



Conclusions and Recommendations of the ICFTU-AFRO Regional Conference on Migrant Labour in Africa

The Stanley Hotel, Nairobi, March 15-17, 2004

I. OVERVIEW

1. The African Regional Organization of the International Confederation of Free Trade Unions (ICFTU-AFRO) organized a Regional Conference on Migrant Labour in Nairobi, Kenya, from March 15-17, 2004. The conference brought together top leadership of 49 ICFTU-AFRO affiliated national centres in 40 African countries, as well as representatives of the ICFTU Headquarters, sub-regional trade union organizations, several Global Union Federations, and trade union federations from the North (AFL-CIO USA, LO-Norway and FGTB Belgium). Representatives of the African Union, the International Labour Organization (ILO), the International Organization for Migration (IOM) and the World Bank as well as senior officials or representatives of several governments in Africa and Europe also participated.
2. Hon. Chirau Ali Mwakwere, Minister of Labour and Human Development, on behalf of His Excellency Mwai Kibaki, President of the Republic of Kenya, opened the Conference. Other keynote speakers included Hon. Zoë Bakoko Bakoru, Minister of Gender, Labour and Social Development of the Republic of Uganda and senior executives of the Central Organization of Trade Unions (COTU-Kenya), the AU, ILO, the ICFTU and ICFTU-AFRO. The Conference was closed by Mr. Johnson Kavulundi, Labour Commissioner in the Ministry of Labour and Human Resource Development.
3. The Conference objectives were to enable participants to: - i) deliberate on the situation and conditions of migrant labour; ii) discuss the impact of globalization on migration; and iii) draw up a trade union plan of action to address these issues and to promote and defend the rights of migrant workers. The Conference also provided an opportunity for African trade union leaders to prepare for the General Discussion on Migrant Labour at the June 2004 International Labour Conference. As such it was a capacity building and information exchange forum for the labour leadership of the continent.

4. The Conference discussed the root cause and impact of migration at the source as well as the host countries. It also identified the impact of globalization on the present and future trends of migration in a bid to come up with a common approach, leading to its overall and equitable management. At the end of the conference, an ICFTU-AFRO Plan of Action to defend and promote the rights of migrant workers was drawn up.
5. The presentations, group discussions and deliberations led to the following conclusions, recommendations and Plan of Action: -

CONCLUSIONS

“Migrant labour” has assumed importance in Africa....

6. The Conference underlined the contributions of migrants from the Arab Margreb and sub-Saharan Africa to the development of their host countries of Europe, North American and the Gulf. It is estimated that 20 million African men and women are migrants outside their native countries and that by 2015 one in ten Africans may be living and working outside their countries of origin.
7. Many Africans have migrated from the continent to Western Europe in particular, but also to North America and the Middle East, resulting in ‘brain drain’, particularly in the teaching and medical sectors, with significant detrimental impact on development in Africa.
8. Moreover given the ageing nature of the population in most developed countries, Africa's demographic profile suggests that the region is a reservoir of skilled and unskilled labour for the developed world.
9. Migrants also provide the much-needed foreign exchange to their home countries through remittances. In addition, the potential contributions through the return of Diaspora Africans or their support in other ways (cultural exchange, knowledge sharing, and the dialogue between civilizations and cultures) is seen as a pillar of human resources strategy in the New Partnership for Africa's Development (NEPAD), to “turn brain drain into brain gain.”
10. However, the region’s own labour markets are disorganised thereby putting migrant workers in difficult circumstances and denying African countries proper control over their human resources. A concerted effort is necessary to ensure a regulated and orderly migration within as well as outside the region.

... yet migrant workers are usually found in the “three-D” jobs

11. Conference participants recognized that migrant workers are among the most vulnerable people and they are the least protected. With little choice in foreign

lands, migrant workers often do the “three-D” – dirty, dangerous and degrading— jobs. Most remain in low wage industries in host countries such as agriculture and domestic service, where they have little or no access to job benefits or quality education and training, healthcare and housing, for them and their families.

