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EXECUTIVE COUNCIL
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**REPORT OF THE 2ND MEETING OF SPECIALIZED TECHNICAL
COMMITTEE ON SOCIAL DEVELOPMENT,
LABOUR AND EMPLOYMENT,
24 – 28 APRIL 2017, ALGIERS, ALGERIA**

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**SECOND MEETING OF THE SPECIALISED TECHNICAL
COMMITTEE ON SOCIAL DEVELOPMENT,
LABOUR AND EMPLOYMENT (STC-SDLE-2)
ALGIERS, ALGERIA
24-28 APRIL 2017**

STC-SDLE-2/MIN/RPT
Original: English

**Theme: “*Investment in Employment and Social Security for Harnessing the
Demographic Dividend*”**

REPORT OF THE MINISTERS’ MEETING

REPORT OF THE MINISTERS' MEETING

INTRODUCTION

1. The Ministers' Meeting of the Second African Union Specialized Technical Committee on Social Development, Labour and Employment (STC-SDLE-2) was held in Algiers, Algeria from 27-28 April 2017. The theme of the meeting was "Investment in Employment and Social Security for Harnessing the Demographic Dividend".

2. The meeting discussed critical issues addressing the theme in the two sectors of the STC:

Social Development – Social protection for older persons on the continent should be intensified as their numbers are growing rapidly and they play a critical role in social and economic development, and shoulder a heavy burden regarding care giving to family members. Social and economic inclusion of Persons with Disabilities, and using their abilities and talents is indispensable for harnessing the demographic dividend. Furthermore, allowing girls to be married, not supporting them to complete their education to harness their contribution in social and economic development, is a serious impediment for reaping the demographic dividend and this practice should stop.

Labour and Employment – With the growing numbers of young people on the continent entering the informal sector, skills training and education to match the demands of the labour market, alongside productivity improvement, have become critical not only to transform the informal sector into the formal sector, but for harnessing the demographic dividend in the service of economic development of the continent. Furthermore, labour rights need to be realized to attract trade and investment to the continent. Expanding social security and social protection provisions for workers in the agricultural, informal and handicraft/ artisan sectors, among other sectors, will contribute greatly to social and economic development of African societies.

ATTENDANCE

3. The meeting was attended by delegates from the following AU Member States: Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Democratic Republic of Congo, Republic of Congo, Cote d'Ivoire, Djibouti, Egypt, Ethiopia, Gabon, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Saharawi Arab Democratic Republic, Senegal, Sierra Leone, South Africa, South Sudan, The Sudan, Swaziland, United Republic of Tanzania, Togo, Tunisia, Uganda, Zambia and Zimbabwe.

4. In addition, AU Organs, Regional Economic Communities, UN Agencies, Inter-Governmental and Non-Governmental Organizations and cooperating partners were represented.

OPENING CEREMONY

5. The Master of Ceremony (MC) for the Opening Ceremony welcomed all participants to Algiers and stated that the theme of the Conference is core to the pursuit of promoting labour and employment goals and reduce poverty, including strengthening of human rights frameworks in Africa.

6. Hon. Priscah Mupfumira, Minister of Public Service and Social Welfare of Zimbabwe and Outgoing Chair of the STC-SDLE-1 thanked the Government of Algeria for their hospitality. The Hon. Minister acknowledged members of the outgoing bureau and their commitment to the work of the STC from 2015 to 2017. She noted that within the agreed agenda of the Second Meeting of the STC on Social Development, Labour and Employment (STC-SDLE-2), the AU should work closely work with the incoming bureau for upcoming meetings and ensure follow up on issues, also outstanding from the 1st STC. The Hon. Minister congratulated Algeria as the incoming Chair of the STC-SDLE-2 and expressed confidence that the Chair will diligently lead the bureau to take the necessary issues forward. She also congratulated the new AU Commissioner for Social Affairs, Dr Amira El-Fadil on her election and mentioned that through her leadership the STC will be able to achieve the goals for the Africa we want.

7. The workers' representative, Mrs Ghislaine Brohm, made a brief statement and mentioned that it is important for the STC-SDLE-2 to organize more meetings with social partners and CSOs in order to harness the human and financial resources to achieve Africa's goals.

8. The employers' representative, Mr Jamal Belahrach stressed that youth unemployment is unacceptable, and there is need to diversify economies, to address the gap between skills and demands of the labour market and to work against the recruitment of youth through extremist groups causing even more serious challenges. Unemployment has also become problematic for economic security and therefore the AU should declare a fight to end youth unemployment through different policies such as Agenda 2063 and Ouaga +10 among others to create an operational roadmap to address unemployment. Workers, employers and Governments must be brought together in the realization of a solution of opportunities for youth in the jobs market.

9. The AU Commissioner for Social Affairs, Dr Amira El-Fadil thanked the Government of Algeria for graciously hosting the STC-SDLE-2 and stressed that the issues being addressed at the STC are of great importance to reap the Demographic Dividend: disability, children, labour and employment and social protection. She stated that the STC will directly contribute to the achievement of 2 aspirations of Agenda 2063 and focus on 6 of the 30 priority areas namely: income, jobs and decent work; poverty, inequality and hunger; social security and protection including persons with disabilities; youth empowerment and children; women and girls' empowerment; and violence and discrimination against women and girls. The Commissioner informed that the main issues that STC is addressing will be taken forward in the Department, such as the Draft Protocol on Persons with Disabilities; the signature and ratification of the Protocol on the Rights of Older Persons by 15 Member States for the Protocol to enter into force; development of the protocol on

the Rights of Citizens to Social Protection and Social Security, as well as a Social Agenda 2063; and tackling child marriage from the root and progress on the AU Campaign to End Child Marriage. The First Five Year Priority Programme (2016 - 2020) on Employment, Poverty Education and Inclusive development, built on the relevant targets of Agenda 2063 and aligned with the UN Agenda 2030, will receive priority attention as well. The Commissioner concluded that in order for African economics to thrive and be even more competitive at the global scale, we must start with investing in our people.

