

**ORGANIZATION OF  
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**ORGANISATION DE L'UNITE  
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SECRETARIAT

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COUNCIL OF MINISTERS

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Nineteenth Ordinary Session

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REPORT ON THE PROCEEDINGS OF THE  
TENTH ORDINARY SESSION OF THE CONFERENCE OF AFRICAN LABOUR  
MINISTERS KAMPALA, UGANDA, 6 - 9 March 1972



REPORT ON THE PROCEEDINGS OF THE TENTH ORDINARY SESSION OF THE  
CONFERENCE OF AFRICAN LABOUR MINISTERS KAMPALA, UGANDA, 6 - 9  
MARCH 1972

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President of the Republic of Uganda

REPORT OF THE PROCEEDINGS OF THE TENTH ORDINARY SESSION OF THE  
CONFERENCE OF AFRICAN LABOUR MINISTERS  
KAMPALA, UGANDA, 6-9 March 1972

I. OPENING OF THE CONFERENCE

A/ Opening of the Session.

1. The Tenth Ordinary Session of the Conference of African Labour Ministers was opened under the chairmanship of His Excellency Mr. CHAKULYA, M.P., Minister of Labour and Social Services of the Republic of Zambia and outgoing Chairman. The Tenth Ordinary Session of the Conference of African Labour Ministers was attended by more than one hundred and thirty delegates, including twenty-three Ministers, from the following thirty-four countries:

Algeria, Burundi, Cameroon, Central African Republic, Congo-Brazzaville, Ivory Coast, Dahomey, Egypt, Ethiopia, Gabon, Ghana, Upper Volta, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Morocco, Mauritania, Nigeria, Niger, Uganda, Rwanda, Senegal, Sierra-Leone, Somalia, Sudan, Swaziland, Chad, Togo, Tunisia, Zaire and Zambia. There were observers from the following International Organizations: the International Labour Organization (ILO), United Nations Development Programme (UNDP), The African, Malagasy and Mauritian Common Organization (OCAMM) and the Afro-Asian Peoples Solidarity Organization.

B/ Opening Address

2. On that occasion, H.E. General Idi Amin Dada, President of the Republic of Uganda delivered an important address which is appended to this report. After welcoming the participants whom he invited to mix freely with their sisters and brothers, the President of the Republic of Uganda reaffirmed his peoples attachment to the Charters and objectives of the Organization of African Unity and the United Nations. "I want therefore to re-state here what I have said on a number of occasions namely, that Uganda attaches the greatest importance

to her membership of the OAU. We are totally committed to the principles enshrined in the OAU Charter."

3. Referring specifically to the objectives of the Organization, in particular, the elimination of all forms of colonialism, the Ugandan President went on to say "In particular, we believe that no part of Africa can feel completely free and secure until the whole continent of Africa has been liberated from the yoke of colonialism. We are, therefore, committed to supporting the total elimination of colonialism from the continent of Africa, and in this respect the Uganda Government will continue to give effective moral and material support to all the liberation movements and freedom fighters recognized by the OAU"

4. The President affirmed his Government's determination to do everything possible to ensure respect for the principles of good-neighbour relations and the non-interference in the internal affairs of other countries. "We attach", he said, "great importance to the maintenance and strengthening of friendly and brotherly relations with all our neighbours ..... My Government is committed to the principles of respect for, and equality of, all sovereign states and non-interference in the internal affairs of other states."

5. Before reaffirming Uganda's commitment to take part in the United Nations efforts to ensure international peace and justice and prosperity for all nations, the Ugandan Head of State condemned the situation prevailing in southern Africa and the Middle East. He unreservedly condemned apartheid and racial discrimination in the African territories still under colonial domination as well as Israel's occupation of the Arab territories.

6. In particular, he said "The Government of Uganda condemns the inhuman policy of apartheid which the white minority Government of Africa practises in that country. It believes that the evil policies of that government are not only a denial of the dignity of the

African as a human being, but that they also constitute a threat to the peace and security of the whole continent of Africa. My Government fully supports the struggle of the people of Namibia, Mozambique, Angola, Guinea Bissau and Rhodesia in their struggle for full independence and human rights against colonialism. We condemn the sale of arms to South Africa by any country, contrary to the United Nations' embargo.... It is due to our sincere desire for world peace and security that on the Middle East we have consistently supported the United Nations and OAU Resolutions calling upon Israel to quit the Arab lands she occupied in 1967. We make the same appeal today, and we shall continue to do so until the occupied lands are restored to their rightful owners".

7. "It is the declared policy of my Government, President Amin said, that Uganda shall be non-aligned to any Power Bloc, but shall be friendly with all countries in the welfare of Africa." He then went on to outline to the delegates his Government's policy on labour and the welfare of workers.
8. After this important address by President Amin, their Excellencies the Chairman of the meeting and the Ministers of Sudan, Ivory Coast and Kenya took the floor successively to express gratitude on behalf of the entire Conference, to the President, Government and people of Uganda for the warm and brotherly welcome and all the material facilities made available to the delegations with a view to ensuring the success of the Tenth Ordinary Session of the Conference of African Labour Ministers.
9. H.E. Mr. Diallo Telli, Administrative Secretary-General of the Organization of African Unity then took the floor. First, on behalf of the General Secretariat, he expressed to H.E. General Amin, President of the Republic of Uganda, the deep pleasure and encouragement that his presence conferred upon the opening meeting, the Secretariat and the participants.... "in accepting, in spite of his heavy responsibilities, to open this session personally, the OAU Secretary-General said, in finding the exact terms placing our work under the symbols of

efficiency, realism and, consequently, of success His Excellency General Idi Amin has given proof that to-day as previously, the contribution of Uganda will never be wanting in any undertaking on behalf of African Unity".

10. After expressing to the President, people and Government of Uganda the deference and deep recognition of the General Secretariat for their contribution to the cause of African solidarity and unity, Mr. Diallo Telli referred to the substantial contribution that the Conference of African labour Ministers was making the attainment of the over-all objectives of OAU. Indeed, he affirmed that "Over and above the technical aspects of its activities the Conference of African Labour Ministers contributes, in fact to a large degree, to the achievement of the over-all aims of the Organization of African Unity. Labour and the problems inherent to it, more especially inter-African co-operation in the many fields which Labour covers, represent incontestably a method of action which will determine the success of the struggle to which the OAU pledged itself in promoting a new Africa, that is to say, the political and economic independence of the peoples of the continent".

11. The OAU Secretary-General recalled the circumstances leading to the establishment of the Conference of African Labour Ministers and, in particular, the fact that our continent's representatives to major international conferences felt the need to meet at regular intervals in order to define together their position on important issues of the agenda of the meetings they attended. "Further, they had felt the necessity to act so that these methods of consultation would always guarantee the maintenance of a common African Front, the only condition of the effective defence of the points of view of Africa" Mr. Diallo Telli made specific reference to the International Labour Conference where "the creation and upholding of this common front did not only imply an understanding between the governments, they pre-supposed, in the tri-partite structure of the ILO, the existence of a chain of solidarity between the governments, the workers and the

African employers, since the immediate aim dictated by the circumstances was to ensure at the time of choice that the three African groups at the ILO should conceive and undertake together, the defence of African interests".

12. At this point, the Secretary-General raised the question of whether "the unity of action between the African workers, employers and Governments is still as necessary as it was ten years ago." Upon general reflection, the Secretary-General felt that "these common methods of dealing with the situation, in so far as they are the results of previous consultations between the three groups, have certainly not been marked by any substantial progress during the past years..... It is for this reason that the General Secretariat of the Organization of African Unity continues to think that it is necessary to perfect a method of work which, associating the representatives of African workers and employers in the study of the main problems that preoccupy the Labour Ministers, would put them in a better position in the ILO, as everywhere else, to support the major decisions taken during meetings such as these." That was the theme the OAU Secretary-General chose to submit for consideration by the African Labour Ministers.

