

**ORGANIZATION OF
AFRICAN UNITY**

Secretariat
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منظمة الوحدة الإفريقية
السكوتاريه
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**ORGANISATION DE L'UNITE
AFRICAINNE**

Secretariat
B. P. 3243

Addis Ababa

COUNCIL OF MINISTERS

Twenty-First Ordinary Session

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CM/514

R E P O R T

ON ALL-AFRICA TRADE UNION UNITY



CM/0514

MICROFICHE

The Conference of African Labour Ministers, meeting in its Tenth Ordinary Session in Kampala, from 6 - 9 March 1972, studied the report submitted to it by the OAU General Secretariat on the evolution and problems of All-Africa Trade Union Unity. It reaffirmed 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 ATUC and AATUF representatives on the unification of the trade union movement in Africa. The Conference then decided to give full support to the efforts made for this purpose by African trade unionists.

2. The Conference was convinced that the time had come to give the African trade unions the support necessary for laying sound foundations antecedent to the rapid realization of All-African Trade Union Unity, and to this end, adopted Resolution MAT/Res.1(X). In this Resolution, the Conference, among other things:

- (a) invited the ATUC, AATUF and the National Central Labour Organization or organizations of all Member Countries of the OAU to meet at a Conference before the 11th Ordinary (March 1973) Session of the Conference of African Labour Ministers;
- (b) requested the OAU Administrative Secretary-General to arrange an agreed venue for the Conference, taking note of the consistent position of the Algerian Government on this matter and in the event of such a venue not being agreed upon, the venue to be Addis Ababa;

- (c) further invited the National Central Labour Organization or organizations 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 four in each case;
- (d) requested the OAU Administrative Secretary-General to:
 - (i) service the All-Africa Trade Union Conference;
 - (ii) consult with the ATUC and AATUF and all the national central labour organizations regarding the agenda, organization, timetable and other matters relevant to the Trade Union Conference,
- (e) requested the OAU Council of Ministers to provide the General Secretariat with the necessary funds for these purposes.

3. In accordance with that resolution, the Administrative Secretary-General has, since April 1972, consulted Member States, the ATUC, AATUF, national trade union movements and the Government of the Democratic and Peoples' Republic of Algeria. Member States were requested to forward to the General Secretariat by 30 April 1972, at the latest, information regarding the names, addresses, titles and status of the leaders as well as the size of the national trade union movement or movements likely to represent the workers of their countries at the Constituent Conference on trade union unity. The information required should be based as much as possible, on comments and suggestions on the agenda,

method of work, organization, nature of the final document of the Constituent Conference and so forth, which the national trade union movement or movements would deem useful to bring to the knowledge of the OAU General Secretariat.

4. Attention was drawn to the fact that such comments and suggestions should enable the Administrative Secretary-General to form a picture of possible views on the multiple problems posed by the Constituent Conference. They should also serve to make a synopsis of the various view-points thus expressed as basis for the discussions which the Administrative Secretary-General intended to hold with the leaders of the ATUC, AATUF and the representatives of national trade union movements who would be in Rabat in June 1972 during the OAU meetings there.

5. In fact, it had been the intention of the Administrative Secretary-General to seize the opportunity offered by the OAU meetings in Rabat to discuss arrangements for the Constituent Trade Union Conference with the African trade unionists. In the view of the General Secretariat, that meeting could make it possible, in accordance with the resolution of the African Labour Ministers, to fix the date and venue of the Conference, prepare the draft agenda and rules of procedure of the discussions if not the general principles to be followed in preparing the first draft of the Charter or the constitution of the proposed Pan-African Trade Union Organization. To that end, the Administrative Secretary-General had suggested to all Member States to include, as far as possible, in their national delegations to Rabat, at least one trade unionist to make the contribution of workers of his country to the preparatory phase of the Constituent Conference.

6. At the same time, the leaders of the ATUC and AATUF were requested to forward to the Administrative Secretary-General by 30 April 1972 at the latest, their views and suggestions on how the meetings of the Constituent Conference of the Pan-African Trade Union Organization should be organized. Furthermore, those concerned were asked to base their views and suggestions essentially on the practical ways and means of merging the ATUC and the AATUF. The Administrative Secretary-General would also welcome any other ideas and suggestions from them regarding the agenda, method of work, organization, Charter and the nature of final document of the Constituent Conference.

7. The leaders of those two major Pan-African trade union movements were also requested to inform the Administrative Secretary-General of their views on his proposal to meet them in Rabat to work out the organizational details of the Constituent Conference. In fact, it was proposed to them that if they would not find it inconvenient, their meeting with the Administrative Secretary-General should be held in the Moroccan capital within the framework of the meetings of the OAU Council of Ministers. The Administrative Secretary-General had expressed his strong desire to see each of those two movements represented in Rabat at the highest level, the only way possible for adequate measures to be taken to convene the meeting.

8. The Administrative Secretary-General had also forwarded a letter to the Government of the Democratic and Peoples' Republic of Algeria recalling that during discussions on the problem of Pan-African Trade Union Unity by the African Labour Ministers in Kampala, the Algerian delegation had renewed its Government's offer, made since March 1969, to play host to the trade union preparatory Committee Meeting.

The Administrative Secretary-General asked the Algerian Government to confirm that invitation to play host to the meeting in its capital. It should be mentioned that the various correspondence referred to in this Report were not replied to by Member States, the ATUC, AATUF and the national trade union movements. In fact, during the Rabat meetings, the OAU Administrative Secretary-General noted with regret, the quasi-total absence of trade unionists among national delegations to the Council of Ministers. With the exception of the Administrative Secretary of the ATUC and a representative of the Zambian trade unionists, no other trade union leader was present in Rabat.

9. Faced with that situation and anxious to give positive effect to the African Labour Ministers' resolution which had been approved by the Heads of State and Government in Rabat, the Administrative Secretary-General was compelled to organize in Geneva the meeting which had originally been scheduled to take place in Rabat. The meeting was thus held between the representatives of the OAU Administrative Secretary-General and African trade unionists attending the 57th Session of the International Labour Conference. It was not the first time that such a meeting had been held nor the views or observations of similar meetings considered as the overall efforts which trade unionists, governments and the OAU General Secretariat had been making for some time now to achieve trade union unity at the continental level.

10. Indeed, it should be recalled that on the occasion of the fiftieth anniversary of ILO, the General Secretariat of OAU, concerned with the implementation of the Algiers agreement by the trade unionists, made a similar move and met with trade union leaders of ATUC, AATUF and autonomous

organizations. This meeting was aimed essentially at jointly seeking ways and means of making effective the agreement signed in Algiers in March 1969. This meeting had been made necessary by the fact that the Secretariat had received no indication from the trade union organization concerned regarding the implementation of the said agreement.

11. The views expressed by the trade unionists on that occasion are given in considerable detail in subsequent paragraphs to the present report. They formed the subject of a comprehensive report by both the policy-making bodies of OAU and the Conference of African Labour Ministers. These opinions have taken their place in the history of the development of the trade union movement in Africa in the direction of unity. This meeting had not been announced to the trade unionists beforehand, but the General Secretariat of OAU had simply availed itself of the opportunity offered it to meet with responsible trade unionists present in Geneva. It is, as is known, customary for trade union leaders alone to head their country's workers' delegation to the general ILO Conference.

12. On 23 June 1972, then, the meeting took place between the representatives of the General Secretariat of OAU and trade unionists attending the 57th Session of the International Labour Conference. As was mentioned in preceding paragraphs, this meeting was designed to replace that arranged for Rabat. The General Secretariat of OAU could not hold valid discussions with two trade unionists only. In the normal way, it would have had to seek another occasion, which could have spared both the trade unions and the General Secretariat further expenditure and travel in order to consult together as envisaged by

the African Labour Ministers. The ILO Conference seemed an appropriate time to secure the welcome support of trade unionists in seeking ways to facilitate the practical implementation of the African Labour Ministers resolution. Since they had already been contacted through the various correspondence of the General Secretariat mentioned in the preceding pages, on the subject of what steps should, in their opinion, be taken in preparation for the Constituent Conference, the trade unionists would be in a position to forward their remarks and suggestions to it. Furthermore, those attending this meeting in Geneva were for the most part responsible leaders.

13. During this meeting, it was decided that both the meeting of the Preparatory Committee and the Constituent Conference would be held in November 1972 and in February 1973 respectively. The General Secretariat was of the opinion that this decision was a well-founded one, since Resolution MAT/Res. 1(X) "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". Moreover, the same resolution requests the Secretary-General "to consult with the ATUC and AATUF and all the National Central Labour Organizations regarding the agenda, organization, time-table and other matters relevant to the Trade Union Conference".

14. At their Geneva meeting, however, all the workers' representatives emphasized the necessity of holding the Preparatory Committee as a necessary precondition to the holding of the Constituent Conference. After a protracted exchange of a spectrum of views, the Meeting finally identified the following issues on which they had to reach some consensus:

- (a) the composition of the Preparatory Committee;
- (b) the venue of the Preparatory Committee;
- (c) the date of the Preparatory Committee;
- (d) the venue and date of the Constituent Congress.

15. As regards the composition, the labour leaders themselves decided that the Preparatory Committee should be composed of twelve people, four of whom should be from ATUC, four from AATUF, and four from the Independent Trade Union Organizations.

As for the venue, many workers' representatives had voiced their misgivings at holding the meetings in either Dakar or Algeria. They submitted that from an economic point of view, it was preferable and suitable to hold the two meetings in Addis Ababa. According to them, it would mean that the Secretariat would have ready facilities for the Conference and the OAU would not have to pay for any travel and subsistence expenses for its Secretariat staff besides the technical staff.

16. It was further pointed out that the ATUC and AATUF were warring groups with divergent policies and that Algeria sided ideologically with one of the groups. It was therefore considered improper that Algeria should be the venue of the Conference as one of the camps would arrogantly assume that the success of holding the meeting was attributable to its initiative, ideology and Pan-African numerical strength. It had also been noted that many national organizations did not belong to either the ATUC or AATUF. It was, therefore, agreed to hold the Conference in a place that was said and considered to be neutral to either camp - Addis Ababa.

17. Accordingly, the OAU Secretariat immediately proceeded with the preparations for the Preparatory Committee. The Secretariat convened the Preparatory Committee meeting which took place in Addis Ababa from 20 to 24 November 1972. It was attended by four representatives each from AATUF and from the Independent Trade Union Organizations. The ATUC came late and was represented by only two delegates who came after the Secretary-General, at the request of the other members of the Committee, had cabled them to come to Addis Ababa urgently. The Independent Trade Union Organizations had already nominated their representatives in Geneva as follows: Cameroon, Ivory Coast, Gabon and Kenya.

18. The OAU Secretariat then spared no efforts in making the necessary studies and researches necessary for the drafting of a Draft Constitution that would be elaborated by the workers' representatives. To this end, the Secretariat got in touch with all international workers' organizations and all the Ministries of Labour of Member Countries who forwarded to it their diverse documentation: constitutions, charters, statutes and rules of procedure. The OAU Secretariat made a thorough study of all these documents and then drew up a draft constitution which was forwarded well in advance to the Member States for onward transmission to the relevant workers' organizations for their advance information, perusal and comment.

