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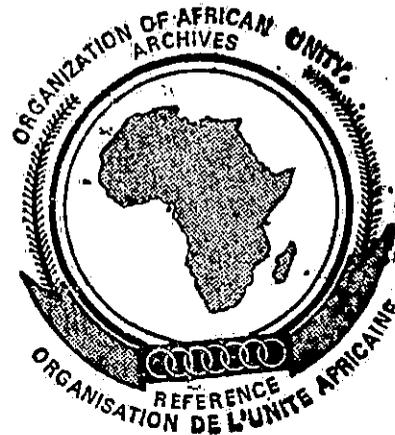
**ORGANISATION DE L'UNITE
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اديس ابابا * Addis Ababa

COUNCIL OF MINISTERS
Twenty-Fifth Ordinary Session
Kampala, July 1975.

CM/668 (XXV)

REPORT OF THE ADMINISTRATIVE SECRETARY-GENERAL ON THE
THIRTEENTH ORDINARY SESSION OF THE CONFERENCE OF AFRICAN
LABOUR MINISTERS HELD IN LIBREVILLE (REPUBLIC OF GABON)
FROM 24 TO 30 MARCH 1975



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REPORT OF THE ADMINISTRATIVE SECRETARY-GENERAL ON THE
THIRTEENTH ORDINARY SESSION OF THE CONFERENCE OF AFRICAN
LABOUR MINISTERS HELD IN LIBREVILLE (REPUBLIC OF GABON)
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I INTRODUCTION:

1. The Thirteenth Ordinary Session of the Conference of African Labour Ministers, held in Libreville from 24 to 30 March 1975, was opened by His Excellency President Bongo of the Republic of Gabon, Secretary-General and Founder of the P.D.G. The full text of the President's address is attached to this report as Annex I.
2. The Conference was also addressed by the out-going Chairman, His Excellency Mr. Abdoulaye Diallo, Minister of Labour of the Republic of Guinea, and H.E. Mr. William Eteki Mboumoua, Administrative Secretary-General of the OAU. Their statements are attached hereto as Annexes II and III respectively.
3. After the President's inspiring address, the Conference proceeded to elect its Chairman and other members of the Bureau. H.E. Mr. Jerome Okinda, Minister of Labour and Social Welfare of the Republic of Gabon was unanimously elected Chairman; Mr. Abderrouaf Kandil, Director of Cabinet, representing the Minister of Labour and Social Affairs of the Kingdom of Morocco and Hon. George Gomio Lamini Minister of Labour of Sierra Leone were elected vice-chairmen, with H.E. Mr. Levi Katagyira, Minister of Labour of Uganda as rapporteur.
4. After discussing the eleven-item agenda with supporting documents, the Conference adopted it unanimously and immediately went on to the consideration of agenda item 2 entitled: "Report of the Administrative Secretary-General of OAU on the Activities within the Competence of the Conference".
5. It will be recalled that Rule 18 of the Rules of Procedure of the Conference of African Labour Ministers stipulates that the Administrative Secretary-General shall submit to each of the ordinary session of the Conference, a progress report on the implementation by the OAU Secretariat and Member States, of resolutions adopted at previous sessions. The report submitted by the Secretary-General

therefore covers the period from March 1974 to March 1975 and deals with the follow-up of the various resolutions adopted by preceding sessions.

II. REPORT OF THE SECRETARY-GENERAL ON RELATIONS BETWEEN THE CONFERENCE AND THE ORGANIZATION OF AFRICAN UNITY:

6. While introducing this report, the Administrative Secretary-General of the OAU, in conformity with the provisions of Resolution MAT/Res.7(XII) adopted in Conakry in March 1974 by the Conference and amended by Resolution CM/Res.362(XXIII) adopted in Mogadishu in June 1974 by the OAU Assembly of Heads of State and Government, described the role the Conference should play in the OAU's institutions, as well as the legal, financial and institutional implications. Should the Conference become a specialized institution within the framework of Article VII or XV of the OAU Charter, which would have to be amended or should it remain autonomy with its own budget and directly responsible to the Heads of State of the OAU? A lengthy debate took place on this long-standing problem.

7. After an enlightening exchange of views, it was agreed that the most appropriate status for the Conference of African Labour Ministers would be that of an OAU Specialized Commission as provided for under Articles 20, 21 and 22 of the Charter. Therefore, the matter will finally be settled within the framework of an eventual amendment of the Charter. The Ministers of Labour present at the Conference were invited to urge their government to initiate the procedure provided for by Article 33 of the Charter. Meanwhile the Secretary-General was requested to continue to organize the annual session of the Conference of African Labour Ministers and to ensure the implementation of the resolutions.

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

8. The report of the Administrative Secretary-General on the Activities within the Competence of the Conference was introduced by the Assistant Secretary-General in charge of Economic and Social Affairs who summarized the contents of Report MAT/2(XLIII). He pointed out that the report was concerned with highlighting mainly the efforts made by the Secretariat to implement the resolutions and decisions of the previous

sessions of the Conference while indicating the progress made and problems encountered. The delegates took note of the report.

B. Relations between the multinational Companies and economic policies

9. One Member State which had requested the inclusion in the Conference's agenda of an item entitled "Relations, Between Multinational Companies and Socio-Economic Policies" introduced and submitted a report on this item. He underlined the negative role played by multinational companies in developing countries and in Africa in particular. He observed that instead of confining themselves to commercial activities, these companies involved themselves in espionage and even interfered in the domestic affairs of some countries. They also tended to exert pressure of an economic or political nature on the developing countries. He stressed the importance of dealing with these companies in conformity with the resolutions and decisions of the Non-Aligned Countries and of the Special Session of the UN General Assembly on Raw Materials and Development. He also pointed out that the highly polluting industries set up by the multinational societies in the African countries were detrimental to the health of the workers and to the environment.

10. He further pointed out that the OPEC countries had also found it necessary to act in concert to defend their national interests. He therefore strongly recommended that the African raw material-producing countries form themselves into cartels so as to be better able to defend the economic, political and social interests of developing countries in general and of Africa in particular.

11. A considerable number of delegates voiced their misgivings about the activities of the multinational companies which had a tendency of developing themselves into states within States. They were of the view that the activities, policies and labour practices of these multinational enterprises should be strictly supervised, so that they would conform to national and international labour policies and standards. Hence they underscored the importance of harmonising the policies and legislation which should itself conform to international labour standards.

in occupational hazards should meet from time to time to discuss the implementation of the recommendations. After a long debate it was agreed that a Committee or a Small Working Group be set up, composed of participants of the First Congress to discuss the themes to be discussed. A Second Congress on Prevention of Occupational risks in mining should be convened in 1977.