13. Finally, H.E. Mr. Chakulya, outgoing chairman of the Conference of African Labour Ministers took the floor. Like the distinguished speakers who preceded him, he first expressed his deep gratitude to the President, people and Government of the Republic of Uganda for the very brotherly welcome and the perfect physical organization and facilities put at the disposal of the delegations. He then proceeded to give a summary of the activities of the Conference during the last two years. In this connexion, Honourable Chakulya reviewed the various resolutions adopted since 1970 in Lusaka and the action taken thereon.

14. After this last speech, H.E. General Idi Amin, President of the Republic of Uganda left the Conference Hall escorted by the out-going Chairman and the Administrative Secretary-General of OAU.

C/ ELECTION OF OFFICERS

15. Before proceeding with the election of officers, the African high officials working in International organizations established in Africa were introduced to the Conference. They were Mr. O. Ndisi and Mr. Michel Doo-Kingue, Director of the ILO Regional office for Africa and UNDP Assistant Administrator for Africa respectively. These distinguished African officials attended the conference as observers representing their respective organization. The Conference then passed on to the election of the new officers.

16. Upon the proposal of the Republic of Zaire seconded by Ethiopia, H.E. Mayanja, M.P. Minister of Labour of the Republic of Uganda was unanimously elected Chairman of the Tenth Ordinary Session of the Conference of African Labour Ministers. Upon the proposal of the Republic of Sierra Leone seconded by Mauritania, the following countries were elected members of the Bureau:

First Vice-Chairman, Nigeria

Second Vice-Chairman: Cameroon

Rapporteur : Arab Republic of Egypt.

D/ ADOPTION OF THE AGENDA

17. First, the Conference heard the speech by the elected Chairman who thanked all the participants for the trust placed in him and the honour done him, and through him, the Republic of Uganda. Honourable Mayanja took the opportunity to inform the Conference of his country's implementation of the resolutions adopted by the African Labour Ministers, of the ILO Conventions and recommendations. The Conference then undertook to adopt its agenda. A debate started on the question of whether or not the problem of the structure of the Conference of African Labour Ministers should be included in the agenda. The sponsors of that



proposal had advanced the arguments given by the OAU Administrative Secretary-General in his opening speech when he raised the question of unity of action between governments, employers and workers. Since the proposal was not approved unanimously, the Conference decided that the Secretariat should study the matter in detail and prepare a memorandum to be submitted to the eleventh session.

18. The Conference agreed to include in its agenda the item proposed by the delegation of the Republic of Ghana on the establishment of a Regional Centre for Labour Administration for English-Speaking countries. The agenda was unanimously adopted with that amendment.

#### E/ ORGANIZATION OF THE WORK OF THE SESSION

19. The Conference accepted, without discussion, the distribution of the agenda items between the two committees as suggested by the General Secretariat. It fixed its hours of work at 10:00 a.m. to 1:00 p.m. and 3:00 p.m. to 7:00 p.m. At its second sitting, the Conference decided to continue its work in committees, in accordance with Rule 37 of its Rules of Procedure.

#### II. ACCOUNT OF PROCEEDINGS

##### A/ Committee on General and Political Affairs

20. The following items of the agenda were referred to the Committee on General and Political Affairs for consideration.

- 1) Report of the Administrative Secretary-General of OAU on the Activities within the Competence of the Conference;
- 2) Report of the African Members of the ILO Governing Body;
- 3) Structure of the ILO
- 4) Presiding of the 57th session of the International Labour Conference;
- 5) All-African Trade Union Unity
- 6) Inter-African Technical Assistance;
- 7) Candidatures for the ILO Governing Body for 1972 - 1975.

1/ Report of the Administrative Secretary-General of OAU  
on the Activities within the Competence of the Conference.

21. Since the report of the Administrative Secretary-General covered all the agenda items submitted for its consideration, the Committee decided to study the relative parts of the report in conjunction with the items of the agenda that had been referred to it by the Conference.

2/ Report of the African Members of the ILO Governing Body

22. The Conference took cognizance of the report of the African Members of the Government group of the ILO Governing Body covering the period from June 1971 to March 1972. This report was centred on seven points.

23. First, on the structure of the ILO, the report mentioned the decisions taken by the 56th International Labour Conference upon the recommendation of the Governing Body namely that the number of substitute Government members of the Governing Body should be increased from 14 to 16 with corresponding increase in employers' and workers' representatives and that all other important matters concerning the structure of ILO should be submitted to the 57th session of the International Labour Conference in June 1972. These matters included:

- 1) Abolition of the ten permanent seats in the Governing Body;
- 2) Representation of socialized management in the Governing Body;
- 3) Election of the ILO Director General.

24. The Conference reaffirmed that the African countries should pursue their efforts and action on the subject of the structure of ILO. It appealed, once more, to the African Governments to ensure effective African representation in the Commission on Structural Reforms which will be set up in June 1972. Furthermore, the Conference

expressed satisfaction with the efforts made hitherto by the African countries and decided that everything possible should be done to keep the issue alive until a structure, more favourable to developing countries, is achieved.

25. Secondly, the report mentioned the meeting of the Fourth ILO African Regional Conference which is to be held in Nairobi (Kenya) during the last quarter of 1973. Four items, including two very important ones, constitute the agenda of that Conference.

- 1) Employment, status and conditions of work of migrant workers and other workers holding the nationality of other African countries;

- 2) The promotion of balanced rural and urban development.

26. Thirdly, the African members of the Governing Body reported to the Conference on the outcome of the debates which were held on the representation of the People's Republic of China in the ILO. The report indicated that although the Governing Body had decided to recognize the People's Republic of China, several members of the Governing Body had felt that the matter should be submitted to the General Conference in June 1972, the only competent body to take such a decision.

27. Fourthly, the Administrative and financial situation of ILO was raised. Since the United States of America has withheld its contribution to the ILO budget since the last half of 1970 up to now, this Organisation is experiencing serious financial difficulties. Besides cutting down expenditure for the main activities and meetings of the ILO, the latter finds itself compelled to borrow money. It was observed that this situation had seriously affected the technical co-operation programmes and that it will, in fact, delay the decentralization of the ILO activities in Africa. It also seriously affects, it was noted, the Turin Centre whose activities could also be hampered by the fact that some countries mainly from Eastern Europe have not paid their assessed contributions to the Turin Centre.

28. Fifthly, the defraying by ILO, of the expenses of a part of each delegation attending the International Labour Conference was carefully considered by the working party set up for that purpose, by the Governing Body. Since the working party did not agree on the recommendations for submission to the Body, the latter decided to reconsider the matter at its session in November 1972.

29. Sixthly, taking into consideration the address delivered by H.E. Mr. Leopold Sedar Senghor, President of the Republic of Senegal on the worsening of the terms of trade between the developed and the developing countries, the Governing Body included in its agenda, an item entitled "Trade, Aid, Employment and Labour". It was included with a view to enabling the ILO formulate recommendations on what should be done by the United Nations agencies and, in particular,

UNCTAD to improve exports of those goods which have the greatest employment content in manufacture and processing. After looking into this matter, the Governing Body decided to submit to the Third UNCTAD a statement on trade liberalization.

30. Lastly, regarding general matters, the report of the African members of the Body mentioned the problem of the small number of Africans on the ILO staff, the recruitment of experts and the visit of the United Nations Secretary-General to the International Labour Office. With regard to the first point the African members of the Governing Body were concerned about the possible removal of the few Africans already employed because of the financial crisis at the ILO. They suggested that Africa should take action by requesting the ILO officials to ensure that the reduction in staff does not affect the personnel from Africa and that the number of Africans employed by the ILO be increased as soon as the financial situation improves. On the second point, the African representatives of the Governing Body expressed regrets that only few Africans were recruited as experts for ILO work. It seems, they believed, that Africa is ignored even when experts are recruited by ILO for work in Africa.