10. In his opening address, H.E. Mr SELLAL Abdelmalek, the Prime Minister of Algeria welcomed all participants and stated that the STC has been a space of dialogue and collaboration on a number of social, and labour and employment issues and emphasized that in Africa, we must rely on ourselves such as on our capacity, and human resources for moving forward. His Excellency, the Prime Minister noted that provision of stable income for workers can reduce insecurity, criminal activities, brain drain, migration and stimulate local economies. He added that an increase in levels of health coverage and investments in education and infrastructure will have a positive impact on African workers who need qualifications and on the enterprises who employ these workers. Africa needs to keep abreast with the world economy. Western countries must realize that the stability for the continent serves the cause of peace and contributes to creation of wealth and the preservation of natural resources. In this regard it is key to create urgent development programmes for the benefit of Governments, employers and workers should being views closer and work to the same goals. In closing, His Excellency the Prime Minister of Algeria pledged the full support of the Government of Algeria to the proceedings and meeting of the STC and mentioned that he is looking forward to the outcomes of the meeting.

AGENDA ITEM 1.1: ELECTION OF THE BUREAU

11. In conformity with the Rules of Procedure for composition of the STC and following due consultations amongst Member States, the Ministers elected the Bureau of the STC-SDLE-2 as follows:

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| Chairperson | Algeria – Labour - North Africa |
| 1st Vice-Chairperson | Ghana – Social Development - West Africa |
| 2nd Vice-President | Sudan – Workers - East Africa |
| 3rd Vice-Chairperson | Cameroon – Employers- Central Africa |
| Rapporteur | South Africa – Social Development - Southern Africa |

AGENDA ITEM 1.2: ADOPTION OF THE AGENDA AND PROGRAMME OF WORK

12. The Ministers adopted the agenda and programme of work with minor amendments in relation to the order of presentations.

**AGENDA ITEM 2: MINISTERIAL DISCUSSIONS:
2.1 THE FUTURE OF WORK IN AFRICA**

13. The representative of the ILO emphasised the need to have transformation in terms of provision of goods and services in Africa for the continent to remain competitive. He reiterated the need therefore for a transformation agenda in the African economy that will add value chain to our national resources instead of maintaining the trend of only producing and selling raw and unprocessed products. This is where more opportunities of jobs and wealth creation in goods and services will be produced. He further advised African countries to upgrade their facilitative infrastructure including roads, ports, railways, bridges etc. African should ensure that their power generation is not only accessible but also reliable to spur industrialization in the continent. Regional economic integration should be promoted to ensure availability of ready markets while at the same time upgrading necessary skills that may be needed for economic transformation.

14. The representative of the African Development Bank informed the meeting that African countries must diversify the training of labour and that ADB is fully aware of its role in creation of employment and it is working with African governments to promote key pillars that can create and manage labour migration on the continent. This includes supporting mega power generating projects, promoting and supporting the integration agenda of Africa to promote labour migration in Africa and supporting the capacity building of African youth through vocational training.

15. After sharing country experiences, the Ministers made the following **decisions** regarding the Future of Work:

- i) Bureau of STC to coordinate reflection and harmonization of an African Common Position on the future of work in Africa, in collaboration with the ILO regional office;
- ii) Involve the Pan African Parliament for the necessary related legislative reforms.

**AGENDA ITEM 2: MINISTERIAL DISCUSSIONS:
2.1 THE NEED FOR ACCELERATING THE IMPLEMENTATION OF THE FIRST FIVE YEAR PRIORITY PROGRAMME ON EMPLOYMENT, POVERTY ERADICATION AND INCLUSIVE DEVELOPMENT (5YPP)**

16. The Director of Social Affairs of the African Union Commission explained that the First 5YPP was developed at the request of the AU Summit with the view to ensure effective implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development. The principle of subsidiarity is valued and RECs are in a natural position to drive its implementation in their respective member states. The role of the social partners and other non-state actors are particularly acknowledged and valued. The call to RECs and Member States is to work on the domestication of the Ouaga+10 policy frameworks and their

First 5YPP. The Commission will work with ECOWAS to this effect to have a domestication model in the coming months.

17. The following **decisions** were made by the Ministers, following the discussions:

- i) Member States to set up or enhance their Intersectoral follow-up structure on the Ouaga+10 policy frameworks and inform the Commission by October 2017 for consideration by the Bureau of the STC-SDLE-2;
- ii) Member States to designate their focal person on the Ouaga+10 policy process by September 2017;
- iii) Member States to prepare their first biennial follow-up report in 2018 for consideration by the STC in 2019;
- iv) International partners are called upon to align their interventions and mechanisms with the First 5YPP for policy coherence at all levels.

