupings were emerging in each continent. They expressed concern over the 34 year period that it would take to establish the community. They emphasized the urgent need for a strategy to train and utilize African manpower in the future community which would essentially be a production community.

33. They also stressed the importance of the implementation of the legal instruments adopted by Member States to guarantee child's rights and well-being. Emphasis was also laid on the role of African youth and women in the economic integration of the continent. The delegates also discussed the problem of human resources which Africa should resolve through a new training and education policy adopted to employment, and a new health strategy based on African medicinal and pharmaceutical resources.

34. They also discussed the development of communications, industrial and agricultural production infrastructures as well as monetary harmonization and the adoption of a common stand in financial matters. The speakers underscored the importance of popularization, speedy ratification and printing of a simplified version of the Treaty Establishing the African Economic Community.

35. At the request of one delegation, the OAU General Secretariat read out the list of countries which had not sent their instruments of ratification.

36. Following the explanation given by the Secretariat regarding the concern expressed by participants, the Commission decided to recommend that:

- (i) Measures be taken by Member States which had not yet done so to ratify the Treaty Establishing the African Economic Community;
- (ii) Centres of Excellence be considered and established by Member States within the framework of the African Economic Community;

- (iii) The facilities offered by the National Institute for Occupational Safety and Health in Cairo, Egypt as well as those of similar institutions existing in other Member States should be extensively used;
- (iv) a simplified version of the Treaty Establishing the African Economic Community be speedily prepared by the OAU General Secretariat and communicate to Member States, the Organization of African Trade Union Unity, the Pan-African Employers Confederation and Non-governmental Organizations;
- (v) the OAU General Secretariat regularly submit reports on the implementation process of the Treaty Establishing the African Economic Community.

**Agenda Item 4: Report of the Secretary-General on the Situation of African Migrant Workers - Doc.LC/4 (XVI)**

37. Introducing this item, the representative of the Secretariat informed the meeting that as a matter of fact there had not been any positive development in the situation of African migrant workers living in Europe since the Fifteenth Ordinary Session of the Labour Commission. Indeed, the Shengen and the TREVI group Agreements as well as the MAASTRICHT Treaty ratified by Member States of the European Community contained provisions that were detrimental to the welfare of migrant workers.

38. Referring to the resolutions of the Fourteenth and Fifteenth Ordinary Sessions of the Labour Commission, he briefed the meeting on the Symposium organized in Algiers from 15 to 17 February, 1993 by the Arab Labour Organization through its Workers Education and Research Institute in collaboration with the OAU.

39. The Symposium was attended by university researchers, trade union representatives and associative movements. Very few African States participated in the Symposium. African and Arab migrant workers were represented by FETAF (Federation of African Workers in France).

40. Taking the floor, the representative of FETAF threw more light on the situation of migrant workers.

41. He dwelt at length on the objectives and themes of the Algiers Symposium. He said that the Symposium centred around the problems Afro-Arab migration might face following the establishment of a Single Europe. He further stated that the very fruitful debates of the Symposium revolved around the following three considerations that underlay the European immigration policy;

- (i) The principle of sovereignty,
- (ii) The reference to nation State,
- (iii) The manifest desire to protect European States against the massive presence of African and Arab immigrants.

42. Referring to the agreements, the President of FETAF observed that the MAASTRISCHT Treaty was a vindication of the SHENGEN Treaty. He said that the reason behind the implementation of the restrictive and protectionist policy was to tighten the borders of the European space. He expressed concern over multilateral agreements which might negate the rights of African and Arab migrant workers.

43. Continuing his briefing on the Algiers Symposium, the FETAF representative informed the meeting that the deliberations of the Symposium had emphasized the imperative need to do everything possible to bring about a real harmonization of the policies of the various African and Arab States which might have to deal with an array of conventions that lent themselves to various interpretations.

44. In conclusion, the representative of FETAF informed the Commission that the deliberations of the Algiers Symposium indicated that, at the present stage of discussions on the European problem, African and Arab States still had genuine possibilities for a dialogue with EEC members, so as to identify the black spots still remaining in the Maastricht Treaty.

45. In view of the foregoing and the somewhat peculiar nature of the migration terminology, the representative of the migrant workers summed up the following as recommendations:

1. To consider the migration issue as a national issue in each State;
2. To promote consultations in line with national norms and with international conventions of the ILO (particularly No.144);
3. To assist and support the emergence at the level of each country of asylum of a large, democratic and strong movement capable of defending and protecting the moral and legitimate immigration rights;
4. To set up a Committee of Afro-Arab experts to liaise with the movement so as to draw up a plan of action to be submitted to the ALO and the OAU Labour Commission.

46. In the ensuing debate, delegates which took the floor expressed their deep sympathy for migrant African and Arab workers who were struggling in a European Community, characterized by racism and xenophobia. They commended the OAU General Secretariat, ALO and FETAF for the report presented.

47. Most delegations recognized the magnitude of the immigration problem and its seriousness for families of migrant workers in the European Community.

48. Several delegates suggested that the most appropriate solution was the readiness of countries of origin to receive migrant workers and their families in case of their expulsion. Some delegations wanted to know what steps OAU, through the Labour Commission, had taken in favour of African migrant workers.

49. Some delegations were of the opinion that the situation of African migrant workers living in Europe should not be dealt with before that of African Workers living in other African countries. Regarding the South-South migration, the same delegations felt that one should not await the enforcement of the additional protocols of the Treaty Establishing the African Economic Community on the free movement of peoples to deal with the African migration issue. They demanded that this item be included in the agenda of the Seventeenth Session of the Labour Commission. Some delegations underscored the fact that the status of bilateral agreements between African States and EEC Member States could be reviewed by the signatories of these agreements and expressed the wish that the various texts of the SHENGEN and TREVI group Agreements as well as the Maastricht Treaties be made available to the delegations to enable them to better appraise the situation of migrant workers in Europe.

50. In the face of the threat posed by the Europe of 12, some delegations believed that the European countries should be warned against such acts, which were flagrant violations of social contracts. The same delegations felt that the return of migrants to their countries of origin could help reactivate the transfer of technology as well as provide investment capital.

51. At the end of the debate, the Commission adopted the report.

**Agenda Item 5: Report of the Secretary-General on the Protection of the Child and Elimination of Child Labour in Africa - Doc.LC/5 (XVI)**

52. The representative of the ILO, the Manager of the International Labour Organization International Programme on the Elimination of Child Labour (ILO-IPEC) introduced the Report highlighting the new IPEC initiative of the ILO to assist

developing countries to protect working children and to combat and eliminate child labour.

53. He reiterated that since its foundation, the issue of child labour had been the special concern of the ILO. Many Conventions have been adopted, one of the most important being Convention 138 (1973) which had been ratified by 40 countries.

54. He referred to the African Charter on the Rights and Welfare of the Child which was adopted in 1990 at Addis Ababa by the Assembly of Heads of State and Government of the OAU which stipulates that "every child shall be protected from any work that is likely to be hazardous or to interfere with the child's physical, mental, spiritual, moral and social development", and that States Parties shall take all appropriate legislative and administrative measures to ensure its implementation.

55. He noted that the situation of child labour has worsened in African countries as a result of social and economic pressure although precise information on the magnitude of the problem is lacking and has to be assessed. He emphasized that the issue of children at work is surrounded by a wall of silence although the children are exposed to severe risks particularly in the informal sector of the economy and in agriculture.

56. He stressed that conventions and legislative actions have not been sufficient to stop or eliminate child labour. For that reason, the ILO, with the support of the German Government launched, in 1990, the International Programme on the Elimination of Child Labour (IPEC). The issue of child labour should not be seen only as a legal problem but that which requires an integrated approach as it has an impact on population growth, development, education, employment and human resources development, and could thus be identified as an indicator for the socio-economic problems being faced by a country.

57. The representative further stated that the objective of IPEC is to provide technical and financial support to action programmes aimed at strengthening the operational capacities of governments, employers and workers; organizations and local NGOs,

such action being taken in coordination with UN Agencies especially UNICEF, UNESCO and WHO. IPEC is being planned for implementation in a highly decentralized manner at national or local level with the participation of governments and all social partners.

58. In conclusion, the representative emphasized that ILO was ready to cooperate with the OAU in planning and supporting initiatives on child labour in Africa.

59. In the ensuing discussions, delegates congratulated the OAU and the ILO on the quality of the report which was considered as an excellent contribution in analyzing the serious problem of child labour in Africa which has a detrimental effect on the cultural, social and economic development of African countries.

60. Many delegates stressed that the main causes of child labour in African countries are economic difficulties and resultant poverty which is traceable to the Structural Adjustment Programmes (SAPs) adopted by African Governments.

61. It was unanimously agreed that exploitation and hazardous forms of child labour could and should be eliminated. Priority should be given to the protection of working children as a temporary step towards a progressive elimination of child labour, an objective which cannot be achieved in a short period of time.

62. It was recognized that the child labour problem needs an integrated approach towards its analysis and programme of action to eliminate it. Thus, there was the need for cooperation between governments, social partners, NGOs, OAU, ILO and other UN Agencies.

63. It was suggested, among others, that:

- (i) in combating the problem of child labour, vocational and apprenticeship programmes should be developed for children below the age of 15 who could not be in formal education;
- (ii) social security systems should be developed to ensure that children are catered for in the event of death or unemployment of parents;

- (iii) attempts should be made to improve the lot of the rural population agriculturally;
- (iv) data should be collected on all that has been done in various African countries to alleviate the problem of child labour;
- (v) all Member States that have not yet done so should urgently ratify all existing instruments like the African Charter on the Rights and welfare of the Child and the ILO Convention No.138, concerning Minimum Age for Admission to Employment;
- (vi) Member States should implement the National Plans of Action (NPAs) contained in the Consensus of Dakar and report on action taken; and
- (vii) action-oriented programmes are necessary, particularly to define focus of hazardous occupations and to provide guidelines towards the protection of working children.

64. In conclusion, delegates emphasized that children are the future of Africa and that it is the responsibility of all to address the problem of child labour as a matter of urgency.

**Agenda Item 6: Report of the Secretary-General on the Implication of the Merger of the OAU Labour Commission with the Conference of African Ministers of Social Affairs - Doc.LC/6 (XVI)**

65. Introducing this report, the representative of the General Secretariat emphasized the reasons that had led the Twenty-seventh Assembly of Heads of State and Government of the OAU, meeting in Abuja, Nigeria in June 1991, to endorse the recommendations of the OAU Committee on Conferences namely:

- the need for a rational utilization of human, financial and material resources;

- the need to avoid duplication and proliferation of meetings.

66. He then reviewed the evolution of the Labour Commission and the Conference of African Ministers of Social Affairs since their inception, the first in 1963, under the auspices of the OAU and the second in 1967 at the initiative of the Economic Commission for Africa (ECA).

67. The representative of the Secretariat pointed out that while these two entities had been set up with a view to enabling African States to consult each other before any international conference so as to adopt a common African stand on certain issues deemed important, their structure had nevertheless undergone a change.

68. The Labour Commission presently operated as a tripartite body and the Conference of African Ministers of Social Affairs had become a joint OAU/ECA body.

69. In conclusion, the representative of the Secretariat called the attention of the meeting to the relevant paragraphs in the report concerning the proposed options, pointing out irrespective of the option to be adopted, to the necessity of referring to the provisions of Article 72 of the Treaty Establishing the African Economic Community, containing the terms of reference of the future community in the social field which encompassed education, training, health, population, social and human development and the rational use of human resources.

70. The introduction of the report gave rise to an animated debate during which several delegations made very relevant comments and recommendations likely to guarantee the effectiveness of the Labour Commission in dealing with labour and social issues. Some delegations wanted to know the reasons for the non-participation of experts from the Ministers of Social Affairs in the Session and/or the debates on items that would henceforth be included in the Agenda of the Labour Commission Session, the operational mode of the Conference after the merger, the competence of the Ministers of

Labour to decide on behalf of their counterparts of Social Affairs who were not attending the session and the reservations of the ECA with regard to the adoption of the merger principle.

71. Most delegations emphasized the imperative need to safeguard the tripartite principle which had been adopted and endorsed by the supreme organs of the OAU. The economic and budgetary reasons which dictated the merger should not compromise tripartism or be allowed to have precedence over effectiveness; the merger should not be effected automatically before conducting first and foremost a study on its possible advantages.

72. A delegation put forth a concrete proposal to the effect of accepting the merger, given the fact that, at practical level, the Commission could, during its sessions, split up in two committees or working groups: one would consider issues relevant to labour and the other those relating to social affairs. Some delegations expressed concern at the conditions for participation of the Ministers of Social Affairs in future sessions.

73. Called upon to comment on the queries raised and observations made, the Secretariat explained:

- (a) that regarding the reasons that underlay the merger decisions and the functioning of the Commission, the aim of the Committee on Conferences was to reduce the financial costs for both Member States and the Organization. The Labour Commission which has a very positive record as far as the application of its Rules of Procedure were concerned, could widen the scope of its activities and extend its sessions accordingly.
- (b) that regarding the legal issues raised, the Secretariat, through its legal advisor stated:
  - (i) that as representative of Member States, delegates had the sovereign right to pronounce themselves on the issue of merger. However, such a pronouncement would be merely advisory.