D. Report on Inter-African Technical Co-operation and the establishment of an Inter-African Technical Co-operation Fund

15. A Report on Inter-African Technical Co-operation Programme and Fund was presented by the Administrative Secretary-General. He observed that the African Labour Ministers were not strangers to the subject on inter-African Technical Co-operation programme which was set up by a Convention and the need for setting up a Fund to provide the wherewithal to implement the programme. He also recalled the previous resolutions adopted by the Conference of African Labour Ministers and the Council on the subject.

16. A number of delegates felt the need for, the programme in Africa, particularly in those countries which were experiencing a shortage or a paucity of skilled or professional manpower. It was considered particularly welcome in view of the need to help the African countries just on the threshold of independence. The draft resolution inviting the Conference to pay a symbolic contribution of US \$200 annually for three years to the fund, was unanimously adopted.

17. The item relating to the creation of an African Labour Organization proposed by a member State was discussed by the Conference. After a long debate it was agreed that the Secretariat should make an in-depth study of the matter and submit a comprehensive report to the Conference at its fourteenth Session in March 1976 in Freetown, Republic of Sierra Leone.

E. Report of the Director of the Turin Centre for Advanced Technical and Vocational Training.

18. An observer from the ILO, the Ag. Director of the Turin Centre for Advanced Technical and Vocational Training, was authorised.

to submit a document on the activities of his organizations and the advantages for African countries. In introducing the Report, the Ag. Director of the Turin Centre informed the Conference that the Centre had organized "tailor-made" courses suited to developing countries. He underlined the importance of the Centre for African Countries in that it provided training of African technicians, personnel in the socio-economic context of these countries and in the light of the social goals of the ILO.

19. Many Delegates congratulated the Ag. Director of the Turin Centre for his comprehensive and precise report and were appreciative of the important role the Centre was playing in the training and retraining of African cadres. They however recalled the debates and the resolution adopted on the Centre which called for the decentralisation of the Centre's activities, orientation of the curriculum and acquaintance with African development problems. After a lengthy debate, the Conference felt the Centre should intensify its efforts by granting more fellowships to Africans and especially members of the Liberation Movements recognised by OAU. It was also agreed that this item should continue to be on the agenda of the Conference.

F. Report of the ILO Regional Office.

20. Another Observer at the Conference was asked to submit a Report on the ILO Regional Office's Labour and Population activities in Africa. The Deputy Director of the ILO regional Office for Africa recalled the excellent relations of co-operation that characterised the ILO Regional Office and OAU. He informed the Conference that the ILO Regional Office and especially, its Labour and Population team, was more than ever before enjoying the full co-operation of the OAU Secretariat. To this end, the ILO and OAU were going to hold a joint Workshop on population and labour policies with special reference to worker's welfare in industry and social security.

21. The Deputy Director further detailed the activities of the Regional Office in the field of population and employment and the role the Jobs and Skills Programme was playing in Africa to combat rampant unemployment and underemployment, which phenomena had led to the exodus of the people from the rural to urban areas. He outlined

measures the ILO was taking and intended to pursue to stem this rural-urban exodus. These included mass education and family welfare and manpower planning and labour statistics.

22. The Delegates who took the floor to discuss the report congratulated the ILO Regional Office for the detailed and informative report and for the important work the Office had done in Africa. They were appreciative of programmes on population studies and encouraged the Office to intensify its efforts on this subject that was sensitive but of great importance to African countries. They observed that the Programme was aimed at stabilising the rate of population growth and of economic and social development. They further called upon the ILO to increase its technical assistance in the fields of research, imbalance of the rural-urban development and its consequent exodus to the cities, labour market organization, employment exchanges and labour force statistics. In order to combat unemployment and underemployment in Africa, the ILO was requested to give technical research and documentation assistance to African countries which would seek its assistance in the field of productive and permanent promotion, economic and social development and income distribution.

23. After the report had been discussed at length, a proposal was made that note be taken of the report and a request be made to the OAU General Secretariat to make detailed study, in collaboration with the ILO Regional Office for Africa on the activities, programmes, plans and policies of the ILO Regional Office. The study should cover the achievements of the office, the relevance and effectiveness of programmes and problems encountered or envisaged.

G. Draft Agreement between the ALO and the OAU.

24. The Conference then discussed the Draft Agreement of Cooperation between the Arab Labour Organization and the African Labour Minister's Conference. The Assistant Secretary-General in-charge of Economic and Social Affairs introduced the Report and indicated that the title of the item should read, "Draft Proposed Agreement on Co-operation between the Arab Labour Organization and the Conference of African Labour Ministers."

25. Two schools of thought emerged from the discussion. One school of thought was that the Conference of African Labour Ministers was not an institution or organ of the OAU, nor was it a specialised agency of the OAU, much as the Conference would have wished. It was merely a forum; an agency for co-operation at which the African Labour Ministers annually shared their experiences and adopted a common stand on African Labour problems. For this reason, those holding this school of thought were convinced that the Conference was legally not competent to conclude an agreement with an institution like the Arab Labour Organisation. It was argued by the proponents of this view that it was the sovereign right of any member state to enter into a co-operation agreement with the Arab Labour Organisation. It was proposed that co-operation between the Conference and the Arab Labour Organization should be established within the framework of Afro-Arab Co-operation, in accordance with the resolution adopted by the 23rd Session of the Council of Ministers.

26. The other school of thought saw no reason why the Arab Labour Organisation should not enter into a co-operation agreement with the Conference of African Labour Ministers. According to this school of thought, the principle had been previously established by the OAU policy-making authorities, so that what was left to be done was for the Administrative Secretary-General of the OAU and the Director-General of the Arab Labour Organization to sign the agreement.

27. The Administrative Secretary-General of the OAU explained, however, that in principle, there was nothing wrong in the Conference entering into a Co-operation Agreement with the Arab Labour Organisation. After all, he continued OAU and signed many co-operation agreements with the UN and its specialised agencies like the ILO, ECA, WHO, UNDP and UNESCO and he saw no justifiable grounds for not signing the agreement with the Arab Labour Organization. The Secretary-General however specified that since the Conference of African Labour Ministers did not have its own Executive Organ, it would be the Secretary-General who should sign the co-operation Agreement with his counterpart of the Arab League.

also facilitates national action by providing advisory services for identifying and re-appraising policies and measures designed to maximize employment opportunities and for implementing those policies and measures and co-ordinates action by individual countries and by other agencies, so as to gear their collaboration towards ensuring full employment.