19. The draft constitution was prepared by the OAU Secretariat, in order to facilitate the work of the Preparatory Committee in elaborating the draft constitution of the future Pan-African Trade Union Organization. This document was not, however, imposed by the Secretariat on the Trade Union leaders, but was merely a working paper which they could accept or reject. Indeed, this fact was stressed by Mr. BULIRO, Assistant Secretary-General, in his opening

address to the trade union leaders, when he said that "in submitting this draft to you, the OAU is not seeking to remove your right and your freedom to prepare your own constitution, and your administrative regulations or to freely elect your representatives, to organize, manage and to draw up your programme of work. It merely wishes to facilitate your work." In fact, the meeting rejected the OAU draft constitution. It formed and divided itself into two sub-committees entrusted with elaborating the Preamble and Draft Statutes.

20. It is suitable to recall that the Preparatory Committee which was entrusted with the task of working out the programme, constitution, tenets and policy of the future All-African Central Trade Union Organization, of furthering the achievement of national trade union unification in each State, and of elaborating the draft constitution, met under the chairmanship of Mr. Lanciné SYLLA, Head of the AATUF delegation. In his address, after his election, Mr. SYLLA emphasized that members of the Committee were then assembled at a time that "all eyes are, at this moment, focussed on our meeting; we have no right to disappoint the workers of Africa. On the contrary, we should discuss those factors that make for our unity and systematically put aside all those that divide us, regardless of their origin." Mr. SYLLA finally told his comrades that: "hence, comrades, no more parochialism, no more flashes in the pan, and when we leave Addis Ababa, we should, through relentless efforts, do our utmost to obtain, in effect, the unity of the African trade union movement."

21. The Meeting then proceeded to elaborate and draw up a draft charter and adopted a general resolution of the future Pan-African Trade Union Organization which are annexed to the present report. These have already been forwarded to Member States for onward transmission to the

Central Trade Union Organization(s) in their respective countries as document (ATU/Prep. Cttee/Final).

22. Before closing its deliberations, the Preparatory Committee suggested that the Constituent Congress be held in Yaounde (Cameroon) in the first fortnight of April 1973. This proposal, however, embarrassed and surprised the Cameroon Trade Union delegation which informed the meeting that it was not in a position to confirm the possibility of holding the Congress in Yaounde. The Cameroon delegation requested to be given time so as to make necessary consultations with the home Government. The Committee accepted this request.

23. After the consultations had been made, a cable, followed by a letter, was received from Cameroon saying that, because of national imperatives, it was only possible for the Cameroon Government to host the Conference only in March, namely, from 15 - 20, 1973. The OAU Secretariat then sent the contents of the cable and the letter to Member States for onward transmission to the trade unions in their respective countries. The majority of trade unions replied against the Cameroon proposal to hold the Meeting in March 1973. Most of them were in favour of holding the Meeting in the first fortnight of April 1973, and of Addis Ababa as the venue.

24. The OAU Secretariat then undertook consultations with the Cameroon Government with a view to confirming whether the latter would be in a position to host the Meeting in April 1973. After the Government of Cameroon had indicated to the Secretariat its inability to host the Conference as originally approved by the majority of trade union organizations, the Secretariat then suggested that the Congress be held in Addis Ababa from 6 - 14 April 1973. This suggestion was made on 22 February 1973.

25. While the Secretariat was awaiting responses from the trade union organizations, however, a new initiative was taken by AATUF. On 6 March 1973, the Secretariat received a letter from AATUF written in Cairo on 26 February 1973, communicating what it called a "Declaration on Trade Union Unity in Africa". This Declaration had been adopted by the Extraordinary Session of the General Council of AATUF held in the Egyptian capital from 17 to 19 February 1973.

26. In its declaration, the AATUF "considers that in the absence of all the guarantees for convening a conference in the near future, it is necessary that the Yaounde Meeting should be limited to an enlarged meeting comprising the delegations of the General Secretariat of AATUF, the ATUC and the autonomous organizations for thorough examination of:

- (a) the existing partition of the trade union movement in some African countries;
- (b) defining the method of applying the criteria of authenticity, independence and the representation for the convocation of a Constituent Congress for the African trade union unity, fixing the date, venue and means of finance of the Congress and the preparation of its necessary documents.

But if the Government of Cameroon cannot host the Preparatory Meeting due to national reasons, in the first half of April 1973, the General Council of the AATUF proposes Cotonou (Dahomey) to be the venue of this meeting to be held at the same date."

27. The OAU Secretary-General tried to convince the AATUF leaders who had chaired the Preparatory Committee Meeting and who were expected to give an appropriate report to the Congress on the work of the Preparatory Committee, to be present at the Addis Ababa Constituent Conference. It was explained that the Secretary-General was relying on the decisions of the Preparatory Committee and that according to the AATUF proposal, it would mean holding a second meeting of the Preparatory Committee.

28. Moreover, as regards the financing of the Constituent Conference, the OAU Secretariat had clearly explained that there was no unsolved financial problem pending and that, by accepting Resolution MAT/Res. 1(X) referred to above, the African governments had pledged themselves to meet travel and subsistence expenses of four trade union leaders from each country. The expenses relating to the cost of technical staff would, however, be borne by the OAU Secretariat. Indeed, Resolution CM/275, adopted by the 19th Session of the Council of Ministers, invites the OAU Advisory Committee on Financial and Budgetary Matters, in consultation with the Secretary-General, to provide the necessary funds for the holding of the Trade Union Constituent Conference.

29. The documents for the Meeting could be prepared by the OAU Secretariat which is also the Secretariat of the Trade Union Conference or by any other Trade Union Organization without necessarily convening a special meeting for that purpose. Furthermore, the Secretariat could not accept the AATUF proposal to hold a second Preparatory Committee meeting because there was no decision of the OAU policy-making bodies which had authorized the expenditure by the OAU of such funds. A fraternal appeal was made to AATUF leaders to come and attend the Addis Ababa Conference at the opening of which they could raise any problem they might wish to solve before pursuing the work of the Conference. There was no response from AATUF to that appeal at the time of writing this Report.

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ANNEX I

FINAL DOCUMENT

TABLE OF
C O N T E N T S

- I. Report of the Rapporteur and its annexes:
 - 1. Address by Mr. J.D. BULIRO, Assistant Secretary-General of OAU at the Opening of the Meeting
 - 2. Address by Comrade Lanciné SYLLA at the Opening of the Meeting
 - 3. Note presenting the Report of the Rapporteur by Comrade SATOUGLE DEFITH Moïse
 - 4. Closing remarks by Comrade Lanciné SYLLA
 - 5. List of delegates and members of the Secretariat
- II. Draft Charter of the Organization of African Trade Union Unity
- III. General Resolution

I. REPORT OF THE RAPPORTEUR AND ITS ANNEXES

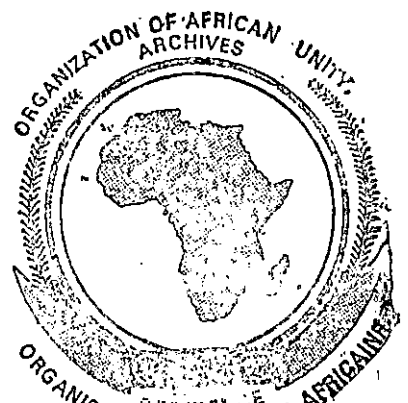
REPORT OF THE RAPPORTEUR
AND ITS ANNEXES

OPENING

1. The meeting of the Preparatory Committee of African Trade Unions, convened under the auspices of OAU, was opened on Monday 20 November 1972 at 3:35 p.m. by Mr. J.D. BULIRO, Assistant Secretary-General of the OAU. On this occasion, Mr. BULIRO made an important speech, the integral text of which has been attached as an Annex to this Report. Representatives of the AATUF and independent trade union organizations attended the meeting, the ATUC was not represented. The Confederation of Ethiopian trade unions attended the meeting as an Observer.

ELECTION OF OFFICERS

2. Members of the Committee then proceeded to elect Officers. Before the nomination of candidates, two questions were asked. The first was whether the ATUC was late in arriving or was not coming at all. The second was in connexion with increasing the number of representatives of each trade union organization from 4 to 5. The OAU General Secretariat pointed out that it had no information as to whether the ATUC was coming or not. As regards the number of delegates, the representative of the Secretariat recalled the Geneva decisions fixing at 4 the number of representatives of the ATUC, the AATUF and the independent trade union organizations. He said it was on the basis of 12 persons that the allocations set aside to cover the participants' travel expenses and per diem had been asked for and received, and that it was on the same basis that all the Committee's decisions should be taken. He went on to say that it behove the trade unions themselves to take any contrary decision as regards the number of delegates from each organization and not the Secretariat whose task was only to contribute its administrative and technical assistance.



3. Following these explanations, the Committee proceeded with its discussions on the composition of its Office which it made as follows:-

- Chairman: Comrade Lancine SYLLA, Head of the AATUF Delegation.
- Vice-Chairman: Comrade James AKUMU, Secretary-General of the Trade Unions of Kenya, representing the Independent trade union organizations of Kenya.
- Rapporteur: Comrade SATOUGLE DEFITH Moise, Chairman of the National Workers' Union of Cameroon, representing the independent trade union organizations of Cameroon.

4. The Chairman then took the floor to thank members of the Committee for the confidence they had shown in him by asking him to conduct the meeting. He recalled that the unity of Africa always featured on the Agenda of every meeting, whether political, economic, military or otherwise. He said, without the unity of our countries, governments and institutions, we would be mere playthings in the hands of imperialism. Comrade Lancine SYLLA also recalled the numerous efforts made by the trade union organizations themselves to achieve the unity of the labour movements in Africa. He said though all those efforts had not brought about the desired result, they had never been abandoned. It was for this reason that the Addis Ababa meeting was a timely one to crown with success all those goodwill efforts.

5. He appealed to all the comrades present to act in concert so that, all the difficulties which had hitherto hindered the realization of trade union unity be surmounted and unity restored by the time they left Addis Ababa. They should, he said, retain all the factors of unity and reject anything that would disunite them. He concluded his brief and brilliant improvised address with the observation that gone was the time for quarrels and hollow principles and that the moment had come for action and realism.

ADOPTION OF THE AGENDA

6. The Committee then considered the adoption of the following Agenda:
- (1) Consideration of the draft constitution submitted by the OAU General Secretariat.
 - (2) Any other business.

ORGANIZATION OF THE WORK

7. The Committee decided to organize its work as follows:

- Morning: from 10 a.m. to 1 p.m.
- Afternoon: from 3 p.m. to 7 p.m.

APPEAL TO THE A.T.U.C.

8. After the arrangement of these schedules, several comrades took the floor to suggest that the General Secretariat should send a message to the ATUC asking if it intended to take part in the Committee's work. They stressed that the question was all the more urgent since the meeting of the Preparatory Committee in Addis Ababa was extremely important and was the first time the trade unions were meeting at the happy initiative of OAU. They emphasized the need for the ATUC to send at least one representative to deliberate with the other members of the Committee. They all regretted the division of the trade unions in the past and hoped that the efforts for unity being made by OAU and the trade union Organizations would not be thwarted. All the speakers reaffirmed that members of the Committee should not conclude their deliberations without laying the foundation for pan-African trade union unity.