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| <p>AGENDA ITEM 2: MINISTERIAL DISCUSSIONS: 2.3 THE NEED FOR FAST TRACKING THE ENTRY INTO FORCE OF THE PROTOCOL TO THE AFRICAN CHARTER ON HUMAN AND PEOPLES' RIGHTS ON THE RIGHTS OF OLDER PERSONS IN AFRICA</p> |
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18. The Director of Social Affairs, AU Commission indicated that only 3 Member States signed the Protocol since it was adopted in January 2016. He noted that at present, the population of older persons stands at 65 million and by the time the current youth bulge has aged, Africa will have 220 million older persons in 2050. Therefore, he called upon Member States to seriously consider signing and ratification of the Protocol to ensure their rights as this age group is and will become an important part of the Demographic Dividend on the Continent.

19. The Ministers took the following **decisions** regarding accelerating the entry into force of the Protocol:

- i) The Commission should accelerate sensitization of Member States on the existence of the Protocol on Older Persons in order to move ratification of the Protocol forward;
- ii) The Commission should also engage and work with the Pan African Parliament, Regional Economic Communities and their parliaments, as well as national parliaments in order to promote the signing, ratification and domestication of the Protocol;
- iii) The Commission is requested to organize dialogue by older persons for older persons on the Protocol;

- iv) Ministers undertook to popularize the Protocol at national level by sharing it with different Ministries and agencies in their respective countries as part of the ratification and domestication effort;
- v) Member States should take stock of the status of older persons in their respective countries in order to harmonize the provisions of the Protocol with national strategies on older persons;
- vi) Governments need to prioritize the rights and well-being of older persons in national social protection schemes.

AGENDA ITEM 2: MINISTERIAL DISCUSSIONS:**2.4 THE PROJECT ON EXTENDING SOCIAL SECURITY TO WORKERS IN THE HANDICRAFT INDUSTRY**

20. The Hon. Minister of Trade, Handicraft and SME Promotion, Cote d'Ivoire, made a presentation on the CODEPA concerning harmonizing actions in Member States towards the development of the handicraft sector. He underscored the importance of this sector for the livelihood of women. He also emphasized the growth potential of the handicraft market both locally and globally and thus the need to invest in new technologies whilst preserving traditional handicrafts. He further emphasized the need to facilitate access to financing for women and youth entrepreneurs in addition to the provision of skills certification. The focus of his message was on the need to take bold measures to extend social security to workers in the handicraft industry and members of their families.

21. Further to the briefing, the Ministers made the following **decisions**:

- i) The handicraft sector needs to be formalized and social security/social protection coverage must be extended to the workers in this sector as a strategy for transitioning from informal economy to formal economy through SPIREWORK implementation through cooperation between CODEPA Secretariat and AUC;
- ii) Governments should create a National Board of Craftsmen as part of a structured programme to address the needs of handicraft workers;
- iii) The AU should create a unit to bring more attention to the handicrafts sector and this sector must become a strategic pillar on the continent within the framework of the AU;
- iv) CODEPA should provide technical assistance to Member states on enhancing their handicraft and artisan sectors in collaboration with the AU.

22. South Africa registered reservations on the developments under this item, on the argument that a comprehensive social security policy is implemented in the country with reach out of workers in the handicraft industry.

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| AGENDA ITEM 2.5: MINISTERIAL PANEL ON EMPLOYMENT, SOCIAL DEVELOPMENT AND DEMOGRAPHIC DIVIDEND |
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23. The topic of *Labour Migration for Development and Integration* was addressed by the Hon. Minister of Labour and Social Affairs of Ethiopia. He informed the meeting that Migration has become an issue for the country as it both a source country and transit country for migration, and that labour migration has been in the rise in the recent years. He further informed that Ethiopia has a new legal framework in place. Ethiopia is also working to have attaches in different countries, mostly in the Middle East. In terms of international cooperation, Ethiopia has been working closely with ILO, IOM etc. The country has also developed several joint agreements with other countries that are hosting its citizens for social protection. The Hon. Minister shared Ethiopian experiences which include the creation of the labor migration referral mechanism for deportees especially for those from Middle East.

24. The Ministers subsequently **decided** that:

- i) An African Common Position should be developed to address the harassment and modern slavery that is afflicting irregular migrants;
- ii) Member States should develop bilateral agreements among each other and the AUC should assist with the dialogue for a multi-lateral agreement on labour migration, in particular with the Middle East and Europe.

25. *Women empowerment in labour markets* was addressed by the Hon. Ministers of Nigeria and Algeria who highlighted the challenges on human rights and the capacity of women to participate in the labour market. To address this, legislation and policy frameworks should be in place, and international instruments were ratified in Nigeria and Algeria and 35% of positions in management and CEO are reserved for women in Nigeria. In Algeria, measures were furthermore taken at legal and policy levels to support women empowerment which have positive impacts on women in the labour market. Other countries also shared their experiences.

26. Pursuant to the discussion, Member States were called upon to ensure implementation previous decisions on women empowerment and the implementation of the conclusion of the 61st session of the UN Committee on the Status of Women to reap the Demographic Dividend.

27. *Transiting from the informal economy to the formal economy* was addressed by the Hon. Minister of Labour and Social Security of Algeria who informed of the 2015 legal framework in Algeria that has produced outstanding achievements by extending social security to the workers in the informal economy, in particular the artisans. This is achieved through a voluntary system support with an affordable contribution rate. The next step is to further extend this regime and create a new

category of social security beneficiaries with a new status including the adaption of the social security and fiscal law and regulations.

28. The Hon. Ministers of Ghana and Zambia also shared their experiences on policy and legal frameworks put in place as well as specific programmes aiming at extending social security covers to workers in the informal economy and their families. This involved social partners, as well as international development partners.