12. Mistreatment and exploitation of migrant workers results from the lack of appropriate and effective policies and interventions in both host and origin countries. The Conference took stock of the various problems African migrants commonly experience: discriminatory treatment; exploitation with serious pecuniary and other consequences; employers dishonouring mutually agreed contracts; prohibition from participation in trade unions; confiscation of passports, constraining their movement and any transactions; deduction of wages without consent; abusive, unsafe and unhealthy working conditions; non-payment or deferred payment of salary; denial of social security and health protection; and at worst, physical and psychological violence.
13. On numerous occasions migrant workers have borne the brunt of economic or political crises in countries both within and outside the continent. Mistreatment of and violence against migrant labour in South Africa, Cote d’Ivoire and other countries in Africa are of particular concern. The problems faced by potential migrant workers from West Africa, enroute to Europe, through the Sahara desert are also highlighted.

Feminisation of African migration

14. Both within Africa and outside of the continent, more and more women are leaving their countries as migrant workers –rather than dependents accompanying male workers. Apart from skilled women working in similar settings as skilled men, women migrants increasingly work in domestic services, the service industry and the informal economy. In addition to facing discrimination as women workers, they find themselves in the most vulnerable situations, often subject to abuse and violence, for example women in domestic work in the Gulf countries.
15. Participants decried the increasing number of women and children who have become victims of migrant trafficking – notably in West Africa and from the continent to Europe. It was noted that few African governments have ratified the relevant international Protocol against trafficking and have adopted national legislation to criminalize human trafficking.

Health and HIV/AIDS

16. The conference also noted that migration heightens both risks and vulnerabilities of exposure to HIV/AIDS. Family separations were particularly cited as risk factors that could lead to infections of spouses. Yet access to treatment and prevention are not always guaranteed for migrant workers.

17. Participants were also concerned that the brain drain has taken a heavy toll on skilled workers, mainly doctors, nurses and researchers. This is one of the reasons that has led to the inability of emigration countries to invest in HIV/AIDS related research that would result in the production of anti-retroviral drugs. Besides, support for migrant workers in the host countries may not be possible due to the economic conditions of migrants, while others might not take advantage of the facilities available due to lack of adequate documents.

Xenophobia and Discrimination: urgent challenges

18. Participant noted that over the last several years, the issue of migration has been at the centre of internal political debates and conflicts in the countries of the North. Discrimination and xenophobia against migrants are major problems facing African migrants both in the Diaspora and within the continent. The media and general public opinion often ignore migrants' contributions and instead fan the flame of xenophobia in many countries of immigration. Migrants are falsely accused of taking citizens' jobs, accused of causing insecurity such as terrorism, accepting lower remuneration and depressing wages, taking local women away from their countrymen, bringing infectious diseases (including HIV/AIDS) and all manner of vices to host countries, making them scapegoats in times of economic and political crises in their host countries. Intolerance against migrants works in favour of those that promote the clash of civilizations and conflicts of cultures. Participants condemned all forms of discrimination and xenophobia and violence towards migrants in Europe, North America, the Gulf States, Africa, and elsewhere.

International instruments protecting migrant workers are not applied.

19. Many international human rights instruments and International Labour Standards provide standards that apply to protection of all migrant workers. Some of these, including UN human rights Conventions and ILO Core Labour Standards are widely ratified in the region, but often poorly implemented. The rate of ratification in Africa of the specific international standards on migrant workers --ILO Conventions 97 and 143 and the 1990 UN International Convention on migrant workers and their families-- is both unsatisfactory. Only 23 African countries have ratified at least one of these instruments.
20. While treaties or protocols established by various Regional Economic Communities (RECs) in Africa call for freer circulation of labour and certain protections for migrant nationals of member States, these instruments have yet to be effectively implemented, whether in AMU, CEMAC, COMESA, EAC, ECOWAS or SADC.
21. Related to the above is the fact that there is a general lack of migration policies and/or implementation in the countries of origin. This puts the migrants at the mercy of the host countries, which often do not allow for family reunion, leading

to the lack of respect for their human and trade union rights and their poor working conditions.

