

Social Charter in the East African Community

Trade Union Proposals



East African Trade Union Confederation

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Preface

The Social Charter will be a powerful reaffirmation of the values of East African people. By adopting the Charter, the Heads of state and governments belonging to the East African Community will have emphasized the key role of the Community in helping to achieve progress and social justice for the people of the regional block. Together, they will have committed themselves to realize goals set by our freedom fighters of achieving higher levels of prosperity without disease, illiteracy and ignorance.

The Social Charter must be realized at a crucial political moment, reflecting the vision of the East African people on the need for a strong social bond to counteract the negative effects of globalization by achieving improved and fair outcomes for all. It must constitute a compass for the promotion of a fair globalization based on decent lives as well as a practical tool to accelerate progress in the achievement of decent work in the regional and in each member State. It must also reflect a productive outlook by highlighting the importance of sustainable enterprises in creating a greater employment and opportunities for all.

In our view, the Charter provides political leaders, captains of industry and decision makers with a balanced approach that connects with people and productive solutions at home, while also offering a common platform for governance at the regional and international level. It contributes to policy coherence for sustainable development in national policies, among all players, bringing together social, economic and environmental objectives.

We urge our heads of States and Government in the East African Community to adopt and implement this people's charter as a special mechanism to the promotion of social justice in the region's system of governance.

Francis Atwoli, MBS.
Chairman,
East African Trade Union Confederation

Acknowledgements

We are very grateful to the EATUC Summit who endorsed the original idea of coming up with a trade union position during the negotiations of the EAC Common Market Protocol. Indeed, the draft charter prepared by EATUC contributed immensely to the EAC Common Market Protocol, especially the Articles dealing with employment, labour and social issues.

The importance of a social charter in driving economic and social progress has been realized by regional integration blocks in both industrialized and developing countries and by international agencies such as the ILO, UNCTAD, WHO, World Bank, and UNICEF where the debates on social policy are taking place. Debates on social charters include questions over the future direction of social policy, innovations in social policy initiatives and actions against increasing inequality and poverty. These debates are now becoming even more prominent amidst the emergence of grassroots movements throughout Africa, Latin America and South Asia and perhaps most clearly in the recent Arab uprisings.

It is against this background that EATUC has worked closely with its collaborating partners—donors and social partners—to draft, review and edit a social charter for the East African people. The aim of this charter is to uphold workers’ rights, minimum working conditions, and equity and equality considerations in the regional integration process in East Africa. During this process we have learnt that many regional economic blocks have designed their own social charters to deal with the current challenges that have come with globalization and promote social policy initiatives with the aim of mitigating inequality and poverty in their societies. It is our wish that the proposed Social Charter for the East African Community will also have positive contribution to the long term vision of the people of our region.

The Secretariat would like to acknowledge the enormous contribution to the finalization of the draft Social Charter by a team led by Dr. Mohammed Mwamadzingo (ILO Geneva). The team members include Mr. Noah Chune (COTU-K), Ms. Siham Ahmed (TUCTA), Mr. Andre Mutsindashyaka (CESTRAR), Mr. Yazid Baligasma, Mr. Peter Werikhe, David Nkojjo (NOTU), Mr. Austin Muneku (SATUCC), Trywell Kalusopa (University of Botswana), Mr. Davids Etyang (EATUC), Ms. Caroline Mugalla (EATUC),

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Emmanuel Nzunda
Executive Secretary EATUC

PREAMBLE

We, the Heads of State and/or Government of

The Republic of Burundi

The Republic of Kenya

The Republic of Rwanda

The United Republic of Tanzania

The Republic of Uganda

RECALLING the objectives of EAC as spelt out in Article 5 of the Treaty, and

CONSIDERING that economic development must serve as a basis for social progress, and

CONSIDERING that every effort should be made, on an international, regional and national basis, to secure financial and technical assistance safeguarding the interest of the people of the East African Community, and