This is because only the Assembly of Heads of State and Government is empowered under the OAU Charter (Article VIII) to review the structure and functions and to create new organs or specialized agencies. Accordingly, whatever decision was taken by the Labour Commission would be presented to the next Council of Ministers (i.e. Foreign Affairs) and thereafter to the Summit and would therefore be merely advisory in nature;

- (ii) regarding the issue of tripartism, he stated that the merger ought not to and indeed, should not affect the already accepted fundamental principle of tripartism;
- (iii) in addition, the proposed merger was based on three major principles; rationalization of OAU Programmes; budgetary constraints, and effective use of limited human, financial and material resources;
- (iv) that with regard to rationalization of programmes, it was all pervasive and had in fact resulted in merging into one the Conference of Ministers of Education and Culture. Hence, as far as budgetary constraints are concerned, there was little to say. The economic difficulties facing the Member States also affect the OAU;
- (v) that it is a fact that AMSA has faced financial and political paralysis and besides, the Rules of Procedure of the Labour Commission, both old and new at Rule 3, give the mandate of the Commission as "Labour and Related Social Affairs";

- (vi) that in recapitulation, whatever the decision the Labour Commission might reach would be merely advisory and secondly the fundamental character of tripartism ought not be affected or compromised by a decision to merge the Labour Commission and AMSA.

74. Following these fruitful deliberations, four schools of thought emerged:

- (i) the first school was that of delegations who, though recognizing the merits of the merger of the two organs for economic and practical reasons, emphasized that the view of the Ministers of Social Affairs should be sought. However, the structure of the Labour Commission could not be modified, but its area of competence could be enlarged to cover social issues relevant to labour and to social development in general;
- (ii) the second school questioned the merger principle, pointing out that the Labour Commission, as a specialized body in a specific field, could not usefully and fruitfully consider all the issues pertaining to the social field in addition to labour issues. Moreover, at the level of Member States, the structures dealing with social issues were not only diversified but differed from country to country;
- (iii) the third school, without concurring or objecting, advocated consultation among the relevant social sectors before ruling on the matter. To that end, the Secretariat should conduct consultations with Member States and the social partners;

- (iv) the fourth school was categoric in its refusal, deeming that the reasons put forth to justify the merger were circumstantial and could adversely affect the efficiency of the Commission in the future. Moreover, consultation with the Ministers of Social Affairs was indispensable.

75. Summing up the debate in the form of a consensus, the Chairman concluded as follows:

- (a) that the decision of the Commission was merely an advisory decision as far as the supreme organs of the OAU were concerned. Nonetheless, all views expressed should be reflected in the report;
- (b) that tripartism was an inalienable right that could not be violated in any way possible as far as the functioning of the Commission was concerned; and
- (c) that the report should contain all the queries raised by delegations and the four schools of thought that had emerged.

76. The Commission then took note of the report.

**Agenda Item 7: Report of the Secretary-General on the Progress Made in the Implementation of Project RAF/87/042. Concerning Strengthening the Role of African Women in the Informal Sector: Production and Management - Doc. LC/7 (XVI)**

77. The Report was introduced by a representative of the Secretariat who stated that the pilot project which was funded by the UNDP had been developed in four African countries, namely: Burkina Faso, Congo, Gambia and Zambia with the cooperation of partner agencies like the ECA, ILO, INSTRAW, UNIFEM, the United Nations Statistics Office (UNSO) in collaboration with the OAU. He indicated that although the informal sector is the main source of

income and employment for women who dominate the sector, their share of income from the sector continues to be low. He noted that the project's general objective was to enhance the participation of women in development by improving their productivity while its immediate objectives aim at intervention in the areas of policy, training and statistics.

78. The representative of the Secretariat explained that as a result of the UNDP decision to increase financial resources for programmes at the national level while decreasing them at the regional level, it had been recommended that such replication should be the responsibility of national governments. Against this background, it was recommended that follow-up activities should be carried out at the national level regarding strengthening of existing support structures; increased assistance of NGOs to women in the sector; promoting women's entrepreneurial capabilities and publicizing and disseminating of the guidelines, as approved by the Expert Group Meeting, to facilitate their accessibility to all target groups at national level.

79. In conclusion, he underscored that in view of the importance of the Informal Sector and the role of women in it, and the positive contribution of the OAU labour Commission in mobilizing support for the Sector, it was proposed that a National Inter-Ministerial Committee should be established under the auspices of the Ministry of Labour. In that event, the national women's machinery or Ministry of Women Affairs should play a central role in the Committee. He also explained that such a committee could vary from country to country, e.g. it could progress from Unit, Department or Agency and could eventually become a substantive Ministry whose location would depend on national priorities.

80. While debating the item, the Secretariat was congratulated for preparing a succinct report on the important issue of women in the Informal Sector. The need for defining that Sector was raised while it was recommended that coordination with other women's associations should be intensified. Other delegates mentioned the need for linking the Informal Sector with cooperatives; taking into account cultural considerations while

dealing with women's problems in the Informal Sector and the need to examine trade liberalization policies. The meeting agreed that actions should be undertaken to strengthen the status of women in the sector by providing education, vocational training and retraining, access to credit and to markets as well as development of small and medium-scale industries.

**Agenda Item 8: Report of the Secretary-General on Employment in Africa - Doc. LC/8 (XVI)**

81. Introducing this report, the Director of the Jobs and Skills Programme for Africa (JASPA) pointed out that the report under consideration was a summary of its report on Employment in Africa for 1992, adopted by the Third Biennial meeting of the African Employment Planners which met in Arusha, Tanzania, from 30 November to 4 December, 1992. He informed the meeting that the report was divided into four parts, namely:

**(a) Consideration of the Employment Situation and Prospects in Africa**

82. The Director of JASPA gave an assessment of the variables and ills besetting the African continent on the issue of employment. He informed the meeting that poverty, employment problems and unemployment were becoming more critical in African economies, adding that despite efforts made by African countries to re-orient their economies, under-employment and poverty had continued to increase in the early 1990s. He said that the revival of job creation in African countries seemed difficult in the near future unless employment creation efforts by African countries were intensified.

**(b) Critical Assessment of Public Sector Retrenchment and Redeployment Programmes**

83. After highlighting the critical situation of employment in Africa, the Director of JASPA reviewed the public sector retrenchment and redeployment programmes. He indicated that those programmes adversely affected the growth rate of employment in the modern sector.

84. In order to counter the negative impact of retrenchment programmes, the speaker indicated that a number of countries had taken some measures to safeguard employment in the public sector including rationalizing the computer management of personnel records. In order to mitigate the adverse effects of retrenchment programmes, other countries had opted for redeployment programmes in order to enable retrenched public servants to have access to more productive employment.

**(c) Assessment of Ongoing Reforms and their Repercussions on the Urban Informal Sector**

85. Regarding this question, the Director of JASPA stressed the importance of developing the informal sector within which most African entrepreneurs in the urban areas operated. He highlighted the growing importance of this sector, adding that in 1991, for instance, the urban informal sector accounted for 62.5% of urban employment in the continent, against 60% in the eighties. That proved that policy-makers should give greater attention to the informal job creating sector by:

- reducing the time needed for operators from this sector to register their enterprises;
- simplifying licensing and registration or procedures to enable the economic operators function in the informal sector at lower cost;
- strengthening government and training institutions providing assistance to the informal sector; and
- encouraging greater involvement of the private sector and NGOs in the implementation of informal sector development projects.

**(d) Manpower Planning under Economic Reforms**

86. Introducing this part of his report, the Director of JASPA informed the meeting that the development strategy in each country depended on the manpower planning system applied. The lack

of development strategies was due to the paucity of expertise in employment and manpower planning which each country should have. That had seriously affected the promotion of a propitious climate for employment and development policy analysis and the design and implementation of programmes.

87. In conclusion, the Director of JASPA recommended the strengthening of employment and manpower planning mechanisms and capacities in each country through:

- (i) the increase in the supply of local expertise in policy and research work by supporting the activities of the ILO/UNDP sponsored African Network on Employment Promotion and Capacity Building; and
- (ii) the provision of local capacities and skills.

88. In the debate that ensued, many delegates congratulated the ILO representative for the comprehensive and concise report that captured all aspects of the employment problem in the continent. It was however, re-emphasized that employment issues needed a more practical approach and that education, vocational training and retraining were necessary in the redeployment and absorption of retrenched workers. Besides, the meeting took cognizance of the fact that the employment problem was compounded by the economic crisis characterized by continued recession, external debt and excruciating debt burden; conditionalities imposed on African governments by orthodox SAPs of the IMF and World Bank and which have continued to stifle the indigenous private sector. The elements of such stifling include the effects of trade liberalization, massive devaluation of currencies as well as withdrawal of subsidies on education, health, energy, water, etc...

89. In view of the foregoing, it was proposed and agreed that in order to intensify the promotion of employment in the continent, there was need to review the investment codes and to create an encouraging environment for investors; abandon the orthodox SAPs

and resort to the African Alternative Framework for Structural Adjustment Programmes (AAF-SAPs); hastening Africa's economic cooperation and integration process as well as promotion of intra-African trade coupled with relentless struggle for achieving fairness in international trade characterized by fair prices for African commodities.

90. While concluding the debate on this item, the meeting recommended that in view of the importance of the employment problems in Africa, the item should be a standing item on the agenda of the OAU Labour Commission.

**Agenda Item 9 (a) Report of the Secretary-General of the Organization of African Trade Union Unity (OATUU) - Doc. LC/9a (XVI)**

91. The Secretary-General of the Organization of African Trade Union Unity (OATUU) submitted his report and gave a run down of activities undertaken by his Organization between Sessions.

92. He covered the political situation and gave an outline of the structure of his Organization. He then dealt with the following issues: trade union freedoms and rights; relations with subsidiary bodies; relations with OAU; struggle against apartheid; solidarity with African families who are victims of expulsion and exclusion measures in Europe; workers; international relations; FETAH, FASA and FASMECA; solidarity with the people and workers of Palestine; education, training, seminars and conference; future activities and projects.

93. Some delegations congratulated OATUU on the occasion of its Twentieth Anniversary and expressed the hope that it would tirelessly pursue the defence of workers' interests. However, some delegations had reservations on the political aspects of the report.

94. The Commission then took note of the report.

Agenda Item 9 (b) Report of the Secretary-General of the Pan-African Employers Confederation (PAEC) - Doc.LC/9b (XVI)

95. This item was introduced by the Secretary-General of the Pan-African Employers Confederation who briefly and succinctly referred to the main objectives of his Confederation, including:

- (a) the promotion of the social dimension and awareness building among African employers;
- (b) about their role in the improvement of society;
- (c) the convening of a forum for consultations among African employers; and
- (d) the promotion of respect for the principles underlying the economic and social order of each African country.

96. The speaker added that the Pan-African Employers' Confederation had been established in Cairo, Egypt, seven years ago and expressed satisfaction at the achievements made since its inception.

97. The speaker also referred to the achievements of the Pan-African Employers Confederation, adding that most African countries had adhered to the Federation (33 countries in seven years). Since its establishment in 1986, PAEC had been granted observer status at the ILO and had promptly established sound working relations with the International Employers Organizations.

98. The Pan-African Employers Confederation had been one of the promoters and defenders of the tripartite principle which was the framework in which the OAU Labour Commission was presently functioning.

99. The Pan-African Employers Conference has been granted OAU Observer Status since its inception four years ago.

100. Before concluding his presentation, the PAEC Secretary-General made a passionate appeal to the OAU to grant it financial assistance from now onwards as well as to the Governments to consider paying subsistence allowances to Employers and Workers representatives.

101. In the absence of a debate following the presentation, the Commission took note of the report.

**Agenda Item 9 (d) Report of the Officer-in-charge of the African Rehabilitation Institute (ARI) (Doc.LC/9 (d) (LVI)**

102. The report was introduced by the Officer in-charge of ARI who gave brief background information on the African Rehabilitation Institute (ARI) and highlighted the complementary role which the Labour Commission and the ARI will play in the rehabilitation of the disabled persons of the African continent.

103. She went on to outline the overall activities carried out by the ARI General Secretariat since the last AMSA meeting held in Arusha, Tanzania in October, 1989. She noted that although the programme of activities had been approved by the relevant organs of ARI, most of these could not be implemented due to financial constraints which were beyond the Institute's control.

104. The shortage of funding to execute these programmes was largely attributed to the delay of responses from donor agencies which had been approached for financial assistance.

105. She extended the Institute's gratitude to the governments of Congo, Senegal and Zimbabwe for shouldering the burden of hosting the ARI operational offices in these difficult times. She also appealed to the same governments to assist ARI in obtaining programme funding from the African Development Bank (ADB) by making formal requests for the grants to be released as this is a requirement by the ADB.

106. The honourable delegates were informed of the critical financial situation facing the Institute due to non-payment of contributions by Member States to the ARI Regular Budget.