Poor governance and failed economic policies remain main causes of emigration

22. Poverty, economic insecurity, political instability, national and regional conflicts, and disorganized labour markets, remain major push factors for international migration. The Conference also underlined the fact that the colonial legacy, the inequalities between the North and the South, which have been worsened by globalization and structural reforms, low levels of FDI in Africa, all contribute to migration flows from Africa.
23. The Conference noted with concern the unfair nature of current international trade arrangement and conditions. Stemming the tide of migration would therefore involve fair trade between countries of the North and South as well as increased foreign direct investment (FDI) and Overseas Development Assistance (ODA) with emphasis on employment creation.

Trade unions in Africa should be at the forefront in defending the rights of migrants and in promoting decent migration policies and practices

24. Lack of involvement of African governments, trade unions and the wider civil society has left African migrant workers at the mercy of receiving countries and employers. Conference participants acknowledged that, in general, the trade union movement in Africa has not adequately addressed the concerns of this category of workers. Yet unions are duty bound to organize migrants and safeguard their rights and interests. Moreover for Africa to benefit from its Diaspora (in terms of remittances and brain gain), as articulate by NEPAD, African governments and trade unions should assist the migrant workers wherever they might be.
25. The Conference noted that through regulation, protection, organizing and social dialogue, trade unions are instrumental in the promotion of workers' rights. A Plan of Action was thus adopted for implementation by the national federations, sub-regional trade union organizations, ICFTU-AFRO, ICFTU and the ILO.

RECOMMENDATIONS AND PLAN OF ACTION

General Recommendations to Governments and International Organizations

The Conference called on:

- ❖ countries that have not ratified ILO Conventions 97 and 143 and the 1990 UN International Convention on migrant workers and their families, to do so as a matter of urgency;

- ❖ governments to establish an accountable system, an up to date data base and institutional capacity for the management and administration of labour migration at all levels;
- ❖ governments to intensify the fight against xenophobia, discrimination and all forms of violence against migrants;
- ❖ governments to implement gender specific migration policies and practices;
- ❖ member states of the respective regional economic integration processes – AMU, CEMAC, COMESA, EAC, ECOWAS and SADC-- to put into practice their respective protocols regarding circulation and establishment of labour and relevant protection of migrants and their families;
- ❖ regional consultative and integration processes to fully incorporate consultation with trade unions in order to adequately take into account the rights of migrant workers and their families;
- ❖ origin and host countries of migrants to put in place economic development programs that both attract those that have already left their home countries and at the same time make it less attractive for others to leave;
- ❖ African governments to ensure peaceful resolution of conflicts, in particular to alleviate forced migration resulting from political instability and insecurity; and
- ❖ industrialized countries to open their markets so that developing countries can pursue a balanced growth path including both increased exports and increased production for the domestic market, at the same time ensuring that the fundamental rights of workers engaged in such production are fully respected.

Actions by the national centres

The Conference called on African trade union centres to undertake a series of measures, assisted by ICFTU-AFRO, to support and enhance regulation, protection, social dialogue and organizing as key pillars towards decent labour migration policies and practices in and beyond the region, including:

Immediate follow up

- ❖ popularise these conclusions and recommendations within unions through educational programs, and trade union newsletters and websites;
- ❖ discuss these Conclusions with the Ministry of Labour and the employers' federations to seek consensus towards the June 2004 International Labour Conference;
- ❖ present and discuss these Conclusions with ministries/agencies responsible for immigration, foreign affairs and other government officials;
- ❖ bring these Conclusions to AU meetings - Labour and Social Affairs Commission (Cotonou, April 19-23, 2004), Heads of State Summit (July 2004) and the Poverty and Employment Summit (September 2004);
- ❖ distribute these Conclusions to the embassies of the G-8 countries concerned, particularly the US in its capacity as the host country, before the 2004 G-8 Summit in the US (June, 2004); and
- ❖ identify migrant labour focal points at federation level.