NOTING the importance of the development of the social dimensions including equal treatment of men and women in East Africa and the desire to ensure economic and social development aimed to promote improvement in such fields as public health, housing, nutrition, education, the welfare of children, the status of women, conditions of employment, the remuneration of wage earners and independent producers, the protection of migrant workers, social security, standards of public services and general production within the Community, and

CONSIDERING that all possible steps should be taken effectively to interest and associate the population in the framing and execution of measures of social progress, and

FURTHER NOTING the need to achieve social justice for a fair globalization in line with the ILO

Declaration on Social Justice for Fair Globalization;

We hereby adopt the objectives and spirit setting up the following;

PART I
INTERPRETATION

ARTICLE 1
INTERPRETATION

In this Charter, terms and expressions defined in Article 1 of the Protocol on the Establishment of the East African Community Common Market shall bear the same meaning unless the context otherwise requires.

In this Charter, unless the context otherwise requires:

“*Charter*” means this Social Charter in the EAC;

“*Consultation*” means a process of discussion which involves information sharing, and the making of representations on relevant issues with a view to achieving consensus;”

“*Essential services*” has the meaning assigned to it under national legislation and consistent with international labour standards;

“*Decent Work*” involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men

“*International instrument*” means any international treaty, declaration, recommendation, or relevant international agreement in the social, human rights and labour fields subscribed to by Partner States;

“*ILO*” means the International Labour Organization; and

“*Social partners*” means Governments, representative organisations of workers and representative organisations of employers in respective Partner States.

PART II

GENERAL PRINCIPLES AND OBJECTIVES

ARTICLE 2

GENERAL PRINCIPLES

1. Partner States should honour commitments which they have freely entered into, in conformity with the national law and accepted international obligations so that:
 - a) All policies shall be primarily directed to the well-being and development of the population and to the promotion of its desire for social progress;
 - b) Partners States shall formulate and harmonise labour legislation, political and socio-economic policies and programmes, which contribute to the enhancement of Decent Work, productivity, productive employment opportunities, industrial harmony and generation of incomes in Partner States; and
 - c) Partner States should respect the African Charter of Human and Peoples' Rights, the Universal Declaration of Human Rights and the corresponding International Covenants adopted by the General Assembly of the United Nations as well as the Constitution of the International Labour Organization and its principles according to which freedom of expression and association are essential to sustained progress.

ARTICLE 3

OBJECTIVES OF THE CHARTER

2. The objective of this Charter shall be to facilitate, through close and active consultations among social partners and in a spirit conducive to harmonious labour relations, the accomplishment of the following objectives:
 - a) Ensure the improvement of standards of living as the principal objective in the planning of economic development;
 - b) Ensure the retention of the tripartite structure of the social partners, namely: governments, employers and workers' organizations;
 - c) Strengthen labour administration and labour inspection, including the enforcement of applicable labour legislation, principles, standards and policies within the areas of jurisdiction by enhancing the role of Ministries of Labour and capacities of social partners with the view to enhance social dialogue;
 - d) Strengthen the protection of employment and social rights in the light of socio-economic developments;
 - e) Promote economic, social and political developments;

- f) Promote just and fair competition in the labour market that will not hinder employment and the social developments in the region.
- g) Provide an effective framework for regional co-operation in the collection and dissemination of labour market and industry information;
- h) Promote the establishment and harmonization of social security schemes and protection for all in the region in line with ILO Conventions;
- i) Enforce regulations relating to occupational health and safety standards at work places across the region;
- j) Promote effective development of vocational and technical skills in the region;
- k) Promote the establishment and support of institutions related to labour matters, including labour productivity centres and training institutions;
- a) Encourage and promote the achievement of good governance (transparency, accountability, rule of law, minority rights and absence of corruption);
- b) Promote gender equality and empower women in all sphere of the labour market; and
- c) Promote and strengthen the realization of fundamental principles and rights at work.