33. The representative of the African Members of the ILO Governing Body made a verbal report on the activities of the Group in Geneva. The Report raised a serious matter concerning decentralization in Africa and the financial situation of the ILO for the financial year 1974/75. It was pointed out, that, consequent to the world inflation and monetary crisis, factors which had adverse effects on the Organization's budget, the ILO Director-General had proposed a number of measures to offset the deficit, including the suspension of the decentralization of ILO activities in Africa. The Conference strongly objected to the Director-General's decision as Africa was not responsible for the inflation and monetary crisis.

34. It was observed that the measures proposed to reduce the ILO deficit were detrimental to African programmes since Asia, America and Europe had already been decentralised. The Conference decided to take up the matter with the ILO Director-General at the meeting to be held in Geneva in May/June 1975 before the Labour Conference.

I. Structure of the ILO

35. The representative of the Secretariat presented the report on the Structure of the ILO, contained in Document MAT/13(XIII). He pointed out that the report was based on the discussions of the Committee on Structure, set up by the 59th Session of the International Labour Conference and the replies that had been received to the Director-General's Report on the Structure of the ILO.

36. After a brief exchange of views, the Conference agreed to a proposal made by the delegation of Algeria, and adopted a resolution which called for the convening of a special Session of ILO, to consider the whole question of the reform and structure of the ILO. The African Group at the ILO, in collaboration with the OAU General



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Annex II

COUNCIL OF MINISTERS

Twenty-fifth Ordinary Session

Kampala - 18 - 25 July, 1975

ADDRESS BY MR. DIALLO, LABOUR MINISTER

(OUT-GOING CHAIRMAN)

THIRTEENTH CONFERENCE OF AFRICAN LABOUR MINISTERS

ADDRESS BY MR DIALLO, LABOUR MINISTER OF GUINEA
(OUTGOING CHAIRMAN)

THIRTEENTH CONFERENCE OF AFRICAN LABOUR
MINISTERS

His Excellency the OAU Secretary-General,
Distinguished Delegates,
Ladies,
Dear Comrades,
Gentlemen and Dear Colleagues,

The OAU Conference of African Labour Ministers is now holding its Thirteenth Session in Libreville, Capital of the Gabon Republic.

The Opening Address by His Excellency President BONGO, with its precepts of wisdom, cannot fail to inspire the work of those attending the Conference.

It gives me pleasure to thank H.E. the President, on behalf of all my colleagues, for the honour he does us. We are all aware of his heavy responsibilities, and highly appreciate the fact that he is according us so much of his valuable time. This is also an opportunity to thank both the Government and People of Gabon for the warm reception and kind hospitality extended to delegates to the Conference of African Labour Ministers.

Mr. Chairman, Dear Colleagues, may I, as a Guinean, make special mention of the brotherly greeting from the Supreme Authority of the Guinean Revolution, President Ahmed Sekou Touré, to his Brother, President BONGO.

ADDRESS BY MR DIALLO, LABOUR MINISTER OF GUINEA
(OUTGOING CHAIRMAN)

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STATEMENT OF THE ADMINISTRATIVE SECRETARY-GENERAL
OF THE ORGANIZATION OF AFRICAN UNITY TO
THE 13TH ORDINARY SESSION OF THE
CONFERENCE OF AFRICAN LABOUR MINISTERS

Mr. President

Your Excellencies

Ladies and Gentlemen

At a time when the fundamental debate that is raging in international society is actually on the search for a new world economic order, a decisive time in History where efforts are being deployed to set up, in an ambiguous situation of confrontation and concertation, the material and moral conditions in which every man regardless of the skies under which he lives and the society to which he belongs shall be able to fulfill himself and to participate in the building of a future world, it is significant that one of the bodies of the OAU dealing exclusively with the better of man is meeting in a country that has example and the enviable because it is already irreversibly committed to industrial dynamics which symbolise the greasy mast of the process of economic take-off; a country that is therefore in a position to really feel the nuisances, the tranmatisms and the alienations of industrialized societies, as well as the solutions they call for.

I am referring to Gabon, the New Gabon that President Bongo has resolutely placed under the sign of RENOVATION.

"Renovation with the objective of securing recognition of all men and women of the social group as free and responsible persons with the same rights of assuming their individual destinies, and of taking part in the collective destiny; a renovation that purports to be juvenisation, arousal to awareness, dialogue, participation and social justice.

There is no doubt that the exemplary direction of Gabon in the field under consideration, in other words that of workers, who constitute the decisive force of movement and change, will positively inspire our deliberations.

In reality, over and above the achievements at the reach of the observing eye, it would suffice to refer to the political thought of President Bongo, who although would not accept to be called a "doctrinaire" but rather a "realist" is able with timeliness to enunciate realities that have the depth of doctrines. "The supreme finality of economic growth" did he say, "must be the elevation of the standard of living of each and everyone. The exploitation of our riches, the fruit of the work of the Gabonese must above all serve to improve the social conditions of all our fellow countrymen" end of quotation.

And as a general programme, you declared Mr. President of the Republic, and I quote "One of the priority objectives of the Government of National Renovation is the search for a greater social justice"; it is therefore natural that the State should strive with vigor and fortitude to enable workers to benefit from the fruit of our growth, in other words to ameliorate their wages, and at the same time to protect them from the physical and economic risks inherent in their condition that is to improve their working conditions. That is not all that the Government must do, as it is also preoccupied about enhancing the Gabonesation of Cadres, and companies, about facilitating modes of representation that would enable workers to express themselves both at the level companies, and at the level of the nation" end of quotation.

As it could be seen the Conference of African Labour Ministers, an old institution that is not yet institutionalised, at least according to OAU phraseology, which is yet younger than the Conference, has no objective other than that. The promoters of the Conference of African Labour Ministers had understood very early that "Man is both the production factor and the factor for the determination objectives", those very objectives which correspond to, or stand indistinguishable from the humanist ethics of the OAU.

The question is that of promoting the standard of our continent which stand to develop, in the same thrust, towards progress, towards a type of social organisation that guarantees the supremacy of the general interest over the free quest for profit by a handful.

"It is a question of understanding that from the social group to which he belongs, the African wherever he is expected above all greater security on the collective and individual planes. He would like the group to secure objective amelioration of its living conditions, that is the reduction of the efforts forced upon man by the laws of production, and the simultaneous improvement of his way of life, on the intellectual and the sentimental planes, just as on the material plane."

It is a question of considering the world of labour as particularly committed to our struggle for the integration of the Continent, for Pan-Africanism, and for the creation of the objective conditions for the harmonisation of industrial legislations. It is thus that the First African Congress on the prevention of industrial risks, held in Algeria in November 1974, transmitted to your Conference all the highly important conclusions of its deliberations. Its conclusions that you will amend perhaps, in order to improve them, could constitute the first Labour Charter for Africa.