Ongoing Lines of Action

Develop national plans of action, integrating a gender perspective, which includes the following elements:

Protection

- ❖ pressuring respective governments to ratify the relevant ILO conventions on migrant labour as well as the *UN Convention on the Protection of Migrant Workers and Members of Their Families*;
- ❖ lobbying for legislation to protect migrant workers;
- ❖ implementing the ICFTU Plan of Action 'Trade Unions Say No to Racism and Xenophobia'¹; and
- ❖ advocating for gender sensitive migration policies by unions and governments.

Dialogue on Migration Policy

- ❖ setting up national, sub regional and regional social dialogue structures that address migrant worker issues;
- ❖ engaging actively with government, employers and other partners to shape immigration and migration policies; and
- ❖ strengthening existing sub-regional trade unions in order for them to effectively engage on labour migration issues with regional processes.

Organizing

- ❖ undertaking special campaigns to organise migrant workers, including those who are undocumented;
- ❖ carrying out surveys and research on the working conditions of migrant workers; and
- ❖ including migration as a component of workers' training programs.

Role of sub-regional trade union organizations

The Conference called on the sub-regional trade union organizations, in collaboration with the ICFTU-AFRO, to: -

- ❖ campaign for the implementation by the respective sub-regional economic integration processes – AMU, CEMAC, COMESA, EAC, ECOWAS and SADC – of their respective protocols regarding the protection of migrants and their families;

¹ The plan of action urges governments to, *inter alia*, ratify and implement the UN Convention on the Elimination of All Forms of Racial Discrimination (1965); ensure equality of treatment for peoples of colour, ethnic minorities, indigenous peoples, migrants and refugees as regards access to social services and provisions (health, housing, education, etc.); grant political rights for migrants and refugees; provide free language training for migrants and refugees, with special attention to women, together with a training allowance; and ratify and implement international Conventions, notably the *UN Convention on the Protection of Migrant Workers and Members of Their Families*.

- ❖ ensure that regional consultative and integration processes fully incorporate consultation with trade unions in order to adequately take into account the rights of migrant workers and their families;
- ❖ facilitate development of sub-regional strategies for trade union engagement and action on labour migration.
- ❖ work closely with Regional Economic Communities (RECs) to support implementation of agreements on labour migration;
- ❖ encourage inter-regional trade union contact, coordination and solidarity on labour migration; and
- ❖ disseminate information about the specific situations in different sub-regions, including examples of good practices in trade union action and organizing.

Actions by ICFTU-AFRO

Lines of Action

- ❖ facilitate development of regional strategies for trade union engagement and action on labour migration.
- ❖ develop analysis of the economic and financial aspects of migration in Africa, with a view to identifying effective actions and responses to ensure protection of migrants and options for decent policies.
- ❖ facilitate an African trade union campaign to achieve wider ratification by African governments of the two ILO conventions on migrant labour as well as the *UN Convention on the Protection of Migrant Workers and Members of Their Families*;
- ❖ work closely with sub-regional trade union organisations and regional Economic Communities (RECs) to support implementation of agreements on labour migration;
- ❖ encourage inter-regional trade union contact, coordination and solidarity on labour migration, in particular with ETUC,
- ❖ in collaboration with the ICFTU, seek periodic consultations with the European Union (EU) and the ETUC to closely monitor the situation of African migrant workers in the EU; and
- ❖ disseminate information about the specific situations in different sub-regions, including examples of good practices in trade union action and organizing.