PART III

EMPLOYMENT

ARTICLE 4

Right to Employment

3. Partner States shall create an enabling environment so that:
 - a) Full, decent, freely chosen, and productive employment opportunities and standards are, established, maintained and increased, taking into account the employment policies and objectives of Partner States, as well as security of employment and the long-term development of enterprises;
 - b) Every citizen has the right to engage in work and to pursue a free chosen occupation; and
 - c) Sustainable institutions create employment and economic environment in which individuals can develop and update the necessary capacities and skills needed to be productively occupied for their personal fulfilment and the common well-being

ARTICLE 5

Informal Economy

4. The Partner states shall develop policies geared towards improving and transforming the operations of informal economy to formality by:
 - a) Putting in place regulatory framework to protect against unfair treatment by law enforcers in the course of doing their work;
 - b) Identifying training needs and credit facilities meant to improve the operations of their operations with the objective of graduating them from informal to formal economy;
 - c) Putting in place a regulatory framework for widening the scope of the social protection in the informal economy settings; and
 - d) Actively encouraging representational security, envisioning the enthronement of the core social democratic objectives and having the capacity to pursue it within the context of social dialogue.

PART IV

NON DISCRIMINATION

ARTICLE 6

Equal Treatment of Persons

5. Partner States shall create an enabling environment consistent with the ILO Conventions on discrimination and equality and other relevant international instruments e.g. Convention on Elimination of Discrimination Against Women (CEDAW) so that:
 - a) Gender equity, treatment and opportunities for men and women are ensured; and
 - b) Equal opportunities for both men and women shall apply, in particular, to access to employment, social protection, education, vocation and career development.

6. Partner States shall aim to abolish all discrimination among workers on grounds of race, colour, sex, belief, tribal association or trade union affiliation, in respect of:
 - a) Labour legislation and agreements which afford equitable treatment of all those lawfully resident or working in the country;
 - b) Admission to public or private employment;
 - c) Conditions of engagement and promotion;
 - d) Opportunities for vocational training;
 - e) Conditions of work;
 - f) Health, safety and welfare measures;
 - g) Discipline;
 - h) Participation in the negotiation of collective agreements; and
 - i) Wage rates, which shall be fixed according to the principle of equal pay for work of equal value in the same operation and undertaking.

ARTICLE 7

Persons with Disabilities

7. Partner States shall create an enabling environment such that:
 - a) All persons with disabilities of any nature including those persons living with HIV and AIDS shall be entitled to equal opportunities and social welfare aimed at improving their social and professional integration.

ARTICLE 8

Senior Citizens

8. Partner States shall endeavour to create an enabling environment in accordance with arrangements applying to each Partner State so that:

- a) Every worker who reached retirement age or proceed on retirement will be entitled to enjoy benefits provided by the Partner States in accordance with applicable legislation.

ARTICLE 9
Indigenous people

- 9. Partner States shall create an enabling environment such that:
 - a) Indigenous peoples are equal to all other peoples, while recognizing the right of all peoples to be different, to consider themselves different, and to be respected as such; and
 - b) Indigenous peoples, in the exercise of their rights, should be free from discrimination of any kind.

PART V
CONDITIONS OF WORK AND LIFE

ARTICLE 10
Remuneration

- 10. Partner States shall create an enabling environment so that:
 - a) Workers shall receive living wages which provide for decent standard of living;
 - b) Remuneration system in Partner States should be geared towards establishment of appropriate wage rates across the region in accordance with arrangements applicable to each Partner State; and
 - c) Workers, subject to terms of employment other than full-time contracts, shall benefit from an equitable current rate.

ARTICLE 11
Improvement of Working Conditions

- 11. Partner States shall create an enabling environment so that:
 - a) Harmonization of minimum working standards laid down in the labour legislation and in particular the introduction of applicable and appropriate basic working and living conditions, provision of minimum living wage, annual paid leave, housing, medical treatment, sick leave, compassionate leave, paid maternity and paternity leave, occupational health and safety protection and retirement age; and
 - b) The conditions of employment for every worker in the region shall be stipulated in the applicable

national laws, collective agreements and contracts of employment.