107. On this note, she commended those that have signed, ratified and contributed to the ARI Regular Budget and appealed to the Commission to urge those Member States which have not yet done so to sign, ratify the ARI General Agreement establishing ARI and pay up their assessed contributions so as to promote the Institute's noble cause.

108. The Officer in-charge also highlighted the following decisions and resolutions recommended by the Seventh ARI Governing Board (GB):

- (i) Urgent joint fund-raising campaigns involving the Organization of African Unity (OAU), the African Rehabilitation Institute (ARI) and the International Labour Organization (ALO);
- (ii) The possibility of OAU providing material and financial support to ARI;
- (iii) The revision of the actual composition of the Governing Board by the next Session of the OAU Labour Commission for a better representation of those African countries which have ratified the Agreement and shown interest in ARI's activities;
- (iv) Joint action by ARI/OAU for financial and technical assistance from NGOs, International Organizations and Specialized UN Agencies based in Africa;
- (v) The use by Member States of the opportunity offered by UNDP Headquarters authorizing the UNDP Resident Representative to accept the payment of local currency contributions to ARI and to transfer the equivalent in hard currency to ARI Headquarters. The Secretary-General of OAU will inform all the Member States of the UNDP offer;

- (vi) The signing of a Memorandum of Understanding with collaborating Institutions and with ILO, which will define their contributions to the ARI's programmes and the nature of their cooperation with ARI. His Excellency the Secretary-General of the OAU will personally write to the concerned governments reminding them to sign and ratify the Agreement Establishing ARI;
- (vii) The UNDP Headquarters should be thanked for authorizing the UNDP Resident Representatives in African countries to accept local currency contributions on behalf of the ARI for subsequent dollar credit to ARI; and OAU Member States should be encouraged to use this magnificent offer.

109. In conclusion, the Officer in-charge underscored the need for the OAU Member States to enact policies to govern the provisions of services to the over 60,000.00 disabled persons in Africa who are marginalised due to the societal negative attitudes.

**Agenda Item 9 (e) Report of the Secretary-General of the Supreme Council for Sport in Africa (SCSA) - Doc.LC/9 (e) (XVI)**

110. The report was presented by the Secretary-General of SCSA which covered the period February 20, 1992 and February 28, 1993. The report was broken into seven sections.

111. On the financial situation of the SCSA, the Secretary-General of the SCSA expressed that the Council was in an outright disastrous financial situation both in terms of remittance of budget contributions, debts contracted and outstanding bank overdrafts. He stressed that as of February 28, 1993, the outstanding debts had increased to US\$2.6 million, rendering the condition of workers very miserable. He further stated that the functions at the SCSA Secretariat were grounding to a halt, was it

not for the intervention of the Nigerian government which had provided US\$17,000.00 for office use and a further US\$143,000.00 for utilization in meetings, conferences and consultations. He paid tribute to the Organization of African Unity (OAU) which also made a grant of US\$10,000.00 to SCSA last year as a token contribution.

112. The Secretary-General of SCSA indicated that in spite of the paucity of resources, the Council had performed extremely well and had in fact resuscitated and initiated a number of programmes including:

- (a) the preparations for the Sixth All Africa Games in Harare, Zimbabwe and
- (b) the convening of the First Afro-Asian Games meeting, the date and venue of which is yet to be announced.

113. He indicated that other programmes of action worked out were awaiting financing.

114. The Secretary-General of SCSA reiterated that SCSA was the Technical Specialized Agency of the Organization of African Unity (OAU) with the specific assignment of developing, organizing and promoting sports in the Continent. Arising from this realization, it is recommended to the Council of Ministers of OAU through it to the Summit of Heads of State and Government to provide maximum support to the SCSA.

115. In concluding, the Secretary-General of SCSA made a special appeal to the Commission on the following:

- (a) That the Arab Republic of Egypt be urged to pay up the marketing revenue that accrued to SCSA from the Fifth All-Africa Games which took place in Cairo in 1991; and

- (b) That all member countries pay up their outstanding contributions since sport is a veritable weapon of international politics, positive youth involvement and economic enhancement of our youth in view of current changes taking place in Africa and the world.

Agenda Item 9 (f)

Report of the Secretary-General on the  
African Centre for Applied Research and  
Training in Social Development - Doc.LC/9  
(f) (XVI)

116. The Executive Director of the African Centre for Applied Research and Training in Social Development (ACARSOTD) summed up the Centre's report.

117. He reviewed the background, objectives and achievements of ACARSOTD. He referred to the organizational chart of the Centre and its dual affiliation to the ECA and OAU.

118. Since its inception in Tripoli in 1980, ACARSOTD had worked on 6 two-year plans of action, carried out 88 research projects and published 32 books in 4 series all covering fields of social development. ACARSOTD had trained 1500 African seminar officers and applied research and social service. It had also given research scholarships, helped a certain number of African universities through scholarship awards and set up the nucleus for a specialized library.

119. Since 1990, the Centre had been unable to implement its programmes and cover its operational expenses because Member States had not been paying their contributions. It was thanks to the Libyan government that the Centre had managed to survive.

120. The Executive Director then informed the Commission of the programme of the future activities of the Centre (financial years 1993 - 1995) which took into account austerity measures and included:

- (i) an assessment of ACARSOTD since its inception;

- (ii) completion of research on social security systems in Africa (12 States);
- (iii) completion of extra-budgetary research projects;
- (iv) sub-regional and regional courses and symposium on the socio-economic integration of Africa and the Europe of 1993 (to be held in Dakar) on children deprived of family and women and development;
- (v) nations courses; the centre would propose to countries which expressed the wish to organize a course on social environment preservation methods and techniques.

121. The Executive Director thanked the OAU for its continued support to the Centre and urged Member States to pay their contributions to the budget of the Centre.

122. Finally, the Executive Director paid tribute to the late Mr. AICO SEWA EMMANUEL, a loyal, competent and hard-working officer, whose death had been a grave loss for the Centre.

**Agenda Item 10: Report of the African Members of the ILO's Governing Body (GB) for the period 1992 - 1993 - Doc. LC/10 (XVI)**

123. Madam NYANGANG, nee NGLODO Claire (Cameroon), the Coordinator of the African Group in the Governing Body introduced this report which covered the activities of the ILO's Governing Body (GB) for the period June 1992/March 1993. The meeting was informed that Mr. Vargas (Mexico) was elected as Chairman of the GB for that period and that Africa was represented by six Government Titular Members, six government deputy members, three Employer Titular Members, five employer deputy members, three worker Titular members and four worker deputy members.

124. The African Group appointed Cameroon as its Coordinator and had a number of tripartite meetings to discuss items of interest to the African region.

125. Regarding chairmanships of the GB Committees, Africa chaired the following:

- (i) Operational Programmes Committee (Lesotho);
- (ii) Committee on Employment (Nigeria).

126. The meeting was also informed that the ILO will convene the Eighth African Regional Conference in Mauritius in January, 1994 with the following Agenda Items:

- (i) Entrepreneurship and small enterprise development in Urban and Rural Sectors;
- (ii) Social Security and Social Protection during period of structural adjustment.

127. As for the Agenda of the 81st (1994) Session of the International Labour Conference, it will include the following:

- (i) safety and health in mines;
- (ii) the role of private employment agencies in the functioning of labour market.

128. On freedom of association, the meeting was informed of cases against some African governments and the recommendations made by the Committee on Freedom of Association and endorsed by the Governing Body.

129. The Coordinator further informed the meeting that the structural reform in the ILO will include the creation of multi-disciplinary teams in all regions of the world to enhance the delivery of technical services. In Africa, there will be five teams, namely:

- (i) The central and West African Multi-disciplinary Advisory Team;
- (ii) The East African Multi-disciplinary Advisory Team;
- (iii) The North African Multi-disciplinary Advisory Team;
- (iv) The North-West African multi-disciplinary Advisory Team; and
- (v) The Southern African Multi-disciplinary Advisory Team.

130. She was of the opinion that a team should be set up for each of the Central and West African sub-regions due to the fact that those sub-regions had a big number of countries. She appealed to African members attending the Conference to support this proposal.

131. Concerning the action against apartheid, the meeting was informed that the ILO, in response to the request made by ECOSOC, will organize workshops on labour law reform, vocational training ... etc.. outside South Africa. However, some African members of the Governing Body expressed views that the ILO should maintain its present policy towards South Africa, in order to exert appropriate pressure for change. Concerning the question of employment, the Coordinator added that the GB agreed on the convening of a Second High-level meeting. The Governing Body also agreed to shorten the duration of the Conference by 4 days. As for the action to be taken regarding the appointment of the Director-General, the GB agreed that it should take place on 27 May, 1993 and that candidates for the post should reach the Office not later than midnight on 26 May, 1993. In this connection, the meeting was informed that a delegation of the African Members of the GB (governments and workers) led by the Minister of Labour of Cameroon, met the Director-General and conveyed to him their support for the date of 27 May, 1993 as proposed by the Office. The African delegation

also discussed with the Director-General matters of importance to the African region such as technical cooperation projects, employment and training and the poor representation of Africa in the ILO personnel.

132. Having given detailed information on financial and budgetary matters concerning ILO programmes in Africa, reductions etc... The Coordinator requested African members of the financial committee to effectively participate and defend African interests. She finally paid tribute to the African members of the Governing Body and the OAU representative for their cooperation and close collaboration with her.

133. While discussing the report, the workers member of Guinea drew the attention of the African Governments to the following:

- (i) to reply to ILO questionnaire,
- (ii) to send their ratifications to ILO Conventions,
- (iii) to seriously examine and study the ILO documents, and
- (iv) for the sake of continuity, african government members closely following the work of the Governing Body should not be changed from time to time.

134. Concerning the Chapter on freedom of association, the representative of the Sudan made a statement in which he added detailed information on the Sudan's case:

"We were surprised by recommendations approved by the Governing Body, as they do not reflect the real situation. We therefore wish to comment as follows:

- (i) As regards the issue referred to in subparagraph (b), we have informed the ILO that it was being settled in court and that our

judiciary system in the Sudan enjoyed full autonomy. As soon as the court issues a ruling on this matter, we shall communicate to the concerned parties in the ILO;

- (ii) As regards sub-paragraph (c) which states that a new trade union law was enacted in Sudan, we affirm that this law was promulgated by the Government of the Sudan as a preventive measure. We had previously explained the reasons to the ILO and indicated that a law would be enacted, and it was indeed enacted in February, 1992.

As regards sub-paragraph (d):

- (a) There is no discrepancy in our view between the new law and the principles of trade union liberties, since all workers were entitled to adhere to syndicates, including access to administrative leadership. Trade union statutes allow it and workers did indeed adhere to these syndicates;
- (b) As for dictating trade union unity through law, we wish to reaffirm that trade union unity was achieved by virtue of a democratic workers' option, in implementation of the resolutions adopted by the Trade Union Dialogue, held in August 1990 in which participated all trade union organizations and over 2000 syndicate leaders. Representatives of workers and employers participated in the Tripartite Committee which drew up the new Trade Union and its executive regulations."

- (c) Interference in elections is unrealistic, since elections took place under the aegis of neutral committees composed of judges and legal counsellors approved by syndicates. We also reaffirm that no discrimination was exercised, since any worker wishing to do so could submit his candidature. Moreover, the grassroot groups were given every opportunity to elect their representatives at all levels and in all syndicates. We have among us here the elected leader of the Sudanese Trade Union Movement. We reiterate our full cooperation with all ILO organs for any query or clarification sought by them, so that they can have a clear-cut picture of the situation.

**Agenda Item 11:**

**Report of the Secretary-General on the Structure and the Constitutional Amendments of ILO - Doc.LC/II (XVI)**

135. A member of the General Secretariat introduced this item. In his presentation, he reminded the meeting of the two outstanding questions with regard to the Constitutional Amendments of the ILO, namely, the Protocol of the American Region and the Composition of the Employers Group. Although there was no progress made, it was hoped that the new changes that had taken place in the Socialist countries of Eastern Europe and the increase of Governing Body seats would help in solving those outstanding questions.

136. The representative of the Secretariat regretted the fact that there were a number of African countries which have not yet ratified the African Regional Protocol concerning the distribution of the 13 Governing Body seats allocated to Africa. He further informed the meeting that a number of countries, including African ones, have not yet ratified the Constitutional Amendments. In order to enter into force, those amendments should be ratified by two-thirds of ILO Member States including five of the ten members of chief industrial importance (only 85 countries including three of chief industrial importance have sent their ratifications).

Since the developing countries including those in the African region were the most concerned with reform of the structure and the democratization of the ILO, those countries were urged to ratify both the Regional Protocol and the Constitutional Amendments.

137. The Chairman informed the meeting that both the report and presentation were clear and urged those countries which have not yet done so, to send their ratifications of the African Regional Protocol and of the Constitutional Amendments.

