

CHAPTER XIII
HUMAN RESOURCES, SOCIAL AFFAIRS, HEALTH AND POPULATION

Article 71

Human Resources

- 1. Member States agree to cooperate with a view to developing, planning and utilising their human resources.**
- 2. To this end, they undertake to:**
 - (a) Adopt and promote a common policy on planning, programming, professional training and harmonize their employment and income policies;**
 - (b) Coordinate their policies and activities in the fields of training, planning and career guidance and counselling;**
 - (c) Improve their information and recruitment services in order to facilitate, in particular, the search for, and recruitment of African experts;**
 - (d) Encourage consultancy agencies to promote the use of African experts and the development of local consultancy services; and**
 - (e) Adopt employment policies that shall allow the free movement of persons within the Community by strengthening and establishing labour exchanges aimed at facilitating the employment of available skilled manpower of one Member State in other Member States where there are shortages of skilled manpower.**

Article 72

Social Affairs

- 1. Member States agree to ensure the full participation and rational utilisation of their human resources in their development efforts with a view to eliminating other social scourges plaguing the continent.**
- 2. To this end they undertake to:**
 - (a) Encourage the exchange of experiences and information on literacy, vocational training and employment;**
 - (b) Harmonize gradually their labour and social security legislation with a view to eliminating poverty and promoting balanced socio-economic development within the Community;**

- (c) Take necessary measures for the survival and development of the child and the protection of the child against abuse, neglect and exploitation;
- (d) Provide disabled persons with adequate training likely to facilitate their social integration and enable them contribute to the attainment of the objectives of the Community;
- (e) Create conditions conducive to the training of young school leavers, and other youth, in order to enable them to be gainfully employed;
- (f) Adopt, coordinate and harmonize their policies with a view to ensuring a decent life for the aged; and (g) harmonize their efforts to put an end to the illegal production, trafficking and use of narcotic drugs and psychotropic substances and formulate sensitization and rehabilitation programmes in this field.

Article 73

Health

1. Member States agree to promote and increase co-operation among themselves in the field of health.
2. To this end, they shall cooperate in developing primary health care, promoting medical research, particularly in the field of African traditional medicine and pharmacopoeia.

Article 74

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 population growth and socio-economic development.
2. To this end, Member States agree to:
 - (a) Include population issues as central elements for 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 75

Women and Development

1. **Member States agree to formulate, harmonize, coordinate and establish appropriate policies and mechanisms for the full development of the African woman through the improvement of her economic, social and cultural conditions.**
2. **To this end, Member States shall take all measures necessary to ensure greater integration of women in development activities within the Community.**

Article 76

Protocols on Human Resources, Social Affairs, Health and Population

For the purposes of this Chapter, Member States undertake to cooperate in accordance with the provisions of the Protocols on Human Resources, Social Affairs, Health and Population.