31 During Mr. Kurt Waldheim's visit to the Headquarters of the International Labour Organisation, the African Group met with H.E. Mr. Farah, permanent representative of the Somali Government to the United Nations and Chairman of the UN Committee on Apartheid. In explaining the activities of this committee, Mr. Farah said that the unity of the African trade union movement could make the work of the United Nations Committee on Apartheid easier. He felt that the question of African trade union solidarity should be given serious consideration. The Conference of African Labour Ministers took note of these suggestions during the adoption of its resolution on all African trade union Unity which is discussed in the paragraphs that follow.

### 3/ Structure of ILO

32. This matter was tackled within the framework of item 2 concerning the report of the African Government members of the Governing Body. This report, it should be recalled, centred on the structure of the ILO.

### 4/ Presiding of the 57th session of the International Labour Conference.

33. The Conference decided that since it is not yet clear whether the President of the 57th session should come from Africa or Europe, consideration of this matter should be deferred till the Geneva meeting of the African Group next June.

### 5/ All-African Trade Union Unity

34. In their consideration of this matter, the African Labour Ministers considered that the time has come for African Governments to take a firm decision on the question of all-African Trade union unity. The responsibility to achieve this unity should not be left to the trade unionists alone; the African peoples and Governments should do their best to help unite the trade union movement in Africa without interfering, however, in the internal affairs of the trade unions.

35. The question of national trade union unity as a pre-requisite for continental unity was often raised during the discussions. Naturally, there were arguments for and against this consideration. The Minister stressed the role that ATUC and AATUF could and should play to achieve all-African trade union unity. They emphasized the need to associate these two big central unions with the preparations for the conference on all-African trade union unity.

36. The Conference unanimously decided that OAU should provide all secretariat services required for the meeting on trade union unity; it proposed that African Governments defray the travel and maintenance expenses of the trade union delegates from their countries to attend the meeting as they do for the trade union delegates and advisers to the ILO meetings.

37. The Conference adopted an important resolution inviting all the African trade unionists to hold a trade union meeting before the eleventh ordinary session of the African Labour Ministers. The venue of this meeting was to be decided, taking into consideration the Algerian Government's offer, made since March 1969, to host the trade unionists meeting. If an agreement could not be reached on the venue, the meeting was to be held in Addis Ababa.

38. The resolution requests Governments of Member States to defray the travel and maintenance expenses of the delegates from their countries to the all-African trade union meeting. It further requests the OAU Council of Ministers to provide the General Secretariat with the funds required to hold the trade union meeting.

#### 6/ Inter-African Technical Assistance

39) The African Labour Ministers listened to the report prepared by the General Secretariat on the establishment of a technical assistance system between African countries. The representative of the Secretariat explained the difficulties encountered in the

launching of such an operation. Desirous that this African undertaking should be successful, the Conference requested that the Ministries of Labour of all Member States should be informed each time that problems concerning inter-African technical assistance were brought to the attention of the departments of Foreign Affairs of their respective countries.

40. The Labour Ministers adopted a resolution calling on the OAU Council of Ministers to set up, within the General Secretariat, a technical assistance bureau which would be responsible for compiling and circulating, in collaboration with ECA, all information likely help to make a system of technical assistance between African countries work. The same bureau would also have the task of transmitting African candidatures to international institutions to which African countries apply for technical assistance personnel. The Governments of Member States were invited to collaborate with the General Secretariat by sending it their requests for technical assistance personnel together with information on the conditions of service offered in their countries, such as the duration of service, salaries and other facilities offered to personnel whose services are required.

Candidatures for the ILO Governing Body for 1972 - 1975.

41. The Conference of African Labour Ministers considered the representation of the African region in the Governing Body for the period 1972 - 1975. On this issue, the Conference decided that in view of the fact that Africa was inadequately represented within the Governing Body, one of the seats of substitute member of the Governing Body should be given to an African country. Furthermore, it was decided that the names of African candidates who had been chosen to represent the sub-regions should be considered by the Conference and that the candidates from these sub-regions that had not yet completed consultations should be considered at the Geneva meeting of the African Labour Ministers in June 1972.

B/ Committee on Administrative and Technical Matters

42. The Committee on Administrative and Technical Matters was entrusted with the consideration of the following agenda items:

- 1) Report of the Administrative Secretary-General on the activities within the competence of the Conference.
- 2) Plant Inspection in East Africa.
- 3) Prohibition of the Sale, Hire and Use of Inadequately Guarded Machinery.
- 4) Liaison between Factories Inspectorates.
- 5) Proposed Organization and Structure to put into operation the Occupational Training and Employment Services.
- 6) Activities of the Turin Centre.
- 7) Establishment of a Regional Centre for Labour Administration for English-speaking African countries.

1/ Report of the Secretary-General

43. During its consideration of the Secretary-General's report, the Committee dwelled on the implementation, by Member States, of resolution MAT/Res.5(IX) adopted by the Ninth Session of the African Labour Ministers on the Establishment of occupational health centres in Africa. It noted that only very few Governments had managed to provide the General Secretariat with information on the activities of their centres, if there were any, on the work done and difficulties encountered or on any other means of applying national legislation on occupational health. It renewed its appeal to Member States to communicate reports on the approach adopted in this respect.

2/ Plant Inspection in East Africa

44. It was agreed that plant inspection is important and that many African Governments are now endeavouring to constitute a proper technical inspection corps. Emphasis was placed on the need for such



technical inspection corps on a national, sub-regional or regional basis. The Committee expressed the hope that social legislation on health and safety would be harmonized.

3/ Prohibition of the Sale, Hire and Use of Inadequately Guarded Machinery

45. The Committee stressed the need to pursue the study of this problem and ensure the training of adequate staff. It expressed the desire that Member States would exchange information on a bilateral or multilateral basis.

4/ Liaison between Factories Inspectorates

46. Several speakers took the floor to speak on this matter and they stressed the need to organize meetings not only for the chief inspectors but also for intermediate level staff. Some delegates welcomed the happy initiative taken by ILO in this connexion by establishing regional labour administration centres such as the "CRADAT" at Yaounde whose activities are helping to facilitate contacts between staff of various levels because of the various seminars that it organizes at frequent intervals in these centres. They further recommended that such meetings should be organized within the framework of our Organization and in close collaboration with ILO. The General Secretariat was asked to work out a system that would ensure implementation of these recommendations. The attention of the OAU Heads of State and Government should be drawn to the problem with a view to enabling the Secretariat to compile and disseminate information on factories inspectorates. Emphasis was further placed on the need for direct contacts between professionals.

5/ Proposed Organization and Structure to put into operation the Occupational, Training and Employment Services.

47. The Committee agreed that the organization and structure to put into operation the occupational training and employment services

constitute a real problem to all African countries. It placed emphasis on occupational training for adults particularly training of higher level managerial staff.

#### 6/ Activities of the Turin Centre in Africa

48. Since the Committee had been informed that the Director of the Turin Centre would arrive on 9 March to introduce his report on the organizing of seminars in Africa, it requested that the General Secretariat should ask him not to come to Kampala because of the change in the date of the closing meeting. It requested the General Secretariat to invite the Director of the Centre to send his report in writing so that the Secretariat could distribute it to Member States before the Geneva meeting of the African Labour Ministers in June 1972. Since the Director of the Turinn Centre did not receive the Secretariat's cable, he arrived in Kampala and after consultations between the Secretariat and the Officers of the Committee, it was decided that Mr. Blamont should address that plenary meeting of the Conference.

#### 7/ Establishment of a Regional Centre for Labour Administration for English-speaking African Countries.

49. Regarding the establishment of a Regional Centre for Labour administration for English-speaking African Countries, after reviewing briefly the circumstances leading to this project, the Committee stressed that the only remaining problem was where the Centre should be located. It heard the ILO representative state that the technical studies had already been completed and that as far as UNDP was concerned, it was willing to finance the project, but that the problem of the location which was political problem had to be settled first. The Committee decided that this matter called for consultation between the ILO and the political authorities of the Governments concerned since the choice of location of such centres often depends on both technical and political considerations.