Agenda Item 12                      Report of the Secretary-General on the presidency of the 80th Session of the International Labour Conference (ILC) - The Chairmanship of its various Committees and that of the Governing Body (GB) for 1993/1994 - Doc.LC/12 (XVI)

138. In his presentation, a member of the General Secretariat informed the meeting that this year it would be the turn of Africa to preside over the forthcoming session of the ILC (June 1993) as well as the Governing Body for the period 1993/1994. He further enumerated the different committees of the International Labour Conference (June 1993) and requested the meeting to select those committees that Africa wished to Chair. In this connection, the representative of the Secretariat informed the Labour Commission that Cameroon and the OAU represented the African Region in the informal consultations held in Geneva and expressed interest in chairing the Committee on Apartheid and the Technical Cooperation Committee, in addition to the Presidency of the Conference. However, the Labour Commission was requested to either endorse those proposals or make new ones.

139. The meeting was also informed of the forthcoming elections of members of the ILO Governing Body for the period 1993/1994 which would take place next June during the Conference.

140. In this regard, the five sub-regions were requested to conduct consultations in order to reach agreement on their representatives in the Governing Body. Meanwhile employers and workers were also requested to provide the General Secretariat with their representatives.

141. Regarding the post of the President of the 80th session of the International Labour Conference, the meeting agreed to nominate Mr. Assem Abdel-Hag, the Minister of Manpower and Training of Egypt. As for the Conference Committees, it was agreed that consultations should continue.

142. Concerning the African candidatures to the membership of the ILOs Governing Body, the results of the consultations were as follows:

Southern Sub-region:	Zimbabwe, as titular member and Swaziland as deputy member;
Northern Sub-region:	Tunisia, as titular member and Egypt as deputy member;
Central Sub-region:	Congo, as titular member and Gabon as deputy member;
Eastern Sub-region:	Kenya, as titular member and Sudan and Mauritius as deputy members;
Western Sub-region:	Niger, as the titular member and Mali as deputy member.

143. As for the workers candidates, the Sixteenth Session of OATUU General Council held in Cairo, Egypt agreed on the following:

**TITULAR MEMBERS**

1. Mohammed S. Kebe (Guinea)
2. Joseph J. Mugalla (Kenya)
3. Issa Doucoure (Mali)

**DEPUTY MEMBERS**

1. Christian C. Agyei (Ghana)
2. Mohamed M. Abuzeid (Libya)
3. Ibrahim Mayaki (Nigeria)
4. .... (Botswana)

**SUBSTITUTE MEMBERS**

1. Vincent Kubwimana (Burundi)
2. Sony Colle (Central African Republic)
3. Estavao Mabumo (Mozambique)
4. .... (Algeria)
5. .... (Senegal).

**Agenda Item 13**                    **Items Proposed By Member States**

144. Under this item the delegation of the Libyan Arab Jamahiriya presented a draft resolution on the solidarity with the people of the Jamahiriya. The meeting agreed to discuss this draft resolution with the other draft resolutions prepared by the Secretariat.

**Agenda Item 14**                    **Date and Venue of the 17th Ordinary session of the Labour Commission**

145. This item was left for decision by the Ministers.

**Agenda Item 15**                    **Any Other Business**

146. There was no issue raised under this item.

**Agenda Item 16**            **Adoption of the Report**

147.            The report, Draft Declaration and Draft resolutions were adopted as amended.

**Agenda Item 17**            **Closing Ceremony**

148.            Before closing the meeting of Experts, the Chairman commended all delegations for their pertinent contributions which had enriched the report discussed. He also commended the Secretariat for producing well prepared documents and the interpreters, translators and all technical staff for carrying out their duties diligently.



**COUNCIL OF MINISTERS**  
**Fifty-eighth Ordinary Session**  
**21 - 26 June, 1993**  
**Cairo, Egypt**

**CM/1782 (LVIII) ANNEX II**  
**ORIGINAL: ENGLISH**

**MINISTERIAL SESSION**

**RAPPORTEUR'S REPORT**

OAU LABOUR COMMISSION  
Sixteenth Ordinary Session  
19-25 April, 1993  
Cairo, EGYPT

LC/Min/Rapt. Rpt (XVI)  
ORIGINAL : ENGLISH

MINISTERIAL SESSION  
RAPPORTEUR'S REPORT

MINISTERIAL SESSION

RAPPORTEUR'S REPORT

OPENING CEREMONY

The Ministerial Meeting of the Labour Commission opened on 23 April, 1993 under the Chairmanship of the Minister of Labour of the Central African Republic who called the Meeting to order at 11.00 a.m. He informed the Commission that in the absence of the Minister of Labour and Vocational Training of the Libyan Arab Jamahiriya, Chairman of the 15th Session of the Labour Commission, he was chairing the meeting in his capacity as the First ViceChairman of the Commission.

2. He then paid tribute to H.E. Mr. Essam Abdel Hag, Minister of Manpower and Training of Egypt, his collaborators, the Government and the People of Egypt for their warm reception, hospitality and the facilities provided to ensure the success of the Conference. The Chairman also expressed appreciation for the excellent work accomplished by the Experts and thanked them for the high quality of the Report which dealt with all the Agenda Items. However, he drew attention to the importance of early distribution of documents to enable participants study them thoroughly.

3. He also drew the attention of delegations to the need of studying and considering those items that were of paramount importance to Africa such as child labour, African and Arab migrant workers in Europe, employment problems etc.. He finally thanked the OAU, the Arab Labour Organization and the Federation of African Workers in France (FETAF) for their respective contributions towards the convening of the Symposium on Migrant Workers.

II. ELECTION OF THE BUREAU

4. This item having been introduced by the Assistant Secretary General of the OAU, the Minister of Labour of Zimbabwe, seconded by the Minister of Labour of Ghana made the following proposals:

Chairman	-	Egypt (Government)
1st Vice-chairman	-	Burkina Faso (Government)
2nd Vice-Chairman	-	Kenya (Employers)
3rd Vice-Chairman	-	Burundi (Workers)
Rapporteur	-	Swaziland (Government)

5. The Meeting expressed its support for the composition of the Bureau by acclamation.

6. The outgoing Chairman congratulated the newly elected Bureau and invited its Chairman to preside over the Ministerial Meeting.

7. The newly elected Chairman thanked members of the outgoing Bureau for having conducted the work of the 15th Session of the Labour Commission successfully.

### III. ADOPTION OF THE AGENDA

8. The following Provisional Agenda was introduced by the Chairman and adopted by the Ministerial Meeting:

- i.
  - a) Opening Ceremony
  - b) Election of Officers
  - c) Adoption of the Agenda
  - d) Organization of Work.
- ii. Report of the Current Chairman of the Southern Africa Labour Commission (SALC);
- iii. Consideration of the Report of the Meeting of Experts;
- iv. Any other business;
- v. Date and venue of the 17th Ordinary Session of the Labour Commission;
- vi. Adoption of the Report;

vii. Closing Ceremony.

9. The Agenda was adopted without amendments.

10. The Ministerial Meeting of the OAU Labour Commission was attended by the following 43 Member States: Algeria, Angola, Benin, Botswana, Burkina Faso, Cameroon, Chad, Egypt, Central African Republic, Congo, Cote d'Ivoire, Comoros, Djibouti, Ethiopia, Gabon, Gambia, Ghana, Guinea, Kenya, Lesotho, Malawi, Mali, Mauritania, Mauritius, Mozambique, Namibia, Niger, Nigeria, Rwanda, SADR, Libyan Arab Jamahiriya, Sao Tome & Principe, Senegal, Seychelles, Sierra Leone, Sudan, Tanzania, Swaziland, Togo, Tunisia, Uganda, Zambia, and Zimbabwe.

11. Also represented in observer capacity were the following Organizations: ILO, CATUW, PAEC, ALO, ARI, FETAF, ACARTSOD, SCSA, and WHO.

IV. ORGANIZATION OF WORK AND CONTINUATION OF THE OPENING CEREMONY

12. The following programme of work was adopted by the Commission:

Morning :	10.00 a.m. - 1.00p.m.
Afternoon :	4.00 p.m. - 7.00 p.m.

13. After his election, the Chairman made a few remarks in which he welcomed the delegates to their second homeland, Egypt on the occasion of the 16th Ordinary Session of the OAU Labour Commission. He expressed the hope that with the trust and confidence that had been entrusted to him and the cooperation of all delegates, he would steer the meeting to a successful conclusion. He also underlined the fact that Egypt had great interest and attached a lot of importance to the deliberations of the Commission which was being held under the auspices of H.E. President Mohamed Hosni Mubarak, President of the Arab Republic of Egypt.

14. The continued ceremonial opening of the Ministerial Meeting was first addressed by H.E. Mr Pascal Gayama, Assistant Secretary-General of the OAU. He highlighted the significance of the 16th Session of the OAU Labour Commission which not only marked the Thirtieth Anniversary of the founding of the OAU itself but also that of the OAU Labour Commission. In that connection, he noted that it was appropriate that the Arab Republic of Egypt would be hosting, in addition to the Labour Commission, the 58th Session of the OAU Council of Ministers and the 29th Ordinary Session of the Assembly of Heads of State and Government, in June and July, 1993, respectively.

15. The Assistant Secretary-General expressed his appreciation for the active role and contribution of Egypt, the first African civilization in the Nile Valley, to the cause of peace and cooperation in Africa and in particular, and in the world in general. He therefore, on behalf of the Secretary-General of the OAU, thanked the Government and people of Egypt for the warm, fraternal and traditional Egyptian hospitality and reception that had been extended to him and the OAU delegation. He then requested the Chairman to convey to His Excellency, President Mohamed Hosni Mubarak, one of the most respected African Heads of State for his commitment to and promotion of the African cause and ideals, the deferential tribute and sincere appreciation of the OAU Secretariat for the hospitality and excellent facilities put at the disposal of the Meeting to ensure its success.

16. The Assistant Secretary-General then invited the Meeting to take stock of the achievements, problems and future prospects of the African continent. He highlighted a range of issues which included the continued socio-economic decline exacerbated by orthodox Structural Adjustment Programmes imposed by the Bretton Woods Institutions; the problems of refugees and displaced persons resulting from wars, conflicts, drought and famine; environmental degradation; employment problems including employment of women,

children and the disabled; external debt and excruciating debt burden; inadequate investment in education, vocational training and retraining especially for youth and women.

17. Concluding his remarks, the Assistant Secretary-General reiterated that in spite of these problems which had reached a peak in the war-torn countries such as Somalia, Liberia, Angola and Mozambique, there would not be any Marshall Plan for Africa and hence the continent had to rely on itself. In this connection, he cited the recent grant of US\$40 billion to the ex-Soviet Union by the Group of 7 developed countries. He then indicated that Africa can best approach its development problems not only by ratifying the Treaty Establishing the African Economic Community but, more importantly, by ensuring its progressive implementation in the areas of economic cooperation and integration. Furthermore, he underscored the importance of: expanding intra-African trade from its current level of only 5%; democratization and popular participation; the promotion of tripartism at all levels of labour administration as well as human resources development, planning and utilisation. On the issue of merger of the Labour Commission and the AMSA, the Assistant Secretary-General appealed to the Meeting to consider the matter seriously and without any bias so as to arrive at a meaningful, practicable but most optimal and efficient solution that would be in the best interest of man who is and should be the subject, object, agent and centre of development and beneficiary.

18. Taking the floor, the representative of the OATUU commended participants for their seriousness during the deliberations in the Experts Meeting. He noted with satisfaction that the Sixteenth Ordinary Session of the Commission coincided with the twentieth anniversary of OATUU. It could, therefore, be said with certainty that African workers had become aware of their responsibilities in the search for solutions to the problems arising from the implementation of the Structural Adjustment Programmes.

19. Touching on democracy in Africa, the representative of OATUU intimated that the current wave of democratization in the continent should have, as its cardinal goal, the prosperity and well-being of the African people. In that connection, he hailed the tripartite system within the OAU Labour Commission.

20. In conclusion, the representative of OATUU, on behalf of African workers, expressed his gratitude to the OAU and the ILO for their constant efforts in finding solutions to the diverse problems besetting African countries. He also thanked the Government and people of Egypt for their warm and fraternal hospitality and for all the excellent facilities provided to ensure the success of the Sixteenth Ordinary Session of the Labour Commission.

21. The statement of the Chairman of the International Organization of Employers and Vice-Chairman of the ILO Governing Body, Mr Jean Jacques Oechalin, was delivered by Dr. Adel Gazzarin, who welcomed participants to Egypt.

22. In his statement, the Chairman of the International Organization of Employers (IOE) introduced the Organization which was founded in 1920 and is now composed of 108 members. Membership, he emphasized, was open to many national, central employers' organizations composed exclusively of employers that defended the principle of free enterprise and were entirely independent.

23. The IOE, he noted, was the only world Organization representing the interest of employers in all social labour matters at the international level and dedicated to furthering the interests of employers and their organizations in all countries, especially in the developing ones. In this connection, the Organization had developed a strong relationship and collaboration with the Pan-Africa Employers' Confederation.

24. The Chairman of the IOE stressed the significance of Africa's transition to a market economy and democracy and noted the enormous challenges faced by African countries as could be discerned from the issues under discussion during the 16th Session of the Labour Commission, especially in the area of industrial relations, safety and health, vocational training, environment, equality between men and women, human resources development and the promotion of small and medium-sized enterprises - the last two being of utmost importance to the IOE.

