

INTERNATIONAL LABOUR ORGANISATION

FIRST AFRICAN REGIONAL CONFERENCE

LAGOS

DECEMBER 1960

RECORD OF PROCEEDINGS

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INTERNATIONAL LABOUR OFFICE

GENEVA

1961

APPENDIX III

Resolutions

Resolutions Submitted in Accordance with Article 13 of the Rules concerning the Powers, Functions and Procedure of Regional Conferences Convened by the International Labour Organisation.

RESOLUTION CONCERNING THE WORK OF THE INTERNATIONAL LABOUR ORGANISATION IN AFRICA, SUBMITTED BY MR. PONGAULT, WORKERS' DELEGATE, CONGO (BRAZZAVILLE)

The First African Regional Conference of the International Labour Organisation, meeting in Lagos (Nigeria) from 5 to December 1960,

Considering that the I.L.O. was established as a permanent organisation for the attainment of universal and lasting peace based on social justice,

Considering that the Constitution of the I.L.O. affirms that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity", and that the principles set forth in the Declaration of Philadelphia are fully applicable to all peoples everywhere,

Considering, as does the I.L.O. Constitution, "that the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries",

Taking cognisance of the Report of the Director-General, and particularly of the information given concerning I.L.O. technical assistance in Africa and of the chapter on workers' education,

adopts this day of December 1960 the following resolution:

I. Regional Activities of the I.L.O. in Africa

The Conference,

Considering that in determining the manner in which the principles set forth in its Constitution are to be applied, the I.L.O. must have due regard to the stage of social and economic development reached by each people,

Considering that it must promote the economic and social advancement of the less developed regions of the world and that to this end it possesses constitutional resources such as the convening of such regional conferences and the establishment of such regional agencies as it may deem desirable to promote the aims and purposes of the Organisation,

Considering the rapid attainment of full sovereignty by a large number of African States and the vast needs of the African peoples for economic and social development;

1. Invites the governments and the employers' and workers' organisations in the African countries to support the work of the I.L.O. by all means in their power;
2. Congratulates the Governing Body of the International Labour Office on having decided to convene this Conference and requests it to give special attention to the conclusions submitted to it by the Conference;
3. Requests in particular that the Governing Body of the I.L.O. should take into account all the factors militating in favour of convening this Conference periodically at intervals which should not exceed four years, in view of the urgent need to compare all the

development policies in the process of implementation, to study and harmonise social security schemes, programmes of vocational and technical training and education, systems of wages and family allowances, workers' housing policies, conditions offered to women and young workers, etc.;

4. Expresses the wish, moreover, that all African labour questions may be regularly submitted to the African Advisory Committee of the I.L.O.;

5. Requests the Governing Body of the International Labour Office to ensure that this Committee is convened regularly at least once every two years and that its members are appointed by the governments, employers and workers of the countries concerned, in accordance with procedures to be determined;

6. Suggests, in order to allow the International Labour Organisation and the International Labour Office to operate as intensively as possible in Africa—

- (a) the establishment at an early date of correspondents' posts in all the member States in Africa;
- (b) an increase in the staff of the African Field Office, the setting up of a new field office, close co-operation with all the African regional agencies whose activities border on fields within the competence of the I.L.O.;
- (c) the introduction of flexible and effective co-ordination within the International Labour Office for the handling at all levels of questions concerning Africa; and
- (d) the recruitment of a larger number of competent African officials by the I.L.O.;

7. Is confident that the Director-General of the International Labour Office will investigate ways and means of strengthening co-operation with the United Nations Economic Commission for Africa.