9. All the participants were of opinion that, the ATUC would loose its importance if it absented itself from the Addis Ababa meeting. They, however, affirmed that if, despite the Committee's insistence, the ATUC did not participate in the meeting, then it reserved the right to decide either to prolong the meeting or convene another one. They pointed out that, in any case, all those present were imbued with the goodwill to work and to lay the foundations for the unity of the African trade union movement in liberty.

10. The representatives of the OAU General Secretariat assured members of the Committee that at their request a cable would be sent to the ATUC. The Committee then decided to adjourn its meeting until 6 p.m., to enable members to study the draft constitution prepared by the OAU General Secretariat. A few minutes later, however, the meeting was resumed at 5.15 p.m., but some members again called for its adjournment to enable them consider the draft exhaustively and individually. This proposal was accepted and it was agreed to adjourn the meeting until 21 November at 10 a.m.

11. The Committee resumed its work the following morning, Tuesday 21 November. Reference was again made to the question of the representation of the ATUC, whose absence was generally regretted. All the members of the Committee felt that, since the results of their meeting would be submitted for adoption, to the constituent conference and thereby afford all the unionists including those of the ATUC, the opportunity to express their viewpoints, the Committee should proceed with its work. They requested the OAU General Secretariat to repeat the message addressed to the ATUC office in Tunis to its Headquarters.
12. Some comrades suggested that if the ATUC was not represented by the end of the meeting, a resolution should be adopted on trade union unity and a special appeal sent to the ATUC to make it a point to attend the February 1973 meeting. They stressed the fact that the Addis Ababa meeting involved the prestige of the OAU and that everything should be done to make it a success. Others were of the view that it was premature to pass judgment on those who were absent from the meeting by deciding on the resolution to be adopted and the appeal to be sent to the ATUC, but that the development of the situation should be followed until the end of the Committee's work.
13. Following a misunderstanding about the outcome of the Committee's work, a lengthy discussion ensued as to whether, at the end of the Addis Ababa meeting, the observations of the Preparatory Committee should again be considered individually by each trade union Organization.
14. The representative of the OAU General Secretariat intervened to say that in the General Secretariat's view, members of the Committee were called upon to do a collective work that would bind them collectively and which they would have to defend at the constituent conference. He added that the Secretariat did not believe that members of the Committee would go back on the outcome of their work at their various Organizations.
15. Other members suggested that the work of the Committee should be subject to remarks and observations by trade unionists who were not serving on the Committee. During the debates, the development of trade unionism in Africa, especially, the problem of trade union unity, was reviewed. Mention was made of the difficulties encountered in this

connexion by the various trade union organizations grouping African workers. It was hinted that at the end of the Committee's work there should no longer be an ATUC, an AATUF or autonomous organizations, but only the Committee charged with preparing the constituent conference.

16. At the end of the discussions, it was unanimously agreed to study the draft constitution presented by the OAU General Secretariat and to adopt a resolution with a special appeal to the ATUC. Sufficient time should be allowed the OAU to ensure that the work of the Committee was distributed as widely as possible.

17. It was also decided that the Committee's conclusions should not be submitted for the approval of national and international trade unions and that any eventual modifications should be made only during the constituent conference. Such modifications, it was agreed, should only be on form and not in substance. The Committee further agreed to send a delegation to the ATUC if it should not be represented by the end of the meeting and asked OAU to finance the delegation with funds provided for the ATUC's participation.

18. The representative of the OAU Secretariat explained that the Financial Rules of the Organization required the prior authorization of the Advisory Committee on Financial and Budgetary Matters if the funds placed at the Secretariat's disposal to cover the travel expenses and per diem of delegates of the ATUC were to be used for another purpose. Replying to the question about the legal composition of the Committee after its current meeting, the OAU representative specified that the Committee would continue to exist until the constituent conference in February 1973, by virtue of the mandate given to it, and for which it would have to give an account to those who mandated it.

19. After adjourning the meeting for 15 minutes, the Committee resumed its discussions on the procedure to be followed in studying the draft Charter. Some proposed a general discussion on the entire draft while others preferred to study the text paragraph by paragraph. After a lengthy debate, the second proposal was adopted.

20. Beginning the study of the draft, the Committee decided that the name of the proposed Organization should be: "Organization of African Trade Union Unity" or "OATUU"⁺ to avoid mistaking it for any of the existing trade union organizations. It was also agreed to add the following sentence to the first paragraph of the preamble, "leaders of national trade union organizations".

21. At its third meeting, a sub-committee read out a draft preamble to the Committee. Several comrades maintained that this draft could only be studied in earnest if it was distributed to delegates in French and English. During the discussions that ensued, there arose a misunderstanding within the Committee as regards the question of disaffiliation. It was, in fact, thought that a comrade had expressed reservations on the question and several appeals were made to him to reverse that stand which in reality, he had not taken. Following explanations by the comrade thus misunderstood, the Committee agreed to condemn dual affiliation as being incompatible with the objective of unity, and to insert in the preamble of the Charter, a paragraph clearly stating the OATUU's position in this regard. In the course of the meeting, the Secretariat read out a message announcing the arrival of Comrade Ben EZZEDINE as representative of the ATUC. The news was welcomed by members of the Committee who considered it a solution to all the problems that had been raised by the ATUC's absence.

22. On the resumption of the meeting at 6.40 p.m., the Committee continued with its discussions on the draft preamble but decided after a few interventions, to defer it until the next meeting. A problem arose on the question of hearing a South African comrade who wanted to address the Committee. Views were expressed for and against hearing him as well as his presence at the meeting. The OAU representative whose views were finally sought, drew the Committee's attention to its Agenda and said it should first exhaust its agenda Item No. 1. He suggested that the question of hearing the South African comrade could be discussed later under the Item on "Any other business".

The Committee accepted his proposal and the meeting rose at 7.40 p.m.

⁺ Unofficial translation.

23. At the fourth meeting, the Committee managed to study and adopt the draft preamble submitted to it the day before. A discussion was engaged on the question of prefixing the preamble with "whereases". Despite support for proposals made to that effect, the Committee finally decided that the preamble should remain as originally worded in order not to take the form of a general resolution. The representative of the OAU proposed the insertion of a paragraph to refer to the Charter of the OAU but this proposal was rejected. Instead, members decided that mention should be made of the OAU in the final resolution.

24. In the course of the same meeting, the Committee took note of a statement by the representative of the Confederation of Ethiopian Trade Unions confirming his Confederation's affiliation to international trade union organizations. The Ethiopian representative expressed the explicit reservations of his Organization vis-a-vis the Preparatory Committee's stand on disaffiliation. The Chairman observed that since Ethiopia was not a member of the Preparatory Committee, the latter could only take note of the declaration without any further discussion. Some members of the Committee, however, wondered whether under the circumstances, the constituent conference should be held in Addis Ababa as originally planned.

25. A draft telegramme to be addressed to President Ahmed Sekou Toure of Guinea on the occasion of the 2nd anniversary of the Portuguese aggression against the Republic of Guinea was read out to the Committee. After a short discussion, the Committee decided to send the telegramme. On the resumption of its work, the Committee established two sub-committees charged respectively with drafting the proposed constitution and the general resolution. In view however, of the fact that time had advanced, consideration of the draft objectives was postponed to the fifth meeting.

26. On the opening of this meeting, point 12 of the draft objectives submitted by a sub-committee gave rise to a lengthy discussion, especially on the word "Collectivization". Several abortive attempts were made to find a word acceptable to all. The Committee finally decided to reword point 12 as follows: "to enhance a policy of full employment". Apart from slight formal amendments to points 17 and 18 of the objectives as well as the inversion of points 1 and 2, the Committee unanimously adopted the draft submitted to it. It was then decided to adjourn the meeting to enable the sub-committees on constitution and general resolution to meet.

27. The Committee held its sixth meeting on Thursday afternoon, 23 November. The Chairman welcomed two comrades, representatives of the ATUC who had just arrived. It was then proposed that Comrade Mohamed Ezzedine, Secretary-General of the General Union of Tunisian workers should take the post of second Vice-Chairman of the Committee and Comrade Robel, Secretary-General of the Malagasy trade unions should be the second Rapporteur. The Chairman amended this proposal and suggested that Comrade Robel should be appointed "Assistant". The Committee unanimously endorsed the nomination of the two comrades as members of the Bureau of the Committee and they took their seat at the rostrum.

28. Comrade Ezzedine took the floor to explain the reasons for their delay. He said that it was due mainly to a lack of communication between the OAU and the ATUC regarding the opening date and the physical arrangements for the holding of the meeting. He said the ATUC had received only one letter from the OAU stating that the meeting would be held from 20 November. On this basis, the Steering Committee of his Organization had met in Tunis from 16 to 19 November and decided at the end of its talks to designate them to attend the meeting of the Preparatory Committee.

29. Comrade Ezzedine, speaking on behalf of his Organization, promised that the ATUC delegation would do its utmost to make a positive contribution to the Preparatory Committee's efforts to lay the foundations for the unity of the trade union movement in Africa.

30. This statement was highly appreciated by all the comrades who took the floor. They all expressed their satisfaction to the ATUC for its spirit of co-operation.

31. The Assistant Secretary-General of the Organization of African Unity then told the members of the ATUC delegation that the OAU Administrative Secretary-General was pleased to note that they were in Addis Ababa to make their contribution to the important deliberations of the Preparatory Committee and to make known the ATUC's points of view on the burning issue of trade union unity for which the OAU had been working since a long time. He, in turn, warmly welcomed the ATUC representatives.

32. On the subject of whether or not the Committee should start again from the beginning so as to allow the ATUC comrades to make amendments if they wished, it was suggested and agreed that the discussions should be continued and that the ATUC representatives should take part on the understanding that ^{to} they would be allowed to make, later, any amendments they wished to make/the draft of the preamble, aims and objectives which had already been adopted by the other members of the Committee. The Committee then proceeded to discuss the draft of the general resolution prepared by one of the two sub-committees mentioned in paragraph 25.

33. The reference made in preambular paragraph 5 to the "assertion of the personality of the trade union movement" gave rise to a debate during which opinion was divided. Indeed, some felt that it was no longer necessary to speak of "assertion", but rather of the development of personality, in fact, of African personality and not of the personality of the trade union movement. The others, on the contrary, felt that the personality of the trade union movements should be asserted in respect of other international organizations.

34. Since the English text of the resolution was not yet available and owing to the fact that the members of the Committee had engagements for the evening, it was decided that the meeting be adjourned and resume the next morning at 10:00 a.m.

35. In the evening, the members of the Committee met the OAU Administrative Secretary-General at the Organization's Headquarters. The Chairman of the Committee delivered a brief speech informing the Secretary-General that the Committee was merely paying a courtesy call to congratulate him on his overwhelming election and that the entire working class was pleased to see him at the head of the OAU because of the role which he had played personally in the strengthening of the African trade union movement. He drew the attention of the Secretary-General to some of the problems concerning the physical arrangements of the constituent conference, particularly, the problem of transport and connexions. He requested the Secretary-General to use his good offices so that Member States could assist the trade unions with a view to ensuring the success of the meeting scheduled to be held in February 1973.