From these conclusions it would result:

- The drawing up of a new legislation that should take into account the exigencies of economic and social development, and presupposes in this respect:
- The establishment of the basic principles expressing the basic demands of workers which come within the framework of the constant improvement of their conditions of living and working which is an important factor of economic growth.
- The constant concern about taking into consideration our African realities. Such a legislation must take the following exigencies into account:
 - The necessity to confer to the law a binding force, in other words to couple it with effective sanctions,
 - The necessity to expand the scope of application of these laws to cover all workers without any distinction,

- The necessity to reenforce the Corps of Labour inspectors and to endow it with attributions and effective powers of a nature to guarantee the real protection of workers,
- The necessity to systematize, the actual participation of workers and their Unions in the drawing up, implementation and verification of the respect of the law.

In conclusion the recommendation, on this basis call for the progressive harmonisation of legislation in the light of priorities and above all those concerning the vital sectors of the national economies of African countries.

It is also a question of Organizing an active solidarity that endows Africa with force an influence in the International Labour Organization.

It is along the same lines that OAU has striven, in an effective collaboration with the Ministers of Labour, to attain the unification of the African Trade Union Movement. Whereas success is not yet total, we are very near the objective, and the very recent meeting in Accra of the first General Council of Organization of African Trade Union Unity has left me with the hope that all African Trade Union centres or confederation shall soon be represented in the OATUU.

It goes without saying that it is incumbent upon the governments to increase the credibility of our unified Trade Union Organization by among other things, making available to national trade union with the means of satisfying their contributions obligations: what is called the "check off" system or of wage deduction for union dues that are already in practice in certain countries should be generalized.

Along the same lines one may dream that one day within the framework of this Conference there would meet all the industrial partners of the African Labour World, that is the Ministers of Labour and Social legislation, the representatives of the Organization of African Trade Union Unity and, why not, the representatives of an African Association or Union of Employers.

This forum, in the image of the tripartite structure of the International Labour Organization, without formally and institutionally becoming an African Labour Organization, could offer the possibilities of fruitful concertation which would allow our embarking, with greater chances, upon the battle for the indispensable reform of the structure of the International Labour Organization, among others, of the problem of elected seats and permanent seats in the Board of Administration, the problem of the appointment of the director of the I.L.O. (Industrial Labour Office), the amendment of article 36 of the constitution relative to the quorum necessary for the entry into force of amendments to the constitution, etc... Be that as it may, there is no doubt in the mind of any, that the International Labour Organization is a respectable organization both from the point of view of standards and on the practical plane but it is an old institution conceived in the logic of those that still believe in the supremacy of power imperialisms and ideologies. It is a matter of duty for Africa to become the driving force for the structural adaptation of the I.L.O., and the adaptation of its methods and operational approaches.

The decentralization of the activities of the Turin Centre would fall under this strategy...

Mr. Chairman,

The Secretariat has endeavoured to implement the resolutions adopted by this Conference in its 12th session meeting in Conakry, which resolutions were moreover endorsed by the Assembly of Heads of State and Government meeting in its eleventh summit in Mogadiscio.

It is thus particularly that within the framework of the multifarious relations being organized at the level of Afro-Arab cooperation a draft agreement for cooperation between the Conference of African Labour Ministers and the Arab Labour Organization has been prepared. I should however mention that while attending in Tripoli, the annual Conference of the Arab Labour Organization, I realized that the draft which was going to be submitted to you talked of an agreement between the Organization of African Unity and the Arab Labour Organization.

It is necessary to modify this title because not only are the institutions unequibalent, but as well your Conference cannot make decisions in lieu of the Council of Ministers of the CAU.

Along these lines, I would like to mention that particular attention has been paid to the study of the institutional relations between the OAU and the Conference of African Labour Ministers. The solution that has appeared to us to be the most logical, on account of the convergence and indeed the complicity of our objectives; and the most realistic on account of the desire not to proliferate centres of action and additional obligations of contributions, is to have recourse to the modification of the Charter of the OAU, especially in its articles 7 to 20. It so happily happens that from all quarters voices have been raised to call for the revision of the charter of our Organization, and the Council of Ministers in its twenty fourth session has established a committee that will clear the ground in this respect.

Apart from this committee however, a Member State can already now set in motion the procedure laid down by article 33 concerning the revision of the Charter.

Be that as it may, the Secretary-General, by virtue of resolution 362 adopted by the Council of Ministers in its twenty third session, shall continue to convene and to organize the meetings of the Conference of African Labour Ministers, either at the Organisation's Headquarters in Addis Ababa, or in collaboration with a Member State inviting the Conference, in accordance with the recommendation you adopted in Conakry.

It is with the same preparedness of the Secretariat, that we shall organize in Dar-es-Salaam from the twenty first to the twenty ninth of April, the Symposium on the condition of workers in the territories still under colonial domination or under the yoke of racist regimes.

In reality, Mr. Chairman, the work accomplished by the Conference of African Labour Ministers in the alivening of African political leaders to the raison d'être of all collective effort undertaken by a given social group, to the notion of values quantifying production, to the finality given by man to the effort he

exerts during his active life, this industry that restores man to himself because it makes him the alpha and the omega of development thus producing an ethical synthesis between Homo Faber and Homo Sapiens to make him the Homo Actor, with his role, having more, living better; this work cannot be viciated or shackled by material or institutional contingencies.

Felt as it is and considered as it is as a vital operational force of the O.A.U., in its ethics for the instauration of a more inhumaine humanity, or rather a less inhuman humanity, your Conference shall always enjoy the solicitude of the OAU; the OAU that "refuses to embark upon the future advancing backwards" will encourage your Conference and shall support it with all the force of its faith in the glorious future of Africa, master of its own destiny in a reconciliated community of Man.

This is not a simple declaration of purposefulness but a determination rooted in a great hope. Sometimes I think of Bernard Shaw who said "some see things as they are and say: why? I dream of things that never have been and say: why not?"

I thank you for your kind attention.