### C) PLENARY MEETINGS

50. The Conference decided to discuss the following items in plenary:

- 1) Report of the Administrative Secretary-General on the Activities within the Competence of the Conference;
- 2) Date and Venue of the Eleventh Session;
- 3) Any other Business.

The Conference held four plenary meetings two of which were devoted to the items dealt with in the first part of this report.

51. At its third plenary meeting, the Conference adopted the reports and resolutions of the two Committees which are attached to this report. It then listened to the statement by Mr. Blamont, Director of the Turin Centre. The latter informed the African Labour Ministers of the progress made to launch the mobile courses and seminars in Africa in conformity with the decision taken at the Ninth resumed Session in Geneva in May 1971. He submitted to the Conference, the draft training programmes comprising several subjects to be taught. He invited the Labour Ministers to study these programmes and make a list of priorities from the subjects proposed.

#### 1/ Report of the Administrative Secretary-General

52. Upon the proposal of the delegation of the Islamic Republic of Mauritania, the Conference decided to take note of the report of activities covering the period from March 1970 to February 1972, submitted by the OAU Administrative Secretary-General and to congratulate the latter on the excellent work done.

#### 2/ Date and Venue of the Eleventh Session

53. At the same plenary meeting, the Conference tackled the question of the date and venue of its eleventh ordinary session. H.E. Mr. Bintu'a Tshiabola, Minister of Labour and Social Welfare of the Republic of Zaire took the floor to express regrets that his Government could

no longer host the eleventh session of the African Labour Ministers. On that occasion, the Minister recalled that, since March 1970 in Lusaka, the Republic of Zaire had offered to host the Conference of the African Labour Ministers in Kinshasa.

54. But, he added, events had delayed the holding of the eleventh session. In the meantime, as the Republic of Zaire had hosted many other meetings, the Government had decided to take up more pressing responsibilities in 1973 and could no longer host the eleventh ordinary session of the Conference of African Labour Ministers. Since there were no other invitations, the Conference decided that any country wishing to host the eleventh session on its territory should inform the Labour ministers at their Geneva meeting which precedes the opening of the International Labour Conference.

### 3/ Any Other Business

There were no items under this heading.

### III. CLOSING SESSION

55. The Fourth and last plenary meeting of the Tenth Ordinary Session of the African Labour Ministers was devoted mostly to the closing ceremony. It was held on Thursday 9 March 1972 and started at 5:45 p.m. when His Excellency General Idi Amin Dada, President of the Republic of Uganda entered the conference hall. The first speaker was the Chairman of the Conference, Honourable A.K. Mayanja, who expressed sincere thanks to President Amin on behalf of all the participants for having accepted, despite his many heavy responsibilities to close the meeting which he had opened earlier in the week.

56. Honourable Mayanja reviewed, for the benefit of the President of the Republic, the proceedings and conclusion of the work of the session. He took the opportunity to thank his colleagues and all the delegates and observers for their co-operation which had helped the Conference to finish its work within the time-limit.

57. In his closing speech, General Amin said that he was satisfied with the outcome of the session of African Labour Ministers which had been held on Ugandan soil. He expresses the hope that all the delegates and observers had enjoyed their stay in Kampala and had taken the opportunity to discover the real Uganda. General Amin sincerely thanked the Conference for supporting Uganda's candidature for the seat of titular member of the ILO Governing Body. In this connexion, he expressed sincere gratitude to the Democratic Republic of Somalia which had manifested a spirit of brotherhood and co-operation by declining in favour of Uganda.

58. The Ugandan president reaffirmed the pleasure and gratification and pride that his country felt in being a member of the Organization of African Unity, the Economic Commission for Africa (ECA) and the African Development Bank (ADB). He said that he fully supported the OAU inter-African technical assistance project. In fact, he agreed, an African expert is in a better position to understand our situation more than anybody else. This is why the OAU technical assistance programme should be finalized as soon as possible.

59. Likewise, continued General Amin, the African trade unions if united, can certainly, make positive contributions to the economic and social development of the African countries. He supported the establishment of an all-African trade union organization. Lastly, President Amin appealed to all the African countries to stop quarreling with one another and endeavour to solve their problems always through friendship and brotherhood.

60. After this speech, H.E. Mr. Ali Shehata, Under-Secretary of State in the Ministry of Manpower of the Arab Republic of Egypt, General Rapporteur of the Conference, went to the rostrum to introduce a motion of thanks to the President, Government and People of Uganda for everything they had done to ensure the full success of the Tenth Session of the African Labour Ministers. Before introducing his motion, he expressed his deep gratitude to President Amin for the kind words he had addressed to the Arab countries at the opening of the Conference.

61. This motion was seconded by the Ministers of Somalia, Senegal and Zaire, all of whom expressed satisfaction and deep gratitude to President Amin, his Government and people for their decisive contribution to the work of the African Labour Ministers. The Tenth session of the Conference of African Labour Ministers was closed after this motion was adopted unanimously and by acclamation.

RESOLUTIONS AND DECISIONS OF THE TENTH  
ORDINARY SESSION OF THE CONFERENCE OF AFRICAN LABOUR  
MINISTERS MEETING IN KAMPALA FROM 6 - 9 MARCH 1972

RESOLUTION ON ALL-AFRICAN TRADE UNION UNITY

The Conference of African Labour Ministers, meeting in its Tenth Ordinary Session in Kampala from 6 - 9 March, 1972,

Having studied the report submitted by the OAU General Secretariat on the evolution and problems of All-African Trade Union Unity;

Reaffirming its conviction that All-African Trade Union Unity represents a determining factor in the struggle of the African peoples and Governments for their unity, which is the basic condition of their total liberation and of their progress in the economic, social and cultural spheres;

Recalling the many resolutions adopted both by the political authorities of the Organization of African Unity and by the African Labour Ministers on All-African Trade Union Unity;

Reaffirming its resolution MAT/6 (VIII), in accordance with which the African Labour Ministers took note with satisfaction of the agreement arrived at in Algiers in March 1969 between the representatives of the ATUC and AATUF on the unification of the trade union movement in Africa and decided to give full support to the efforts made for this purpose by African trade unionists;

1. RESOLVES that the time has come to give African trade unions the support necessary for sound foundations for the rapid realisation of All-African Trade Union Unity, and to this end:
2. INVITES the ATUC, AATUF and the National Central Labour Organisation or organisations of all member countries of the OAU, to meet at a Conference before the Eleventh Ordinary Session of the Conference of African Labour Ministers;
3. REQUESTS the OAU Administrative Secretary-General to arrange an agreed venue for the Conference, taking note of the consistent



position of the Republic of Algeria on this matter. In the event of a venue not being agreed, the venue shall be Addis Ababa;

4. INVITES further the National Central Labour Organisation or Organisations of each country to be represented at the said Conference by not more than four delegates; the ATUC and AATUF to be represented by their elected officials not exceeding 4 in each case;
5. REQUESTS the Governments of member countries of the OAU to pay the travelling and maintenance expenses of the delegates from their countries to this Conference;
6. REQUESTS the OAU Administrative Secretary-General to:
  - (a) service the All Africa Trade Union Conference
  - (b) consult with the ATUC and AATUF and all the National Central Labour Organisations regarding the Agenda, Organisation, Time-table and other matters relevant to the Trade Union Conference;
7. REQUESTS the OAU Council of Ministers to provide the General Secretariat with the necessary funds for these purposes;
8. REQUESTS the OAU Administrative Secretary-General to report to the 11th Ordinary Session of the Conference of African Labour Ministers concerning the implementation of this Resolution.