Dissemination and Follow-up of Conference outcome

- ❖ bring these Conclusions to forthcoming meetings of the AU - Labour and Social Affairs Commission (Cotonou, April 19-23, 2004), Heads of State and Government Summit (July 2004), and the Poverty and Employment Summit (Ouagadougou, September 2004);
- ❖ coordinate the African Workers' Group at the ILO to ensure that these Conclusions are popularised at the June 2004 International Labour Conference;
- ❖ circulate the same to other African institutions, like the UNECA, ADB, and

- ❖ all active economic groupings and NGOs;
- ❖ in collaboration with the ICFTU and TUAC, promote these Conclusions (ensure that migrant labour issues) are brought up at the 2004 G-8 Summit in the US (June, 2004); and
- ❖ report to the next ICFTU-AFRO Executive Board meeting (Nairobi, October 2004) on actions taken, as a basis for further consideration of follow-up actions.

Actions by the ICFTU

- ❖ in collaboration with the ICFTU-AFRO, promote the implementation of these conclusions with the assistance of the industrialised country affiliates of the ICFTU, particularly through co-operation with TUAC to make an impact on the G-8 Summit, and in interventions in other relevant international fora;
- ❖ widen its campaign efforts for ratification of the relevant ILO conventions on migrant labour as well as the *UN Convention on the Protection of Migrant Workers and Members of Their Families*;
- ❖ coordinate action at the level of the ILO Workers' Group to ensure that these Conclusions form a basis of discussion at the June International Labour Conference;
- ❖ in collaboration with the European Trade Union Confederation (ETUC), the USTMA and the ICFTU-AFRO, to bring to the fore the situation of Maghreb and other sub-Saharan migrant workers in the EU; and
- ❖ regularly discuss migrant labour issues with the EU and the ETUC.

Actions by the ILO

Recognizing its unique tripartite role, the Conference urged the ILO to: -

- ❖ give priority to its activities in the promotion of relevant norms, social dialogue and social protection of migrant workers internationally;
 - ❖ provide capacity building and technical cooperation support to trade unions in Africa; and
 - ❖ facilitate greater involvement of social partners in international fora on migration policies.
26. Finally, the Conference called on African governments to work together in all international fora, particularly at the AU, ILO, IOM, and UN, in support of the human and labour rights of all migrants.
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I Conference Program

Sunday March 14, 2004

Arrival of participants

Monday March 15, 2004

- 09:00 Registration and Orientation
- 10:00 **Official Opening Ceremony**
- Welcome Remarks by Mr. Francis Atwoli, COTU (K) Secretary General
 - Speech by Mr. Andrew Kailembo, ICFTU-AFRO General Secretary
 - Speech by Mr. Patrick Taran, representing the ILO
 - Address by Hon. Chirau Ali Mwakwere, Minister of Labour and Human Development, representing His Excellency Mwai Kibaki, President of the Republic of Kenya
- 11:00 Tea/Coffee
- 11:30 **Presentation of the Background Paper on the Situation of Migrant Labour in Africa** (Professor John Oucho)
Response by Mr. Abdelazziz Ben Hadj, representative of the African Union (AU)
- 13:00 Lunch
- 14:00 **Keynote presentation on “The HIV/AIDS and Gender Dimensions of Migration in Africa”** (Hon. Zoe Bakoko-Bakoru, Minister of Gender, Labour and Social Development of the Republic of Uganda)
- Migrant labour from the perspective of three (3) organizations**
- Mr. Patrick Taran, ILO
 - Ms. Elsa Ramos, ICFTU
 - Mr. Edwin McLain, IOM
- 15:30 Tea/Coffee
- 16:00 **Continuation/General Discussion**
- 17:00 Adjournment
- 18:30 Reception

Tuesday March 16, 2004

- 09:00 **Panel Discussion on “The Challenge of African Migrant Labour”** featuring
- Patrick Taran, ILO Geneva

- Elsa Ramos, ICFTU Brussels
- Abdelazziz Ben Hadj, African Union, Addis Ababa
- Geoffrey Omondi, Ministry of Labour and HRD, Nairobi
- Lucas Ojiambo, The World Bank, Nairobi
- Edwin P. McClain, IOM, Nairobi
- ICFTU-AFRO Affiliates (UGTA-Algeria, CSTM-Mali and COSATU-South Africa)
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10:30 **General Discussion**