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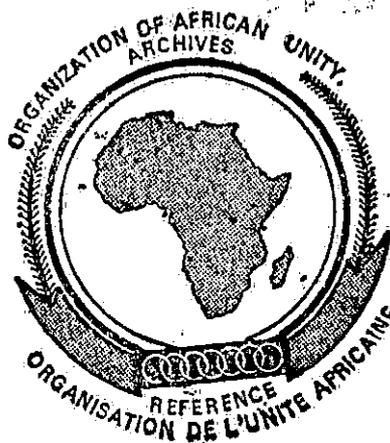
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Annex IV

RESOLUTIONS ADOPTED BY THE THIRTEENTH ORDINARY

SESSION OF THE CONFERENCE OF AFRICAN LABOUR

MINISTERS

Libreville, (Gabon), 24-30 March 1975



RESOLUTION ON THE REPORT OF THE OAU ADMINISTRATIVE
SECRETARY-GENERAL ON THE ACTIVITIES WITHIN THE
COMPETENCE OF THE CONFERENCE

The Conference of African Labour Ministers, meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 30 March 1975,

Having heard the opening address by the Administrative Secretary-General;

Having received the OAU Administrative Secretary-General's report on the activities of the General Secretariat regarding the work of the Conference since its Twelfth Session;

1. CONGRATULATES the Administrative Secretary-General on his brilliant speech;
2. NOTES WITH SATISFACTION the concise and explicit report of the Secretary-General.

RESOLUTION ON THE RELATIONS EXISTING BETWEEN THE
CONFERENCE OF AFRICAN LABOUR MINISTERS AND THE OAU

The Conference of African Labour Ministers meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 30 March 1975,

Having received and studied the report of the OAU Administrative Secretary-General contained in document MAT/3 (XIII) on the relations between the Conference and the OAU,

1. RECOMMENDS that the Charter of the Organization of African Unity be amended so as to accommodate the Conference of African Labour Ministers as one of the Organization's institutions under Article II of the Charter;
2. REQUESTS the Secretary-General to take the necessary measures for a better organisation of the work of the Conference and, possibly, strengthen the staff establishment of the section dealing with labour matters.

RESOLUTION ON THE MEMORANDUM OF THE ORGANIZATION
OF AFRICAN TRADE UNION UNITY

The Conference of African Labour Ministers meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 30 March 1975,

Having taken cognizance of the memorandum submitted by the OATUU,

Having heard the report of the OATUU General Council held in Accra (Ghana) from 13 to 21 March 1975,

Conscious of the need to give OATUU adequate financial means to enable it to operate effectively without outside assistance,

1. APPRECIATES the complete unity achieved within the OATUU, unity which reinforces the African Workers' fighting capacity;
2. EARNESTLY REQUESTS Member States to adopt strong measures to enable their national trade union movements to take appropriate steps to ensure the payment of their contributions to the OATUU; such measures could include the check-off system, in other words the deduction of the trade unions' contributions at source;
3. REQUESTS the Governments to consider granting subventions to the OATUU for its effective operation at this initial stage so as to avoid any temptation to seek aid from foreign sources;
4. EXPRESSES its gratitude to the Government of Ghana for the significant contribution it has made and continues to make to enable the OATUU establish itself and function smoothly;

5. URGES the African trade Union Organizations to make constant efforts to consolidate their unity within the OATUU;
6. NOTES WITH SATISFACTION the moral and material aid the OAU has continuously given to the OATUU for its establishment and consolidation and urges it to pursue its efforts;
7. URGES the OATUU to gear and intensify its efforts towards the achievement of the objectives defined in the OAU Charter, namely the struggle for the total liberation of Africa, the struggle for development and the establishment of a fair interdependent economic order and the training of the African working masses;
8. EXPRESSES ITS SINCERE THANKS to the Arab Republic of Libya and the Arab Labour Organization for the subventions granted to the OATUU.

RESOLUTION ON THE PREVENTION OF OCCUPATIONAL RISKS

The Conference of African Labour Ministers meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 30 March 1975,

Considering resolution MAT/Res.5(XIII) and MAT/Res.13(XII) adopted at its twelfth session,

Considering the Administrative Secretary-General's report MAT/3(XIII) on the First African Congress on Prevention of Occupational Risks, held in Algiers from 1^o to 24 November 1974;

Considering the importance of such issues as the prevention of occupational risks and the protection of the environment in the economic and social development of African countries;

1. NOTES WITH SATISFACTION the Organisation and success of the First African Congress on the Prevention of Occupational Risks;
2. PAYS TRIBUTE to the Government of the Democratic and Popular Republic of Algeria for hosting the First African Congress on the Prevention of Occupational Risks and for ensuring its success;
3. ADOPTS the Administrative Secretary-General's Report and its appendices together with all the working documents of this First Congress;
4. DECIDES to institutionalise this important African Congress on the prevention of occupational risks, which will, henceforth, be held every three years;
5. DECIDES to organise in November 1977, a second Congress on the theme: "Prevention of Occupational Risks in Mines and Freight Handlens";

6. HOPES that a Member State will offer to host this Second Congress;
7. REQUESTS the Administrative Secretary-General to make all the necessary arrangements for the preparation of this forthcoming Congress;
8. CALL UPON Member States to co-operate fully with the Administrative Secretary-General, in particular by providing him with all the necessary information, documentation and studies relating to the theme of this Congress.

RESOLUTION ON INTER-AFRICAN TECHNICAL CO-OPERATION

The Conference of African Labour Ministers meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 30 March 1975,

Having considered document MAT/4(XIII) on Technical Co-operation between OAU Member States,

Having considered the resolutions of the Twenty-Fourth Ordinary Session of the OAU Council of Ministers on Technical Co-operation, the Inter-African Convention Establishing an OAU African Technical Co-operation Programme, the Roster, the Programme and on the OAU Technical Co-operation Fund,

Recalling its resolutions MAT/Res.2(XI) and MAT/Res.4(X) on Inter-African Technical Co-operation,

1. DECIDES to pay a symbolic contribution of US\$200.- annually for three years to the OAU Technical Co-operation Fund;
2. CALLS ON Member States to use the service of the experts, consultants, technicians and workers of the Programme;
3. CALLS ON Member States to make available to the Programme additional experts, consultants, technicians and workers;
4. URGENTLY APPEALS to the United Nations and its specialized agencies and especially the ILO, to use as a matter of priority, the services of experts, consultants, technicians and workers of the Programme, in the development programmes they are or will be implementing in the African region;

5. STRESSES the urgent need for additional experts, consultants, technicians and workers to be made available for the Programme;

6. STRESSES the necessity of according newly-independent countries priority access to the Programme on Inter-African Technical Co-operation.

RESOLUTION ON SYMPOSIUM RELATING TO THE CONDITIONS
WORKERS IN SOUTHERN AFRICA

The Conference of African Labour Ministers meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 30 March, 1975;

Considering the inhuman and humiliating working conditions of the workers in countries still under colonial and racist domination,

Having taken note of the Administrative Secretary-General's report on the activities within the competence of the Conference;

1. WELCOMES the forthcoming Symposium on conditions of workers in territories still under colonial and racist domination;
2. ~~CONDEMNS~~ the colonialist and racist regimes of South Africa and Rhodesia and views with indignation the policy of apartheid;
3. ASSURES the peoples and freedom-fighters of South Africa, Zimbabwe and Namibia, of its active solidarity in their struggle for national independence, freedom and human dignity;
4. PAYS a warm tribute to the Tanzanian Government for agreeing to host the Symposium on the Conditions of Workers in the Territories still under colonial and racist domination.