36. In his reply, the Secretary-General welcomed all the members of the Committee, thanked them for the courtesy call and told them that he had intended to meet them at a luncheon before their departure. He said he was pleased to see that all the members of the Preparatory Committee were in Addis Ababa. After recalling that, as his country's Minister of Labour, he had collaborated with the trade unions for seven years, the OAU Secretary-General reassured the members of the Committee that his conviction in and devotion to trade union ideals were as firm as ever despite the fact that he had been called to other duties.

37. He said that the OAU would spare no effort or expense to help the trade unions to make their unity a reality. He asked all the members of the Committee to do everything within their power when they return to their various countries, to disseminate, as widely as possible, information on their activities in order that the constituent conference may be crowned with success. Thus, he concluded, we will celebrate in 1973, the 10th Anniversary of OAU and of the Conference of African Labour Ministers together with the birth of a free trade union organization. However, he went on to say, this freedom did not mean that co-operation would cease to exist between the Organization of African Trade Union Unity and the OAU. The Secretary-General, in concluding, invited the members of the Committee to a luncheon the next day and apologized for the fact that he would not be able to attend the luncheon in person.

38. During the seventh meeting the Committee studied and unanimously adopted a draft general resolution. On this occasion, the Committee deemed it expedient to decide on the date and venue of the constituent conference. It was felt that February was too near the end of the deliberations of the Preparatory Committee to enable the trade unions to prepare themselves with a view to ensuring a massive representation at the conference.

39. The representative of the Secretariat explained that the proposal to hold the meeting in February 1973 was made in the resolution of the African Labour Ministers requesting the African trade unionists to hold the Pan-African Conference before the eleventh ordinary session of the Conference of African Labour Ministers scheduled for 5 to 10 March 1973. He revealed that Member States were at present consulting with a view to

postponing the elventh session of the Labour Ministers to May 1973, immediately after the celebrations commemorating the 10th Anniversary of the OAU.

40. After a brief discussion, the Committee decided to propose that the constituent conference be held during the first half of April 1973. Similarly, the Committee unanimously decided, following a proposal that the conference be held in Yaounde, Cameroon, to propose that African capital. It was also agreed that if the Cameroon comrades, after consulting with their Government, should not be in a position to host the conference of African trade unions, then it should be held in Addis Ababa. The Committee then unanimously adopted the draft general resolution.

41. After rising briefly, the meeting was called to order to continue the discussions on the draft constitution. It first agreed that the name of the Organization should be pronounced O.A.T.U.U. and not as one word. Article 5 of the draft was legthly discussed. Two views were put forward in this regard; some were of the opinion that every national organization should provide for delegates, others thought there should be four delegates for each country. Those who held the latter view stressed the need to apply the unitary principle and not to recognize the existence of several trade union movements at the national level. They maintained that the objective of the O.A.T.U.U. was to bring about trade union unity at the level of each State and that due note should be taken of that objective in the constitution.

42. For others, such an attitude would give governments the opportunity to sabotage trade union Organizations opposed to them and to accept the affiliation of only those Organizations that were in their favour to the OATUU. After a lengthy discussion during which members of the Committee could not reach any agreement on the issue, the meeting rose.

43. During the eighth and last meeting, it was proposed to provide for four delegates for each country and to add "taking into account their representation". This idea also gave rise to numerous objections since it concerned each State. The Committee finally agreed on four delegates

for each country. A representative of the AATUF who had previously expressed his reservations on the omission of reference to trade union representation reversed his stand before the end of the meeting and associated himself with the majority view.

44. Article 11 concerning the composition of the Congress also gave rise to quite a lengthy discussion. Several proposals were made, some aimed at establishing a regime presided over by a Chairman, while others were in favour of the appointment of a Secretary General with his Assistants. Several reasons bearing on efficiency, austerity and expenditure were given in support of a very small administration for the Organization. In the hope of reaching a compromise however, it was proposed that the Executive Council be composed of a Chairman, 5 Vice-Chairmen, a Secretary-General and three Assistant Secretaries-General, one of them to be in charge of finance, and all of them to be elected by the Conference.

45. The last sub-paragraph limiting the mandate of the Executive Council to six years was considered unacceptable by reason of the fact that if the Council enjoyed the confidence of the Conference, the latter could always extend its mandate; it was therefore deleted.

46. With regard to the recruitment of staff of the O.A.T.U.U. Secretariat, the OAU Assistant Secretary-General suggested that the staff should be recruited in African States without necessarily insisting on their coming from the trade union organizations themselves since the latter may not have the personnel required by the Secretariat. Moreover, the personnel to work in the Secretariat should not necessarily be members of trade union Organizations, members of the O.A.T.U.U. Furthermore, the OAU representative stressed the need to entrust the Secretary-General with the responsibility of staff recruitment. Many members of the Committee opposed the two suggestions and declared that in their view and as regards the first suggestion the Secretariat's staff should first be recruited from the trade union Organizations themselves in order to endow the Secretariat with persons who understood the problems of trade unions. Those who were opposed to the second suggestion, held the view that if the Secretary General alone was asked to recruit the staff, he could use his personal authority and thus engage in excessive favouritism. It was decided that as far as possible, recruitment should be made from

trade union Organizations by the Secretary-General after consultation with the Executive Committee. Articles 14 and 15 dealing respectively with the promotion and recruitment of personnel as well as the various departments of the Organization were deleted since those questions could be included in the staff rules and regulations of the Secretariat.

47. In dealing with Article 19 of the draft concerning the OATUU's relations with the Organization of African Unity, the Assistant Secretary-General of the OAU, read out a document entitled "reserved position of the OAU". The OAU representative declared that the OAU's presence at the meeting was only to ~~strengthen~~ the trade unions. The presence of trade unionists at the OAU Headquarters and the fact that their meeting was being held under the auspices of the OAU proved that there was no opposition between OAU and the trade unions. He added that the OAU Charter itself mentioned the concern of African governments to improve the conditions of living of the African people, and that objective was equally pursued by the trade unions. He said this was why the OATUU should work in close co-operation with OAU. He concluded by leaving the question to the decision of members of the Committee.

48. Members of the Committee felt that it was first necessary to adopt their draft constitution and then to consider the OAU document. They worded Article 19 to provide for relations with OAU and the United Nations Specialized Agencies. The Committee then unanimously adopted the draft constitution.

49. As regards the OAU document, all those who took the floor were explicitly opposed to its adoption and requested the OAU representative to withdraw his document. Only one speaker proposed, though associating himself with the previous speakers, that members of the Committee should take the text of the draft to their countries for careful study by their various Organizations which would thus have the opportunity to comment on it during the constituent conference.

50. Another speaker referred to the Conference on Apartheid scheduled to be held during the International Labour Conference in June 1973 and said that at the level of Employers, efforts were being made to sabotage it with manoeuvres to have it postponed to the end of the ILO session instead of holding it during that session. He insisted that a small

resolution be adopted in that regard by members of the Committee requesting the UNO and the ILO to do all in their power to ensure that the meeting was held. While acknowledging the importance of that question, several speakers felt that it was better to send a note to that effect to the headquarters of African trade union organizations to take it up and to consider it seriously. The speaker who gave the information insisted that any action to be taken should be before 15 December 1972 otherwise it would be too late.

51. At that stage of the discussions, Comrade Ezzedine of the ATUC took the floor to express the reservations of his Organization on the work done, especially on the preamble and objectives, before the arrival of the ATUC delegation. The representative of OAU asked Comrade Ezzedine rather to specify the paragraph or paragraphs of the preamble with which he disagreed instead of expressing his reservations on the whole text. The comrade withdrew his reservation and said his statement was a formality made in the spirit of comradeship and co-operation and that such statements were made in cases of the sort but not to question decisions already taken. The rapporteur then read out paragraph 27 of his draft report and maintained that it would appease Comrade Ezzedine whose absence during the first days of the meeting was regularly noted and recorded in the first part of his report specifying the dates on which the draft preambles and objectives were adopted.

52. Another comrade observed that the Committee's Bureau was composed of two members of the ATUC, two of the independent trade union Organizations and only one member of the AATUF. He therefore proposed that Comrade Filali of the General Union of Algerian Workers who was member of the AATUF be made an Assistant to balance the representations on the Committee's Bureau. The proposal was accepted and Comrade Filali was made a member of the Bureau.

53. Before making his closing remarks, the Chairman asked if the Committee agreed to hear the South African Comrade who, since the beginning of the meeting, had asked to address the Committee. The members of the Committee unanimously decided that the Comrade from South Africa would address the Constituent Congress.

54. The Chairman, therefore, made his closing remarks hereto attached as Annex 3 of this Report. In conclusion, the OAU Assistant Secretary-General congratulated members of the Committee and thanked them for their remarkable efforts in making the meeting of the Preparatory Committee not only a success for the trade unions but also for the OAU and Africa as a whole. He promised that OAU would do all in its power to ensure that the decisions of the Preparatory Committee were pursued at the Constituent Conference scheduled to be held in Yaounde in April 1973. The meeting rose at 8.10 p.m.

Done in Addis Ababa, on 24 November 1972.

The Rapporteur

(Signed) MOISE SATOUGLE DEFITH
Chairman of NUCW

ATU/Prep. Cttee/Rpt. Rep.

Annex 1

ADDRESS BY MR. J.D. BULIRO, ASSISTANT SECRETARY-
GENERAL OF OAU AT THE OPENING OF THE MEETING

ADDRESS BY H.E. J.D. BULIRO ASSISTANT SECRETARY-GENERAL OF THE OAU
TO THE OPENING SESSION OF THE PREPARATORY COMMITTEE MEETING
FOR THE ALL-AFRICAN TRADE UNION ORGANISATIONS

ADDIS ABABA 20 - 24 NOVEMBER 1972

Comrades and Dear Brothers,

May I, on behalf of the Administrative Secretary-General and of the entire General Secretariat of the Organization of African Unity begin by expressing our most brotherly greetings to you all and to wish you a very warm welcome to Addis Ababa this capital city of Ethiopia, Headquarters of the OAU and cradle of African unity. I would like to thank each and every one of you for having left aside your numerous obligations and for having turned up in response to our invitation in order to make your contribution to the success of this historic meeting in Addis Ababa.

2. In the wake of the meetings held in Cotonou, Accra, Tunis, Casablanca and Dakar, the meeting of this Preparatory Committee, will go down in the history of the All-African Trade Union Movement as a further expression of the common determination of the African trade unionists to come together in order to be in a better position to secure the defence of the interests of the workers and contribute to the development and unity of this continent working both at the level of individual African Governments and African employers, and also at the international level.

3. Realizing that labour is one of the key factors of increasing production and of rapid development - apart from natural resources, capital, entrepreneurship and technology. It is therefore imperative that labour should be able to organize freely and effect training schemes that would increase its production and productivity. It is also only to be expected that, the remuneration paid to labour should not only be one that the economy can safely bear, but also it should be one that guarantees a reasonable standard of living of the workers. Furthermore labour, being one of the few well organized sections of the population, has to contribute - apart from their formal jobs - to the increasing of standards of living of the masses which we all are aiming at achieving and sustaining in Africa. These aspects would appear to emphasise the mutually beneficial inter-dependence, and one would repeat - the symbiotic inter-dependence - that should exist between the government, the employers, the workers and the masses. One cannot easily do without the other.