25. He emphasized the importance of employers' associations as partners in progress and congratulated the OAU Secretariat for ensuring the participation of employers' and workers' organizations in economic and social matters in Africa. In conclusion, Mr Oechalin noted, with great satisfaction, the tripartite nature of the OAU Labour Commission, which he was sure would enrich its debates.

26. In his statement, the Director General of the Arab Labour Organization (ALO), congratulated the OAU Labour Commission for its tripartite representation which augured well for further cooperation between the two organs.

27. He congratulated the Organization of African Trade Union Unity (OATUU) on the celebration of its 20th anniversary and recalled that the Organization of African Unity would also be celebrating its 30th anniversary in the following month. He reviewed the challenges facing Africa in the social and economic fields and made reference to Africa's indebtedness and food crisis, the impact of present economic policy reforms, and Structural Adjustment Programmes. He emphasized the importance of meeting such challenges through the Lagos Plan of Action, Africa's Priority Programme for Economic Recovery and the Treaty Establishing the African Economic Community adopted and signed by the Assembly of Heads of State and Government in Abuja, on 3 June, 1991.

28. He addressed himself, in detail, to African and Arab migration to Europe, to the challenges posed by European unity, and referred to the ALO/OAU joint seminar organized in Algeria from 15 to 17 February, 1993. He proposed sending a communique on behalf of the Commission to the Secretariat of the Single European Market to reaffirm the Africa's stand and to pave the way for dialogue. He also expressed readiness to cooperate through a programme of work drawn up in this respect by a working group or by any other mechanism deemed appropriate by the Labour Commission.

29. He stressed the importance of migration among African countries and gave a brief account of the positive and negative aspects of migration as experienced among Arab countries. He referred to the manpower and employment issues, emphasizing the interest taken by Arab countries in the unemployment problem and the resolutions adopted by the Arab Labour Conference on the Arab Employment Strategy and the Arab Employment Decade. He also referred to the issue of women and development and the interest taken in this regard by the ALO and the OAU Labour Commission. In this connection, he indicated the readiness of the ALO to cooperate in the preparation of the International Women Conference scheduled for 1995 in Beijing, People's Republic of China.

30. Concluding his remarks, the ALO Director-General expressed readiness to cooperate in entrenching the principle of tripartite representation and emphasized the availability of technical cooperation with ALO institutions regarding Social Security (Khartoum), Industrial Security of Occupational Safety (Damascus), Vocational Training (Tripoli), Employment and Labour Market Data (Tangiers), Labour Administration (Tunis) and Culture for Workers and Labour Research (Algiers).

31. At the outset of his statement, the ILO Director-General, Mr Michel HANSENNE addressed his thanks to Egypt and the OAU for the invitation extended to the ILO. He recognized the importance of the Session given the nature of its Agenda Items and the high level participation of governments, workers and employers' representatives.

32. He commended the fruitful cooperation that existed between the OAU and the ILO and welcomed the fact that the OAU, like the ILO had adopted the tripartite principle in the Labour Commission at a time when political pluralism and social dialogue were striking roots in Africa.

33. The ILO Director-General then gave an account of the activities of his Organization in Africa, pointing at the priority sectors and their operational mode on site. He highlighted the fact that the funds allocated to technical cooperation rose from US\$64.6 million in 1991, accounting for 50% of the ILO Technical Cooperation Programmes, and covering the areas of employment, support development and vocational training policies. He also noted that the ILO programme proposals for 1994-95 were geared to the promotion of democracy, control of poverty, improvement of working conditions and protection of workers within the framework of the Structural Adjustment programmes applied by African States. These objectives and related priorities conform to those of the OAU Labour Commission.

34. He then recalled the new regulations established by the UNDP for cooperation with United Nations Specialized Agencies to justify the refocusing of ILO activities and efforts reflected in the transfer of responsibilities to specialized regional counselling services and multi-disciplinary teams.

35. With regard to other important areas of action, Mr. HANSENNE referred to the ILO's continued struggle against apartheid since 1961.

36. In conclusion, he called on ILO Member States to celebrate the 75th anniversary of ILO in 1994, by organizing activities during the first half of 1994.

37. In his speech, H.E. Mr. Essam Abdel-Hag, Minister of Manpower and Training, Chairman of the Ministerial Meeting, observed that the meeting was being convened at a time when the international community was engaged in regional, economic and political groupings. He emphasized that Africa, through the establishment of its African Economic Community (AEC), should occupy the place it deserved in the international community. He further called upon all African countries to strongly support the establishment of the AEC, which would eventually lead to the creation of an African common market.

38. The Chairman then proposed the establishment of regional centres to carry out studies and analysis on labour, social and economic matters. He further expressed the readiness of Egypt to host any of those centres in order to contribute to the training of Africans.

39. In the spirit of the Abuja Treaty (1991) and of African cooperation and solidarity, he hoped that the protocol concerning the free movement of labour within the African countries would soon be finalized to enhance the integration of the labour market.

40. The Minister congratulated the Experts for the excellent work done and briefed the Meeting on the efforts made by Egypt regarding the retraining of workers, building of industrial towns, revision of labour laws by the three partners as well as the rights and welfare of the child

41. The Opening Session of the Ministerial Session of the Commission was graced with the presence of His Excellency, Dr Atef Sedik, Prime Minister of the Arab Republic of Egypt. Having greeted the Ministers and members of delegations, the Egyptian Prime Minister inaugurated the 16th Session of the OAU Labour

Commission. He stated that it was a source of pride that the Meeting should be held under the auspices of H.E. Mohamed Hosni Mubarak, President of the Arab Republic of Egypt, who recognized the importance of the African gathering and the three parties to labour. In this connection, the Prime Minister emphasized the importance of the resolution adopted in Abuja, Nigeria, providing for the transformation of the Labour Commission into a tripartite body in the implementation of the tripartite principle.

43. He noted, with satisfaction, that the agenda of the Commission covered a number of important issues for Africa, such as the Report on the Socio-economic Aspects of the Treaty Establishing the African Economic Community, the Report on the Situation of African Migrant Workers and the Report on the Role of African Women in the Informal Sector. He also affirmed that the Treaty Establishing the African Economic Community, adopted by the 26th Assembly of Heads of State and Government, provided solutions to labour issues.

43. The Prime Minister further observed that the meeting was being held at a time when African States were in great need of African action and solidarity, as the world was witnessing political and socio-economic changes that would affect African States and lead to a reshaping of the structure of relations and priorities. He also referred to the emergence of regional entities at continental level, particularly in Western Europe and the Americas, and of giant economic forces in Asia. All these factors dictated that African States should adopt collective policies to close ranks, and coordinate their stands vis-a-vis the challenges and variables posed by the new international order.

44. He therefore considered the meeting to be an opportunity to define realistic policies that would result in measures that could meet the challenges facing the continent.

45. In conclusion, the Prime Minister appealed to the Commission to ensure coordination among the three parties involved in production; achieve complementarity through plans and programmes that dovetailed and did not clash; set up mechanisms for implementing plans and policies; and to develop African human resource so as to cope with modern developments and thus contribute to world civilization and progress.

AGENDA ITEM 2:           REPORT OF THE CURRENT CHAIRMAN OF THE SOUTHERN  
AFRICAN LABOUR COMMISSION (SALC) DOC. LC/9  
(C) (XVI)

46. The Report on this item was presented by H.E. Hon. John Nkomo, Minister of Public Service, Labour and Social Welfare of Zimbabwe. He indicated that the Fourth Meeting of SALC which was tripartite, was held in two stages, namely: the Meeting of Officials from 17 to 20 February, and the Ministerial Meeting held from 22 to 23 February, 1993. Hon. Nkomo stated that the SALC Meeting was attended by all Members States of SALC, namely: Botswana, Lesotho, Malawi, Mozambique, Swaziland, Tanzania, Zambia, Zimbabwe and Namibia - its newest member. Also represented as observers were the SATUCC, NACTU, PTTI, ICFTU, IOM and UNDCP.

47. The Minister pointed out that although SALC Member States had looked forward to the possible joining of SALC by South Africa, the recent events in that Apartheid country signified the need for caution and vigilance. He, however, hoped that with the cooperation of the international community and the relentless pressure in the ILO Anti-apartheid Committee, Apartheid would certainly be eradicated.

48. The Minister outlined the salient issues that were discussed in the Meeting to include SALC's inability and lack of capacity to effectively handle its workload; the need for a full-time Secretariat and hence the urgency of examining the relationship between SALC and SADC; consideration of the ILO/SATEP and its future orientation in the service of SALC Member States in cooperation with the SALC and SADC as well as with the ECA/MULPOC in Lusaka. He emphasized that the area of great concern to SALC was the lack of follow-up and implementation of SALC resolutions, decisions and programmes and the urgency of ensuring that future meetings of SALC would be thematic and address current issues of concern to the Sub-region.

49. The Meeting took note of the report.

**AGENDA ITEM 3:                    CONSIDERATION OF THE REPORT OF THE MEETING  
  OF EXPERTS**

50. The Chairman of the Experts Meeting presented the Report by summarising and highlighting the salient points discussed under each agenda item. He emphasized that the guiding spirit of the Commission should be unity in solving African labour and social issues. He outlined the salient issues that had been discussed by the Experts to include the merger of the OAU Labour Commission and the Conference of African Ministers of Social Affairs; problems of African and Arab migrant workers and the role of women in the informal sector. He made reference to the 30th Anniversary of the OAU and that of the Labour Commission.

51. On the issue of working women in Africa, the Chairmn focused on the problems they faced and suggested that this issue should be highlighted during the Regional Conference on Women in Dakar, Senegal in 1994 and the World Conference in Beijing, China in 1995.

52. In the ensuing debate on the report of the Meeting of Experts, the Commission agreed to discuss the report item by item.

1. Report of the Secretary-General on the Activities within the competence of the Labour Commission and the Conference of African Ministers of Social Affairs (Item 2)

53. Some delegations observed that there was not enough time allowed for a thorough discussion of the issues raised in the report. In view of delays experienced in receiving documents on time, it was suggested that copies of such documents should in future be sent directly to the relevant ministries while the original documents are sent through the Ministries of Foreign Affairs.

54. It was also suggested that a resolution should be prepared setting up a permanent monitoring body or mechanism to be attached to the Commission to follow up and monitor the implementation of resolutions adopted. As a follow-up, the OAU could also send out questionnaires to Member States to monitor and evaluate the implementation of the resolutions and decisions of the Commission.

2. Report of the Secretary-General on the Socio-economic aspects of the Treaty Establishing the African Economic Community - Doc. LC/3 (XVI) (Item 3)

55. This item was adopted without amendments.

3. Report of the Secretary-General on the Situation of African Migrant Workers - Doc. LC/4 (XVI) (Item 4)

56. The Report was adopted with no amendments.

4. Report of the Secretary-General on the Protection of the Child and Elimination of Child Labour in Africa - Doc. LC/5 (XVI) (Item 5)

57. The Report was adopted without amendments.

5. Report of the Secretary-General on the Implications on the Merger of the Labour Commission and the Conference of African Ministers of Social Affairs - Doc. LC/6 (XVI) (Item 6)

58. The consideration of this specific item of the Experts' report led to a lengthy and fruitful debate. Like the Experts' Meeting, various views were expressed during the Ministerial Session.

59. Some delegations were of the opinion that the Labour Commission had no power to discuss the issue in the absence of the concerned officials and Ministers from the social affairs sector, namely from the Ministries of Social Affairs. It was, however, proposed that the OAU Secretariat should hold the necessary consultations in the Member States to collate the views of the Ministers of Social Affairs with a view to obtaining a balanced opinion on the matter.

60. Other delegations clearly stated that the decision to merge had been taken by the Assembly of Heads of State and Government (Abuja, June, 1991). The Labour Commission had no right to call it into question but should rather consider the possible ways and means of implementing it. Such a task should be entrusted to the General Secretariat.

61. To emphasize this view further, some delegations clearly pointed that:

- (i) It was the prerogative of Member States to organize or structure their respective social sector Ministries and to ensure their participation in the various sectoral conferences as they deem appropriate.



- (ii) In future sessions, the Commission could be split into two (2) technical committees, one dealing with labour matters and the other with social affairs, as was the practice in the past before the Conference of African Labour Ministers was transformed into the OAU Labour Commission in 1976.

62. At the end of a fruitful and constructive debate, one delegation supported by others, made the following observations, namely that:

- (i) the decision to merge was taken by the Assembly of Heads of State and Government and the Labour Commission could not call it into question, but should rather implement it;
- (ii) in the implementation of this decision, the Commission should consider the necessary practical modalities. It was incumbent on the General Secretariat to put in place the implementation mechanism which should include, among other things, the items to be submitted to the Commission for consideration, the dissemination of information and the necessary documents to Member States within a reasonable time frame;
- (iii) irrespective of the decision that would be taken regarding the implementation of this decision, the principle of tripartism should be upheld and remain sacrosanct and never be compromised.

63. The Labour Commission endorsed the above observations which should be taken into account by the Secretariat during the preparations of subsequent Sessions of the OAU Labour Commission.