RESOLUTION ON MULTINATIONAL CORPORATIONS

The Conference of African Labour Ministers meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 30 March 1975,

Considering, as the heads of State and Government of non-aligned countries emphasised in their final declaration, that "imperialism still remains the greatest obstacle to the emancipation and progress of developing countries",

Considering that multinational Corporations are positive instruments used by the imperialists in their policy of domination and exploitation aimed at perpetuating the dependence of the countries of the Third World,

Considering the danger which certain polluting industries established in our territories by multinational co-operations constitute to the health of workers and the protection of the environment,

1. NOTES WITH SATISFACTION the socio-economic context created by the fourth Conference of Non-Aligned Countries, the United Nations special Session on Raw Materials and Development and the African Summit held in Mogadishu;
2. NOTES with satisfaction the unity existing among African countries in their struggle to recover and up-value their national wealth, and recover their human dignity and social progress;
3. ADHERES AND FULLY SUBSCRIBES to the fundamental principles of the DAKAR declaration;
4. CALLS ON Member States to be more vigilant and firm with multinational corporations which are solely and undisputably motivated by the desire to make maximum profits to the detriment of the interests

of the African countries and workers;

5. DRAWS the attention of Member States to the noxious tendency of multinational corporations to establish in developing countries, industries which cause the greatest pollution and are most injurious to the peoples, the workers and the environment;
6. STRESSES the imperative need for African countries to coordinate their efforts to protect their population workers, and environment and requests all OAU Member States to ensure unremitting supervision over the activities multinational corporations, who should strictly adhere to the current laws and regulations in the African countries;
7. REQUESTS to this end the Administrative Secretary General to undertake a study on the socio-economic effects of multinational corporation on Africa;
8. CALLS on Member States to collaborate with the Administrative Secretary-General by providing him with every information on the activities of multinational corporations in their countries;
9. REQUESTS the Administrative Secretary-General to report on this important question during the fourteenth ordinary session of the Conference.

RESOLUTION ON ILO ACTIVITIES IN AFRICA

The Conference of African Labour Ministers meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 30 March 1975,

Having heard the report on ILO Labour and Population Activities in Africa.

1. DECIDES to include in the Agenda of its fourteenth ordinary session ILO activities in Africa;
2. REQUESTS to this end, the Administrative Secretary-General to undertake a study on ILO activities in Africa;
3. REQUESTS the Administrative Secretary-General to circulate as early as possible this study to all Member States to enable them to appreciate in more concrete terms the real impact and the order of priority of ILO activities;
4. REQUESTS the Administrative Secretary-General to include in this study the running of both the Addis Ababa Regional Office and the sub-Regional Offices;
5. REQUESTS the ILO Regional Office to co-operate with the Administrative Secretary-General to this end;
6. BELIEVES that the adaptation of ILO activities to the realities and priorities of African countries is inseparable from the effective democratisation of the structures of this international Organisation.

RESOLUTION ON NATIONAL LIBERATION MOVEMENTS

The Conference of African Labour Ministers meeting in its thirteenth ordinary session in Libreville, Gabon, from 24 to 30 March, 1975.

CONSIDERING the great strides made in the struggles of peoples against colonialism, imperialism, racism and zionism:

1. HAILS the resounding victories scored by the heroic peoples of Guinea Bissau and the Cape-Verde Islands, Mozambique and Angola in their struggle against colonialism and imperialism;
2. HAILS the accession of these countries to independence;
3. STRONGLY CONDEMNNS the colonialist and racist regimes in South Africa and Rhodesia;
4. SUPPORTS the just struggle of the peoples of South Africa, Zimbabwe, Namibia and so-called French Somaliland and assures them of its active solidarity in the elimination of the last imperialist and racist bastions from the African continent;
5. HAILS the victories scored by the Palestinian people in their struggle against imperialism and zionism;
6. EXPRESSES its support for the just struggle of the sister nations of Egypt and Syria for the recovery of their occupied territories;
7. HAILS the struggle of the peoples of Asia and Latin America against colonialism and imperialism and for their national independence and social advancement and expresses its unflinching support for their cause.

RESOLUTION ON EMIGRATION

The Conference of African Labour Ministers meeting in its thirteenth Ordinary Session in Libreville, Gabon, from 24 to 30 March,

Considering resolution MAT/Res.2(XIII) on emigrant African Workers, adopted during its Session in Conakry,

Considering the degrading working and living conditions of the African emigrant workers in Europe,

Considering that the African emigrant workers participate in the economic development of the European host countries and are employed in the most dangerous and the lowest paid jobs.

1. STRONGLY CONDEMNNS the wave of violence and the criminal and racist acts of aggression perpetrated against the African workers;
2. EXPRESSES its indignation at all the criminal actions being perpetrated once again against Algerian workers;
3. URGES the authorities of the host countries to take the necessary steps to ensure the safety of emigrant African workers;
4. DEMANDS that emigrant African workers in Europe should fully enjoy, without any discrimination, all individual and collective freedoms and all social rights.

RESOLUTION ON THE CO-OPERATION AGREEMENT
BETWEEN THE CONFERENCE OF AFRICAN LABOUR
MINISTERS AND THE ARAB LABOUR ORGANIZATION

The Conference of African Labour Ministers meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 31 March, 1975.

Recalling its Resolution MAT/Res.1(XII);

Considering Resolution CM/337(XXIII) of the OAU Council of Ministers;

Having Examined the draft co-operation agreement between the Conference of African Labour Ministers and the Arab Labour Organization prepared jointly by the OAU General Secretariat and the Director-General of the Arab Labour Organization;

1. CONGRATULATES the OAU General Secretariat on the work it has done and authorizes it to take the necessary steps for the signing of a Co-operation Agreement between the Conference of African Labour Ministers and the Arab Labour Organization in conformity with the established procedure of the OAU.

RESOLUTION ON THE ESTABLISHMENT OF AN
AFRICAN LABOUR ORGANIZATION

The Conference of African Labour Ministers; meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 31 March 1975,

Having heard the statement by the delegation of the Libyan Arab Republic on the need to establish an African Labour Organization;

Having manifested its interest in the possibility of such an establishment while awaiting further details on the overall implications of this establishment;

INVITES the OAU Secretary-General to initiate the necessary study and submit it to the Fourteenth Ordinary Session of the conference for decision.