11:00 Tea/Coffee

11:30 **Perspectives of trade unions on migrant labour**

- North Africa
- West Africa
- Eastern Africa
- Southern Africa

13:00 Lunch

14:00 **Perspectives of trade unions on migrant labour**

- Central Africa
- GUFs
- Experiences from the industrialised countries

15:30 Tea/Coffee

16:00 **General Discussion**

17:00 Preparation of regional break out sessions/Adjournment

Wednesday March 17, 2004

09:00 **Regional breakout sessions: Trade union strategies on migrant labour**

- North Africa
- Eastern Africa
- Southern Africa
- West Africa
- Central Africa

11:00 Tea/Coffee

11.30 **Presentation of group work followed by general discussion**

13:00 Lunch

14:00 **Preparation of conference conclusions and recommendations**

15:00 **Adoption of the conference conclusions and
recommendations**

16:00 **Closing session**

17:00 Tea/Coffee

II List of participants

<i>Name</i>	<i>Organization</i>	<i>Country</i>
Government and members of the diplomatic corps		
1. Hon. Ali C. Mwakwere	MoL	Kenya
2. Hon. Zoe Bakoko Bakoru	MoGLSD	Uganda
3. Johnstone Kavuludi	MoL	Kenya
4. Joseph Yida	MoL	Kenya
5. Geoffrey Apollo Omondi	MoL	Kenya
6. Ajanga J. Yidam	MoL	Kenya
7. H.E. Enock Y. Chikamba	Zambian HC	Zambia
8. Henri Kapacha	Zambian HC	Zambia
9. Julio Mascarenhas	Emb. Of Portugal	Portugal
10. H.E. Hubert Fournier	Emb. Of France	France
11. H.E. S Mongella	High C. of the URT	Tanzania
12. Mrs V. L. Moller	High C. of the URT	Tanzania
13. Dominico Nucci	Italian Embassy- Coop- Off.	Italy
ICFTU-AFRO affiliates		
14. Rahma Boudjema	UGTA	Algeria
15. da SILVA Alphonse	CSA-B	Benin
16. Moussiliou Demba Diallo	CSA-B	Benin
17. Adjassa Toyèmè Vincent	UNSTB	Benin
18. O.B. Tsalaile	BFTU	Botswana
19. Liliou B. Jean Mathias	CSB	Burkina Faso
20. Abdoulaye Yra	ONSL	Burkina Faso
21. Paul Nkuzimana	COSYBU	Burundi
22. Ntone Diboti Maximilien	CSTC	Cameroon
23. Charles-Dieudonné Lockobo	USTC	Central Africa Rep.
24. Djibrine Assali	UST	Chad
25. Jules Kihuya	UNTC	DRC
26. Justin Mulamba Mbumba	CDT	DRC
27. Albertino Neves Gonsalves	UNTC-CS	Cape Verde
28. Jean Kaba	CSTC	Congo
29. Jean B. Malouka	COSYLAC	Congo
30. Sossah Jonas	UGTCI	Cote d'Ivoire
31. Abdoukalek Waberi Ouffane	UDT	Djibouti
32. Tecele Yigzaw	NCEW	Eritrea
33. Essonghe Sylvano Pierre Marie	CGSL	Gabon
34. Kofi Asamoah	TUC	Ghana
35. Yamoudou Touré	ONSLG	Guinea-Conakry
36. Taibou Diallo	USTG	Guinea-Conakry
37. Carlos Nelson Sano	UNTGB	Guinea-Bissau