ARTICLE 12

Protection of Occupational Health, Safety and Environment

12. Partner States shall endeavour to create an enabling environment so that:
- a) Every worker in the region has the right to health and safety at work conducive to the work to be performed and to a healthy and safe environment that sustain human development , productivity and access to adequate shelter;
 - b) Employers and enterprises should maintain the highest standards of safety and health, in conformity with national legislation requirements;
 - c) Basic work environment and occupational health and safety standards as set out in ILO Convention No,155 are provided and complied with;
 - d) The organisation of occupational health and safety shall be on the basis of tripartite co-operation and appropriate participation of all parties;
 - e) Workers have the right to information on workplace hazards and the procedures being taken to address them, and to appropriate health and safety training during the normal working hours;
 - f) Workers have the right to cease work that they reasonably believe poses an immediate and serious risk or danger to their health, safety or physical well being according to ILO Convention No. 155;
 - g) Workers have the right to services, that provide for the prevention, recognition, detection and compensation of work related illness or injury, including emergency care, with rehabilitation and reasonable job security after injury and appropriate and applicable rate;
 - h) Employers have the responsibilities and are liable for work-related environment risks according to the applicable principles of law;
 - i) workplace basic health requirements for workers is accessible, affordable and equitable, and is provided on a professional ethical basis;
 - j) Economic and investment measures take into consideration health, safety and environmental standards;
 - k) Partner states take active measures to shape and implement economic development strategies that ensure a more sustainable development path and ultimately a “greener” regional economy;
 - l) Regulations that cover occupational hazards-death, permanent and temporary disability are reinforced; and
 - m) All Partner States develop national HIV and AIDS work place management policies and promote and implement the international labour Conventions and Recommendations and other international instruments that are relevant to HIV and AIDS and the world of work, including those that recognize the right to the highest attainable standard of health and to decent living standards,.

ARTICLE 13
Protection of Children and Young Persons

13. Partner States shall create an enabling environment consistent with the ILO Convention on the Minimum Age of Entry into Employment (No 138) of 1973 and Convention on the Worst Forms of Child Labour (No 182) of 1999 or any other applicable relevant international instrument so that:
- a) Partner states shall put in place mechanisms that are more favourable to young persons;
 - b) Young persons shall be entitled to receive sufficient vocational training to enable them fit within their working environment;
 - c) Children shall have the right to such protection and care as is necessary for their well-being; and
 - d) Partner states shall develop and continuously review time bound national legislation and policies on elimination of child labour.

ARTICLE 14
Social Protection

14. Partner States shall develop and enhance measures of social protection—social security and labour protection—which are sustainable and adapted to national circumstances, including the extension of social security to all, health and safe working conditions, and policies in regard to wages and earnings, hours and other conditions of work that will ensure a just share of the fruits of progress to all and a minimum living wage to all employed and in need of such protection.
15. Partner States shall create legislation and policies so that all citizens irrespective of employment status in the region shall have a right to applicable social protection and benefits.
16. Persons who have been unable to either enter or re-enter the labour market and have no means of subsistence shall be entitled to receive sufficient resources and social assistance in consistence with ILO convention No. 102 on social security.
17. Partner States shall develop measures to enable men and women to reconcile their occupational and family obligations, as well as ensure full maternity protection as provided for by ILO Convention No. 183.
18. Partner States shall create a framework for harmonisation of social security schemes to facilitate the portability of benefits within and across the Partner States, and in accordance to minimum standards as set out in ILO Convention No. 102.

PART VI

INDUSTRIAL RELATIONS

ARTICLE 15

Freedom of Association and Collective Bargaining

19. Partner States shall create an enabling environment consistent with the ILO Conventions on freedom of association, the right to organise and collective bargaining so that:
- a) Employers and workers of the region shall have the right to form employers associations or trade unions of their choice for the promotion and maintenance of their economic and social interests;
 - b) Every employer and every worker shall have the freedom to join or not to join;
 - c) Employers and workers shall have the right to form their regional organisation composed of national trade unions/federations/associations from the Partner States; and
 - d) Workers and employers, or their respective organizations, have in accordance with applicable legislation, or in practice, right to negotiate and conclude collective agreements at the appropriate levels and, in cases of conflicts of interests, to take industrial action to defend their interests, including strike action.