RESOLUTION ON INTER-AFRICAN TECHNICAL ASSISTANCE

The Conference of African Labour Ministers, meeting in its Tenth Ordinary Session in Kampala from 6 - 9 March, 1972,

Having studied the report submitted by the General Secretariat of the Organization of African Unity on Inter-African Technical Assistance;

Convinced that Inter-African Technical Assistance would accelerate Co-operation among the African peoples and thus strengthen unity and solidarity among the peoples of the continent;

Determined to provide the General Secretariat with the assistance required to improve its knowledge of the problem respecting the supply and demand for technical assistance in Africa and thus bring about an Inter-African Convention on Technical Assistance which would fulfil the aims of the Charter of the Organization of African Unity and safeguard the interests of the African peoples and Governments;

1. REQUESTS the Council of Ministers of the Organization of African Unity to set up an Inter-African Technical Assistance Bureau within the framework of the General Secretariat of the Organization of African Unity, whose duty would be, in collaboration with the Executive Secretariat of the Economic Commission for Africa, to collect and disseminate all information likely to promote the functioning of a technical assistance system among African countries and to relay African candidatures to international institutions where African countries apply for technical assistance personnel;
2. INVITES the Member Governments of the Organization of African Unity to provide the General Secretariat of the Organisation of African Unity with the help it requires for the promotion of Inter-African Technical Assistance and, in particular, to submit their comments and observations on the Draft Inter-African Convention and on their resources in specialised African personnel;
3. REQUESTS all Member Governments of the Organization of African Unity to co-operate with the General Secretariat by providing along with

their requests for technical assistance personnel, information regarding labour conditions in their countries particularly with regard to duration of service, salaries, and other facilities offered to personnel whose services are requested.

4. REQUESTS the Administrative Secretary-General to continue his efforts with a view to the rapid establishment, on a permanent basis, of a system of Inter-African Technical Assistance and to report thereon to the 11th Session of the Conference of African Ministers of Labour.

RESOLUTION ON PLANT INSPECTION IN AFRICA, LIAISON  
BETWEEN THE FACTORIES INSPECTORATES, AND THE  
PROHIBITION OF THE SALE, HIRE AND USE OF INADEQUATELY  
GUARDED MACHINERY

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The Conference of African Labour Ministers, meeting at its tenth ordinary session in Kampala, Uganda, from 6 - 9 March 1972,

Having examined documents MAT/10(X), MAT/11(X) and MAT/12(X) submitted by the Government of the Republic of Uganda on plant inspection in East Africa, liaison between the factories inspectorates, and the prohibition of the sale, hire and use of inadequately guarded machinery, respectively,

Recognising the importance for the African countries of the issues raised by the Government of Uganda in those documents,

Aware of the efforts that are being exerted by the Organization of African Unity to promote and maintain co-operation between the African countries in the field of human resources development,

Recalling the resolution adopted by the Organization of African Unity on the alignment of social legislation in Africa,

1. CONGRATULATES the Government of Uganda on having submitted studies of particular interest to the Tenth Session of the Conference of African Labour Ministers;
2. RECOMMENDS States members of the Organisation of African Unity to strengthen and align their inspection departments so that the health and safety of workers may be protected effectively;
3. INVITES Member States not only to send in regular reports to the OAU Administrative Secretary-General on all such questions, with a view to their distribution throughout the Continent, but also to organise inter-State meetings of the various occupational departments in the Labour Ministries.

SPECIAL RESOLUTION

The Conference of African Labour Ministers meeting at its Tenth Ordinary Session in Kampala, Uganda from 6 to 9 March, 1972:

Convinced that the success of its deliberations owes much to the wise counsel and guidance contained in the opening address of H.E. General Idi Amin DADA, President of the Republic of Uganda who, in spite of his heavy responsibilities, honoured the Conference by attending the opening meeting,

Highly pleased with the brotherly welcome and generous hospitality accorded to the delegates to the Tenth Session by the People and Government of the Republic of Uganda as well as with the excellent technical organization of the Conference,

Convinced that this welcome, hospitality and technical preparation have substantially contributed to creating an atmosphere of frank discussion and comradeship which undoubtedly marked a decisive stage in the life of the Conference of African Labour Ministers which is now entering upon its second decade,

1. WARMLY THANKS H.E. General Idi Amin DADA for his deep interest in the work of the Conference of African Labour Ministers;
2. EXPRESSES its profound gratitude to the People, Government and President of the Republic of Uganda for the warm welcome and hospitality extended to the delegates, and for the technical and material facilities provided for them;
3. THANKS the Secretariat of the OAU and the technical staff for the efforts they exerted to contribute to the success of the Session.

ACTIVITIES OF THE ILO GOVERNING BODY

1. That, in view of the fact that Africa is under-represented in the Governing Body, one of the new deputy seats on the Governing Body should be allocated to Africa.
2. That, in view of decisions by the U.N. regarding the representation of China, the Conference recommends to African Delegations to the ILO Conference that they should support the seating of the People's Republic of China in the ILO as the representative of China.
3. That the cuts in ILO activities arising from the financial situation caused by the failure of the United States of America to pay its contributions, should not affect technical co-operation programmes in Africa.
4. That, in view of the fact that very few Africans are employed in the staff of the International Labour Office, a reduction in ILO staff resulting from the afore-mentioned financial crisis should not affect personnel from Africa. Further, that as soon as the financial situation is stabilised and recruitment of staff is resumed deliberate action should be taken by the Director-General to increase the African personnel in the International Labour Office.
5. The Conference urged all member countries of the ILO which have not yet paid their contributions, and in particular the USA, to do so without delay so as to enable the ILO to resume its programmes and normal activities.
6. That the Conference of African Labour Ministers compliments the Director-General of the I.L.O. on his efforts in the field of "Trade, Aid, Employment and Labour" and urges him to continue his efforts.
7. That African members of the Governing Body should make strong representations to the ILO regarding the recruitment of African Experts for ILO work.

STRUCTURAL REFORM OF THE INTERNATIONAL LABOUR  
ORGANISATION

8. That the Conference re-affirms its previous decisions on the structural reform of the ILO notes with appreciation the efforts which have been made in this regard by African members of the Governing Body and requests all African delegations to the ILO Conference and the Committee to continue to pursue these matters with vigour.

57TH SESSION OF THE ILO

9. That consideration of the question of the Presidency of the 57th Session of the ILO should be deferred until the meeting of African Labour Ministers in Geneva in June, 1972.

10. That, in regard to membership of the ILO Governing Body for 1972/75, the candidates from sub-regions in Africa which have reached agreement among themselves should be endorsed by the Conference but that the question of candidates from sub-regions which have not yet completed their consultations should be deferred for consideration at the meeting of African Ministers of Labour in Geneva in June, 1972.

COMMITTEE OF EXPERTS ON THE APPLICATION OF CONVENTIONS AND  
RECOMMENDATIONS

11. That the Committee of Experts on the application Conventions and Recommendations should be enlarged so as to provide for African membership and that African countries interested in membership of the Committee should submit their candidature to the Director General of the ILO.

STANDING ORDERS

12. That the question of amendments to the Standing Orders of the ILO should be deferred for consideration by the African Labour Ministers at their meeting in Geneva in June, 1972.

13. That the Conference urges the Council of Ministers of OAU to provide stand by budget for Conferences of African Labour Ministers in those years in which no Member State offers to play host should be deferred for consideration by the meeting of African Ministers in Geneva in June, 1972.

INTERNATIONAL SOCIAL SECURITY ASSOCIATION

14. That the OAU Secretariat should submit for consideration at the 11th Ordinary Session of this Conference a memorandum on the International Social Security Association including the question of relations between the Association and Conference of African Labour Ministers and the question of effective representation of Africa in the administration of the Association.

10TH ANNIVERSARY OF THE AFRICAN LABOUR MINISTERS CONFERENCE

15. That a Committee consisting of the Hon. Ministers from Uganda, Nigeria, Cameroon, Egypt and the OAU Secretary-General should submit proposals to the meeting of African Labour Ministers in Geneva in June, 1972 regarding fitting celebrations or ceremonies to mark this occasion.