4 In that symbiotic existence - which should be both positive, progressive and geared to human justice and satisfaction - the government is one of the key pillars. The governments of independent African States created the OAU in 1963 to ensure among other things, that all Africans work towards African unity, African liberation and African brotherhood and towards providing increasing standards of living to the African masses. As at national level, the contribution of the trade unionists to these efforts is a vital one. It is because the OAU recognizes and accepts this fact that it has from its founding, called for and attempted to bring together trade unionists in Africa into one of the continental instruments for African unity, African progress and for the liberation of African areas still under foreign and racist domination.

5. The concern of the OAU that such an instrument should be established, nurtured and made effective, efficient and efficacious, is reflected in the many resolutions that have been adopted calling for unity and a common organization among trade unionists. During the Summit that founded the OAU, resolution No. CIAS/Plen.3A called among other things for "The establishment of an African Trade Union" in Africa. Subsequent resolutions urged the OAU to bring this about as soon as possible. Unfortunately, all previous efforts by the General Secretariat have not been so successful. Today however, we are glad that you are gathered here to begin actions that should lead to a positive, progressive and effective Pan-African trade union movement. We of the OAU are very grateful to you for your participation in this historic task.

6. This Preparatory Committee, which was established by virtue of the Algiers Agreement of March 1969 not only to prepare the draft constitution, tenets and policy of the future all-African trade union organisation but also to assist in the attainment of national trade union unity at the level of each Member State, should have held its first meeting in Algiers in July 1969 to discharge this responsibility. However, owing to various reasons which need not preoccupy us here, it was impossible to hold this much desired meeting. The fact that this meeting is being opened here at the headquarters of the Organization of African Unity is eloquent testimony of the determination of all African trade union leaders and of the OAU to make the unity of the labour movements at the level of the continent a reality in order to better associate the workers of our continent with the challenging tasks facing the OAU.

7. It is generally recognized that only a united, strong, free and independent African labour movement can effectively defend the interests of the African workers. An All-African trade union unity will enable the trade unions of this continent not only to make a better contribution to the work of the OAU, but also to rightfully assert their presence in the pursuit and defence of their traditional and permanent mission of trade unionism throughout the world. The contribution of the African workers to the world labour movement, requires the effective presence and concerted action of all the African trade union organizations wherever efforts are being made to promote the welfare of workers in the world.
8. On the African scene, the various national labour movements have earned for themselves, respectful places in the histories of their countries. One recalls here, the decisive role that trade unionism played in the removal of French and British Colonialism from Africa. Indeed, some of Africa's best leaders during the struggle for independence, and during the early post-colonial stages of national consolidation and national entry into modern statehood, were and are trade unionists. It is therefore up to you assembled here, with the help of the OAU, and backed by the co-operation and goodwill of all African peoples, to lay a foundation for a Pan-African trade union movement that will, among other things, ensure the continued production of varied leadership and of leading thoughts in Africa. The OAU will help you to facilitate the achievement of these goals.
9. Some persons of ill-will have interpreted OAU's desire to see the African trade unionists achieve the unity of labour movement as a design to weaken African trade unionism. May I assure you openly that the OAU's most ardent hope is to see a strong; effective, powerful, free and

independent continental trade union organization in Africa. The OAU policy-making bodies do not, in any way, intend to paralyse or subjugate the African trade union movement. On the contrary, the OAU hopes to reinforce the influence of the African trade unions inside and outside Africa by sponsoring and supporting the establishment and operation of a continental trade union organization.

10. No organization other than the OAU could have either undertaken or sponsored a programme aimed at the establishment of an All-African trade union unity inspired by the principles contained in the OAU Charter, or actively contributed to the implementation of the decision of the African countries regarding the creation of such a trade union organization since such a decision is essentially political and undoubtedly runs counter to the grain of the policies of the major powers. On this score the African countries cannot count on any other international organization apart from the Organization of African Unity which they have set up for themselves. It is only within the framework of the OAU that such an important decision could have been implemented to the satisfaction of all Africans.

11. As stated before, you are here gathered today to lay the foundation stone of the unity, strength, and hence the independence of the African trade union movement. The task of your committee is to prepare a draft constitution which should consecrate the unity of all the existing Pan-African trade union tendencies, and to determine the policy of the future All-African Trade Union Organization. In order to assist you in this difficult task, the General Secretariat of the OAU has deemed it proper to prepare a draft Charter which is to be submitted for your consideration. The draft Charter essentially takes into account the independence of the trade union movement and the contribution which trade

unionism can make to African development. In submitting this draft to you, the OAU is not seeking to remove your right and your freedom to prepare your own constitution and your administrative regulations or to freely elect your representatives, to organize manage and to draw up your own programme of action. It merely wishes to facilitate your work.

12. The document prepared by the General Secretariat of the OAU is simply designed to be taken as a basis for discussion. It is therefore of a general nature, and as far as possible is in conformity with the primary purpose of the trade union organisation, which is to secure the development of the economic and social well-being of all workers. The document highlights the important role that trade unions must play both at the national and continental levels in the effort to promote the progress, and the economic and social development of our populations, and also provides for "the acknowledgement and the application of the right of association everywhere in Africa."

13. Comrades and dear Brothers,

You have been entrusted with a very heavy responsibility for yours is the task of laying the foundation of the unity, contribution and the independence of the African trade union movement within a united, progressive and independent Africa. This is why I am appealing to you, that each one of you should remain alive to the heavy responsibility that rests on you, and works to attain what Africa is expecting from you. It would not be out of place to recall here, that you are called upon to work collectively for all the workers of this vast continent and not to defend and obtain the supremacy of your respective organizations. We appeal to you to fulfil this duty with honour, dignity and a sense of responsibility and in the spirit of Pan-African brotherhood.

14. In the name of all our fellow workers, I appeal to you not to leave this capital in dishonour, but to see to it that when you leave Addis Ababa you leave with pride, and pleasure in the knowledge that you have really laid a concrete foundation for trade union unity in Africa, and that you have indeed contributed to making this unity a reality.

The General Secretariat of the OAU is at your entire disposal for all the administrative and technical assistance you may require.

I wish you success in this meeting of yours that I have the honour to now declare open.

THANK YOU.

ADDRESS BY COMRADE LANCINE SYLLA
AT THE OPENING OF THE MEETING

Addis Ababa, 20 November, 1972

Your Excellency, the Assistant Secretary-General of the
Organization of African Unity,
Comrades,

The delegation of the All-African Trade Union Federation is sincerely pleased with the special token of trust and esteem which you have just bestowed upon it by electing its leader Chairman of the Preparatory Committee entrusted with preparing the Draft Charter of the All-African Trade Union Organization.

We are aware of the historic significance of this gesture and we realize the extent of the responsibility that this implies at a time when Africa is seeking its way and at a time when the international scene is dominated by the repeated attacks of imperialism, colonialism and neo-colonialism.

For us trade unionists, the fact that we are gathered together at the House of African Unity, this forum of reaffirmation of the African personality, is truly significant because African Unity is for ever the topic of the day; for us, African Unity in all forms: political, economic, social, cultural, military and so forth is of greater urgency than any other problem; no problem has mobilized more people, arrested more minds or roused greater determination.

Indeed, without the unity of our various States and Governments, without the unity of our various movements and institutions, what would become of us? We would be but mere toys in the hands of rapacious imperialism which would soon have us recolonized and reduced to slavery with its attendant sufferings, wretchedness and humiliation!

Voices of greater authority have, in this very Africa Hall, enumerated the reasons why our continent should unite and extolled the sacred causes which demand complete unity.

We wish to thank the OAU General Secretariat for the auspicious initiative it has taken in convening our meeting and for the persevering efforts it has made, for some years now, to get the leaders of the labour movement, by means of a dialogue, to form a single powerful front, a battle front which would constitute an impenetrable rampart against the enemies of African progress.

We have already made, to the credit of the All African Trade Union Federation, the African Trade Union Congress and the Independent Trade Unions, several attempts to establish closer ties, co-operation and even a merger; although these attempts were unsuccessful, we never gave up.

We feel that the Addis Ababa meeting comes in timely fashion in continuation of the numerous missions of goodwill and with the hope that this time we will succeed in laying the foundations of a much desired unity.

Yes, Comrades, we shall achieve the unity of the African workers if each of us does his share and, we know that each and every one of us has this at heart.

Of course, we reject a priori the idea of unity for the sake of unity, a theoretical unity without any real foundation. The condition of the working masses of our respective countries, their desire for justice and freedom, their common aspiration to development demand that on their part, the trade union organizations, failing immediate ideological unity, should have unity of thought and unity of action based on a minimum requirement programme for the political, economic and social advancement of workers through their participation in the management of national resources.

In this connection, it is important to realize that all eyes are, at this moment, focussed on our meeting; we have no right to disappoint the workers of Africa. On the contrary, we should discuss those factors that make for our unity and systematically put aside all those that divide us, regardless of their origin.

A united working class has an important role to play in the rapid development of the African continent.

We shall never be able to stress enough the historic importance of this meeting which is linked up with the uncommon destiny of Africa.

This is why I am firmly convinced that all those present are guided by the same noble ideals of justice, dignity and progress.

Hence, Comrades, no more parochialism, no more flashes in the pan. When we leave Addis Ababa, we should, through relentless efforts, do our utmost to obtain, in effect, the unity of the African trade union movement.

I wish this meeting every success.

Comrades, I thank you.

MEETING OF THE TRADE UNION PREPARATORY COMMITTEE

Addis Ababa, 20 - 24 November 1972

INTRODUCTION TO THE REPORT OF THE RAPPORTEUR

BY

COMRADE SATOUGLE DEFITH Moïse

Dear Comrades,

I am, of course, aware that this report is not in the traditional style you would have wished. But I believe it largely reflects the substance of the work of our Conference.

Indeed, the latter was aimed at clearly setting forth and styding present problems in connection with the Organization of African Trade Union Unity (O.A.T.U.U.), in the course of discussions conducted in a noble, frank, positive and fraternal spirit.

I have purposely not thought it necessary to impart to our report the appearance of a platitudinous record full of useless details (quoting of names, revealing controversies, and so on...), which would undoubtedly have lessened its positive (and thus constructive) value. It goes without saying that in certain particular cases, but only very rarely, some passages disclose the identity of certain comrades. But it will be admitted by all who have been regularly and dispassionately following our debates without exaggerated thought of self, that this Report is, in fact, a reflection of what we have all said and decided upon together, and not what each of us has isolatedly thought and declared.

I must apologise very fraternally in advance for any defects you may rightly point out in this Report. But I also know that I can, in advance, rely on your indulgence and hope, above all, that as regards this document, you will only take into account the unanimously positive conclusions which - thank God - characterize our firm and joint determination to achieve our great dream of the moment: the Organization of African Trade Union Unity.

Speaking for us all, I must here sincerely thank the efficient work of the OAU General Secretariat which has been of great assistance to me in drawing up the present Report.