RESOLUTION ON THE TURIN INTERNATIONAL CENTRE FOR
VOCATIONAL AND TECHNICAL TRAINING

The Conference of African Labour Ministers meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 31 March 1975,

Recalling its resolution MAT/Res.3 (XII) of 1974,

Having received and considered the detailed report submitted by the Director of the Turin Centre,

Aware of the magnitude of the problems involved in the training of cadres for the development of all African countries,

Convinced of the urgent need to find solutions adapted to African realities and to the needs of African States,

Concerned over the difficulties that the Turin Centre is encountering in the implementation of its programmes in Africa.

1. TAKES NOTE of the report of the Director of the Turin Centre, CONGRATULATES him on the efforts made and INVITES him to establish more contacts in Africa at national and sub-regional levels so as to better identify and assess the Continent's vocational training problems;
2. EXPRESSES its satisfaction at the measures taken by the Director of the Centre to decentralise the activities already being undertaken in Africa, in conformity with the recommendations of the Twelfth session held in Conakry in 1974;
3. REQUESTS that this effort should be pursued and redoubled until branches of the Centre are established in the various regions of Africa;
4. CALLS ON the governments and the International Labour Office to provide the Turin Centre with financial and technical means to accomplish this objective and to enable the granting of a larger number of fellowships to the African countries;

5. RECOMMENDS that the structure of the Turin Centre should be reviewed to enable it to achieve the said objectives;
6. REQUESTS the Director of the Centre to invite African specialists in the proper spirit of international co-operation in order to ensure greater efficiency in the courses;
7. DECIDES to maintain on the Agenda of the Conference of African Labour Ministers, the item on the Turin Centre for Advanced Technical and Vocational Training and to invite the Director to submit a report on its activities to each session of the Conference.

RESOLUTION ON THE ILO STRUCTURE

The Conference of African Labour Ministers, meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 30 March 1975,

Considering that the changes which have taken place throughout the world, on the political, economic and social levels, plans make corresponding changes within the framework of International Organization's imperative,

Considering that many countries in the Third World have acceded to independence,

Considering that the Structure of the ILO is no longer in line with present international political changes,

Considering the efforts made by African countries during the past eleven years to democratise the ILO,

Considering the findings of the working Party appointed by the Fifty-Ninth Session of the ILO Conference to deal with the problem of the Structure;

Having heard the report of the Administrative Secretary-General of the OAU on the Structure of the ILO,

Having heard the report submitted by the Algerian delegation on the meetings of the Working Party held in Geneva in November 1974 and January 1975 to deal with the question of the Structure.

1. REAFFIRMS the imperative need to democratise the International Labour Organisation;
2. TAKES NOTE of the conclusions contained in the Administrative Secretary-General's report;
3. DECLARES that discussions on the Structure should remain open.

4. CALLS FOR the convening of a session of the ILO as soon as possible to discuss the problem of the Structure specifically;
5. REQUESTS Member States to indicate in their statements at the ILO's Sixtieth Session that this special session should be held as early as possible;
6. REQUESTS African members of the Governing Body to follow up this question in collaboration with the Administrative Secretary-General of the OAU and report to the Fourteenth Session of the Conference of African Labour Ministers;
7. EXPRESSES the hope that the Group of 77 will meet again on this question;
8. CALLS ON all Member States to strengthen their cohesion, which is a guarantee for success.

RESOLUTION ON THE STRUGGLE AGAINST THE POLICY OF APARTHEID
SUBMITTED BY THE DELEGATIONS OF THE PEOPLES REPUBLIC OF
CONGO AND THE REPUBLIC OF GUINEA

The Conference of African Labour Ministers, meeting in its Thirteenth Ordinary Session in Liberville, Gabon, from 24 to 30 March 1975,

Considering that the policy of apartheid inexorably leads to a division of the world into enemy races by reason of the hostility and rancour it generates between those practising this policy and their victims;

Considering that it is an affront to the conscience and to reason that a man should be treated in an invidious and inhuman manner solely on account of his race, colour, descent, or national or ethnic origin;

Convinced of the urgent necessity to devote particular and sustained attention to the situation prevailing in South Africa, Namibia and Zimbabwe, which are the principal regions of Africa in which a policy of racial discrimination is being applied;

Recalling all the resolutions of OAU, the United Nations and all other institutions on this problem;

1. **HAILS** the victory of African Peoples still under colonial domination and reaffirms its total solidarity with the fighting peoples of Zimbabwe, South Africa and Namibia, while encouraging them to continue their struggle for liberation until the power of the white racist minorities of Salisbury and Pretoria has been eliminated.

2. EXPRESSES its profound gratitude to all States and international organizations for their many faceted assistance to the liberation struggle of peoples who are victims of apartheid, racism, colonialism and zionism, and encourages them to persevere in their support for this armed and political struggle.
3. CALLS UPON all independent States of Africa to individually and collectively apply all sanctions adopted against South Africa and the illegal régime in Rhodesia.
4. DEEMS that workers should in no case be subject to disciplinary measures should they refuse to unload, load or supply vessels and aircraft travelling from or to South Africa.
5. URGENTLY calls upon all independent States of Africa and workers, youth and women's organizations to intensify their support for the struggle of oppressed peoples who are victims of apartheid and racism.
6. EXPRESSES SATISFACTION at the establishment by the OATUU of an African Co-ordinating Committee for trade union action against apartheid and colonialism.
7. CALLS UPON all OAU Member States to promote and support the activities of this Committee with a view to enabling workers to contribute effectively to the struggle against apartheid.

RESOLUTION ON SOUTHERN AFRICA

The Conference of African Labour Ministers meeting in its Thirteenth Ordinary Session in Libereville, Gabon, from 24 to 30 March 1975,

Seriously angered by the imperialist planned brutal murder of Chitepo, one of the leading freedom fighters in Zimbabwe;

Deeply perturbed by the arbitrary arrest of Reverend Sithole and his fake trial by the Smith racist regime;

Further perturbed by the fact that the South African racist regime is still keeping nationalist leaders like MANDELA, SOBUKWE and many other in jail;

Alarmed by the irony manifested by the two repressive regimes' overtures of friendship to independent black Africa, while at the same time ruthlessly suppressing our brothers and sisters in Southern Africa and denying them their human rights;

CALLS UPON all independent African States to insist that no negotiations should take place between any outside groups of states and these racist regimes except by the nationalists of Zimbabwe, South Africa and Namibia.

CALL UPON all freedom-loving countries to give full moral and material support to the Liberation Movements until these racist regimes give in to the demand for majority rule.