CM/456

ANNEX II

REPORT OF

THE COMMITTEE ON GENERAL AND POLITICAL AFFAIRS

REPORT OFThe Committee on General and Political Affairs

1. The Committee decided at the beginning of its session that since the Administrative Secretary General's report covered all the agenda items allotted to the Committee it would be advisable to consider the relative parts of that report in conjunction with each item of the Agenda. Due to the fact that the documents on items 2 and 3 of the Agenda were not ready the meeting decided to start with Agenda item 5 -- All-African-Trade Union Unity.

Item 5. ALL-AFRICAN TRADE UNION UNITY

2. The question of achieving an all-African Trade Union Unity has preoccupied the African Heads of State and Government and the African Labour Ministers Conference for a long time. Both the African Labour Conference and the OAU Secretariat have continued their efforts for achieving this Unity. The meeting re-affirmed once more its firm belief in the importance of fulfilling the wish of the African Heads of State and Government to achieve the Unity of the African Trade Union movements. The meeting further expressed its determination to help in achieving unity.

3. It was believed that the time was now ripe to take a firm decision on this matter in the light of the very clear report of the Secretariat. It was also urged that African countries, members of the OAU, must commit themselves to achieve this objective.

4. The meeting was of the view that the responsibility for achieving all-African Trade Union Unity is not and should not be left to African Trade Unions only and that all the African people and the African Governments have a major role to play in facilitating this Unity. National Governments should assist Trade Unions -- without interfering in their internal affairs, to attain the objective of Unity.

5. The need for Unity at the national level as a pre-requisite for Continental Unity was also raised by many delegations. In their inter-

ventions, many delegations referred to their experiences and efforts to achieve Unity. Different views for and against the consideration of complete unity at the national level as a pre-requisite to Continental Unity were aired. It was believed that patient and persistent efforts on the part of the Governments to associate the Labour movements with events and issues of national interest could help make Trade Unions play a more positive role in consolidating national independence and through this process strengthen the Unity of their ranks.

6. The Conference devoted considerable time discussing practical steps to achieve Unity. In the discussions it was stressed that the mandate given to the Conference by the African Heads of State and Government is a very flexible one and that it is up to the Conference to dispose of this issue in the manner it sees most appropriate.

7. Reference was made to the role that ATUC and AATUF could play, in achieving this objective. In the animated debate that followed, the need to associate the two big African Trade Union Confederations AATUF and ATUC to preparations for the Conference of All-African Trade Union Unity was stressed. The OAU Secretariat was asked to keep in touch and consult with the above two Unions as well as all other African National Labour Unions during the preparations for the Conference.

8. Reference was made to the Agreement reached between the leaders of AATUF and ATUC in Algiers in March, 1969 in which they declared their wish to achieve the Unity of all African Trade Union Movements. In this respect the representative of Algeria reiterated the invitation of the Algerian Government and the Algerian Labour Confederation to host the meeting of All-African Trade Union Unity in accordance with the commitment they entered into the Algiers agreement.

9. The question of expenses arising from such a Pan-African Conference was also discussed in the meeting. There was unanimity that the OAU should provide all services for the meeting. It was suggested that African Governments should cover the cost of travel and subsistence for the Trade Union

representatives from their respective countries attending the meeting, in the same manner as expenses of trade union delegates and advisers to I.L.O. Conferences. This view commanded the support of most delegations, while some delegations reserved their position on the question of costs.

10. At the end of its deliberations the Conference discussed and approved a draft resolution suggesting concrete steps to implement the resolution on All-African Trade Union Unity before the next session of the Conference.

#### Item 6. Inter-African Technical Assistance

1. By way of introduction the Secretariat informed the meeting of developments in the field of establishing an Inter-African Technical Assistance. These efforts consisted mainly of a detailed man-power survey conducted by the ECA and the convention on inter-African technical assistance being developed by the OAU for the last few years. The meeting was informed of the difficulties the OAU Secretariat is facing in reaching the appropriate authorities dealing with technical assistance in the respective African countries. The traditional channel through Ministries of Foreign Affairs might cause some delay and it was suggested that a copy of any correspondence should be sent to the Ministry of Labour direct.

12. The attention of the meeting was drawn to the recommendations appearing in paragraphs 24 to 28 of the document (MAT/3 (X)).

13. It was decided that these recommendations should be put in a resolution which was later considered and adopted by the Conference.

#### Item 3. Structure of I.L.O.

14. The representative of Algeria introduced the document entitled "Report on the latest Developments on Structural Reform of the I.L.O." (MAT/13 (X)). In this introduction he reminded the delegates that it was due to the persistent efforts of the African countries in the Governing

Body and the General Conference of I.L.O. that we have achieved important results on this issue. The greatest achievement is that the question of structural reform, in accordance with the resolution of the 56th Session of the Conference, will be dealt within the Conference and not in the Governing Body. This new development will enhance the chances of African countries in the Conference, where they have more adequate representation to publicize their views and achieve the reforms they have so long been striving for.

15. Attention was drawn to the need for having very effective representation in the consultative group on ILO structural reforms which will be constituted in June, 1972.

16. The need to continue the efforts of the African countries in this respect was re-affirmed. The meeting commended the efforts of the African group in ILO and decided that every effort should be made to keep the issue alive until a structure, more favourable to developing countries is achieved.

Item 4. Presiding of the 57th Session of the International  
Labour Conference

17. The meeting decided that since it is not yet clear whether the President of the 57th Session should come from Africa or Europe, consideration of this matter should be deferred till the meeting of the African Group in Geneva before the 57th Session of the ILO Conference.

Item 7. Candidates for the ILO Governing Body for 1972/75

18. The attention of the meeting was drawn to the past practice of having candidates elected by each sub-region which will then be endorsed by the Conference. In this respect attention was also drawn to the Secretariat paper providing information to the delegates. A representative from North Africa informed the meeting that his sub-region will provide the name of its candidates in June at the African Group meeting. The Representative of Uganda informed the meeting that his country will represent the

East African Region as titular representative for East Africa. Zambia and Madagascar were elected as deputy members. The West African and Central African sub-regions informed the meeting that they will submit their candidatures at the Geneva meeting of the African Group.

Item 2. Report of the African Members of the ILO Governing Body

19. The meeting commended the African Group for their efforts and clear report. The meeting noted the suggestions of the Representative of Somalia in the U.N. and the Chairman of the U.N. Committee on Apartheid and hoped that the resolution on Trade Union Unity adopted at this Session will answer his appeal. The meeting also noted with appreciation the efforts of the Governing Body in the fields of "Trade, Aid, Employment and Labour."

20. At the end of its deliberations on this item, the meeting requested the drafting committee to prepare the appropriate decisions for its consideration.

21. Having finished the consideration of the Agenda items allotted to it the Committee appointed a drafting Committee to prepare its resolutions and decisions of the following: the Chairman (Nigeria), the Rapporteur (Egypt), Algeria, Gabon, Ghana and Zambia.



REPORT OF THE RAPPORTEUR OF THE COMMITTEE  
ON ADMINISTRATIVE AND TECHNICAL AFFAIRS

REPORT OF THE RAPPORTEUR OF THE COMMITTEE  
ON ADMINISTRATIVE AND TECHNICAL AFFAIRS

1. The Committee on Administrative and Technical Affairs was presided over by H.E. Nzo Ekoh-Nghaky, Minister of Labour and Social Insurance of the Federal Republic of Cameroon, Second Vice-Chairman of the Conference. In the course of three sittings the Committee discussed the seven agenda items which appear as an annex to the present report.

2. The Committee started work by the election of its Rapporteur. On the proposal of the Ivory Coast, seconded by Libya, H.E. Lieutenant Michael Amede, Vice Minister in the Ministry of Social Affairs and National Community Development, Ethiopia, was elected Rapporteur.