29. The Ministers **decided** to engage on transitioning from the informal to the formal economy and called for joint implementation of AU and ILO policy frameworks and instruments in this regard with the assistance of AU and ILO.

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| AGENDA ITEM 3: CONSIDERATION OF THE REPORT OF THE MEETING OF EXPERTS OF THE STC-SDLE-2 |
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30. The Ministers considered the Report of the Meeting of Experts and endorsed the recommendations therein:

I. SECTORIAL SESSIONS OUTCOMES – SOCIAL DEVELOPMENT

Implementation of the Policy Framework and Plan of Action on Ageing

31. The Ministers **decided** that:

- i) The Common African Position on Long Term Care systems be adopted for implementation by the identified stakeholders;
- ii) Member States should put in place national platforms with laws for protection of older persons, including social protection schemes to ensure health coverage and other key services for older persons;
- iii) Curricula of institutions of tertiary education in Member States should include gerontology (for social sciences), social services professionals, and geriatrics (for health sciences);
- iv) Governments should collaborate more with the private sector in investing in skills development in specialized areas pertaining to older persons and support to families;
- v) Countries should share good practices on how the care of older persons is managed taking into account cultural aspects;
- vi) Retirement age should be harmonized by the African Union according to the life expectancy from country to country, to ensure proper preparation and planning so that older persons receive their pension and other financial benefits when it is due;

- vii) Research should be conducted on the size of the older population with desegregated data on age and capabilities;
- viii) Governments should organize awareness raising at schools and communities to promote respect and value of older persons and have laws to protect older persons against all forms of violence and abuse.

Implementation of the Call for Accelerated Action on Implementation of the Plan of Action on Africa Fit for Children

32. The Ministers took the following **decisions** regarding the Campaign to End Child Marriage in Africa:

- i) At national and regional levels champions for the Campaign should be identified, as well as focal persons, including traditional and religious leaders;
- ii) Political commitment is crucial with resources made available for programmes on ending child marriages;
- iii) Strict laws are needed particularly to harmonize national and customary laws to address any discrepancies in age of marriage;
- iv) Child marriage needs to be mainstreamed into national action plans so that the issue remains a priority;
- v) The linkages between child trafficking and child marriage should be closely monitored;
- vi) More research is required on why child marriage keeps recurring;
- vii) An African Committee to oversee the fight against child marriage needs to be established which will, among others, offer awards to and recognise countries that have made clear progress on ending child marriage.

Implementation of the AU Disability Architecture

33. The Ministers meeting made the following **decisions** regarding the AUDA:

- i) Mandates the AUC to commence the development of the successor policy document to the Continental Plan of Action 2020-2030) on the African Decade of Persons with Disabilities (2010-2019), for consideration by the STC-SDLE-3 in 2019;
- ii) Requests Member States to establish a Ministerial Sub-Committee.

Briefings

Disability

a) **Payment of arrears in contributions to the African Rehabilitation Institute (ARI) for the settlement of salary arrears of former ARI staff**

34. The Ministers took note that of the 26 ARI Member States, 17 still owe arrears in contributions to the ARI which results in former, deceased and retired ARI staff not having been paid their audited dues since 2013 which amounts to \$1.3 million. This despite former Executive Council Decisions ARI urging member countries to pay only 30% of their audited arrears owed to ARI. With some ARI Member countries having paid their arrears, the Executive Council will request the remaining countries to pay only 15%.

35. The Ministers **urged** ARI Member States to pay their arrears and made the following **additional recommendations**, that:

- i) That the matter is placed on the agenda again of the upcoming AU Executive Council meeting in July 2017;
- ii) The AU Commission pays a subvention of US\$150,000 from Member States' contributions towards the liquidation of the liabilities of ARI in 2017;
- iii) The seventeen (17) ARI Member States that are in arrears in their contributions to ARI, be billed (invoiced) by the AU Commission for 15% of their audited arrears in 2017;
- iv) Payments owed to ARI staff are done in proportion to funds received from the AUC and ARI Member States, i.e. that the dues to ARI staff are offset as payments come in, for them not to wait another year for any payments;
- v) Those remaining ARI Member States that still owe arrears to ARI in 2018, are billed by the AU Commission for 30% of their audited arrears to ARI, in addition to their annual assessed contribution to the AU Commission;
- vi) The Executive Council receives a report from the Commission on the liquidation of the liabilities of the ARI at their Ordinary Session January 2018, as requested for already in January 2013.

b) **Implementation of the AUC/Finland/GIZ project for the AU Disability Architecture (AUDA)**

36. The Ministers commended the AUDA project and **decided** that the criteria for selection of the Champion States be circulated and the selection of these states be done in a transparent manner.

Social Protection

a) Long term prospects for social protection

37. The Ministers commended the report and **requested** that OECD supports research in the area of social protection measures and outcomes in member States.

38. The Ministers welcomed the AUC/UNDP project on the publication of the State of Social Protection in Africa and committed to provide the necessary information for a continental overview;

b) Financing of Social Protection in Africa

39. The meeting **concurred** that there is need for greater policymakers' awareness of the links between social protection and economic growth along with better data and more rigorous analytical work to convince them of the real benefits of investments in vulnerable groups.

40. The Ministers welcomed the first meeting of the Social Protection Inter-Agency Coordination Board (SPIAC-B) in Africa and requested the AU Commission to enhance the cooperation with SPIAC-B and RECs in research, policy and programme development and coordination in social protection and social security in Africa.