II. Preparation, Ratification and Application of International Labour Conventions and Recommendations in Africa

The Conference,

Welcoming the increasing membership of African States in the I.L.O., and ardently hoping that in the near future all the countries and territories of the African Continent will have obtained the sovereignty necessary for membership in the I.L.O.,

Noting with satisfaction that the African States which have become Members of the I.L.O. have formally undertaken to accept the obligations of the I.L.O. Constitution with a view to attaining the aims and purposes set forth therein,

Likewise expressing its satisfaction at noting that certain African States Members of the I.L.O. have ratified a substantial number of international labour Conventions or have declared themselves to be bound by the obligations of Conventions the provisions of which had previously been declared applicable to their respective territories by the countries which were responsible for their administration and international relations,

Considering on the other hand that there exist on the African Continent conditions which, although diverse, have similarities which the present Conference has pointed up and that they are accordingly deserving of attention in a regional context,

Considering that the Constitution recognises that the I.L.O. may act on a regional level to such extent as may be desirable to promote the aims and purposes of the Organisation;

1. Makes a solemn appeal to all African States Members of the I.L.O. to ratify progressively all the international labour Conventions and ensure their application in their territories, and to all African countries and territories which in future become Members of the I.L.O. to maintain the Conventions already declared to be applicable as the starting point for their future policies of social and economic development;

2. Expresses similar wishes regarding the international labour Recommendations in so far as they are applicable in Africa;

3. Draws particular attention, among existing international labour Conventions, to those concerning the protection of certain fundamental human rights, namely the Forced Labour Convention, 1930, the Abolition of Forced Labour Convention, 1957, the Penal

Sanctions (Indigenous Workers) Convention, 1939, the Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955, the Freedom of Association and Protection of the Right to Organise Convention, 1948, the Right to Organise and Collective Bargaining Convention, 1949, the Discrimination (Employment and Occupation) Convention, 1958, the ratification and strict application of which should be regarded by all African States as a question of honour and prestige;

4. Invites the Governing Body of the International Labour Office, as regards in particular the question of freedom of association, to take the necessary steps to have the report of the McNair Committee on the state of law and regulations in this matter brought up to date and completed in respect of the new African member States, and to carry out factual surveys at an early date in certain African States which are prepared to send the necessary invitation to the International Labour Office;

5. Considers that other Conventions, such as those concerning labour inspection, minimum wage-fixing machinery and protection of wages, minimum standards of social security, the minimum age for admission to employment, maternity protection, equal remuneration, hours of work and holidays with pay, should make for further harmonious social progress in the various African countries;

6. Invites, on the other hand, the Governing Body of the International Labour Office to consider at an early date and implement provisions that will allow the regional conferences of the I.L.O. to adopt regional labour instruments whereby a progressive improvement in the existing instruments can be achieved within the framework of the international labour Conventions and Recommendations and under the supervision of the International Labour Conference, which instruments may be ratified and applied by all the States concerned;

7. Is of opinion that similar adaptation should be envisaged in the case of I.L.O. activities in the various industrial and agricultural sectors, so that more account can be taken by the Industrial Committees and ad hoc meetings of the I.L.O. of the various regional aspects and so that their conclusions may take the form of regional labour Conventions or Recommendations.

III. Technical Assistance in Africa

The Conference,

Considering the immense needs of African countries in fields within the competence of the I.L.O.,

Considering that the independence of the African nations may be compromised by insufficient economic autonomy,

Considering that if the new African States do not receive the necessary aid their existence, and with it the peace of the world, will be endangered;

1. Invites the States Members of the I.L.O.—

- (a) to request the technical assistance of the I.L.O. in all the fields within its competence, according to their duly ascertained requirements;
- (b) to consider larger-scale projects and long-term programmes requiring concerted requests and action on the part of the governments of several States Members, in agreement with the workers' and employers' organisations whose assistance should be called upon;

2. Invites the I.L.O. to respond generously to such requests within the framework of its regular programme and those of the United Nations Expanded Programme of Technical Assistance and the Special Fund;

3. Relies on the generosity and far-sightedness of the States Members of the I.L.O. as a whole and of the United Nations to secure an increase in the funds appropriated under the regular budget of the I.L.O. and under the United Nations Expanded Programme of Technical Assistance and the Special Fund in order to provide the necessary resources to finance technical assistance for African countries and at the same time maintain a proper level of technical assistance for other parts of the world that stand in need of it;

4. Urges all those States Members of the I.L.O. and the United Nations which are prepared to aid the African countries to give priority to international technical assistance

and, in so far as they furnish bilateral or multilateral programmes on different bases, to co-ordinate such programmes with those of the international organisations in the United Nations family.