RESOLUTION ON MIDDLE EAST AND PALESTINE

This Thirteenth Ordinary Session of the African Labour Ministers Conference meeting in Liberville, Gabon, from 24 to 30 March, 1975;

Having reviewed with deep concern the problem of the Middle East and Palestine which has made the region extremely explosive;

Noting that this situation stems from Israel's intransigence and persistence in its Zionist, racist and expansionist policy as well as its continued obstruction of all efforts to reach a peaceful, lasting and just settlement in the region;

1. AFFIRMS that the total Israeli withdrawal from all the occupied Arab territories and full recognition of the legitimate national rights of the Palestinian people to repatriation and self-determination constitute the basis for any lasting and just peace in the Middle East;

2. CONDEMNS Israel for its failure to implement the U.N. resolutions which called for immediate withdrawal from the occupied Arab territories and an end to all measures aimed at altering the political, economic, administrative, cultural and demographic character of the occupied territories;

3. REAFFIRMS the resolution adopted by the Fifty-Eighth Session of the International Labour Conference (June 1974) which condemns the acts of the repression and racial discrimination perpetrated by the Israeli authorities against Arab workers in the occupied Arab territories;

4. CALLS UPON all countries to refrain from extending to Israel any form of military aid which would consolidate its occupation of Arab territories and render the prospects of peace more remote;

5. CALLS for all-out support from the Arab cause against Zionist Israeli machinations which jeopardise peace, not only peace in the region but all over the world.

RESOLUTION ON SANCTION AGAINST SOUTH
AFRICA

The Conference of African Labour Ministers, meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 30 March 1975,

Noting with satisfaction that the OAU and OATUU have formed The Pan African Trade Union Committee against apartheid, charged with co-ordinating continental actions against South Africa, and that sanctions against South Africa have the support of all Member States of the OAU, and are in accordance with long-standing and well-known resolutions of the United Nations,

Realizing that the world expects Africa to set an example as far as strict adherence to sanctions resolutions are concerned,

1. Calls Upon OAU Member States to co-operate to ensure that planes, cargo, ships, mails, telegrammes etc. to and from South Africa are boycotted effectively,
2. Calls Upon Member States to give this OAU Committee full moral and material support.

DRAFT RESOLUTION ON JOBS AND SKILL PROGRAMME
FOR AFRICA

The Conference of African Labour Ministers meeting in Libreville, Gabon from 24 - 29 March, 1975,

Noting the report of the OAU Administrative Secretary-General on the need for African effective participation and implementation of the Jobs and Skills Programme for Africa (JASPA) within the framework of ILO's World Employment Programme;

Appreciating the nature, magnitude and causes of the employment problem in Africa as elaborated in the aforementioned Report;

Welcoming the value financial contribution already made towards the JASPA project by the ILO, the UNDP and NORAD;

Recognising the need for co-operation between the ILO and African countries in the effective implementation of the project and the imperative of obtaining funds from the UNDP to finance the projects;

1. URGES those African countries which have not yet done so to submit early their specific requests to the ILO for assistance from JASPA to provide material support for the successful execution of these requests in order to facilitate the implementation of the project.
2. REQUESTS the UNDP to give early consideration to the allocation of funds, on the basis of the project document to be submitted by the ILO to the UNDP, for implementation of the project.
3. RECOMMENDS that the ILO Regional Office, in collaboration with the OAU General Secretariat, should intensify their efforts of joint research so as to be able to assess the magnitude, social, political and economic implications of the employment problem in Africa.

RESOLUTION ON WOMEN WORKERS

The Conference of African Labour Ministers meeting in its Thirteenth Ordinary Session in Libreville, Gabon from 24 to 30th March 1975;

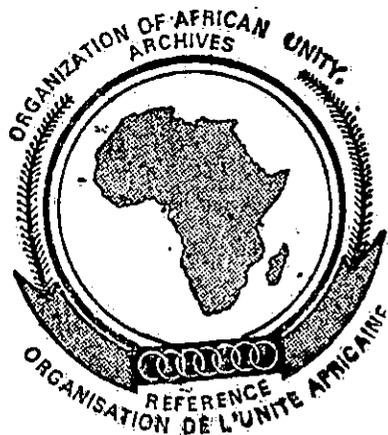
Considering the decisive role played by women in the African countries' struggle for independence;

Considering that women have a definite contribution to make to the harmonious and steady development of our countries;

Considering that the United Nations has proclaimed 1975 "International Women's Year";

Considering that women workers' participation in trade union activities is still inadequate;

1. DECLARES its desire to help the African women to celebrate the "International Women's Year" with enthusiasm and determination;
2. CALLS upon OAU Member States to assist the Administrative Secretary-General of the OAU and OATUU to organize an African Women workers' Seminar or Congress before the end of 1975; to discuss how they can make their contribution to the development of free Africa.
3. REQUESTS Member States to assist women workers by granting them equal opportunities in employment and to exercise their legitimate civic liberties in their states.



MOTION OF THANKS

The Conference of African Labour Ministers meeting in its Thirteenth Ordinary Session in Libreville, Gabon, from 24 to 30 March, 1975,

Convinced that its deliberations and results owe much to the wise council and guidance contained in the opening address of His Excellency, President Bongo who, in spite of his heavy responsibilities, honoured with his presence the opening deliberations of this Thirteenth Session,

Having noted with satisfaction the warm welcome accorded to the delegates to the Thirteenth Session by the Government of the Republic of Gabon as well as the technical organization provided by that Government,

Convinced that this hospitality, welcome and technical organization have substantially contributed to creating an atmosphere of frank discussion and comradeship, which have characterised all the deliberations and results of this Thirteenth Session and which undoubtedly mark a decisive stage in the evolution of the common struggle of the African Peoples and governments to attain economic development and social justice.

1. **WARMLY THANKS** His Excellency, President Bongo, for his special interest in the deliberations of the Thirteenth Session of the Conference of African Labour Ministers;
2. **EXPRESSES** its profound gratitude to the President of the Republic of Gabon, His Excellency President Bongo, the Government and the people for the warm welcome accorded to delegates to this Thirteenth Session and for the Technical and physical organization provided for them to further the smooth functioning of the work of this session;
3. **THANKS** the Administrative Secretary General of the O.A.U. his Assistant Secretary-General and the officials of the O.A.U. Secretariat as well as the technical staff, for the competent and devoted manner with which they have contributed to this meeting.

1975-07

Report of the Administrative Secretary-General on the Thirteenth Ordinary Session of the Conference of African Labour Ministers Held in Libreville (Republic of Gabon) from 24 to 30 March 1975

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