Older persons

a) Status of Signature and Ratification of the Protocol on the Rights of Older Persons in Africa

41. The meeting took note of the slow pace of signature and ratification of the older persons protocol and **urged** Member States to engage with Governments and with the advocacy of civil society to have the Protocol signed and ratified expeditiously.

42. The Ministers further **decided** that:

i) The Commission should engage with Governments and CSOs for older persons and educate them about the Protocol, for older persons to influence their Governments to sign and ratify the Protocol;

b) Status of the development of the UN Convention on the Rights of Older Persons and participation of AU Member States in the Open Ended Working Group for the Convention

43. The Ministers **decided** that:

i) Member States support the development of a UN Convention on the Rights of Older Persons;

- ii) Member States should use the AU Protocol on the Rights of Older Persons as reference at the international level when drafting the UN Convention on the Rights of Older Persons;
- iii) At UN level, a communication strategy and a road map should be developed for the development of the Convention.

II. SECTORIAL SESSION OUTCOMES – LABOUR AND EMPLOYMENT

Implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development

44. The Ministers **decided** the following regarding the implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development:

- i) AUC to work on the clarification of concepts and indicators being requested, as well as on the reporting methodology for further discussion on the margins of the ILC in Geneva and ensure that countries are focusing only on the most important indicators;
 - ii) Involvement of social partners, business, and workers in 5YPP implementation to be increased and to make reporting more tripartite and consultative by sending the questionnaires also to focal points of social partners;
 - iii) Member States to establish and enhance their inter-sectoral follow-up structure by September 2017 and inform the Commission for submission to the Bureau;
 - iv) Member States and RECs to take appropriate measures for the formulation of their national and regional domestication document on the 5YPP;
 - v) Capacity building programmes to be established for institutions in charge of labour and employment statistics to improve data collection, analysis, and reporting at Member State level; AUC to disseminate strategy and harmonized survey tools developed through the Labour Market Information Systems harmonization and Coordination Framework with the support of ILO, UNDP and FHI360, for effective use by Member States;
 - vi) Ensure policy coherence in international cooperation with partners such as ILO in line with the Addis Ababa 2013 Declaration and Ouaga+10.
- a) **Forum on Public-Private Partnerships for Job Creation and Inclusive Development**

45. The Ministers **decided** that:

- i) PPPs should be linked with efforts to spur new enterprise creation and pursued in partnership with broader efforts to improve national productivity and competitiveness;
- ii) PPPs should be structured to achieve co-benefits beyond decent job creation including better cost- and risk-sharing, improvements to government service delivery, improved quality and reach of data and statistics;
- iii) To increase their inclusivity and effectiveness, PPPs need to go beyond just 'public' and 'private' stakeholders to involve and incorporate workers, trade unions, and social partners;
- iv) AUC to develop guidelines, tools, including regulatory frameworks for Member States to promote and develop PPPs, and also to strengthen their private sectors to begin with as effective PPPs rely on a strong private sector;
- v) Include labour migration, social protection and rural employment in the framework;
- vi) Improve understanding and implementation of PPPs within the agriculture sector and in post-conflict environments;
- vii) AUC to gather experiences from member States and produce a compendium of good practice on PPP; and support Member States in developing PPP projects, including with concrete initiatives by the Jobs for Africa Foundation in skills matching, agriculture transformation, ICT, entrepreneurship, social dialogue, etc.

Skills for Jobs and Demographic Dividend in Africa

Skills matching

46. Taking into account the decisions of the African Union regarding skills matching, the Ministers **decided** the following:

- i) AUC to work with GIZ, ECA and ILO on implementing the skills supply and demand forecast model in pilot countries, and develop capacity of member states in the domain;
- ii) A greater clarification of the role of national observatories and national qualification authorities in skills matching and coordination of labour supply and demand should be conducted;
- iii) Skills matching needs to take into account technological change and its implications for future skills demands in the workplace;
- iv) AUC should consult Members with relevant experience in the development of the green job project.

Labour rights in trade and investment

47. The Ministers made the following **decisions** regarding labour rights to attract investment:

- i) A mechanism should be established to help African countries achieve better coordination between their labour and trade ministries to align labour policies with trade provisions;
- ii) A structured platform for dialogue amongst relevant ministries, social partners, business, should be instituted and workers should align their positions on trade-related labour issues;
- iii) National agreements with multinationals should include social clauses guaranteeing a minimum of basic rights necessary for jobs to be decent, in particular in extractives;
- iv) Partnerships between member States and the Commission with ILO and US Department of Labour to promote labour rights in trade and investment should be encouraged;
- v) Research should be conducted to guide member States in their policy design and cooperation.

Social Security

- a) **AU-FAO-ILO Project on leveraging Cooperatives to extend social security and social protection to rural workers and members of their families**

48. The Experts welcomed the efforts by AU-FAO-ILO and **decided**:

- i) The expansion of these efforts in member states and better quantification of their impact;
- ii) Establishment of an inventory of existing social protection programmes;
- iii) Expansion of partners in SPIREWORK implementation to social partners.

Cooperation with the Committee for Development and Promotion of Handicraft (CODEPA) to extend social security to artisans

49. Further to the CODEPA briefing, the Ministers affirmed the importance of handicraft in African economies and the necessity of extending social protection to this sector. South Africa delegation registered reservation as a comprehensive social security policy is implemented in the country with coverage including workers in this sector.

50. The Ministers **decided** that:

- i) A harmonized and integrated system on social security and social protection for the African artisans be established in line with the modality of cooperation between the two institutions;
- ii) The AU Commission promotes the handicraft industry among its key activities.