IV. Workers' Education in Africa

The Conference,

Considering that the I.L.O. is under a solemn obligation to further the implementation in the various nations of the world of programmes designed to ensure equality of opportunity in the field of education,

Considering the resolutions adopted by the International Labour Conference in the fields of both general education and workers' education,

Considering the special conditions in which workers' education must be conducted in Africa, having regard to the situation in the urban and rural areas, cultural traditions and intellectual levels, the persistence of illiteracy, the early stage of development of the educational infrastructure at all levels, and difficulties of communication,

Considering the work being undertaken in the field of workers' education by local, national and international trade union organisations, the specialised organisations, universities and governments;

1. Recalls that workers' education is one of the main factors for promoting social progress and the operation of democratic institutions in which free and responsible trade unions play an important part;

2. Affirms that workers' education is entirely within the competence and should remain under the responsibility of the trade union organisations themselves, within whose control it should be kept, even when they avail themselves of the technical and financial resources and experience of organisations and experts which offer their services for workers' education courses;

3. Encourages the trade union organisations to devote an ever-increasing part of their activities to workers' education with this aim in view, to use all available means, to seek the most suitable methods, to draw extensively on experience acquired in other parts of Africa and elsewhere, to make their own experience available to others, to give attention to the training and maintenance of a body of leaders in workers' education, to procure suitable equipment, to adapt such equipment as is available, and not to overlook any section of the working population wherever they may live or whatever their cultural level;

4. Appeals to all educational institutions to assist the trade union organisations in their work and not endeavour to supplant them;

5. Recalls that States have a duty, while respecting its characteristic features, to regard workers' education as a part of national education and to treat it as such in all respects, in legislative, financial and administrative matters;

6. Expresses its gratitude to the I.L.O. for all the efforts which it has already made in the field of workers' education in Africa and encourages it to continue these efforts unabated and indeed to intensify them, without, however, seeking to take the place of local, national and international trade union organisations, which should on the contrary benefit from its assistance and support;

7. Considers that to this end—

- (a) the International Labour Office should further expand its workers' education service by recruiting highly qualified staff with wide experience, including experience of African questions;
- (b) a committee of trade union experts on workers' education should be set up to advise the International Labour Office regularly on the formulation and implementation of its workers' education programme;
- (c) seminars on the various aspects of workers' education should continue to be convened, and a seminar of this nature should be devoted in 1961 to a study of the various aspects of workers' education in Africa;

- (d) Attention should be given to the educational needs of trade union leaders at various levels, having regard to the rapid growth of trade unionism and its expansion and needs at all stages, both at the base and at the national and international levels;
- (e) fellowships for study abroad of workers' education techniques, for participation in workers' education courses, and grants for correspondence courses in workers' education should be set aside for Africa in numbers corresponding to its needs;
- (f) the I.L.O. African Field Office should have available comprehensive mobile equipment to enable it to make a rapid response to requests for co-operation and assistance in the field of workers' education; a co-ordinated programme for the use of such equipment should be drawn up in consultation with those responsible for workers' education in such a way as to ensure that it is used to the best advantage;
- (g) I.L.O. financial assistance should be granted for original forms of workers' education activities, including the publication of simple handbooks adapted to the needs of African workers and prepared on the basis of successful experience and special knowledge, and the designing of audio-visual equipment adapted to the needs of African peoples.

RESOLUTION CONCERNING THE STABILITY OF WORLD COMMODITY MARKETS
AND THEIR INFLUENCE ON LEVELS OF LIVING AND EMPLOYMENT,
SUBMITTED BY MR. PONGAULT, WORKERS' DELEGATE, CONGO (BRAZZAVILLE)

The First African Regional Conference of the International Labour Organisation, meeting in Lagos (Nigeria) from 5 to December 1960,

Considering that a large number of African countries are producers of raw materials and commodities and that the economies of these countries are often largely dependent on world commodity prices,

Considering that the levels of living and employment of the workers and peoples of these countries are affected by fluctuations in world prices of raw materials and commodities,