6. Report of the Secretary-General on the Progress made in the implementation of Project RAF/87/042 concerning strengthening the Role of African Women in the Informal Sector: Production and Management - Doc. LC/7 (XVI) (Item 7)

64. This Report was adopted without any amendments.

7. Report of the Secretary-General on Employment in Africa - Doc. LC/8 (XVI)

65. The Report was adopted without amendments.

66. A delegation noted that the report was too academic and emphasized that it should be more practical.

- 8(a) Report of the Secretariat of the Organization of African Trade Union Unity (OATUU) - Doc. LC/9(a) (XVI)

67. This item was adopted without amendments.

- 8(b) Report of the Secretary-General of the Pan-African Employers' Confederation (PEC) - Doc. LC/9(b) (XVI)

68. This item was adopted without amendments.

- 8(c) Report of the Officer-in-charge of the African Rehabilitation Institute (ARI) - Doc. LC/9(e) (XVI)

69. This item was adopted without amendments.

8(d) Report of the Secretary-General of the Supreme Council for Sports in Africa (SCSA) - Doc. LC/9(e) (XVI)

70. This Report was adopted without amendments.

8(e) Report of the ACARTSOD Executive Director - Doc LC/9(f) (XVI)

71. This Report was adopted without amendments.

72. The representative of ACARTSOD informed the Meeting that a new Executive Director was appointed last October. He called upon all Ministers of Social Affairs to urge their governments to pay their contributions to the Centre which went into serious financial difficulties from 1980 to 1990. In this respect, he expressed thanks to the Libyan Arab Jamahiriya for its assistance and proposed a vote of thanks for the Jamahiriya.

9. Report of the African Members of the ILO Governing Body for the period 1992/93 - Doc. LC/10 (XVI)

73. This Report was adopted without amendments.

10. Progress Report on ILO Structure and Constitutional Amendments - Doc. LC/11 (XVI)

74. This Report was adopted with no amendments.

11. Report of the Presidency of the 80th Session of the International Labour Conference, the Chairmanship of the various Committees and that of the Governing body for the period 1993/94 - Doc. LC/12 (XVI)

75. The Secretariat informed the Meeting of the results of

the consultations of the Western Africa region concerning its representation in the ILO Governing Body for the period 1993/96 which included Niger and Ghana as Titular Members and Mali as Deputy Member. He further reminded the Meeting of the need to nominate someone for the chairmanship of the Technical Cooperation Committee of the Conference.

76. The Report was adopted without amendments.

12. Item proposed by Member States: Appeal for Solidarity with Workers of the Libyan Arab Jamahiriya (proposed by Libya)

77. This item was adopted as proposed.

AGENDA ITEM 4: ANY OTHER BUSINESS

78. The Commission decided to send a message of condolences to Mr Nelson Mandela, President of the ANC on the demise of the late Oliver Tambo. It was also agreed to send a Motion of Thanks to His Excellency President Hosni Mubarak, not only for the holding of the Commission under the auspices of the President, but also on the celebration of the liberation of Sinai.

AGENDA ITEM 5: DATE AND VENUE OF THE SEVENTEENTH ORDINARY SESSION OF THE LABOUR COMMISSION

79. In the absence of any invitation from a Member State to host the 17th Session, the Commission decided that the following Session would be held at the OAU Headquarters in accordance with the Rules of Procedure of the Commission.

AGENDA ITEM 6 (a): ADOPTION OF THE DECLARATION AND RESOLUTIONS

80. While adopting the Cairo Declaration on the 30th

Anniversary of the OAU Labour Commission, it was proposed and agreed that another priority should be added as sub-item (vii) to the priority concerns of the Labour Commission,. This concerned the Problems of Migrant Workers as well as protection and defence of their rights and culture in the host countries.

81. The Commission then proceeded to adopt the resolutions and amended operative paragraph 3 of the Resolution on the Implementation of the Socio-economic Aspects of the African Economic Community to read:

**"REQUESTS Member States to take advantage of the training facilities offered by the National Institute for Occupational Industrial Safety and Health in Cairo, Egypt to protect the workers and their working environment"**

82. The Commission deliberated at length on the draft resolution on the merger of the Labour Commission with the Conference of African Ministers of Social Affairs. It was recalled that the decision regarding the merger had already been taken by the Assembly of Heads of State and Government and hence the Commission could not question or doubt the authority of the Heads of State. After a protracted debate, the Commission decided to withdraw the resolution.

83. The Ministerial Session further discussed draft Resolution on the Solidarity with the People of the Libyan Arab Jamahiriya and eventually agreed to amend it to read:

**"Calls on the OAU Council of Ministers to work in earnest with a view to finding a durable solution to the Libyan problem within the framework of international legitimacy as the problem has a negative impact on Arab and African workers in Libya"**

AGENDA ITEM 6(b)      ADOPTION OF THE REPORT

84. The Report was adopted as amended.

ITEM VI.      CLOSING CEREMONY

85.      The Chairman indicated that the Closing Session would be constituted of the following issues:

- (i)      The amendment to the resolution presented by Libya;
- (ii)     The merger of the Labour Commission and AMSA;
- (iii)    Message of condolences to Mr Nelson Mandela on the death of Oliver Tambo, ANC Chairman;
- (iv)     Statement of the Assistant Secretary-General of OAU;
- (v)      Statement by the Chairman; and
- (vi)     Vote of Thanks to the Arab Republic of Egypt.

86.      The Rapporteur pointed out that since the Report was not yet ready in the four working languages of the OAU, he would proceed to present the English version on the first two issues itemized above. After presentation of the report, the same was adopted.

87.      The Chairman read out the text of the Message of Condolences to Mr Nelson Mandela. The content of the message was then approved.

88.      In his closing remarks, the Assistant Secretary-General stated that it was with mixed feelings of joy and sadness that the delegations would be leaving Cairo after a successful Conference which had, among other things, considered the wide range of employment issues such as: child labour, employment of women, migrant workers, popular participation issues, practical implementation of tripartism, as well as the important but controversial issue of the merger of the Labour Commission and the Conference of African Ministers of Social Affairs. He informed the meeting that the outcome of the Sixteenth Session of the Commission would be presented to the 58th and 29th Ordinary

Sessions of the Council of Ministers and the Assembly of Heads of State and Government, respectively. Regarding the venue of the Seventeenth Session, the Assistant Secretary-General explained that the door was still open for any Member State to invite the Commission.

89. In his closing statement, the Chairman highlighted the major achievements of the Meeting to include the exchange of views and experiences on the several socio-economic problems affecting the Continent; the employment situation and attendant problems confronting African countries; the issues of African and Arab migrant workers in Europe and the need to safeguard their democratic rights and those of their families; protection, survival and development of African children since they are the future of the Continent; improvement of the conditions of life and work of African women; impact of orthodox Structural Adjustment Programmes on employment and related social issues such as privatization and trade liberalization; and the relevance of the Declaration on the 30th Anniversary of the OAU Labour Commission.

90. He referred to one of the major problems still facing African countries, namely, unemployment and the challenges of employment promotion/creation, especially among the youth as a result of rapid population growth. He reaffirmed that since Africa's future lies in the implementation of the African Economic Treaty, those Member States which had not yet ratified it should endeavour to do so as a matter of priority. He also called upon the OAU Secretariat, Member States and concerned organizations to implement the resolutions of the Commission. Finally, he expressed his great thanks to all those who had in one way or another contributed to the success of the Meeting.

91. After the Hon. Minister of Lesotho had moved a Vote of Thanks to the Government and people of the Arab Republic of Egypt, the Chairman declared the Sixteenth Session of the Commission closed.

**COUNCIL OF MINISTERS**  
***Fifty-eighth Ordinary Session***  
***21 - 26 June, 1993***  
***Cairo, Egypt***

**CM/1782 (LVIII) ANNEX III**  
**ORIGINAL: ENGLISH**

**DECLARATION AND RESOLUTIONS**

**OAU LABOUR COMMISSION**  
**Sixteenth Ordinary Session**  
**19 - 25 April, 1993**  
**Cairo, Egypt.**

**LC/Decl. I (XVI)**  
**LC/Res.184 - 195**

**DECLARATION AND RESOLUTIONS**

**THE CAIRO DECLARATION OF THE SIXTEENTH ORDINARY SESSION**  
**OF THE OAU LABOUR COMMISSION ON THE OCCASION OF**  
**ITS 30TH ANNIVERSARY**

We, the African Ministers of Labour met in Cairo, Arab Republic of Egypt on the occasion of the Sixteenth Ordinary Session of our Commission from 19-25 April, 1993,

We recall that the First Conference of All-Africa and Malagasy Labour Ministers was held in Lagos, Federal Republic of Nigeria in March, 1963, thanks to the initiative and generosity of the Nigerian Government which provided the Conference with provisional secretariat facilities,

We hail the Labour Ministers Conference for having pioneered the adoption of its Rules of Procedure in Algiers, Algeria in March 1969 to conduct the smooth running of the Conference. Furthermore, we pay tribute to the Council of Ministers and the Assembly of Heads of State and Government which met in their respective Ninth and Fourth Sessions in Kinshasa, Zaire in September, 1967 and adopted Resolution CM/Res. 129 (IX) on the Conference of African Labour Ministers which incorporated the Conference and its activities in the framework of activities of the OAU,

We recall the Memorandum on the History, Achievements and Problems of the Conference of African Labour Ministers submitted by the then Current Chairman of the Conference to the Tenth Anniversary Session of the founding of the OAU held in Addis Ababa in May, 1973 - Doc. MAT/6 Rev.1 (XI),

We also recall with gratification that the Conference was transformed into a Labour Commission of the OAU to deal with labour and related social matters under article XX of the OAU Charter in March/April 1976 in Freetown, Sierra Leone.

On the occasion of the 30th Anniversary of the founding of the Conference that we are commemorating at this Sixteenth Session of our Labour Commission, we wish to take stock of the achievements, problems and prospects of our Commission in the 1990s and well into the 21st Century. In this connection, we acknowledge the role and contribution of our Labour forum in constituting an appropriate and effective framework for a permanent research programme in order to conceive, organize and reinforce inter-African co-operation in the diverse labour and related social questions.

We register and take note with satisfaction the achievements of our Labour forum since its inception in March 1963. In this regard, we recognize the following achievements accomplished by our forum, namely:

- (i) The progressive consolidation and effective defence of African interests in the OAU Labour Commission, at the ILO Annual Conference, the ILO Governing Body and other Labour forums;
- (ii) The adoption of the Rules of Procedure to guide the deliberation of our meetings;
- (iii) The encouragement, promotion and spread of Social Security Schemes in Africa;
- (iv) The introduction of occupational health, hygiene and safety schemes/units in many African countries;
- (v) Training and retraining of the personnel of Ministries of Labour at the Turin Centre, at the "Center Regional d'Administration du Travail" (CRADAT) in Yaounde and the African Regional Labour Administration Centre (ARLAC) in Harare;
- (vi) Pioneering the inter-African Co-operation Programme;
- (vii) The historic Unification of the Trade Movement in Africa into the Organization of African Unity (OATUU), so as to promote tripartism at national, sub-regional, regional and international levels, on 13th April, 1973 in Addis Ababa, Ethiopia;
- (viii) Relentless efforts for introduction of the structural reforms and decentralization of the ILO activities in Africa including the issue of fair or equitable representation of Africa in the staff of the ILO;

- (ix) Conclusion of Cooperation Agreement with the International Social Security Association (ISSA);
- (x) Defence of Human Rights in various parties of Africa and elsewhere as well as against Portugal and South Africa for their respective colonies, and Apartheid policies;
- (xi) Afro-Arab cooperation in general and conclusion of a Cooperation Agreement with the Arab Labour Organization;
- (xii) Amendment and adoption of the new Rules of Procedure that transformed the Conference into an OAU Labour Commission Specialized in Labour Affairs under Article XX of the OAU Charter and with a regular budget of its own;
- (xiii) Establishment of the Pan-African Employers Confederation (PAEC) in order to promote tripartism at national, sub-regional, regional and international levels; and
- (xiv) Further transformation of the OAU Labour Commission into a tripartism forum (i.e. including Governments, Employers and Workers' representatives) of the OAU.

We, however, recognize that in spite of these concrete achievements and increased responsibilities, our Commission still faces serious challenges and problems that continue to affect its effective performance and realization of its noble goals and programmes. In this connection, we note with concern that the socio-economic and employment problematic continues to be exacerbated by the unabating socio-economic crisis currently ravaging our Continent, coupled with heavy indebtedness, Orthodox Structural Adjustment Programmes imposed by their IMF and the World Bank as amply demonstrated in the Abuja Declaration on the Employment Crisis in Africa.

We, therefore, appeal to the OAU, Member States and the Social partners to accord priority attention to the following labour and related social issues:

- (i) The problems of unemployment and underemployment; employment promotion/creation for the youth, school leavers, women and university graduates; employment creation problems in the formal, informal and rural sectors;
- (ii) Review and harmonization of social security legislation to extend the coverage and scope of contingencies;
- (iii) Human resources development, planning and utilization as well as child labour;
- (iv) Management development and productivity training to enhance efficient performance and production;
- (v) Gender issues in education, training and employment in accordance with the principle of equal pay for work of equal value;
- (vi) maintaining of the issues and problems regarding the Employment Situation as a standing item on the Agenda of the OAU Labour Commission in accordance with the Declaration of the Assembly of Heads of State on the Employment Crisis in Africa AHG/DECL.1 (XXVII);
- (vii) Consideration of issues relating to the situation of migrant workers in Europe on the basis of the following principles: preservation of their acquired rights; protection of their cultural identity; and equal treatment and equal rights as enjoyed by European citizens.