ADDRESS BY COMRADE LANCINE SYLLA, CHAIRMAN
OF THE PREPARATORY COMMITTEE, AT THE CLOSING SESSION
OF THE MEETING HELD TO DRAFT THE CHARTER
OF THE AFRICAN TRADE UNION ORGANIZATION

Addis Ababa, 23 November 1972

Your Excellency the Assistant Secretary-General of the Organization of African Unity,
Comrade delegates and Observers,

We have now come to the close of our meeting after four days of fruitful work and heated but frank and impassionate discussions which were always directed towards the search for the best ways and means of achieving the unity of the African trade union movement.

We are especially pleased with the high mark of distinction given to our debates not only because they were held in the Celebrated settings of the Organization of African Unity and Africa Hall but also, and above all, because we have all realized the historic significance of the event; indeed, all the participants realized that the time had come to rise above and smooth out their petty differences and unnecessary arguments most systematically and resolutely, to make history by forgoing the unity of the African trade union movement.

There is no doubt that the many years of hesitation, indecision and indifference have eloquently demonstrated, through bitter experiences, that to unite one must be willing to listen and lend an ear to others in order to understand them; one must exercise self-control in order to check one's personal ambitions or pretensions; one must stop being subjective in order to adopt an objective and a responsible attitude, show modesty and humility and be guided by the will to succeed as a group. To achieve this, one must obviously be able to recognize clearly that general interests have priority over individual interests, one must have an unquestionable conception of the strength of unity which is an indispensable factor of class struggle.

Comrades, this is common knowledge. I do not claim to teach anybody anything new; in the past, you yourselves have practised these on many occasions of your life and, during this meeting, you did so once again in order to transcend the minor differences between your various trade union organizations.

In coming to Addis Ababa, many comrades who were busy working in other areas of nation-building, hurriedly left important tasks behind to respond to the OAU's appeal. Hence, we cannot afford to prolong our

debates since we are from a continent which lacks trained manpower and must show proof of versatility until the time comes when a greater number of qualified staff is trained to take over.

Nevertheless, I am pleased to state positively that our time has not been wasted. Our Committee has honourably discharged the duties assigned to it by the OAU. It would have done so with more brio if all the delegations had arrived on time.

As you are aware, the history of international workers movement has its pages of glory and its pages of darkness, it has its heroes and its martyrs. It has experienced many forms of organization. In Africa, in particular, the trade union movement has stood up against the storm of political and administrative reforms and it is now experiencing a happy era in many African countries where its contribution in the awakening of the working masses has been highly appreciated.

The preamble of the Charter which you have just drafted, lays special emphasis on the need to ensure the independence and unity of the African trade unions. In his masterful opening speech which constitutes a veritable Charter in itself, His Excellency, Mr. Buliro, Assistant Secretary-General of OAU who enjoys our high esteem and admiration, largely put us at ease by giving us the necessary assurances in such statements as, and (I quote): "...Some persons of ill-will have interpreted OAU's desire to see the African trade unionists achieve the unity of the labour movement as a design to weaken African trade unionism. May I assure you openly that the OAU's most ardent hope is to see a strong, powerful, free and independent continental trade union organization in Africa. The OAU policy-making bodies do not, in any way, intend to paralyse or subjugate the African trade union movement. On the contrary, the OAU hopes to reinforce the influence of the African trade unions inside and outside Africa by sponsoring and supporting the establishment and operation of a continental trade union organization." (unquote)

Could anything better be said?

We fully share this point of view of the OAU and we are convinced that its appeal will be echoed most favourably within all the African trade union organizations.

Hence the struggle continues; as usual, it is fraught with a great deal of little annoying problems which become less acute as we become aware of our value and our responsibilities at the continental level; the struggle continues, therefore, with greater chances of success because the front which we are forming in Addis Ababa has become wider, more solid and less vulnerable.

The struggle, in its new forms, implies that greater efforts must be made for the mobilization, encouragement and education of the masses. This is a permanent task which, like a generalized revolution, cannot be allowed to stop or pause. It is a constructive and disinterested task that lies ahead of us and we must bear in mind only the best interest of our working masses. Far from being an art, a sinecure, a business or an electoral stepping-stone, trade unionism is, on the contrary, a manifestation of unwavering faith, a conviction.

If we embark upon this course of action and we do so resolutely, then we will be able to live up to the trust that has been placed in us and which we consider an honour to hold, by adopting measures to ensure that organized workers throughout Africa are afforded the opportunity to intervene directly in the affairs of their various States and that the trade unions have more say in the taking of decisions at the level of the production services and units that fall within their province.

Our firm determination is translated through our constant desire to safeguard the over-all interests of the African workers who are unfortunately still being exploited by imperialism,^{colonialism}/neo-colonialism and reactionary elements and to intensify the struggle against all forms of foreign influence and interference in Africa.

On behalf of the Committee over which I have the honour to preside, I extend our brotherly and sincere thanks to the OAU General Secretariat and, through it, to the African Heads of State who have always helped to make possible this meeting of the African trade unions, namely, AATUF, ATUC and the Independent Trade Union Organizations, to seek ways and means of achieving their unity and establishing a single trade union organization embracing the whole continent.

This resolve to achieve unity of action to which some organizations, in the past, devoted their full attention, is now firmer than ever before

despite the different problems and difficulties encountered by our respective trade union organizations.

I also wish to thank the Ethiopian trade union organization for the welcome accorded us during our stay in Addis Ababa, a welcome accorded in the true African tradition of hospitality.

I now declare closed, this Meeting of the Preparatory Committee charged with drafting the Charter of the African Trade Union Organization.

Long live the Organization of African Unity!

Long live African Trade Union Unity!

ATU/Prep. Cttee/Rpt. Rep.

Annex 5

MEETING OF THE TRADE UNION PREPARATORY COMMITTEE

Addis Ababa, 20 - 24 November 1972

LIST OF DELEGATES AND MEMBERS OF THE SECRETARIAT



D E L E G A T I O N S

1. M. SEYDOU DIALLO
A.A.T.U.F
P. O. Box 169
Bamako, (Mali)
U.N.T.M. - C.C.S.M.
2. M. CRISPIN TUNGARAZA
Deputy Secretary-General,
National Union of Tanganyika
Workers (NUTA)
P.O. Box 15359
Dar-Es-Salaam (Tanzania)
3. M. RILALI ALI
Secrétaire National de l'UGTA
Chargé des relations extérieures
et de l'Emigration
1, Place du 1er Mai,
Maison du Peuple,
Alger, (Algeria).
Treasurer General of AATUF
4. M. AMADOU N'DIAYE
Assistant Secretary-General
of AATUF,
P.O. Box 20052
Dar-Es-Salaam (Tanzania)
5. M. LANCINE SYLLA
Secrétaire Général de la CNTG
Head of AATUF Delegation
Conakry, (Guinea)
6. M. SATOUGLE DEFITH
President of the National Union
of Cameroon Workers (NUCW)
P.O. Box 1610,
Yaounde, Cameroco .
7. M. SOUMAHORO VASSIRIKI
Secrétaire Général chargé aux
Relations Extérieures du Comité
Exécutif de l'UGTCI
B.P. 6203
Abidjan (Ivory Coast)
8. M. JAMES DENNIS AKUMU M.P.
Secretary-General of
the Central Organization of Trade
Unions (Kenya)
P.O. Box 13000
Nairobi, Kenya
9. M. WORA GEORGES GOBER
Président de la FESYGA
Fédération Syndicale Gabonaise
Libreville (Gabon)
10. M. MANFOUMBI JEAN PAUL
Trésorier de la FESYGA,
Fédération Syndicale Gabonaise
Libreville (Gabon)

11. M. YAYA MOHAMAN GAGDO

Inspecteur du Travail
Chef du Service du Greffe des
Syndicats
B.P. 1599,
Yaounde, (Cameroon)

12. M. HUBERT BLAISE ROBEL

Secrétaire Général de la Con-
fédération Chétienne des Syndicats
Malagasy
B.P. 1035 ,
Tananarive (Madagascar)

13. M. EZZEDDINE MOHAMED

Secrétaire Général Adjoint de
l'UGTT,
29, Place m'Hamed Ali
Tunis (Tunisia)

S E C R E T A R I A T

1. H.E.Mr. J.D. BULIRO Assistant Secretary-General,
In charge of Cultural Affairs
2. Mr. P.P. MFUNI-TSHIAMANYANU Chief of Social Affairs Section
3. Mr. Jérôme GOMA-N'GANGA Officer in charge of Non-
Governmental Organizations
4. Mr. V.K. NTANDAYARWO Labour Officer

INTERPRETERS

1. Miss Samia KHALAF
2. Mr. E.B. KHAN

SECRETARIES

1. Mr. Michel THEA
2. Mrs. Sunnight LEGESSE
3. Miss Irene NKEMBE
4. Mr. Hyppolite YELE-OKAMBA

TRANSLATORS

1. Mrs. Amy BA
2. Mrs. D. BOURNE
3. Mr. Amin SABRY

II. DRAFT CHARTER OF THE ORGANIZATION OF
AFRICAN TRADE UNION UNITY

ATU/Prep. Cttee/Draft Charter/Rev.1

MEETING OF THE TRADE UNION PREPARATORY COMMITTEE

Addis Ababa, 20 - 24 November, 1972

DRAFT CHARTER OF THE ORGANIZATION OF AFRICAN TRADE UNION UNITY

DRAFT CHARTER OF THE
ORGANIZATION OF AFRICAN TRADE UNION UNITY

We, the duly accredited representatives of the African Trade Union Organizations, responsible for the national trade union organizations of various African States, whose names are in addendum to this Charter;

Solemnly proclaim the independence and unity of African trade unions and common determination to represent and defend the fundamental principles of action of trade unionism in Africa;

The African workers are engaged in a relentless struggle against imperialism, colonialism and neo-colonialism and feudalism and the reactionary tendencies. They thus struggle in collaboration with other workers of the world against all forms of exploitation of man by man for a real democracy and for the complete economic and social liberation of the peoples of the African Continent.

If, in the evolution of the human societies, the accumulation of financial capital has played and still plays a preponderant role, on the other hand in Africa, it is man who constitutes the most precious capital. That is why the structures by colonialism must be fundamentally overhauled and be replaced by the new structures adapted to the African imperatives as well as on the political, economic, cultural and social fields.

It is thus incumbent on the workers as an organized and united body to pursue their historic responsibilities. Firstly, within each country and then at the continental level.

TRADE UNION INDEPENDENCE AND UNITY

The unity of the workers is as indispensable as the independence of the trade unions. It is only as an active united, and indivisible force that the workers can accomplish their vanguard mission. The unity of the workers should primarily be attained at the national level of each state and at the continental level.

The recovery of the personality of the African trade union movement as well as the forceful recovery of its dignity are so many factors dictated by the different economic, social and cultural imperatives which should make African trade unionism an expression that is authentically African, and which is divested of all foreign influences.

INTERNATIONAL RELATIONS

The Organization of African Trade Union Unity shall be an organization that is independent from all international central trade unions. It shall be composed of national trade union organizations which should under no circumstances, be affiliated to the international trade union organizations. In these circumstances, no foreign influence levelled at changing, interfering or influencing the concepts and methods of African trade unionism shall be tolerated.