Considering that the Philadelphia Conference pledged the full co-operation of the I.L.O. with all such international bodies as may be entrusted with a share of the responsibility for the great task which consists, *inter alia*, in assuring greater stability in world prices of raw materials and commodities,

Considering the various resolutions adopted by the International Labour Conference and the I.L.O. Committee on Work on Plantations concerning action to this end;

1. Invites the Governing Body of the International Labour Office—

- (a) to persevere in the study of the social consequences of fluctuations in world prices of raw materials and commodities;
- (b) to co-operate actively with all international agencies seeking to achieve such stability, in order to induce these bodies to take into account such aspects as the protection of the levels of living and employment and the conditions of work of the peoples concerned;
- (c) to insert in any agreements the clauses needed for such protection, in keeping with the purposes set forth in the I.L.O. Constitution and the standards laid down by the International Labour Conference and other I.L.O. organs;

2. Urges all States Members of the I.L.O. to adhere to the agreements on some commodities already existing between certain countries.

RESOLUTION CONCERNING THE INTERNATIONAL INSTITUTE FOR LABOUR STUDIES,
SUBMITTED BY MR. TAMPUNGU, WORKERS' DELEGATE, CONGO (LEOPOLDVILLE)

The First African Regional Conference of the International Labour Organisation, meeting in Lagos (Nigeria) from 5 to December 1960,

1. Welcomes the I.L.O.'s decision to establish an International Institute for Labour Studies in Geneva;

2. Trusts that the Institute will shortly begin its work;

3. Hopes that the workers' aspirations will be fully taken into account;
4. Requests that the various aspects of labour in Africa be studied in the Institute as closely as possible by competent experts and that provision be made in its curriculum for projects of direct interest to Africans, possibly conducted in their continent.

RESOLUTION CONCERNING THE LIVING AND WORKING CONDITIONS OF WOMEN
AND YOUNG WORKERS IN AFRICA, SUBMITTED BY MR. TAMPUNGU,
WORKERS' DELEGATE, CONGO (LEOPOLDVILLE)

The First African Regional Conference of the International Labour Organisation, meeting in Lagos (Nigeria) from 5 to December 1960,

Considering the importance of the problems posed in Africa by the employment of women and young workers,

Considering the duty laid upon the I.L.O. to work for a solution of these problems,

Considering the recommendation of the African Advisory Committee that consideration be given to these problems in the future programme of work of the I.L.O.;

Invites the Governing Body of the International Labour Office—

- (a) to bring these problems to the particular notice of the panels of consultants on the employment of women and young workers;
- (b) to recommend that special studies of them be made, if need be in ad hoc working parties; and
- (c) to consider the possibility of having these studies carried out on the spot in Africa, with a view to their submission as soon as may be to the African Advisory Committee for thorough consideration and suggestions as to the solutions to be applied on both the national and international levels.

RESOLUTION CONCERNING TECHNICAL ASSISTANCE AND TRAINING,
SUBMITTED BY MRS. MOORE, EMPLOYERS' DELEGATE, NIGERIA

The First African Regional Conference of the International Labour Organisation, meeting in Lagos (Nigeria) from 5 to December 1960,

Expressing appreciation of the decision of the Governing Body of the International Labour Office to bring the African Continent within the scope of field offices specially located in convenient centres,

Noting with satisfaction the increasing interest taken by the Director-General in the economic and social questions which are uniquely African,

Considering the need to improve the education, training, apprenticeship and living and working conditions of both young and adult workers of all kinds, occupations and professions;

1. Requests the Governing Body in association with the responsible member States and the assistance authorities within the United Nations to review the amount of technical assistance which is being made available to Africa; and

2. Calls upon the responsible authorities to give priority to schemes for the training of teaching staff with the ultimate aim of training workers in agriculture, industry and commerce whose standards of skill and productivity will increasingly contribute to raising standards of living in all the member States and the territories which they represent in the International Labour Organisation.

