



**OIC/5ICLM/2023/RES/FINAL**

**RESOLUTION  
OF THE  
5<sup>th</sup> ISLAMIC CONFERENCE  
OF LABOUR MINISTERS**

**BAKU, REPUBLIC OF AZERBAIJAN  
21<sup>ST</sup>-23<sup>RD</sup> NOVEMBER, 2023  
(7<sup>TH</sup> – 9<sup>TH</sup> JUMADA AL AWAL 1445 H)**

**RESOLUTION**  
**ON**  
**THE COOPERATION ON LABOUR, EMPLOYMENT AND SOCIAL PROTECTION**  
**AMONG THE OIC MEMBER STATES**

*The Fifth Session of the Islamic Conference of Labour Ministers, held from 21<sup>st</sup> to 23<sup>rd</sup> November, 2023 (corresponding to 7<sup>th</sup> – 9<sup>th</sup> Jumada Al awal 1445 H) , in Baku, Republic of Azerbaijan,*

**Pursuant to** the Charter of the Organization of Islamic Cooperation on intensification of intra-OIC cooperation in the socio-economic domain,

**Recalling** the OIC-2025: Programme of Action, adopted by the 13<sup>th</sup> Islamic Summit Conference held in Istanbul, Republic of Türkiye, on 14<sup>th</sup>-15<sup>th</sup> April, 2016, especially those goals related to labour, employment and social protection issues,

**Further recalling** the Resolution of the 4<sup>th</sup> Session of the Islamic Conference of Labour Ministers held in Jeddah, Kingdom of Saudi Arabia, on 21<sup>st</sup>-22<sup>nd</sup> February, 2018,

**Bearing in mind** the provisions of the OIC Framework for Cooperation on Labour, Employment and Social Protection, which was adopted at the Second Islamic Conference of Labour Ministers (ICLM), held in Baku, Republic of Azerbaijan, on 25<sup>th</sup> -26<sup>th</sup> April 2013, aimed at promoting intra-OIC cooperation on labour, employment and social protection,

**Taking note of** the report of the Third Meeting of the Steering Committee of Islamic Conference of Labour Ministers, which was held in Jeddah, Kingdom of Saudi Arabia, on 10<sup>th</sup>-11<sup>th</sup> March, 2019,

**Emphasizing** the need for expeditious implementation of the OIC Framework for Cooperation on Labour, Employment and Social Protection and OIC Labour Market Strategy, which outline the main areas of intra-OIC-cooperation in the domain of labour, employment and social protection,

**Also emphasizing** the need for of intra-OIC collaboration on labour and employment matters, including the implementation of: 1) OIC Agreement on Mutual Recognition Arrangement (MRA) of Skilled Workforce; 2) OIC Standard Bilateral Agreement on Exchange of Manpower; and 3) OIC Labour Market Strategy,

**Deeply concerned** that the COVID-19 pandemic has had a disproportionately negative impact on labour markets and employment across OIC countries, and with 51.4 million unemployed people, OIC Member States accounted for 24% of the global unemployment in 2021,

**Being conscious of** the fact that the unemployment rate of OIC countries was reported at 7.2% in 2021, which was higher compared to the world average of 6.2%, hence emphasizing the need to address the dual challenge of creating new productive jobs and improving living standards for all,

**Aware of** the challenges posed by the increasing rate of unemployment to the developmental efforts of OIC Member States,

**Emphasizing** the Resolution adopted by the Joint Arab and Islamic Extraordinary Summit, held in Riyadh, Kingdom of Saudi Arabia on 11<sup>th</sup> November, 2023,

**Alarmed by** the increasing unplanned movement of people, especially the youth, from rural areas to urban areas which exacerbates unemployment and leads to many other undesirable behaviours,

**Being mindful of** the urgency to address the impact of COVID-19 on labour and employment in a timely and effective manner, while acknowledging the on-going efforts of individual OIC Member States to assist workers and employers affected by COVID-19,

**Recalling** the adoption of the Statute of OIC Labour Centre by the 43<sup>rd</sup> Session of the Council of the Foreign Ministers of the OIC held in Tashkent, Republic of Uzbekistan, on 18<sup>th</sup>-19<sup>th</sup> October, 2016,

**Welcoming** the signing of the Statute of OIC Labour Centre by the Kingdom of Saudi Arabia, Republic of Benin, Islamic Republic of Mauritania, Republic of Sudan, Republic of Togo, State of Libya and Kingdom of Morocco since the 4<sup>th</sup> ICLM in 2018,

**Further welcoming** the ratification of the Statute of the OIC Labour Centre by the Republic of Azerbaijan in 2018 and the Kingdom of Bahrain in 2021, respectively,

**Noting** that 10 OIC Member States have so far signed the Statute of the OIC Labour Centre, and two of them ratified the same,

**Commending** the efforts of the Standing Committee for Economic and Commercial Cooperation of the OIC (COMCEC) towards enhancing economic and commercial cooperation among the OIC Member States, especially through the COMCEC Poverty Alleviation Working Group, COMCEC Project Funding Mechanism and COMCEC COVID Response,

**Also commending** the activities of the Islamic Development Bank in areas crucial for promoting socio-economic growth and job creation as well as strengthening the competitiveness of OIC Member States,