ARTICLE 16

Handling of Grievances and Settlement of Industrial Disputes

20. Partner States shall create an enabling environment consistent with the ILO Conventions so that:
- a) The industrial disputes settlement machinery and method of operation shall be set out in accordance with applicable law;
 - b) Industrial disputes which shall not be resolved at the established national industrial court, shall be referred to the EAC Court of Justice subject to the laid down procedures;
 - c) The right to resort to collective action in all areas in the event of a dispute remaining unresolved subject to applicable law in force;
 - d) Essential services and their parameters shall mutually be defined and agreed upon by governments, employer associations and trade unions;
 - e) Essential services shall be harmonised at the regional level; and
 - f) Easily and accessible machinery for quick resolution of disputes shall be put in place by governments, employers and trade unions.

ARTICLE 17

Workers' Participation

21. Partner States shall create an enabling environment so that:
- a) Industrial and workplace democracy is promoted;
 - b) Workers shall have the right to adequate information, consultation, participation and

representation in all matters related to labour and employment in accordance with their recognition agreements;

- c) Consensus building is facilitated on relevant national, regional and international policies that impact on employment and decent work and decent life strategies and programmes;
- d) Labour law and institutions are made effective including in respect of the recognition of the employment relationship, the promotion of good industrial relations and the building of effective labour inspection systems;
- e) Fundamental principles and rights at work will be respected, promoted and realized; and
- f) Tripartite collaboration and social dialogue through constant and constructive communications with the most representative employers' and workers' organisations shall be an essential element in the integration process.

PART VII

FREEDOM OF MOVEMENT AND OF RESIDENCE

ARTICLE 18

22. Partner States shall create an enabling environment so that:

- (a) Every citizen of the East African Community has the right to move and reside freely within the territory of the Partner States;
- (b) Freedom of movement and residence shall be granted in accordance with the treat establishing the East African Community, to nationals of third countries legally resident in the territory of a Partner State;
- (c) Partner States should promote good social practice, having regard to the social and labour law, regulations and practices in host countries as well as to relevant international standards;
- (d) Partner States shall undertake to apply, without any form of discrimination in respect of nationality, race, religion, genetic features, sex, political, belief, tribal association or trade union affiliation to immigrants lawfully within its own territory; and
- (e) Every citizen of the East African Community shall, in the territory of a third country in which the Partner State of which he or she is a national is not represented, be entitled to protection by the diplomatic or consular authorities of any Partner State, on the same conditions as the nationals of that Partner State.

PART VIII

EDUCATION AND TRAINING

ARTICLE 19

Education and Training

23. Partner States shall provide adequate and progressive development of broad systems of education, vocational training and apprenticeship, with a view to the effective preparation of young persons for effective occupation.
24. Partner States shall provide adequate training for all levels of employees to meet need of enterprises.
25. Partner States shall encourage skill upgrading and development.
26. Partner States shall create an enabling environment consistent with the ILO Convention on paid Education and Training (No 140) so that:
 - a. Government, employers and trade unions contribute towards workers education, vocational training and skills upgrading; and
 - b. Each partner states shall observe the right to paid study leave in line with the ILO Conventions.
27. In order to secure high productivity through the development of skilled labour, training in new techniques of production shall be provided in suitable cases. Such training shall be organized by or under the supervision of the competent authorities, in consultation with the employers' and workers' organizations of the country from which the trainees come and of the country of training.

PART IX

MISCELLANEOUS SOCIAL RIGHTS

ARTICLE 20

Miscellaneous Social Rights

28. Abolition of Forced Labour

- a) Partner States shall abolish the use of forced, slave and compulsory labour in all its forms; and
- b) Partner States shall make the illegal use of forced, slave and compulsory labour punishable in accordance with applicable laws in force.

29. Trafficking in Persons

- a) Partner States shall put in place legal framework to combat trafficking in persons; and
- b) Partner States shall be obliged to legislate on the offenses and penalties applicable to the offense in accordance with applicable laws in force.