RESOLUTION CONCERNING THE FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT
TO ORGANISE CONVENTION, 1948 (No. 87),
SUBMITTED BY MR. SOUMAH, WORKERS' ADVISER, SENEGAL

The First African Regional Conference of the International Labour Organisation, meeting in Lagos (Nigeria) from 5 to December 1960,

Taking cognisance of the trade union situation in Africa on the basis of the report submitted to the Conference by the International Labour Office on the subject of relations between employers and workers (third item on the agenda),

Considering that the Preamble to the Constitution of the International Labour Organisation lists recognition of the principle of freedom of association among the means of improving the condition of the workers and of securing peace,

Considering that the Declaration of Philadelphia has proclaimed that freedom of expression and of association are essential to sustained progress,

Considering that at the time when the present Conference is meeting the greater number of African States have attained national independence and international sovereignty and have thereafter ratified the United Nations Charter,

Considering that in these countries, which are embarking upon the process of development, the role of a free and organised trade union movement is essential for the economic and social advancement of the peoples as well as for the establishment of true social justice,

Believing that both for these reasons and in the light of the deep-lying aspirations of the peoples of the various African States and countries represented at the Conference the provisions of the Right of Association (Non-Metropolitan Territories) Convention, 1947 (No. 84), have become obsolete;

1. Demands that only the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), be declared to be applicable to all the African countries, States and territories;

2. Invites the governments of those independent States of Africa which have not already done so to ratify the said Convention;

3. Further invites the authorities responsible for African territories which are still dependent to extend the provisions of the said Convention to those territories;

4. Requests the Governing Body of the International Labour Office urgently to initiate a survey in the various countries, States and territories of the African Continent concerning the application of freedom of association and to submit the results of this survey to the next African Regional Conference.

RESOLUTION CONCERNING THE REVISION OF THE SOCIAL POLICY
(NON-METROPOLITAN TERRITORIES) CONVENTION, 1947 (No. 82),
SUBMITTED BY MR. SOUMAH, WORKERS' ADVISER, SENEGAL

The First African Regional Conference of the International Labour Organisation, meeting in Lagos (Nigeria) from 5 to December 1960,

Taking cognisance of the Report of the Director-General of the I.L.O. and the information supplied during the discussion of this document by Government, Employers' and Workers' delegates of the different countries, States and territories represented at the Conference,

Considering the absence in most of these countries of any coherent and well-knit programmes of economic and social development primarily designed to meet the requirements of the indigenous peoples and to raise their standards of living,

Considering furthermore that social injustice, as a threat to peace, lies not only in inequalities between the social strata in any one country, but also in the imbalance between adequately developed countries and underdeveloped or undeveloped countries, and that it is in the latter respect that it constitutes a permanent danger to universal peace,

Conscious of the I.L.O.'s mission to safeguard peace through social justice;

1. Declares that social progress linked to economic development should be the chief concern of every nation and every country and the essential aim of every political system;

2. Accordingly recommends governments of the independent States of Africa to give priority to the framing and progressive implementation of plans for economic and social development, in close co-operation with organisations representative of all strata of society;

3. Invites the authorities responsible for countries that are still dependent to create the necessary conditions for the early liberation of the peoples of those countries so that they may assume full responsibility for their social policies;

4. Invites the I.L.O. to take all appropriate steps to combine its efforts with those of the governments responsible for the various African countries and other less developed

areas in the world and with those of the other international organisations and agencies in matters of economic and social development policy;

5. Asks that the I.L.O. technical assistance programme should be so established as to enable it to give its assistance to the responsible authorities of the countries concerned in the framing and implementing of economic and social development plans;

6. Suggests that all appropriate studies be undertaken at the earliest opportunity in order to bring about a speedy revision of the Social Policy (Non-Metropolitan Territories) Convention, 1947 (No. 82), with the object of adapting it to present political conditions in Africa;

7. Desires that the results of such studies should be submitted as a technical item at the next African Regional Conference after consideration by the I.L.O. African Advisory Committee, if necessary convened in extraordinary session;

8. Invites the governments of the independent countries of Africa to continue to fulfil the obligations laid upon the former colonial Powers by the Convention in question, and particularly to supply the I.L.O. with information concerning the application of this Convention.