**Expressing appreciation** to the various OIC institutions, especially SESRIC and SMIIC, for the implementation of capacity building and technical assistance projects in the field of labour, employment and social protection,

**Taking note with appreciation** of the OIC Labour Market Report 2023 prepared and presented by SESRIC, which provides detailed account of labour market conditions in OIC Member States as well as assesses the major challenges in the labour markets of the OIC Member States,

**Taking into account** the outcome of the Inaugural Session of the General Assembly of the OIC Labour Centre held concurrently in Baku, Republic of Azerbaijan, on 21<sup>st</sup>-22<sup>nd</sup> November, 2023,

**Emphasizing** the role of the newly created OIC Labour Centre, as an OIC specialized institution, in coordinating and implementing OIC policies and programmes on labour, employment and social protection,

**Welcoming** the signing of the Statute of the OIC Labour Centre by the Republic of Iraq, State of Palestine, Federal Republic of Somalia, Republic of Uzbekistan, Republic of Djibouti and Burkina Faso during the 5<sup>th</sup> Islamic Conference of Labour Ministers in Baku, Republic of Azerbaijan, on 23<sup>rd</sup> November, 2023,

**Expressing appreciation** to the Government of the Republic of Azerbaijan for hosting the Fifth Islamic Conference of Labour Ministers,

**Having considered** the Report of the Secretary General,

1. **Welcomes** the launching of the OIC Labour Centre, a new specialized institution of the OIC, to serve as an executing agency for implementing OIC resolutions and programmes in the domain of labour, employment and social protection;
2. **Commends** OIC Member States, which have already signed and ratified the Statute of the OIC Labour Centre, and **urges** other OIC Member States to conclude all necessary arrangements to accede to the said Statute at their earliest convenience;
3. **Urges** Member States to give priority to providing training and skills enhancement to increase the employability of the workforce and its adaptability to changing labour markets as well as designing comprehensive policies to provide access to education, vocational education and technical training, capacity building, upgrading skills and acquisition of new knowledge and lifelong learning;
4. **Also urges** Member States to take necessary measures to improve and increase responsiveness of the education and training systems to labour market needs in order to address the pervasive and structural skills mismatch;
5. **Encourages** Member States to pursue the creation of a conducive environment for enterprise development in both rural and urban areas, including by giving particular attention to policies that promote micro, small and medium-sized enterprises through, inter alia, improved administrative regimes for the registration of small businesses, access to microcredit, social security systems, information on markets and new appropriate technologies, as well as improved regulations;
6. **Underscores** the need for the Member States to undertake necessary measures towards implementation of: 1) OIC Agreement on Mutual Recognition Arrangement (MRA) of Skilled Workforce; and 2) OIC Standard Bilateral Agreement on Exchange of Manpower, respectively;
7. **Expresses** support for the continued implementation of the OIC Framework for Cooperation on Labour, Employment and Social Protection, and OIC Labour Market Strategy, and **invites** OIC Member States to actively participate in their effective implementation;

8. **Calls upon** the Member States to actively participate, within the framework of the implementation of OIC Labour Market Strategy, in surveys conducted by SESRIC and **urges** Member States to share their best practices and expertise;
9. **Supports** activities of SESRIC within the framework of OIC Occupational Safety and Health Network (OIC-OSHNET), OIC Public Employment Services Network (OIC-PESNET) and OIC Vocational Education and Training Programme (OIC-VET) and calls upon the relevant institutions in Member States to actively participate in the implementation of these programmes;
10. **Recognizes** the importance of creating an enabling environment to promote exchange of labour flow, particularly experts and specialists, among Member States as an opportunity to increase capacity building, eradicate poverty and providing services among OIC Member States and **invites** Member States to do so;
11. **Invites** the Member States to actively participate in the activities of the COMCEC Poverty Alleviation Working Group in particular in the areas of employment and labour market issues, and intensify their efforts to harness the benefits of COMCEC Project Funding to realize the COMCEC Ministerial Policy Recommendations in this domain;
12. **Encourages** Member States to increase intra-OIC cooperation to facilitate sharing of information and data, models, best practices, and experiences on policies and initiatives in the domain of employment and social protection as well as on measures to support the recovery and resilience of all workers, who were affected by the COVID-19 pandemic;
13. **Further encourages** Member States to explore the role science, technology and innovations (STI) can play in reducing unemployment;
14. **Calls on** the OIC Member States and concerned institutions to support the efforts of the Palestinian Ministry of Labor to save the Palestinian job market from the serious repercussions of the war on Gaza;
15. **Invites** the relevant OIC institutions to continue to assist Member States, as appropriate and upon request, in advancing their efforts towards developing an environment that enables the effective generation of full and productive employment and decent work for all;
16. **Encourages** Member States to indicate their interest in hosting the Sixth Islamic Conference of Labour Ministers in 2025 to discuss the current and emerging challenges affecting workers and labour markets in the OIC Member States;
17. **Requests** the Secretary General to follow up the implementation of this Resolution and submit a progress report to the 6<sup>th</sup> Islamic Conference of Labour Ministers.

**Adopted in Baku,  
23<sup>rd</sup> November, 2023**