Briefings

Implementation of the Employment and Social Cohesion Fund

51. In considering the Fund, the Ministers **decided**:

- i) Further information on the fund's proposed structure should be collected;
- ii) The joint AUC/ECA/ILO working group should continue development and refinement of the fund concept and details of key issues;
- iii) A two stage approach: (1) audit of what funding is currently available in member States and (2) use this insight to inform a continental perspective on the establishment of the fund;
- iv) Further to the resolution of the 9th Joint AU/ECA STC on Finance, Economy and Development Planning, the Commission is requested to complete the reflection with AfDB, ILO and ECA, and submit a project proposal **to the mentioned STC** for the Employment and Social Cohesion Fund.

52. Ministers expressed their appreciation of the progress made in the implementation of the AU-ILO-IOM-ECA Joint Programme on Labour Migration, and requested to pursue the efforts, including the operationalization of the Labour Migration Advisory Committee with IOM support

Preparation for the 106th Session of the International Labour Conference

Report on the Activities of the African Group in Geneva

53. The following **decisions** were made:

- a) *Review and role of Regional meetings:*
 - The African Group should continue to pursue its position on the amendment of the Rules for Regional meetings relating to the issue of Composition and that the next ILO African Regional meeting to be held under the amended Rules.
- b) *1986 Instrument of Amendment to the ILO Constitution*
 - The AUC should continue its efforts to lobby the six remaining African countries that have yet to ratify the 1986 Instrument.

- The lobbying of the countries of Chief Industrial Importance should be elevated to the highest level of the African Union and the AUC.
- c) *ILO cooperation with Tobacco Industry*
- Member states should hold national tripartite consultations on the issue of ILO cooperation with tobacco industry
 - ILO should develop the necessary guidelines/policy to inform its cooperation activities with the tobacco industry
 - Member states and social partners should reflect on alternative economic activities including alternative livelihoods for their tobacco growing communities given the impact of tobacco on the health of their populations
- d) *ILC Committee on Employment and decent work for peace and resilience:*
- A preparatory African group meeting will be held on 4 June 2017 in Geneva to finalise the African Group position on Refugees and Internally Displaced Persons (IDPs) in relation to the draft revised Recommendation 71
- e) *Ratification of the Protocol of 2014 to the Forced Labour Convention, 1930*
- Noting that 3 African countries have already done so, Member States were encouraged to ratify the Protocol
- f) *Election of African Members of the GB for 2017-2020*
- The following countries were nominated to represent Africa on the GB for 2017-2020:

| Six Regular | Seven Deputy |
|--------------------------------|------------------------------|
| 1. Chad (Central) | 1. Cameroon (Central) |
| 2. Ethiopia (East) | 2. Uganda (East) |
| 3. Mauritania (North) | 3. Rwanda (East) |
| 4. Lesotho (South) | 4. Libya (North) |
| 5. Côte d'Ivoire (West) | 5. Namibia (South) |
| 6. Sénégal (West) | 6. Swaziland (South) |
| | 7. Nigeria (West) |

- g) *Coordinator of the African Group 2017 to 2020*
- In accordance with the sub-regional rotation of the coordination, the Coordinator of the African Group endorsed Ethiopia as coordinator for 2017-2020
- h) *African Group spokespersons and liaisons for the 106th ILC committees*
- The following countries were endorsed as spokespersons /liaisons for the Committees of the 106th ILC in June 2017:
 - i) Labour migration: **Zambia**
 - ii) Employment and decent work for peace and resilience: second standing setting discussion: **Angola**
 - iii) A recurrent discussion on the strategic objective of fundamental principles and rights at work: **South Africa**

- iv) Liaison for the Committee on the Application Standards: Volunteer required.

African Charter on Maritime Security and Safety and Development in Africa: Annex 6 on Poverty Eradication, Employment and Social Development

54. The Ministers endorsed hard referendum Annex 6 on Poverty Eradication, Employment and Social Development of the Charter on Maritime Security and Safety and Development in Africa and requested Member States with additional comments to forward them to AUC latest 30th June 2017 for incorporation into the Annex. Thereafter the Commission is requested to transmit to the STC on Justice and Legal Affairs.

Frequency, Participation and Functioning of STC-SDLE

55. Regarding the future participation in the STC-SDLE, the Ministers **decided** that:

- i) Participation of delegates from the social development sector should be strengthened;
- ii) The Bureau must identify the theme of the sessions and its work programme during the ILC;
- iii) Follow up is required on the implementation of the decisions of the STC with a special report 6 months before the next session;
- iv) Benchmarking of good practices must be done from other STCs such as champion country mechanisms on STC on Public Service;
- v) Request the Commission to consider an annual session of the STC-SDLE.

AGENDA ITEM 4: FORMAL ENDORSEMENT OF THE PROTOCOL TO THE AFRICAN CHARTER ON HUMAN AND PEOPLES' RIGHTS ON THE RIGHTS OF PERSONS WITH DISABILITIES FOR ONWARD SUBMISSION TO THE STC- JUSTICE AND LEGAL AFFAIRS

56. The Ministers **endorsed** the Draft Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities for onward submission to the STC on Justice and Legal Affairs.