30. Refugees and Asylum Seekers

- a) Partner States shall adopt, and enforce the requirements and their obligations relating to refugees and asylum seekers; and
- b) The management of asylum seekers and refugees in the region shall be regulated by specific Memorandum of Understanding between Partner States and other relevant institutions dealing with refugees, such as the UNHCR.

31. Environmental rights

- a) Partner States shall put in place policies that ensure environmental rights, including the access to the unspoiled natural resources that enable survival, including land, shelter, food, water and air; and
- b) Partner States shall ensure that environment rights also include more purely ecological rights, such as the right for an individual to enjoy an unspoiled landscape.

PART X

ADOPTION, ENFORCEMENT AND FOLLOW-UP

ARTICLE 21

Main Institution

32. The implementation of the Charter requires that the EAC effectively assists the Partner States in their efforts. To that end, the EAC should review and adapt its institutional practices to enhance governance and capacity building in order to make the best use of its human and financial resources and of the unique advantage of the cultural similarities in the region.
33. The EAC shall promote shared knowledge and understanding through empirical analysis and tripartite discussion on concrete experiences.
34. The EAC shall provide assistance to Partner States who wish to promote the Charter jointly within the framework of bilateral or multilateral agreements subject to their compatibility with EAC obligations.
35. Council of Ministers of the EAC will ensure adoption and implementation of this Charter.
36. The main institution to oversee the implementation of this Charter shall be the East African Labour Advisory Board. The East African Labour Advisory Board among other things will have the following main functions:
 - (a) To monitor and gather information on how the Charter is being implemented and ensure all Partner States submit regular progress report to the East African Labour Advisory Board;
 - (b) To build capacity of institutions and stakeholders closely involved in the implementation of the Charter and to assist similar efforts at the national level in each Partner State;
 - (c) To advise Partner States, whether on request or on its own initiative, on matters relevant to the implementation of this Charter;
 - (d) To prepare and submit recommendations on the effective implementation of this Charter to the Council of Ministers for consideration and necessary actions; and
 - (e) To undertake any other activity that will enhance the effective implementation of the Charter

ARTICLE 22

Enforcement and Follow-up Mechanisms

37. Partner States have a key responsibility to contribute, through their social and economic policy, to the realization of a global and integrated strategy for implementation of the objectives of the Charter. To this end, the Partner States shall establish a National Committee responsible for Enforcement of this Charter. Partner States shall consider, among other steps:

- (a) The establishment of appropriate indicators or statistics to monitor and evaluate progress made;
 - (b) Where appropriate, sharing national and regional good practices gained from successful implementation of national and regional initiatives;
 - (c) Where necessary, take appropriate steps for an adequate coordination between positions taken on behalf of the partner State concerned in relevant international forums and any steps shall take under the Charter; and
 - (d) The provision on a bilateral, regional or multilateral basis, in so far as their resources permit, of appropriate support to other Partners' efforts to give effect to the principles and objectives referred to in this Charter
38. The Secretary-General of the East African Community shall ensure that the Social Charter is communicated to all Partners and, through them, to representative organizations of employers and workers, to international organizations with competence in related field at the international and regional levels, and to such other entities as may deemed appropriate.
39. At such time(s) as the Council of Ministers may find appropriate, and in accordance with modalities to be established, the impact of the Charter, and in particular the steps taken to promote its implementation, shall be the object of a review by the Summit with a view to assessing what action might be appropriate.
40. The Secretary General of the EAC shall take all necessary steps to ensure the means by which Partner States are assisted in their efforts under this Charter. The EAC shall provide, upon request of governments and representative organizations of workers and employers, all appropriate assistance within its mandate to support Partners' efforts to make progress towards achieving the stated ambitions of this Charter.
41. Each Partner State shall establish a National Committee to monitor and report on the effective implementation of this Charter and that National Committee or body shall comprise:
- (a) representatives of the State;
 - (b) representatives of the other social partners; and
 - (c) such other persons of high moral character and recognised competence in their respective fields of endeavour.
42. Where necessary, social partners shall also submit periodic progress reports of its own findings on the implementation of the Charter to the East African Labour Advisory Board.

