

3. Member States undertake to adopt, at national level, all measures necessary for the effective implementation of the provisions of this Article.

CHAPTER XI: COOPERATION IN HUMAN RESOURCES, INFORMATION, SOCIAL AND CULTURAL AFFAIRS

Article 60

Human Resources

1. Member States undertake to cooperate in the full development and utilization of their human right resources.
2. To this end, they shall take measures to:
 - (a) strengthen cooperation among themselves in the fields of education, training and employment; and to harmonize and coordinate their policies and programmes in these areas;
 - (b) consolidate their existing, training institutions, improve the efficacy of their educational systems, encourage exchanges between schools and universities, establish equivalences of academic, professional and technical qualifications, encourage literacy, promote the teaching and practice of the official languages of the Community, and establish regional centres of excellence in various disciplines;
 - (c) encourage the exchange of skilled manpower between Member States.

Article 61

Social Affairs

1. Member States undertake to cooperate with a view to mobilize, the various sections of the population and ensuring their effective integration and involvement in the social development of the region.
2. For the purposes of paragraph 1 of this Article, Member States undertake to:
 - (a) encourage the exchange of experiences and information on literacy, professional training and employment;
 - (b) harmonize their labour laws and social security legislations;
 - (c) promote women's and youth organizations and professional associations as a means

of ensuring mass involvement in the activities of the Community;
(d) encourage and strengthen cooperation amongst themselves in health matters; and
(e) promote and enhance the practice of sports with a view to bringing together the youth of the region and ensuring their balanced development.

Article 62

Cultural Affairs

1. Member States undertake to pursue the objectives of the Community Cultural Framework Agreement.
2. To this end, Member States undertake to:
 - (a) encourage the promotion, by every means possible, of all forms of cultural exchange;
 - (b) promote, develop and, where necessary, improve structures and mechanisms for the production, propagation and utilization of cultural industries; and
 - (c) promote the learning and dissemination of a West African language as a factor in Community integration.

Article 63

Women and Development

1. Member States undertake to formulate, harmonize, coordinate and establish appropriate policies and mechanisms, for enhancement of the economic, social and cultural conditions of women.
2. To this end, Member States shall take all measures necessary to:
 - (a) identify and assess all constraints that inhibit women from maximizing their contribution to regional development efforts; and
 - (b) provide a framework within which the constraints will be addressed and for the incorporate of women's concerns and needs into the normal operations of the society;
3. At the Community level, Member States shall:
 - (a) stimulate dialogue among themselves on the kinds of projects and programmes aimed at integrating women into the development process;
 - (b) establish a mechanism for cooperation with bilateral, multilateral and non-governmental organizations; and
 - (c) promote and develop mechanisms to encourage the exchange of experiences and information between Member States.

Article 64

Population and Development

1. Member States undertake to adopt, individually and collectively, national population policies and mechanisms and take all necessary measures in order to ensure a balance between demographic factors and socio economic development.
2. To this end, Member States agree to:

- (a) include population issues as central components in formulating and implementing national policies and programmes for accelerated and balanced socio economic development;
- (b) formulate national population policies and establish national population institutions;
- (c) undertake public sensitization on population matters, particularly among the target groups; and
- (d) collect, analyse and exchange information and data on population issues.

Article 65

Information Radio and Television

Member States undertake to:

- (a) coordinate their efforts and pool their resources in order to promote the exchange of radio and television programmes at bilateral and regional levels;
- (b) encourage the establishment of programme exchange centres at regional level and strengthen existing programme exchange centres;
- (c) use their broadcasting and television systems to promote the attainment of the objectives of the Community.

Article 66

The Press

1. In order to involve more closely the citizens of the Community in the regional integration process, Member States agree to cooperate in the area of information.
2. To this end they undertake as follows:
 - (a) to maintain within their borders, and between one another, freedom of access for professionals of the communication industry and for information sources;
 - (b) to facilitate exchange of information between their press organs; to promote and foster effective dissemination of information within the Community;
 - (c) to ensure respect for the rights of journalists;
 - (d) to take measures to encourage investment capital, both public and private, in the communication industries in Member States;
 - (e) to modernize the media by introducing training facilities for new information techniques; and
 - (f) to promote and encourage dissemination of information in indigenous languages, strengthening cooperation between national press agencies and developing linkages between them.