AGENDA ITEM 5: ADDRESS BY THE HON. MINISTER OF SOLIDARITY, FAMILY AND WOMEN AFFAIRS OF ALGERIA

57. Hon. Mounia Meslem Si Amer provided a summary of the social development sector of Algeria and she informed the meeting of the importance of Member States to provide social protection for its citizens. She mentioned that Algeria has been committed to preserving the human dignity and protect its citizens by passing a number of legislations covering vulnerable groups- children, older persons and persons with disabilities. The Government has been providing financial subsidies and other coverage for the health and well-being of vulnerable groups including

assistance programmes to women and girls living in difficult conditions, in order to mainstream them in social protection and employment schemes. Strategies have been put in place for the empowerment of women by including women in decision making positions and encouraging women's entrepreneurship. Laws are also in place for the protection of women and girls against gender based violence. Algeria is party to international instruments such as UN Convention on the Rights of Persons with Disabilities. The Hon. Minister concluded by emphasizing that social inclusion is crucial in Algeria to fight against marginalization and poverty and the Government has taken the lead leave no-one behind in the national development agenda.

AGENDA ITEM 6: DATE AND VENUE OF THE 3RD MEETING OF SPECIALISED TECHNICAL COMMITTEE MEETING ON SOCIAL DEVELOPMENT, LABOUR AND EMPLOYMENT

58. The Ministers welcomed the offer to host the STC-SDLE-3 by the Republic of Guinea, to be held in April 2019.

AGENDA ITEM 7: ANY OTHER BUSINESS

59. No items were listed under Any Other Business.

AGENDA ITEM 8: CONSIDERATION AND ADOPTION OF THE REPORT OF THE MINISTERS' MEETING

60. The Ministers adopted their report and declaration with amendments to be incorporated by the Commission.

AGENDA ITEM 9: CLOSING CEREMONY

61. H.E. Dr. Amira El Fadil, the Commissioner for Social Affairs thanked the Government of the People's Democratic Republic of Algeria for its support and generosity. She also thanked His Excellency, the President of the Republic of Algeria President Abdelaziz Bouteflika, the Prime Minister, Mr. Abdelmalek Sellal, who honoured the meeting with his presence and inspiring remarks at the opening session of the Ministerial Session. She appreciated the new thinking and shift of member states, partners, employers and employees and other stakeholders towards prioritizing social dialogue and justice, sustainable development and inclusive growth which are high on the Agenda 2063 and the various continental frameworks. She stressed that focus will be placed on implementation of the decisions taken in Algiers, particularly with regards to the Protocol on Persons with Disability, the formulation of national and regional domestication documents on the 5 Year Priority Programme for the implementation of the Ouagadougou+ 10 declaration and plan of action. Other priorities will include the integration of the roadmap on Demographic Dividend into national policy framework on employment, national measures on women

empowerment in African Labour markets under the human rights perspective, and the AU on the Campaign to end Child marriage.

62. She ensured that the Bureau will be consulted on the outcome of this STC and other matters that may arise on the margins of the International Labour Conference in Geneva. She concluded by thanking the Government of the Republic of Guinea for agreeing to host the next session of the STC.

63. H.E, Mohamed El Ghazi, the Chairperson of the Bureau of the STC-SDLE2, on behalf of the members of the STC, thanked H.E the President Abdel Aziz Bouteflika for honouring the meeting with his support and generosity in hosting the meeting. He acknowledged the quality of work invested by the experts to consider issues of prime importance for the social and economic development of African populations. He underlined that the importance of the decisions adopted by the meeting will improve the living and working conditions of the workers, young people, older persons, women and disabled persons and forced migrants as well. He singled out the adoption of the draft Protocol on the rights of disabled persons, and the imperative to speed up the ratification of the Protocol on the rights of older persons. He urged on the need to enhance South-South Cooperation, in particular the Intra African technical Cooperation, and reiterated the determination of Algeria to extend the cooperation of the Social International School to African countries. He committed that a special attention will be accorded by the Bureau to the follow-up on the implementation of the decisions taken by the meeting for concrete achievements to the benefit of the populations. He also commended Guinea for offering to host the next session of the STC in April 2019.

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**SECOND MEETING OF THE SPECIALISED TECHNICAL
COMMITTEE ON SOCIAL DEVELOPMENT,
LABOUR AND EMPLOYMENT (STC-SDLE-2)
ALGIERS, ALGERIA
24-28 APRIL 2017**

STC-SDLE-2/MIN/Decl.

**Theme: “*Investment in Employment and Social Security for Harnessing the
Demographic Dividend*”**

**ALGIERS DECLARATION ON INVESTMENT IN EMPLOYMENT
AND SOCIAL SECURITY FOR HARNESSING
THE DEMOGRAPHIC DIVIDEND**

ALGIERS DECLARATION ON INVESTMENT IN EMPLOYMENT AND SOCIAL SECURITY FOR HARNESSING THE DEMOGRAPHIC DIVIDEND

WE, the Ministers in Charge of Social Development, Labour and Employment of African Union Member States, meeting at the Second Meeting of the Specialized Technical Committee on Social Development, Labour and Employment, together with Social Partners, under the theme, "**Investment in Employment and Social Security for Harnessing the Demographic Dividend**" held at the Palais des Nations in Algiers, Algeria, from 24 to 28 April 2017,

Expressing our deepest gratitude to His Excellency Mr. Abdelaziz Bouteflika, President of the Peoples' Democratic Republic of Algeria, for hosting this event on the basis of his faith in African cooperation, his commitment and that of the Algerian Government since independence in favour of the continent's prosperity, and his conviction that "Algeria's stability is Africa's stability and its prosperity is that of Africa";

Recalling the Assembly Decision Assembly/AU/Dec.601(XXVI) taken in January 2016 where in the Assembly devoted the theme of the year 2017 to "Harnessing the Demographic Dividend through investments in Youth";