However, the Organization of African Trade Union Unity shall foster brotherly and equalitarian relations with all workers and all the trade union organizations of the world. Thus the international relations of the organization of African Trade Union Unity shall be based on brotherhood and friendship, solidarity and inter-dependence between all the workers of the world.

THE ROLE OF THE AFRICAN TRADE UNION MOVEMENT

The role of the African Trade Union Movement shall be economic, political, cultural and social. The Movement shall study, elaborate, express and undertake all economic actions in order to liberate Africa

from the structures of exploitation that have been transplanted and established in the continent and especially encourage agrarian reform and industrialization. It is consequently necessary that the African trade unionists participate not only in the implementation, but also in the conception and the control of work programmes and the plans drawn up by African Governments for the attainment of these objectives. Finally, African trade unionism should play a major social role. This task shall consist of the massive education and training of cadres is one of the most important elements of its mission. The first duty of the African trade union movement shall be to exist authentically and define and defend its unity both at the national and continental levels, and to contribute to the unity of the international working class. It is in this way that it shall become with the clarity of authentic doctrine, the movement of and for the workers, and the movement that is independent, united and geared to the liberation of the masses.

O B J E C T I V E S

The Organization of African Trade Union Unity hereinafter referred to as the Organization is created for the attainment of the following objectives:

1. To build trade union unity at the continental level and to encourage and assist at national level the attainment of the same.
2. To co-ordinate and guide the action of the national trade union organizations.
3. To defend the material, cultural and moral interests of the African working class.
4. To work for the harmonization of legislation on labour and collective bargaining in the member countries.
5. To affirm the independence, personality of the African trade union movement.
6. To forcefully recover, consolidate and defend trade union freedom.
7. To represent and defend the interest of the African workers in all organizations and institutions be they regional or international.
8. To work for independence, African unity and for the establishment and consolidation of peace in the world.
9. To assist all trade union organizations especially those in countries still under colonial and foreign domination in order to accelerate the liberation of the African continent.
10. To struggle against imperialism, colonialism, neo-colonialism and their agents as well as feudalism and all other forms of

oppression and exploitation for the independence of Africa and the total emancipation of her people.

11. To liquidate the sequels of colonialism as well as obsolete structures in order to set up a social order of democracy, peace and progress based on the systematic and scientific utilization of African resources for the benefit of the Africans and to secure the education and the promotion of the working people of their continent.
12. To enhance the policy of full employment.
13. To defend the material and moral interests of the migrant African workers in co-operation with the trade union organizations of the host countries.
14. To encourage exchanges among African trade union organizations and co-operation in all fields especially concerning labour between member states of the OAU.
15. To secure the respect of the principle of equality for all irrespective of sex, race, colour or creed.
16. To fight for the equitable distribution of national income.
17. To call upon its member organizations whenever necessary to promote co-operation with all trade union organizations and to undertake every action to attain the common objectives of the African and the international working class.
18. To foster relations of friendship and solidarity with all the workers of the world and the international trade union organizations of the world on the basis of equality and within the principle of respect of the guidelines defined in its Charter.

DRAFT STATUTES

Name, Seat and Composition

Article 1: It is hereby created among all national trade union organizations, a central African trade union called the Organization of African Trade Union Unity (OATUU).

The Organization of African Trade Union Unity shall be composed of the national trade union Organizations affiliated at the time of the final adoption of these Statutes, and all national trade union organizations that shall subsequently subscribe to the objectives, and the programmes defined in these Statutes.

The Organization of African Trade Union Unity shall recognize only one national Central Trade Union in each country.

Article 2: Its headquarters shall be; and shall be transferable to any other venue upon the decision of the Congress.

Article 3: The Organization of African Trade Union Unity shall be permanent.

Article 4: BODIES

The OATUU shall have the following Governing Bodies:

- The Congress
- The General Council
- The Executive Committee

Article 5:

- (a) The Congress shall be composed of the delegates of the affiliated African Trade Union Organizations. Each country shall be represented by four delegates.
- (b) The Congress shall be the supreme body of the organization and shall meet at least once every three years.
- (c) The quorum shall be 2/3 of Member Unions.

Article 6: The Congress of the OATUU shall have the following functions:

1. The discussion and the formulation of decisions concerning:
 - (a) the report on the activities of the OATUU and the financial report
 - (b) the programme of activities of the organization
 - (c) changes and amendments to the Statutes
 - (d) the examination of all questions concerning the admission of any applicant trade union organization
2. The election of the members of the General Council and the Executive Committee. The last General Council shall convene and fix the date, venue and agenda of the next Congress.

Article 7: The Congress may meet in an extraordinary session whenever the 2/3 of its member organizations so require. Notification about such meetings shall reach the member organizations at least 2 weeks before the appointed date.

The venue, date and agenda of the Extraordinary Congress shall be decided upon by the Executive Committee, and shall be communicated to the member trade union organizations at least 1 month before the Congress.

Article 8: The General Council

It shall be composed of as many members as there are affiliated organizations; each national organization being represented by one delegate.

It shall meet at least once every year and may meet in an extraordinary session upon the decision of the Executive Committee or on the request of 2/3 of the member organizations.

Article 9: The General Council will have the following functions:

- (a) the preparation of the Congress
- (b) the implementation of the decisions of the Congress

(c) the study of the report on the activities of the organization as introduced by the Executive Committee

- (d) the approval of the annual budget.

Article 10: During its annual meetings the General Council shall elect

- one chairman
- two vice-chairmen
- one rapporteur

No affiliated organization is re-eligible to the same functions successively.

Article 11: The Executive Committee

- (a) The Executive Committee shall be composed of, one Chairman, five vice-Chairmen, the Secretary General and three Assistant Secretaries General, one of whom shall be in charge of Finance. All the members of the Executive Committee shall be elected by Congress.
- (b) The Secretary General shall be head of the Secretariat. He shall be assisted by his Assistants. They are all responsible for the implementation of the programmes decided upon by the Congress and the General Council.
- (c) Their terms of office shall be limited to three years; they are re-eligible.
- (d) They shall be elected on the basis of a simple majority.

Article 12: The Secretariat

The Organization of African Trade Union Unity shall have a permanent Secretariat under the direction of the Secretary General.

The Secretary General shall be assisted by his Assistants and by any other staff member recruited by the Organization.

Article 13: The Personnel of the Secretariat of the OATUU

- (a) Apart from the Secretary General and his three Assistants who shall be elected by Congress, all the other staff members of the Secretariat shall be recruited wherever possible by the Secretary General in consultation with the Executive Committee from the affiliated trade union organizations on the basis of their training and experience.

However, the Secretariat shall recruit from outside trade union movements as regards specialized personnel.

Article 14: FINANCE

The budget of the Organization shall be constituted by the subscriptions from member organizations, subsidies and donations and from any other source approved by the General Council.

The Congress shall determine the contributions of each member organizations.

Article 15: DISCIPLINE

Any violation of the Statute and its basic principles, all double-edged policies, manoeuvres or activities levelled at impressing at double-direction on the work of the Organization, all acts of sabotage and division as well as all similar errors shall be sanctioned according to the provisions laid down in the rules of procedure.

Article 16: Amendments to the Statutes

These Statutes shall come into force from the moment of their adoption and shall be amended only on the decision of the Congress on the basis of a simple majority.

Article 17: All cases not provided for by these Statutes shall fall under the rules of procedure.

Article 18: Resignation - Dissolution

In case of the resignation, suspension or termination of membership of a national trade union, the latter's paid contribution shall not be refunded.

Article 19: The dissolution of the Organization shall be proclaimed only by the Congress summoned according to the rules of procedure governing its meetings by 2/3 of member organizations. To this effect the Congress shall decide upon the liquidation of the funds, movable and immovable properties of the Organization.

Article 20: Relations between the Organization and the OAU

The Organization shall have a consultative status with the OAU, the EC and its Specialized Agencies.

Article 21: These Statutes shall be in English, Arabic and French.

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Signatory Organizations.

III. GENERAL RESOLUTION

MEETING OF THE PREPARATORY COMMITTEE OF THE

AFRICAN TRADE UNIONS

ADDIS ABABA, 20 -24 NOVEMBER 1972

GENERAL RESOLUTION

GENERAL RESOLUTION

The Preparatory Committee for the Constituent Conference of the Organization of African Trade Union Unity, composed of delegates from the AATUF, ATUC and Independent National Trade Union Organizations, meeting in Addis Ababa under the auspices of the OAU from 20 to 24 November 1972,

Having considered the situation and evolution of African trade union unity in compliance with the decisions taken by the 10th Ordinary Session of the Conference of African Labour Ministers held in Kampala in March 1972, and endorsed by the OAU Assembly of Heads of State and Government in June 1972, in Rabat and further endorsed during the 57th Session of the International Labour Conference in Geneva in June 1972, by the Meeting of African Trade Union leaders,

In fulfilment of the African workers' aspirations to unity and of the unanimous desire of the African workers to strengthen their solidarity and expand their unity of action to embrace the entire African Continent,

Aware that the establishment of a single and independent African Trade Union Organization is essential for the assertion of the personality of the trade union movement and the social advancement of the workers of our Continent,

Conscious that this unity and independence are a pre-condition for the success of the general struggle of the African workers against imperialism, all forms of colonialism, reactionary tendencies and feudalism so as to consolidate national independence, democracy and social and economic progress,

Conscious of the role played by the trade union organizations in the African States' struggle for independence, and the part they play and are called upon to play in the struggle for the social progress and harmonious development of their respective States, :

NOTES WITH SATISFACTION the awareness of the African trade union movement of its responsibility to determine its destiny and of its pioneering role in the effort to consolidate African unity of which the OAU Charter constitutes the first landmark,

REITERATES Africa's urgent appeal to all the African and inter-African trade union organizations to attend the meeting to be held during the first week of April 1973 in Yaounde (Cameroon) with a view to establishing the unity and independence of the African Trade Union Movement.

EXPRESS SINCERE APPRECIATION to the OAU General Secretariat for the valuable contribution it has made to the Preparatory Committee of the Constituent Conference of the Organization of African Trade Union Unity in order to ensure the full success of our joint undertaking. In this spirit, it further requests that the Secretariat representations to OAU Member States with a view to ensuring the success of the Constituent Conference.

CONDEMNS the hypocritical and harmful actions taken directly or indirectly by all International Organizations with a view to dividing African workers, breaking their fighting spirit, and distracting them from their fundamental aims by involving them in ideological quarrels that do not concern Africa.

SOLEMNLY PROCLAIMS its determination to respect and defend the guiding principles of trade unionism in Africa, independence and unity both at the national and continental levels.

DECLARES its support for all the workers and peoples of the world who are fighting for national independence and freedom to choose their political and economic regime.

EXPRESSES its unconditional support and active solidarity for trade union Organizations still fighting against colonialism and racism to achieve their independence and freedom.