1) Report of the Secretary-General

3. Following the explanations given by the representative of the Secretariat, the Committee decided to open the discussion on paragraph 12, concerning the implementation of Resolution MAT/Res. 5( IX) on the Establishment of Occupational Health Centres in Africa. Several delegates took the floor to inform the Committee of the situation existing in their own countries in this context. They gave exhaustive information not only on Health Centres but on Occupational Health and Hygiene as a whole. The Committee decided to recommend that the Plenary Conference should take note of document MAT/7/Rev.1 (X) and further take note that the appeal made to member States at the 9th Session to submit to the General Secretariat of the OAU reports on the work of their centres, where they exist or on any other measures for the implementation of national legislation on health in labour, and on their achievements and any difficulties encountered, had gone unanswered by many States. Nevertheless, several countries had not sent in such reports because their regulations concerning the health and safety of workers called for systems other than the occupational health centres. The Committee finally decided to recommend that the Plenary Conference should renew this appeal to member States.

2) Plant Inspection in East Africa

(Document MAT/12 (X))



4. Document MAT/12 (X) was introduced by the representative of the Republic of UGANDA. Some delegates took the floor to say that the issue raised by Uganda concerned the East African Community alone; others said they considered the document as merely providing information on the situation in East Africa. Many other delegates spoke highly of the Ugandan initiative in raising the problem of plant inspection and reported on the operation of the technical inspection services in their respective countries.

5. The ILO representative stressed the importance of the document introduced by Uganda in view of the fact that many Governments were currently endeavouring to inaugurate adequate technical inspection corps. He advised the members of the Committee that the establishment of such corps, on a regional, sub-regional or national basis, should be given a sufficiently high priority in drawing up national programmes and drafting requests for credits from UNDP. He also supported the view that member States should send information to OAU to align social legislation on health and safety, and said that the ILO would lend assistance to OAU in that respect.

6. The Committee agreed to express its appreciation to Uganda for its paper and to recommend that member Governments should take steps to ensure the checking and inspection of dangerous plant. Lastly, the Committee decided to invite member States to submit reports on the subject to the General Secretariat for distribution.

3) Prohibition of the Sale, Hire and Use of Inadequately Guarded Machinery (Document MAT/10 (X))

7. At its second sitting, the Committee heard a statement by the representative of UGANDA on the prohibition of the sale, hire and use of inadequately guarded machinery. Several members of the Committee warmly congratulated the Ugandan Government on its paper, which had resulted in a most fruitful exchange of views. They stressed the need to continue to study the problem and also to train adequate staff in that field. They hoped that member States would exchange information on a bilateral or multilateral basis.

4) Liaison between Factories Inspectorates (Document MAT/11/(X))

8. After the introduction of document MAT/11 (X) by the representative of Uganda, several speakers supported the recommendations contained in paragraph 5 of the document. They stressed the need to organize meetings not only for chief inspectors but also for intermediate level staff. Some delegates welcomed the happy initiative already taken by the ILO to establish regional labour administration centres such as CRADAT in Yaounde, which was effectively helping to facilitate contacts between the workers cadres at various levels through frequent seminars organized by it in the centres. They also recommended that such meetings be arranged within the framework of the Organization, in close collaboration with the ILO. The OAU General Secretariat was asked to work out a system for implementing the recommendations. The attention of the Heads of State and Government should be drawn to the problem to enable the Secretariat to compile and distribute the information on factories inspectorates. The advisability of direct contacts between professionals was also stressed.

5) Proposed Organization and Structure to put into Operation the Occupational Training and Employment Services.

9. After explaining that there had been new developments during the period that had elapsed between the ninth and tenth sessions, the representative of Gabon explained the problems his country was facing with regard to the occupational training of adults, and the steps his Government had taken to solve the problem. All those who spoke on the subject said that the problem was a very real one and that it concerned all the African countries. They explained in detail the working of their national services so far as occupational training was concerned, stressing the training of staff at the highest executive level. They all congratulated the Gabonese Government on its paper.

6) Activities of the Turin Centre in Africa

10. The Committee, on learning that the Director of the Turin Centre was due to arrive on 9th March, to report on the organization of courses and seminars in Africa, decided that the General Secretariat should ask him not to come to Kampala, as the closing date of the session had been changed.

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The Committee requested the Secretariat to invite the Director to send in a written report for distribution to member States before the session of Labour Ministers scheduled to take place in Geneva in June 1972. As the cable from the Secretariat had not reached the Director, he had arrived in Kampala, and, after consultation with the Secretariat and the officers of the Committee, it had been decided that he would address the Plenary Conference.

7) Establishment of Regional Centre for Labour Administration for English-speaking African Countries (Doc. MAT/16 (X))

11. On the subject of the establishment of a regional centre for labour administration for African English-speaking countries, the Committee, having briefly reviewed the circumstances which gave rise to the project, stressed that the only remaining problem was where the Centre should be located. The Committee heard a statement by the ILO representative, who said that so far as his organization was concerned the technical studies had already been completed. He added that UNDP was willing to finance the project, but the location of the Centre was rather in the nature of a political issue. The Committee decided that the location of the Centre was a matter for consultation between the ILO and the political authorities of the Governments concerned since the choice of location for such centres very often depended on both technical and political considerations.

12. At its third and last sitting the Committee heard and adopted the Rapporteur's report together with the draft resolution appended thereto.

SPEECH DELIVERED BY HIS EXCELLENCY GENERAL IDI AMIN DADA,  
PRESIDENT OF THE REPUBLIC OF UGANDA, ON THE OCCASION OF  
THE OPENING OF THE AFRICAN LABOUR MINISTERS' CONFERENCE,  
AT THE INTERNATIONAL CONFERENCE CENTRE IN KAMPALA, AT 4  
P.M., ON MONDAY   TH MARCH, 1972

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SPEECH DELIVERED BY HIS EXCELLENCY GENERAL IDI AMIN DADA, PRESIDENT OF THE REPUBLIC OF UGANDA, ON THE OCCASION OF THE OPENING OF THE AFRICAN LABOUR MINISTERS' CONFERENCE, AT THE INTERNATIONAL CONFERENCE CENTRE IN KAMPALA, AT 4 P.M., ON MONDAY 6TH MARCH, 1972

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Mr. Chairman, Distinguished Delegates, Honourable Ministers,  
Your Excellencies, My Lords, Ladies and Gentlemen:

It gives me great pleasure, on behalf of the Government and the people of Uganda, to bid you a most hearty and cordial welcome to this Republic. In doing this I want to make clear that I am not welcoming strangers because Uganda being an African country, is your country, and I am confident you will feel at home during your stay here. I trust that you will mix freely with your brothers and sisters here, and that you will be able, despite the fact that you will be busy with the business of the conference, to take off time to see something of Uganda and her people. I should like to assure you that our country is completely free and open, and that you can go anywhere you like and see.

Before proceeding any further, I must congratulate you, Distinguished Delegates, and the countries that you represent, on the achievements made during the past two years, since the last African Labour Ministers' Conference held in Lusaka. I wish to congratulate you, particularly, on your achievement in promoting African unity and fraternity and in fighting relentlessly against the negative forces which have been trying to disrupt our brotherhood and inter-African unity and co-operation. Your presence at this week's conference is a clear indication that the desires of those who do not wish to see Africa advance as one force have been foiled, and that Africa has once again emerged victorious and united.

The annual Conference of African Labour Ministers, the tenth Session of which we shall open to-day, is of course sponsored by the Organization of African Unity, in response to the strong desire of our peoples to bring about co-operation in the fields of labour and social welfare. This is one undertaking of the OAU which is bringing practical benefit to the African Continent, and the Organization must be congratulated on this achievement. I want therefore to re-state here what I have said on a number of occasions, namely that Uganda attaches the greatest importance to her membership of the OAU. We are totally committed to the principles enshrined in the OAU Charter. In particular, we believe that no part of Africa can feel completely free and secure until the whole continent of Africa has been liberated from the yoke of colonialism. We are, therefore, committed to supporting the total elimination of colonialism from the continent of Africa, and in this respect the Uganda Government will continue to give effective moral and material support to all the liberation movements and freedom fighters recognised by the OAU.