AMENDMENT

ARTICLE 23

Amendment of the Charter

43. Partner States or social partners of the EAC shall submit to the Secretary General written proposals for the amendment or review of this Charter.
44. The EAC Secretariat shall communicate any such proposal to the committee of Ministers and to each Partner State within thirty days of receiving the proposal.
45. After a period of ninety days has elapsed, following the notification to Partner States of a proposed amendment, the amendment shall be submitted to the Council of Ministers for consideration.

ARTICLE 24

Entry into Force

This Charter shall enter into force upon signature by the Partner States.

DONE at _____ on this _____ day of _____, in two (2) original texts, in the English and Kiswahili Languages, both texts being equally authentic.

ANNEX

List of international labour Conventions and Recommendations relevant to in the EAC Social Charter

CONVENTIONS

- No. 29 concerning Forced or Compulsory Labour, 1930
- No. 87 concerning Freedom of Association and Protection of the Right to Organise, 1948
- No. 98 concerning the Application of the Principles of the Right to Organise and to Bargain Collectively, 1949
- No. 100 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, 1951
- No. 105 concerning the Abolition of Forced Labour, 1957
- No. 110 concerning Conditions of Employment of Plantation Workers, 1958
- No. 111 concerning Discrimination in Respect of Employment and Occupation, 1958
- No. 122 concerning Employment Policy, 1964
- No. 130 concerning Medical Care and Sickness Benefits, 1969
- No. 135 concerning Protection and Facilities to be Afforded to Workers' Representatives in the Undertaking, 1971
- No. 138 concerning Minimum Age for Admission to Employment, 1973
- No. 139 concerning Prevention and Control of Occupational Hazards caused by Carcinogenic Substances and Agents, 1974
- No. 142 concerning Vocational Guidance and Vocational Training in the Development of Human Resources, 1975
- No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999
- No. 183 concerning Maternity Protection, 2000

The Universal Declaration of Human Rights, 1948

The International Covenant on Economic, Social and Cultural Rights, 1966

The African (Banjul) Charter on Human and People's Rights, 1981

RECOMMENDATIONS

- No. 35 concerning Indirect Compulsion to Labour, 1930
- No. 69 concerning Medical Care, 1944
- No. 90 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, 1951
- No. 92 concerning Voluntary Conciliation and Arbitration, 1951

- No. 94 concerning Consultation and Co-operation between Employers and Workers at the Level of the Undertaking, 1952
- No. 110 concerning Conditions of Employment of Plantation Workers, 1958
- No. 111 concerning Discrimination in Respect of Employment and Occupation, 1958
- No. 114 concerning the Protection of Workers against Ionising Radiations, 1960
- No. 115 concerning Workers' Housing, 1961
- No. 116 concerning Reduction of Hours of Work, 1962
- No. 118 concerning the Guarding of Machinery, 1963
- No. 119 concerning Termination of Employment at the Initiative of the Employer, 1963
- No. 122 concerning Employment Policy, 1964
- No. 129 concerning Communications between Management and Workers within the Undertaking, 1967
- No 130 concerning the Examination of Grievances within the Undertaking with a View to Their Settlement, 1967
- No. 134 concerning Medical Care and Sickness Benefits, 1969
- No. 144 concerning Protection against Hazards of Poisoning arising from Benzene, 1971
- No. 146 concerning Minimum Age for Admission to Employment, 1973
- No. 147 concerning Prevention and Control of Occupational Hazards caused by Carcinogenic Substances and Agents, 1974
- No. 169 concerning Employment Policy, 1984
- No. 189 concerning General Conditions to stimulate Job Creation in Small and Medium-Sized Enterprises, 1998
- No. 190 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999
- No. 194 concerning the List of Occupational Diseases and the Recording and Notification of Occupational Accidents and Diseases, 2002
- No. 195 concerning Human Resources Development: Education, Training and Lifelong Learning, 2004