CALLS UPON the African trade union organizations and all African workers:

- (a) to fight with a view to promoting a policy of economic independence and establishing conditions that lend themselves to the mobilization of the masses for the achievement of development targets and social equilibrium;
- (b) to foster a social policy based on respect and guarantee of employment, democratic trade union liberties and rights, and establish a vocational training programme to increase the awareness and productivity; and
- (c) to improve social security institutions with workers' participation and management,

URGENTLY APPEALS to the conscience of all African workers to enhance their mobilization in order to forestall divisions and splits which constitute an obstacle to rapid achievement of our fundamental objectives.

REQUESTS them to attain the unity and independence of all the African trade union movements as this is the only guarantee for success.



**ORGANIZATION OF
AFRICAN UNITY**

Secretariat
P. O. Box 3243

منظمة الوحدة الأفريقية
السكرتارية
ج. ب. ٣٢٤٣

**ORGANISATION DE L'UNITE
AFRICAIN**

Secretariat
B. P. 3243

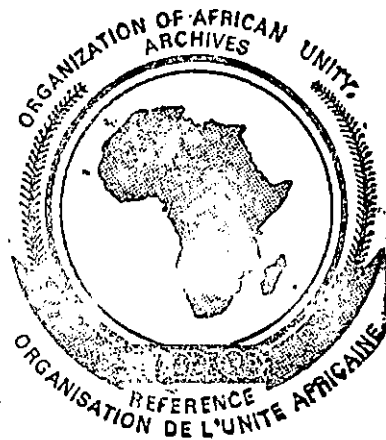
Addis Ababa * * * ادیس ابابا

COUNCIL OF MINISTERS
Twenty-First Ordinary Session
Addis Ababa, 17 - 21 May 1973.

CM/514
Add.1

REPORT OF THE PROCEEDINGS OF THE TRADE
UNIONS CONSTITUENT CONGRESS

Addis Ababa, 6-14 April 1973.



REPORT OF THE PROCEEDINGS OF THE TRADE
UNIONS CONSTITUENT CONGRESS

Addis Ababa 6-14 April 1973

I. OPENING OF THE CONFERENCE

a. Opening of the Meeting

1. The first plenary sitting of the Constituent Congress was held on Monday April 9, 1973 at Africa Hall. The plenary session was attended by thirty one delegations from the national trade union organizations; representatives from the ATUC and AATUF and the observer delegations from countries still under colonial and foreign domination, namely, Angola, Mozambique and Guinea-Bissau and FOFATUSA. The Conference unanimously elected Comrade Ato Fisseha, General-Secretary of CBEU (Confederation of Ethiopian Labour Union) who was unanimously elected to chair the deliberation of the meeting as a national trade unionist of the host country.

2. The Meeting was opened by H.E. Lt. Michael Amede, Vice-Minister, Ethiopian Ministry of Community Development and Social Affairs. In his opening address, the Vice-Minister warmly welcomed the delegates and appealed to them to approach their mighty task which they would bring to fruition if they worked in a spirit of give and take, compromise and maturity of purpose. H.E. Maître Kamanda wa Kamanda, Assistant Secretary-General of OAU also addressed the plenary session of the Congress. In his address the Secretary-General reviewed the history and problems which had beset African efforts towards the achievement of African Trade Union Unity. He told the trade union leaders that the time had come for African Trade Unions to assert their rights and form themselves into one Pan-African Trade Union Organization on which would not only cater for their national and continental aspirations but also their international place, under the spirit and aspiration of the OAU Charter.

3. The plenary session was also addressed by the representatives of the ATUC, the AATUF and the autonomous national trade union organisations. In their speeches the trade union leaders appealed to their comrades to iron out and forget their differences and form the long-cherished Pan-African Trade Union Movement to defend their interest at national, continental and international forums.

b. Election of Officers

4. After the opening addresses, the Conference proceeded to elect the members of the bureau : 1 President, 2 Vice-Presidents and 1 Rapporteur. Consequently the bureau was unanimously formed as follows :

| | |
|----------------------|------------------------------|
| President | : Ethiopia |
| First Vice-President | : Zaire |
| Vice President: | Tanzania |
| Secretaries | : Kenya, Gambia, Ivory Coast |

c. Adoption of the Agenda and Organization of Work

5. The Constituent Congress then considered the draft agenda as prepared by the Secretariat in Document (ATU/Const. Congress/1/Rev.1) appended to this report. The Conference after studying the agenda adopted it and decided that the working hours were to be from 9:00a.m. to 1.00 p.m. and from 3.00 p.m. to 6.00 p.m. In order to expedite its work, the Conference established three committees to deal with the three major aspects of its deliberations: (a) The Credentials Committee; (b) the Resolutions Committee; and (c) the Statutes Committee.

6. In his letter ES/SOC/26/42 of 9 March 1973, the Assistant Secretary-General in charge of the Economic and Social Affairs Department clearly explained to the AATUF leaders the OAU Secretary-General's position with regard to their initiative. He had appealed to them, in a brotherly spirit, inviting them to agree to attend the meeting in Addis Ababa. He had suggested to them the possibility of their perhaps

raising, if they so desired, any issue whose solution they considered would be helpful, as an interlocutory question at the beginning of the meeting before continuing with the proceedings.

7. It is gratifying to point out that the responsible authorities of AATUF reacted favourably to this appeal by the Secretary-General. The former, in a message to their affiliates, revised the stand they had adopted in Cairo. They, in their turn, appealed to all member central organizations, inviting them to proceed to Addis Ababa and to attend the meeting of the Constitutive Conference. The latter was held from 6 to 13 April 1973. Trade union organizations from 30 independent African countries and Angola, as well as ATUC and AATUF, took part. Trade Unions from South Africa, Mozambique and Guinea Bissau attended the meetings as observers.

8. At the conclusion of its meetings, the Conference adopted and signed the Charter setting up a Pan-African trade union entitled the Organization of African Trade Union Unity (OATUU). It also adopted a general resolution and a recommendation. The Charter stresses that "the unity of the workers is as indispensable as the independence of the trade unions ... the unity of the workers should primarily be attained at the national level of each state and then at the continental level". As regards international relations, the Preamble to the Charter states that "the Organization of African Trade Union Unity shall be an organization that is independent of all international central trade unions. It shall be composed of African national trade union organizations ... these organizations subscribe fully to the principle of non-alignment and to the other principles set forth in the OAU Charter".

In denouncing all foreign interference "tending to modify or influence the conceptions and methods of African trade unionism", the Charter provides that "all trade union member organizations shall have as their fundamental principle independence from all other international trade union organizations".

9. Among these objectives, it should be pointed out that OATUU sets itself the paramount aim of "achieving trade union unity both

at continental level and at the level of each African country, to contribute its aid and assistance to trade union organizations, particularly to those of countries still under colonial and foreign domination so as to speed up the liberation of the African continent". Moreover, it has the following additional aims:

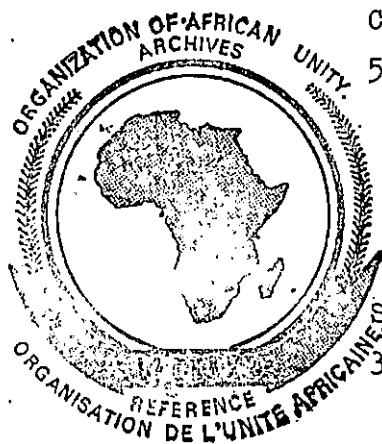
- to fight against imperialism, colonialism, neo-colonialism and their agents, as well as feudal systems and any other form of oppression and exploitation, for the independence of Africa and the total emancipation of its peoples;

- to liquidate the after-effects of colonialism and all obsolete structures with a view to the establishment of a social order of democracy, progress and peace, based on the scientifically planned development of African resources for the benefit of Africans, and to ensure the education and advancement of the working masses of the continent;

- to encourage a policy of full employment;

- to foster relations of friendship and solidarity with all the workers of the world and international trade union organizations on a basis of equality and against a background of strict respect for the guidelines set forth in its Charter.

10. The Constituent Conference established the headquarters of OATUU at Accra (Ghana). It appointed the following members to the OATUU Bureau:



| | | |
|---------------------------------|---|---------------------------------|
| Chairman | : | Mr. Lanciné Sylla (Guinea) |
| 5 Vice-Chairmen | : | Mr. Gabriel Fogam (Cameroon) |
| | | Ato Beyene Salomon (Ethiopia) |
| | | Mr. Afilah Abderrazak (Morocco) |
| | | Mr. Sido Hassane (Niger) |
| | | Mr. Barnabo Raphael (Togo) |
| Secretary-General | : | Mr. James Denis Akumu (Kenya) |
| 3 Assistant Secretaries-General | : | Mr. Houbda Samba (Upper Volta) |
| | | Mr. E.O.A. Odeyemi (Nigeria) |
| | | Mr. Basil R. Kabwe (Zambia) |

11. In the general resolution, the Conference stigmatized the hypocritical and injurious activities being carried out directly or indirectly by the enemies of Africa with a view to dividing the workers of the Continent, destroying their fighting spirit or diverting them from their fundamental objectives by plunging them into ideological quarrels alien to Africa. It also declared its solidarity with all the workers and peoples of the world fighting for their legitimate independence, particularly in Angola, Mozambique, Guinea Bissau, the Middle East, Zimbabwe, South Africa and Namibia. It likewise called upon States and trade union organizations to promote a social policy based on guarantees of employment, and trade union and democratic freedoms and rights, and to carry out a programme of workers' education and vocational training so as to raise the level of awareness and productivity, with a view to the development of the continent. Finally, at the economic level, the Conference instructed the Executive Committee of OATUU to draw up a detailed programme on the creation of an African Common Market; deterioration in the terms of trade; the utilization, processing and marketing of raw materials; the integration and harmonization of economies with a view to the establishment of an African currency; and the free movement of goods and persons.

12. In its recommendation, the Conference took into account the fact that the Charter of OATUU lays down that trade union member organizations shall have as their fundamental principle independence vis-a-vis all foreign international trade union organizations, and it advocated that:

(a) All central organizations of national trade unions which are members of OATUU should review the concept of international relationships and adopt a stance enabling this principle to be fulfilled before the next Ordinary Conference of OATUU;

(b) All central organizations of national trade unions should adhere to OATUU as soon as possible.

The text of the Charter of the Organization of African Trade Union Unity (OATUU) and the two Resolutions are annexed to the present Report.

ATU/Const. Congress/1/Rev.1

MEETING OF THE CONSTITUENT TRADE UNION CONGRESS

Addis Ababa, 6-14 April 1973

Provisional Agenda

- I a) Opening Ceremony
- b) Election of Officers
- c) Adoption of the Agenda
- d) Organization of Work

- II Adoption of the Rules of Procedure

- III Establishment of Committees
- a) Credentials Committee
- b) Resolutions Committee
- c) Statutes Committee

- IV Introduction of the Report of the Preparatory Committee

- V Introduction, Discussion and Adoption of Committee Reports

- VI Selection of the Headquarters of the Organization of
 African Trade Union Unity

- VII Election of Members of the Executive Board (1 President,
 5 Vice-Presidents, 1 Secretary-General and 3 Assistant
 Secretaries-General)

- VIII Date and Venue of the First Ordinary Session of the
 OATUU Congress

- IX Any other Business; - Preparation of the Forthcoming
 Trade Union Conference Against Apartheid.

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