38.	Francis Atwoli	COTU	Kenya
39.	Kefa Orala		
40.	Wafula Wa Musamia		
41.	Joyce Moseti (Ms)		
42.	John M. Mutungi		
43.	Jeannot Ramanarivo	FMM	Madagascar
44.	Austin Kalimanjira	MCTU	Malawi
45.	Jean Louis Koné	UNTM	Mali
46.	Amion Hammadoun Guindo	CSTM	Mali
47.	Satyadeo Bhugaloo	MLC	Mauritius
48.	Niang Mamadou	CGTM	Mauritania
49.	Zandamela Madalena	OTM-CS	Mozambique
50.	Mohamed Sardy	UMT	Morocco
51.	Evilastus Kaaronda	NUNW	Namibia
52.	Abdou Maigandi	USTN	Niger
53.	Martin Mumbera	CESTRAR	Rwanda
54.	João Tavares	ONTSTP-CS	Sao Tome e Principe
55.	Mouhamadou Ibrahima Daff	CNTS	Senegal
56.	Papa N'diaye	UNSAS	Senegal
57.	Branche Gladys (Ms)	SLLC	Sierra Leone
58.	Andrew B.M. Bangura	SLLC	Sierra Leone
59.	Prakashnee Govender (Ms)	COSATU	South Africa
60.	Mahlomola Skhosana	NACTU	South Africa
61.	Acquine Senga	TUCTA	Tanzania
62.	Landoukpo Mawolo	UNSI	Togo
63.	Yves Agui Palanga	CNTT	Togo
64.	Najoua Maklouf (Ms)	UGTT	Tunisia
65.	Mohamed Trabelsi	UGTT	Tunisia
66.	Bel Hadj Zekri	UGTT	Tunisia
67.	Geoffrey Kabi	NOTU	Uganda
68.	Dainess Chawinga (Ms)	ZCTU	Zambia
69.	Makame Launi Makame	ZATUC	Zanzibar
70.	Colin Gwiyo	ZCTU	Zimbabwe
71.	Godfrey Kanyenze	ZCTU/LEDRIZ	Zimbabwe
International Organizations and other invitees			
72.	Elsa Ramos (Ms)	ICFTU	Brussels
73.	Robinson Sikazwe	LO	Norway/Zambia
74.	Marcel Etienne	FGTB	Belgium
75.	Mary Ann Forbes (Ms)	ACILS	Nairobi
76.	Hanad Mohamud	ACILS	Washington/USA
77.	Ali Ibrahim	ILO	Dar es Salaam
78.	Patrick Taran	ILO	Geneva
79.	Anthony Rutabanzibwa	ILO	Dar es Salaam
80.	Mohammed Mwamadzingo	ILO	Harare/Zimbabwe

81.	Isaiah B.Kirigua	ILO/SLAREA	Nairobi/Kenya
82.	Assibi Napoe	EI	Lome /Togo
83.	Wairimu Mwangi	ITF	Nairobi, Kenya
84.	Moses Kachima	SATUCC	Gaborone/Botswana
85.	Lucas Ojiambo	World Bank	Nairobi/Kenya
86.	Abdelazziz Ben Hadj	AU	Addis /Ethiopia
87.	Edwin McLain	IOM	Nairobi/Kenya
88.	Ben Hadj Abdellatif	African Union	Addis Ababa
89.	Ken Chamuva	CUEA	Nairobi, Kenya
90.	John Oucho	University of Botswana	Gaborone/Botswana
91.	P. M. Mathuki	I.D.M	Nairobi
92.	Venanth Mpanju	KST	Tanzania
93.	Beatrice Barongo Mandieka	Kenya	
94.	Elisabeth Achieng' Ombija		
95.	John Mutungi		
ICFTU-AFRO Staff			
96.	Andrew Kailembo	Kenya	
97.	Kelly Zidana		
98.	Lawrence Egulu		
99.	John Wanguba		
100.	Emmanuel Nzunda		
101.	Oumar Dicko		
102.	Mban Kabu		
103.	Peer Coret		
104.	Mamadou Soumaila		
105.	Fatou G. Ndiaye		
106.	Servais Akpaka		
107.	Angela Lomosi		
108.	Jacinta Ochieng		
109.	Margaret Nyambura		
110.	Paul Derick Pauline		
111.	Emile Codjo Messanh		
112.	Jane Masta		
113.	Sara Ooro		
114.	Hussein Juma		