The Government of Uganda condemns the inhuman policy of apartheid which the white minority government of South Africa practises in that country. It believes that the evil policies of that government are not only a denial of the dignity of the African as a human being, but that they also constitute a threat to the peace and security of the whole continent of Africa. My Government fully supports the struggle of the people of Namibia, Mozambique, Angola, Guinea Bissau and Rhodesia in their struggle for full independence and human rights against colonialism, imperialism and racialism. It is a gross insult to human dignity that two hundred and fifty thousand whites in Rhodesia should rule over five million Africans, and that three million whites should rule 25 million Africans in South Africa. We condemn the sale of arms to South Africa by any country, contrary to the United Nations' embargo.

The Government of the Second Republic of Uganda attaches great importance to Uganda's membership of the United Nations and other international organizations and will continue to work in collaboration with Uganda's brothers in the rest of Africa to ensure that the United Nations and other world bodies are used for the promotion of international peace, justice and prosperity of all nations. We have followed with great interest the recent visit to Peking by President Nixon and the efforts of those two countries to improve their relations. We congratulate both Chairman Mao Tse Tung and President Nixon over this historic move, which has definitely promoted international peace and stability.

It is due to our sincere desire for world peace and security that on the Middle East we have consistently supported the United Nations and OAU Resolutions calling upon Isreal to quit the Arab lands she occupied in 1967. We make the same appeal today, and we shall continue to do so until the occupied lands are restored to their rightfull owners.

We attach great importance to the maintenance and strengthening of friendly and brotherly relations with all our neighbours. In this regard, the Uganda Government will continue to uphold the East African Community between Uganda, Kenya and Tanzania, and will do its best to see that this Community is strengthened through the improvement of relations among its members. In our efforts to promote maximum understanding with our neighbours and throughout Africa, we have recently started broadcasting in the French and Arabic languages, in addition to English, on our National Radio and Television Services.

My Government is committed to the principles of respect for, and equality of, all sovereign states, and non-interference in the internal affairs of other states. These principles which are enshrined in the OAU and the UN Charters, are the very foundation for brotherly and friendly relations among states and are the pillars on which all



international organizations can survive. In accordance with these principles, it is the declared policy of my Government that Uganda shall be non-aligned to any Power Bloc, but shall instead be friendly with all countries interested in the welfare of Africa.

I wish to take this opportunity to congratulate the Government and the people of the Republic of the Sudan on the agreement recently reached in Addis Ababa on the Southern Sudan problem. This understanding is particularly gratifying to us in Uganda in view of the fact the Sudan is our next door neighbour. I am confident that this accord will pave the way for a lasting solution to the long-standing conflict between the two parts of the Sudan. I should like also to pay my tribute to His Imperial Majesty, Haile Selassie I and his Government for their effort in bringing about this accord.

In the same way I wish to congratulate the OAU for organizing the very successful All-Africa Trade Fair which has just ended in Nairobi. The Trade Fair has been a very visible and practical sign of solidarity among African States and has given us encouragement and hope for the future of African unity and brotherhood. My congratulations also go to His Excellency Mzee Jomo Kenyatta and the Government and people of the Republic of Kenya for so successfully hosting the Fair.

May I now say something about the policies of my Government in the field of labour problems and workers' welfare. The Ministry of Labour in my Government is instrumental in promoting and implementing various protective labour laws all of which are designed to safeguard the welfare and interests of both the workers and employers. Under these laws, services are provided to workers and employers alike by the different sections of the Ministry. We have a Labour Department dealing basically with the enforcement of laws and regulations.

concerning employment, wages and promotion of healthy relations between employers and their workers. There is the Factories Inspectorate and Occupational Health & Hygiene sections dealing with the inspection of factories and other workplaces in order to ensure that the Factories legislation is strictly observed so as to avoid accidents and other occupational hazards, and generally to ensure the maintenance of the health and welfare of workers. We also have the Industrial Court which hears and determines disputes between workers and their employers and so helps in the maintenance of good industrial relations.

In order to step up the training of the skilled artisans and other personnel needed for rapid industrial development, a Directorate of Industrial Training has been set up, which co-ordinates and spearheads national industrial and vocational training programmes. In the Vocational Training Centres, one of which was recently opened and two of which are planned to be established, the Directorate of Industrial Training conducts off-the-job training for apprentices and for other workers in industry so as to upgrade their skills, improve their efficiency and up-date their methods of work.

The Ministry of Labour also runs a Social Security Scheme whereby both workers and their employers are made to contribute to a fund intended to provide for the worker when he is sick or is too old to work. This scheme, which was started in 1968, is currently being reviewed with a view to making it a truly social security scheme which will be more beneficial to the workers.

The Government of the Second Republic of Uganda accords top priority to the role which an organized, disciplined and responsible labour force can play in the economic and social development of African countries. In Uganda we have had an organized Trade Union movement for several decades. In the past, however, the movement has been disturbed

by internal quarrels and disunity brought about particularly by political interference in Trade Union affairs. We are now in the process of revising the relevant legislation with a view to reorganizing the Trade Union movement in Uganda so that it can truly serve its members and be an instrument of unity and development beneficial to the country as a whole. In doing this, we shall observe, encourage and promote the voluntary character of the Trade Union movement and ensure that the machinery for collective bargaining is fully and effectively used.

We know that our people want to lead a full life in which they can, enjoy better food, better clothing and a better home. This requires increased production, and it is the policy of my Government to encourage the active and full participation of all workers in all the processes of production, whether in the factory or on the farm. We have called for discipline and loyalty from workers not only to their country but also to their employers. We have asked them, at all times, to give their employers the best possible service; but we have also reminded employers that they need the workers just as much as the workers need them. The objective is to ensure that no employer shall exploit his workers; nor shall workers intimidate their employers; nor again will the Government allow Trade Union leaders to exploit their members. We are alive to the supreme importance of maintaining industrial peace without which economic and social development cannot smoothly take place. We have, therefore, requested both workers and employers not to do anything which would hinder or frustrate the Government's developmental efforts by means of illegal strikes or lock-outs. The Government will do everything possible to ensure that workers' problems are attended to and solved as quickly as possible.

The Government of Uganda is fully aware of the big problem of unemployment, particularly among school leavers, which is facing not

only Uganda, but all sister countries elsewhere in Africa. Our policy in this regard is first to develop our rural areas more effectively and thereby make them more attractive and more productive, and secondly to create more job opportunities by attracting local and foreign investment which will contribute to further economic development. To this end we are determined to implement the provisions of the Uganda Industrial Charter and the Foreign Investments Protection Act, which ensure the security of investment, remittance of profits and repatriation of capital.

Finally, I want to say a word or two about Uganda's membership of the International Labour Organization and the role we have played since Uganda's accession to this international organization. Uganda greatly values its membership of the I.L.O. and believes in its principles and objectives. We have ratified many I.L.O. Conventions and are determined to implement all these conventions to the full. Since 1970 Uganda has been a deputy member of the I.L.O. Governing Body. Our representative on this important body was honoured by the other African members when they elected him leader of the African Group within the Governing Body. This is an honour which all of us in Uganda share and for which we are very grateful. We shall continue to play our role in the I.L.O. loyally and faithfully.

Mr. Chairman, Distinguished Delegates, Honourable Guests, Ladies and Gentlemen, I want the Distinguished Delegates to feel free while you are in Uganda and to enjoy yourselves as much as you can. The people of Uganda welcome you with open arms and I know that they will do their best to make you feel at home. I wish you all successful and fruitful deliberations in this conference, which I now have the pleasure officially to declare open.

1972-06

# Report on the proceedings of the Tenth Ordinary Session of the Conference of African Labour Ministers Kampala, Uganda, 6- 9 March 1972

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