

African Regional Labour  
Administration Centre  
(ARLAC)  
Report



47th CIS Annual Meeting

# Introduction to ARLAC

- ✓ The African Regional Labour Administration Centre (ARLAC) was jointly formed by the ILO and UNDP in 1974 as a project for the development of Labour Administration issues.
- ✓ It became a legally autonomous inter-governmental institution in October 1981.
- ✓ The mandate of ARLAC is to strengthen labour administration systems in English speaking African member countries through training, research, consultancy and advisory services.

# ARLAC

---

- ✓ It has been based in Harare since 1986 and serves a membership of 20 countries. (+4 observers)
- ✓ ARLAC has two sister organisations in Africa
  - ✓ CRADAT for French speaking African countries
  - ✓ ACLAE for Arabic speaking African countries

# Objectives of ARLAC

1. To provide training for officials at all levels of the labour administration system;
2. To provide consultancy and advisory services directed towards strengthening labour administration systems in member countries;
3. To undertake studies and research in all aspects of labour administration;
4. To provide information services for the benefit of member countries.

# 1. Training

The core mandate of ARLAC is training.

- ✓ Over the past 35 years of our existence, our traditional training programme has consisted of short workshops.
- ✓ In 2008/9 ARLAC organised and conducted 12 regional workshops.
- ✓ Of these workshops, four were relevant to the theme of Occupational Safety and Health.
- ✓ All member countries participate in at least two programmes per year.
- ✓ Our training has at time been extended to the social partners – thanks to the ILO RBTC funding.

# Training: Major Achievement

- ✓ ARLAC is introducing the Employment and Labour Studies Diploma / Degree Programme (ELSDD).
- ✓ The Programme is to be administered by ARLAC in partnership with a number of universities throughout the ARLAC constituency as accrediting institutions.
- ✓ This programme was created to cater for the needs of long serving labour administrators who lack the paper certification but have all the experience required.
- ✓ The programme is scheduled to start off this year with the universities of Lagos and Zimbabwe as accrediting institutions.

# Training: ELSDD Modules

---

1. Labour Administration and Labour Law
2. Labour and Occupational Safety and Health Inspection
3. Employment and Labour Studies
4. International Labour Relations
5. Social Dialogue and Policy Making
6. Social Protection
7. Labour Economics
8. Human Resources Management
9. Comparative Labour Law
10. Global Issues
11. Research Methods and Writing Skills
12. Dissertation

# ELSDD: OSH Module

The "Labour and Occupational Safety and Health Inspection" covers:

- ✓ Labour Inspection
- ✓ Occupational Safety and Health Inspection
- ✓ Emerging trends
- ✓ Occupational Safety and Health (Occupational hygiene, Occupational medicine, Chemical, biological, physical hazards, etc)
- ✓ Work and environment management.
- ✓ Enforcement of labour law and statutes
  - ✓ Inspection of working conditions
  - ✓ Inspection of records
  - ✓ Prosecution
- ✓ Inspection of workplace relations and enforcement of labour laws and statutes



# Conclusion

- ✓ ARLAC has the distinction of being one of the oldest regional institutes in the continent, which imparts training at the tripartite level, both at the national and regional levels in the field of labour administration, industrial relations, occupational safety and health and related subjects.
- ✓ During the last 35 years of its existence it has made significant strides in promoting the development of scientifically trained human capital in all aspects of labour management; health and safety, industrial relations, labour welfare and workers education.
- ✓ More details can be availed on request.

# **Thank You**

**Mary Muchengeti  
Information Officer  
African Regional Labour Administration Centre**

**arlac@arlac.co.zw  
mmuchengeti@arlac.co.zw  
www.arlac.co.zw**