We have noted with interest the Recommendation of the Council of Ministers in Resolution CM/Res.1312 (LIII) on OAU Conference Organization endorsed by the 27th Assembly of Heads of State and Government, to the effect that, inter-alia, sectoral meetings should as much as possible be merged in view of the financial difficulties that the OAU and Member States are currently experiencing.

We have also noted that in the implementation of the decision to merge the issues handled by the OAU Labour Commission and the erstwhile Conference of African Ministries of Social Affairs, the issues hitherto handled by the two institutions should be streamlined in order to further effect savings and ensure efficient consideration of the gamut of social question to be considered by the OAU Labour Commission whose competence is to be revised.

We are also mindful that in the endeavour to draw-up or demarcate the areas of competence of the Commission in the field of social affairs, we are enjoined to safeguard tripartism as a sacrosanct principle which should never be compromised and to uphold the aims, functions and objectives of our Commission.

To that end, we call upon the Secretary-General in collaboration with the ILO to establish a Committee of Experts composed of Member States selected on a regional basis, PAEC and OATUU to conduct a study on the range of labour and social issues that will henceforth be dealt with by the OAU Labour Commission.

We also call upon the Secretary-General of the OAU to keep the Labour Commission informed of any action(s) undertaken in implementation of the Treaty Establishing the African Economic Community with particular emphasis on economic cooperation and integration human resources development and employment promotion;

We further call upon the Secretary-General in close collaboration with ILO, FETAF, IOM, PAEC, OATUU, ECA, ADB, UNFPA and EEC to undertake an in-depth study on African and Migrant Workers in order to defend their rights in the host countries, facilitate their reabsorption in their countries of origin.

In conclusion, we call, upon the Current Chairman of our Commission to present this Declaration and a comprehensive Memorandum thereon to the Anniversary Session of the Assembly of Heads of State and Government when it meets in Cairo, Arab Republic of Egypt in June, 1993.

**RESOLUTION ON THE ACTIVITIES WITHIN THE COMPETENCE  
OF THE LABOUR COMMISSION**

The OAU Labour Commission, meeting in its Sixteenth Ordinary Session in Cairo, Egypt, from 19-25 April, 1993,

**Having considered** the report of the Secretary-General on the Activities within the competence of the Labour Commission Doc. LC.2 (XVI),

**Recalling** its previous resolution on the implementation of the decision and recommendations of the Labour Commission, in particular its resolution LC/Res.115 (X) on the importance of the implementation of the resolution of the OAU Labour Commission,

**Aware** of the prominent place that labour issues occupy in the democratic and socio-economic process of African countries as well as the efforts made by the General Secretariat and Member States to implement the resolutions adopted:

1. **TAKES NOTE** of the report of the Secretary-General on the activities within the competence of the Labour Commission;
2. **CONGRATULATES** Member States which have implemented the resolutions and recommendations of the Fifteenth and previous Sessions;
3. **URGES** Member States to send reports to the General Secretariat on activities undertaken in the field of labour and related social affairs;
4. **REQUESTS** the Secretary-General to establish a follow-up and evaluation mechanism regarding the decisions taken by the Labour Commission;
5. **REQUESTS** the Secretary-General to present a report to the next Session on the implementation of paragraph 4 of this resolution.

**RESOLUTION ON THE ACTIVITIES IN THE  
FIELD OF SOCIAL AFFAIRS**

The OAU Labour Commission, meeting in its Sixteenth Ordinary Session in Cairo, Egypt from 19-25 April, 1993,

**Having examined** the Report of the OAU Secretary-General on Activities in the Competence of the OAU Labour Commission and related Social Affairs issues (Doc.LC/2 (XVI)),

**Recalling** the decisions of the Fifth Session of the Conference of African Ministers of Social Affairs as adopted by the OAU Council of Ministers and endorsed by the Summit of Heads of State and Government,

**Cognizant** of the current financial difficulties facing the continental organizations particularly those already having Observer Status with OAU and the burden imposed on the Member States trying to support them financially,

**Convinced** that the youth and children need to be well prepared in good time as they will be expected to take the reins to steer the destiny of the continent in the coming decade and beyond,

**Further convinced** of the urgent need to harmonize the issues in social affairs for an effective concretization of the protocols in that field as mandated in the Treaty Establishing the African Economic Community,

**Considering** the experiences and achievements of Member States in the mobilization of concerned social development Organizations for pursuance of activities aimed at the protection of the child and its full development:

1. **REQUESTS** the OAU Secretariat continue its efforts in the implementation of the decisions and resolutions of AMSA V;
2. **FURTHER REQUESTS** the OAU Secretariat to seek through the relevant OAU organs the allocation of the necessary budget for funding the convening of the proposed Regional Conference on youth in 1995 to make the end of the Decade since the declaration of the International Youth Year and the mapping up of the Plan of Action on Youth to the year 2000 and beyond;

3. **URGES** the OAU Member States to continue supporting the efforts of the OAU Secretariat to reactivate the studies started on harmonization and streamlining of the continental organizations aimed at reducing duplication of efforts, cutting down on the unnecessary financial expenses imposed to OAU Member States particularly those hosting such institutions;
4. **REQUESTS** the Secretary-General to submit a progress report on the implementation of this Resolution.

**RESOLUTION ON THE SITUATION OF AFRICAN  
MIGRANT WORKERS**

The OAU Labour Commission, meeting in its Sixteenth Ordinary Session in Cairo, Egypt from 19 to 25 April, 1993,

**Having considered** the report of the Secretary-General on the Situation of African Migrant Workers (Doc.LC/4 (XVI),

**Recalling** resolution AHG/Res. 204 (XXVII) adopted by the Assembly of Heads of and Government at Abuja, Nigeria, from 3-5 June, 1991,

**Noting with satisfaction** the conclusions of the symposium on the repercussions of the policy of the European Community on the life of African and Arab migrant workers, convened from 15 to 17 February, 1993 in Algiers, Algeria,

**Deeply concerned** at the escalation of racism and xenophobia in the European Community,

**Determined** to support the associative movement of African Migrant workers in Europe in their quest for justice and social equity, employment, security, human dignity and social progress:

1. **TAKES NOTE WITH SATISFACTION** of the report of the Secretary-General on the situation of African Migrant Workers;
2. **ADOPTS** the recommendations made by the Algiers Symposium on immigration and the repercussions of the policy of the European Community on the life of the African and Arab migrant workers;
3. **REQUESTS** the OAU Secretary-General to coordinate the action of African States in their negotiations with the countries of the European Economic Community as regards the democratic and human rights of African migrant workers and their families;
4. **URGES** the African countries which have a great number of nationals among migrant workers in EEC countries to avoid engaging in negotiations on an individual basis with countries that Act in Group;

5. **INVITES** the OAU Secretary-General and ALO Director-General to draw up a programme of action to set up a small group to consider migration problems and report on the success achieved to the Seventeenth Ordinary Session of the Labour Commission.

**RESOLUTION ON THE IMPLEMENTATION OF THE SOCIO-ECONOMIC ASPECTS OF THE AFRICAN ECONOMIC UNITY**

The OAU Labour Commission, meeting in its Sixteenth Ordinary Session in Cairo, Egypt, from 19-25 April, 1993,

**Considering** the relevant provisions of the OAU Charter,

**Recalling** the principles and objectives of the Treaty Establishing the African Economic Community;

**Recalling** the relevant Declarations of the Assembly of Heads of State and Government of the OAU, more particularly those relating to the political and economic situation in Africa, the fundamental changes currently taking place in the world and the employment crisis in Africa, adopted respectively by the Twenty-sixth and Twenty-seventh Ordinary Sessions held in July 1990 and June 1991,

**Recalling further** the relevant provisions of Resolution AHG.Res.206 (XXVIII) adopted by the twenty-eighth ordinary Session of the Assembly of Heads of State and Government of the OAU, urging Member States which have not yet done so to take the necessary steps for a speedy ratification of the Treaty Establishing the African Economic Community,

**Concerned** at the current geo-strategic changes in the world and the growing marginalization of the African Continent,

**Aware** that the resolution of the socio-economic problems facing our continent is essentially the responsibility of its Member States,

**Considering** the relevant provisions of the African Charter on Human and Peoples' Rights and the African Charter on the Rights and Welfare of the Child,

**Having taken note** of Report LC/3 (XVI) submitted by the OAU General Secretariat on the socio-economic aspects of the African Economic Community:

1. **COMMENDS** the OAU Member States which have already ratified the Treaty Establishing the African Economic Community and **REQUESTS** those which have not yet done so to take the necessary measures to ratify it as early as possible;
2. **RECOMMENDS** that the Assembly of Heads of State and Government establish within the framework of the African Economic Community, centres of excellence at continental level which will provide African youth and workers with adequate and high-level education and training;
3. **REQUESTS** Member States to take advantage of the training facilities offered by the National Institute for Occupational Safety and Health in Cairo (Egypt) as well as those offered by similar institutions existing in other Member States, to protect the workers and their working environment.
4. **REQUESTS** the OAU Secretary-General to publish as early as possible a simplified version of the Treaty Establishing the African Economic Community for dissemination to Member States, the PAEC, OATUU and other NGOs;
5. **FURTHER REQUESTS** the OAU Secretary-General to submit a report on the implementation of this treaty at each of its sessions.

**RESOLUTION ON THE PROTECTION OF THE CHILD  
AND ELIMINATION OF CHILD LABOUR IN AFRICA**

The OAU Labour Commission, meeting in its Sixteenth Ordinary Session in Cairo, Egypt, from 19 to 25 April, 1993,

**Having examined** the report of the Secretary-General on the Protection of the Child and the Elimination of child Labour in Africa,

**Conscious** of the likelihood that the problem of child labour in Africa may grow in the future as a result of economic stagnation, the social effects of structural adjustment, the recent deterioration of the education system, rapid population increase and the breakdown of traditional family structures consequent on the AIDS epidemic, migration and armed conflict,

**Deeply convinced** of the need to anticipate child labour trends, particularly the growth of the unregulated urban informal sector and of the phenomenon of street children resulting from poverty,

**Mindful** that this will require an emphasis on prevention measures to combat the growth of child labour that is likely to be dangerous, hazardous and exploitative when outside of the protective environment of the family.

**Recalling** that the African Charter on the Rights and Welfare of the Child adopted by the OAU provides in Article 15 the broad outline of a policy commitment to combat child labour in line with the relevant provisions of ILO's standards,

**Recalling** also that the Consensus of Dakar adopted at the OAU International Conference on Assistance to African Children, November, 1992, states in paragraph 17 that priority actions for children in especially difficult circumstances include the elimination of child labour,

**Noting with satisfaction** that over 40 African countries have prepared National Programmes of Action in the context of the Declaration of the World Summit for Children, the Convention on the Rights of the Child, and the OAU Resolution on the Implementation of the African Decade for child Survival, Protection and Development,

Mindful that to date only nine African countries have ratified the Minimum Age Convention, 1973 (No.138), whilst still conscious of the need to affirm the absolute principle that no country is too poor or too low a level of development, that it cannot provide its children with the basic protection from abusive and exploitative work,

Noting with appreciation that the ILO has stepped up in recent years its technical support to Member States through a series of regional meetings in Cairo, 1989 and Dakar, 1991, and national policy design seminars in Kenya, 1991, Tanzania and Zimbabwe, 1992; and through the activities of the International Programme on the Elimination of Child Labour (IPEC):

1. **CALLS ON** Member States to define and implement a national policy for the effective abolition of child labour and to institute a minimum age for admission to employment or work to a level consistent with the fullest physical and mental development of young persons, as required by the Minimum Age Convention, 1973 (No.138). This policy, the content of which should be determined in close consultation with employers' and workers' organizations and with NGOs and other interested parties, should include or be linked with the following measures:
  - a) In the first place, measures to eliminate the intolerable use of children in dangerous and hazardous work activities, as well as the use of children under 12 years who are particularly vulnerable;
  - (b) Secondly, measures aimed at developing a sustained public campaign so as to create the necessary political climate to focus public policy on the underlying causes of child labour which lie in poverty, inequality and the failure to provide universal and free education as of right.