Aware that the demographic dividend is not automatic and that the benefit can arise when a country has a relatively large proportion of working-age population, and effectively invests in their health, empowerment, education, social protection and employment through public action and private sector involvement;

Noting that about 46 percent of the 1.3 billion increase in Africa's labor force over the period 2015-2063 will be young people aged 15 to 34, averaging 12.1 million a year;

Alarmed that the youth account for more than 60% of all unemployed people in Africa; and **Mindful** of the need to address this high youth unemployment rates and the mismatch between the demands of labour market and educational qualifications in Africa;

Convinced that the investments made today in the youth, who represent Africa's greatest asset, will determine the development trajectory of Africa over the next 50 years and position the continent towards realizing the "Africa We Want," a strong, united and influential global player and partner as envisioned in Agenda 2063;

Noting with appreciation the adoption the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Older Persons in Africa by the Heads of State and Government in January 2016 in Addis Ababa, Ethiopia;

Also Noting of the biennial report on the progress of the AU Campaign to End Child Marriage in Africa and the achievements made at the national level in ending child marriage within the framework of the campaign;

Further noting the ongoing efforts of the AUC, ECA, AfDB and ILO in the preparation and design of the Employment and Social Cohesion Fund;

Concerned that more than five (5) years after the closure of the African Rehabilitation Institute (ARI), the former staff of the Institute have not been paid their entitlements;

Mindful of the African Charter on Human and People's Rights, in particular its provisions on human security;

1. COMMIT ourselves to:

- i) Sign and ratify the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Older Persons in Africa to expeditiously reap the demographic dividend of the contributions of this important population group;
- ii) Support the development of a UN Convention on the Rights of Older Persons;
- iii) Take appropriate measures for the formulation of national and regional domestication documents on the 5 Year Priority Programme for the implementation of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development, set up or enhance an inter-sectoral follow-up structure and designate national focal persons by 30 September 2017; and submit first national biennial follow-up report to the AUC in 2018;
- iv) Integrate the Roadmap on the Demographic Dividend into national policy frameworks on employment and entrepreneurship, and report on its implementation using specific follow-up, M&E mechanism;
- v) Step up national measures on women empowerment in African labour market under the human rights perspective, within the framework of the Ouaga+10 policy frameworks, AU relevant Charters on Women and Children, the UN Agenda 2030 and in line with the conclusions of the 61st session of the UN Committee on the Status of Women, NY, March 2017, with the support of the AUC, NEPAD, ILO, AfDB, UNWOMEN, ECA and other partners;
- vi) Continue to collaborate with the African Union on the campaign to end child marriage and to engage with various stakeholders at community, national, regional and international levels in the fight against this harmful practice and others negatively affecting children;
- vii) Encourage and support RECs and Member States towards promoting free movement of people within regions, and support Member States to engage

effectively in bilateral and multilateral negotiations with labour receiving countries with the aim of protecting the rights of African citizens working outside their country of origin; and commend the progress made in the implementation of the AU-ILO-IOM-ECA Joint Programme on Labour Migration, calling for operationalization of the Labour Migration Advisory Committee.

2. REQUEST the African Union Commission to:

- i) Conduct a study with a view to gather experiences from member States and produce a compendium of good practices on Public Private Partnership (PPP); and support Member States in developing PPP projects, including with concrete initiatives by the Jobs for Africa Foundation in skills matching, agriculture transformation, ICT, entrepreneurship, social dialogue, etc.;
- ii) Engage with partners such as ECA, GIZ and ILO on the promotion of skills demand and supply forecasts, including developing a model for use by member states, and support capacity building in countries;
- iii) Work with ILO, FAO, ECA, UNDP and other partners to facilitate the extension of social protection and social security to workers in the informal economy and rural sector, while supporting transitioning from the informal economy to the formal economy through combined implementation of AU and ILO relevant policies and instruments;
- iv) Engage with the Secretariat of the CODEPA to extend social security/protection to artisans and workers in the handicraft industry where needed, through implementation of the AU SPIREWORK and incorporate the handicraft industry in its social and economic development policies with a dedicated structure;
- v) Develop the technical cooperation between Member States, within the framework of the Intra African Technical Cooperation Platform, and extend the South-South cooperation to other regions;
- vi) Elaborate an African Common Position on the “Future of Work” in Africa in collaboration with the ILO; and guide the coordination and harmonization of an African Common Position within the global process of the initiative on future of Work;
- vii) Complete the process of establishing the Employment and Social Cohesion Fund with AfDB, ILO and ECA and submit a framework to the STC on Finance, Monetary Affairs and Development Planning for consideration;
- viii) Review the implementation of the AUC/AfDB/ILO/ECA Joint Initiative on Youth Employment to be in line with the AU Roadmap on the Demographic

Dividend and incorporate the new AfDB Strategy on Youth Employment in Africa.

3. **CALL ON** the remaining seventeen (17) ARI Member States to pay 15% of audited arrears in their contributions to ARI, in 2017 to facilitate the payment of the entitlements of former ARI staff;
4. **ENDORSE** the draft Protocol to the African Charter on Human and People' Rights on the Rights of Persons with Disabilities for onward transmission to the STC on Justice and Legal Affairs and adoption by the Assembly of the Union;
5. **WELCOME** the offer of the Republic of Guinea to host the 3rd Session of the STC-SDLE in April 2019.

2017

Rapport de la 2eme Reunion du Comite Technique Specialise du Developpement Social, du Travail et de l'Emploi, 24-28 Avril 2017, Alger, Algerie

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