2. **REQUESTS** the ILO to provide technical cooperation services that would:
  - (a) Increase knowledge of the extent and nature of the problem and the specific interventions to combat it that respond creatively to the realities of a given work situation, economic sector, local, regional and national circumstances;
  - (b) Inform, sensitize and train the key actors in the struggle against child labour in particular governments, trade unions and employers' organizations, etc;
  - (c) Review protective legislation and enhance the supervision of its effective implementation to bring it progressively in line with the Minimum Age Convention, 1973 (NO.138);
  - (d) Enhance the capability of both the public and private sectors, through for example the creation of appropriate institutional mechanisms, to better coordinate both their efforts and resources in the campaign against child labour;
  - (e) Pilot interventions to reduce the incidence of hazardous work, evaluate their impact and replicate their results on a wider scale;
  
3. **REQUESTS** OAU in collaboration with the ILO to give serious consideration to the convening, at the earliest practical opportunity, of a high-level meeting on child labour in Africa;

4. **CALLS UPON** United Nations system, bodies and specialized agencies in particular UNICEF, UNESCO, WHO, the Commission of Human Rights and the Bretton Woods Institute, to work closely with the ILO, so that a coordinated and concerted effort is brought to bear on the problem of child labour as part of the ongoing work relating to population activities, gender equality, structural adjustment, technological transfer, employment creation, the quantitative and qualitative development of basic education, the promotion of human rights and health protection and promotion.

**RESOLUTION ON OATUU**

The OAU Labour Commission, meeting in its Sixteenth Ordinary Session in Cairo, Egypt, from 19 to 25 April, 1993,

**Considering** the tremendous efforts being constantly deployed by the Organization of African Trade Union Unity (OATUU) to defend the interests of African workers,

**Considering further** the progress report submitted by OATUU to the Sixteenth Ordinary Session of the OAU Labour Commission,

**Taking note** of the establishment within the OATUU Secretariat, of a Section to deal with problems related to working women,

**Appreciative** of the various activities undertaken by African workers in Cairo, Egypt, in April, 1993, as part of the celebration of the Twentieth Anniversary of OATUU:

1. **COMMENDS** OATUU for the positive results achieved and **ENCOURAGES** it to redouble efforts in the defence and promotion of the material and moral interests of African Workers;
2. **HAILS** the initiative taken by OATUU to establish a section devoted to the activities of working women and **ASSURES** it of its support through the Women's Section in the OAU;
3. **WARMLY CONGRATULATES** the OATUU on the occasion of its Twentieth Anniversary and wishes it success.

**RESOLUTION ON EMPLOYMENT IN AFRICA**

The OAU Labour Commission, meeting in its Sixteenth Ordinary Session in Cairo, Egypt, from 19 to 25 April, 1993,

**Having considered** the report of the Secretary-General on employment in Africa (Doc.LC/8 (XVI)),

**Recalling** Declaration AHG/Decl.1 (XXVII) of the Twenty-seventh Ordinary Session of the Assembly of Heads of State and Government on Employment in Africa:

1. **TAKES NOTE WITH SATISFACTION** of the report of the Secretary-General on Employment in Africa;
2. **CALLS UPON** Member States to intensify their efforts in the implementation of the Declaration on the Employment Crises in Africa adopted by the Assembly of Heads of State and Government in Abuja in June, 1991;
3. **CALLS UPON** Member States that have not done so to introduce and implement comprehensive national employment and income generation programmes;
4. **CALLS UPON** Member States compelled by circumstances to introduce public sector entrenchment programmes to establish appropriate inter-ministerial machinery involving the social partners to implement and manage all aspects of the well concerned retrenchment programmes including re-deployment programmes for retrenched workers;
5. **URGES** Member States to simplify and rationalize licensing, registration, and fiscal requirements imposed on informal sector operators, to increase the productivity of the informal sector;

6. **CALLS UPON** Member States to intensify their efforts in capacity building in the fields of employment and manpower, planning and labour market analysis through support of the activities of the African Network on Employment promotion and capacity building;
7. **APPEALS** to the ILO, the United Nations System and other donors to assist African Member States in the implementation of the above programmes.

**RESOLUTION ON AFRICA AND ILO ACTIVITIES**

The OAU Labour Commission meeting in its Sixteenth Ordinary Session in Cairo, Egypt, from 19 to 25 April, 1993,

**Aware** of the current crisis which the continent of Africa faces in the field of development, and the negative impact on the social sectors caused by structural adjustment programmes,

**Taking into account** the efforts being made by the African governments to ensure that the social dimension is fully incorporated in this adjustment process to ensure equity and social justice,

**Conscious** of ILO's expressed commitment to technical cooperation as a means of addressing these issues and the need for consultations and social dialogue to ensure that relevant solutions are devised,

**Convinced** that a good representation of Africans on the staff of the Organization would improve the knowledge, understanding and appreciation of the ILO of the African conditions, and would better reflect the universal nature of the Organization:

1. **COMMENDS** the Director-General on the efforts he is making to bring ILO activities closer to the constituents in order to ensure that their expressed needs are taken into account in the design of programmes;
2. **EMPHASIZES** the fact that in the opinion of the African constituents, the most important contribution from the ILO lies in the field of technical cooperation which helps to promote the enabling environment for observation of the international labour standards;
3. **REQUESTS** that the technical cooperation programme should be accorded the highest priority in the ILO, and that the level of resources allocated to Africa in the field of technical cooperation should be increased;

4. **INSISTS** that Africa should not be marginalized in the staffing structure of the Organization and should continue to retain the post of Deputy Director-General as it has had on a long-standing basis, and that the share of Africa in the Organization including at the most senior levels of management should be increased as a matter of urgency.

**RESOLUTION ON THE STRUCTURE AND CONSTITUTIONAL  
AMENDMENTS OF THE ILO**

The OAU Labour Commission, meeting in its Sixteenth Ordinary Session in Cairo, Egypt, from 19 to 25 April, 1993,

**Having examined** the report of the OAU Secretary-General on the ILO structure and Constitutional Amendments as contained in document LC/11 (XVI),

**Recalling** its previous resolutions on the ILO structure,

**Noting with concern** that some African countries have not yet ratified the African regional Protocol,

**Further noting with concern** that many countries including African ones have not yet sent their instruments of ratification of the Constitutional Amendments of the ILO:

1. **COMMENDS** the report of the OAU Secretary-General on the ILO structure and Constitutional Amendments;
2. **URGES** the African countries which have not yet done so, to ratify the African Regional Protocol and deposit their ratifications with the OAU General Secretariat;
3. **CALLS UPON** those countries, including African countries to send their instruments of ratification of the Constitutional Amendments to the ILO;
4. **FURTHER CALLS UPON** the OAU Secretary-General to contact those countries, particularly African countries and members of the Non-Aligned Movement, to deposit their instruments of ratification of the Constitutional Amendments with the ILO.

**RESOLUTION ON THE CANDIDATURE OF EGYPT TO  
THE POST OF PRESIDENT OF THE 80TH INTERNATIONAL  
LABOUR CONFERENCE OF THE ILO**

The Labour Commission of the Organization of African Unity meeting in its Sixteenth Ordinary Session in Cairo, Egypt, from 19 to 25th April 1993,

**Considering** the report of the Secretary-General on the Presidency of the 80th Session of the International Labour Conference, the Chairmanship of its various Committees, as well as the Chairmanship of the Governing Body for the period 1993-1994 (Doc.LC/12 (XVI)),

**Referring** to the fruitful consultations that were held in a spirit of Inter-African solidarity during the 16th Ordinary Session of the Labour Commission:

1. **DECIDES** to support the candidature of Egypt to the post of President of the 80th Session of the International Labour Conference as representative of the African Region;
2. **SUPPORTS** all other African candidatures agreed upon for the various committees and for the ILO Governing Body for the period 1993-1994;
3. **REQUESTS** the African Tripartite Group within the ILO Governing Body to take all necessary measures to ensure the implementation of the provisions of this resolution.

**RESOLUTION ON SOLIDARITY WITH THE PEOPLE  
OF THE LIBYAN ARAB JAMAHIRIYA\***

The Labour Commission of the Organization of African Unity meeting in its Sixteenth Ordinary Session in Cairo, from 19-25 April, 1993,

**Guided by** the principle of the OAU Charter which call for the promotion of solidarity among Member States and in conformity with the purposes and principles of the United Nations Charter which calls on all States to refrain from the threat or use of force in international relations; to settle disputes through peaceful means; respect the independence of all States and refrain from threatening their sovereignty, territorial integrity and the safety of their people; in accordance also with the desire of Member States of the Commission to contribute to the establishment of peace, security, freedom, economic and social progress and development in the Continent,

**Referring** to the information provided by the Chairman and Secretary-General of the Organization of Africa Unity on the present crisis between the Great Jamahiriya and some Western states; urging the concerned parties to exercise self-control and seek a solution on the crisis through dialogue and peaceful means in conformity with international law; safeguard the sovereignty of law and remove any obstacle that might impede legal procedures and violate the sovereignty of states,

**Having considered** the item on the present crisis between the Great Jamahiriya and some Western States, and having heard the statement made by the Libyan delegation on the suffering endured by Libyan producers because of the implementation of Security Council Resolution 748 and its serious negative repercussions on the gains of production partners and African and Arab workers employed in the Jamahiriya,

**Expressing** its full appreciation for Libyan initiatives and steps taken to settle its dispute with the three Western States through negotiations, mediation and legal settlement in conformity with Article 33 of Chapter VI of the United Nations Charter,

**Recalling** the resolution on solidarity with the Great Jamahiriya LC/Res.63 (XV) adopted by the Fifteenth Ordinary Session of the Labour Commission:

1. **REAFFIRMS** its previous resolution on solidarity with people of the Great Jamahiriya in their countering the negative efforts arising from the implementation of Security Council resolution 748 and the threats to which are exposed;
2. **INVITES** the concerned parties to respond to the Libyan initiatives aimed at dialogue and negotiations to find a solution to the crisis, in accordance with Article 33 of Chapter VI of the UN Charter, given the fact that Libya has proclaimed its commitment to Security Council resolution 731 of 1993;
3. **CALLS ON** the Council of Ministers to work in earnest with a view to finding a durable solution to the Libyan problem within the framework of international legitimacy as the problem has a negative impact on Arab and African workers in Libya;
4. **REQUESTS** the OAU Secretary-General to exert further efforts in following this issue with a view to arriving at a peaceful solution of the question.

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\* Chad expressed reservation on this resolution

**VOTE OF THANKS**

The Labour Commission of the Organization of African Unity, meeting in its Sixteenth Ordinary Session in Cairo, Egypt, from 19 to 25 April 1993,

**Appreciative** of the warm welcome and the generous Egyptian hospitality accorded to all delegations and the excellent material facilities put at the disposal of the Sixteenth Session of the Labour commission, under the auspices of His Excellency MOHAMED HONSY MUBARAK, President of the Arab Republic of Egypt,

**Convinced** that the success of the Sixteenth Session of the Commission was due to the thorough and elaborate preparations for the Meeting and sacrifices of the host country,

1. **PAYS TRIBUTE AND EXPRESSES ITS APPRECIATION AND GRATITUDE** to His Excellency, Mohamed Hosny Mubarak, the President of the Arab Republic of Egypt, the Government and people of Egypt for the indefatigable efforts exerted in hosting the Sixteenth Session of the Commission;
2. **EXPRESSES ITS HIGHEST APPRECIATION** to His Excellency Dr. Atef Sidqui, Prime Minister of Egypt for the inspiring address at the Opening Session on behalf of H.E. Hosny Mubarak, President of the Arab Republic of Egypt;
3. **FURTHER EXPRESSES ITS HIGHEST APPRECIATION** to the Ministry of Manpower and Training and to His Excellency Mr. Assem Abdel Hag, Minister of Manpower and Training for the able manner in which he conducted the proceedings of the Session;
4. **EXPRESSES ITS APPRECIATION AND THANKS** to the staff of the OAU General Secretariat, the technical staff and all those who, in one way or another, contributed to the success of the Session.

CM/1782 (LVIII)  
Annex IV

**Message of Condolences sent by the 16th Session of the  
OAU Labour Commission to Mr. Nelson Mandela, President  
of the African National Congress (ANC) on the demise  
of Late Comrade Oliver TAMBO**

Message of Condolences

To: Mr. Nelson Mandela,  
President, African National Congress  
Johannesburg. Fax No. (002711) 8341019

From: The OAU Labour Commission  
Sixteenth Ordinary Session  
Cairo, Egypt.  
19 to 25 April, 1993

We, the African Ministers of Labour, on behalf of the whole Labour Commission meeting in Cairo, Arab Republic of Egypt on the occasion of the OAU Sixteenth Ordinary Session of our Commission from 19 to 25 April, 1993.

Express with profound shock, deep sorrow and anguish, our condolence to you and the entire Executive of the ANC at the untimely death of Comrade Oliver Tambo, an icon of the liberation struggle in South Africa and who for three decades led the liberation struggle from exile.

Hail the late Tambo's great efforts and personal sacrifice in the vanguard of the liberation struggle in Africa as a whole and in South Africa in particular.

Are aware that Oliver Tambo's death has come at a time when patriotic South Africans are still mourning the death of yet another great freedom fighter, the late Comrade Chris Hani, Secretary-General of the Communist Party of South Africa and member of the National Executive Committee of the ANC.

Request you to convey our deep sorrow and condolences to the bereaved family and to give them solace during this period of bereavement.

May the Almighty God rest his soul in eternal peace.

cc: ANC Representative  
Addis Ababa

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1993-06-21

# Report of the Secretary-General on the Deliberations of the Sixteenth Session of the OAU Labour Commission

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